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Susan E. Petersen  
President

**We've Come A Long Way . . .  
But The Journey is Not Over**

*President's Message*

As the youngest of four girls, I never really gave it any thought. My mother always told me girls could do anything that boys could do . . . and better. She told me to keep that last part to myself so as not to make any boys feel bad. (Sorry for spilling the beans on our secret, Mom.) I grew up believing that I could achieve anything I set out to achieve. Nothing or no one could get in my way so long as I believed in myself.

I always had a passion for writing and public speaking. During my junior year of college, I landed a job as a television news reporter. After graduation, I worked on-the-air in Youngstown, Steubenville, Wheeling, and finally, Cleveland. If anything, being a woman seemed like an asset to my career path.

When I decided to expand my passion to law, I didn't think twice about the issue of gender. And indeed, in law school, gender was not an issue. Almost half of my class was female.

It wasn't until I entered the profession, that I realized that gender might be an issue. It was a gradual realization . . . an occasional comment here and incident there. I started to notice that my male colleagues had a much easier time of being "brought up" . . . afternoons where all of the male associates got invited to golf with the partners (all men) while all of the female associates remained back at the office to work.

Then there was my first solo jury trial. It is one I'll never forget. I started to get an odd feeling that it was going to be different for me than the male defense lawyer when at the start of voir dire, the judge asked me if I was married . . . right there in front of the jury. And it was the way he said it. I heard the men on the jury panel chuckle. From there, it got worse. At

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one point, I was in chambers arguing a motion and he actually said – “Honey, you’re much better off if you just sit there and look pretty.” It didn’t stop there. My clients’ son, an out-of-state federal judge, came to watch one of the days. We got called back to chambers and the son came along and introduced himself. Without hesitation, this judge smiled and said – “Well, it’s good to see that they have someone advising them.” (Note: This wasn’t 1873, but more than 125 years after the first woman was admitted to the practice of law in Ohio.) I actually thought about quitting law that week. While I ended up winning the trial, it was the worst experience of my career and one I hope no other young woman ever has to endure.

Fortunately, it was right around that time that I was asked by Steven Steinglass, then Dean of Cleveland Marshall College of Law to help put together a video documentary on its first 100 female graduates for Women’s History Month. “Sure Dean, when’s Women’s History Month?” In one of our planning meetings, I distinctly remember hearing a distinguished female judge and committee member comment – “I think the problem with the young female lawyers of today is they think they don’t need each other.” As a young female lawyer, I thought to myself how dare she? How could she say that?

That comment inspired me to join the OWBA. Many years have passed. As much as I hate to admit it, I think that observation of my generation was right in many respects. Somehow the “girl power” lessons we all learned growing up has left in so many of us thinking that we can do this on our own. As I look at the numbers of active licensed female lawyers in the State of Ohio versus those in our membership, I know it to be true.

As your President this year, I will work diligently to change this picture and increase our membership and presence in your communities. As a start this Fall, we are very excited to announce the expansion of the successful “Food for Thought” program that we had with the Cleveland Bar Association this past year to all districts statewide. This will provide our members with another opportunity to build a network of support. We will pair you up with a small and diverse group of professionals in your area to get together once a month for lunch or breakfast to network.

I’m also thrilled to announce that we are igniting the “*First 100*” project, which will pay tribute to the First 100 female lawyers licensed to practice in Ohio. The Ohio Supreme Court just granted us permission to search its handwritten archives for the names. We hope that in our looking back, you will gain perspective and inspiration.

My involvement with Cleveland Marshall’s video documentary – “Remember the Ladies” – changed my outlook on the practice. Most importantly, it made me realize that as a woman – no matter how confident and head-strong -- you cannot achieve full success alone. Like the first generation of trailblazing female lawyers, women must support other women. Men must support women. We must bring both men and women up. That is why belonging to an organization like ours is so important.

Through your participation and support, this year will provide plenty of opportunities to build your network of valuable professional contacts and to recognize and promote women in the profession and hopefully, create some lifelong friendships along the way. Thank you for your continued support of the organization. Spread the word.

(And just in case someone was wondering. . . March is Women’s History Month. And my Mom was right -- girls can do anything.)●

**Susan E. Petersen** is with Petersen & Ibold, 401 South Street, Chardon, Ohio 44024. T. 440.285.3511, ext. 233 F. 440.285.3363 Email. [sep@peteribold.com](mailto:sep@peteribold.com) Web. [www.peteribold.com](http://www.peteribold.com). Her practice focuses on the representation of victims of personal injury in the areas of wrongful death, medical malpractice, personal injury, automobile crashes, nursing home negligence, product liability, employment discrimination, and general litigation.



