

# WALS

## Lawyers Now



### Chair's Message | *Teresa Schiller*

Dear Women and the Law Section Members:

Happy New Year! Here are articles designed to inspire, educate, honor, hear from, and support you.

**Free CLE** New Year, New Rules, and New Trends in Ethics and Legal Malpractice Cases (Jan. 21) & CLE Video Library

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Sincerely,  
Teresa Schiller, Chair  
State Bar of Texas Women and the Law Section



January 2021  
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# Legal Mojo | *Protect Your Position as a Creditor in the Bankruptcy Process*

Natalie Friend Wilson\*

The COVID-19 pandemic accelerated and deepened the recession that was predicted to start in the latter half of 2020. One result was a significant number of bankruptcy filings, especially in sectors that were already struggling, with no sign that the pace will slacken in 2021. Your client unwittingly may be brought into another entity's bankruptcy case if a customer or vendor files for bankruptcy. It is important to understand some bankruptcy basics to help your creditor client understand the process and protect its interests while the client determines if hiring a bankruptcy specialist is necessary. This article addresses only events that commonly occur early in a bankruptcy case – it is by no means a comprehensive list of all the bankruptcy-related events that affect a creditors' interest, nor even a complete list of all the events that may occur early in the case.

## 1. Chapter 7 v. Chapter 11 – What's the Difference?

This article primarily focuses on cases filed under Chapter 11 of the U.S. Bankruptcy Code (the "Code"). A brief description of Chapter 7 is provided first to highlight certain differences.

### a. Chapter 7

In a case filed under Chapter 7 of the Code, a trustee is immediately appointed from a panel of trustees who are approved by the U.S. Department of Justice. The trustee immediately takes control of the debtor's assets to liquidate them and distribute the proceeds equitably among the creditors in accordance with the priority scheme of the Code (generally, first to cover the costs of administering the bankruptcy estate, then to secured creditors, then to unsecured creditors, and lastly (but rarely) to equity). The trustee typically does not operate the debtor's business during the Chapter 7 case. A common exception is when the debtor is an energy exploration and production company ("E&P") whose assets would be lost or significantly diminished in value if operation ceased, or who would incur significant liabilities from a shutdown.

In most Chapter 7 cases, there is very little for a creditor to do, other than file a "proof of claim" and perhaps attend the "first meeting of creditors." If your client has a claim that could be non-dischargeable under Section 523 of the Code, it is advisable to consult promptly with a bankruptcy specialist to evaluate the viability of such a claim.

### b. Chapter 11

There is much more variety in a Chapter 11 case. The debtor may choose to sell all or substantially all its assets as a "going concern" under Section 363 of the Code. Or it may engage in what is known as a "true reorganization," in which the debtor restructures its financing and then emerges as an operating entity. The debtor's business continues to operate during the case. Whether the Chapter 11 debtor engages in a sale process or a true reorganization, there are many more steps to a Chapter 11 case than in a Chapter 7 case. Accordingly, there are more instances in which a creditor must be cognizant of protecting its interests.

Adding further complexity to the Chapter 11 process is the availability of certain special procedures under the Small Business Reorganization Act of 2019 ("SBRA" also commonly known as "Subchapter V"), which went into effect on February 19, 2020. The SBRA modifies certain Chapter 11 procedures and makes certain statutory sections inapplicable to Subchapter V cases, with the goal of making these small business

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## **Cont'd | *Protect Your Position as a Creditor in the Bankruptcy Process***

cases faster and less expensive than “traditional” Chapter 11 cases. In its original form, the SBRA was available to businesses with less than \$2.7 million in debt. Under the Coronavirus Aid, Relief, and Economic Security Act, or CARES Act, the debt limit was raised to \$7.5 million for cases filed before March 27, 2021. A comprehensive overview of the SBRA is a topic unto itself, but certain differences between a “traditional” Chapter 11 case and one under the SBRA are noted below.

