

PLEADINGS

Issue No. 344

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February 2020

UNPLUG!

In today's technology-driven world, it's easy to feel like we are constantly plugged in. Whether we're checking our phones, refreshing our emails, or downloading a movie on our laptops, the reality often is that we're surrounded by screens no matter where we look. But there are scientifically proven benefits of unplugging from technology, too — and sometimes, it's useful to remind ourselves of exactly what those benefits are. There's more to life than our smartphones, after all.

Many of us likely agree that technology adds a lot of ease, convenience, and even happiness to our lives. Few people will suggest that we disconnect entirely from our screens, but it's worth remembering that some distance can be a good thing, too — especially for those of us who are already tied to our computers much of the time because of work or school obligations. Setting up boundaries is generally healthy, and putting up a few lines when it comes to our screen time isn't a bad idea, especially if you feel like your days consist of eating, sleeping, and screens.

So, what are some of the benefits of unplugging from tech on a regular basis? Thankfully, there's a lot of research on the subject to let us know exactly what's what. That said, though,

it's also important to remember that what is feasible for you might not work for others, and vice-versa. And that's OK! We all have our own obligations and uses for technology. The key is finding what boundaries work for you so you can find the balance that works best for your own life. Here's a good place to start:

Your Overall Quality Of Life May Improve

In a study from the University of Maryland, researchers discovered that when students unplugged from technology, they reported an improved quality of life. In the context of this study, an "improved quality of life" meant that study participants spent more time with friends and family, got more frequent exercise, and even cooked more often and ate healthier foods. How did all of these changes occur? Less time spent on their phones gave them the "free" time to spend elsewhere!

Unplugging After Work Helps You Recharge

Researchers from Kansas State University have found that unplugging after work can make a big difference in your quality of life, health, and happiness. Researchers found that when people "unplugged" from work related tasks, such as checking their work email after hours, they reported feeling fresher and better recharged

when beginning work the following day. For anyone who has ever experienced burn-out at work, this isn't too surprising. We can only do so much for so long before feeling exhausted, and constantly plugging into our screens doesn't help matters.

You Might Sleep Better

Data from a 2013 survey in PEW shows that 44 percent of people sleep with their phones by their sides so they don't miss a message or notification. But being woken up by funny tweets and random GIFs from your friends is likely doing nothing for your sleep patterns, much less your mood upon waking up in the morning. And if you're waking up in the middle of the night to check work emails, that doesn't suggest anything good, either, because you aren't giving your brain and body proper time to recharge.

Other research suggests that the blue light from the screens in our computers and phones also makes it difficult for our bodies to fall asleep, implying that we should disconnect before bed, rather than falling asleep while staring at our laptops.

It Might Make It Easier To Get Over Your Ex

According to a 2012 study, unplugging from tech might even help you get over your ex. Of course, while pretty much nothing except for time

and a few good cries truly heals the wounds of a breakup, constantly seeing reminders of your ex on social media doesn't make things any easier.

In fact, study results show that if you follow your ex on social media, such as view their pictures or read their blog, you may have a harder time moving on and focusing on your future. Study participants reported feeling more sexual desire for their ex and less negative feelings for their ex when frequently checking their social media, as well as feeling less desire for their own personal growth.

Unplugging May Improve Your Interpersonal Communications

A 2013 study suggests that sharing too much on social media may negatively impact your interpersonal relationships. If you've ever accidentally "shared" a post that is offensive to a loved one, or vented about a boss and then been held accountable at work the next day, you likely know all too well that sharing online can have consequences.

This study, interestingly, points out that unplugging from technology might benefit your in-person communication and interpersonal relationships because it encourages you to communicate outside of the screen- and text-based medium. While technology makes communication super-fast and convenient, it also removes body language, tone, and other things which help us understand one another and form bonds.

By Marissa Higgins, bustle.com

So how do you go about unplugging? Here are some tips from another article:

In an article for *Inside Higher Ed*, postdoctoral researcher Megan Poorman shares strategies she's used to reclaim her day from her phone.

