

PLEADINGS

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ACHIEVING DISCIPLINE

When Jim Rohn said that “Discipline is the bridge between goals and accomplishment,” he zeroed in on something so important that has the power to shift and alter the state and quality of all our lives. It’s not just the matter of being disciplined for a short period. You have to wield that discipline for long periods if you want to accomplish big goals. Whether you want to lose weight and get in the best shape of your life, or make a million dollars, start a business, get a PhD or whatever it might be, discipline is the bridge that will take you to your accomplishments.

1. Set deep and meaningful goals

The first trick into instilling the right amount of discipline into your life is to go through and set goals the right way. If you set goals the wrong way, you’ll find yourself giving up. You have to go 7-layers deep. How do you actually do this 7-layers deep exercise?

Most goals start out in our minds. They are logical as to their purpose. We might think we want

more money to buy a bigger house or a nicer car. But that’s not the reason. The real reason is in your heart. And if you can zero in on that reason, then you can achieve those monumental goals as long as those reasons are not superficial. You see, the real reason, the one that goes 7-layers deep, often has to do with love, freedom, contribution, security and the like.

Deep and meaningful goals are the ones that you will pull out all the stops for. They’re the goals that will help you avoid distractions in life. You can’t sincerely achieve very big goals in life if there isn’t something deep-rooted enough driving you. Yes, discipline is the bridge between goals and accomplishments, but that bridge is impassable without a deep-rooted meaning to your goals.

2. Manage your time properly

It’s very easy to get distracted these days. There’s plenty to get in the way of our progress. We all know the prevalence of social media and our always-on, real-time society where we have to know what’s happening at every moment in the lives of others and

in the world. Yes, instant communication is an effective tool that has substantially changed all of our lives. But it’s also very easy to get sucked into what’s going on with others and feel like you’re in a constant state of lack.

First, audit your time. Where are you spending the bulk of it? Are you wasting the precious time that you have or are you expending it on those long-term goals you set? Then go on to a time management system that works for you.

3. Remove distractions

Is it possible to be disciplined while also indulging in distractions? Definitely not. While everything should be done in moderation, most of us are unable to moderate. In fact, most of us partake too deeply in distractions. But when you remove these things from your life, that’s when true progress occurs. Just look at any of the world’s most successful people. Rarely do they indulge in distractions.

If you have something taking your eye off the so-called prize, that’s when you begin to lose sight of

things. It's really easy to allow this to grow and fester and build momentum. It starts small then expands and eventually it becomes a problem. So how do you remove distractions from your life? That's easier said than done. But, when you have a deep-rooted meaning to your goals, you'll do what it takes.

4. Surround yourself with successful people

There's a saying that goes like this: You lie down with dogs and you come up with fleas. While those close to us think they're helping us when they tell us we don't have the money, skills, talent or resources to achieve our goals, it completely deadens the spirit.

That's also a scarcity mindset. But when you move into a state of abundance, that's when the real magic starts to happen. And there's no better way to have an abundant mindset than to surround yourself with people who are living an abundant life. That doesn't mean that you should only have rich friends. It just means that you should have friends who have big hopes and aspirations and are playing life on a higher level. Surrounding yourself with successful people motivates and pushes you forward.

5. Deal with failure and setbacks the right way

One way that we lose sight of our discipline is when we fail or experience a major setback and we don't get right back up and keep going. We fall off the proverbial bandwagon and it's all downhill from there. Momentum is a very powerful thing that we need to cope with and it can either work with us or against us.

Jim Rohn would likely tell you something similar. In fact, he would probably say that while

discipline is the bridge between accomplishments, when that bridge erodes or needs repair, we shouldn't try to find another road. We should stick to the bridge, repair it and use it to reach the so-called promised land of our hopes and dreams and accomplishments.

Staying disciplined in the face of failure is tough. That's why you need deep-rooted meaning behind your goals. You also need a serious dose of inspiration. Search for materials that can inspire and motivate you to move forward. That's really the trick. At the end of the day you have to ask yourself how much you actually want something in life. If you want it badly enough, you'll get it. If you don't, you'll just find a great excuse.

From WanderLust Worker.com

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS August 7, 2018

The August Board Meeting was held on Tuesday, August 7, 2018, at Plunkett Cooney.

The July Board meeting minutes were approved as corrected. The Treasurer's report was distributed and discussed. Committee reports were given and committee matters were discussed, including Ways & Means, Membership, Education, and Programs and Reservations. We currently have 34 members. Tierney Tubergen, our newest member, has agreed to help out with Programs and Reservations, so Tami Carl has agreed to help with Membership. Diane Berry presented checks for \$80+ for proceeds from the latest Schwan's campaign. Paula Steffey, on behalf of NALS of Michigan, is planning a Certification Olympics on September 8 in Kalamazoo, with CLE credits for all who attend.

