

# PLEADINGS

Issue No. 339

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July 2019

## ARE YOU OVERLOADED?

**D**o you find yourself feeling overloaded at work? The truth is, sometimes you just have too much to do. Let's look at an example:

Grandma Cuddles's controller Chip was ferklept (that's Russian for feeling overwhelmed). Even though he's usually an overachiever, he's feeling like there's just too much on his plate.

Grandma's latest business is a golf course. The kiddies just love to play in the sand trap. When a member accidentally hits a ball into the sand, the kids bring it right back to the clubhouse. They build strong running muscles, dexterity in avoiding golf clubs, and valuable sales skills from billionaire customers.

Chip has to track each pre-schooler's expenses individually, so all costs can be allocated precisely to each little tyke. After all, Grandma thinks every youngster must learn to carry their own weight for society. That leaves Chip to create profitability measures on a per-child basis.

He also has a task list that's a hundred pages long. He's constantly thinking about creating tracking systems, balancing accounts, thinking about the company direction, and a dozen other things. He's also keenly aware that it's

been ages since he's replenished his psyche with a trip back to nature.

Chips is going crazy, and the reason is that he's not just busy, he's fundamentally over-committed. That means he has 25 hours' worth of work but only 24 hours in which to do it. Here are some tips for dealing with it.

### 1. Admit the truth

The first step of dealing with over-commitment is to admit you're over-committed. This isn't easy. We've been brainwashed to think that no matter how much we have to do, there's some productivity trick, some app, or some life hack that will let us do it all.

There's only so much you can do in a day, and no matter how hard you try, no matter how smart you work, you can't do more than that.

So stop trying.

### 2. Get the big picture

Get your hands around your overwhelm by taking a step back and getting the big picture. Grab a piece of paper and list your major commitments. Don't write down tasks; write down projects. Chip's list is:

1. Preparing tax forms to submit for insurance claims
2. Helping Cuddles set strategy

3. Renovating the office
4. Consolidating employee expense reports, and finally
5. Making time to walk on the beach, both for life balance and to find a good place to bury the evidence.

Write your projects by hand, on paper. Engaging your body gives you a feeling of control.

With the whole list in one place, it's less intimidating. There are only five major areas to be dealt with. They're big, but there are only five.

### 3. Look for delegation opportunities

The first answer to dealing with that task list is to delegate. Chip can free some time by delegating the expense reports to one of the company's bookkeepers. But sometimes that won't work. Cuddles can't afford any more staff. And there are some accounts that Chip just isn't comfortable trusting to a subordinate. They have to be handled in person, and plane flights to the Cayman Islands are expensive.

### 4. Drop non-interrupting projects

You might think you can just do less on every project. Chip can decide to give each of his projects one-fifth less time. If he cuts corners everywhere, it's possible he can squeeze everything into his workday. But there's a

minimum acceptable quality level. If office renovations use cardboard instead of a real ceiling, it will get awfully cold in the winter. And cardboard doesn't have the strength to support any kind of hooks. At Grandma Cuddles, that's an important consideration.

If you can't reduce quality, all that's left is to stop stuff. You're trying to do 25 hours' worth of work in 24 hours. You can't. There's no system to make that happen. There's no life hack. There's no app for that. So you need to face up to the fact that something needs to give. Choose one or more projects to drop for now, to return your workload to a manageable level.

Keep projects that force themselves on you. Some projects force you to pay attention. Once workmen are installing new high-efficiency drains in the office, they'll be in and out a lot. They'll interrupt whatever you're doing. Since you can't drop the project once it's started, office reconstruction is a keeper.

Keep projects when other people depend on you. Since Grandma Cuddles depends on Chip to help set strategy, he can't drop that project without disappointing Cuddles. And as we all know, Grandma doesn't deal well with disappointment.

Keep projects that are tied to the calendar. Expense reports and tax forms are tied to the fiscal year. Even if they get dropped, they'll have to be done sooner or later, and delays will incur fees. Worst case, Grandma might have to release her taxes, and she says that's absolutely, utterly zapreshchennyy. (Apparently that's Russian for "forbidden.")