1: Get rid of email notifications

Very few emails are truly urgent, notes Poorman, adding that she's gradually realized most email is merely "a distraction." Email is so loathed that some organizations have experimented with turning it off

entirely. Poorman recommends manually checking your email every few hours at most.

If there are people who may need to get hold of you faster than that, she suggests giving them an alternative way to contact you in an emergency, such as your phone number or desk location.

2: Minimize other notifications

While you're at it, review the notification settings on your other phone apps. Your goal is to minimize notifications as much as possible—and you can probably start by turning off all social media alerts, notes Poorman. "It's probably not worth disrupting lunch with a friend to see what another friend in another city is eating for lunch," she writes. In the alternative, consider downloading an app that helps you set different alert settings for different times of day or using your phone's built-in "do not disturb" setting. As Leslie Ye of Hubspot has noted, "Even if you're one of those people who is completely comfortable with 9,378 unread notifications, they say 'ignorance is bliss' for a reason."

3: Make it harder to access your biggest distractions

If you notice yourself regularly distracted by a particular app, delete it from your phone and force yourself to re-download it the next time you want to use it. If the culprit is a website on your phone or computer, log out of your account. Adding an extra step between yourself and the distraction helps you become more aware of their power over you, writes Poorman.

4: Keep technology at a distance

A study published by Social Psychology found that having your phone near you can be distracting even if you're not using it. Poorman suggests putting physical distance between yourself and your phone to avoid the distraction. For example, leave it across the room when you go to bed and leave it at your desk when you walk down the hall to the water fountain.

Putting your phone and computer out of sight during meetings can also help you focus on each speaker and ask more thoughtful follow-up questions.

5: Enjoy your surroundings

After you follow this advice, you'll begin to notice just how often others are glued to their phones, Poorman writes. You might feel self-conscious at first, but that feeling will fade, she notes. Take the opportunity to people-watch or appreciate the scenery. Plus, research has found that boredom is critical to creativity. When you think you're merely "spacing out," your subconscious may actually be hard at work making the connections that lead to a "Eureka!" moment.

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS February 4, 2020

The February board Meeting was held on February 4, 2020, at Goidosik Morse Law Offices. Minutes and Treasurer's report were approved. Committee reports were given and discussed, including Programs, Membership, Ways and Means, Reservations, and Nominations.

The board voted to award two scholarships for \$1000 each this year. The board discussed possible bylaw amendments to eliminate certain officer positions and decided to make no changes for this year. The board decided to participate in the May 17 March of Dimes "March for Babies." Tami Carl will coordinate. The raffle application has been sent in for our NALS of Michigan annual meeting raffle. The board decided to do a 50/50 raffle and a gift card raffle. Thanks to Kathleen Hutchins, who will donate a RFID mini-purse to hold the gift cards. The board discussed getting a debit card for payment of meals for membership meetings. Since we are getting toward the end of the fiscal year, the board decided to table this until the new treasurer takes office.

The next board meeting is scheduled for Tuesday, March 3, 2020, at 5:30 at Goidosik Morse. All members are welcome to attend.



NALS of Greater Kalamazoo invites you to get involved!

We are currently looking for individuals interested in holding an office in NALS of Greater Kalamazoo for the next fiscal year (May 1, 2020 – April 30, 2021). We are an organization of volunteers so please consider helping out with your time and talent. It's a great way to develop your leadership and critical thinking skills while making new friends. It looks awesome on your resume too!

You can also nominate someone who you think would be a good addition to the executive committee.

Pursuant to our chapter's bylaws, the nominating committee is to receive nominations, secure acceptance of nominees, and prepare a ballot of all nominees for each office. The nominations will be published in the *Pleadings* prior to the March membership meeting. Nominations for any office may also be made from the floor at the time at the March meeting.