### **2. First Things First**

One of the first events in any bankruptcy case is the first meeting of creditors, often referred to as a “341 meeting” because it is conducted pursuant to Section 341 of the Code. It is scheduled anywhere from 21 to 50 days after the filing of the bankruptcy petition. Any party in interest can appear at the meeting (currently they are being conducted remotely), and parties do not have to be represented by attorneys. In Chapter 11 cases, a representative of the U.S. Trustee’s office (the “Trustee”) presides over the meeting; no judge is present.

The Trustee asks the debtor’s representative (who is under oath) to confirm the information contained in the debtor’s bankruptcy schedules and “statement of financial affairs,” and may ask questions about the information contained in these documents (the “Documents”). Parties in interest also may ask questions related to the bankruptcy case or the debtor’s financial position, including questions about (a) the information in the Documents, (b) the causes of the bankruptcy, and (c) the debtor’s plan to exit bankruptcy. The questioning at the 341 meeting is not subject to federal discovery or evidentiary rules.

Another early event is the deadline for a creditor to file a proof of claim. In a traditional Chapter 11 case, the deadline to file is 180 days from the “order of relief” (defined as a voluntary petition or the date that the court orders the entry of an involuntary petition). In a Subchapter V case, however, the deadline to file a proof of claim is only 70 days from the order of relief. A creditor (even an entity) may file a proof of claim without an attorney, but depending on the nature of the creditor’s claim, it may be advisable to hire a bankruptcy specialist to assist with the preparation of the proof of claim. The proof of claim should include as an attachment the proof of indebtedness and, for secured claims, the security instrument. The proof of claim is a judicial admission of the amount owed to the creditor, so it is important to be careful and accurate.

A proof of claim that is timely and properly filed is prima facie evidence of the claim’s validity. However, the debtor may object to the claim, which will require a ruling from the bankruptcy court. The claim-objection proceeding may be a simple contested hearing, or if the dispute is more complex, the parties may follow certain federal adversary procedures. In this circumstance, the claim objection becomes a mini-trial within the overall bankruptcy case. In a contested claim proceeding, especially where adversary rules are invoked, it almost always is advisable to hire a bankruptcy specialist, if only to avoid a procedural misstep that could result in a waiver of the client’s claim.

### **3. Dealing with Prepetition Litigation**

Any litigation that is pending at the time the bankruptcy petition is filed is automatically stayed pursuant to Section 362 of the Code. The debtor should file a “suggestion of bankruptcy,” including the “notice of filing” generated by the bankruptcy court, so that all parties and the court are aware of the imposition of the automatic stay. Once a bankruptcy case has commenced, the non-debtor party has several options.

The litigation may be removed to the bankruptcy court under 28 U.S.C. § 1452. Before filing a notice

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## Cont'd | *Protect Your Position as a Creditor in the Bankruptcy Process*

of removal on behalf of a non-debtor, you should consider (a) the limited subject-matter jurisdiction of the bankruptcy court, (b) the bankruptcy court's limited authority to enter final orders, and (c) the two-layer appeals process applicable to final bankruptcy court orders. The debtor also may remove the pending litigation to the bankruptcy court. If a case is removed to bankruptcy court, the process after removal -- including the procedure for seeking remand -- is set forth at 28 U.S.C. § 1447.

Alternatively, the non-debtor party may seek to lift the automatic stay. The bankruptcy court will consider various factors, including efficiency, jurisdictional limitations of the bankruptcy court, and whether a jury has been demanded. The automatic stay can be lifted for limited purposes. For example, the stay can be lifted so that a plaintiff may seek recovery from insurance proceeds *only* or so that the amount of a claim can be liquidated, with any recovery to occur through the normal bankruptcy process.

