

NALS OF MICHIGAN

LEGAL BYTES

Issue No. 32

www.nalsofmichigan.org

November 2019

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From: "Mary Smith" <president2go@att.net>
Date: October 23, 2019 at 9:00 AM EDT
To: "Joe Smith" <joe@smithhardware.com>

Are you in? I need you to pay a vender now!

BREAKING DOWN A PHISHING MESSAGE

By: Richelle McFate, SP Analyst & Training Coordinator at
Foster Swift Colins & Smith, PC
(Reprinted with permission)

What should I watch for?

Spammers prey on your kindness and willingness to step up and help others. Don't be fooled. Here are some key points that can be used to determine whether or not a message is a phishing attempt:

- o The From name does not match the email name
- o The email name does not include the domain name of the company for which the sender works
- o Hyperlinks point to a random domain (for example, the dropbox phishing attempts have links pointing to kampton.com website addresses - *if it looks weird or has a lot of code, don't click it!*)
- o No signature block from the sender
- o Typos in the body of the message
- o No subject line OR a generic subject line like "Help" or "Hello"
- o Random requests for replies
- o Requests for money or money transfers

Can I just send the messages to IT to block?

You are welcome to send any questionable items to IT for review. Unfortunately, spammers change their email addresses almost as fast and as often as they send messages. Blacklisting companies block by domain when it makes sense to do that. However, many spammers use publicly available free addresses from yahoo, Microsoft, gmail, etc., and these domains cannot be blocked. Phishing accounts are shut down when they are reported, but that might be hours or days after the first messages are sent from the phishing account.

How about Unsubscribing?

Sometimes an unsubscribe link is included in a spam message. It is NOT recommended that you click the unsubscribe link to stop the influx of messages from that sender's domain. The reason for that is, the link may be a phishing attempt as well. Clicking the link may take you to a website that allows a virus to silently load onto your computer in the background while you work.

It's very likely you will only receive one or two messages from this sending address before it is shut down by one of the many services running to prevent spam. A better solution is to just delete the messages as they come in or send the item to Junk E-Mail. Remember, if you use the Junk Email filter, you will need to occasionally access the Junk Email folder in the navigation tree in Outlook and empty it. The folder does not self-delete as the Deleted Items folder does.

Believe it or not, composing "better" Email helps others

As a reminder, when we compose messages in a business-like fashion, we can eliminate some of the confusion of whether or not items are spam. If we all use a business format, the spam items look even more obvious because we can say with more confidence, "So-and-so would never send a message like this." Consider the following when composing your email messages.

- o Use full sentences and proper grammatical format.
- o Spellcheck before sending a message.
- o Describe any attachments you may be including in your email.
- o Also, add a signature block to your cell phone if you don't already have one!

NALS Award of Excellence Finalist – Teresa Garber, PP, CLP

Congratulations to Teresa Garber, PP, CLP from NALS of West Michigan for being a Finalist for the 2019 Award of Excellence!



NALS of MICHIGAN NEW MEMBERS



Please welcome our new members:

Sheri Pilate (Grand Traverse ALP)
Maria Hoeksema (Grand Traverse ALP)
Wendy Webb (Grand Traverse ALP)
Joyce Fulton (Grand Traverse ALP)
Joanna Skinner (NALs of Jackson County)
Jennifer Brom (NALs of West Michigan)
Kayla Anderson (NALs of West Michigan)
Sarah Suchodolski (NALs of West Michigan)

Member Introductions:

1) This member is the oldest of four siblings and looks just like her mother. Her birthday is August 14. Neither does she have any pets, nor collect anything. She recently fell in love with traveling and if time and money were no object she would travel to South Africa. She enjoys reading the Bible. Her current position is receptionist at Warner Norcross + Judd, LLP. Her interests lie in the following types of law: Nonprofit and Exempt Organization, Cyber, Corporate, and Administrative Law.

Please welcome Ms. Chanique Johnson (NALs of Detroit) to NALS of Michigan and watch for her on Facebook and Instagram as well.

2) This member's birthday is January 17. She is married (Richard) with two children, Alina and TJ, and she has seven grandchildren. She enjoys gardening, hiking, and reading. If time and money were no object she would travel to New Zealand and/or Australia. She is not active on social networks, but does get email (preferred email is jfulton@smith-johnson.com).

This member is a legal assistant at Smith & Johnson, Attorneys, P.C. Please welcome Mrs. Joyce Fulton (Grand Traverse ALP).

NALS of Michigan Membership Campaign

REMINDER: Accomplishment points are due to Heidi Hopper, PP, PLS (hhopper@fosterswift.com) by the 5th of each month. The membership campaign is full of opportunities to further your member benefits and get to know your NALS pals. If you need additional information on the membership campaign, please reach out to Heidi Hopper.

NALS of Michigan Fall Membership Meeting

The fall membership meeting was held on Saturday, October 19, 2019 at the State Bar of Michigan in Lansing, which included a tour of the Capitol.



NALS of Michigan 2020 Annual Meeting

The NALS of Michigan's 59th Annual Meeting will be at the Bavarian Inn in Frankenmuth from April 16-18, 2020.

We are looking for sponsors, advertisers, and donors for this event. Attached are the forms to share with your local chapter, employer, friends, family and anyone else you think would support our 2020 Annual Meeting.

If you are interested in volunteering your time and talents to help with the planning of this meeting, please contact co-chairs, Teresa Garber, PP, CLP (tgarber@silvervanessen.com) and Lynn Philp (lphilp@wnj.com).