Elected chapter officers include:

President
Vice President
Recording Secretary
Treasurer
Director
Parliamentarian
Corresponding Secretary

The new officers will be elected at our March membership meeting, and installations will take place at our April membership meeting.

Below is the description of duties for each position, as contained in our chapter's bylaws:

President:

a. The President shall preside at all meetings of this Association and of its Board of Directors, and shall perform such other duties as ordinarily pertain to this office.

b. The President shall appoint the appointive officers and standing committee chairs subject to the approval of the Board of Directors.

c. The President shall appoint an audit committee of not less than two members to audit the books of the Association. Appointment shall be made prior to the close of the fiscal year.

d. The President shall have authority along with the Vice President and Treasurer to sign checks and shall be included on the bond for this Association.

e. The President may appoint special committees subject to the approval of the Board of Directors.

f. The President shall be an ex-officio member of all committees except the nominating committee.

g. At the annual meeting of this Association, the President shall render a written report of the work in office, and an addendum shall be added as necessary before the term of office expires.

Vice President:

a. The Vice President shall act in the absence of the President and shall perform such other duties as may be designated by the President or the Board of Directors.

b. The Vice President shall be the membership chairman and shall receive complaints of violation of the Code of Ethics and Professional Responsibility adopted by the National Association.

c. The Vice President shall have authority along with the President and Treasurer to sign checks and shall be included on the bond for this Association.

d. The Vice President shall periodically prepare a membership roster showing names, addresses, telephone numbers of all members and their employers, which roster must be in alphabetical order and furnish the roster to the officers of this Association.

Recording Secretary: The Recording Secretary shall keep a correct recording of the proceedings of all meetings of this Association and of the Board of Directors and shall maintain them in a permanent record book.

Treasurer:

a. The Treasurer shall receive all local dues of this Association as distributed by the National Association in accordance with National Association bylaws and standing rules.

b. The Treasurer shall maintain a minimum of two accounts, one a checking account and one a savings account, which shall be known as the Jo Spaulding Memorial Scholarship Fund. The Treasurer may maintain additional accounts as approved by the Board of Directors.

c. The Treasurer shall make disbursements as approved by the Board of Directors and shall keep an account of all receipts and disbursements, making a monthly report to the membership and an annual written report at the annual meeting. The Treasurer shall prepare a budget and present it to the membership at

the regular June meeting. The Treasurer shall have the option of appointing a committee to assist with the preparation of the budget.

d. The Treasurer shall be responsible for obtaining a bond on all officers authorized to sign checks written upon the accounts of this Association.

e. The Treasurer shall file such IRS forms as directed by the National Association and such reports and returns as are required by federal or state law.

g. The Treasurer shall have authority along with the President and Vice President to sign checks and shall be included on the bond for this Association.

h. The Treasurer shall close books of account and have them ready, with bank book and bank signature cards, to turn over to the successor immediately following the end of the fiscal year.

Director:

a. The Director shall be the liaison between NALS of Michigan and this Association and shall attend all state board meetings.

b. The Director shall prepare a written report of state board meetings to present to local members and advise the President in advance of meeting dates and matters requiring vote of the membership.

Parliamentarian: The Parliamentarian shall interpret the Bylaws of this Association upon request and shall keep members informed as to changes in the bylaws and rules of this Association and of the State and National Associations. The Parliamentarian shall review all proposed amendments to the Bylaws of this Association and present recommendations to the Board of Directors for approval. The Parliamentarian shall act only in an advisory capacity regarding the Bylaws and Standing Rules of this Association and shall not assume the President's privilege to rule on questions of parliamentary authority and procedure.

Corresponding Secretary: The Corresponding Secretary shall conduct all assignments requested by the President and/or the Board of Directors.

Please contact any member of your nominating committee (see below) with any questions or for more information. Thank you for your consideration!

Cathy A. Zackery, CLP

Jennifer Robinson

Kim Snow, PP, PLS

SEEKING GIFT CARD DONATIONS!



