

FINAL LOB EPS400 Jolee Vacchi

[Liz Theresa]

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I'm your host, Liz Teresa, and I help you launch and build online businesses you love. This podcast is all about entrepreneurship, and I hope you like it. Hey, everybody, and welcome to another episode of Liz on Biz.

Here with me today is my wonderful close friend in real life and also fellow entrepreneur, Jolie Vackie. Welcome to the show, Jolie. Thank you so much, Liz.

I can't believe we haven't done this before. I'm glad we're finally doing it. You keep saying you haven't been on.

Is that really real? You really haven't been here? I feel like I talk to you all the time.

[Jolee Vacchi]

We do talk in real life all the time. So it probably feels like we did an interview before. But no, this is legit the first time.

[Liz Theresa]

Because it's crazy because you're like... So Jolie, for people listening, owns a law firm called Foundations Family Law. But I've known you since we were randomly college roommates, right?

Or no, we met at theater orientation and picked each other.

[Jolee Vacchi]

We met at theater orientation, and we became, you know, besties. And here we are. And we picked each other as roommates, and we were in each other's weddings.

[Liz Theresa]

Like, you can't go way back, Liz. It's crazy. It's really amazing.

And I got to have the front row seat to help to watching you, you know, become this like rising star that you are. That's the only thing I can say, right? Yeah, you know, you are.

[Jolee Vacchi]

You were a major part of helping me launch my law firm when I went out on my own. So I'll always be grateful to you for that, as well as many other things.

[Liz Theresa]

Oh, well, same. And yeah, so tell everybody about... Because you do so many things, but tell them about Foundations.

[Jolee Vacchi]

Sure. So I am a divorced and family law attorney. And I previously worked at a larger law firm that was kind of like a lot of other traditional family law firms out there.

It was very litigation focused and really focused on court and trials and kind of some questionable, like, tactics that over the years, I really wasn't feeling very comfortable with. So when I was in law school, I became a certified mediator. I am a huge proponent of settlement negotiations and trying to resolve things out of court.

Because family court is not a fun place to be. And it's a really disempowering place. You are essentially handing over all of the most important things in your life, like your money, your kids, your house to a stranger.

And, you know, having them make decisions for you and you're stuck with them. Whereas if you negotiate and you come to a settlement, it's probably not going to be best case scenario, but you're choosing those terms. And that's so much more empowering.

And so just over the years, I was just feeling like out of alignment with the last firm that I was at. Even like their marketing kind of made me cringe. Like I'm a sober person, I'm alcohol free.

They use like a lot of like alcohol in their marketing. And I was just like, I need to get out of here. So it was a dream of mine to start my own practice.

And I started looking into it. And, you know, I registered in LLC. And, you know, I contacted you about getting, you know, a website going, you helped me come up with my brain colors.

Like I was totally clueless, Liz, and you just were my superhero. You just hooked in and so willing to help. And so I decided to leave about two and a half years ago.

And it was the scariest freaking thing I've ever done in my life. Like, I'm going to be honest with you. In our family, like I am the breadwinner.

And so going from having a steady W-2 paycheck to literally not even know if I was going to be able to make my mortgage payment. Like, that's where we were at. But like the support that I got from my family, from you, like just from the people that cared about me and encouraged me and they believed in me.

And that really helped me believe in myself. And so I took that- I would have literally handed you your mortgage.

[Liz Theresa]

I would have got you money. I would have worried about it. Like, if you were really- I just would never let you.

I don't know. I think we all, though, I don't want to- I interrupted the story, but I just want to highlight. I feel like we all underestimate, like, people that really love us.

Yes, that's for sure. Your friends don't want to see you fail in business or in anything. And I think people get so scared, so scared to ask for help.

[Jolee Vacchi]

Yeah. And you can get paralyzed in that fear. Like, it could have been very easy for me to just, like, keep my head down and keep grinding at that last front.

Like, I had been doing that, you know? So to- and that's what, you know, courage is. It's like doing things scared.

Yeah. That's what they say. Yeah.

And like two and a half years later, I can tell you and everyone who's listening, like all of that anxiety and fear and sleepless nights were worth it because now I'm living a life beyond my wildest dreams. And I've never been happier. I've never been more fulfilled.