National Happenings

Upcoming Events

There are always a number of events happening at the national level. To see all of the events and to register, go to the Events Listing at: https://www.nals.org/events/event_list.asp

2019 Online Membership Meetings

The next Online Membership Meeting will be held on November 11, 2019 from 7:30-8:30 p.m. (CST). This is FREE to all members and you earn CLE as well! To register for this meeting, go to: <https://www.nals.org/events/EventDetails.aspx?id=1186344&group=>

NALS 2020 Board Slate

It's time to vote for the national board of directors. To cast your vote, go to:

<https://www.nals.org/page/board2020>

NALS BOARD OF DIRECTORS: OFFICERS

The following slate of officers have been selected by the LIC.

OFFICER NAME	POSITION	TERM
Nakia Bradley-Lawson	President	2020
Teresa M. Garber, PP, CLP	Secretary	2020

NALS BOARD OF DIRECTORS: APPOINTED MEMBERS

The following slate of board members have been selected by the LIC.

MEMBER NAME	SERVICE TERM
Nakia Bradley-Lawson	One-Year Term Expires 03/2021
Teresa M. Garber, PP, CLP	Three-Year Term Expires 03/2023
Barry J. Pickreign, CLP, ALP	Three-Year Term Expires 03/2023

NALS BOARD OF DIRECTORS: CONTINUING MEMBERS

MEMBER NAME	SERVICE TERM
Darlene Howard Holt, PP-SC	Expires 03/2022
Laleise Curtiss	Expires 03/2022

2020 National Conference – DETROIT, MICHIGAN



Detroit Task Force Co-Chairs:

Laleise Curtiss

Gayle Lawson

NALS Recertification Amnesty Period

Have you missed your recertification deadline in the last five (5) years? If so, this is the event for you. Earn back your certification with this simple process!

When: November 1, 2019 to March 31, 2020

Where: Online Submissions ONLY (United States)

Contact: Certification + Education Department
cert-edu@nals.org
(918) 582-5188



Register.

Go to NALS.org to register for the event through our Events calendar.
(https://www.nals.org/events/event_list.asp)



Submit.

Gather your valid CLE, based on NALS Recertification Guidelines ([NALS.org/Recertification](https://www.nals.org/Recertification)). Submit by March 2020. All submission instructions will be listed in your confirmation email.



Confirm.

NALS Certification and Education Department will review your entries for confirmation. Then, you will receive your updated certification.

NALS FALL 2019 LEGAL OLYMPICS

Online registration is available until November 17, 2019. To register, go to:

<https://www.nals.org/events/EventDetails.aspx?id=1291959&group=>

This event will feature 5 hours of continuing legal education. When you register for this event, you will instantly receive the links to access your education. This CLE "challenge" can be viewed on demand on your own time. Each challenge will focus upon a specific topic or theme. You will be required to take an online quiz that will distribute the CLE credit to your account.

Recorded Education Schedule

Session 1: Topic: Federal Tribal Law, Part II

Session 2: Topic: Introduction to Family Law

Session 3: Topic: Legal History, Part 1

Session 4: Topic: The Plainfield Ghoul: An American Murderer and Body Snatcher

Session 5: Topic: Contracts 101

Certification & Education Orientation for Members and Nonmembers

When: First Saturday of Each Month; 12:00 p.m. to 1:00 p.m. CST

Where: Online

Cost: FREE

If you have questions regarding NALS certification exams or educational opportunities, please join us the first Saturday of each month! This is a national, online event designed to answer your certification exam inquiries and introduce new members to the educational opportunities provided by NALS.

Program Goals:

- To assist interested parties with answers to questions regarding NALS Certification Exams & Education Programs.
- To actively engage the entire membership in a coordinated and shared effort in providing a warm welcome to the new members of our community.
- To help interested parties become familiar with and feel connected to NALS staff.
- To help interested parties become familiar with NALS website as a learning environment.

To register for this event, go to:

<https://www.nals.org/events/EventDetails.aspx?id=1236086&group=>

For more information about the Certification and Education Orientation, send an email to: cert-edu@nals.org.

Chapter Happenings

NALS of West Michigan

President: Teresa M. Garber, PP, CLP

Email: tgarber@silvervanessen.com

Fundraiser

Our chapter is selling Save Around coupon books and is beginning its annual Koeze fundraising project. Please contact Lynn Philp (lphilp@wnj.com) for more details.

NALS @ Noon

Thursday, November 14, 2019 at noon; University Club of Grand Rapids

Speaker: Danya Ramierz, Ph.D. with the Literacy Center of West Michigan

Topic: Bringing About a Just and Vibrant West Michigan Through the Power of Literacy

See flyer attached.

Thursday, December 12, 2019 at noon; University Club of Grand Rapids

Holiday luncheon and support of God's Kitchen for community service project.

See flyer attached.

"Back to Basics"

Thursday, January 9, 2020 at 5:00 p.m. "Back to Basics" series begins with a presentation on "Written Communications: Write Better Letters, Memos, and Emails" presented by Teresa Garber, PP, CLP. Will be held at the Entrepreneurial Center Davenport University, 6191 Kraft Avenue, SE, Grand Rapids.

NALS of Detroit

President: Gayle Lawson

Email: gaelawson@gmail.com

Fall CLE

Tuesday, November 19, 2019 at 5:30 p.m.; Butzel Long

Speaker: Thomas Lynch, Senior IT Counsel with Ally Financial, Inc.

Topic: Cybersecurity

See registration form attached.



NALS of Greater Kalamazoo

President: Paula Steffey, PP, CLP-SC, CWCP

Email: westernmom40@gmail.com

Membership Meetings

Tuesday, November 19, 2019, 5:30 p.m.; Michelles

Speaker: Stephen Denenfeld, Esq. with Lewis Reed & Allen, PC

Topic: Mediation

See flyer attached.

