

# *PLEADINGS*

Issue No. 326

Published by NALS of Greater Kalamazoo  
[www.nalsofgreaterkalamazoo.org](http://www.nalsofgreaterkalamazoo.org)

April 2018

## ***DO YOU WANT TO CHANGE?***

**C**hange is constant. It's never-ending. It surrounds us and immerses us. The truth is that, on a microscopic-level, our bodies and the world around us, is changing every moment of every day. But it sure doesn't feel that way. Does it? Most people describe life as mundane. They're bored. Tired. Stuck in routine. Stricken with bad habits. There's no change occurring. Nope. Not at all.

Of course, most of us do want to change our lives. We have big dreams. Goals. Desires. Wishes. But we can't seem to extricate ourselves from the status quo. We can't seem to pull it together to change things for good. So how do you actually go about enacting such changes that could create revolutionary and monumental impacts in your life?

Clearly, this isn't rocket science. It doesn't take genius to do it. But it sure feels like that, doesn't it? When we take a glimpse at the lives of the rich and famous — who we more easily witness today as their glamorous travel and day-to-day spectacle of hyper-cars, mansions and nights out are splashed all over social media — we take on this poor-me attitude.

Sure, we all want to change. But we can't seem to bring ourselves to do it. We're shackled by our inability to take action. But there is a way to break the proverbial chains. There is a way out. If you're serious and committed enough, you can achieve and do anything. Even if you've failed repeatedly or you've been too immersed in the fear of failure to act, there is a pathway forward.

We all know that failure can be tough. But not just failure. Even the fear of failure frightens us into a state of inaction. Because we're so afraid, and because that fear is built into our subconscious minds, instead of changing our lives, we're stricken by the routines that govern us from day to day. In effect, the bad habits continue to control and guide us forward.

We've all failed. But life is 10% what happens to us and 90% how we react to those events. You likely have a friend who's always happy. No matter what happens, they take things in stride. How can they always be happy?

That's because happiness is a state of mind. It's not a destination. If you're unhappy right now and things in your life seem to be bringing you down, then it's time for a change. Not just physically or in your surroundings, but mentally as well. That nagging little inner voice is part of a war being waged in your subconscious mind. Every single one of us is controlled by something called the psychic apparatus.

The psychic apparatus was coined by the late father of modern psychology, Sigmund Freud. It states that there are three parts to your mind. Each of the three parts plays a different role in your thoughts, behaviors and emotions. Your life, and everything that you have or are, is a result of the interplaying actions occurring between those three parts of your mind.

### **The Id**

The id is basal. It's instinctive. We're all born with it. It controls our sudden and deepest urges to eat, procreate and defecate. It's that part of you that wants

what you want when you want it. Think about a baby crying because they want milk or don't have a pacifier, or for any other reason for that matter.

When you're born, you only have the id. It's the devil on your shoulder. Thankfully, the id doesn't remain as the only part of your mind as you grow into an adult. If it did, we would all just do what we wanted at any given time. There would be sheer lawlessness in the world. Could you imagine how bad it would get?

### **The Superego**

As you grow, your mind breaks off from the id, which remains submerged in your subconscious. That's where the superego is formed. The superego is created through moral fortitude and societal norms. It's the angel on your other shoulder. It forms through proper upbringing and guidance by parents or guardians who work to teach their children the difference between right and wrong.

Depending on your unique environment and genetic makeup, your superego is going to be different from the next person's. That's just how it works. There are so many factors involved in the creation of a superego that it would be impossible to guess or estimate the effects of any single action on a child, such as scolding, reprimanding, or even the lack thereof.

### **The Ego**

The ego is the referee. The ego decides whether or not to satisfy the urges of the id or listen to the reasoning of the superego. It wants to give you what you want, but it also needs to listen to the practicality of

the superego. Thus, the ego has a very difficult decision to often make.

The ego knows you can't always have what you want, when you want it. It's governed by reality. Thus, it works hard to get you what you want realistically, right now. That's why get-rich-quick schemes and fad weight-loss diets are so popular. It helps the ego's reasoning by giving you what you want today when the mind is triggered to make that purchase.

### **Leveraging The Psychic Apparatus**

The reason why we talk about the psychic apparatus before even diving into the ten ways you can change your life right now, is because everything that you do is born from the interaction of these three parts in your mind. Thus, the better you understand the conversation that's occurring in your mind, the better you can control the sway and outcome of your life and change it for good.