NALS of Michigan President Teri Garber will be joining us for our membership drive meeting on September 25. Paula Steffey is still planning on having a continuation of our garage sale, but she has not yet picked a date. NALS of Michigan is planning a reunion cookout on August 18 in East Lansing.

Next planning meeting for 2019 NALS of Michigan Annual Meeting will be held on September 6 at 5:30 p.m. at Austin-Koffron, with the next board meeting to follow at 6:30 p.m. Come out and join the planning team!



SCHWAN'S CAMPAIGN

Beginning Wednesday, May 23, we began a new Campaign ID 38366. Before July 7, we earned 20-40% of all purchases. After July 7, we will earn 5% through October 5, 2018.

Please take note of our new Campaign ID and if you haven't signed up, get on board today! All funds go directly to support the activities of the members NALS of Greater Kalamazoo.

Note: Using the schwanscares.com link to order is easier to find our campaign ID number, etc.

MEMBERSHIP NEWS

AUGUST/SEPTEMBER BIRTHDAYS:

| | |
|-------------------------|--------------|
| John Ridders, ALP | August 3 |
| Deborah Burza | August 9 |
| Denise Van Hoven | August 12 |
| Courtney Carpenter, PLS | September 15 |
| Lucinda Broecker, PLS | September 21 |



HAPPY BIRTHDAY!

AUGUST/SEPTEMBER NALS ANNIVERSARIES:



| | |
|-------------------|-------------------------|
| Deborah Burza | August 23 (1 year) |
| Diane Austin | August 28 (6 years) |
| Susan Collins | September 12 (12 years) |
| Elena Tricoci | September 20 (2 year) |
| Colleen VanSickle | September 23 (22 years) |

THANK YOU FOR YOUR SERVICE TO NALS!

REMINDER TO INVITE A FRIEND! Copy the meeting invitation from this month's *Pleadings* newsletter and send it to colleagues or students in the legal field, encouraging them to attend a NALS meeting with you!

NOTE: JEN BAYER HAS RESIGNED AS VICE PRESIDENT, SO WE HAVE A VACANCY. IF YOU WOULD BE WILLING TO STEP UP AND TAKE OVER THIS POSITION, PLEASE CONTACT PRESIDENT MICHELE GUYMAN.



Certification Corner

by Paula Steffey, PP, CLP-SC, CWCP

Congratulations to Cathy Zackery, CLP for winning the prize from the July Ethics quiz. She received a \$5.00 gift card to Speedway.

Certification is one step toward advancing your career. This is something you will do for YOU, and no one else. Maybe the employer you are working for or the position you are in right now is not where you want to be or not going to take you where you want to go, but if you leave you will be able to take one important thing with you—your NALS certification. That is yours and only yours. Your employer reaps the benefits of you being certified and you will reap the benefits of being certified. Those benefits could come in a variety of ways so keep an open mind.

The certification “network” within NALS is amazing. Being involved in certification-related activities at all levels has given me an opportunity to network with other members throughout the United States who have the same passion. We not only share our study materials but we also create new study materials. We do what we need to do to assist our fellow NALS members. Everyone learns differently and at their own pace. We all have the same goal – mentoring those members interested in obtaining one of the many NALS certifications.

I am happy to report that I once again had the opportunity to participate in the NALS Study Hall Live! Series by hosting two of the study hall sessions. Following those sessions I received emails from a couple of the attendees in other states and have had the privilege of mentoring them and providing them with additional study materials to help them attain their goals.

Just a quick reminder—not only does NALS of Greater Kalamazoo have a library of study materials, but NALS of Michigan now has a library too due to the generosity and support of the NALS Foundation.

Also, I have a ton of study materials that I can send to anyone who is interested in studying for one of the certification exams.

Certification Olympics CLE Event

Are you studying for one of the certification exams? Do you need CLE credits toward recertification? Or do you just want to join your NALS pals for a day of fun and education all wrapped into one? NALS of Michigan is hosting a CLE event on September 8, 2018 from 10:00 a.m. to 2:00 p.m. in Kalamazoo. 3.5 CLE credit hours available. See flyer attached for more information.



engage
inspire
enhance
promote

NALS of Michigan CERTIFICATION OLYMPICS



Let the Games Begin

Are you studying for one of the certification exams? Do you need CLE credits toward recertification? Or do you just want to join your NALS pals for a day of fun and education all wrapped into one?

