



2020 Mentoring Program Kick-off Lunch

HMCBA – CRIMINAL LAW SECTION

The goal of the program is to provide new lawyers with the tools that will enable them to continually improve, enhance their habits, practice skills, knowledge, and professionalism throughout their legal career.

- GOAL OF THE MENTORING PROGRAM

Lots of Plug-in Opportunities

- Coffee Calls – 2nd Wednesdays (8:30am in Jury Venire Room – 6th Floor of the Courthouse)
- Happy Hours – 3rd Thursdays (4pm at Below the Radar)
- Monthly Lunches – 4th Friday (Jury Venire Room or HMCBA Office)
- CLEs and Mock Trial
- Listserv – 24/7

Mentoring Program - Calendar for 2020

Coffee Call	Time/Location	Proposed Speaker(s) and Topic(s) - Open to Criminal Law Section
January 8, 2020	8:30am/Jury Venire Room	Kristal Jones - Court Referral Officer Assessments
February 12, 2020	8:30am/Jury Venire Room	Stacey Kelle - Batch Filing and Common Filing Errors in Criminal Cases
March 11, 2020	8:30am/Jury Venire Room	Erica Deemer & Jackie Wolfe - Felony Exams, Appointments & Misdemeanor Arraignments
April 8, 2020	8:30am/Jury Venire Room	Judge Patty Demos & Judge Don Rizzardi - Preliminary Hearings, Bond Hearings & Furloughs; Misdemeanor Trials
May 13, 2020	8:30am/Jury Venire Room	Judge Linda Coats & Judge Patrick Tuten - Preliminary Hearings, Bond Hearings & Furloughs; Misdemeanor Trials
June 10, 2020	8:30am/Jury Venire Room	Judge Alan Mann - Plea by Information (Docket Calls & Expectations)
July 8, 2020	8:30am/Jury Venire Room	Jon Hubbert - Grand Jury Proceedings
August 12, 2020	8:30am/Jury Venire Room	Judge Ruth Ann Hall & Judge Chris Comer - Docket Calls & Expectations
September 9, 2020	8:30am/Jury Venire Room	Judge Donna Pate, Judge Claude Hundley & Judge Alison Austin - Docket Calls & Expectations
October 14, 2020	8:30am/Jury Venire Room	Josh Boyd & Robert Keefe - State Probation, Transfer Requests, ACES & YO Reports
November 4, 2020 *	8:30am/Jury Venire Room	Justyn Hayes - Community Corrections, Supervised Electronic Detention Program, Work Release & County Probation
December 9, 2020	8:30am/Jury Venire Room	Judge Jim Smith - VOP Proceedings (Docket Calls & Expectations)
Happy Hour	Time/Location	Proposed Speaker(s) for "Lessons Learned" - Open to Criminal Law Section
January 16, 2020	4:00pm/Below the Radar	Larry Masilli - Recent Lessons Learned (Sex Abuse Trial)
February 20, 2020	4:00pm/Below the Radar	Ron Smith & Robin Wolfe - Recent Lessons Learned (SYG Hearing & Capital Trial)
March 19, 2020	4:00pm/Below the Radar	TBD Based on February/March Hearings & Trials
April 16, 2020	4:00pm/Below the Radar	TBD Based on March/April Hearings & Trials
May 21, 2020	4:00pm/Below the Radar	TBD Based on April/May Hearings & Trials
June 18, 2020	4:00pm/Below the Radar	TBD Based on May/June Hearings & Trials
July 16, 2020	4:00pm/Below the Radar	TBD Based on June/July Hearings & Trials