My life looks totally different. And, like, it- I'm just so glad that I believed in myself to take that.

[Liz Theresa]

I feel like, I mean, we have so many things that we're afraid of. But I also think that people have so many things in their life that they're dissatisfied with. Yes.

You know? And then it could be like, honestly, in the context of your company, it could be marriages. Or it could be you're in a job and can't quite extract yourself from it.

And you keep hoping a comet will just come and kill where you work so you don't have to go.

[Jolee Vacchi]

Yes. You're kind of waiting for, like, a rock bottom or, like, some, like, major catastrophe to, like, force you to do the hard thing. Right?

Yeah. And that's so right. You're so spot on because, like, the women who come to me in their divorce consultations, it's not like they just woke up one day and said, hey, I want to blow up my marriage.

Like, the majority of them have been unhappy for a very long time. And what's keeping them stuck really is the fear of the unknown. Because even though they have dissatisfaction in their marriage and, like, maybe they don't have access to financial resources or their partner is, like, a terrible co-parent, like, they choose to keep living that reality because they can't see, they can't even imagine what life would look like outside of that environment.

And so I love having, like, the initial divorce consultations with prospective clients because I can lay out that path for them and show them, like, what the different options look like. And it's, like, at the end of that hour with them, you can see them, like, their shoulders have relaxed. It's like they can breathe.

And it's like they can actually imagine a different reality than, like, that they couldn't see before. And it's just, it's one of my favorite parts of the job.

[Liz Theresa]

So as a person, granted, I didn't have children when I got divorced, which I think helps by a lot.

[Jolee Vacchi]

But I mean, it cuts down on the issues that need to be decided.

[Liz Theresa]

That's for sure. Yeah. Well, and then you don't really don't have to see each other ever again.

But I remember thinking it was, like, I was so depressed. And then I was, like, really thinking and I was, like, I thought about, okay, what does my life look like next year? What does my life look like in five years?

What does my life look like in 10 years? And I hated all of it. And I was, like, why?

I can't stay somewhere. I can't do that on purpose. Yeah.

Yeah, absolutely. Like, that's what it was for me. It was, like, it was, I was, I was, because I think, like, and I don't know what it is for them, like, some of the women.

It's not like there's a, there's not usually a triggering event. It's just you come to a realization

after being unhappy for a very long time.

[Jolee Vacchi]

Yes, I don't know. That's absolutely correct. That's what most of my clients tell me.

It's like, you know, it's not usually, like, the cold play moment, you know, where the infidelity is exposed on the kiss cam that, like, blows everything up. You're right. It's usually, like, a slow burn.

And it's just, like, a dissatisfaction. It's not usually, like, one big triggering event. But yeah, I mean, I've had clients tell me, like, they wake up in the morning and they just, like, don't even want to get out of bed because they don't want to face that reality anymore.

You know, it was so sad. It's really sad. And we have one short, precious life.

And to be miserable in those moments is just, that's just, it's heartbreaking to me. And I want to get women out of that. Well, that's the other thing.

[Liz Theresa]

I think we get afraid. Like, I don't even, I'm trying to remember, what was that? It's hard because you get married and, like, you're, like, I still love them, you know, but, like, it's just that I don't love what's happened of the life and the relation.

Like, it's all, there's all these things that happen, right? Yep. And, like, and I used to imagine, I would be, like, that he would just die.

And that I could, God forbid, I don't want him to die. I'm just kidding. But, like, you would imagine scenarios where they would just die.

And then you can still be friends with their family. And you can still, like, and that's not, and, like, you have to, like, you have to let go of, like, so much. So much.

I had a dream last night, Jo, about, like, we had, like, a pool party. It was really stressful. Really stressful pool party.

It must be for, like, Leo's friends. Yeah. And somebody kept turning the waves up too high.

And I was worried the kids would, like, drown. Oh. Stressful.

And that the band couldn't play because they couldn't get the Bluetooth boombox to work. So I got, like, my random one to work. I kept fixing everything.

Yeah. Yeah. Oh, wow.

Well, his extended family had, like, brought all this food. Like, Drew's family, like, was there.

That's crazy.

And, like, but he wasn't there. He's never there. It's like, but I think I feel like I, I don't know.

It's, like, because all of a sudden, it's hard when you get divorced. Like, it's, like, these people. Yeah.