NALS of Michigan is hosting a CLE event!

DATE: Saturday, September 8, 2018

TIME: 10:00 a.m. to 2:00 p.m.

LOCATION: Goidosik Morse Disability Law Group
5900 Portage Road
Kalamazoo, MI 49002

COST: \$20.00 per person. Lunch is included.

DEADLINE TO REGISTER: August 31, 2018



3.5 CLE credit hours available

Register by returning this form and your registration fee
in the amount of \$20.00 (payable to NALS of Michigan) to:

Paula Steffey, PP, CLP-SC, CWCP
3240 Pondview Drive
Kalamazoo, MI 49009
westernmom40@gmail.com
(269) 377-9341

Name _____ Chapter _____

Address _____

Email _____ Phone Number _____

Exam being taken _____ Date of Exam _____

Please note that the ALP and CLP/PLS exams are now online and offered every month.
All three exams are also offered in-person the first Saturday in March and the last Saturday in September.



NALS OF MICHIGAN DIRECTOR'S REPORT

By Nancy Thomas, PLS

On July 21, 2018, I attended the NALS of Michigan Quarterly Membership Meeting held in Lansing at the State Bar Building. Paula Steffey, PP, CLP-SC, CWCP; Tami Carl, CLP; Kathleen Hutchins, PLS; and Jen Robinson from our chapter also attended. Eighteen people registered for the seminar, and fourteen stayed for the membership meeting.

The day started with two seminars: Caregiver Empowerment presented by attorney Shawn Eyestone, and Smartphone Forensics, presented by Shaun Fitzpatrick of Fortz Legal Support.

President Teri Garber presided at the business meeting. Officer and committee reports were presented. The Board of Directors recommended, and the membership approved, suspending Standing Rule 9(A)(1) regarding selection of two members by drawing for funding to the NALS Forum in Phoenix. NALS of Michigan is already funding President Teri and Laleise Curtiss, Vice President for Membership and Marketing, and felt that funding two more people was just too expensive this year.

Vice President of Membership and Marketing Laleise Curtiss is working on a new incentive program for members and chapters recruiting new members. Her theme is *Recruit, Reclaim, Retain*. Watch for more information soon. Her committee is also working on a PowerPoint presentation. She would like members to work on gathering a list of local media contacts so she can include those in press releases. Finally, her committee is planning a *NALS PALS Reunion Cookout for Saturday, August 18, 2018, at Patriarche Park in East Lansing*. More information will be out soon about this event. Finally, per suggestion, the committee will look into having a tailgating event to possibly generate interest from a greater diversity of potential members.

Paula Steffey of the Certification Committee announced that she had obtained a \$600 grant from the NALS Foundation to purchase certification exam materials for a certification library. She is planning a CLE event on September 8 at her office in Kalamazoo for *all* NALS of Michigan members, including those wishing to study for the exam, those wishing to get CLE credits, and those wishing to just brush up on their skills.

Report on the 2019 Annual Meeting: NALS of Greater Kalamazoo is working on planning the 2019 Annual Meeting (with help from some other NALS of Michigan members). The hotel contract has been signed, and speaker topics are being narrowed down. The meeting will be held April 25-28, 2019.

The Finance Committee will be selling fidget spinners and insulated coffee mugs. They are looking into the feasibility of purchasing some fleece/clothing items through individual orders, rather than ordering the product ahead.

Tami Carl reported that the Legal Education Committee is looking into speakers for the October quarterly membership meeting and are also considering some type of all-day seminar toward year-end. NALS of Lansing is going to offer a fall all-day seminar, probably on November 10, so watch for more information on that as well.

The State Bar of Michigan annual meeting is September 26-28 in Grand Rapids. Kathy Ann Blunck (Grand Traverse ALP) is coordinating workers, so please contact her at tvcbunck@gmail.com if you would like to volunteer to assist.

The Technology Committee is doing away with our state association's Constant Contact subscription, since we can piggyback onto the NALS subscription for free. The committee is also purchasing a Go To Meeting subscription so we can stream our meetings live. The cost is \$36/month, or \$29/month if we purchase a one-year subscription. Up to 100 people can participate in the meeting. The committee is also looking into taping our legal education programs; they are developing an agreement form for speakers to consent to use of the videos.

The Scholarship Fund meeting followed the regular business meeting. The members approved awarding one scholarship in 2019 for \$1,000. The recipient will be selected at the 2019 Annual Meeting.

The next NALS of Michigan quarterly meeting will be held October 20, 2018, at the State Bar Building in Lansing. Stay tuned for more information. As always, if anyone has questions, please contact me.