August 20, 2020	4:00pm/Below the Radar	TBD Based on July/August Hearings & Trials
September 17, 2020	4:00pm/Below the Radar	TBD Based on August/September Hearings & Trials
October 15, 2020	4:00pm/Below the Radar	TBD Based on September/October Hearings & Trials
November 19, 2020	4:00pm/Below the Radar	TBD Based on October/November Hearings & Trials
December 17, 2020	4:00pm/Below the Radar	TBD Based on November/December Hearings & Trials
Mentoring Lunches	Time/Location	Topic(s) and Proposed Speaker(s) - for Mentoring Program Only
February 27, 2020	12:00pm/Jury Venire Room	Kickoff Meeting for Mentors & Mentees (Calendars Distributed); Randy Ferguson - 72 Hour Hearings (1 Hour CLE Credit)
March 26, 2020	12:00pm/Bar Assoc Office	Establishing Expectations for Mentor & Mentee (Individualized Mentor Plan Due); Robin Wolfe - Program Overview and Goals
April 23, 2020 *	12:00pm/Bar Assoc Office	Introducing New Lawyer to Members of Legal Profession & Other Participants in Legal System; Executive Director of Local Bar, Cindy Seeley - Huntsville-Madison County Bar Association Benefits and Ron Smith, President of Alabama Criminal Defense Lawyers Association
May 21, 2020 *	12:00pm/Bar Assoc Office	Ensuring New Lawyer Understands Generally Accepted Professional Values & Standards of Behavior; Judge Ruth Ann Hall & Judge Donna Pate (1 Hour CLE Credit)
June 18, 2020 *	12:00pm/Bar Assoc Office	Ensuring New Lawyer Understands Ethical Obligations; AL State Bar - Ethics Hour (1 Hour CLE Credit)
July 30, 2020	12:00pm/Bar Assoc Office	Ensuring New Lawyer Understands Proper Practice (Avoid Handling Assets, Conflicts of Interest, Etc.); Accounting Firm
August 27, 2020	12:00pm/Bar Assoc Office	Assisting New Lawyer in Creating & Implementing a Successful Career Plan; Panel Discussion (3 Established Attorneys and/or Firm Representatives)
September 24, 2020	12:00pm/Bar Assoc Office	Assisting New Lawyer in Improving Professional Skills Necessary for an Effective Practice of Law; Panel Discussion (3 Established Attorneys and/or Firm Representatives)
October 29, 2020	12:00pm/Bar Assoc Office	Assisting New Lawyer in Developing a Productive & Effective Law Practice; AL State Bar - Practice Management Assistance Program (1 Hour CLE Credit)
November 19, 2020 *	12:00pm/Bar Assoc Office	Assisting New Lawyer with Enjoying a Healthy Personal Life While Fulfilling Professional Obligations; Counselor/Life Coach
December 17, 2020	12:00pm/Jury Venire Room	Graduation Celebration
Seminars/CLEs	Time/Location	Topic(s)
March 6, 2020	Courtroom #1	Nuts and Bolts of a Criminal Trial (Open to Criminal Law Section - 6 Hours CLE Credit)
July 24, 2020	Courtroom #1	Mock Trial - Judge Donna Pate (Mentoring Program Only - 4-6 Hours CLE Credit)
October 28, 2020	Courtroom #1	Nuts and Bolts of a Criminal Trial (Open to Criminal Law Section - 6 Hours CLE Credit)