Tuesday, December 10, 2019, 5:30 p.m.; Brewsters

Holiday charity event featuring Gryphon Place Suicide Prevention Program

Holiday give back project where we are adopting two foster children through

Family & Children Services

For more information contact Paula Steffey (westernmom40@gmail.com)

Fundraisers

Our chapter is selling Koeze Nuts again this year. For more information contact Nancy Thomas, PLS (thomasn@millercanfield.com)

Our chapter is also selling Rada Cutlery. There is still time to place your order and have it in time for Christmas. These items make great stocking stuffers. To order, go to:

<https://radafundraising.com/?rfsn=3075080.5dba18>

NALS of Lansing

President: Deb Surls, PLS

Email: deb@surls.net

Community Service Project

Sunday, December 1, 2019, 2:00-4:00 p.m.

Advent House Soup Kitchen

For more information contact Judy Salminen, PLS (jsalminen@fosterswift.com)

NALS of Jackson

President: Marion Stone, PP, PLS

Email: MStone@mijackson.org

Stay tuned for exciting events. In the meantime, check out the NALS of Jackson County Facebook page.

GTALP

President: Andrea Cooper

Email: acooper@grandtraverse.org

Stay tuned for exciting events. In the meantime, check out the GTALP Facebook page

Finance Committee

Benefit fundraising program

www.benefit-mobile.com






All you need to do is download the App (for I-phone or Android), select “NALS of Michigan” as the beneficiary, purchase a gift card and a portion of the proceeds goes to NALS of Michigan. You don’t need to purchase gift cards just to give as gifts – you can purchase a gift card for yourself prior to going shopping or out to dinner. You’ll be spending that same amount of money anyway so why not help our organization at the same time. A few examples are participating retailers are Applebees, Bath & Body Works, Bed Bath & Beyond, Best Buy, Burger King, K-Mart, Lowes, Old Navy, Panera, Petco, Starbucks, Target, Staples, Walmart, Home Depot, Whole Foods, Zappos and many more.

If you are not sure how to use this mobile App, go to the NALS of Michigan Facebook page and watch the video.

SALE

Logo Items

Does your chapter need gifts and/or prizes for upcoming events? Consider purchasing some NALS of Michigan logo items to give away. Prices have been reduced so these items won’t last long.

List Pads 25¢ each 	Greeting Cards \$2.00 per pack or \$5.00 for 3 packs (Perfect for sending to your NALS PALS) 
Fidget Spinners \$2.00 each 	Blue Tooth Speakers \$10.00 each 
Mugs \$10.00 each 	To order a logo item, please contact Lynn Philp at lphilp@wnj.com .

NALS of Michigan 2019-2020 Officers

Susan Acklin, PP, PLS, President
Phone: 616-752-2241
sacklin@wnj.com

Cathy Zackery, CLP, Vice President of
Membership & Marketing
Phone: 269-382-0444
czackery@levine-levine.com

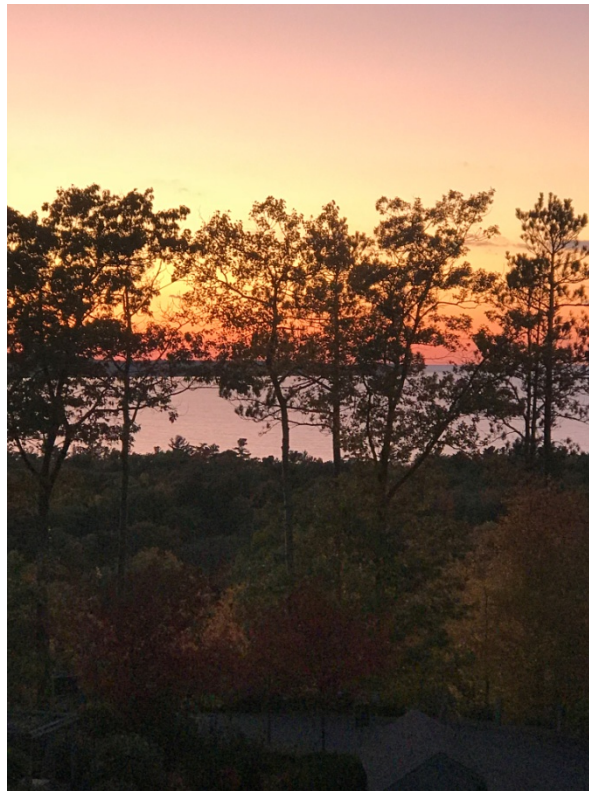
Maureen K. Jones, PP, PLS, ALP, Vice President of
Certification & Education
Phone: 231-775-1391
maureen@wmplegal.com

Sherri J. Bowden, PP, PLS, Executive Advisor
Phone: 616-6081115
sbowden@clarkhill.com

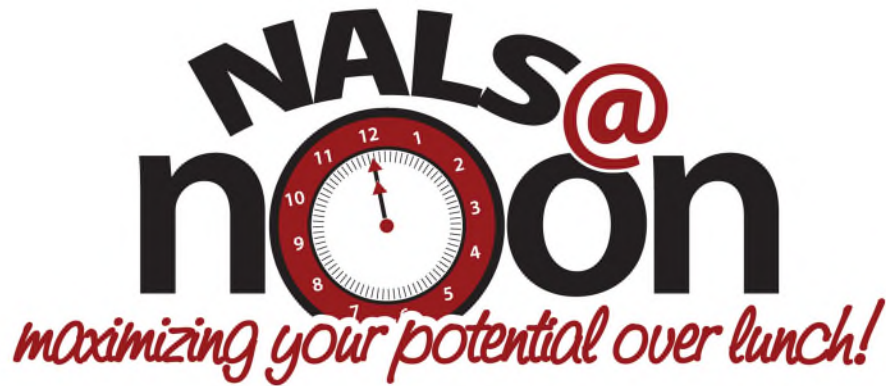
Jennifer Robinson, Treasurer
Phone: 269-459-9500
jen@austin-koffron.com