Walking on the beach is the project that has to stop. Other people don't depend on it, it isn't tied to the calendar, and Putin won't get upset. Chip decides to drop "walking on the beach" from his projects.

### **5. Set a time to revisit paused projects**

But it's scary just to drop an important project altogether. Not only does it seem final, but Chip needs the self-

care aspects of walking on the beach. He'll eventually go crazy without it. So don't drop the project, just put it into suspended animation.

Stop doing it for now, and the projects that are left will eventually get done. Tax forms will get filed. Expense reports will get assembled. Then there will be time for that walk on the beach.

So choose a date when you'll reconsider the projects you've suspended. Add an appointment with yourself on that date. During that appointment, look at all your current projects and the projects you've paused. Then choose again which to stop, which to pause, which to keep, and which to reactivate.

Chip decides that he wants to revisit beach frolics in six weeks. By then, the accounting systems will be tracking every pre-schooler as closely as Mark Zuckerberg tracks you and me. Taxes will be forged ... I mean, filed. Expense reports will get done. And Chip will have the time to resurrect the beach project, where he'll find not only inner peace, but a safe hiding place for that strange metal footlocker from Grandma's playroom.

If you're overloaded, you can do the same: consolidate your project list on a piece of paper. Decide which to keep and which to drop, based on time sensitivity and coordination with other people. Also decide which projects to pause, and make sure you schedule a time to revisit and reactivate them so they don't disappear forever.

*From Stever Robbins, the GetItDoneGuy*

### **NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS July 9, 2019**

The July Board Meeting was held on Tuesday, July 9, 2019, at Goidosik Morse Law Offices. Minutes of the June Board meeting were approved. The Treasurer's report for June was approved subject to audit. Committee reports were given and discussed, including Membership, Ways and Means, Employment, and Programs and Reservations.

Paula Steffey is awaiting the sales packets for our Rada Cutlery fundraiser. More information on this will be distributed soon. Fundraiser through Urban Nest was also discussed. Tami Carl will coordinate, with possibly a November date for wine glass painting.

Several members plan to attend the NALS Forum in Little Rock. Donations to the NALS Foundation auction were discussed.

Paula reported the profit from the 2019 Annual Meeting is \$3646. Of that amount, our chapter gets one-half, or \$1823, and NALS of Michigan gets the other half.

The Board discussed having a membership drive in October. The Board also approved placing a membership flyer in the next Kalamazoo Bar newsletter. Tami Carl and Kathleen Hutchins will work on the flyer.

The Board also discussed possibly sponsoring a Court Observance Week program during October. We have \$100 set aside in the budget for this. Tami Carl will check and report back.

Paula noted congratulations to Cathy Zackery, CLP, recipient of the NALS Volunteer of the Year award for 2019. This makes two years in a row that someone in our chapter has received this award. Paula Steffey received the award in 2018. Congratulations ladies, and thank you for your dedication to NALS!

The next board meeting will be held Tuesday, August 6, 2019, at 5:30 at Goidosik Morse. All members are welcome to attend.



## NALS 2019 VOLUNTEER OF THE YEAR: CATHY ZACKERY, CLP

*(In case you missed it, this article was posted on the NALS web site.)*



**CATHY ZACKERY, CLP**  
MICHIGAN

This year NALS held its third year of NALS Leadership Appreciation Day. This day is not only our association anniversary, but is also reserved to recognize all current leadership and volunteers that make NALS function at its highest quality.

Volunteers are at the heart of NALS' work and success!

Because of the contributions of volunteers' time, talent, and expertise, NALS can provide the essential education and tools, a vibrant online community, and exceptional experiences and relationships that we all value so highly.

Each year over 150 volunteers step into various roles on the national, state, and local chapter platforms to fulfill and continue the mission of NALS.

In addition to having this event annually, NALS Board of Directors, along with NALS Resource Center, have chosen a 'Volunteer of the Year.' From our national pool of volunteers and leadership, one person that exemplifies the exact definition of character, dependability, and leadership will be chosen and honored with this award.

For 2019 that person is Cathy Zackery, CLP, from Michigan.