**NOTES FROM
2019 ANNUAL MEETING PLANNING COMMITTEE
JULY 19, 2018**



Present:

Michele Guyman and Cathy Zackery, CLP (co-chairs); Kathleen Hutchins, PLS; Jen Robinson; Tami Carl, CLP; Paula Steffey, PP, CLP-SC, CWCP; and Jennifer Antisdale. Teresa Garber, PP, PLS-SC and Erin Carr, PP, PLS joined us via telephone.

Hotel Contract:

It was noted that the Holiday Inn Kalamazoo West is changing its name to Delta Marriott. Cathy Zackery, CLP will touch base with them in three to four months. If all room blocks are filled, then the presidential suite will be comped by the hotel. All AV equipment is included in the contract. The hotel will provide a link for room bookings online. There will be a walk through approximately two months before the meeting.

Friday Evening Activities:

Cathy Zackery, CLP has talked with Discover Kalamazoo about planning a couple of fun events on Friday evening.

Proposed Budget:

The proposed budget was prepared by Paula Steffey, PP, CLP-SC, CWCP based on figures from the 2016, 2017 and 2018 annual meeting budget and/or income/expenses. This does not need to be approved by the NALS of Michigan Board of Directors. There was discussion regarding the proposed number of full registrants (60) and it was agreed that we should keep it at a realistic number even though there is the potential that more will attend.

Of specific mention was that there was no expense added for the AV equipment as it is included in the contract. Also, mentioned was the estimated cost of the meal packages was based on the middle to higher meal packages available. A line item was added for long timer gifts. There is an attorney in town who is a photographer and we are going to ask him if he would do the photographs in exchange for a free ad in the program. The registration fee included on the budget was based on last year's amount, but is subject to change. It will need to be approved by the NALS of Michigan Board of Directors at the October 20, 2018 board of directors' meeting.

We are waiting for GTALP to turn over the records and bank account.

To Do List:

We went line by line through the To Do List. Below is a summary of which volunteers are the chair/co-chairs for each specific task.

Registration Approval – Board of Directors at the October 20, 2018 board of directors' meeting.

Schedule of Events – Michele Guyman and Cathy Zackery, CLP

Welcome Address – Cathy Zackery, CLP is going to contact Mayor Hopewell

News Release – Michele Guyman and Cathy Zackery, CLP will provide information to Laleise Curtiss so she can prepare a press release.

Color Guard – It was decided this item would be deleted. Flags will be on the stage instead.

Association Banner – Laleise Curtiss has the NALS of Michigan banner.

Credentials Table – Wil Antonides, ALP

Seating Arrangements – Teresa Garber, PP, PLS-SC

Guest List – Michele Guyman and Cathy Zackery, CLP

Offside Activities – Cathy Zackery, CLP and Jen Robinson

Financial Report – Paula Steffey, PP, CLP-SC, CWCP

Meal Counts – Paula Steffey, PP, CLP-SC, CWCP

Division of Profits/Deficits – Paula Steffey, PP, CLP-SC, CWCP

Registration Form – Nancy Thomas, PLS and Diane Berry, PLS

Registrant List - Nancy Thomas, PLS and Diane Berry, PLS

Badges - Nancy Thomas, PLS and Diane Berry, PLS

Transfer of Funds - Nancy Thomas, PLS and Diane Berry, PLS

Reservation Count - Nancy Thomas, PLS and Diane Berry, PLS

Registration - Nancy Thomas, PLS and Diane Berry, PLS

Agenda – Teresa Garber, PP, PLS-SC

Official Program Approval – Kathleen Hutchins, PLS

Printing Bids – Kathleen Hutchins, PLS

Distribution – Kathleen Hutchins, PLS

Advertisements – Kathleen Hutchins, PLS

(It was noted that Miller Johnson will be designing the program)

Program Approval – Tami Carl, CLP

(The goal is to have the speakers lined up by the October 20, 2018 membership meeting)

Program Agenda – Tami Carl, CLP

Biographical Data – Tami Carl, CLP

Certificates – Tami Carl, CLP

Publicity – Jennifer Antisdale

Sponsors – Jennifer Antisdale

Signs – Jennifer Antisdale

Photographer – Jen Robinson

Display Table - It was decided this item would be deleted.