Tami Carl, CLP, Executive Secretary
Phone: 269-226-2966
carlt@millerjohnson.com

Rebecca Quimby, Parliamentarian
Phone: 616-752-2342
rquimby@wnj.com



Sunset at The Homestead, Sleeping Bear Dunes
Photo courtesy of Tami Carl, CLP



Bringing About a Just and Vibrant West Michigan Through the Power of Literacy

By Danya Ramirez, Ph.D.
Literacy Center of West Michigan

Thursday, November 14, 2019

The Literacy Center of West Michigan is committed to bringing about a just and vibrant West Michigan through the power of literacy. With this mission statement, we are shining a light on the crucial role literacy levels play in shaping our community's future.

The Literacy Center works with adults, both native speakers of English and English language learners, who read below a 9th grade level and want to improve their literacy. The Literacy Center is at the forefront of adult literacy instruction. Our programs meet learners where they are, offering one-on-one tutoring, workplace focused classes, and family literacy opportunities at no cost to the learners.

Last year, the Literacy Center instructed close to 800 adults in our community, utilizing 260+ volunteers. Given the unmet literacy needs in our community, we urge everyone to join in our effort.



Location and Time:

12pm, University Club
Fifth Third Bank Building
111 Lyon Street NW, 10th Floor
Grand Rapids, Michigan

Fee:

\$17.00 Members
\$19.00 Future Members
\$15.00 Students
\$10.00 Attending, no lunch

Menu TBD

Please RSVP by November 11 to:

Lynn Philp
Warner Norcross & Judd LLP
111 Lyon Street NW #900
Grand Rapids, Michigan 49503
Phone: 616.752.2494
Email: lphilp@wnj.com

A RESERVATION MADE IS A RESERVATION PAID

IF YOU RSVP, YOU ARE RESPONSIBLE FOR PAYMENT IF YOU DO NOT CANCEL IN TIME, OR FIND A REPLACEMENT. THANKS FOR YOUR COOPERATION.

www.nalsofwmi.org • www.nalsofmichigan.org • www.nals.org



engage
inspire
enhance
promote

**NALS of Greater Kalamazoo
Membership Meeting and CLE**
Tuesday, November 19, 2019
Michelle's
4010 Gull Road
Kalamazoo, MI 49048
269.344.1415

SPEAKER

Stephen M. Denenfeld
Lewis Reed & Allen P.C.

TOPIC

The Mediation Process



Attorney Stephen M. Denenfeld has been associated with Lewis Reed & Allen P.C. or its predecessor since 1983. He attended the University of Michigan where he obtained a Bachelor's Degree in 1975, and was awarded his Juris Doctorate Degree from Wayne State University in 1978.

Although thirty-plus years of practice has given him experiences in several areas of law, Steve now focuses in the business and commercial arena, including commercial litigation, employment law, business torts, general civil litigation, and municipal law. Steve also frequently serves as a mediator in both State and Federal Courts and has been certified as a facilitative mediator for the United States District Court for the Western District of Michigan.

Steve is a member of the State Bar of Michigan, the American Bar Association, is a past President of the Kalamazoo County Bar Association, and a past member of the Calhoun County Bar Association Executive Committee. He is the past chair of the State Bar of Michigan Character and Fitness Committee for the Southwestern Michigan District. Steve is admitted to practice before all State and Federal Courts in Michigan.

AGENDA

5:30 p.m. – Networking

6:00 p.m. – Dinner

6:30 p.m. – Speaker Presentation (CLE)

A short chapter business meeting will follow the presentation.

MENU



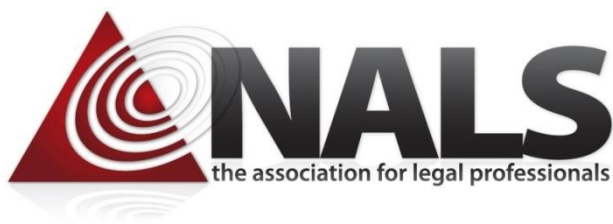
- **D-Ave Salad** – pecans, sun dried cherries, strawberries, blueberries, feta cheese, and poppy seed dressing - \$12.50 (add chicken \$3; add salmon \$4)
- **Hamburger** – served with chips or fries - \$10.00 (add cheese \$1)
- **Mom's Meatloaf** – served with mashed potatoes & gravy, vegetable, Texas toast - \$12.50
- **Triple Decker BLT** – served with chips, fries, or cup of soup - \$10.00
- **Leeuw's Famous Lasagna** – layered with sausage, pepperoni, mozzarella and cheddar cheese - \$12.50

Tax and tip included in the price. If you would like a soft drink, please add \$2.00 to your order.

Wine will be available for a donation.

RESERVATION PROCEDURE

E-mail your reservation to Tierney Tubergen at tubergent@millerjohnson.com or call (269) 226-2972 **no later than noon on Friday, November 15th** to reserve your spot. Give your payment to Paula Steffey at the meeting. Checks are welcome. If you pay in cash, please bring the exact amount. **SORRY, BUT ONCE THE RESERVATIONS HAVE BEEN CALLED IN, YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU HAVE TO CANCEL AND DO NOT FIND A REPLACEMENT.**



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inspire
enhance
promote

maximizing your potential!