# SAVE THE DATE!

Date/Time	Location	Event Description
To Be Scheduled	Various Cities — To Be Announced	Keep an Eye Out for OWBA's statewide <i>Food For Thought</i> Series. <a href="#">See Pages 4-5</a> for Information and Sign-Up Sheet.
<b>Tuesday, July 31, 2007</b> 5:30 p.m.	<b>Palomino's Restaurant</b> Fountain Place, 505 Vine Street Cincinnati, OH 45202 Ph 513-381-1300	Please join OWBA President Susan Petersen for drinks at Palomino's on Tuesday, July 31, 2007 at 5:30 p.m. Susan will be in Cincinnati and looks forward to meeting the local members and non-members. Please let Chris Tucker ( <a href="mailto:ctucker@bakerlaw.com">ctucker@bakerlaw.com</a> ) know if you will be joining Susan.
<b>Wednesday, August 8, 2007</b> 12:00 Noon	Via Teleconference	OWBA's Mentoring Committee will have its first teleconference. The main item to be discussed at this meeting will be the statewide expansion of the <i>Food for Thought</i> program, based on CBA's Cleveland area program. Contact Halle Hebert, Committee Chair, if you wish to join this committee: <a href="mailto:halle.hebert@tuckerellis.com">halle.hebert@tuckerellis.com</a> .
<b>Friday, August 10, 2007</b> 9:00 a.m. to 4:00 p.m.	San Francisco, California	National Conference of Women's Bar Associations will host its Women's Bar Leadership Summit 2007 entitled "Expanding the Impact of Your Women's Bar Association", with the NCWBA Foundation Public Service Award Luncheon from 12:00 p.m. to 1:30 p.m. The NCWBA will celebrate its 25 <sup>th</sup> Anniversary at this event in San Francisco, California. For more details, visit <a href="http://NCWBA.org">NCWBA.org</a> .
<b>Tuesday, August 14, 2007</b> 12:00 Noon	Via Teleconference	Executive Committee Meeting
<b>Thursday, August 23, 2007</b> 4:30 p.m. to 8:00 p.m. (or later!)	<b>Calvino's Restaurant</b> (upstairs wine lounge) 3143 W Central Avenue Toledo, OH 43606 Phone: 419-531-5100	OWBA and Toledo Women's Bar Association members (and law students) are invited to a joint social for casual, drop-in networking and conversation. Italian hors d'oeuvres and wine will be provided. Questions? Contact Joyce Anagnos (Phone: 419-936-3455 or <a href="mailto:joyce.anagnos@toledo.oh.gov">joyce.anagnos@toledo.oh.gov</a> )
<b>Monday, September 10, 2007</b> 9:00 a.m. Clinic 9:00 a.m. Tee Time	Blue Heron Golf Club in Medina	<b>YWCA/OWBA Golf Classic</b> Mark your calendars today for a beautiful day on a great golf course! <a href="#">See Pages 8-9</a> for details.
<b>Thursday, September 27, 2007</b> 12:00 Noon Registration 12:30 Program	<b>Cuyahoga County Bar Association</b> 526 Superior Avenue, East 900 Leader Building Cleveland, Ohio 44114	<b>Ethics Rules Series CLE</b> Writing Effective Letters of Engagement Register online: <a href="http://www.cuybar.org">www.cuybar.org</a> under the CLE Link <b>Featured Presenter:</b> Frank Quirk, Esq. (Director, Miller-Becker Institute for Professional Responsibility University of Akron School of Law)
<b>Monday, October 29, 2007</b> 12:30 p.m. to 3:45 p.m.	<b>The Forum Conference Center</b> One Cleveland Center, 1375 East Ninth Street, Cleveland, OH 44114 Register online: <a href="http://www.cuybar.org">www.cuybar.org</a> under the CLE Link	<b>Ethics, Professionalism and Substance Abuse Annual Seminar</b> <b>Featured Presenters:</b> Jonathan Coughlan, Esq. (Disciplinary Counsel, Office of the Disciplinary Counsel); John Sahl, Esq. (Assistant Director, Miller-Becker Institute for Professional Responsibility, University of Akron School of Law); Thomas Pitts, Esq. (Stocker Pitts Co., LPA)
	*This program will fulfill your Biennium requirements.	



## “FOOD FOR THOUGHT”

Would you like to meet a group of successful and diverse professionals in your community? Would you appreciate a networking opportunity beyond just handing someone your business card? Would you enjoy sharing a few laughs and a good story or two with colleagues over a bite to eat?

The Ohio Women’s Bar Association has just the opportunity for you. This fall, the OWBA will again offer a networking opportunity titled, “Food for Thought.” The OWBA kicked off this program last year in conjunction with the Cleveland Bar Association’s Women in Law section. It was a great success and we received wonderful reviews. This year, we have decided to expand it state-wide and offer it to all of our members.

The program will group 6 to 10 members with different backgrounds into lunch or breakfast groups, depending on overall preference of the group. Each group will be diverse, ranging from judges and experienced attorneys to new associates and law students. Each group will meet once a month for food and thought on a date and place selected by the group. The lunch meetings will take place from September 2007 to May 2008. Potential topics for discussion will be provided.

If you are interested, please submit the attached sign-up sheet by **August 15, 2007**. This is open to any of our members or those who wish to join. To sign-up, please use the form on the next page. Please encourage others to join and participate in this great opportunity.

This is a great chance to meet and share experiences in a comfortable and small group environment.

### Ohio Counties by District Number

**First District:**

Hamilton County

**Second District:**

Champaign County  
Clark County  
Darke County  
Greene County  
Miami County  
Montgomery County

**Third District:**

Allen County  
Auglaize County  
Crawford County  
Defiance County  
Hancock County  
Hardin County  
Henry County  
Logan County  
Marion County  
Mercer County  
Paulding County  
Putnam County  
Seneca County  
Shelby County  
Union County  
Van Wert County  
Wyandot County

**Fourth District:**

Adams County  
Athens County  
Gallia County  
Highland County  
Hocking County  
Jackson County  
Lawrence County  
Meigs County  
Pickaway County  
Pike County  
Ross County  
Scioto County  
Vinton County  
Washington County

**Fifth District:**

Ashland County  
Coshocton County  
Delaware County  
Fairfield County  
Guernsey County  
Holmes County  
Knox County  
Licking County  
Morgan County  
Morrow County  
Muskingum County

Perry County

Richland County  
Tuscarawas County  
Stark County

**Sixth District:**

Erie County  
Fulton County  
Huron County  
Lucas County  
Ottawa County  
Sandusky County  
Williams County  
Wood County

**Seventh District:**

Belmont County  
Carroll County  
Columbiana County  
Harrison County  
Jefferson County  
Mahoning County  
Monroe County  
Noble County

**Eighth District:**

Cuyahoga County

**Ninth District:**

Lorain County  
Medina County  
Summit County  
Wayne County

**Tenth District:**

Franklin County

**Eleventh District:**

Ashtabula County  
Geauga County  
Lake County  
Portage County  
Trumbull County

**Twelfth District:**

Batavia County  
Brown County  
Butler County  
Clermont County  
Clinton County  
Fayette County  
Madison County  
Preble County  
Warren County

# "Food for Thought " Sign-Up Sheet

---

Name

---

Firm/Employer

---

Position

---

Address

---

City

---

State

---

Zip

---

County in Which You Practice

---

\*OWBA District #

---

Phone

---

Fax

---

E-mail

---

Years of Practice      1-5      5-10      10-15      15-20      20-25      26+

---

Areas of Practice

---

Please list areas of practice of other attorneys you would like to be in your group

Would you be willing to be the coordinator/liaison of your group? If selected as the coordinator/liaison, you will be responsible for communicating with your group and helping schedule your group's lunches.

Yes      No

Would you be interested in meeting for      Breakfast      Lunch

Potential topics you would like to discuss at these events \_\_\_\_\_

---

Which side of town would you be interested in meeting? \_\_\_\_\_

PLEASE RETURN THIS FORM TO:

OWBA • P.O. Box 33145 • North Royalton, Ohio 44133-9998

Phone: 440-582-2769 • Fax: 440-582-2856 • E-mail: violet@OWBA.org

*\*For District numbers, please see list on previous page.*

**Deadline for submissions: August 15, 2007**



Nancy Clark is CEO of WomensMedia and is a frequent speaker on issues involving gender in the workplace.