Official Program – Jen Robinson

Space for Exhibitors – Andrea Kardatzke and Lynn Philp

Exhibitors – Andrea Kardatzke and Lynn Philp

Exhibitor Packets – Andrea Kardatzke and Lynn Philp

Finance Tables – Andrea Kardatzke and Lynn Philp

Engraved Plaques – Paula Steffey, PP, CLP-SC, CWCP

Legal Professional of the Year – NALS of Lansing

Door Prizes – Paula Steffey, PP, CLP-SC, CWCP

Swag Bags for Participants – Paula Steffey, PP, CLP-SC, CWCP

Critique form – Paula Steffey, PP, CLP-SC, CWCP

Welcome Party – It was decided this item would be delete as we are planning Friday evening activities instead.

First Timers Breakfast – Friday – Jen Robinson and Cathy Zackery, CLP

Certification Luncheon – NALS of Jackson (Erin Carr, PP, PLS)

Awards Banquet – Jen Robinson and Cathy Zackery, CLP

Awards Banquet Entertainment – Jen Robinson and Cathy Zackery, CLP

Sunday Morning Breakfast – Jen Robinson and Cathy Zackery, CLP

Files Transfer – Michele Guyman and Cathy Zackery, CLP

Letters of Appreciation – Michele Guyman and Cathy Zackery, CLP

Forms:

Cathy Zackery, CLP designed the logo and prepared samples of the registration form, the advertisement form, the exhibitor/vendor form, and the passport.

Registration forms will be mailed to Nancy Thomas, PLS.

Advertisement forms will be mailed to Paula Steffey, PP, CLP-SC, CWCP

Exhibitor/vendor forms will be mailed to Andrea Kardatzke

The advertisement and exhibitor/vendor forms will be finalized as soon as possible so we can start sending them out.

Follow-up Meeting:

The next meeting will be held on September 6, 2018 at 5:30 p.m. at Austin & Koffron prior to the NALS of Greater Kalamazoo's board meeting.

Notes prepared by:

Paula Steffey, PP, CLP-SC, CWCP



Members and guests gathered on August 5 at Kitty Knoll's home in Battle Creek for a flower arranging session.

Thanks to Kitty for hosting us again this year!

CALENDAR

August 12, 2018

KCBA Growler's Game

*Venue: Homer Stryker Field, 251 Mills Street,
Kalamazoo, MI*

2:00 p.m.

Contact: www.kalamazooobar.org/events

August 14, 2018

NALS Webinar

Venue: www.nals.org/events

2:00 p.m.

*Topic: True Due Diligence & The Downside of Cutting
Corners*

August 16, 2018

NALS of West Michigan Riverboat Cruise

*Venue: Grand Lady Riverboat Cruise, 825 Taylor St.,
Jenison, MI*

6:00 p.m.

Contact: www.grandlady.info/events/happy-hour-live-music-natchez-trace-2/

August 16, 2018

Babes & Beers Diaper Drive

Venue: Bell's Brewery, 355 E. Kalamazoo Ave.

5:00 p.m.

*Donate Diapers and/or wipes for admittance Size 3 and
larger preferred. Benefiting YWCA and St. Luke's Diaper
Bank*

Contact: Ashley.fenimore@ml.com or 269-388-8262

August 18, 2018

NALS of Michigan Reunion – Summer Picnic

Venue: Patriarche Park, 960 Alton Rd., East Lansing

10:30 a.m. – 2:00 p.m.

Contact: Laleise D. Curtiss, 757-663-1404

August 28, 2018 – Lunch meeting

NALS of Greater Kalamazoo General Membership Meeting

Venue: Park Club, 219 W. South St., Kalamazoo, MI

12:00 p.m. Lunch

Speaker: Devin Loker

Topic: Medical Marijuana Law

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

September 1, 2018

ALP/PLS/CLP/PP Online Certification Exam

September 8, 2018

Certification Olympics

*Venue: Goidosik Morse Disability Law Group, 5900
Portage Rd., Kalamazoo, MI 49002*

10:00 a.m. – 2:00 p.m.

\$20.00 per person. Lunch is included.

DEADLINE TO REGISTER: August 31, 2018

*Contact: Paula Steffey, PP, CLP-SC, CWCP,
westernmom40@gmail.com or (269) 377-9341*

September 15, 2018

NALS of Lansing Annual Golf Outing

Venue: Centennial Acres Golf Course, Sunfield, MI

11:00 a.m.