#### 4. **Creditor Beware: Clawback Actions under Chapter 5 of the U.S. Bankruptcy Code**

Chapter 5 of the Code (not to be confused with the SBRA, which is Subchapter V of Chapter 11) permits the debtor to bring certain "clawback" actions against creditors and other parties for the purpose of augmenting the assets available for distribution to the creditor body as a whole. In a Chapter 7 case, the Trustee has the same powers.

The most common clawback actions are fraudulent transfer claims and preferential payment claims.

Fraudulent transfers can be asserted under 11 U.S.C. §§ 544 and 548, the latter of which incorporates by reference state-law fraudulent transfer actions. These actions do not require any bad intent on behalf of the transferee. Furthermore, the transfer does not have to include the transfer of cash. It can include the grant of a security interest or entry into a settlement agreement that included a release of claims against the "transferee."

Preferential payment, or transfer, claims are codified at 11 U.S.C. § 547 and are unique to the bankruptcy realm. In general, this section allows the debtor to recoup payments made outside the ordinary course of business in the 90 days prior to bankruptcy filing that give the transferee more than it would otherwise be entitled to under the Code. Payments under settlement agreements are a frequent target for preferential payment claims, as are payments on unsecured accounts that do not conform to a regular payment schedule.

The procedural and substantive law related to clawback litigation is in many ways unique to bankruptcy court. If your client is named as a defendant in a clawback action, it will certainly behoove him or her to engage a bankruptcy litigator.

#### 5. **Conclusion**

Bankruptcy law and procedure are complex, and the cases can move quickly, especially in the early stages. Creditors can easily jeopardize their rights to repayment if they are unfamiliar with the bankruptcy process and do not engage experienced bankruptcy counsel. As we anticipate a lengthy and severe economic contraction in the U.S., having some familiarity with basic bankruptcy concepts will undoubtedly benefit your clients and possibly prevent significant adverse outcomes.

*\* Natalie Friend Wilson is a shareholder in the San Antonio office of Langley & Banack, Inc., where she practices in the Bankruptcy and Cybersecurity, Data Protection, and Privacy Groups. She is board certified in business bankruptcy by the Texas Board of Legal Specialization. Natalie can be reached at [nwilson@langleybanack.com](mailto:nwilson@langleybanack.com).*

# Skills Savvy | *To Board Certify or Not, That is the Question*

Cynthia Barela Graham\*

Did you swear never to take another test in your life after the bar exam? Unless you are a great test taker or are masochistic, who would ever want to take another test, particularly one in the legal field? Are you having panic attacks and triggers just thinking about it? Here are some of the best reasons for taking another test, and becoming board certified by the Texas Board of Legal Specialization (“TBLS”).

## 1. Sets You Apart

Of the 38,936 female attorneys in Texas, only 1,935 are board certified. The math nerds reading this have already figured out that this is only 5% of female lawyers. And, out of the 25 areas of specialization, only the “child welfare” specialization, with 71%, and the “juvenile” specialization, with 61%, have a majority of female lawyers. “Immigration and nationality” is closing the gap with 48%, “family” with 47%, and “labor and employment” with 41% of the lawyers certified being female. Less than 10% of the lawyers in the following areas are women: “personal Injury trial” (8%); “farm and ranch real estate” (8%); and “civil trial” (7%). In this ever-increasing digital world, being able to say that you have received a TBLS certification will certainly set you apart from most other lawyers.

## 2. You Will Get Bigger, Better Cases from Other Attorneys

A board certification tells your peers that you know what you are doing. Most attorneys recognize that gaining this credential requires (a) experience, (b) an application process, (c) an examination, and (d) more substantial CLE requirements than for the average attorney. So when an attorney seeks to refer a client to a lawyer in another area of practice, he or she is more likely to refer the client to a board-certified attorney. In the end, this means more business and more income may be headed your way.

## 3. Material for Your Letterhead, Business Card, and Website

As noted above, potential clients increasingly are heading to the internet to find attorneys, and many look for and take note of board certifications. So including this designation on your website, as well as on your letterhead and business cards, likely will result in more people knowing of your specialization, and, ultimately, more business.

