



The Florida Bar Out-of-State Division

State-to-State

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Spring 2025



- The narrow *Rooker-Feldman* doctrine in practice
- Corporate Transparency Act update: All domestic reporting companies and U.S. citizens exempt from CTA
- The OOSD in Washington, D.C.
- Get involved with the Out-of-State Division—Opportunities await!

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The Virginia State Capitol

Richmond, Virginia



The Virginia State Capitol is the seat of state government of the Commonwealth of Virginia, located in Richmond, the state capital. The Capitol was conceived of by Thomas Jefferson and Charles-Louis Clérisseau in France, based on the Maison Carrée in Nîmes. Construction began in 1785 and was

completed in 1788. In the early 20th century, two wings were added, leading to its present appearance. In 1960, it was designated a National Historic Landmark.

Source: Wikipedia.org

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Becoming a sustainable lawyer

Planting seeds you might never see sprout

by G. C. Murray II, Dulles, Va.



G. C. MURRAY II

If I'm honest, I almost didn't write this. Not because I don't care. Not because it's not important. But because I'm tired.

And I'm not alone.

Across the legal profession, burnout is real—and it's growing. The pressure to keep producing, to stay relevant, to answer every email, file every motion, make every deadline, and still somehow show up to the charity gala, the alumni event, or your kid's spelling bee ... it adds up.

So, when I sat down to write this piece, it wasn't some well-rested, spark-of-genius moment. It was more like a long sigh and the quiet question: What could I possibly say that would matter to a lawyer on the edge of burnout?

And here's what finally came to me.

You don't need more hustle. You need more sustainability.

The invisible forest

The hardest part of being a driven professional is the constant planting. Planting seeds of ambition. Seeds of service. Seeds of growth. Day after day, we're sowing effort into clients, courts, communities—often with no idea if any of it will sprout.

Sometimes you wonder: Will this ever pay off? Will anyone even notice?

The truth? Probably not right away. Maybe not ever in the way you hope. That's the maddening part of it. And yet, it's also what makes our profession so sacred. We plant forests we may never get to walk through.

As a lawyer and executive coach, I've had the privilege of speaking all over the world—on everything from professional ethics to leadership in high-stakes environments. But the most profound concept I ever share, the one that lingers in the room long after I've finished speaking, is about a flower. The Himalayan lily. It's not flashy. It's not fast. It takes seven years, sometimes more, before it ever blooms. During that time, it's doing the quiet, invisible work of rooting itself deeply enough to support something extraordinary. And when

it finally blossoms, it does so with towering grace, reaching heights few would believe possible from something so unassuming. I bring this up not for the sake of botanical trivia, but because I know what it feels like to pour yourself into a practice, a purpose, or a community and wonder if any of it will take root. The Himalayan lily reminds us that some of the most meaningful growth in our careers—and in ourselves—happens underground. Sustainability, in law and in life, is about honoring that slow, steady, unseen work.

That's why sustainability matters. Because if you burn out before the seeds break ground, what was the point?

What it means to be a sustainable lawyer

Sustainability isn't just about the environment. In the legal world, it's about building a career, and a life, you can actually maintain. One that doesn't just serve your clients, but also sustains you.

It's a focus we've taken seriously on The Florida Bar's Special Committee on the Sustainability Initiative for Attorneys. We're not just researching

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models. We're reimagining what it means to stay in this game for the long haul.

Here are a few truths we're learning and living:

- Boundaries are not betrayals. You cannot be everything to everyone and still expect to show up as your best self. Protect your time like it's your most valuable asset—because it is.
- Systems are your secret weapon. Automate what you can. Delegate what you should. Simplify what you must. Sustainability often starts with structure.

• Connection is currency. Colleagues, coaches, mentors, and even friendly competitors can be lifelines. Isolation is a burnout accelerant. Community is the antidote.

• Purpose isn't optional. If you're running on empty, it's probably not because you're lazy—it's because you're misaligned. The lawyers who last are the ones who stay tethered to why they do the work.

A call to the quiet professionals

If you're still reading, I know something about you. You haven't given up. You still believe there's something worth fighting for even if you're not quite sure how to keep fighting for it.

Maybe it's time to stop focusing on being impressive and start focusing on being well. Because when you are well, you can do well.

For your clients. For your family. For your future self.

So here's to the lawyers who show up anyway. Who keep planting. Who water the ground with hope and consistency, not knowing if the harvest will come.

Your work matters.

Your well-being matters more.

Let's build a profession that can hold both.



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