The NALS of Michigan Annual Meeting is right around the corner, April 17-18, 2020, in Frankenmuth. As part of our chapter's annual "finance project," we are putting together a mini-purse of gift cards. (RFID purse made and donated by Kathleen Hutchins – thank you!) **Therefore, we are soliciting gift card donations.** Ideas: gas stations, coffee houses, stores, restaurants, on-line sites. (Keep in mind the winner could be from another part of the state.) Anything from \$5 on up would be welcome! Bring your donations to the next meeting, or send to President Paula Steffey.

REMINDER: EMPLOYER & MEMBER OF THE YEAR

Don't forget to submit your nominations for "Member of the Year" and "Legal Employer of the Year" to Tami Carl CLP at carlt@millerjohnson.com. NALS of Greater Kalamazoo will present these awards of excellence at our April membership meeting and banquet. Nominations are open until March 1st. Please review the guidelines and nominate your boss and/or an excellent member of NALS of Greater Kalamazoo! The NALS of Jackson chapter will help us select our Member of the Year, and the GTALP chapter has agreed to help us select our Legal Employer of the Year.



REMINDER: NALS OF MICHIGAN ANNUAL MEETING

We'd like to remind everyone that our chapter will pay the registration fee for the 2020 NALS of Michigan Annual Meeting for our members. Don't forget to get your completed registration form (elsewhere in this newsletter) to Paula Steffey by **March 6**, so she can send all of them in together before the deadline.



NALS OF GREATER KALAMAZOO

MEMBER OF THE YEAR – 2019-2020
NOMINATION FORM

Nominations for this award must be made by a member of NALS of Greater Kalamazoo. The nominating member must submit a statement as to why they believe the nominee is qualified to receive the award. The nominations for each candidate are then submitted to another Michigan affiliate chapter of NALS with the names redacted and they select a winner based on the following criteria:

- (A) All candidates for this award must be active members of NALS of Greater Kalamazoo; and
- (B) The recipient of this award is someone who has been exceptionally valuable and instrumental to the furtherance of NALS of Greater Kalamazoo during the current fiscal year.

Member of the Year Committee members are not eligible for nomination. Tami Carl CLP is the only member of this year’s Committee; therefore, ALL other members are eligible to receive this award. This award may be given once per year; however, the award is to be given only in those years when it is determined that one or more worthy recipients have been nominated.

The deadline for submitting nominations is **March 1, 2020**. The award for **Member of the Year** will be presented at the awards ceremony to be held at the April General Membership Meeting.

* * * * *

The following should be completed by the nominating member.

I hereby nominate _____ as the 2019-2020 NALS of Greater Kalamazoo Member of the Year.

The reasons I believe this Member should be selected are *(use additional pages if needed)*:

Submit Nominations via email to Tami Carl, CLP at carlt7779@hotmail.com or via mail to Tami Carl, CLP, Miller Johnson, 100 W. Michigan Avenue, Suite 200, Kalamazoo, MI 49007.

**NALS OF GREATER KALAMAZOO
2020 LEGAL EMPLOYER OF THE YEAR
NOMINATION FORM**

Nominee's Name _____
Firm or Employer _____
Address/Phone _____

Year/State(s) Admitted to Practice _____
Support of / Involvement with NALS _____

Involvement in the Community _____

Member's Name and Contact Information _____

1. Please attach to this form a short bio for your nominee.
2. Please attach a brief essay describing the personal qualifications that the nominee possesses which, in your opinion, makes that individual the ideal candidate for Legal Employer of the Year. **Submissions should be limited to 400 words or less.**

Nomination forms, with attorneys' names blocked out, will be reviewed by a three-member panel of judges. Nominations must be submitted **no later than Tuesday, February 25, 2020**, and the award will be presented at the **Tuesday, April 28, 2020, membership meeting / awards ceremony.**

Criteria that the panel will use in evaluating nominations include the following:

1. Encouragement of the member's skill development and/or career advancement (including personal or in-house training, NALS of Greater Kalamazoo activities / training / CLE, other organizations, seminars, or course work to enhance skills and provide opportunity for networking).
2. Acknowledgement for the member's work / community contributions.
3. Cooperating in a teamwork manner.
4. Respect for the member's unique talents, skills, intelligence, etc.
5. Providing valuable feedback regarding areas that need improvement.
6. Providing an environment that makes it a pleasure for the member to come to work each day!