## 4. Higher Perception of Authority or Knowledge

If you have a brain tumor, who do you want to operate -- a general surgeon, or a cranial neurologist specializing in the diagnosis and treatment of that type of tumor? Just as you would want a specialist, so too does the savvy potential client. In the courtroom, if a question arises during trial and the opposing lawyers have differing views, who is the judge more apt to believe on an unfamiliar topic -- the board-certified lawyer or the other one?

## 5. Networking Opportunities

Because board-certified attorneys are required to earn more CLE credits than non-certified attorneys, they typically attend more CLE programs. By attending more CLE programs, these attorneys have more opportunities to meet other lawyers who are certified in the same specialization. And these board-certified attorneys often become active in specialized bar association sections as well. The sections work with State Bar of Texas (“SBOT”) CLE coordinators to plan CLE programs. Most often, the speakers at these CLE programs are board-certified attorneys.

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## Cont'd | *To Board Certify or Not, That is the Question*

### 6. Streamline your Practice

For those of you who have a general practice, becoming board certified ultimately will result in you getting more cases in your area of specialization. As the demand for your work in the specialized area increases, you likely will focus on fewer cases involving other areas of the law. As your practice becomes more streamlined, as other lawyers recognize the certification, and as more people become aware of it, you increasingly will become a go-to attorney in the specialization.

### 7. Recognition by your Peers and Clients

While some of you may think it is a hoax, being designated as a “SuperLawyer” or “Best Lawyer” is more likely when you are board certified. You do not pay to receive these peer-review designations. If I do not know an attorney in a particular practice area, I often will go to the TBLS, SuperLawyer, or Best Lawyer website to find an attorney to refer to my client. Often, clients will go to these websites, too.

### 8. Conclusion

On a personal note, getting certified in family law by TBLS has been one of the highlights of my legal career. Indeed, my practice changed for the better. Larger and more complicated cases began coming in. My referrals from other lawyers increased. Friends began to identify me with the type of law I practice, instead of just knowing that I am an attorney.

Being active in the SBOT Family Law Section has allowed me to meet more friends than I can count. It is great to be able to call a lawyer in a different city and to ask his or her opinion on an issue. (I practice in Amarillo, which can be small at times, and thus an opinion from someone in a different locale can be a breath of fresh air.) Having the opportunity to speak at various CLE programs has been the single most effective method for sharpening my blade. Educating myself when preparing to present a CLE topic has given me the tools to become a better lawyer because I become more knowledgeable about the law. I would not take the time to do this were it not for the fear of looking like an idiot when I present a CLE program to a room full of smart, well-educated, more experienced lawyers.

Don't spend the remainder of your career thinking about it or wishing for it. If you meet the requirements, be like Nike: “Just do it!” You will not regret it.

*\* Cynthia (“Cindi”) Barela Graham is board-certified in family law. She is the owner of Law Office of Cynthia Barela Graham, PLLC, and a member of the Texas Board of Legal Specialization Board of Directors. Cindi can be reached at [Cindi@grahamfamlaw.com](mailto:Cindi@grahamfamlaw.com).*

## Wellness | *Reimagining Resilience*

### Gindi Vincent\*

On November 11, I was invited to prepare this article. As a writer and blogger, I said “of course” because the offer would force me to write. I started to pen an article on resilience. “Resilience” is a bit of a buzzy term in leadership circles, and it is invoked in a wide swath of core leadership teachings:

- a. Bouncing back after setbacks or failures;
- b. Persisting in the face of significant obstacles to achieve successful results;
- c. Remaining optimistic, despite current negative circumstances (say, for example, a global pandemic); and
- d. Adapting to change.