Cathy Zackery, CLP, is currently a Legal Assistant at Levine & Levine in Kalamazoo, Michigan. Cathy has extensive experience in family law. Cathy was recently recognized by her employer for her successful election to the NALS of Michigan Board of Directors as the Vice President of Membership and Marketing.

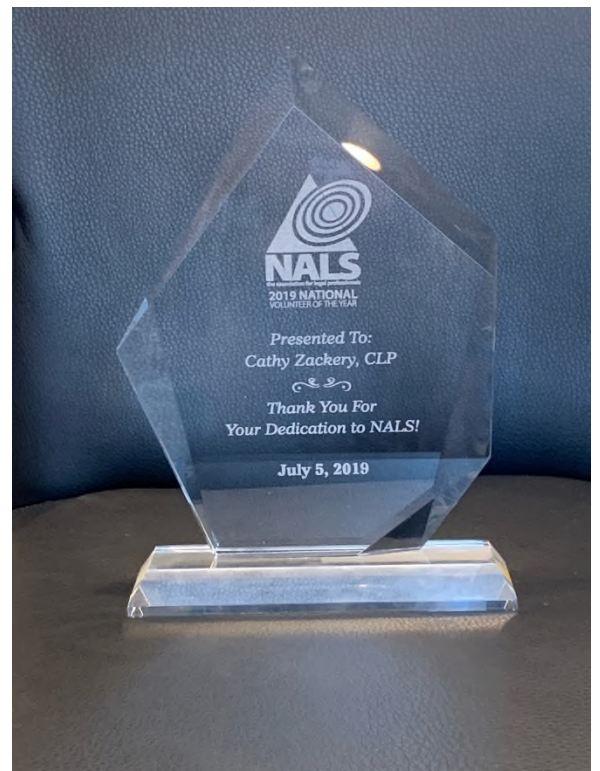
NALS shares the same sentiments expressed from the May 3 press release. "Cathy is a trusted and highly-respected colleague on our team," said Levine & Levine Partner Randall Levine. "We are proud and delighted to see her grow into a leadership position within the Association for Legal Professionals."

Cathy has been an active NALS member since November 2013. She has shown the NALS Board of Directors and NALS Virtual Resource Center Staff her desire to make NALS the best it can be. Since becoming a member, she has taken advantage of the many opportunities NALS has provided for personal and professional development. She has earned her Certified Legal Professional (CLP) certification in May 2017, dedicated her time to the tri-level organization's efforts and strategies, and brings ideas and skills that promote growth and conversation.

As a national volunteer, Cathy is dedicating her time toward the success of other legal professionals and to the leadership of NALS. She is currently the Co-Chair of the Manuals Development & Editing Committee, Co-Chair of the Leadership Identification Committee, and committee member of the Education Outreach Task Force.

She also freely gives efforts to her roles on the state and local levels. She held the title of President of her local chapter, NALS of Greater Kalamazoo, from 2016-2018. She currently holds the role of Vice President of Membership and Marketing in her state organization.

Cathy was presented her award by Laleise Curtiss, NALS Board of Directors Secretary (from NALS of Detroit), at Cathy's office on July 11 (coincidentally, Cathy's birthday as well).



NALS of Greater Kalamazoo members have now received this award TWO YEARS IN A ROW!! Paula Steffey received the award in 2018.

# HEY, FRIENDS!

YOU'RE INVITED TO THE  
**KALAMAZOO BAR ASSOCIATION**  
FAMILY DAY W/ THE GROWLERS

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JOIN US FOR SOME FOOD, DRINKS, BASEBALL, AND FUN  
**THURSDAY, JULY 25<sup>TH</sup> | 6PM**

(GATES OPEN @ 6:05PM | FIRST PITCH @ 7:05PM)