Absolutely. It's, like, just over.

[Jolee Vacchi]

Yeah. And we've experienced that in our family as well. Like, as you know, my brother got divorced a few years ago.

And that was, like, my two babies lost their only aunt. And, like, it was devastating for them. And, like, divorce has so many ripple effects on, you know, the extended family.

I don't even think about that. Like, yeah, it really touches so much more than just the couple.

[Liz Theresa]

Do your kids still talk about her? Does she have a relationship or doesn't have an interest?

[Jolee Vacchi]

She doesn't have a relationship with them. Occasionally, especially my daughter, because she's older. You know, she'll say, oh, remember when.

And it's kind of funny, though, because so their relationship ended with infidelity. So it was pretty sad. And, like, it was bad.

Yeah. And so we kind of refer to her as the one that we do not name. Kind of like Voldemort from Harry Potter.

It's essentially, like, we have to pretend she died. Like, it's really sad. You know, there is so much grief associated with divorce because it's a loss.

It's a loss of, like, the future that you envision together and of the relationship that you once had. I mean, there's definitely a grieving process. Oh, God, makes you hesitate to get married.

Oh, God. I mean, like, you know, doesn't it? Like, when you think about all of the.

For sure. And yeah, I mean, people nowadays, you know, I know a lot of people who are in long term relationships and they don't start choosing not to get married. I mean, that does come with its own, like, legal hurdles and things like that, too.

But, you know, I'm a huge proponent for prenuptial agreements because you are agreeing to, you know, the terms of the end of your relationship while you're still in a really good place. So

it's from a place of love and fairness. And I just think prenups are for everybody.

And it's not for the uber wealthy and everyone to consider them.

[Liz Theresa]

Well, because, like, you know, when I. So then I got married again. And then in that, this is obviously much, much happier.

And it's great. And I and I was like, I never thought of doing a prenup because I was like. He had nothing.

And yeah, I love him. He had nothing. And so and like and then you always hear you're like, oh, if they don't have anything.

I mean, I had a lot like I had money and like. Power. No, I'm just kidding.

I had the business I had.

[Jolee Vacchi]

No, I hear you at all in an awful like full transparency. Like I didn't I didn't get a prenup when I got married. I mean, I was super young.

All I had was a law school debt. Like you were a baby. Yeah, I didn't think that I had anything to protect.

But we can't predict the future now. I mean, look, now I am the founding attorney of a very successful law firm. And I have a lot more going for me than I did back then.

And the other thing to think about with prenuptial agreements is it doesn't only spell out like what everyone's going to get from like the marital estate, like the assets, like the house and the money and all that. It also divides responsibility for debt. And this is a huge thing that these women come to me and they had no idea that their husband was taking credit cards, you know, all these credit cards out or loans or all these things.

God. However, if those funds like benefited the family in the household, she's going to be on the hook for half of them. I mean, so that is just another thing to think about.

And like I said, it's so hard. We can't predict. I'm just curious, even if her name isn't on it.

[Liz Theresa]

Correct. Yeah. You know what's humiliated during the marriage?

If you die. So I only know this because my mom is gone. Okay.

But in Massachusetts, my mom was like, I don't know. She was just like, let's get new floors. My

dad's not on.

Any of that. And my mom was the breadwinner. And then poof, she's gone.

Right. Yeah. And then.

But now they really can't. Because the state, when you die, your debt dies. Exactly.

Yeah. No, but did you know that makes you think about shopping right before you go? No, but yeah, I mean, But now you're divorced.

Not when you die. Yep. Exactly.

It's different. Very interesting. Debt is interesting.

Does the lowest die if you die? Yes, they do. I was wondering about that.

Well, I just I paid mine, which I told you, and I haven't told anyone because I'm afraid. In fact, I'm afraid that if I say something good happened to me, someone will be upset about it. Oh, no, I told that.

Well, you're doing it. Because, like, I don't think people listen to the show in which bad things.

[Jolee Vacchi]

Yeah. But I mean, we need this is something that's wrong in our society. We need to be celebrating the wins of our peers.

Like there's so much crap that's going on. We need to lift each other up. So I'm so proud of you.

[Liz Theresa]

Thank you. I think elbows can be kind of sharp sometimes. Yeah, yeah.

