

SPENCER CONSULTING

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Margaret Spencer Dixon is a consultant specializing in time management and stress management seminars for lawyers and legal professionals. Meg came to the field of organization and time management by way of a career in law, during which she practiced in the litigation and energy groups of the law firm formerly known as Shaw Pittman in Washington, D.C. She received her undergraduate degree, cum laude in economics, from Princeton University in 1982, and got her law degree from Stanford Law School in 1985. After law school she clerked for Judge Cecil F. Poole of the United States Court of Appeals for the Ninth Circuit in San Francisco.

In 1992, Meg left the practice of law to found Spencer Consulting, and since then has been giving speeches, writing articles, and conducting seminars on many aspects of time management and related subjects such as procrastination, project management, stress management, and how to run effective meetings. She has presented seminars for numerous law firms, CLE providers, government agencies, corporate law departments, and Harvard Law School. An extensive biography, client list, testimonials, and seminar descriptions are available at her website, www.TimeManagementForLawyers.com.

Meg's specialty is creating customized time management and related programs and presenting them in-house at law firms and corporate law departments for lawyers, administrative staff, and legal support staff such as paralegals and legal assistants. The primary goal of each seminar is to provide practical, specific techniques that participants can use immediately to work more efficiently, provide high-quality and timely service to their clients, and reduce the risk of disciplinary action and malpractice liability due to disorganization and poor time management.

Meg also customizes and presents time management and related programs for lawyers and legal professionals at government agencies. She is registered with the U.S. Federal Contractor Registration, SAM.gov.

Her most recently-developed seminar is "Project Management for Lawyers." With clients increasingly demanding more creative lawyering, the use of project management techniques is a valuable tool for the competitive law office. Project management has been used extensively and successfully for years in corporations, consulting firms, and accounting firms, but has not yet fully caught on in the legal profession. "Project Management for Lawyers" covers the basic principles of project management and shows you how to apply them to organize, plan, and monitor a variety of legal projects. Topics include defining the project so all stakeholders are on the same page; creating a functional and effective project plan; identifying, organizing, and scheduling

tasks; monitoring work to keep the project on time and within budget; and analyzing and recording "lessons learned" and best practices to apply to future projects.

Meg is based in the Washington, D.C. area, and can be reached at 301-949-2214, at MegSpencerDixon@TimeManagementForLawyers.com, and via Spencer Consulting's website at www.TimeManagementForLawyers.com.

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Steve Emmert is a partner with the Tidewater firm of Sykes, Bourdon, Ahern & Levy, where he limits his practice to appellate advocacy, primarily in the Supreme Court of Virginia. He is the founder and past chairman of the Virginia Bar Association's Appellate Practice Section, and the past chairman of the Virginia State Bar's Appellate Practice Committee. He is a past chair of the Boyd Graves Conference and is a member of the American Bar Association's Council of Appellate Lawyers.

Steve is listed in *The Best Lawyers in America* in the category of Appellate Law, and is rated AV by Martindale-Hubbell. He was the 2009 recipient of the Virginia Beach Bar Association's Joseph L. Lyle, Jr. Award for professionalism. He has given CLE presentations on behalf of ALI/ABA, CLE International, Virginia CLE, and several statewide and local bar associations, and to the Virginia Attorney General's Office and the Indigent Defense Commission, primarily on the topics of appellate advocacy and preservation of issues for appeal. In 2008, he organized and presented Virginia's first Appellate Summit, a meeting of appellate practitioners and jurists from across the Commonwealth.

Steve is a Phi Beta Kappa graduate of Richmond College and received his law degree from the University of Virginia. He lives in Virginia Beach with his wife, operatic contralto Sondra Gelb; they have one slightly spoiled daughter, Caroline.

Alexandra Snyder, Esq.
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Alexandra has a background in public policy, having served as Legislative Counsel to a California Member of Congress in both Washington, D.C. and Sacramento, Calif. In that capacity, she handled a wide array of legislative and policy matters, including pro-life issues, bioethics, and the protection of human rights.

Prior to joining Life Legal, Alexandra worked as counsel and policy director for a nationwide organization that provides safe housing for young women who have been rescued from human trafficking. She has operated a small legal clinic that offered pro bono consultation and services to victims of abuse and exploitation. She continues to serve as a consultant on law and policy matters to several anti-trafficking organizations. Alexandra is also an adjunct professor at Trinity Law School in Orange County, Calif., where she teaches a course on the Right to Life.

Alexandra's passion for pro-life work was kindled while serving as a volunteer at a pregnancy resource center in Southern California. She started out working one-on-one with clients and leading a post-abortion Bible study. Later she served as Executive Director of the center and led efforts to open a home for young women in crisis.

She has produced and co-hosted talk radio programs in Los Angeles, Colorado Springs, Sacramento, and Washington D.C., often speaking on human rights and the protection of human dignity.

Alexandra received her JD from Trinity Law School and is a member of the California State Bar. She has two grown sons and is married to John Snyder.

Brian McCann
President and CEO
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Prior to joining the team at The Faison Center, Brian was an attorney who devoted his law practice to civil litigation with an emphasis in education law to help families of children with disabilities. During his legal career, Brian was recognized in Virginia Super Lawyers in 2013, 2014 and 2015. Brian was also a member of The National Trial Lawyers Top 100 Trial Lawyers in the Commonwealth of Virginia. In 2013 Brian was recognized as a Top 40 Under 40 in the city of Richmond for his work in Special Education Law.