Sign up at <https://www.eventregisterpro.com/event/nals> or

Contact Jessica Garber jgarber@fosterswift.com

September 15, 2018

KCBA CommUniverCity

Venue: WMU

More info to come

September 20-22, 2018

67th Annual Education and Networking Conference

*Venue: Phoenix Marriott Mesa, 200 N. Centennial Way,
Mesa, Arizona 85201*

Sign up at www.NALS.org/events

September 25, 2018 – Member Meeting

NALS of Greater Kalamazoo General Membership Meeting

*Venue: Jac's Cekola's Pizza, 7638 S. Westnedge Ave.,
Portage, MI*

5:30 p.m. Networking; 6:00 p.m. Dinner

Speaker: Erin House, Special Prosecuting Attorney

Topic: Sexual Assault Kits

Contact: Kathleen Hutchins, PLS kehutch60@yahoo.com

September 29, 2018

ALP/PLS/CLP/PP Certification Exam

October 8, 2018

NALS Online Membership Meeting

8:30 p.m.

*Speaker: NALS Resource Center Staff Member or a NALS
Board of Director*

Sign up at www.NALS.org/2018NOMM



Join NALS of Lansing for its 3rd Annual September Swing Golf Outing. NALS of Lansing is a non-profit organization that has been serving the capital region for over 50 years by providing continuing legal education, certifications, networking, and training to those choosing the legal services industry as their career.

GOLFER REGISTRATION:

Golfer Name(s)

Format: 4 - Person Scramble, Shotgun Start

Price: ☐ \$60 per golfer ☐ \$240 foursome

Includes: ☆ 18 holes of golf with golf cart

☆ all-you-can-eat BBQ (includes tap beer)

☆ open driving range

☆ on-the-course contests

Register online at <https://www.eventregisterpro.com/event/nals> or mail a check payable to NALS of Lansing, c/o Jessica Garber, 313 S. Washington Sq., Lansing, MI 48933

SPONSORSHIP OPPORTUNITIES:

☐ Cart Sponsorship: \$500

Large ad on each golf cart; the ultimate in visibility; includes foursome of golf; logo on website

☐ Exclusive Scorecard Sponsorship: \$300

Your logo on every event scorecard; visible to all players; logo on website

☐ Exclusive Scoreboard Sponsorship: \$300

Your logo on the official event scoreboard; highly visible; logo on website

☐ Hole Sponsorship: \$100

8x24 printed sign in a deluxe holder visible at the tee off area; logo on website

Donations of items for prizes such as tickets to sporting or theater events, gift baskets, gift cards, etc., are appreciated.





In case you missed it, in the July 2018 edition of the *NALS Docket*, Paula Steffey was featured in a very nice article about her NALS Volunteer of the Year award:

**NALS 2018 Volunteer of the Year Announced
Thursday, July 5, 2018**

This year NALS held its second 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 to 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. This year, NALS celebrated with the theme of '#TeamNALS'

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 2018, that person is Paula Steffey, PP, CLP-SC, CWCP from Michigan.

Maria Easterly, NALS Certification, and Education work closely with Paula on various education and certification task forces and products. Here is what Maria has to say regarding Paula's dedication:

Yesterday, a man called my office inquiring about our business model and products; skilled in the areas of marketing and online presence. He offered to assist my department in making our products more appealing to our members.

After a small pause, I told the rather eager salesman, "...though we sell educational products and certification exams, NALS' true commodity is its members. How do you propose to sell a membership to a member or a member to another member?" Rather perplexed, the salesman, after an even longer pause and a series of "hums," said, "Uhm.... I have not heard that one before."

However contrived my statement to the salesman may have sounded, it is the absolute truth; a truth that I believe in earnestly and whole-heartedly. My attachment to this truth grows more and more each day as I bear witness to the endless acts of kindness, devotion, and passion displayed by our membership across the globe.

Though I view all our members as shining examples of professionalism and dedication, none burn as brightly, in my eyes, as Mrs. Paula Steffey, PP-SC [“Squared”], CLP, CWCP. For some people, volunteering is a simple act of kindness, but for Paula, it is a way of living.

Whether you are dedicating your time to NALS of Michigan or the multiple national tasks forces you joined voluntarily, you continuously embody the spirit of NALS—EVERYDAY you engage, inspire, enhance and promote the true meaning of legal support professional and what it means to be a member of our organization.

Words cannot express the level of respect and admiration I have for you as a person and all that you represent. To quote an anonymous writer, “...good people are like candles, they burn themselves up to give others light.” Thank you for burning so brightly, Paula. And thank you, a million times over, for being a shining beacon for our organization.

Paula was presented her award, in-person, by Tara Hughes, PP-SC, ACP, RP, NALS Board of Directors President and Kathy Sieckman, PP, PLS-SC, ACP with the assistance of Heidi Hopper, PP, PLS at the NALS of Michigan 57th Annual Meeting and Educational Conference in Bellaire, Michigan.