But I know yours are. Yours are nice. They're round.

Oh, thanks. I try. Very warm elbow.

If you elbowed me, it would be like a hug. I've never gotten such a nice compliment. That is a nice compliment.

I feel like I've never complimented other people's elbows. I know. You're good.

You're a good networker. I ran into a lady at the soiree and I'm still mad about it. Well, so she was like, I was like, oh, it's nice to see you again.

She's like, we've never met. And I was like, we talked for like an hour. I'm sorry.

And she said, what, a million years ago? And I was like, oh, my God, that's so rude. I just was

like, oh, you're nuts.

Like in my head, I was like, what sane person would say that out loud to someone?

[Jolee Vacchi]

So yeah, that's a reflection of something going on with her. It has nothing to do with you.

[Liz Theresa]

I was a monster.

[Jolee Vacchi]

I was interviewing.

[Liz Theresa]

I was like, not only was I interviewing, I was very prominent at the soiree. Like it was like my logo.

[Jolee Vacchi]

Oh, goodness. Yeah. That's not great.

[Liz Theresa]

You can't get a picture in front of my logo. I was like, we've met. Like, I was like, you saw me doing this.

And I was just like, is she trying to cut me down a peg?

[Jolee Vacchi]

You know, maybe. But that doesn't make her stand any taller. It really doesn't.

[Liz Theresa]

So you know what to say? Oh, I'll think about it. But you're like that with your clients because they'll come with like these petty things.

[Jolee Vacchi]

Oh, boy. Yeah. So, I mean, a lot of my job is like conflict resolution.

And, you know, I mean, it's a very heavy job. And, you know, sometimes we're just like the dumping ground for all the heavy stuff. And so I've just had to learn, you know, how to be compassionate and empathetic, but also keep moving the case forward.

Focusing on what's like relevant and going to be most compelling to their case. But I also love partnering with divorce coaches and therapists because my clients need to get this out. This process is so emotional.

And, you know, I can lend, you know, a listening ear, but they shouldn't be paying me to, you know, to explore all these issues. But they should be talking with a professional who that's really their zone of genius. Are they open to that usually?

Most of the time, yes. Which is wonderful. Yeah.

And I have a lot of great partnerships with coaches and therapists. I'm so grateful for it. And it just helps move the case forward and ultimately just get better results for my clients.

So, yeah, I love collaborating.

[Liz Theresa]

So what's so speaking of collaboration? Your husband works for you. He does.

Yes. How is that? How has that adjusted anything in your life for marriage?

Like, how is that?

[Jolee Vacchi]

It's funny that you ask this today because today is his one year anniversary of joining the firm. Is it really? And it was your birthday yesterday.

And yeah, I know. Yeah. He started last year on your birthday.

He said, I'll quit my job and join your firm. Well, so we had been talking about it. It had really like been a pipe dream of ours that one day he'd be able to quit his nine to five and work with me.

So we were both like working on the same goals together in the business. And then also we'd have better work life balance because in his last job, he was traveling a lot. And with my court schedule and our kids and their activities, it was just so much to manage.

Yeah, it was very intense. So like, yeah, we kind of put in place like a two month like runway. He gave us notice to his last place of employment.

And then he joined, yeah, a year ago today. And it's been incredible. I will say for our work life balance, like he is home.

So he and I mean, like I said, I'm the breadwinner. Obviously, like I'm the CEO of our company. So I have a pretty demanding schedule.

But, you know, kind of as his boss, I can let him like, you know, he can put the kids on the bus in the morning, get them off, take them to all their activities. Like we can manage that so much more because we have the flexibility now. And I will say, like, we talked before making this decision about really keeping open communication throughout this process.

Because I, it's funny, like I call myself the happily married divorce attorney. I am not anti-marriage. I'm pro-healthy marriage, you know?

And I didn't want this to basically ruin what we had. Yeah, that's a big concern, you know? And so we've had open communication.

Yes, we've had bumps along the way. Absolutely. You know, and it's interesting too, because I mean, I'm an attorney, right?

And becoming a business owner, I've had to learn along the way. And so he's, my husband is our director of business operations. And so when he came to the firm, it was kind of like the blind leading the blind.

Like, I don't really know what I'm doing. I'm trying my best. And then he's trying to learn from me.