## WHAT'S WITH THIS CATFIGHTING?

*Originally Appeared on the womensmedia.com website as part of the Women's Lunch Talk Segment dated July 6th, 2007. Reprinted with permission from the article's author, Nancy Clark.*

### ***Catfighting: Learn To Handle Indirect Aggression At Work***

*Everyone harbors a secret hatred for the prettiest girl in the room.*

*—Ani DiFranco*

Disclaimer: Women are great workers. We're great managers. We're great friends. Hire us and you won't be sorry, but there's a tiny dark side that we're working on.

As much as we'd like to profess, "No, there's no such thing as catfighting at work. Women want to see other women succeed. How dare you suggest such a thing!" we know deep down it certainly does exist . . . and to be honest, we probably know—from *experience*—how it feels to be on either end of an encounter! I'll go first, "Yes, I know how it happens and how it feels on both sides!" None of us are proud of this type of behavior. The purpose of indirect aggression is to avoid physical aggression—where we could get hurt. It's also so we can do it surreptitiously and deny that we had anything to do with that kind of low behavior. I talk more about female competition in [Are Women As Competitive As Men?](#) —*Do Women Avoid Competition?*

In *Catfight*, author Leora Tanenbaum states that women resort to pettiness and backstabbing when they compete with other women, but not with men. Despite feminist gains, she says women are conditioned to treat each other as adversaries—most of the time. This "most of the time" is what interests me. There are good times. She gave two major examples when women banded together to help each other: The women's suffrage movement and the battle for Title IX for women's sports equality. Of course, there are lots of daily examples. This is what I want to see amplified. I'm sure all of you do. So, let's keep an eye on the positive! There is a positive side to women working with women. Let's figure how to expand it. And when we can't, let's figure out how we can stop the culprit in her tracks.

In their book, *In the Company of Women*, Pat Heim and Susan Murphy claim that a woman's overall happiness is controlled by balancing three elements, The Golden Triangle: power, relationships, and self-esteem. Changes in any one of these areas can upset our sense of well-being and we may seek to put things back into balance. It's not usual for us to pick up a club and try to set things back into order. Unfortunately, it's also not usual for us to openly discuss our loss of self-esteem or balance with those who are causing it. We've been conditioned to use indirect methods. Let's look at the most common methods of indirect aggression.

1. **Gossip** —Not the good kind, but the destructive type.
2. **Spreading Rumors and Divulging Secrets** —Just think about the damage that can be done when you tell a good friend a few personal secrets, then you're promoted over her and she's resentful. Makes you sweat, doesn't it?
3. **Publicly Making Insinuating or Insulting Comments** —Often these are vague comments that are easy to say were misinterpreted. Much like the celebrity who says his use of a disparaging adjective was misinterpreted.
4. **Undermining and Sabotage** —How about if someone frequently forgets to include you in the company email list and loses your phone call messages? I'd bet you call that sabotage.
5. **Purposefully Snubbing and Withdrawing Friendship** —Remember your childhood friend saying, "I won't be your friend anymore!?" In the office this usually equates to curt answers and the occasional well-timed glare.

How widespread is this catfight problem? A recent study by the American Management Association found that 95% of the women felt other women had undermined them at some time in their career. Wow! Catfighting is widespread. I wonder why it hasn't been discussed until recently. No, I know the answer:

- It's embarrassing.
- It's politically incorrect to discuss it—at least it was.
- Women are trying to catch up with men in the workplace; we don't need to talk about this!

Men are interested in catfighting too. Not what you think. I mean they're interested in it when a group they're managing gets bogged down in some mysterious dealings they can't quite figure out. The ubiquitous, "I'm not getting involved. You women can find a solution." doesn't always solve the problem. My advice to a male (or female) manager is to quickly call all the involved women into his office. Then tell them each of them she has 3-5 minutes to present her case. At the end of the expose, ask them if they have a solution. If not, you devise a solution on the spot and tell them you don't want employees in your department who continue to create disharmony.

Now, if you're a female employee who's having a problem with the subtle sabotage of another woman—of either your reputation or your productivity—you'll of course want to avoid letting things escalate until your boss needs to intercede. What should you do? Here's the tip of the week.

**Tip:**

Privately meet with the saboteur in her area. Tell her how her actions caused a problem for you and the company. Ask her for her input for solving problems like this. You will probably not get input from her and you'll most likely get a denial. But at least she knows you suspect her actions are intentional. This private meeting will most likely need to be repeated a few times. Meanwhile, consider The Golden Triangle. Does she need reassurance or building up of power, relationships, or self-esteem. Can you assist? Give it your best shot but if it doesn't work, go to your boss. Instead of tattling, which makes you look bad, ask for your boss' advice on how to stop such behavior. Express that you're concerned because it's decreasing the productivity of the company.

**Further Reading:**

Podcast, [Working in Heels](#), by Nancy Clark, [Are Women As Competitive As Men?](#) —Do Women Avoid Competition

Blog, [Women's Lunch Talk](#), by Nancy Clark, [Queen Bee: Is A Woman Holding You Back?](#) —Study Shows Women Are Harming Women!

Website, [WomensMedia](#), by Sam Horn, [What to Say in Difficult Situations](#)

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## Please join us for the YWCA & OWBA 2007 Golf Classic

**Monday, September 10, 2007  
Blue Heron Golf Club, Medina**

**tee time: 9:00 am**

**clinic: 9:00 am\***

**Dependent upon pace of play, dinner will adjourn by 5:00 p.m.**

**Hosted in partnership with the Executive Women's Golf Association**

Men and women are encouraged to play. All players from beginners to experienced golfers are welcome.

\* Golf Clinic participants will learn the principles and movement of the golf swing. Jane Mintz, LPGA, will address the rules and etiquette of the game during lunch. To conclude the clinic, participants are taken on the course for a playing lesson. Clinic is limited to 50 participants, so register early!