Monthly Coffee Calls

- Quick Meetings (8:30am – 9am)
- Overall Focus: Introduction of Criminal Court System
- Immediate Focus: Introduction of Key Personnel
- Updates from the Court System
- Opportunity to Network
- Opportunity to Ask Questions
- Open to Criminal Law Section Members

Monthly Happy Hours

- Casual Meetings (4:00pm – 5:30 pm)
- Overall Focus: Introduction of More Seasoned Attorneys
- Immediate Focus: Lessons Learned from Hearing/Trials (Current – 30 Days)
- Updates from the Court System
- Opportunity to Network
- Opportunity to Ask Questions
- Open to Criminal Law Section Members

Monthly Mentoring Program Lunches

- Lunch Meetings (12pm – 1:15pm)
- Overall Focus: Meeting Overall Program Goals
- Immediate Focus: Completing Monthly Objectives
- Updates from the Court System
- Opportunity to Network
- Opportunity to Ask Questions
- Open Only to Mentoring Program Participants

Criminal Law CLEs

- 6 Hour CLEs Offered in Spring and Fall (March 6, 2020 and October 28, 2020)
- Overall Focus: Nuts and Bolts of a Criminal Trial
- Immediate Focus: Meeting Program Goal and Earning Required CLE Credits
- Updates from the Court System
- Opportunity to Network
- Opportunity to Ask Questions
- Open to Criminal Law Section Members

Nuts and Bolts CLE – March 6, 2020

Interviewing the Client, Initial Motions, Bond Hearings/Furloughs & Preliminary Hearings	9am	Robin Wolfe & Trey Woodfin
Investigation/Trial Preparation Phase, Pre-Trial Motions & Client Communication	10am	Ron Smith & Kourtney Ballew
Presumptive Sentencing Guidelines	11am	Tim Douthit
Lunch Break - Jury Venire Room	12pm	
Voir Dire & Opening Statements	1pm	Joe Lampley & John Allen
Cross-Examination, Objections & Jury Instructions	2pm	Brian Clark
Effective Closing Statements, Post-Trial Motions & Appeals	3pm	Larry Marsili & Erin Atkins

Mock Trial

- 4 or 6 Hour CLE Offered in Summer (July 24, 2020)
- Overall Focus: Simulated Criminal Trial (National Criminal Defense College Trial Practice Institute)
- Immediate Focus: Meeting Program Goal and Earning Required CLE Credits
- Updates from the Court System
- Opportunity to Network
- Opportunity to Ask Questions
- Open Only to Mentoring Program Participants

Mentoring Participants and Overview

- 24 Mentees
- 45 Mentors
- 2 Mentors for Each Mentee (Contact Info Sticker in Folders)
- 9 Objectives to Program Plan
- Individualized Mentor Plan - Due March 26, 2020
 - Schedule Initial Meeting
 - Determine Frequency of Contact
 - Define Expectations and Investments
 - Discuss Confidentiality
 - Develop Network Plan
- Time Log for Completion of Program

Example of Draft Mentoring Plan

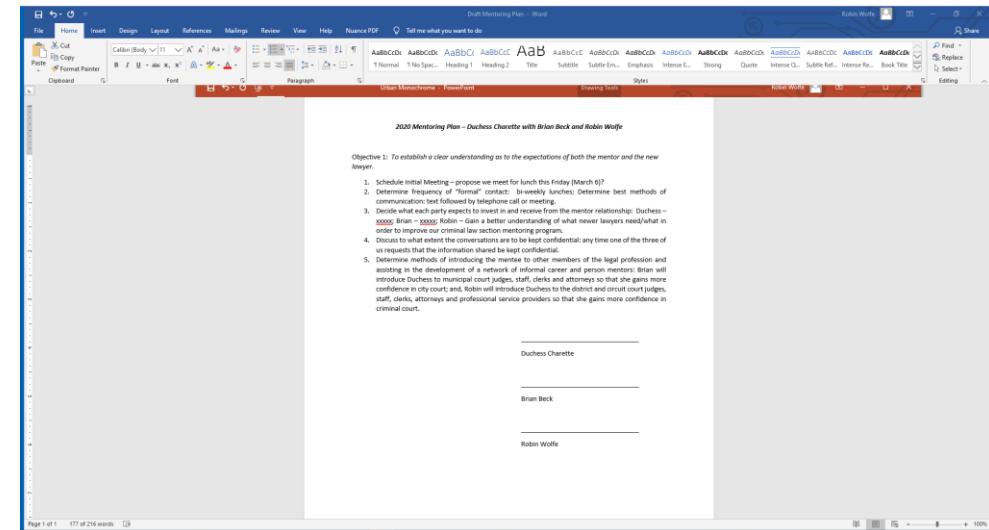
Schedule Initial Meeting – propose we meet for lunch this Wednesday (March 4)?

