

# The Townsley Law Firm

## JANUARY Newsletter



### Staff Member of the Month

**Chris LaCombe** is an attorney at The Townsley Law Firm. LaCombe has been with TLF since 2023 and had 11 years of prior experience before joining the team. At TLF, Lacombe is able to rely on his staff to make a difference for people in need.

Outside of the office, Lacombe stays involved in the community. He teaches Sunday School at Trinity Baptist Church, is a C.S. Lewis Institute board member and serves on the board of the ABC Pregnancy Resource Center.

Lacombe and his wife, Mary, have four kids. His family holds him accountable and inspires him to do great work every day.

### Townsley Tips...

#### Protecting the elderly from abuse

When loved ones require care that can't be provided at home, people often decide to move these family members into eldercare facilities. Unfortunately, some nursing home residents are mistreated by those who have been trusted to provide them with care. The National Institute on Aging reports that "hundreds of thousands" of adults over the age of 60 have been abused, neglected or exploited financially.

Nursing home abuse can involve anything from neglect to physical, sexual or emotional abuse. Physical indicators can include: broken bones, cuts and scrapes, bruises and other similar injuries, which are typically easily identified. Other common signals of mistreatment may be less obvious, which include: bed sores, unattended medical needs, unusual or unexplainable malnutrition or dehydration, poor personal hygiene, abnormal anxiety, depression or behaviors or unusual or unexplainable withdrawal from previously enjoyed or normal activities.

If you or a loved one are experiencing abuse, you need to seek help immediately. There are also ways to try and prevent neglect or abuse, like: participating in care planning, visiting regularly and reporting suspicions.

These preventative measures allows family members to be actively involved with the care of their loved ones. They should attend meetings with medical providers and staff members about developing a plan of care for the person being admitted into the facility. Having a full understanding of what is supposed to be done while a family member is in the care of the facility is important. Being as involved as possible gives people the ability to personalize their loved one's experience.

Taking these steps won't guarantee that mistreatment won't occur, however, being cautious and doing research can help recognize signs early.

Staff members involved or nursing facilities where abuse occurred may be held financially responsible, so consult with an attorney to learn more about rights and options.

### RESULTS

**\$11,000,000** - Jury Verdict  
MED MAL - (Mississippi, 2020)

**\$11,000,000** - Jury Verdict  
MED MAL - (Shreveport, 2020)

**\$4,625,000** - Jury Verdict  
MED MAL - (Beauregard/Lake Charles 2022)

**\*\*\*Visit our website for more information about how our firm can win for you\*\*\***

Visit Our Website:

[townsleylawfirm.com](http://townsleylawfirm.com)

Check out our Social Media:

[@townsleylaw](#)



McNeese Sports:

[townsleylawarena.com](http://townsleylawarena.com)



# Story of the Month

## The Team Effectiveness Model Tom Chaby

On Thursday, Jan. 29, former Navy Seal officer, Captain Tom Chaby spoke to the attorneys at The Townsley Law Firm about the importance of building an effective team and being an impactful leader.



Chaby is a highly decorated veteran, who served for over 20 years as a U.S Navy Seal leader. His career led him on many journeys, from fighting overseas in active warzones to speaking in front of crowds about leadership, team effectiveness and performance optimization.

The first step in building a team, according to Chaby, is having and acknowledging the team's values. He explained that values are the foundation of any team that ultimately "give a framework for a quality decision." Chaby said that values should be action oriented in order to drive a certain behavior from team members at times where a designated leader may be absent.

With values comes the expectation that these values will be upheld. As a member of the U.S. military, Chaby encountered countless situations where he had to uphold certain expectations from his team, which he said gave him the biggest opportunities to be effective.

Expectations provide the clarity and stability needed for teams to fully understand the task or mission at hand. Chaby said that sometimes expectations come from the lack of any.

For his team, implied tasks and values were pivotal factors in decision making. Everything won't always be laid out, so it is important to read between the lines for underlying expectations.

The third step in Chaby's team effectiveness model is "buy in." Chaby explained that this is one of the most important steps because it demonstrates dedication and commitment to the mission. Buying in is the "energy of success," Chaby said, which means that the team is connected to their goal and will do anything it takes to accomplish it.