NALS of Detroit Fall CLE Registration

November 19, 2019

Cybersecurity
Presented by Thomas Lynch, Senior IT Counsel
Ally Financial, Inc.

Thomas Lynch serves as Senior IT counsel for Ally Financial Inc. responsible for multiple areas including, Corporate Work Place, Licensing, Cybersecurity, and the negotiation of IT and purchasing related contracts and acting as liaison and advisor between Ally's business units, technology and legal staffs. Tom manages a team of six.

Tom has over 27 years' experience as an Attorney and Counselor at Law. He began his career as a Senior Clerk to the Honorable Edward Sosnick in the Sixth Judicial Circuit Court for the County of Oakland, Michigan; followed by 6 years of general practice specializing in Criminal Defense. Tom joined EDS in 1998 and held several positions through the years including Negotiation Support Tower Lead where he was responsible for managing an international team providing global negotiation support services to General Motors. Tom transitioned to Ally in January of 2007.

Tom is an Associate Professor at Oakland University in the Paralegal program.

Tom received a BA from John Carroll University in 1988 and a Juris Doctor in 1992 from Michigan State University College of Law. He has also published several legal articles and developed university and corporate courseware.

5:30 PM: Presentation begins

Location:

Butzel Long
150 West Jefferson Ave., Suite 100
Detroit, MI 48226

In Person Fee (including dinner):

___ \$15 – NALS of Detroit
Member
___ \$20 – Future Member

Mail completed registration form with check payable to **NALS of Detroit** to:
Dee McCray, Treasurer, 630 St. Charles Court, Royal Oak, MI 48067

Name: _____ Address: _____

Telephone: _____ Email: _____

Please RSVP by Thursday, November 14, 2019

Need more information or have questions, please contact
Gayle Lawson at 734-558-7941; email:
gaelawson@gmail.com

Refund Policy:

Full refund if notification received prior to
November 14. No exceptions

NALS OF WEST MICHIGAN
Holiday Luncheon and Community
Service Event

DECEMBER 12, 2019
12:00 P.M., UNIVERSITY CLUB



What Hunger Do You Feed?

*Featuring Jeff Hoyh, God's Kitchen
Food and Pantry Program Manager*

Dear NALS Pals,

Greetings! We hope this letter finds you well. Because you are an important part of our NALS family, we thought you might want to know about our plans.

One of the great traditions of the legal profession is helping others in the community. In keeping with this tradition, NALS of West Michigan is supporting the important, vital work of **God's Kitchen. *Won't you join us?***

Did you know that one out of every six Americans go hungry on a daily basis? Many of these people are veterans, seniors, and, worst of all, children. Can you imagine? Children should have boundless energy, but without adequate nutrition, it's gone by mid-day. When people experiencing hunger and food insecurity can depend on consistent, reliable food-sharing programs, they can at least be sure that their most basic need will be met.

Please consider helping your neighbors in need. When you give to God's Kitchen, it is more than a meal you are providing, you are helping to provide a future.

NALS of West Michigan is hosting our December holiday luncheon and community service event on Thursday, December 12, 2019, where Jeff Hoyh from God's Kitchen will give a presentation.

If any NALS member or their employer would like to support this important cause by making a donation, please make checks payable to: God's Kitchen. Cash or check donations will be accepted. Please bring your donations to the luncheon or mail them to: Donna Raaymakers, Chair, NALS of West Michigan Community Service Committee, 7385 Biscayne Way, S.E., Grand Rapids, MI 49546.

Hunger Hurts and **We Care** ... so, let's join together and help fight hunger and poverty and bring hope to those in need. Your support and generous donations will have a positive impact on both the underprivileged and hungry people in our community.

Happy holidays to you and thank you for supporting our **We Care Initiative!**

Sincerely, Your friends at NALS of West Michigan



Jeff Hoyh, the Food and Pantry Program Manager at Catholic Charities West Michigan has made it his mission to make strides in eliminating the major problem of food insecurity in West Michigan. Jeff oversees programs both in Grand Rapids and Muskegon that share this common goal. Between God's Kitchen, God's Roamin' Kitchen, and Baby & Toddler Pantries both in Grand Rapids and Muskegon, Jeff assists in carrying out Catholic Charities' mission to provide help and create hope for our community members in need.

ACHIEVEMENT LIST

Point Board[∞]



Invite an attorney from a non-member firm to speak at your chapter meeting	40 points
Post upcoming chapter events on Facebook (locally and with the state group pages)	20 points
Provide a Membership Contact Form for possible members	10 points/contact
Provide a member benefit testimonial	10 points/testimonial
Return a completed Membership Satisfaction Questionnaire	20 points
Update member log-in on NALS of Michigan website	20 points
Update member information on NALS website	20 points
Send a card to a member via first class mail	10 points/card
Enlist a new member	50 points/new member
Bring a non-member to a membership meeting (local or state)	30 points/non-member
Bring a non-member to a continuing legal education (local or state)	30 points/non-member
Volunteer at State Bar of Michigan NEXT Conference, Novi (September 25-27, 2019)	30 points/day
Write an article for NALS of Michigan newsletter/LinkedIn account	50 points/article
Honor court observance: Freedom of Speech October 14-18	40 points
Attend membership meeting (local or state)	20 points/meeting
Attend continuing legal education (local or state)	20 points/meeting
Attend NALS 68 th Annual Education + Networking Conference, Little Rock (September 26-28, 2019)	50 points
Donate to Scholarship Fund	30 points/donation
Create a NALS business card	10 points
Attend a local legal bar association as a guest	30 points/visit
Send the Scholarship Application and Rules to a student going into the legal field ¹	20 points/student
Be a NALS mentor	50 points
Give a membership presentation to an office in the legal community that does not have members	75 points/presentation
Provide a member picture of a social event for posting on social media	10 points/picture
Provide a Member Talent Survey	15 points
Become a secondary member of another local or state association	10 points

[∞] This is not an inclusive list. Other achievements will be added throughout the year.