**TICKETS INCLUDE:**

SEAT IN MILLER LITE BEAR TRAP BULLPEN SEATING  
7 INNINGS OF ALL-INCLUSIVE BALLPARK FOOD

NO BEER TICKET: \$23

BEER TICKET: \$30

CHILDREN 3 AND UNDER: FREE

**TO RESERVE YOUR TICKETS GO TO:**

**[WWW.GROWLERTICKETS.COM](http://WWW.GROWLERTICKETS.COM)**

**USE PROMO CODE:**

**KALAMAZOO BAR**

**SELECT BEER OR NO BEER TICKET OPTION**

**FOR MORE INFORMATION OR QUESTIONS  
PLEASE CONTACT JENNIFER ANTISDALE @  
[INFO@KALAMAZOOBAR.ORG](mailto:INFO@KALAMAZOOBAR.ORG)**



### **JOIN THE NALS OF GREATER KALAMAZOO TEAM!!**

The annual Bronson Children's Hospital Run & Walk will be held on **Sunday, September 29, 2019**. For information about the event, go to the following link:

[http://events.bronsonfoundation.com/site/TR/RunampWalk/General?pg=entry&fr\\_id=1100](http://events.bronsonfoundation.com/site/TR/RunampWalk/General?pg=entry&fr_id=1100)

If you scroll down to Search Teams, you will find **NALS of Greater Kalamazoo**. You may donate or join our team!

### SEARCH TEAMS

<b>Team Name</b>	
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You have the choice of a 5K or 1 mile route depending on your interest. If you are an avid runner, walker, jogger, speed walker or just interested in a family fun day, please consider registering for the event. The course offers a beautiful, flat route through the heart of downtown Kalamazoo. The event begins in the parking lot on the corner of John and Lovell streets on Bronson Methodist Hospital's North Campus in downtown Kalamazoo. **Let's get some fresh air and exercise and help a good cause!**

The cost to participate is only \$25 per person and all donations benefit the Children's Hospital – *the only children's hospital in southwest Michigan*.

#### Below is the event timeline:

Pre and Onsite Registration: 8:30am – 9:45am

Children's Activities: 9:00am - 12:00pm

NICU Reunion: 9:00 - 10:00am

Run and Walk: 10:00 am

Post Run & Walk Snacks and Children's Activities: 10:15am – 12:00pm

Awards: 11:15 am

Our chapter will also be providing Bronson Children's Hospital with a \$100 donation.

For questions or help with registering, contact Tami Carl CLP at 269.501.9063 or [carlt@millerjohnson.com](mailto:carlt@millerjohnson.com).



**WELCOME TO THE MEMBER SPOTLIGHT SECTION OF OUR NEWSLETTER.**  
**IN THIS EDITION, WE HIGHLIGHT FOUR OF OUR CHAPTER'S NEWEST**  
**MEMBERS!!**  
**MORE TO COME NEXT MONTH!!**



Brittany and her dog, Riggs

**Brittany Minix** works at Levine & Levine supporting Attorney Tase Markou in his criminal defense practice. Brittany received her Bachelor of Science degree from Western Michigan University, with a minor in Addiction Studies. Her short-term personal goal is to get into law school and her dream job is to be a criminal defense attorney as she likes helping people in stressful situations and would love to make a difference in people's lives. At work, she enjoys finding evidence and "having to think about all of the different bunny trails a case can go down." Brittany is originally from Edwardsburg. Her hobbies are painting and art. In addition to painting and art, she likes to play beach volleyball, fish and hang out with her girlfriends and her dog, Riggs. Her favorite food is pasta and her favorite song is Ladies in the 90's. She has a celebrity crush on Brett Elderidge. One fun fact about Brittany is that she is left-handed. Please help us welcome Brittany to NALS of Greater Kalamazoo!

**Shawn Brew** works for Stryker in Corporate Law (*i.e.*, Mergers and Acquisitions, Legal Compliance, Contract Management, Internal Legal Investigations). He supports Stryker's Global Legal Counsel. Shawn is a junior in College. He received his paralegal certificate from the U.S. Army. Shawn's short-term work goal is to complete his internship with distinguished performance. His short-term personal goal is to score high enough on the LSAT to get into the University of Michigan's law school. His dream job is to be Chief Legal Officer for a corporation, which would provide him with the "opportunity to aid in the growth of people, a business, and depending on the market, the welfare of the world." Shawn is originally from Sturgis. His hobbies are golf, collecting philosophy, and baseball. For fun, Shawn likes to golf, run with his dog Jocko, spend time with friends and family, read (primarily classic philosophy), and watch the San Francisco Giants. His favorite food is steak and eggs. He would most like to meet Eugene Volokh who came to America and became one of the most respected Legal Scholars in a short amount of time due to his intellect. His publications on Legal Writing have helped Shawn academically and professionally. One fun fact about Shawn is that after his graduation in December of 2020, he will be the second person in his family (including grandparents, parents, cousins, siblings, etc.) to graduate from college, and the first person to pursue a professional or doctorate level degree. In addition to all of the above, Shawn is our chapter's new Treasurer for fiscal year 2019-2020. Please help us welcome Shawn to NALS of Greater Kalamazoo!