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## Cont'd | *Reimagining Resilience*

You've probably heard it called different things too: grit, growth mindset, etc. R.M. Kanter said this in an article on resilience: "The difference between winners and losers is how they handle losing."<sup>1</sup> That's a key finding from ongoing research on great companies and effective leaders: no one can completely avoid troubles, and potential pitfalls are everywhere, so the real skill is the resilience to climb out of the hole and bounce back.

In the fall, I spoke at some conferences about my research on resilience, and what it means for us as a practical matter. I should have remembered what I learned in my youth. You see, my daddy and granddaddy were preachers. They used to say that they had to be careful about choosing the topics they preached about because God would test them in those very areas.

Maybe this is the equivalent for me. After what has been a hard year for the world -- a global pandemic, racial injustice, political instability -- and a hard year for my family, too, 2020 wasn't quite done. In early December, my doctor called to let me know I had breast cancer -- Stage 2 invasive ductal carcinoma.

If this was an opportunity to practice what I'd been "preaching," I wasn't particularly interested.

So what happened to this nice little article on resilience? I was given an "out." Permission not to write. Instead, I opted in. I kept writing. Because it's important that people encouraging you (and me) to face hard things, actually face the hard things when they come blasting through the door. So what do we do when facing a mountain?

### 1. **Find the good.**

I am, at heart, an optimist, and this helps. But on days when it is deeply challenging to feel optimistic about a world turned upside down, you should find the good anyway. It's not lost on me that my diagnosis came one week after I spent 30 days on social media chronicling all that I am grateful for. Gratitude is tremendously useful when trying to build resilience.

### 2. **Cultivate community.**

I'm bullish on community. When you feel utterly overwhelmed by another business setback, by being laid off, by receiving hard health news, or by dealing with young children or aging parents, you need people to encourage you (and maybe bring you some soup). Invest now -- those of you just starting out -- in relationships. Plug in to your neighborhood, your favorite charity, your kid's school, your church, your bar association, or whatever else it is that fills you up. Find people like you. Find people totally unlike you as well. Invest.

### 3. **Set boundaries.**

During a difficult time, others' access to you should be limited. Know what you can and cannot do. It's okay if you don't volunteer to foster dogs, or bake cupcakes, or deliver food on the meal train right now. If you are facing what's hard, then give yourself permission to do less than you usually would. Turn your phone off. Allow yourself not to respond to everyone and everything within the hour. Deeply love the people closest to you, and take care of yourself. Or better yet, let others help.

We will get through this together. Practice seeing the good in every small gift that comes. Laugh. Cry. Hold on. Then, when you get to the other side of this hard thing, tell your story, and be the encouragement for others to become more resilient.

*\* Gindi Vincent is an energy lawyer, blogger, speaker, and writer. She is the proud momma of 5th grade triplets, the wife to a fella who looks darn good on a tractor, and a new breast cancer warrior. Gindi can be reached at [justgindi@hotmail.com](mailto:justgindi@hotmail.com).*

<sup>1</sup> Rosabeth Moss Kanter, "Surprises are the New Normal; Resilience is the New Skill," HARVARD BUSINESS REVIEW (Jul. 7, 2013).

## Free CLE | *New Year, New Rules, and New Trends in Ethics and Legal Malpractice Cases*

Jennifer A. Hasley  
Hasley Scarano, L.L.P. in Houston

January 21, 2021  
12:00-1:00  
Zoom

[Register Here!](#)

- Break Bad Habits
- Set Reasonable Goals
- Cases and Rules
- Disciplinary Statistics

## Free CLE | *CLE Video Library*

Member Benefit

Watch recorded CLEs!

Claim MCLE credit!

Download course materials!

<http://txwomenlawsection.org/>

Click on “Members.”

Select “Members Only.”

Select “CLE Video Library.”

Type confidential pw “justice.”

## Cheers | *Members' Honors*

Cheers to **Judge Susan Kelly** and **Judge Maria Salas-Mendoza!**

Judge Kelly recently was appointed to serve on the **54th Judicial District Court** in McLennan County (including Waco). The 54<sup>th</sup> Judicial District Court tries only felony cases. Judge Kelly has experience as a criminal defense lawyer, state prosecutor, and appellate briefing attorney.