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Company logo on GPS system that will run throughout event  
Name listed on all media placements, event programs,  
YWCA website and OWBA Annual Membership Directory  
Company advertisement in OWBA's quarterly newsletter  
Invitation to sponsor a memorable contest for golfers such as:  
the longest drive or closest to the target  
Invitation to offer a giveaway to all golfers in hospitality bags  
*Tax deductible portion - \$1,080*

#### Birdie Sponsors \$600

Signs with company name and logo on driving range,  
putting green and at half-way house  
Name listed on event program  
Invitation to offer a giveaway to all golfers in hospitality bags  
*Tax deductible portion - \$500*

#### Hole Sponsors \$400

Company name on GPS system on your designated hole  
Name listed on event program  
*Tax deductible portion - \$400*

### Golfers

#### Foursome \$600

Includes 18 holes or clinic with 9 holes  
lunch, dinner, beverages  
*Tax deductible portion - \$256*

#### Individual \$150

Includes 18 holes or clinic with 9 holes  
lunch, dinner, beverages  
*Tax deductible portion - \$64*





**YES! I will attend the YWCA Annual Golf Outing**  
**YES! My company would like to sponsor the outing. Please contact me.**

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 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 City State Zip \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Email \_\_\_\_\_

Please make checks payable to YWCA **or** include the following credit card information: Visa MasterCard American Express

Account # \_\_\_\_\_

*No refunds will be given. To hold your reservation, payment must be received prior to the outing. For more information regarding the event, please contact Kelly Wiltshire at the YWCA at 216-881-6878 ext 246 or [kwiltshire@ywcaofcleveland.org](mailto:kwiltshire@ywcaofcleveland.org)*

**GOLFER ONE Check here if same as contact**

Contact Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City State Zip \_\_\_\_\_  
 Phone Email \_\_\_\_\_  
 18 Holes Clinic

**GOLFER TWO**

Contact Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City State Zip \_\_\_\_\_  
 Phone Email \_\_\_\_\_  
 18 Holes Clinic

**GOLFER THREE**

Contact Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City State Zip \_\_\_\_\_  
 Phone Email \_\_\_\_\_  
 18 Holes Clinic

**GOLFER FOUR**

Contact Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City State Zip \_\_\_\_\_  
 Phone Email \_\_\_\_\_  
 18 Holes Clinic

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 empowering women**  
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 -or-  
[kwiltshire@ywcaofcleveland.org](mailto:kwiltshire@ywcaofcleveland.org)





## Ohio's First Woman Attorney Nettie Cronise Lutes

As we embark on searching for *Ohio's First 100*, we came across a very interesting research article on **Ohio's First, Nettie Cronise Lutes**. The excerpt below is from an article entitled: *In Search of Nettie C.—The Mystery of Two Nineteenth Century Lawyers* by Jennifer A. Drobac, M.A., J.D., Women's Legal History, and Professor Barbara Babcock at Stanford Law School, dated April 3, 1998. You may view the entire biography of Nettie C. Lutes at <http://womenslegalhistory.stanford.edu/papers/nettie.pdf>

### Cronise's Legal Career

In April 1873 Nettie Cronise became the first woman to be admitted to the Ohio bar. George E. Seney, John McCauley, R.G. Pennington, W.H. Gibson, and Nelson L. Brewer recommended her application even before women were authorized by state law to practice in Ohio. Well aware of the December 1872 Bradwell precedent, members of the court expressed reluctance to admit a woman to the Ohio bar. Judge Seney and other lawyers volunteered to present her case to the court but Cronise declined their offers, preferring to handle the matter herself. Successfully presenting herself and her legal qualifications, Cronise earned admission to the bar without further ado.<sup>77</sup> Moreover, she paved the way for her sister Florence to become the second woman lawyer in Ohio in September 1873.<sup>78</sup>

Nettie Cronise immediately began practicing law. With her sister, she founded the firm N. & F. Cronise. Ellen Martin, an Illinois attorney who wrote for Catharine Van Valkenburg Waite's Chicago Law Times, noted in 1886, "The Cronises and Miss Hulet were about the first, probably the first women to open law offices and begin an active, energetic practice of the profession."<sup>79</sup> Florence Cronise joined The Equity Club, a correspondence club for women lawyers and described the opening of their office in a later letter to the Equity Club Members.<sup>80</sup>

Fifteen years ago the coming September, I opened my office in Tiffin, Ohio, in partnership with a sister, Nettie Cronise, now Nettie Cronise Lutes, of the law firm of Lutes & Lutes. We rented an office, furnished it with a desk or two, a few chairs, a carpet (long since disappeared), and bought all the books we could afford. Then swinging our sign, "N. & F. Cronise, Attorneys at Law," we sat waiting for business, taking up all extra time in answer invitations to enter the lists of various lecture lyceums scattered through the country, promising to produce us as the "Woman Lawyers," "Something New," etc., etc. Putting all such ambitions aside, we sat and waited, and it wasn't long ere an occasional shadow passed over the threshold and entered. Business came gradually, by no means in a rush, and slowly we worked our way up.<sup>81</sup>

In this passage, Florence Cronise made their endeavor sound easy. Yet the references to the promoters who wanted to exploit the novelty of their law practice, reminds us that these women were true pioneers, courageous in their willingness to chart new territory for women.

About their reception in Tiffin, Florence explained in the same letter:

Our brothers extended the hand in welcome so far as to put no visible obstacles in our way—neither did they make an effort to remove any. We began on the same footing as any of the young men, and have kept on to the present. The following year my partner left me and entered into the new firm, while I continued to paddle my canoe alone. In the early days our work came chiefly from men, women having but little confidence in the ability of women. All this, however, has changed, and my clients are as frequently one as the other.<sup>82</sup>

In this reflection, Florence observed that she and her sister retained few female clients in their early days because of *female* prejudices against women lawyers. The question arises whether actual experience informed this conclusion or whether Florence simply assumed female prejudice kept women away. Perhaps female clients, familiar with *male* prejudice against women, steered clear of the Cronise sisters, fearing male prejudice against them. In other words, women might not have doubted the Cronise women's abilities but may have doubted that men would give these

women lawyers a fair chance. Potential female clients might have concluded that they could not risk the injury from male prejudice against their women attorneys. Once it became clear that men would not force these women out of business and would, in fact, respect and retain them, potential female clients might have relaxed about hiring them.

By several accounts, Nettie and Florence practiced together until 1880 when Nettie left to open a law practice with her husband of six years, Nelson Burgess Lutes.<sup>83</sup> Florence suggested that the year after they opened their office, her partner, presumably Nettie, left to join another firm, presumably Lutes'.<sup>84</sup> Lutes suffered from a hearing disorder that had developed during the Civil War and became deaf in 1881. His growing deafness probably prompted Nettie's move.

