

Casey Stansbury Candidate for Secretary/Treasurer's Statement



One Heartbeat

I remember the excitement many years ago, in learning I had been admitted as a FDCC member. Over the years, my family and I have met you, dined with you, laughed with you, and cried with you. We have watched your kids grow up, and we've watched you and us have major life changes like retirement or changing firms. We have cheered your moves and changes, and we always treasure catching up with you at meetings.

My kids have grown up in this organization and have enjoyed fellowship with many of you and your families. My kids may not remember your name, but they clearly remember your children's names and if you live near somewhere that they believe is "cool". We have traveled together and learned about each other. Because of that fellowship, my family and I are better off. I'd like to think, in some ways, that my family has enriched your life as well.

FDCC membership is much more than a referral source. For many like me, it is our extended family. The practice of law is difficult. Life can be difficult. It is nice to have a place that you can find a friend to help beat back the lions at the gate. What the FDCC has is special, and that has motivated me to run for FDCC Secretary-Treasurer.

During my time in the FDCC, I have gratefully accepted every task or position assigned to me with passion and energy, and I have tried to do my very best. I measured success, not based on what I did, but rather whether I and those I worked with accomplished the goal set by the Officers and Board, and more importantly, whether those efforts helped the organization or other members. Chairing Membership Recruitment and P&O required hard work, and I did not shirk from it. I know that fulfilling the role of Officer of the FDCC will require greater time and commitment, but my family and I are committed to fulfilling that duty because we all love this group. My firm is, likewise, fully behind this effort.

When leading the Greenbrier program, Membership Recruitment or P&O, my focus has been on elevating others before myself. We are better together. Thus, one heartbeat. I am very proud of the restructuring of the P&O Committee to become more efficient and effective, while simultaneously providing three rising stars -- Lee Hall, Caroline Berdzik, and Alycen Moss -- the opportunity to grow, lead, and shine. Likewise, I am so thankful for the broad support shown to Membership Recruitment during my tenure. Serving as Membership Recruitment Chair for two years at the start of COVID was a daunting task. I am very grateful to so many, but in particular, I am thankful for Imoh Akpan, Frank

Ramos, and Marisa Trasatti. Imoh, Frank and Marisa worked with me to set recruitment records during COVID. In two years, we brought more than 230 new members into the FDCC despite the world being largely shut down.

Besides exhibiting hard work and empowering and highlighting the work of others, my leadership style is engaging and collaborative. I sometimes am teased for talking to everyone (too much). And, as I rise in leadership, I am learning more and more that listening is crucial. But so, too, is passion and engagement. People know what I think, and I listen to others. I also am committed to leading by consensus and process. We grew stronger through COVID because of the meaningful bonds between our members and because we had a strategic plan that served as a guidepost for our actions. That strategic plan had the support of the Board. We have made progress in vetting each Officer's goals against the strategic plan and in ensuring consistent, long-term goals are set with plans that match those goals, even if they take more than one Presidential term. I am committed to maintaining that process and to updating our strategic plan for a post-COVID world.

My focus for the FDCC is simple. Fellowship and Membership! If you ask yourself, how is the FDCC different than the other organizations, the answer is easy: ***The meaningful relationships that develop between our members.*** From the real vetting of applicants to the scope and design of our meetings, we are different. When other organizations are seeing a decrease in membership, the FDCC has grown. We have something special, and we need to sustain and grow it.

On the Fellowship front, we should also continue our focus on making our programs and conventions the best they can be. The way we have run our meetings in the past is a huge part of what makes us great. I want to make sure that we stay true to the foundations that make the FDCC unique. In my opinion, that means keeping the Annual Meetings, held in the summer, focused on fellowship that can include the whole family. As I have been studying the numbers of the past meetings, one thing is crystal clear, our Annual Meetings succeed because of our families. I want to make sure that we do not cut that out or lose that important aspect. Yet times are changing, and so should we as needed. Should Winter Meetings be more focused and condensed? What do the members want? We should spend time listening to our members beyond a survey after the meeting. Our members speak their minds, so we need to listen and then weigh those thoughts and opinions against our strategic plan.

In terms of Fellowship between members, I believe we should consider moving our stand-alone programs around the country. For example, let's evaluate where best to hold I-3 and CCS. Atlanta, Chicago, the West Coast, etc.? Being flexible and adaptable is what has propelled the FDCC. That said, we should also not be afraid to make tough choices if we need to. If a program has run its course, we must be willing to sunset it or to retool it to make it relevant and attractive to our members.

On the Membership front, I have a number of ideas. I would like to make the process of nominating potential members easier. How? By building a dedicated, password protected area into the FDCC website where members would log on and nominate potential applicants. All applications and proposer and seconder questionnaires would be housed and completed within that portal on our website. Admissions Committee investigators would access the applicant materials needed to conduct investigations through that portal. This will make it easier to track nominations for all involved.

One possible area of expansion that I would like to explore with the other Officers and the Board is growing our International Membership by focusing on Canada. I believe we could partner with DRI for a joint international program to be held in Canada. At that meeting, both organizations would hold an

event to do a membership drive. Both organizations would have a joint task force comprised of members from the FDCC and DRI who would come up with a smart and effective membership goal and plan. My hope is that if we can figure out how to make this work, we can do the same in Mexico. Recruiting members in Mexico and Canada and integrating those members into the FDCC presents far fewer challenges than similar efforts in Asia and Europe. I believe that the FDCC can secure the best and the brightest from those bars and establish a commanding presence in North America.

We should also focus on diversity in our Membership. We have made strides in this regard, but there is more ground to cover. Recruitment of diverse individuals needs to continue. Also, recruitment of all worthy individuals needs to continue. We should share the specialness of FDCC with worthy applicants. However, we need all members to do their part and nominate those individuals. We need to educate and communicate with our members more about the nomination process and where nominations stand at any given time.

There is so much more that I would like to tell you, but I'll hopefully, be doing so in the future. I appreciate the opportunity to be in this position and share my heartbeat with you.