So it's just like, and at the end of the day, what we ended up doing was hiring a fractional COO, a chief operations officer. So basically, I'm investing for Chris to learn what he needs to do to feel confident in this role moving forward. Oh, that's kind of smart.

Yeah, I mean, like I said, because I don't know what I'm doing on the off side. And so, yeah, so we're working with the COO right now. It's been really phenomenal.

And the goal is to work with them for like 12 to 18 months, phase them out. And then Chris will really be in a secure, strong place to run it moving forward. So they kind of teach him what things need to be in place.

Yeah.

[Liz Theresa]

What are his day-to-day roles and responsibilities? Yeah. How does he spell that out?

[Jolee Vacchi]

Yep. So he does everything with our employees. So payroll, benefits, he onboards, does the training.

He does vendor relationships. He does a lot with billing and collecting, policies and procedures, all of that kind of stuff. So all the administrative stuff.

Yeah. I don't want to do that. No, I don't either.

I do some of that, but like, I don't...

[Liz Theresa]

I like to sign off on it, but I don't want to have to create it. I hate so like money stuff. I've tried to automate as much as possible.

And I have a really good bookkeeper, but I don't...

[Jolee Vacchi]

Yeah, we have a good bookkeeper. We have a good CPA who you recommended me to. Shout out Mary Anderson.

I love her. But like in the legal world, like most firms, it's weird. They bill like once a month and collect once a month.

We do it every week. Like we bill on Mondays and collect every Friday. And I feel like I like that better because if I was a client, you'd get a really big bill from an attorney if they only had one.

And you could also dodge it.

[Liz Theresa]

Yeah. And so... Not that they often do, but like you must have people that peace out and try not to pay you.

Oh, of course we do. Yes.

[Jolee Vacchi]

So I feel like when they get the benefit of getting an invoice every week, so they see what exactly what work was, you know, worked on the week before. This is why it costs so much. And I just feel like it's better for everybody.

So it pays how you can pay it. Yes, absolutely. Yep.

[Liz Theresa]

I think, I mean, because it's hard because like in your world, so like with us, everything's flat. Yeah. Everything is flat and that's sometimes good, right?

But like, it's only simplistic, more simplistic for billing. But in your world, like you really, well, like you charge like an attorney. So attorneys charge by the hour, right?

Yeah. And you pay. Yeah.

And that could get hairy.

[Jolee Vacchi]

Oh, yeah. So we pay, we charge a retainer when a client retains us and it's usually \$5,000. That's like a pretty standard divorce retainer in our area.

And then we have an hourly billing rate and it's billed at 0.1 of an hour. And so like we have time tracking software that we use while we're working on everything. But it's just really difficult to do flat fee model in the family law world because.

They don't do it. I think no one does it. Some do, and I just don't know how they do it.

And I think a lot end up adjusting it back to the billable hourly model because like we have clients who come in. They're like, this is going to be a piece of cake. We agree on everything.

And then something blows it up and it becomes one of the most contested issues ever. Then we have other cases that come in and it's a mess from the beginning. And we think that's going to be, you know, a highly litigated case, but we get some temporary orders in place and then we're able to work it out shortly thereafter.

So like there's just so many unknowns that it's very difficult to provide even like a range because so much is out of our control.

[Liz Theresa]

I feel like that would be hard. It would be so hard. You can't like quote a divorce.

[Jolee Vacchi]

No, no, we don't. And like we have, you know, very detailed contracts, obviously. And it's not an estimate at all.

And, you know, once the retainer hits, goes down to a certain amount, then it has to be brought up to the original amount. And so we're very on top of that. But yeah, it's tough.

[Liz Theresa]

So growing though, because like you started with you and like you said, you got to hire your husband, but like you have other attorneys now. That's a lot of growth in two and a half years.

[Jolee Vacchi]

It is. So yeah, so right now I have two other attorneys and we're bringing on a third. So we'll have four total attorneys.

We have a case manager who is my paralegal. We have an office admin. We have my husband.

And then we're going to be hiring a new intake person. So we're going to be up to eight staff

members. And I'm thrilled with the current team that we have.

It was never my intention to become like a mega firm. I'm just not interested in doing that. So I think once we have these two new staff members onboarded, this really is going to be like our sweet spot.