There's an easy way to do this. Anytime you feel discomfort or uneasy about a decision, stop and listen. Take 5 minutes to turn off all your distractions. Sit still with your eyes closed and listen to the conversation in your mind. Look for the negative voice. It leaves clues. It presents pain in the form of the fear of failure.

It's impossible to change your life if you can't control the conversation in your mind. Plain and simple. When you fall into routines and bad habits, it's simply avoiding the fear of failure or potential for pain that would be caused by trying to achieve something difficult or overcome some major obstacle. That's all it is.

### **1. Set Goals The Right Way**

Most of us set goals the wrong way. That's just the plain and simple truth. Did you know that only 8% of people who set goals on New Year's Eve actually achieve them? Why do you think that is? One simple reason: We don't write them down and we don't plan them out. When you fail to do that, it's almost impossible to achieve your goals.

### **2. Find Real Meaning To Your Life**

You can't change your life without meaning. What do things mean to you – deep down inside? What's your purpose? Why do you do what you do? Take the time to create a mission statement. What is your contribution to this world? Are you doing it for your kids? Freedom? Security? Love? Country? Define it if you're serious about creating lasting and real change.

### **3. Control Your Sudden Urges**

The id is all powerful. We know that. You stop at a fast food restaurant, even though you know you should eat healthier,

because it's quick, easy and tastes good. The same thing goes for smoking or drinking or anything else for that matter. But you can't allow the id to control you. You have to control it. Without that, you'll find it difficult to change any aspect of your life because you'll always cave into your deepest desires.

### **4. Overcome Procrastination**

Procrastination can ruin us. Tony Robbins calls it the silent killer. But if you want to change your life, you have to overcome procrastination. Use the 15-minute rule to do this. Set a timer for 15 minutes and put it in front of you. Do the one thing you've been putting off for 15 minutes. That's it. Don't promise yourself more than that. What you'll find is that this goal is too small to fail at. And it will break the habit of inaction.

### **5. Quit Your Bad Habits**

Bad habits can be brutal. However, like anything else in life, you can change your bad habits and replace them with good habits. It's not easy. Especially if those bad habits have been a part of your life for years and decades. But you can do it. In fact, you must do it if you're serious about achieving certain big goals. Dig deep and find the strength to overcome them before it's too late.

### **6. Contribute To Others**

Sometimes, in order to change your life, you need to change the lives of others. What can you contribute today to help make the world a better place? If you have no money, what about your time? Could you spend your time helping other people achieve their dreams? Remember, it's not always about money. Yes, money can help someone else out of a tight spot, but time could help them more. Teach them something of real value.

### **7. Ignore Negativity**

Unfortunately, we live in a world replete with negativity. It's hard to avoid it. But you can ignore it. Develop thick skin and learn to take things with a grain of salt. It's hard to do, but it's vital to your own life. You can't allow the words or actions of someone else to impact you so severely that you're forced into a state of inaction. Rise above and move past all of the noise. There's no way you can make progress if you sit around and worry about what others think or say about you.

### **8. Do Something You Love Every Day**

It's easy to get caught up chasing goals and dreams. You forget about the things that really matter. Kids. Husbands. Wives. And even the simple little things begin to fall to the wayside. Don't allow that to happen. Do something you love every single day. Walk on the beach. Have a

long and meaningful conversation. Go for an exhilarating run. Listen to your favorite song. Anything. It's important to do this at least once per day. Remember, not everything should be about achieving. Learn to be present.

### **9. Get Inspired And Motivated**

It's hard to change your life when you lack motivation or inspiration. You have to find ways you can get inspired and motivated daily. If you're serious about achieving outlandish results, then this has to be at the forefront of your mind. Follow people who will inspire and motivate you. Tony Robbins, Gary Vaynerchuck, John Assaraf, Lewis Howes, and many others fit the bill here. Use YouTube, Ted Talks and other resources to find content and people that will propel you forward.

### **10. Never Give Up On Your Dreams**

Although it sounds very rah-rah-rah, you should never give up. If you're serious about making monumental changes in your life, then you have to push forward. Even if you've failed. It's okay. It doesn't matter. Don't let it dissuade you. Even the most famous people in the world have failed the most times. Don't allow failure to get to your heart. Push forward. Stay persistent. There is light at the end of the tunnel as long as you don't stop. Remember, fall down seven times, stand up eight.