Determine frequency of “formal” contact: bi-weekly lunches; Determine best methods of communication: text followed by telephone call or meeting.

Decide what each party expects to invest in and receive from the mentor relationship: Duchess – xxxx; Brian – xxxx; Robin – Gain a better understanding of what newer lawyers need/what in order to improve our criminal law section mentoring program.

Discuss to what extent the conversations are to be kept confidential: any time one of the three of us requests that the information shared be kept confidential.

Determine methods of introducing the mentee to other members of the legal profession and assisting in the development of a network of informal career and person mentors: Brian will introduce Duchess to municipal court judges, staff, clerks and attorneys so that she gains more confidence in city court; and, Robin will introduce Duchess to the district and circuit court judges, staff, clerks, attorneys and professional service providers so that she gains more confidence in criminal court.



Mentee/Mentor Pairings

- | | | | |
|-----|---|-----|---|
| 1. | Jenny Albritton – John Allen and Brian Clark | 13. | Nick Lough – Nick Heatherly and Tom Jarvinen |
| 2. | Jason Britt – Erin Atkins and Breck Robinson | 14. | Catherine MacLachlan – Chuck Brasher and Camille Preston |
| 3. | Duchess Charette – Brian Beck and Robin Wolfe | 15. | Sarah Meigs – Christine Frieder and Trey Woodfin |
| 4. | Catherine Cooper – Bruce Gardner and Jamie Stephens | 16. | Melissa Miller - JoLayne Hall and Ron Smith |
| 5. | Valerie Craig – Kourtney Ballew and Susan Bryan | 17. | Nicole Moore – Jon Blackwell and Mike Morenilla |
| 6. | Amanda Gentle – Bruce Gardner and Tom Jarvinen | 18. | Laura Morgan – Frank Ward and Karen White-Humphrey |
| 7. | Mickey Gentle – Harold Hargrave and Justin Nance | 19. | Laura Nichols – Jim Allison and Katherine Elmore |
| 8. | Josh Graff – John Allen and Trey Woodfin | 20. | Nicole Stiltner – Elissa Green, Mitch Howie and Reta McKannan |
| 9. | Preston Huggins – Shay Golden and Richard Jensen | 21. | Serena Vinci – Russ Crumbley and Don Lambert |
| 10. | Jason Jones – Patrick Arrington and Ed Crackel | 22. | Carl Weimer – Ed Crackel and Michael Tewalt |
| 11. | Perrar Joseph – Joe Lampley and Robert Payne | 23. | Rodney Wells – Larry Marsili and Dustin Paseur |
| 12. | Laura Kirby – Erin Atkins and Jamie Stephens | 24. | Max Wright – Caleb Ballew and Patrick Hill |
| | | 25. | Angela Young – John Brinkley and Carolyn Johnson |

Upcoming Events

1. Monthly Bar Meeting – March 4, 2020 at 11:45 am – Cooper House (What’s for Supper/TBD)
2. Nuts and Bolts of a Criminal Trial – March 6, 2020 at 9am – Courtroom #1
3. Monthly Coffee Call – March 11, 2020 at 8:30am – Jury Venire Room (6th floor of Courthouse)
Erica Deemer & Jackie Wolfe – Felony Exams, Appointments and Misdemeanor Arraignments
4. Monthly Happy Hour – March 19, 2020 at 4pm – Below the Radar (“Lessons Learned”/TBD)
5. Monthly Lunch Meeting – March 26, 2020 at 12pm – HMCBA Office (Old Times Building)
“Establishing Expectations for Mentor & Mentee” – Individualized Mentor Plan Due

Thank you, Mentors. Good luck, Mentees.

“OUR GREATEST GLORY IS NOT IN NEVER FALLING, BUT IN RISING EVERY TIME WE FALL.”

CONFUCIUS