Essays will not be judged on writing style, but purely on the message contained in the essay.

Submit via e-mail to:

Tami L. Carl, CLP
carlt@millerjohnson.com

Submit via mail to:

Tami L. Carl, CLP
Miller Johnson
100 W. Michigan Avenue, Suite 200
Kalamazoo, MI 49007

NALS OF GREATER KALAMAZOO
GIVE BACK OPPORTUNITIES

FEBRUARY 2020 - YAP FOOD DRIVE

The Kalamazoo RESA Young Adult Program (YAP) provides a wide-range of transition services to young people with disabilities between the ages of 18 and 26 years old. The program exists to prepare ALL students to live in a meaningful and purpose-filled life. Our assistance is requested to help stock YAP's food pantry. YAP is requesting nonperishable food items. The collection starts February 2 and will end on February 29. Let's share some **LOVE** this Valentine's season. Bring at least five food items to our February 25 membership meeting and have your name entered into a drawing for a special prize that evening! Visit <https://www.kresa.org/domain/62> for more information about YAP.



MAY 2020 - MARCH FOR BABIES

Mark your calendars for May 17, 2020 for the annual March for Babies. It will be held again this year at Celery Flats in Portage. Registration begins at 9:00 a.m. and the run/walk starts at 10:00 a.m. NALS will register a team at www.marchforbabies.org. Stay tuned for more details or contact Tami Carl CLP at carlt@millerjohnson.com for more information. Hope you can join us. The more the merrier!

**HEALTHY
MOMS.
STRONG
BABIES.**



You get a free
registration!

And you get a free
registration!



And you get a free
registration!

**Do you want to win a free registration to the
2020 NALS of Michigan Annual Meeting?**

If so email me at Cathy.Zackery@gmail.com
your name prior to **March 15, 2020 by 5 p.m.**

On March 16, I will pull three names via Facebook Live at noon!





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begeistern
verbessern
fördern



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.	Police officers working with individuals on the autism spectrum and with other special needs	Sgt. Mark Boody, Novi Police Department
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	Diana Lamphiere, professor at Davenport University.
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

Chair: Teresa Garber, PP, CLP

c/o Silver & Van Essen, P.C.

300 Ottawa Avenue, NW, Suite 620

Grand Rapids, MI 49503

(616) 988-5600

tgarber@silvervanessen.com

www.nalsofmichigan.org

Schönen tag!

NALS of Michigan is excited to announce its 59th Annual Meeting and Education Conference to be held April 17-18, 2020, at the Bavarian Inn in Frankenmuth, Michigan!

NALS is the association for legal professionals. NALS is a national association made up of many state and local chapters, and NALS of Michigan is one of the largest state chapters. We provide professional development to those working as paralegals, legal secretaries, attorneys, county clerks, etc., by offering continuing legal education, leadership training and opportunities, and nationally-recognized certifications. Our goal is to **engage** individuals in our association, **inspire** them to become top-notch professionals, **enhance** their skills, and **promote** them to the legal community. At our conference in Frankenmuth, NALS of Michigan will be holding an entire day of continued legal education and training, followed by a day of leadership development and an awards banquet.

Enclosed are opportunities to not only assist NALS of Michigan with its goals, but to promote your business as well. There are forms to advertise in our conference program (and possibilities to be on our website), sponsor our conference (again, with opportunities to advertise in our conference program and on our website), and donate to "swag bags" for conference attendees. Also enclosed is a registration form for the conference. We encourage you and your staff to attend our conference and experience the benefits of NALS.