Being able to talk about problems and figuring out how to be functional is an essential part of an effective team, which led Chaby into his fourth step – accountability. An efficient team takes responsibility for their actions and further establishes boundaries to grow.

Every member of any team has to be held to a certain standard and must understand their identity and where they need to grow and improve. All of these steps put together lead into Chaby's overarching theme of empowerment.

Empowerment is the driving factor to a team's performance. Empowerment gives teams the opportunity to take their game to the next level. This also applies to the individual, Chaby explained. By helping and elevating others, leaders encourage their team members to embrace growth and be better.

Chaby's speech inspired The Townsley Law Firm to be better. The attorneys work with their teams to succeed for clients, and always look for ways to improve. Every member of the team must believe in the message of the firm – helping others. As long as the leaders are buying into that vision, the can-do attitude trickles down to the rest of the team.

Overall, Chaby's model for team effectiveness showed The Townsley Law Firm ways that they can grow and be better for clients and each other.

***Kaizen*** - a Japanese term meaning "continuous improvement" or "change for the better," a philosophy focused on making small ongoing enhancements to processes, systems, and oneself. Used in business to boost quality, efficiency, and productivity by involving everyone from top management to frontline workers – getting results by eliminating waste and empowering employees to find solutions.



# Jargon Junction

*Learning the Language of the Law*

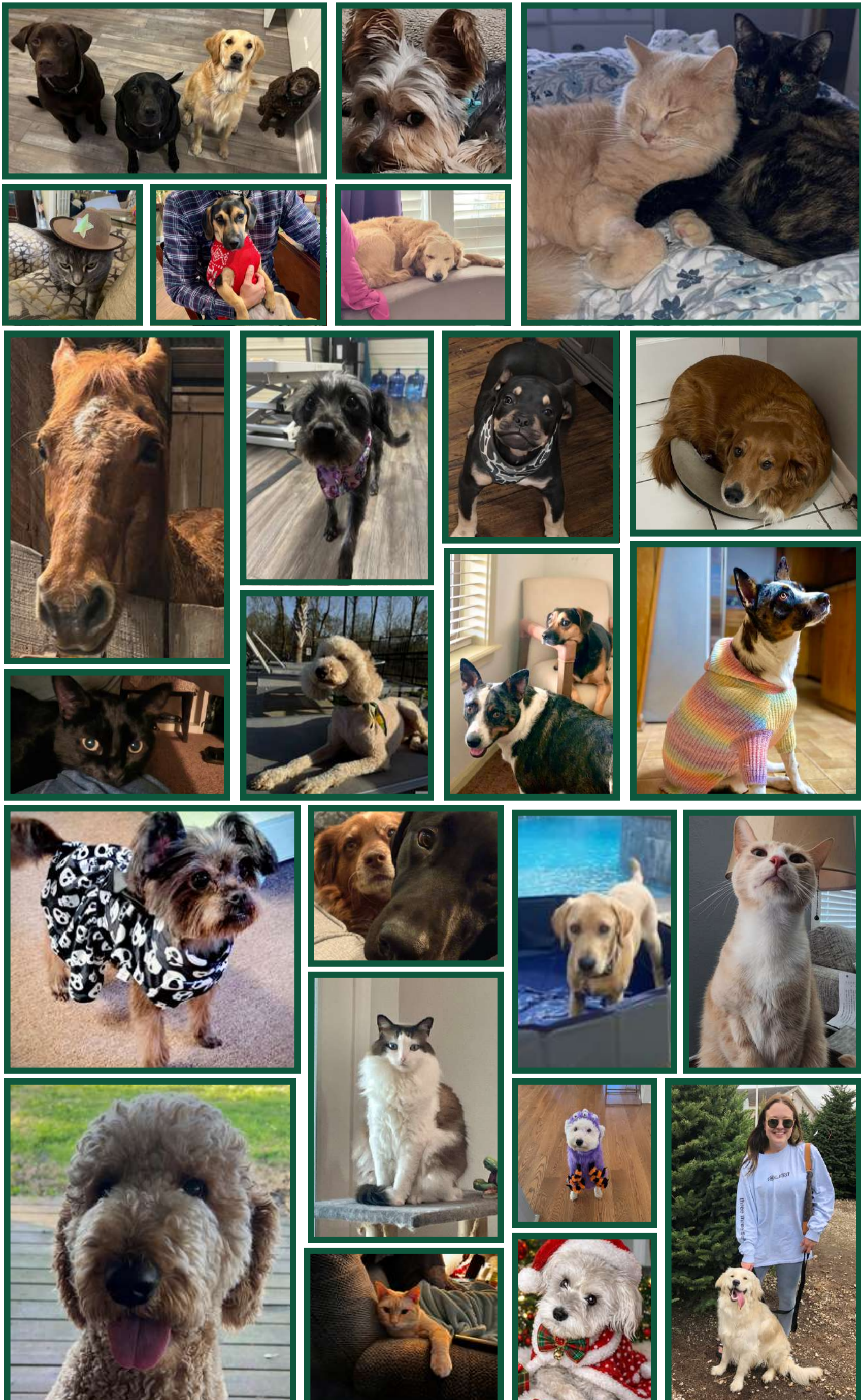
Source: Legal Information Institute - Cornell Law School