Born and raised in Richmond, Brian earned his Bachelor of Arts in Economics from the College of William & Mary and graduated from the William & Mary School of Law, where he was a member of Order of the Coif, Law Review and Moot Court. He currently serves on the Board of the Council of Autism Service Providers, a national organization that advocates for provider best practices for autism services.

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Byron Wine Ph.D., BCBA-D, LBA
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Dr. Byron Wine worked in early intervention and taught English as a Foreign Language to adults while in graduate school. He then served as a behavior analyst, and later a senior behavior analyst, in a residential setting for adults with disabilities. Since 2013, he has worked as an assistant professor at the Florida Institute of Technology. Byron joined Faison in January 2016 as a senior behavior analyst and continues to function as the Virginia site director for the Florida Institute of Technology.

Byron finds The Faison Center to be a unique setting made up of dedicated professionals that work tirelessly to provide the best outcomes for the individuals they serve. Byron is proud to contribute to the goal of providing the highest quality evidence-based treatment for individuals in need.

Byron received his doctorate in Educational Psychology from Temple University, and completed both his master's degree in Applied Behavior Analysis, and bachelor's de-

gree in Psychology from Florida Institute of Technology. He is a Virginia-licensed Board Certified Behavior Analyst, and has published over 20 research articles and book chapters on behavior analysis.

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A native of the Virginia peninsula, Veronica Elizabeth Williams began her professional career in the United States Army where she served for five (5) years as a personnel officer. Her experiences included overseas duty and successful completion of the United States Army Parachutist Course (Airborne School).

Upon completing her tour of military service, she entered law school at the College of William & Mary and graduated in 1993.

Veronica has limited her legal practice to a combination of *Estate Planning, the Settlement of Estates, and Advocacy for the Elderly and Infirm*, with a special passion for that part of *Elder Law* that deals with assisting caregivers to be more effective advocates for the loved ones they care for and serve.

Veronica served as her mother's caregiver off and on for 21 years. Her mother was diagnosed with a long-term chronic illness and she knows how difficult it can be to care for a loved one with health challenges, and to balance that care with competing demands. Over the years, she has shopped for home health care providers, plowed through medical paperwork, puzzled over health care coverage, and experienced first-hand the frustrations of our fragmented health care system. She is professionally passionate about understanding life care planning and estate planning from the perspectives of the client and the caregiver.

Her representation, therefore, is exclusive to clients who seek the following types of legal services: Elder Advocacy, Powers of Attorney, Wills, Trusts & Estates, Asset Protection Planning, Guardianship Proceedings, Advocacy in Hospital Settings¹, Long Term Care Coordination (*Including Crisis Medicaid Cases*), and End-of-Life Counseling and Advocacy.

In 2014, the Governor of Virginia appointed Veronica to serve four-year terms, as a board member, on both the Commonwealth Council on Aging, and the Virginia Public Guardianship and Conservatorship Board. In 2016, the Chief Justice of the Virginia Supreme Court appointed her to serve as an advisory member of the Virginia Working Interdisciplinary Network of Guardianship Stakeholders (WINGS). In 2017, she was elected to serve as the Chair of the Commonwealth Council on Aging.

She is a frequent teacher and speaker on the topics of Elder Law & Estate Planning, and has served as a presenter at continuing legal education conferences for the Na-

¹ Challenging inappropriate hospital sponsored guardianship petitions & Notices of involuntary discharge

tional Academy of Elder Law Attorneys (NAELA), the Virginia Academy of Elder Law Attorneys (VAELA), and the Long-Term Care Section of the Virginia Trial Lawyers Association (VTLA). Her professional perspectives have been published in the Daily Press Newspaper and the Virginia Lawyers Weekly.

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Jayneeth Sasso is a New Jersey native who now resides in Newport News, Virginia. She has an extensive financial background and has served others as a financial professional through a variety of capacities over her 15 + year career. She earned her real estate broker's license, series 6 and 63 securities and life producers licenses all before the age of 24. Subsequently, she developed a deeper compassion and understanding for those facing severe financial crisis and decided to venture out completely on her own and founded Faithful Assistants a personal financial coaching firm with locations in New Jersey and New York. During this time she hosted her own radio talk show "Protect Your American Dream" on WMCA 970 AM and 570 AM for listeners of the NYC metro area to glean from her wisdom during their evening commute. She also served as a contributing writer on the subject of personal finance for Urban Views Weekly based in Richmond, Virginia.

Her personal journey has been punctuated by seasons during which she has had the privilege of serving as primary caregiver for family members and close friends who were challenged with chronic and terminal illness. Her caregiver journey began during her sophomore year of college where she made the decision to leave college and return home to care for her terminally ill grandmother and from there her call to service was ongoing. Notwithstanding that, Jayneeth Sasso returned to college and graduated with her Bachelor's degree in Accounting and then went on to earn her Master's Degree in Business Administration from Liberty University.

So impacted by her 15 year journey as a caregiver, she launched Care Keepers, Inc. a personal concierge service dedicated to meeting the needs of the caregiver lifestyle. She is also the founder and owner of SeniorRuns, a company through which senior transportation has been re-imagined to meet the unique needs of seniors and their caregivers. She also authored "Make Life Work: An Inspirational Journal for Caregivers", and through her work hopes to encourage communities to share in the responsibility of caregiving by motivating them to identify and extend a helping hand to caregivers in need. She has been married to her husband Donald Sasso for 14 years and is a homeschool mom of their two children.