**Shawn Brew**  
(During his installation into  
NALS of Greater Kalamazoo)

## **MEMBER SPOTLIGHT (CONTINUED)**



Alissa Legacy

**Alissa Legacy** works for Lewis, Reed & Allen as a general office assistant. She received her BA in Political Science from Western Michigan University and is a graduate of the Lee Honors College at WMU. She has a double minor in Psychology and Professional and Applied Ethics. Alissa's short-term work goal is to find full-time legal work in order to learn and gain more legal experience. Her dream job is to be a Healthcare Law Attorney. She has always been interested in the healthcare field and the field of law. As a freshman in college, Alissa took a course on biomedical ethics and always came to class eager to debate with her classmates over the cases they would read. Alissa is originally from Brighton. Her favorite foods are sushi and white chicken chili. Alissa is a former figure skater and tries to get back to the ice whenever she can. She loves to run, hike, and workout in general. She also enjoys cooking, listening to music, and spending time with friends and family. One of Alissa's short-term goals is to run her personal best at her next half marathon, which will be held at the end of July. One fun fact about Alissa is that she is in the process of obtaining her U.S. citizenship and recently passed her citizenship test. She is just waiting on her oath ceremony to seal the deal! Please help us welcome Alissa to NALS of Greater Kalamazoo!

**Tierney Tubergen** works at Miller Johnson. She supports Rebecca Strauss in her Employment and Litigation practice and Matt VanDyk in his Real Estate and Business practice. Tierney has a Bachelor of Science degree in Criminal Justice from Grand Valley State University. She took a random job four years ago as an assistant with a small law firm and ended up loving legal work and the fast-paced environment. One short-term goal is to become a notary. Her next goal is to get her paralegal degree (*or become an ice cream taste tester – one or the other!*). Tierney was recently engaged and is busy planning her wedding, which will take place in the Fall of 2020. She is originally from Rockford. For fun, she likes to take her new dog for walks and she likes to garden. Her favorite food is deviled eggs and her favorite band is – it is a tie between Gorillaz and Weezer. She would like to meet Brendan Urie so he can serenade her. One personal goal is to spend as much time as possible with her younger sister this summer before she goes back to school this Fall. One fun fact about Tierney is that one of her cousins is the father of Jamie Lynn Spears' oldest child, so she grew up thinking she was related to Britney Spears! In addition to being the Chair of our chapter's Programs and Reservation Committee, Tierney is our Corresponding Secretary for the 2019-2020 fiscal year. Please help us welcome Tierney to NALS of Greater Kalamazoo!



Tierney Tubergen



Kathleen Hutchins installed new members Alissa Legacy, Lois Umphrey, and Collin Siegrist at the June membership meeting.

Below, NALS of Greater Kalamazoo members and guests enjoyed showcasing their creative talents at the Make Studio social event held on June 19.