Thank you very much for your consideration in assisting with our conference. Our association cannot function without the support of law firms and businesses such as yours.

Sincerely,






Teresa Garber, PP, CLP
Chair, 2020 Annual Meeting
NALS of Michigan



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

<p>Inspiring Sponsor</p> 	<p>\$1,000</p>	<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> 	<p>\$750</p>	<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> 	<p>\$500</p>	<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> 	<p>\$250</p>	<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> 	<p>\$100</p>	<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>	<p>\$50</p>	<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 1/2" x 10") \$200*
_____	Half Page (7 1/2" x 5") \$125
_____	Quarter Page (3 1/2" x 5") \$80
_____	Business Card (3 1/2" x 2 1/4") \$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
P.O. Box 19564
Kalamazoo, MI 49019



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fördern



**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.

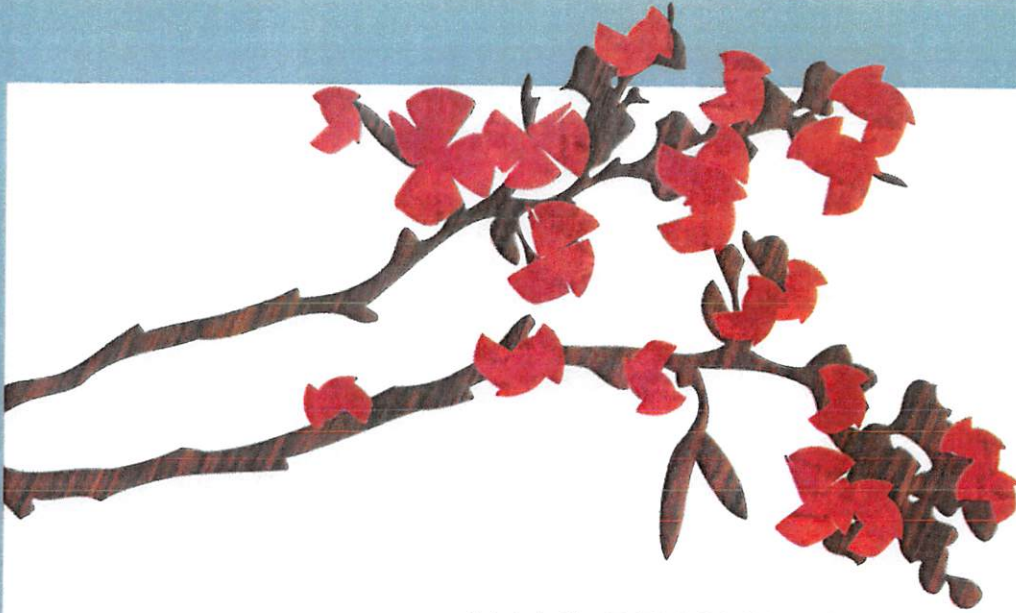
You could also choose to make a monetary donation. We can do the shopping for you !!

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



2020 NALS OF MICHIGAN
ANNUAL MEETING FUND

CHINESE AUCTION

APRIL 18, 2020

**THE WINNERS WILL BE DRAWN AT THE END OF
THE SECOND GENERAL ASSEMBLY.**

BAVARIAN INN LODGE, FRANKENMUTH, MICHIGAN

Ticket prices:

\$1 each ticket

\$5 for 6 tickets

\$20 for 25 tickets

If you would like to donate an item for the Chinese Auction to be held in conjunction with the NALS of Michigan 59th Annual Meeting & Educational Conference, please contact Lynn Philp. Donations will be accepted up until noon, Friday, April 17, 2020.