*From [www.wanderlustworker.com](http://www.wanderlustworker.com)*

### **NALS Board of Directors Meeting April 3, 2018**

The Tuesday, April 3, 2018 Board meeting was held at Miller Canfield. The March Board meeting minutes were approved as corrected. The Treasurer's report was published in the March's pleadings. Committee reports were given and committee matters were discussed, including Ways & Means, Membership, Scholarship, Programs and Reservations, list of new officers, Law Day. Our 2018-2019 NALS Officers have been selected and will be installed at the April Membership Meeting. The NALS Foundation 5K registration is currently open. Our chapter has been invited to the Jackson Law Day Breakfast on May 2, 2018. Scholarship- we have received 3 applications so far. The deadline is next Friday. Member of the year nominations will be put in the upcoming Pleadings. The next General Membership Meeting will be held Tuesday, April 24, 2018 at 5:30 p.m. at the University Roadhouse. The next Board meeting will be held on Tuesday, May 1, 2018 at 5:30 p.m. at Goidosick Morse Disability Group. This will be a joint meeting between the 2017-2018 and 2018-2019 Board members.

## Certification Corner

by Paula Steffey, PP, CLP-SC, CWCP

Complete the vocabulary puzzle, sign your name, and email it to me for a chance to win a prize. All submissions that are complete and accurate will be included in the drawing. The deadline for submission will be April 30<sup>th</sup> at 5:00 p.m. and the drawing will be held on May 1<sup>st</sup>. The winner will be contacted by email and it will be posted on the NALS of Greater Kalamazoo's Facebook page. The prize will be a \$5.00 gift card to Target. Good luck and have fun!

### American Law and Administrative Agencies

**Instructions:** Match the term to the definition

**Term:**

- |    |                           |    |  |
|----|---------------------------|----|--|
| 1  | Doctrine of stare decisis | 11 | Enabling legislation                       |
| 2  | Binding authority         | 12 | Treaty                                     |
| 3  | Remedy at law             | 13 | Federal Mediation and Conciliation Service |
| 4  | Remedy in equity          | 14 | Office of Infrastructure Protection        |
| 5  | Laches                    | 15 | Maritime Administration                    |
| 6  | Specific performance      | 16 | Labor Relations Act                        |
| 7  | Statute                   | 17 | Surface Transportation Board               |
| 8  | Preemption                | 18 | National Transportation Safety Board       |
| 9  | Ordinance                 | 19 | Federal Aviation Administration            |
| 10 | Concurrent powers         |    |  |

**Definition:**

- \_\_\_\_\_ Shared by the federal government and the states to impose taxes or to establish courts.
- \_\_\_\_\_ Primary law that governs relations between unions, employees and employers in the private sector.
- \_\_\_\_\_ A statute that authorizes the creation of an administrative agency and specifies the name, purpose, composition and powers of the agency being created.
- \_\_\_\_\_ An equitable doctrine that bars a party's right to legal action if the party has neglected for an unreasonable length of time to act on his or her rights.
- \_\_\_\_\_ An equitable remedy usually granted only when money damages would be an inadequate remedy and the subject matter of the contract is unique.
- \_\_\_\_\_ Deals with waterborne transportation.
- \_\_\_\_\_ Based on money damages and items of value.
- \_\_\_\_\_ Is a major component of the Department of Homeland Security.
- \_\_\_\_\_ A written law enacted by a legislature under its constitutional lawmaking authority.
- \_\_\_\_\_ Any source of law that a court must follow when deciding a case.
- \_\_\_\_\_ A doctrine under which a federal law takes precedence over conflicting state and local laws.
- \_\_\_\_\_ The mission is to determine the probable cause of transportation accidents.
- \_\_\_\_\_ A law enacted by a municipal or county government
- \_\_\_\_\_ An agreement, or compact, formed between two independent nations.
- \_\_\_\_\_ Represents the public interest by promoting the development of sound and stable labor-management relationships.
- \_\_\_\_\_ The practice of deciding new cases with reference to former decisions, or precedents.
- \_\_\_\_\_ Resolves railroad rate and service disputes and reviews proposed railroad mergers.
- \_\_\_\_\_ Based on rules of fairness, justice and honesty.

