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AMERICAN IMMIGRATION LAWYERS ASSOCIATION



Charity Anastasio is Practice and Ethics Counsel for the American Immigration Lawyers Association's Practice & Professionalism Center. Charity had a law firm in Washington state for five years before she found her passion in helping lawyers better manage their firms and careers. She brings transformative energy and inspiration to AILA members on ethics and practice management issues by using one-on-one consultations, publications, presentations, and collaboration with AILA's Ethics Committee, Lawyer Well-Being Committee, Tech and Innovation Committee, and Practice Management Interest Group. Charity is in leadership in the ABA Law Practice Division. She was named an ABA 2020

Women in Legal Tech Honoree.



Victoria L. Collier Victoria L. Collier is a seasoned entrepreneur with over 20 years of experience in the legal industry. After building and selling her own 7-figure law firm she discovered a new mission in helping others find their path to a successful life after law. As the founder and CEO of Quid Pro Quo, Victoria helps law firm owners determine and build value, create turnkey law offices, position to transition, and sell for profit. In addition to educating through public speaking, she is also the host of a weekly podcast called "Smart Lawyers Position to Transition" which brings timely and valuable information to lawyers seeking to sell or buy a law firm.



Jayden Doyé is the founder and owner of Prestige Accounting Solutions and Consulting, a firm specializing in IOLTA and legal accounting. He is also a practicing CPA and a Certified Profit First Professional. Jayden is the author of [Don't Get Disbarred: 7 Financial Mistakes Attorneys Make That Put Their Licenses at Risk](#). As a CPA, Jayden's goal is to help entrepreneurs like as himself, gain independence, eliminate debt, and create unique action plan to bring more to their bottom line while paying less in taxes. Jayden is a graduate of Towson University, with a degree in Accounting.



Christopher J. Flann is the founder and principal attorney at Immigration Law of Montana, P.C. His practice focuses on commercial litigation and immigration. Prior to opening his own law firm, Christopher was an associate attorney with Moulton, Bellingham, Longo & Mather, P. C. Christopher's early career and education was as a scientist. He earned a masters in biochemistry and a PhD from the University of Rochester, NY. After serving as a professor of chemistry at the University of Montana, he enrolled in law school there, graduating with honors in 1996.



Eric Fleischmann is managing member of Fleischmann Immigration Law Group LLC, based in West Hartford, Connecticut. He represents businesses in employment related immigration matters, including nonimmigrant and immigrant visas, naturalization and I-9 compliance. He has written articles on immigration for a variety of publications, and has contributed to the *AILA Immigration Practice Toolbox*, to *Immigration Practice under NAFTA*, and to the employment-based immigrant visa section of the *Immigration Law & Practice* treatise. He is included in the immigration law section of the 2024 edition of *Best Lawyers in America*. He is past chair of the AILA Canada Chapter. Mr. Fleischmann earned his Bachelor's degree, cum laude, at Yale College, and his J.D. at the University of Virginia.



Marcia Binder Ibrahim, Esq. is the founding member and senior attorney of the Law Office of Marcia Binder Ibrahim. Marcia has over thirty years experience in immigration, family, and criminal law. She has served on the Montgomery County Bar Association Board of Directors and as editor of the Montgomery County General Practice Manual. She has been admitted to practice before the United States Supreme Court, the United States District Courts for the State of New Jersey and Eastern District of PA, the Second and Third Circuit Courts, and the Supreme Courts of Pennsylvania, New York, and New Jersey. Marcia earned her J.D. from Villanova University School of Law.



Kirby Gamblin Joseph is the founder of Strategy4Success, a law practice management consulting group, and provides consulting services to law firms interested in changing the way that they practice law. In addition to consulting with law firms around the country, she is also the managing partner and co-founder of Joseph & Hall PC, an immigration law firm, with offices in Aurora and Colorado Springs, Colorado. She is a past chair of the Colorado Chapter of the American Immigration Lawyers Association (AILA). Kirby is a member of Alliance of Business Immigration Lawyers (ABIL), a global association of leading immigration lawyers serving business needs by advancing best practices and stellar outcomes for their immigration clients. She is also one of the founders of IMMpact Immigration Litigation, which is a collaboration of independent immigration lawyers, working together for better immigration policies through impactful litigation. She has been named a “Top Lawyer” in the area of immigration law by *Colorado SuperLawyers Magazine*.



Tom Lenfestey is the Founder of The Law Practice Exchange, a platform to help lawyers sell their law practices and create continuation and succession plans for when they were ready to exit. He is also a practicing North Carolina attorney, licensed CPA and Accredited Business Intermediary. Tom specializes in law firm valuation, the buying and selling of law firms, law firm mergers and lawyer succession planning. He is the co-author of [Designing a Succession Plan for Your Law Practice](#). Tom was appointed and served on the Transitioning Lawyers Commission and Professional Vitality Committee with the North Carolina Bar Association and serves as advisor and contributor to legal insurers, law firm lending institutions and others in regards to the law firm buying/selling/succession marketplace.



Ruth Lozano McChesney is of-counsel at De Mott, McChesney, Curtright and Armendáriz, L.L.P, after serving as managing partner for nearly 20 years. Her firm has represented individuals and organizations before U.S. federal agencies including the Department of Homeland Security, U.S. Citizenship & Immigration Services, Department of Labor, Department of State, the Board of Immigration Appeals, and the Administrative Appeals Office. The firm also litigates before the Executive Office for Immigration Review, the Fifth Circuit and the Supreme Court of the United States. Ruth is a member of the Action Committee of the State Bar of Texas’ International Law Section and a member of its International Human Rights Committee. She is also a member of the national American Bar Association’s International Human Rights group.



Virginia.

Reid Trautz is Senior Director of the AILA Practice & Professionalism Center, where he advises lawyers how to improve their businesses and innovate the delivery of legal services to their clients. He is a nationally recognized advisor, author and presenter on practice issues, including launching a law practice, business process innovation, law practice technology, and legal ethics. He has counseled lawyers on succession planning for over two decades, and is the author of *When You Go to Heaven Will Your Practice Go to Hell?* Reid is an elected Fellow of the College of Law Practice Management. Prior to his focus on the business of practicing law, Reid was a partner in a five-lawyer firm in Alexandria,



Becki L. Young, founding Partner of Grossman Young & Hammond, has three decades of business immigration experience. Becki regularly provides immigration law advice to clients in a broad range of industries, including investment banking and securities, information technology (with a particular focus on startups), nonprofit, manufacturing, and healthcare. She boasts extensive experience with investment cases (E2 and EB5) for individual investors and startup companies as well as extraordinary ability cases for clients in business, science, and the arts. Becki is a graduate of the University of Pennsylvania and earned her JD from Georgetown University Law Center.



A. Carin Weinrich is a partner at Weinrich Immigration Law, a Seattle-based firm that exclusively practices immigration law. Carin specializes in employment-based immigrant and non-immigrant petitions, family-based petitions, citizenship and naturalization, I-9 compliance, U visas, and waivers. She is a member of the Washington State Bar Association and the American Immigration Lawyers Association (AILA). She also volunteers for various pro-bono activities, such as the Northwest Immigrant Rights Project, Citizenship Days, and DACA Clinics. Carin holds a Juris Doctorate from Gonzaga University School of Law and a Bachelor of Arts in International Relations and Economics from Scripps College.