additur: ad · di · tur

a process whereby a judge increases the amount of damages awarded by a jury.

## Firm Fun

**January 14** is National Dress Up Your Pet Day, so we wanted to share some pictures of our firm's furry friends! Meet the pets of TLF and enjoy their cuddly cuteness!



### In the COMMUNITY

... McNeese Business Connection Fair ...



At The Townsley Law Firm, the team strives to teach the next generation about the importance of the law and the opportunities they have to potentially pursue.

The M-PACT Business Connection Fair is put on by McNeese's Assistant Athletic Director for NIL and Student-Athlete Development, Keifer Ackley, who has spent the last couple years building McNeese's NIL program.

On Tuesday, Jan. 27, McNeese athletics held their second annual M-PACT Business Connection Fair in the Townsley Law Arena. This event is held for athletes to make connections with businesses across Lake Charles, whether that be for potential NIL deals or even internships.

For the past two years, Ackley has built the NIL program, which includes the connection fair, something that no other school in the Southland Conference is doing. This has provided McNeese athletes the opportunity to build their brand and their futures.

This year, The Townsley Law Firm participated in the event for the first time. The team set up a table with pens, koozies and brochures about the firm for athletes to learn more.

The Townsley Law Firm is honored to help support McNeese, along with the rest of the community. The firm aims to continue supporting McNeese and the community in any way possible.

Two of the firm's attorneys, Chris Lacombe and Precious Anderson, along with Karen Dobbins-Brown, a paralegal, informed the athletes about what TLF is all about. The athletes were able to learn a little of what the firm has to offer, and some even expressed interest in the field and inquired about summer internships.





# Townsley Talks

## The Winning Standard

On Jan. 19, 2026, the Indiana Hoosiers defied all odds and won the College Football National Championship for the first time in school history. Indiana defeated Miami in the championship game 27-21, leaving them with a 16-0 season record, another historic accomplishment.

Much like the Indiana football team, Todd Townsley, founder of the Townsley Law Firm, built his firm after many years of hard work and dedication to the law. Townsley, who attended Indiana for undergrad, was able to watch his alma mater's hard work pay off from the stands.

Decked out in red and white, Townsley experienced his team win it all, something he, too, is familiar with.

When Townsley was 10 years old, his dad got in an accident that permanently injured his knee. Since that day, Townsley decided that he wanted to commit his life to helping injured people. He grew up, went to Indiana University and then to Harvard Law School to pursue a

a career in law.

After getting his degree, Townsley moved back to Lake Charles, where he and his uncle, Rex Townsley, decided that they wanted to open their own firm. Since 1995, The Townsley Law Firm has won for clients all over Southwest Louisiana to make sure that they receive the care and compensation they deserve after a wrongful injury.

Now, the firm is considered one of the biggest and best medical malpractice law firms in the state of Louisiana. Townsley and the team he built have set a standard of winning for their clients, just like the 2025-26 Indiana football team set a standard of winning for the university.

The Townsley Law Firm and the Indiana football team have many opportunities ahead of them and will continue to find success for their communities.