¹ Scholarship Chair (state and local) will be exempt from participation in this point category. Sorry.



NALS of Michigan...Together Towards Tomorrow 2019-2020 Membership Campaign

1. This contest runs from August 1, 2019, through April 3, 2020.
 2. Each member is on an adventure to discover what NALS has to offer. Although this is an individual campaign, it is designed for members to interact with one another.
 3. Points are accumulated for certain membership achievements. You pick from the provided list of achievements. These points can be earned in any combination from the provided list. The total points a member can earn throughout the year is **limitless**.
 4. Each member's progress in the campaign will be shown at the quarterly Board of Directors meetings, with the winning member(s) being announced prior to the 59th Annual Meeting in Frankenmuth, Bavarian Inn, April 17, 2020.
 5. Members must report directly to me with a point total for each month and with an explanation of how the points were accrued (*i.e.*, copies of letters, membership certificates, copy of event program, etc.). I must have these reports by the 5th of every month.
 6. Prizes:
1st prize: Full early bird registration to the 59th Annual Meeting or equivalent cash to use in any way you wish!*
 - 2d prize: \$50 cash to member—use it any way you wish!
 - 3d prize: \$25 cash to member—use it any way you wish!
7. The purpose of this contest is not only to promote our association, but to encourage members to take advantage of the opportunities presented by the association for their benefit. See you at the finish line! Good luck!

For questions, contact:

Heidi S. Hopper, PP, PLS

NALS of Michigan Membership Co-Chair

lhopper@fosterswift.com

517.371.8205

*In case of a tie, names will be placed in a hat and the first place winner will be drawn and the other name will automatically be in second place.

Membership Contact Form

Your Name: _____ Date: _____

Your Phone: _____

Your Email: _____

Consider colleagues and acquaintances and companies (if a company, please provide a company contact name)

Name: _____

Address: _____

Phone: _____

Email: _____

Will you like someone from the Membership committee to invite this person to a meeting or event?

☐ Yes ☐ No

Will you like someone from the Membership committee to provide a potential membership package, including membership benefits to this individual/company

☐ Yes ☐ No

Membership Satisfaction Questionnaire

This survey is intended for use by NALS of Michigan. Completing this questionnaire will help determine member satisfaction. Please return your completed form to the Membership Chair. Please do not write your name on the form. All responses are confidential.

Do you feel welcome in NALS of Michigan? ☐ Yes ☐ No

If no, why not? _____

How would you rate the level of NALS of Michigan's involvement in the following types of activities?

	Excellent	Adequate	Insufficient	Not Aware
Continuing Legal Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Certification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scholarship Awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What are 3 action areas that are important to you? (ex. education, professional development, community dev.)

- 1) _____
2) _____
3) _____

How would you rate our association's efforts at addressing those action areas?

☐ Excellent ☐ Adequate ☐ Insufficient ☐ Not Aware

If you answered anything other than Excellent, explain how the Association could increase satisfaction in the 3 action areas that are important to you. _____

Have you participated in NALS of Michigan continuing legal educational events in the last year? ☐ Yes ☐ No

If no, why not? _____

Have you participated in NALS of Michigan membership meetings in the last year? ☐ Yes ☐ No

If no, why not? _____

Did you participate in the 58th NALS of Michigan Annual Meeting in Kalamazoo? ☐ Yes ☐ No

If no, why not? _____

Please indicate your involvement in the following:

	Currently Involved	Would like to be involved	Contact Me
Continuing Legal Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Certification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Membership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scholarship Awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How would you rate your level of satisfaction with your participation in activities and projects?

☐ Very Satisfied

☐ Satisfied

☐ Dissatisfied

If dissatisfied, why? (check all that apply)

☐ Insufficient Knowledge

☐ Personality Conflicts

☐ Lack of quality projects

☐ Lack of support from other members

☐ Personal time conflicts

☐ Other _____

How would you rate the following aspects of our membership meetings?

	Excellent	Adequate	Insufficient	Not Aware
Amount of membership content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Length of time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time for Networking Opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Is there anything else you would like to see change or comment upon?

Membership Talent and Time Survey

Your Name: _____ Date: _____

Your Phone: _____

Your Email: _____

1. I have a passion for and experience in the following areas:

<input type="checkbox"/> Banking	<input type="checkbox"/> Decorating	<input type="checkbox"/> Leading	<input type="checkbox"/> Mentoring	<input type="checkbox"/> Research
<input type="checkbox"/> Health/Fitness	<input type="checkbox"/> Sports	<input type="checkbox"/> Music	<input type="checkbox"/> Social Media	<input type="checkbox"/> Writing articles
<input type="checkbox"/> Gardening	<input type="checkbox"/> Cooking	<input type="checkbox"/> Video Games	<input type="checkbox"/> DIY Projects	<input type="checkbox"/> Painting
<input type="checkbox"/> Story Telling	<input type="checkbox"/> Fundraising	<input type="checkbox"/> Politics	<input type="checkbox"/> History	<input type="checkbox"/> Travel
<input type="checkbox"/> Technology	<input type="checkbox"/> Marketing	<input type="checkbox"/> Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

2. A subject/topic I would enjoy volunteering for is: _____

3. Check all areas that you feel would benefit with you as a team member/volunteer:

<input type="checkbox"/> Membership: I am one with a strong desire to share the association with non-members in every possible situation and through all possible means.
<input type="checkbox"/> Leadership: I have the ability to lead others in encouraging them towards professional and personal growth; I have the ability to set goals and motivate others toward accomplishing these goals.
<input type="checkbox"/> Fundraising: I have the ability to give materials goods and financial resources with joy, so that the needs of the association are met.
<input type="checkbox"/> Mentoring: I am one who is motivated by the desire to further the association by meeting genuine needs of another individual. I am able to offer words of comfort, courage, and counsel at times of need or crisis.
<input type="checkbox"/> Education: I have the ability to research and teach legal education so there is understanding and application in how the law relates in real life.
<input type="checkbox"/> Strategic: I have the unique ability to take responsibility for the long-term growth of the association.