Judge Salas-Mendoza recently was elected to serve as a district director for the **National Association of Women Judges** (“NAWJ”). She represents NAWJ District 11, which covers Texas, Arkansas, and Oklahoma.

## Gifts | *Giving the Gift of Membership*

Thank you to our members who recently gave the gift of section membership to honor Texas women lawyers!

*Grantor*  
Reagan Boyce  
Teresa Schiller

*Beneficiary*  
Megan Neel  
Lauren Fielder  
Melissa Hayward  
Kim Lowe  
Christine Rudy



# Decisions | *Council Meeting Highlights*

Here are highlights of recent section council meetings. Thank you to the council for its efforts!

*November 18, 2020*

- At the request of the State Bar of Texas (“SBOT”) **Task Force on Diversity, Equity & Inclusion** (the “Task Force”), the council developed a list of potential initiatives for the Task Force to consider, along with existing State Bar resources that might be helpful. Leigh Goodson, Section Representative to the Task Force, created an initial list for the council’s discussion. She agreed to pass along the final list to the Task Force.

## ***Potential Task Force Initiatives***

1. Recommend and/or develop implicit bias training for (a) SBOT members, and (b) the public, through civic organizations, schools, charitable organizations, and other external groups.
2. Recommend and/or develop initiatives designed to assist women lawyers whose ability to achieve work-life balance has been hindered due to COVID-19, which has resulted in increasing demands on them as caregivers of children, students, and older parents.
3. Recommend and/or increase publicity about Texas women lawyers’ access to an SBOT ombudsman for making confidential complaints about sexual harassment and other inappropriate treatment. Consider whether any additional resources should be made available.
4. Review existing initiatives designed to promote diversity in SBOT leadership. Consider whether any additional initiatives should be recommended and/or developed.

## ***Potential Task Force Resources***

5. SBOT Law-Related Education Department develops curricula and educates trainers for programs designed to improve the administration of justice and promote civic education and participation. The department may be able to assist with implicit-bias training.
6. Texas Young Lawyers Association has a library of impressive CLE and other educational content, and it may have offered a program on implicit bias in the past.
7. Texas Lawyers’ Assistance Program (TLAP) has developed extensive community contacts, including information about grantmaking entities that are potential funders of SBOT diversity initiatives.
8. SBOT Women in the Profession Committee has designed high-profile initiatives, such as book publications, and it has gained numerous valuable contacts as a result.

*December 16, 2020*

- Approved co-sponsorship of National Association of Women Judges “**Supreme Women**” program about Texas’ four female Texas Supreme Court justices.
- Approved cancellation of business development workshops scheduled for January to May due to low registration levels. Reaffirmed plan to offer **business development program** at State Bar Annual Meeting in June 2021.



## **Solo | *Texas Opportunity & Justice Incubator***



12-month Virtual Program  
Group Training and Personal Coaching

Apply by January 19, 2020

## **Competition | *Texas Law Student Writing Competition***

The State Bar of Texas Women and the Law Section (the “Section”) invites students currently attending a law school in Texas to participate in its 2021 Texas Law Student Writing Competition (the “Competition”).

### **Award**

The Harriet E. Miers Writing Competition Award (the “Award”) is named in honor of a lawyer who served as White House Counsel to George W. Bush. She is the first woman to have headed the State Bar of Texas.

### **Honors**

The student who wins the Competition, as determined by the Section in its sole discretion, will receive the Award. The Award includes \$1,000 payable to such student for law-school education expenses. The Section, in its sole discretion, will publish such student’s essay in its newsletter. (The Section reserves the right not to grant the Award.)