## NALS of Greater Kalamazoo 2019-2020 Calendar

Date	Event	Time	Location	Speaker (if applicable)
5/7/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
5/21/19	Membership Meeting	5:30 pm	Miller Johnson	Blake Padget, Esq.
6/4/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
6/25/19	Membership Meeting	5:30 pm	Jac Cekolas (on Westnedge)	Brendan Guilford, Esq.
7/9/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
7/23/19	Membership Meeting	5:30 pm*		
8/6/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
8/27/19	Membership Meeting	12:00 pm**	Park Club (need to double check with Kim Snow)	
9/3/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
9/17/19	Membership Meeting	5:30 pm		
9/24/19 to 9/29/19	National Conference in Little Rock, Arkansas (Our normal meeting date would be 9/24/19, but many members will be attending this conference)			
10/1/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
10/22/19	Membership Meeting	5:30 pm		
11/5/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
11/19/19	Membership Meeting	5:30 pm		
12/3/19	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
12/10/19	Membership Meeting	5:30 pm		Holiday Charity
1/7/20	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
1/28/20	Membership Meeting	5:30 pm		
2/4/20	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
2/25/20	Membership Meeting	5:30 pm		
3/3/20	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
3/24/20	Membership Meeting	5:30 pm		
4/7/20	Board Meeting	5:30 pm	Goidosik Morse Disability Law Group	N/A
4/16/20-4/19/20	NALS of Michigan Annual Meeting Frankenmuth, MI			
4/28/20	Membership Meeting / Installation of Officers	5:30 pm		

NOTE: The board meetings are typically held on the 1<sup>st</sup> Tuesday of the month and the membership meetings are typically held on the 4<sup>th</sup> Tuesday of the month. However, due to some of those dates falling near a holiday or a state/national conference, I have adjusted them to a week earlier or a week later depending on the situation. (Newsletter for November/December would be combined and sent out approx. 11/11/19 with invitation for both the November and December meetings.)

\*The July meeting will be held in the evening this year.

\*\*The August meeting will be held at noon this year.

**2019-2020 Chapter Committees**  
**(some committees are required by our bylaws; some will be special committees appointed at the request of the President)**

<b><u>COMMITTEE</u></b>	<b><u>VOLUNTEERS</u></b>
<b><u>Audit:</u></b> Three volunteers are needed to review and conduct an audit of the chapter's financial records for FY 2018-2019. This usually takes place after work one evening during the month of June. It will require approximately 2-3 hours of your time and pizza is provided!	Colleen VanSickle Kim Snow, PP, PLS
<b><u>Certification/Education:</u></b> This committee provides members with information about the NALS ALP, PLS/CLP, and PP exams, and assists with coordinating a study program for those preparing to take the exams.	Paula Steffey, PP, CLP-SC, CWCP
<b><u>Education/Programs:</u></b> This committee assists with planning and coordinating educational opportunities for our chapter with a view toward assisting members to become better legal professionals. This committee will also provide information to members with regard to other NALS educational opportunities. The chair prints the educational certificates for the meetings.	Tami Carl, CLP
<b><u>Employment:</u></b> This committee shall be responsible for compiling and maintaining a list of legal professionals looking for work and a list of law firms looking for employees, and distributing such information as requested.	Pam Wilcox
<b><u>History:</u></b> This committee shall maintain a record of the meetings and events of the chapter and make the most recent photo album and/or scrapbook available at each meeting.	
<b><u>Holiday Charity:</u></b> This committee assists in selecting a holiday charity and helps coordinate the activity.	Jen Robinson, Lois Umphrey
<b><u>Member of the Year:</u></b> This committee shall prepare and publish a Member of the Year nomination form in the <i>Pleadings</i> each year, and meet to select the most qualified candidate for the chapter's award from among the candidates. The chair of this committee shall present the award to the most qualified candidate at a monthly meeting to be designated by the committee.	
<b><u>Membership Committee.</u></b> Welcomes new members to meetings; sends out new member packets to interested individuals; presents certificates and pins to new members, and more.	
<b><u>New Member Orientation.</u></b> Follow up with new members with regard to their expectations, ask for feedback, and reconfirm what they are looking for from NALS. Write a new member column for the Newsletter.	Tami Carl, CLP
<b><u>Newsletter:</u></b> This committee shall be responsible for compiling and editing information for the <i>Pleadings</i> each month.	Nancy Thomas, PLS Paula Steffey, PP, CLP-SC, CWCP
<b><u>Nominations:</u></b> Three volunteers are needed for this committee. This committee shall be responsible for seeking and accepting qualified nominations for elective offices in the spring of 2020 and presenting its report and slate of officers for vote in March of 2020.	
<b><u>Programs and Speakers:</u></b> This committee shall plan the monthly programs and secure speakers for the FY 2019-2020 general membership meetings.	Tierney Tubergen Tami Carl, CLP
<b><u>Public Relations/Marketing:</u></b> This committee shall be	