4. What educational experience(s) do you have? Either in teaching or as a student? _____

5. What occupational or professional experience(s) do you have that might help other members?

6. In which volunteer organizations have you served, and in what capacity? _____

7. What would you like to share with the Board of Directors: _____

8. The following times work best for my schedule:

<input type="checkbox"/> Mornings	<input type="checkbox"/> Weekdays
<input type="checkbox"/> Afternoons	<input type="checkbox"/> Weekends
<input type="checkbox"/> Evenings	<input type="checkbox"/> Weekends
<input type="checkbox"/> As needed	
<input type="checkbox"/> One-time project(s)	
<input type="checkbox"/> Short-term project(s)	
<input type="checkbox"/> Year-long project(s)	



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NALS of MICHIGAN
59th Annual Meeting and Education Conference
April 17-18, 2020
Bavarian Inn; Frankenmuth, Michigan
REGISTRATION

Name _____ Local Chapter _____ Certification(s) _____ Badge Name/Nickname _____ Address _____ _____ Phone _____ Email _____ *Guest(s) _____ NOTE: If more than one guest will be accompanying you, please attach a separate sheet with information. If your guest(s) is attending meal functions, please refer to registration fee schedule below. Please describe any accommodations (mobility, dietary restrictions, etc.) you will need: _____	Check all that apply: <input type="checkbox"/> Member <input type="checkbox"/> Student Member <input type="checkbox"/> Past State President <input type="checkbox"/> State Officers <input type="checkbox"/> First Time Attendee <input type="checkbox"/> First Timers' Reception (April 17)(first timers and board of directors and guests) <input type="checkbox"/> Welcome Reception (April 16)(EVERYONE WELCOME!!) Checks payable to NALS of Michigan Annual Meeting Fund Amount enclosed \$ _____ Paying by credit card? Email Teri Garber at tgarber@silvervanessen.com Send completed registration form and payment to: Kathy Rood Dickinson Wright PLLC 215 South Washington Square, Suite 200 Lansing, MI 48933-1816 krOOD@dickinson-wright.com
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SCHEDULE OF EVENTS (Check all events you plan to attend.)

Please check only one: <input type="checkbox"/> Full Registrant <input type="checkbox"/> Partial Registrant Full Registration Fee Schedule (includes all events): Postmarked before March 10, 2020 <input type="checkbox"/> Member \$130 <input type="checkbox"/> Future Member \$155 <input type="checkbox"/> Students \$100 Postmarked after March 10, 2020 <input type="checkbox"/> Member \$150 <input type="checkbox"/> Future Member \$175 <input type="checkbox"/> Students \$120 GUESTS <input type="checkbox"/> Thursday Welcome Reception \$20 (children under 12 \$10) <input type="checkbox"/> Friday Luncheon \$25 <input type="checkbox"/> Saturday Luncheon \$25 <input type="checkbox"/> Saturday Banquet \$50	Partial Registration Fee Schedule (Please check all that apply. Add \$20 if postmarked after March 10, 2020.) Thursday, April 16 Welcome Reception <input type="checkbox"/> Member \$20 <input type="checkbox"/> Future Member \$25 <input type="checkbox"/> Students \$10 Friday, April 17, 2020 (includes lunch and breaks): <input type="checkbox"/> Member \$40 <input type="checkbox"/> Future Member \$55 <input type="checkbox"/> Students \$30 Saturday, April 18, 2020 (includes lunch and breaks): <input type="checkbox"/> Member \$40 <input type="checkbox"/> Future Member \$55 <input type="checkbox"/> Students \$30 Saturday Banquet: <input type="checkbox"/> Member \$40 <input type="checkbox"/> Future Member \$50 <input type="checkbox"/> Students \$30
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HOTEL INFORMATION

Reservations can be made directly through the hotel by clicking here <https://lodgeres.bavarianinn.com/> (enter Group No. 12W896). Bavarian Inn Lodge, One Covered Bridge Lane, Frankenmuth, MI 48734, (855) 652-7200
Guest rooms: \$169/night standard double; \$179/night premium double/king; \$244/night suite (single, double, triple, quad).
QUOTED ROOM RATES ARE AVAILABLE UNTIL MARCH 17, 2020.
Refund policy: Fifty percent (50%) registration refund if received before April 1, 2020. No refund after April 1, 2020; no exceptions.