FOR MORE INFORMATION CONTACT: LYNN PHILP (LPHILP@WNJ.COM)

December 2019

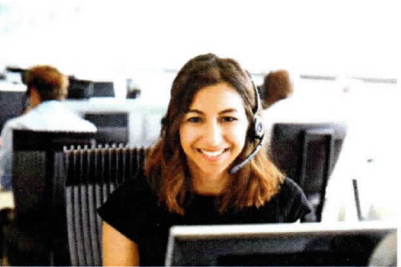


NALS of Greater Kalamazoo
P.O. Box 50221
Kalamazoo, MI 49005

Dear Friends,



We would like to thank you for your generous gift of \$200. Your commitment to Gryphon Place is so important to our organization. When you support Gryphon Place you are part of something really special; helping to give people hope, resources, support, and ways of connecting with others.



Your belief in Gryphon Place as a valuable community asset allows us to help those in conflict and crisis. In 2018, we took over 96,000 calls on our 2-1-1 and crisis lines. We reach over 5,000 students each year through our Gatekeeper and Youth Restorative Practice programs. It is only because of the generous support of others – like you – that we are able to provide our programs and services in our community. We couldn't do the work that we do without people like you.

With gratitude,

*It was great to meet
you all - thank you
for your support!*



Maricela Alcala
Chief Executive Officer

Brittany Cekola Hamman
Director of Community Engagement

P.S. Your continued support makes a difference in our community! Become a monthly donor at www.gryphon.org/donate.

Tell us why you support Gryphon Place. We would love to hear your story!
Please fill out our survey at <https://bit.ly/31TtzHI>

Gryphon Place is a 501(c)3 nonprofit organization. Therefore, all gifts and contributions are tax deductible to the fullest extent of the law. No goods or services were provided in consideration of this contribution. Gryphon Place does not sell or rent its donor lists to any organization or mailing house.

January 17, 2020

Paula Steffey
NALS of Greater Kalamazoo
P.O. Box 50221
Kalamazoo, MI 49005

Dear Paula and Friends:

Happy New Year! We hope you enjoyed a wonderful holiday! Because of your generosity, hundreds of children and families in our community did too! The 2019 Holiday Giving Program at Family & Children Services was a rousing success. Nearly 2,000 individuals were served, either by donors matched with families and/or foster children, or through the Holiday Store where our social workers and clinicians shopped for the families they serve. Our Holiday Giving donors ranged from large corporations to small businesses, to area churches, to local families and individuals. In addition, community groups provided hundreds of household items, blankets, hats and gloves, stuffed animals, toys, holiday meals and winter coats which were distributed to families served by the Agency.

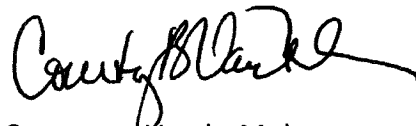
Because of you, all of the families and children requesting holiday assistance were served. On behalf of Family & Children Services, we would like to thank you for your commitment to our families and children and for your amazing holiday spirit. We have included just a few of the many thank you notes we've received from those with whom you were matched. We can safely say that all of our Holiday Giving recipients were overwhelmed by the generosity they experienced.

We hope you will consider partnering with us again in 2020, as the need is great. Thank you again and we wish you a Happy New Year!

With Sincere Gratitude,



Dale R. Hein, M.A., M.S.W.
Holiday Giving Coordinator



Courtenay VanderMolen
Director of Resource Development

***No goods or services were provided in consideration, in whole or in part, for this contribution.
Gifts to Family & Children Services, Inc. are deductible for income tax purposes.
The agency has been designated by the Internal Revenue Service as a nonprofit organization that meets the
qualifications of Section 501 (c) (3) of the Internal Revenue code.
Please keep this official letter for your records.***





engage
inspire
enhance
promote

NALS of Greater Kalamazoo Membership Meeting and CLE

Tuesday, February 25, 2020
University Roadhouse
1332 West Michigan Avenue
Kalamazoo, MI 49006

SPEAKER

Barry Conybeare
Conybeare Law Office

TOPIC

The History of Lawyer Advertising



Attorney Conybeare graduated from (and is a big fan of) the University of Michigan (B.A., 1988). He received his law degree, magna cum laude, from DePaul University College of Law (J.D., 1992).