<u><b>COMMITTEE</b></u>	<u><b>VOLUNTEERS</b></u>
responsible for public relations and marketing as shall be deemed necessary and/or as requested by the Board of Directors.	
<b><u>Reservations:</u></b> This committee shall be responsible for selecting the location of the general membership meetings, collecting the reservations for those meetings, and preparing the reservations/notice forms for advertisement in the <i>Pleadings</i> each month, notifying the members of the place and time of the meetings.	Tierney Tubergen
<b><u>Scholarship:</u></b> This committee shall be responsible for contacting the various colleges and high schools regarding applications for the Jo Spaulding Memorial Scholarship. They shall also meet to select the winner of the scholarship and present the scholarship(s) to the winner(s) at the general membership meeting, usually held in June.	Pam Wilcox – Chair Jen Robinson Deb Koppers
<b><u>Summer Outing/Social:</u></b> This committee shall plan the chapter's summer outing and other social activities. In the past we have attended the Barn Theatre as a group, we held wine and cheese tasting events, and more. All ideas are good ideas.	Cathy Zackery, CLP Brittany Minix
<b><u>Ways and Means:</u></b> This committee shall be responsible for fundraising for the chapter. In FY 2019-2020, there were a variety of different fundraisers, including: (i) continued attorney directory sales, (ii) Koeze nut sales, (iii) Kalamazoo Speedway raffle, (iv) monthly meeting raffles, (v) Rada Cutlery fundraiser. Other ideas are open for consideration.	(i) Paula Steffey, PP, CLP-SC, CWCP (ii) Nancy Thomas, PLS (iii) Kim Snow, PP, PLS (iv) Nancy Thomas, PLS (v) Paula Steffey, PP, CLP-SC, CWCP
<b><u>Website and Technology.</u></b> This committee maintains and updates the chapter's website and Facebook account as needed.	
<b><u>Welcome Committee.</u></b> Greets and welcomes members at all meetings and NALS functions and helps make members feel welcome. Comes up with ideas to keep members engaged.	
<b><u>Service Projects/Community Giveback.</u></b> This committee shall be responsible for organizing two hands on activities/opportunities a year.	Tami Carl, CLP
<b><u>Court Observance Day.</u></b>	Tami Carl, CLP
<b><u>Mentor Program:</u></b> Mentor a new NALS member. Must be a NALS Member in good standing, actively participates and supports NALS of Greater Kalamazoo, and willing to commit to the mentor program.	Cathy Zackery, CLP Shawn Brew

Note: all officers and committee chairs are part of the Executive Committee and are invited to attend all Board Meetings.



# YOU'RE INVITED TO THE NALS OF MICHIGAN MIX & MINGLE SUMMER SOCIAL



## Walking Wine Tours:

- We will kick off this wine social at M 22 Tasting: For \$7, you get 5 pours of wine and you get to keep your tasting glass.
- Second stop will be at Glen Arbor Wines: They have tasting for about \$7; you can buy a glass or a bottle.
- Third and final stop will be at Cherry Republic: Wine tasting, potential shopping in store and eating at the Public House, first 5 tastings are complimentary, then \$7 to access the reserves and get a wine glass. Soda pop is also available.
- Transportation and Lodging are on your own.
- Family and friends are welcome!