SCHEDULE OF EVENTS¹

Thursday, April 16

6:00 p.m. – 8:30 p.m.	Welcome Party	Enjoy a pizza buffet and discounted mini golf at Ratskellar in the Bavarian Inn. Prizes will be awarded for the mini golf!
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Friday, April 17

7:30 a.m. – 8:30 a.m.	First Timers' Breakfast	The NALS of Michigan Board will welcome all first timers with food and fun!
8:30 a.m. – 9:00 a.m.	Willkommen!	Mary Anne Ackerman, Mayor of Frankenmuth
9:00 a.m. – 10:15 a.m.	In-Home Care and Senior Residences	Carol Hillman, Consumer Education, Michigan Attorney General's Office
10:30 a.m. – noon	Resumes and how to promote yourself	Nicholas Romley, Special Counsel
12:15 p.m. – 1:30 p.m.	Luncheon	Time to network with other legal professionals and meet the candidates for the 2020-2021 NALS of Michigan Board of Directors
1:30 p.m. – 3:30 p.m.	Office Safety and Active Shooter Training	Dwayne Flees, KarateBuilt Martial Arts
3:30 p.m. – 4:30 p.m.	Probate Process/Hot Topics	Attorney Alex Mallory, McCurdy Wotila & Porteous, PC
4:30 p.m. – 5:30 p.m.	Employment/Other Discrimination	Attorney Julie Gafkay, Gafkay Law PC
6:30 p.m.	Past Presidents' Dinner	

Saturday, April 18

9:00 a.m. – 12:00 p.m.	First General Assembly, 59 th Annual Meeting	
9:00 a.m. – 5:00 p.m.	Chapter and State Fundraisers	
12:15 p.m. – 1:15 p.m.	Certification Luncheon	Paula Steffey, PP, CLP-SC will present on the changes for obtaining NALS certifications. Certification awards will be presented.
1:30 p.m. – 5:00 p.m.	Second General Assembly, 59 th Annual Meeting	
6:00 p.m. – 7:00 p.m.	Chapter Pictures	
7:00 p.m. – 9:00 p.m.	Third General Assembly, 59 th Annual Meeting and Awards Banquet	Installation of the 2020-2021 NALS of Michigan Board of Directors and presentation of the Clara LaGow and Legal Professional of the Year Awards.






¹ Tentative.



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NALS of Michigan 59th Annual Meeting and Education Conference SPONSORS ONLY

<p>Inspiring Sponsor</p> 	\$1,000	<ul style="list-style-type: none"> Name listed on invitations and registration forms as "Inspiring Sponsor" 2 tickets to Saturday banquet Signage with color logo and sponsorship acknowledgement at event (4 8 ½" x 11" signs) Logo featured on website (including hyperlink to company website) for 18 months Full page ad featured in newsletter for 18 months Color logo featured in event program with full page ad
<p>Enhancing Sponsor</p> 	\$750	<ul style="list-style-type: none"> 1 ticket to Saturday banquet Signage with color logo and sponsorship acknowledgement at event (2 8 ½" x 11" signs) Logo featured on website (including hyperlink to company website) for 12 months Full page ad featured in newsletter for 12 months Color logo featured in event program with ½ page ad
<p>Engaging Sponsor</p> 	\$500	<ul style="list-style-type: none"> Signage with color logo and sponsorship acknowledgement at event (1 8 ½" x 11" sign) Logo featured on website (including hyperlink to company website) for 9 months ½ page ad featured in newsletter for 9 months Color logo featured in event program with ¼ page ad
<p>Promoting Sponsor</p> 	\$250	<ul style="list-style-type: none"> Logo featured on website (including hyperlink to company website) for 6 months ¼ page ad featured in newsletter for 6 months Color logo featured in event program
<p>NALS Partner Sponsor</p> 	\$100	<ul style="list-style-type: none"> Logo featured on website for 3 months Business card-sized ad featured in newsletter for 3 months Name listed in event program
<p>NALS Pal Sponsor</p>	\$50	<ul style="list-style-type: none"> Name listed in event program

Business Name: _____
Contact Name: _____
Contact Phone: _____
Email Address: _____
Mailing Address: _____

Please return completed form and payment (payable to NALS of Michigan Annual Meeting Fund), along with logo and .jpg ad (if applicable) by February 15, 2020, to:

Lynn Philp
Warner Norcross + Judd LLP
1500 Warner Building
150 Ottawa Avenue, NW
Grand Rapids, MI 49503



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**NALS of Michigan 59th Annual Meeting and Education Conference
PROGRAM ADVERTISEMENT ONLY**

_____	Outside Back Cover (color) \$300*
_____	Inside Back Cover \$250*
_____	Full Page (7 ½" x 10") \$200*
_____	Half Page (7 ½" x 5") \$125
_____	Quarter Page (3 ½" x 5") \$80
_____	Business Card (3 ½" x 2 ¼") \$50

*Includes logo with hyperlink on NALS of Michigan website for 12 months.

Chapter and Member Special: 50% off pricing (does not include placement on website)

Business Name: _____
Contact Name: _____
Contact Phone: _____
Email Address: _____
Mailing Address: _____

Please make checks payable to: NALS of Michigan Annual Meeting Fund

Return this form and payment, along with your ad in .jpg format by February 15, 2020, to:

Paula Steffey, PP, CLP-SC, CWCP
P.O. Box 19564
Kalamazoo, MI 49019
Questions: westernmom40@gmail.com



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Willkommen!

**NALS of Michigan 59th Annual Meeting and Education Conference
"GOODIES" DONORS ONLY**

At our Annual Meetings, we give out "swag bags" to all attendees upon registration. This is always a nice welcome gift for the attendees, providing fun, handy things to use both during and after the Conference. We are looking for donations for items and/or monetary donations to fill the swag bags. We plan on stuffing a total of 100 bags for the 2020 Conference.

You could also choose to make a monetary donation. We can do the shopping for you !!

Business Name: _____
Contact Name: _____
Contact Phone: _____
Email Address: _____
Mailing Address: _____

If you wish to make a monetary donation, please make checks payable to NALS of Michigan Annual Meeting Fund.

Return this form and donation by March 15, 2020, to:

Kathy L. Rood
Dickinson Wright PLLC
215 South Washington Square, Suite 200
Lansing, MI 48933
Questions: krOOD@dickinson-wright.com