Attorney Conybeare’s practice focuses on all aspects of personal injury law, including auto collisions; medical, hospital and nursing home malpractice; product liability; insurance claims and most other injury cases. Best Lawyers in America© named Attorney Conybeare the 2013 and 2017 Lawyer of the Year for Plaintiffs Personal Injury in the Kalamazoo Region (Southwest Michigan).

He is active in political, civic and community affairs. He has served as a Trustee on the St. Joseph Public Schools Board of Education since 2016 and is currently the Board President.

When not in the office, Attorney Conybeare enjoys spending time with his wife Jody, and their four children. An avid golfer, he served as a 5-term president of the board of directors of the Point O’Woods Golf & Country Club (2008-2013).

AGENDA

5:30 p.m. – Networking

6:00 p.m. – Dinner

6:30 p.m. – Speaker Presentation

A short business meeting will be held following the CLE.

UNIVERSITY ROADHOUSE DINNER OPTIONS



- **Pecan Chicken Salad** - mixed greens, grilled chicken, bleu cheese, pecans, sun-dried cranberries - \$12.50 (substitute grilled salmon for \$3)
- **Grilled Salmon Dinner** – fillet grilled to flaky perfection, served over garlic dill sauce with wild rice and veggies - \$20.00
- **Pad Thai** – Asian rice noodles, carrots, bean sprouts, red pepper, chopped garlic, egg, cilantro, chopped nuts, pad Thai sauce - \$12.50 (add chicken \$4; add shrimp \$5)
- **American Burger** – lettuce, tomato, red onions, served with fries - \$11.00 (add bacon, cheese, sautéed mushrooms or onions for \$1.50 each) (substitute patty for grilled chicken breast, portabella cap or veggie boca burger)
- **Roadhouse Stir-Fry** – oriental veggies stir-fried in sauce, served over curried rice - \$12.50 (add portabella \$3; add chicken \$4; add shrimp and pineapple \$5)
- **Roadhouse Classic Pizza** – pepperoni, sausage and mushrooms - \$12.50

Prices include 6% tax and 18% gratuity. Please add \$3 to your order if you’d like a non-alcoholic drink.

RESERVATION PROCEDURE

E-mail your reservation to Tierney Tubergen at tubergent@millerjohnson.com or call (269) 226-2972 **no later than noon on Friday, February 21**, to reserve your spot. Give your payment to Treasurer, 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.**

Special guest, Jen Johnson, will join us for a few minutes to share information about KRESA’s Young Adult Program and to pick up our YAP food donations. See NALS “**GIVE BACK OPPORTUNITIES**” on a separate page in the February *Pleadings*.

Thank you in advance for your donations!

2019 - 2020 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
Phone: 870-5329; sgwilder22@yahoo.com

Tierney Tubergen, Corresponding Secretary
Phone: 226-2972; tubergent@millerjohnson.com

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

Nancy Thomas, PLS, Director
Phone: 381-7030; thomasn@millercanfield.com

Michele Guyman, Immediate Past President
Phone: 586-557-4054; mightymmo@sbcglobal.net

Nancy Thomas, PLS, Parliamentarian
Phone: 381-7030; thomasn@millercanfield.com

* * * * *

Nancy Thomas, PLS, *Pleadings* Editor
Phone: 381-7030; thomasn@millercanfield.com

CALENDAR

Next Board Meeting

Tuesday, March 3, 2020

5:30 p.m.

Location: Goidosik Morse

February General Membership Meeting

Tuesday, February 25, 2020

5:30 p.m.

University Roadhouse

Program: Lawyer Advertising

NALS of Michigan Seminar/CLE

Saturday, February 22, 2020

8:30 a.m.

Miller Johnson-Kalamazoo

4 topics (see enclosed)

NALS of Michigan 2020 Annual Meeting

April 17-18, 2020

Bavarian Inn

Frankenmuth, Michigan



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