The student who wins second place in the Competition (“Second Place”), as determined by the Section, in its sole discretion, will receive Second Place recognition, including \$500 payable to such student for law-school educational expenses. The Section, in its sole discretion, will publish such student’s essay in its newsletter. (The Section reserves the right not to grant Second Place.)

### **Submissions**

Students wishing to be considered for the Award and for Second Place should submit an essay of no more than 2,500 words on the below-referenced topic by no later than February 28, 2021, to Section Chair Teresa Schiller via email to [sbotwomenantthelaw@gmail.com](mailto:sbotwomenantthelaw@gmail.com) with the following subject line: “WAL Student Writing Competition.”

The topic of the essay is to identify and analyze a legal challenge for women in Texas and/or in the United States, based on recent news reports. Imagine that you have been invited to publish an op-ed in a newspaper read by the general public.

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## Cont'd | *Texas Law Student Writing Competition*

- What is the challenge? How are women harmed?
- What is the relevant law(s)?
- How should the challenge be addressed?

### Evaluation

Submissions will be evaluated based on criteria including the following:

- legal reasoning
- readability
- thoroughness
- timeliness of topic
- organizational structure
- *Bluebook* citation
- grammar.

### Goals

The Section designed the Competition with the following goals:

- to help participating Texas law-school students prepare to tackle legal and societal challenges after graduation and strengthen their written advocacy skills;
- to increase awareness of and involvement with the Section; and
- to further the Section's mission.

The Section's mission is to encourage and facilitate the active and effective participation of women in the legal profession and in the community and to address the current needs of and issues affecting women.

# **SQUAD** | *Section Leaders*

**Teresa Schiller**  
*Chair*

**Nicondra (“Nikki”) Chargois-Allen**  
*Past Chair*

**Leigh Goodson**  
*Chair-Elect*

**Denise Alex**  
*Vice-Chair/Membership*

**Sarah “Ellis” Iverson**  
*Vice-Chair/Newsletter*

**Betsy Johnson**  
*Secretary*

**Natasha Martinez**  
*Treasurer*

**Laura Kugler**  
*Chronologist*

**Emeritus Council Members**  
*Judy Ney*  
*Deborah Race*

**Council Members**  
*Elizabeth Cantu*  
*Lindsay Owens*  
*Patricia Chapman*  
*Cynthia (“Cindi”) Barela Graham*  
*Summer Olmos*  
*Deborah Cordova*  
*Kirby Drake*  
*Judge Maria Salas-Mendoza*  
*Susan Kelly*

**Advisors from State Bar of Texas  
Board of Directors**  
*Amy Welborn*  
*Wendy-Adele Humphrey*

**Leigh Goodson**  
*Section Representative to State Bar of  
Texas Task Force on Diversity, Equity and  
Inclusion*

**Summer Olmos**  
*Section Liaison to State Bar of Texas Pro  
Bono Workgroup*

**Annual Meeting Committee  
Co-Chairs**  
*Elizabeth Cantu*  
*Nikki Chargois-Allen*

**Awards Committee Co-Chairs**  
*Patricia Chapman*  
*Hon. Maria Salas-Mendoza*  
*Deborah Race*

**Business Development Workshop  
Committee Co-Chairs**  
*Cindi Graham*  
*Laura Kugler*  
*Lindsay Owens*

**CLE Committee Co-Chairs**  
*Reagan Boyce*  
*Kirby Drake*

**Finance Committee Co-Chairs**  
*Natasha Martinez*  
*Judy Ney*

**Membership Committee Co-Chairs**  
*Denise Alex*  
*Dori Kornfeld Goldman*

**Newsletter Committee Co-Chairs**  
*Tiffanie Clausewitz*  
*Susan Fuentes*  
*Ellis Iverson*

**Website and Social Media Committee  
Co-Chairs**  
*Denise Alex*  
*Leigh Goodson*  
*Alyson Martinez*  
*Jessica Mendez*

**State Bar of Texas Sections Department  
Liaisons**  
*William Korn*  
*Lyndsay Smith*