Nettie Lutes enabled her husband to continue practicing law in the courtroom by silently repeating everything said so that Nelson could read her lips. In this manner, not only could he deliver opening and closing arguments, he could also examine witnesses and receive valuable impute from his wife during the course of a trial.<sup>85</sup>

One story relates how the Luteses were trying a case in the Clermont County Circuit court when an indignant old gentleman approached a member of the local bar during a break. The gentleman demanded to know why the court had permitted a woman [Ms. Lutes] to sit in the courtroom in front of counsel [Mr. Lutes] and repeatedly attempt to talk to counsel and interrupt him during the trial. So smooth was the Lutes' practice, unaware observers could not tell that Nelson Lutes was totally deaf.<sup>86</sup>

Nelson Lutes' deafness necessitated a preparedness that served the Luteses well. Both lawyers had to be thoroughly familiar with their briefs, the evidence and trial strategy concerning witnesses so that they could rehearse how they could communicate and conduct the trial in advance. The Luteses attempted to understand the fine points of their opposition's case so that they could further anticipate what might be said at trial. Finally, the Luteses carefully prepared jury voir dire, investigating jury panelists.<sup>87</sup>

During trial Nettie Lutes not only repeated testimony, she also conveyed her opinions regarding unanticipated legal points, juror responses and evidentiary issues. She offered rebuttal suggestions and trial strategy. The Luteses took no notes during trial but Nelson Lutes memorized evidence presented and the order of its presentation. They both impressed observers with their mastery of the details of a case and their incredible organization. "As a result of their joint labors, they [had] a reputation of being very successful lawyers and never losing a case which they ought to win . . ." <sup>88</sup> Specializing in corporate law in state and federal courts, Nettie and Nelson practiced as Lutes & Lutes until his death in 1900.<sup>89</sup>

Nettie Lutes' talents were remarkable whether she was assisting her husband or not. She earned the reputation for being knowledgeable about the law and for anticipating every perspective in a legal debate. To her credit she placed "truth and right above all other consideration" and never took an unfair advantage nor advocated a position she did not believe was just and right. While some, more contemporary, descriptions of Nettie Lutes are reminiscent of separate spheres attitudes in that they emphasize her moral righteousness and her ability to read human nature, those descriptions also highlight her fierce intellectual skill. For example, one biographer explained:

Ms. Lutes also possesses the most perfect self-control, and never loses her head or becomes confused during the most exciting contest, and with her perfect mastery of language, her knowledge of the power of words, her repartee and sarcasm, though always refined and often classical, is as cutting as a two-edged sword; and with it she possesses the power of lashing her opponent to fury and exasperation, while she remains apparently as cool and undisturbed as a disinterested spectator. She rarely, if ever, uses this power, however, except in self-defense. One dose of it is usually sufficient, and the recipient seldom returns to the second attack.<sup>90</sup>

Described as being "an indefatigable worker" and as having good judgment and "business tact," Nettie C. Lutes practiced law with huge success in Ohio, Michigan and Indiana.<sup>91</sup>

Nettie continued practicing law alone until 1905 when her daughter Evelyn was admitted to the bar and together they resurrected the firm Lutes & Lutes. Ill health forced Nettie C. Lutes to retire in 1917 at the age of 74, after 44 years of practicing law.

### **Cronise's Family**

When Nettie returned from her teaching job in Illinois in 1869 to read law in Ohio, she moved back to her grandparents' home to live with her mother, sister and extended family.<sup>92</sup> Nettie Cronise met Nelson B. Lutes who studied law with her at the Noble firm beginning in 1870.<sup>93</sup> Cronise married Lutes in Tiffin, Ohio on August 24, 1874.<sup>94</sup> Apparently, Nelson Lutes idolized Nettie. About the Luteses relationship, one biographer remarked:

*Lutes Continued on Next Page*

*Lutes Continued From Previous Page*

[I]n their life, these two lawyers seem to have realized the inspired line of the poet:  
 “For woman is not undeveloped man,/But diverse. Could we make her as the man,  
 Sweet love were slain, who dearest bond is this-/ Not like to like, but like with differ-  
 ence./ Yet in the long years liker must they grow;/ The man be more of woman, she of  
 man./ He gain in sweetness and in moral height,/ Nor lose the wrestling threws that  
 throw the world-/ She, mental breadth, nor fail in childward care;/ More of the double-  
 natured poet each;/ Till at last she set herself to man/ As perfect music unto noble  
 words./ And so these twain upon the skirts of Time,/ Sit side by side, full summed in  
 all their powers,/ Self-reverent each, and reverencing each;/ Distinct in individuali-  
 ties,/ But like each other even as those who love.”<sup>95</sup>

While not the finest poetry, this ode seems remarkable, if only because of its placement in a history of the Ohio bench and bar.

Together Nettie and Nelson had three daughters: Elinor Seney (presumably after George E. Seney from Nettie’s Ohio bar admission panel), born June 4, 1875; Evelyn Latta, born June 27, 1877; and Lillian Cronise, born August 8, 1882. Because of her career and family commitments, Nettie Lutes was not known to socialize but was “an exceptionally fine conversationalist, and a very entertaining and lovable companion, and ideal wife and most devoted mother.”<sup>96</sup> She was very proud of the reputation her daughters enjoyed for their intelligence.<sup>97</sup> Additionally, Nettie C. Lutes may have been a very private person. In an Equity Club letter dated 1889, her sister Florence wrote:

I wish I had the time and liberty to write you some of the experiences of my sister Nettie C. Lutes, Ohio’s first woman lawyer. I do not think any other can have had anything similar. However I have not her permission to speak. Maybe she will grant it when I write for the Annual next year.<sup>98</sup>

Florence did not write about her sister the following year, the last meeting of the Equity Club.<sup>99</sup>

**Conclusion**

Nettie C. Lutes died on July 31, 1923 at the age of 80 years old, after a long and brilliant career, and devoted service to her family and community. To honor her and other outstanding Ohio women lawyers who followed her, the Ohio State Bar Association’s Women in the Profession Section established the Nettie Cronise Lutes award in 1995. Winners of this award include: Justice Alice Robie Resnick; Assistant Dean Joanne Wharton Murphy of The Ohio State University College of Law; Mary Karr Hamilton, first woman president of the Toledo Bar Association; and Cleveland Attorney Angela D. Carlin; [Vernelis K. Armstrong, U.S. Magistrate Judge, United States District Court, Northern District of Ohio in Toledo; Mary Asbury of Cincinnati; Bea V. Larson, Senior Mediator at The Center for Resolution of Disputes in Cincinnati; Barbara G. Watts of the University of Cincinnati’s College of Law; Linda Strite Murnane, Executive Director of the Kentucky Commission on Human Rights; Kathleen M. Brinkman, now with the law firm of Porter, Wright, Morris & Arthur LLP in Cincinnati; Jean A. Mortland, Professor Emeritus at Capital University Law School; M. Ginny (Virginia) Tretheway, general counsel to The Ohio University; Ann Aldrich, United States District Court Judge; Pat E. Morgenstern-Clarren, U.S. Bankruptcy Court, Northern District of Ohio].<sup>100</sup> The establishment of this award and the renewed attention to her life and accomplishments will ensure that Nettie C. Lutes, and her courageous example, will remain an inspiration to other women in Ohio and across the United States.