NALS Member Spotlight – Paula Steffey, PP, CLP-SC, CWCP
By Allison Streepey, B.A., CRS, PLS

Paula Steffey, PP, CLP-SC, CWCP, is a paralegal certified in civil litigation and personal injury (PP, CLP-SC) and is a Certified Workers’ Compensation Professional (CWCP). She is currently a legal assistant at Goidosik Morse Disability Law Group in Kalamazoo, Michigan. Paula has experience in civil litigation, corporate, real estate, estate planning and administration, landlord-tenant, criminal law, family law, juvenile abuse and neglect, health care law, international law, personal injury, workers’ compensation, and social security disability. Paula’s motto is “Where there is a will, there is a way.” She loves the law and is wholly dedicated to her career at work, at NALS, and in her community.

For the first 12 years of her career, Paula was the legal assistant for three sole practitioner attorneys, who each worked in a different area of law. This was demanding of her skills and focus which helped when preparing for the certification exams.

At the beginning of her career, one of the attorneys she worked for had a copy of the NALS of Greater Kalamazoo’s Attorney Directory. This tool is what sparked her to look into the Association. She couldn’t afford the membership at that time but would check the website frequently. She wasn’t sure how but just knew that NALS could help her move forward in her career.

In 2014 Paula moved to Veritas Law Group where they encouraged their employees to join a professional organization, and they paid for her membership! “That gave me the opportunity to

see first-hand what NALS was all about and this is one of the best decisions I've ever made." Her career has flourished since she joined NALS and the attorneys that she used to work for have commented that her self-confidence has grown.

Having no formal education in the legal field did not make any difference in achieving certification. She had hands-on experience and the best knowledge from the attorneys she worked for in her legal career. "The NALS certifications have given me the opportunity to prove to myself that I can do this and have shown my current employer that I am committed to a legal career and not just a paycheck. Because of that, he had gone above and beyond to mentor and taught me when I was studying for the CLP and PP exams. Attorneys in other firms that I've met through my NALS association have also been there to mentor me for the exams. This one-on-one specialized training has meant the world to me, just knowing that they all believed I could do this."

Paula also takes advantage of everything that NALS has to offer. "I thoroughly enjoy all of the CLE opportunities at all levels of the organization. I have learned so much that I can utilize day-to-day, plus there is the opportunity to reach out to other members of our state and others for assistance when needed. Having a network to turn to when your boss asks you to do something where you don't know where to begin is amazing!"

Even though she has only been a member of NALS for four years, she has served on many committees at all levels of the Association. The highlight of her career with NALS is the service on the national level. In NALS of Greater Kalamazoo, Paula served as Treasurer, Program Committee member, the Holiday Charity Project, Programs and Reservations Committee Co-Chair, Certification Committee Chair, and the ongoing Ways & Means-Attorney Directory Project. In her state association, NALS of Michigan, she has served as the Vice President of Membership & Marketing, Executive Secretary, Marketing Committee Chair, Finance Committee Chair, and the Legal Education Co-Chair. Her personal goal has been to try to visit as many chapters in Michigan as possible and attend as many events and/or CLE opportunities as possible. When the time for socializing is available, it is usually with a NALS pal.

After she achieved her certifications, Paula has been dedicated to helping others make theirs happen. She even stepped out of her comfort zone to help with the Study Hall Live! Series this February. "I love being the Certification Chair of our chapter. It is a pleasure to compile information and put together study materials. I have also started a "Certification Corner" for our local newsletter with quizzes and puzzles each month. I have also made myself available to assist members in other chapters who are studying. I put together a PowerPoint presentation summarizing the information and providing it to anyone who is interested, including NALS Certification Chairs in other states."

"NALS has given me self-confidence and has provided the tools necessary for me to go further in my career than I ever thought possible. I have grown leaps and bounds both professionally and personally since joining NALS. I would tell new members who are aiming for certification that 'you can do it' and 'where there is a will, there is a way.' Everyone encouraged me, and I am happy to help others."

After Paula attended her first national conference in 2016, she discovered her passion is in writing and certification. She has enjoyed using this passion on the national level as the Host of the Civil Litigation Specialty Section (2017-2018); and continues her service as part of NALS' S.A.G.E.S. Task Force (2017 – present); and Manuals Task Force (2017-present). Paula's favorite activity in NALS is "being on the national Editorial + Marketing Board (2016-present), and ANYTHING certification related."

Paula is married with two adult children, a step-daughter, and a "very spoiled golden retriever." She loves to roller skate, crochet, and dabble in every kind of craft. She has been selling her hand-crocheted items at craft shows for 23 years. She also crochets items for charity, and domestic assault survivors in particular. "For them to have something hand-made with love is priceless."