And this is where I want to keep it. And then, so with my role, I mean, from the very beginning, I've always been, you know, working with clients. Because like I said, that's what I do.

I'm an attorney. But as the firm has grown, I've had to like step back and decrease my caseload because the firm needs me, you know? So I'm really mostly taking just mediation cases now, which are my favorite because like I said, I love mediation.

And then really some like handpicked litigated cases. But other than that, my role is really CEO of the firm. Oh, that's kind of crazy, right?

It is, it is.

[Liz Theresa]

But it's so fun. Would you, because you said you don't want to be a mega firm. So where, is there a ceiling?

Like, do you know where you'd want to stop growing?

[Jolee Vacchi]

Yeah, so we'll have four attorneys. I don't think we'll get more than five or six. Let me just, like, I think that's it.

So just so you know, like every week I meet with each of our attorneys twice. And we go over their full case list and we do talk strategy. Like I'm very involved.

I still supervise the cases. And so I don't want the number of cases to get too big that I can't keep that like quality control over. I don't blame you.

I'm like that. Yeah, it's very important to me. My clients are the most important thing to me in the firm.

I'm like, whenever I'm making a business decision, I'm like, what is going to be best for the clients? So yeah, so I think five or six attorneys, that's it. I don't want to get any bigger.

Just so we can provide the level of service that we do. Like, yeah, we are a client-centered firm. Like the number one complaint about most attorneys is that they can't get in touch with their attorney.

Like they call, they leave messages and nobody calls them back. And so like our number one

value at foundations is responsiveness to clients. So they get a response from somebody within 24 hours, even if it's just our paralegal saying, Jolie's in court and she'll respond to you when you get back, just so you don't feel like you set something out into the void and like they dropped the ball.

So I want to be better.

[Liz Theresa]

That's where my worst thing, like I can be, unless you text me, I'm very good at text. But like with email, I sometimes get overwhelmed. And then like, I hate to respond without the perfect answer.

Like, it's like, sometimes I just want to be like, here's everything that you're waiting for. Or like, but I should just say it's coming. Or like, I respond to your message.

And sometimes that's enough because at least then they heard.

[Jolee Vacchi]

Absolutely. Yeah. A lot of time to my clients, I'll just say received and I'll give you a full response tomorrow or just something.

So they have some like expectation, you know? And like, I am so type A about my email. Like I am an email.

You answer everything? Each box, zero is always my goal. And I have so many file folders.

Like I'm such a Virgo. I'm very organized. Yeah.

And so like, I have a very detailed email system.

[Liz Theresa]

So wait, because mine, I wonder what, so do you have your folders is each like client in a folder?

[Jolee Vacchi]

Yes, I have. Yep. Everyone has their own folder in my email.

And I don't move something out of my inbox until like the task is completed in that email. So it's either responded to or drafted whatever I need to for court. And then I move it over to the client folder and I know it's dealt with.

So whatever's in my inbox is my to-do list. And like I said, I'm always trying to get it down to that inbox zero.

[Liz Theresa]

I try really hard right now. It says I'm at 30 of new messages, but I have a bunch in here. Yep.

That I gotta handle at some point.

[Jolee Vacchi]

At some point, I'm not recording the show. I get hundreds of emails. Like I get hundreds of emails a day, literally.

From clients and courts and things? Clients, court, my staff, like things for the business. And so, I mean, I really could probably use, I hear that people have these like people who literally, their job is to organize your email.

Like I spend a lot of time doing that myself, but I like it.

[Liz Theresa]

I had somebody that worked here that was like her number one thing. But then like, I wanted her to answer people. Yeah, that's a thing.

People don't do that. Is that like, cause like, is that why, well, that's probably why you have Chris. Chris probably answers people sometimes for you.

[Jolee Vacchi]

Yeah. So a lot of times when I'm getting my emails, I'm just like forwarding them or delegating them to people to take care of. So like I'm forwarding them to Chris or I'm forwarding them to my paralegal or the attorney who needs to respond.

So a lot of that, I'm just kind of like a train conductor sometimes. I do that too sometimes. But I also, I like knowing what's going on in the firm.

Like I don't want something to like come out of nowhere and surprise me. And handle everything for you that you don't know what's happening. Yes.