Visit Our Website:

[townsleylawfirm.com](http://townsleylawfirm.com)

Check out our Social Media:

[@townsleylaw](https://www.instagram.com/townsleylaw)



McNeese Sports:

[townsleylawarena.com](http://townsleylawarena.com)



# January Events

## Men's Basketball

- **Jan. 2** - 6:00 p.m. ..... **W**  
vs. Lamar
- **Jan. 5** - 6:30 p.m. ..... **W**  
vs. Stephen F. Austin
- **Jan. 10** - 4:00 p.m. ..... **W**  
vs. Southeastern
- **Jan. 12** - 6:30 p.m. ..... **W**  
vs. Nicholls
- **Jan. 24** - 4:00 p.m. ..... **W**  
vs. New Orleans

## Women's Basketball

- **Jan. 3** - 1:00 p.m. ..... **W**  
vs. Lamar
- **Jan. 8** - 6:30 p.m. ..... **W**  
vs. Nicholls
- **Jan. 10** - 1:00 p.m. ..... **W**  
vs. Southeastern
- **Jan. 24** - 1:00 p.m. ..... **W**  
vs. New Orleans

## M-PACT Business Connection Fair

- **Jan. 27** - 3:00 p.m. ....  
NIL & Student-Athlete Development  
Conference

\*\*\*Only events in The Townsley Law Arena included – this is NOT a full game or event schedule\*\*\*

For full game and event schedules, visit [mcneese.edu](http://mcneese.edu).

Visit Our Website:

[townsleylawfirm.com](http://townsleylawfirm.com)

Check out our Social Media:

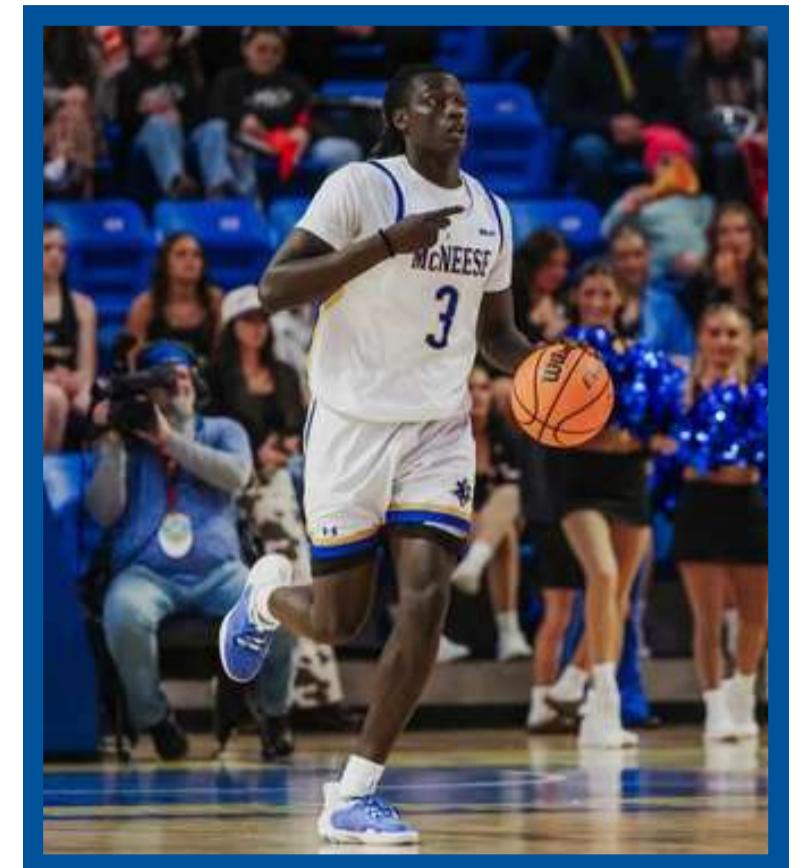
@townsleylaw  

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# The Townsley Law Arena

Home of McNeese State University Cowboys and Cowgirls



In January, the Cowboys and Cowgirls went undefeated in the Townsley Law Arena.

The Cowgirls are now sitting at the very top of the Southland Conference, with a 18-4 overall record, most recently defeating Lamar 64-52.

The Cowboys are sitting at No. 2 in the Southland Conference, right under Stephen F. Austin. The team has a 18-4 overall record, most recently defeating Lamar 64-63.

On the road this month, the Cowgirls went 5-0 and the Cowboys went 3-1. Both teams are fighting to stay at the top of the conference to hopefully win championships and get back to the NCAA Tournament.



**RIDE FOR THE BRAND**  
McNeese Athletics