**August 17, 2019**  
**Tour starts at 12:00 p.m.**

To reserve your spot please contact:

Cathy A. Zackery

(269) 599-6281

[Cathy.Zackery@gmail.com](mailto:Cathy.Zackery@gmail.com)

**RSVP by 08/02/19**



## **SCHOOL SUPPLY COLLECTION**

As part of our giveback commitment to the communities in which we work, NALS is hosting a school supply drive for Kalamazoo Community Schools (CIS). The supplies will be distributed to elementary, middle and high school students within the KPS district. A donation box will be available at our July and August meetings. Below is a wish list of items needed. Thank you for your support! If you would like to assist CIS in other ways, please feel free to contact Emily Kobza at CIS, [ekobza@ciskalamazoo.org](mailto:ekobza@ciskalamazoo.org)

- Backpacks (middle school & high school)
- Zipper binders/Trapper Keepers
- Two-pocket folders
- Spiral-bound notebooks
- Pencils (#2 and mechanical)
- Dry erase markers
- Colored pencils
- Markers (washable)
- Posterboard



NALS of Greater Kalamazoo 2019 Scholarship Award recipients Megan Currie (Otsego H.S.) and Shawn Brew (WMU), with Pam Wilcox and Deb Koppers, who presented the awards at the June membership meeting.



## NALS of Greater Kalamazoo Membership Meeting and CLE

**Tuesday, July 23, 2019**

**Michelle's**

**4010 Gull Road**

**Kalamazoo, MI 49048**

**269.344.1415**

### SPEAKER

**Attorney Joshua C. Hilgart  
Kalamazoo Defender  
Executive Director**

### TOPIC

**Overview of the  
Kalamazoo Defender  
Office**



Joshua Hilgart is an attorney licensed to practice law in the State of Michigan. Attorney Hilgart was born and raised in Kalamazoo, the community first in his heart. He received his Bachelor degree in political science from Shimer College, and went on to earn his J.D. from Michigan State University College of Law, where he graduated cum laude.

Attorney Hilgart worked for twelve years in Washington, DC, where he worked on issues including voting rights, environmental policy, judicial appointments and education. He returned to Kalamazoo in 2008, where he has engaged in legal advocacy for the underserved, including working as a Staff Attorney at Legal Aid of Western Michigan. Attorney Hilgart's advocacy greatly influenced the organization of Kalamazoo Defender.

### 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



- **Unlimited Soup & Salad bar** - \$10.00
- **Hamburger** (served with chips or fries) - \$10.00, with cheese - \$11.00
- **Open Face Hot Turkey Sandwich** (served with mashed potatoes & gravy and vegetable)- \$12.00
- **Jake's Mix Bowl** (Mashed potatoes, corn, gravy, cheddar cheese, fried chicken strips and Texas toast) - \$11.00
- **Mom's Meatloaf** (Served with mashed potatoes & gravy, vegetable and Texas toast) - \$12.00

*Tax and tip included in the price. Beer and wine available for a donation.*

### RESERVATION PROCEDURE

E-mail your reservation to Tierney Tubergen at [tubergen@millerjohnson.com](mailto:tubergen@millerjohnson.com) or call (269) 226-2972 **no later than noon on Friday, July 19<sup>th</sup>** to reserve your spot. Give your payment to Shawn Brew, NALS Treasurer, 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.

## ***2018 - 2019 Officers***

Paula Steffey, PP-SC, CLP, CWCP, President  
Phone: 377-9341; westernmom40@gmail.com

Kathleen Hutchins, PLS, Vice President  
Phone: 568-5122; kehutch60@yahoo.com

Samantha Wilder, Recording Secretary  
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Tierney Tubergen, Corresponding Secretary  
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Shawn Brew, Treasurer  
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Nancy Thomas, PLS, Director  
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Michele Guyman, Immediate Past President  
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Nancy Thomas, PLS, Parliamentarian  
Phone: 381-7030; thomasn@millercanfield.com

\* \* \* \* \*

Nancy Thomas, PLS, *Pleadings* Editor  
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## ***CALENDAR***

### **Next Board Meeting**

Tuesday, August 6, 2019  
5:30 p.m.

Location: Goidosik Morse

### **July General Membership Meeting**

July 23, 2019

5:30 p.m.

Michelle's - Gull Road

Program: Kalamazoo Defender

### **NALS of Michigan Social Event**

August 17, 2019

Traverse City

### **NALS Forum**

September 24-29, 2019

Little Rock, AR

### **Bronson Children's Hospital Run & Walk**

September 29, 2019

10:00 a.m.

**JOIN THE NALS TEAM!**



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**NALS of Greater Kalamazoo  
P.O. Box 50221  
Kalamazoo MI 49005**