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*Article Footnotes. Because this is an excerpt from a lengthy Biographical write-up of Nettie Cronise Lutes, the Footnotes begin with No. 77 below:*

<sup>77</sup>Bench and Bar, at 374.

<sup>78</sup>Drachman, at 218. Florence Cronise’s life and career deserve analysis and attention beyond the scope of this paper. Bench and Bar states that Florence joined the bar in 1874. Bench and Bar, at 374. Franken fails to specify dates but notes that both women were admitted to practice in the Sixth Circuit federal court in Toledo in 1870. Franken, at 2. It seems unlikely that the Cronise sisters would have been prepared for law practice in 1870 after only a year or less of legal study. Bench and Bar marks 1879 as the year both women received admission to

the Sixth Circuit to practice. Bench and Bar, at 374. Newbauer also notes 1879 as the year the Cronise sisters and Nelson Lutes were admitted to the Sixth Circuit to practice. Newbauer, at 1.

<sup>79</sup>Waite, at 80.

<sup>80</sup>While it lasted only four years (1886-1890) and had only 32 members, the club provided women of the period with a support network and left their valuable letters for posterity. Drachman, at 1.

<sup>81</sup>Drachman, at 94 (Letter dated May 23, 1888).

<sup>82</sup>Drachman, at 94 (Letter dated May 23, 1888).

<sup>83</sup>Florence continued to practice in her own Tiffin firm until 1926. Drachman, at 219.

<sup>84</sup>Drachman, at 94 (Letter dated May 23, 1888).

<sup>85</sup>Bench and Bar, at 375.

<sup>86</sup>Bench and Bar, at 376.

<sup>87</sup>*Id.* at 375.

<sup>88</sup>*Id.* at 377. One observer of their system commented:

Though taking a leading part and largely managing the conduct of all of the cases tried by the firm, few persons understand or appreciate the masterful power exerted by Mrs. Lutes in the trial of a case; for to the unthinking spectator it looks as though Mr. Lutes were taking the leading part, while the fact is, that by reason of his deafness, their professional labors are so intermingled and closely connected that there is no leadership about it, and, as has often been remarked, it is almost impossible to consider them separately, as the two work together almost as one person . . . That it [the Lutes' system] results in a most masterful handling of all cases tried by the firm is recognized and acknowledged by all competent persons . . . [and] by reason of that peculiar position occupied by Mrs. Lutes, she receives much less, and Mr. Lutes much more, of the credit than they are respectively entitled to.

Bench and Bar at 375.

<sup>89</sup>Newbauer, at 1; Franken, at 2.

<sup>90</sup>*Id.* At 375.

<sup>91</sup>*Id.* At 374; Newbauer, at 1.

<sup>92</sup>1870 Ohio Census, Tiffin, Seneca County, Microfilm Reel # 1266 p. 313. Her grandfather appears to have died by this time but 8 people continued to live in the household, including: Nettie's grandmother, Susan Cronise, age 74, who was "keeping house"; Elizabeth Cronise, age 52; Kate Harrington, age 51; Henry Cronise, age 50; Maria, age 46; Annet, age 27; Florence, age 24; and Henry, age 19.

<sup>93</sup>Lang, at 384. Lange reports, however, that Lutes gained admission to the bar in 1872. Bench and Bar states he gained admission with Nettie in April 1873. Bench and Bar, at 372.

<sup>94</sup>Bench and Bar, at 372. The 1880 Ohio Census lists Henry Cronise, age 59 as the head of the household working as a "Farmer". It describes his single sister, Elizabeth Cronise, age 63 as "keeping house" with their single sister Maria, age 54. The census lists Florence, age 33, as Henry's single "Neis", working as a "Lawyer". 1880 Ohio Census, Tiffin, Seneca County Microfilm Reel #1066 p. 237. The same census shows Nettie C. Lutes living in Nelson B. Lutes' household as his wife, working as a "Lawyer". It also names two children, Elinor Seney, age 5 and Evelyn L., age 3. 1880 Ohio Census, Tiffin, Seneca County, Microfilm Reel # 1066 p. 238.

<sup>95</sup>Bench and Bar, at 377. Mystifying, Bench and Bar fails to name the poet.

<sup>96</sup>*Id.* at 377.

<sup>97</sup>*Id.* at 377.

<sup>98</sup>Drachman, at 158-59.

<sup>99</sup>Drachman, at 183-84.

<sup>100</sup>Franken, at 2.



# Members in the News



Kelly Kosek has joined the firm of Hahn, Loeser & Parks in Cleveland, where she practices in the areas of commercial litigation and product liability. Her contact information is:

**Kelly A. Kosek, Esq.**  
**Hahn, Loeser & Parks LLP**  
**200 Public Square, Suite 3300**  
**Cleveland, OH 44114-2301**  
**Phone: 216-274-2223**  
**E-mail: [kkosek@hahnlaw.com](mailto:kkosek@hahnlaw.com)**

A. Elizabeth Cargle, OWBA's Community Services Committee Chair, has joined the firm of Wegman, Hessler & Vanderburg in Cleveland. Her new contact information is:

**A. Elizabeth Cargle, Esq.**  
**Wegman, Hessler & Vanderburg**  
**6055 Rockside Woods Boulevard, Suite 200**  
**Cleveland, OH 44131**  
**Phone: 216-642-3342**  
**E-mail: [aecargle@wegmanlaw.com](mailto:aecargle@wegmanlaw.com)**



Amy S. Thomas

Amy Thomas (Columbus Office) and Marilena DiSilvio (Cleveland Office), both with the law firm of Reminger & Reminger Co., LPA, have been named "Ohio Rising Stars" in the July 2007 edition of the Ohio Super Lawyers — Rising Stars edition published by *Super Lawyers* and *Law and Politics* magazines. Congratulations!



Marilena DiSilvio

## Memorable Quotes!

Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, "She doesn't have what it takes." They will say, "Women don't have what it takes."  
 —Clare Boothe Luce

Women belong in the house... and the Senate.  
 —Author Unknown

You don't have to be anti-man to be pro-woman.  
 —Jane Galvin Lewis

Men are taught to apologize for their weaknesses, women for their strengths.  
 —Lois Wyse

It was we, the people; not we, the white male citizens; nor yet we, the male citizens; but we, the whole people, who formed the Union.... Men, their rights and nothing more; women, their rights and nothing less.  
 —Susan B. Anthony

How important it is for us to recognize and celebrate our heroes and she-roes!  
 —Maya Angelou, in Chris Orr, "Moms and Whoopi: Pioneers of Black Theater," *Plexus*, November 1983

American women are fools because they try to be everything to everybody.  
 —Viva

## Meet Your OWBA!

Listed below are the Committees and respective Chairs and Co-Chairs for 2007-2008. Please contact any chair if you wish to participate on a committee.