Paula is still growing in her career. She is a member of the paralegal section of the Michigan Association for Justice and is enrolled in an online criminal justice certificate program. Paula is in the process of writing several substantive law articles. With all her experience and achievement, Paula has a lot to teach, and members of NALS are happy to learn from those with as much skill and dedication as Paula. She is an excellent example of living her beliefs and sharing her knowledge.

Thank you Paula, for all you do for NALS!



FROM THE SCHOLARSHIP COMMITTEE:

Thank you for awarding me this scholarship. I am planning on studying criminal justice, with the end goal of being a Michigan State Police trooper. This will help with my college funding at Ferris State University.

Brett Robertson

AUDIT COMMITTEE

The Audit Committee met on July 16, 2018, to review the NALS of Greater Kalamazoo books and records for fiscal year 2017-2018. We found the books to be in order. We would like to thank Treasurer Jen Robinson for keeping excellent records.

Kim Snow
Colleen VanSickle

NALS of Greater Kalamazoo
August 2018 Membership Meeting and CLE

Tuesday, August 28, 2018

The Park Club, 219 W. South Street, Kalamazoo, MI 49007



SPEAKER

**Attorney
Devin
Loker of
Loker Law, PLLC**

TOPIC

**Update on Medical Marijuana
in Michigan**



Attorney Loker received a Bachelor's Degree in Business Administration from Spring Arbor University in 2010. He received his J.D. from Thomas M. Cooley Law School in 2014. Since June of 2015, he has been the owner of Loker Law, PLLC, in Portage.

Since the inception of the Michigan Medical Marijuana Association (MMMA), Attorney Loker has been practicing marijuana law – starting with criminal defense discussions about possession and transitioning to compliance discussions around locked and enclosed facilities. Now with the adaptation of the Medical Marijuana Facilities Licensing Act (MMLA), the commercialization of the marijuana industry is evolving. Attorney Loker has been engaged with the Bureau of Medical Marijuana Regulation with regard to license applications. Many of these companies have had formation and investor decisions to make. Most recently, Attorney Loker's work has hinged around transactional agreements as these start-up companies merge with other entities to create larger and more efficient companies.

Attorney Loker has been to town hall meetings all across the State of Michigan to discuss "opting in," with great success here regionally.

Attorney Loker has been working with MiLegalize and Regulate Marijuana Like Alcohol to get adult use on the ballot. He is looking forward to ending prohibition this year.

AGENDA

Noon – 1:00 p.m.

Lunch (available at noon), Speaker Presentation (will begin promptly at 12:15 p.m.), Short Chapter Meeting.

LUNCH BUFFET (CHEF'S CHOICE)

\$17.00 per person. Includes non-alcoholic beverage, tax, and gratuity.

RESERVATION PROCEDURE

E-mail your reservation to Kathleen Hutchins at kehutch60@yahoo.com or call (269) 674-8170 no later than **5:00 p.m. on Friday, August 24, 2018** to reserve your spot. Give your payment to Jen Robinson, NALS Treasurer, at the meeting. Checks are welcome made payable to NALS of Greater Kalamazoo. 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

Michele Guyman, President

Phone: 586-557-4054; mightymmo@sbcglobal.net

(vacant) Vice President

Phone:

Samantha Wilder, Recording Secretary

Phone: 870-5329; sgwilder22@yahoo.com

Paula Steffey, PP-SC, CLP, CWCP,

Corresponding Secretary;

Phone: 377-9341; westernmom40@gmail.com

Jennifer Robinson, Treasurer

Phone: 459-9500; jen@austin-koffron.com

Nancy Thomas, PLS, Director

Phone: 381-7030; thomasn@millercanfield.com

Cathy A. Zackery, CLP, Immediate Past President

Phone: 382-0444; czackery@levine-levine.com

Diane Y. Berry, PLS, Parliamentarian

Phone: 226-8860; diberry@plunkettcooney.com

* * * * *

Nancy Thomas, PLS, *Pleadings* Editor

Phone: 381-7030; thomasn@millercanfield.com

CALENDAR

Next Board Meeting & 2019 Annual Meeting Planning Session:

**Tuesday, September 6, 2018
5:30 p.m.**

Location: Austin-Koffron

August General Membership Meeting:

**Tuesday, August 28, 2018
12 noon**

Park Club

Program: Medical Marijuana

NALS of Michigan Reunion Cookout

**August 18, 2018
10:30 - 2:00**

Patriarche Park, East Lansing

Certification Olympics

**September 8, 2018
10:00 - 2:00**

Goidosik Morse Law Offices



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