I like to keep a pulse on things and maybe that's, I don't know, controlling. No, I do that too. It hinders how large you can be.

Exactly. But like I said, I don't want to get too big. So I'm okay with that.

[Liz Theresa]

Well, the business coaches out there, like sometimes it can be tempting because they'll be like, oh, let me take your business to the next level. But all the way, the only way that they do that is that they fire you.

[Jolee Vacchi]

And that's really what they do. Yes. They want to replace you, like install a CEO in your place.

And like, cause we work with a law firm. I don't know what they would call them, self-development company, but they're the ones who have these fractional C-suite services. And so we have a fractional CEO and they just want us to keep having bigger targets every year.

And I'm like, no, like that's not what I'm aiming to do here. Like, I don't, I think I would be way too bored if I wasn't practicing law. Like I act, when I get to go to court, I'm like, I get to be a lawyer today.

And it like makes me happy. Like I, and so a lot of these, yeah, business coaches and stuff, they want to replace you, but like, that's not my goal. And that's okay.

And whoever else is out there listening, like that's okay. It's your company. And what you want is what should be driving the bus, not somebody else's ideas.

It's your life too. Exactly.

[Liz Theresa]

I feel like it's exactly it. I'm like, why would you, like, why would you willingly do something that you don't want to do? Just because somebody else told you, you should probably, you know what I mean?

That's where like, I wouldn't be a good client for them. Cause like, I feel like they are like, oh, you're the perfect client. If you make this much from here.

And I'm like, well, fine. But I don't, I'm not going to do all the things that you're going to tell me to do.

[Jolee Vacchi]

It's not worth it to compromise your integrity on your values.

[Liz Theresa]

Like I said, like, No, I like to see everything that comes through here too. I mean, I touch every, I touch every project. Even ones that aren't that important.

[Jolee Vacchi]

Yeah. No. And you know why?

Cause your name's on the business and it matters. Yeah.

[Liz Theresa]

I agree. Oh my God, Jo. So it's time for me to, it's time for the end.

I don't know. It's crazy. I know I give you a lot of warning.

It's okay. What happens at the end? Are we saying goodbye?

No. Well, I guess I want, cause I'd like to ask a question that's a bit more poignant than like, I want you to tell everybody where they can find you online, but I don't want you to do it yet. What I want to hear first is like, what do you, yeah.

What do you think is next for Foundations? Like what would you do for Foundations if you weren't afraid?

[Jolee Vacchi]

Oh, wow. If I wasn't afraid.

[Liz Theresa]

Remember we talked about that stuff about being afraid.

[Jolee Vacchi]

Yeah. So, well, we have this thing in kind of in process already, but so I want to, as I said in the beginning, I really love collaborating with other divorce professionals. So as attorneys, we can stay in our zone of genius and then our clients can get the expertise from others and their zone of genius.

So we've started doing these professional collaborations with other divorce partners. Our first one is we have a collaboration with a professional listener. Literally, that is what her job is.

Wow. It's so cool. Like the professional cuddler, but with boundaries.

Yes. And so she's fantastic. And so that was our first collaboration.

But next year for 2026, I want to add a certified divorce lending professional, which is a mortgage broker who specifically does divorces, a divorce coach, a realtor who is a certified divorce real estate expert. So I want to have this like portfolio of professional partners that when our clients need something, we can seamlessly send them to this person and we know they're going to get the right support that they need. And so that's, I guess, I hope that answered the question.

[Liz Theresa]

That's really interesting. I've never heard. I guess, well, I would say that's what I do, but I talk a lot on my show.

Yeah. I get to wrangle the guests. Yeah, yeah, no, I hear you.

Yeah, yeah, yeah.

[Jolee Vacchi]

Well, so Jo, tell everybody how they can find you online because they should. They should look at my beautiful website because it was designed by Liz Teresa and it's Foundations with an S, familylaw.com. And then that's the handle of all of our socials like Instagram, Facebook, LinkedIn, Foundations Family Law.

[Liz Theresa]

Awesome, you guys. All the links will be in the show notes. Jo, thank you so much for joining us today.

Thank you, Liz. This was so fun. I'm glad we finally did it.

Thanks so much for listening today. Be sure to subscribe and listen again later. Tell your friends, leave a review because all of that helps me do all of this.

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