COMMITTEE/DESCRIPTION	CHAIR/CO-CHAIR
<p><b>Legislative and Elected Officials/ Judicial Selections (JCRC)</b></p> <p>Monitor legislation of interest to women, and provide pertinent information for dissemination to our membership. Alongside the <i>Cleveland Bar Association</i>, <i>Cuyahoga County Bar Association</i>, <i>Cuyahoga Criminal Defense Lawyers Association</i>, <i>Norman S. Minor Bar Association</i>, members of the JCRC interview candidates and review their qualifications to make recommendations to the general public through Judge4Yourself.com.</p>	<p><b>Chair:</b> <b>Susan Jankite</b> Susan K. Jankite, Attorney at Law 18615 Detroit Avenue, Suite 100 Lakewood, OH 44107 Phone: 216-221-4466 E-mail: <a href="mailto:susan99@earthlink.net">susan99@earthlink.net</a></p> <p><b>Co-Chair:</b> <b>Barbara Belovich</b> Attorney at Law 5638 Ridge Road Cleveland, OH 44129 Phone: 440-884-8018 E-mail: <a href="mailto:barbara@belovichlaw.com">barbara@belovichlaw.com</a></p> <p><b>Co-Chair:</b> <b>Deborah J. Michelson</b> Goodman Weiss Miller LLP 100 Erieview Plaza, 27th Floor Cleveland, OH 44114 Phone: 216-696-3366 E-mail: <a href="mailto:Michelson@goodmanweissmiller.com">Michelson@goodmanweissmiller.com</a></p> <p><b>Co-Chair:</b> <b>Christine S. Reid</b> Reminger &amp; Reminger Co., L.P.A. 1400 Midland Building 101 Prospect Avenue, West Cleveland, OH 44115-1093 Phone: 216-687-1311 E-mail: <a href="mailto:creid@reminger.com">creid@reminger.com</a></p> <p><b>Co-Chair:</b> <b>Barbara F. Yaksic</b> McGlinchey Stafford, PLLC 25550 Chagrin Boulevard, Suite 406 Cleveland, OH 44122 Phone: 216-378-9915 E-mail: <a href="mailto:byaksic@mcglinchey.com">byaksic@mcglinchey.com</a></p>
<p><b>Programs and Projects</b></p> <p>Any Networking events (ie. wine tastings, brown bag luncheons, etc.) or projects of interest to members. Also, seminars held by a guest speaker from the healthcare field (Breast Cancer/Heart Disease Forums, etc.) or financial/investment fields. Creativity is welcomed to find topics of interest to OWBA members.</p>	<p><b>Cleveland Chair:</b> <b>Tracey Turnbull</b> Porter, Wright, Morris &amp; Arthur LLP 925 Euclid Avenue Suite 1700 Cleveland, OH 44115 Phone: 216-443-9000 E-mail: <a href="mailto:tturnbull@porterwright.com">tturnbull@porterwright.com</a></p> <p><b>Columbus Chair:</b> OPEN — Contact Violet Imre if interested.</p>

COMMITTEES *Continued from Previous Page*

COMMITTEE/DESCRIPTION	CHAIR/CO-CHAIR
<p><b>Community Service</b> This committee enables OWBA members who love getting involved where opportunities to help are available. In the past, we've done Blood Drives, helped at Shelters, events at the Zoo for children, professional clothing drives, participated in fundraising "walks", etc.</p> <p>*Including <i>Food For Thought</i> Program</p>	<p><b>Chair:</b> <b>A. Elizabeth Cargle</b> Wegman Hessler Vanderburg 6055 Rockside Woods Boulevard Suite 200 Cleveland, Ohio 44131 Phone: 216-642-3342 Fax: 216-642-8826 E-mail: <a href="mailto:aecargle@wegmanlaw.com">aecargle@wegmanlaw.com</a></p>
<p><b>Long-Range Planning</b> Chaired by OWBA's President-Elect, this Committee oversees past accomplishments vs. the direction OWBA should be headed in the year to come.</p>	<p><b>Chair:</b> <b>Michele A. Shuster</b> Mac Murray, Cook, Petersen &amp; Shuster LLP Three North High Street New Albany, OH 43054 Phone: 614-939-9955 E-mail: <a href="mailto:mshuster@mcpplaw.com">mshuster@mcpplaw.com</a></p> <p><b>Co-chair:</b> <b>Sandy Lynskey</b> Auditor of State Mary Taylor, CPA 88 E. Broad Street, 5th Floor Columbus, OH 43216-1140 Phone: 614-466-4514 or 800-282-0370 E-mail: <a href="mailto:SLynskey@auditor.state.oh.us">SLynskey@auditor.state.oh.us</a></p>
<p><b>Mentoring</b> Plan ways of bringing our seasoned attorneys together with those seeking direction and advice.</p>	<p><b>Chair:</b> <b>Halle M. Hebert</b> Tucker, Ellis &amp; West, LLP 925 Euclid Avenue 1150 Huntington Building Cleveland, OH 44115-1414 Phone: 216-696-3392 E-mail: <a href="mailto:halle.hebert@tuckerellis.com">halle.hebert@tuckerellis.com</a></p>
<p><b>Membership</b> Plan membership drives and creative opportunities to expand OWBA's membership.</p>	<p><b>Chair:</b> <b>Jami S. Oliver</b> Oliver Law Offices, Inc. 471 East Broad Street Suite 1303 Columbus, OH 43215 Phone: 614-220-9100 E-mail: <a href="mailto:joliver@jamioliver.com">joliver@jamioliver.com</a></p>
<p><b>Law School Liaison</b> Since OWBA offers complimentary membership to law students, this committee brings students and student organizations alongside the OWBA for various events and projects, and is in charge of selecting the annual Law Student Scholarship recipient.</p>	<p><b>Chair:</b> <b>Lisa R. House</b> Reminger &amp; Reminger Co., L.P.A. 65 East State Street Fourth Floor Columbus, OH 43215 Phone: 614-228-1311 E-mail: <a href="mailto:lhouse@reminger.com">lhouse@reminger.com</a></p>
<p><b>Annual Meeting and Convention</b> OWBA seeks to plan at least one, possibly two larger scale events annually. This committee plans the details, location, speakers, and assists in funding major events.</p>	<p><b>Chair:</b> OPEN — Contact Violet Imre if interested.</p>

COMMITTEE/DESCRIPTION	CHAIR/CO-CHAIR
<p><b>Bar Associations Liaison</b> We have been able to establish and maintain a good relationship with the various Bar associations in Ohio. This committee's task is joining efforts to plan events and projects beneficial to everyone involved.</p>	<p><b>Chair:</b> <b>Shawn A. Cormier-Warren</b> Davis &amp; Young, L.P.A. 1200 Fifth Third Center 600 Superior Avenue, East Cleveland, OH 44114 Phone: 216-348-1700 E-mail: <a href="mailto:SCormier@davisyoung.com">SCormier@davisyoung.com</a></p>
<p><b>Part-Time Employment</b> OWBA honors a legal employer annually in Ohio who best exemplifies the commitment to work-life balance arrangements. Seeking nominations and submitting recommendations to the Executive Committee is the task of this committee.</p>	<p><b>Chair:</b> <b>Mary A. Cavanaugh</b> The Kemper Company 10307 Detroit Avenue Cleveland, OH 44102 Phone: 216-472-4200 E-mail: <a href="mailto:mcavanaugh@kempercompany.com">mcavanaugh@kempercompany.com</a></p>
<p><b>Publications, Public Relations and Newsletter</b> OWBA's quarterly <i>OWBA Network</i> Newsletter is an accomplishment made possible by people who enjoy finding good articles, and/or writing substantive material. Anything pertinent to Ohio's women in law is welcome for submission. This committee seeks out usable material, and reviews/edits the newsletter once it is drafted.</p>	<p><b>Chair:</b> <b>Kelly A. Molnar</b> Deloitte Tax LLP 127 Public Square, Suite 3300 Cleveland, OH 44114 Phone: 216-589-1347 E-mail: <a href="mailto:kmolnar@adelphia.net">kmolnar@adelphia.net</a></p> <p><b>Co-Chair:</b> <b>Jeanne M. Mullin</b> Reminger &amp; Reminger Co., L.P.A. 1400 Midland Building 101 Prospect Avenue, West Cleveland, OH 44115 Phone: 216-687-1311 E-mail: <a href="mailto:jmullin@reminger.com">jmullin@reminger.com</a></p>
<p><b>Marketing/Strategic Planning</b> As OWBA expands, the need for this committee has increased greatly. Help with "selling" OWBA to potential sponsors, bringing on businesses who would benefit from the patronage of our members, and ensuring that the OWBA name is recognizable in Ohio's legal community.</p>	<p><b>Chair:</b> <b>Lisa R. House</b> Reminger &amp; Reminger Co., L.P.A. 65 East State Street, Fourth Floor Columbus, OH 43215 Phone: 614-228-1311 E-mail: <a href="mailto:lhouse@reminger.com">lhouse@reminger.com</a></p>
<p><b>Golf Outing</b> OWBA has teamed up with various local organizations (YWCA, NAWBO, EWGA, etc.) to plan outings that offer not only an enjoyable experience, but an excellent networking opportunity for attendees. Experience in golf is not mandatory to work on these committees!</p>	<p><b>Cleveland Outing Chair:</b> <b>Halle M. Hebert</b> Tucker, Ellis &amp; West, LLP 925 Euclid Avenue 1150 Huntington Building Cleveland, OH 44115-1414 Phone: 216-696-3392 E-mail: <a href="mailto:halle.hebert@tuckerellis.com">halle.hebert@tuckerellis.com</a></p> <p><b>Columbus Outing Chair:</b> <b>Beth C. Bolyard</b> Squire, Sanders &amp; Dempsey LLP 41 South High Street, Suite 1300 Columbus, OH 43215 Phone: 614-365-2787 E-mail: <a href="mailto:bbolyard@ssd.com">bbolyard@ssd.com</a></p>

COMMITTEES *Continued from Previous Page*

COMMITTEE/DESCRIPTION	CHAIR/CO-CHAIR
<p><b>Ohio's First 100 Women Attorneys</b>                      Based on a project done by CSU's Cleveland-Marshall College of Law, OWBA is embarking on a project to research the names and stories behind the first 100 women attorneys licensed in Ohio! This project will entail several aspects, including research, publications, marketing, funding and event coordination.</p>	<p><b>Chair:</b>  <b>Susan E. Petersen</b>                      Petersen &amp; Ibold                      Village Station                      401 South Street                      Chardon, OH 44024                      Phone: 440-285-3511                      E-mail: <a href="mailto:sep@peteribold.com">sep@peteribold.com</a></p> <p><b>Co-Chair:</b>  <b>Debra J. Horn</b>                      Meyers, Roman, Friedberg &amp; Lewis                      28601 Chagrin Boulevard, Suite 500                      Cleveland, OH 44122                      Phone: 216-831-0042                      E-mail: <a href="mailto:dhorn@meyersroman.com">dhorn@meyersroman.com</a></p>
<p><b>Nominating Committee</b>                      Chaired by the Immediate Past President, this Committee seeks to find OWBA members who are willing and able to serve the Board as either an Executive Officer or a Board of Trustees member.</p>	<p><b>Chair:</b>  <b>Pamela D. Houston</b>                      Andrews &amp; Pontius, L.L.C.                      4817 State Road, Suite 100                      P.O. Box 10                      Ashtabula, OH 44005-0010                      Phone: 440-998-6835                      Fax: 440-992-6336                      E-mail: <a href="mailto:phouston@andrewspontius.com">phouston@andrewspontius.com</a></p>



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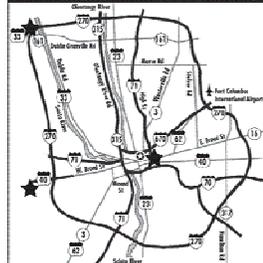
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**Attention Toledo Area Members,  
Non-Members and Law Students:  
You're Invited to a fun networking event after work!**

- **WHO:** OWBA & TWBA members (including law students)
- **WHAT:** Joint social for casual, drop-in networking and conversation; some Italian hors d'oeuvres and wine will be provided.
- **WHERE:** Calvino's Restaurant (upstairs wine lounge), 3143 W Central Ave., Toledo, OH 43606, phone: (419) 531-5100 (in Cricket West Plaza near Secor)
- **WHEN:** Thursday, August 23, 2007 from 4:30pm - 8:00 pm (or later)
- **QUESTIONS:** Joyce Anagnos, TWBA Liaison to OWBA, 419-936-3455, [joyce.anagnos@toledo.oh.gov](mailto:joyce.anagnos@toledo.oh.gov)



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[karen.manning@firstmerit.com](mailto:karen.manning@firstmerit.com)

Elen Forbus  
(440) 963-3617  
[elen.forbus@firstmerit.com](mailto:elen.forbus@firstmerit.com)

  
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