## **MEMBERSHIP NEWS**

by Vice President Michele Guyman

### ***APRIL/MAY BIRTHDAYS:***

Susan Collins	April 13
Brenda Knapp	May 8
Monica Kim	May 15
Amy Niewoonder	May 15
Maria Soares	May 24



### **HAPPY BIRTHDAY!**

### ***APRIL/MAY NALS ANNIVERSARIES:***



Susan Connolly	April 11 (2 years)
Maria Soares	April 5 (1 year)
Nancy Thomas, PLS	May 1 (32 years)
Pamela Wilcox	May 1 (32 years)
Amy Niewoonder	May 2 (1 year)
Kim Snow, PP, PLS	May 8 (29 years)
Brenda Knapp	May 13 (2 years)
Lucinda Broecher, PLS	May 17 (29 years)
Deborah Koppers	May 17 (27 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!

**Wanted: @Law Magazines:** If you have any old @Law magazines you no longer want to keep, please bring them with you to a meeting, as Michele can use them in new member packets. Thanks!

## **ATTORNEY DIRECTORY NEWS**

The Attorney Directory will get a facelift for the new edition. It will be called the "Attorney's Companion." This new directory will not have the individual attorneys listed, but instead, we will be adding additional information to the remaining sections, such as featuring more county information and expanded court information just to name a couple of things. To make this a success, and a useful tool for both the experienced legal assistant and the newcomers to this field of work, I would love to get a copy of everyone's notes. This information can be emailed to me at [westernmom40@gmail.com](mailto:westernmom40@gmail.com). Thank you in advance!



Paula Steffey, PP, CLP-SC, CWCP

**2018-2019 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 2017-2018. 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!	
<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.	
<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.	
<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.	
<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.	
<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.	
<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
<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 2018 and presenting its report and slate of officers for vote in March of 2019.	
<b><u>Programs and Speakers:</u></b> This committee shall plan the monthly programs and secure speakers for the FY 2017-2018 general membership meetings.	

<u>COMMITTEE</u>	<u>VOLUNTEERS</u>
<b><u>Public Relations/Marketing:</u></b> This committee shall be 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.	
<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
<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.	
<b><u>Ways and Means:</u></b> This committee shall be responsible for fundraising for the chapter. In FY 2017-2018, 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) Schwan's, (vi) garage sale. 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) Diane Berry, PLS (vi) 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.	
<b><u>Court Observance Day.</u></b>	
<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

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



# LAW DAY 2018

Sponsored by the Kalamazoo County Bar Association

Thursday, May 3, 2018

Doors open at 11:30am

Program and lunch at 12:00pm

Cityscape Event Center

125 S. Kalamazoo Mall

Featured Speaker: Hon. Thomas Cameron,  
1st District Michigan Court of Appeals Judge

Governor Snyder appointed Judge Thomas Cameron  
to the Michigan Court of Appeals in July 2017.

Judge Cameron was previously appointed to the  
3rd Circuit Court in Wayne County in April 2014.

Before his appointment, Judge Cameron was an  
assistant attorney general and an assistant prosecutor  
in Wayne and Kalamazoo counties. Judge Cameron is  
an alumnus of Western Michigan University where he  
earned a bachelor's degree. He received his law degree  
from Wayne State University Law School.

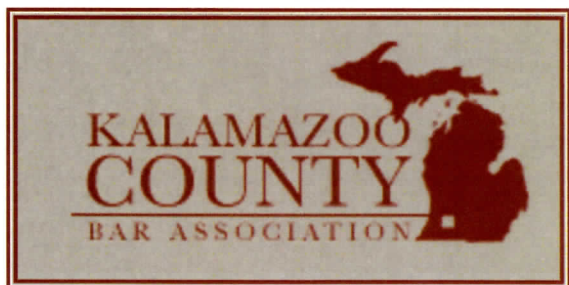
The 2018 Liberty Bell Award Nominees  
will be recognized and the 2018 Liberty Bell Award  
winner will be announced.



**Tickets: \$30/person**  
**\$250/a table for 10**

Tickets can be purchased at our website using  
debit/credit at: [www.kalamazooobar.org/events](http://www.kalamazooobar.org/events)  
or check/cash at the KCBA Office,  
made payable to:

"Kalamazoo County Bar Association"  
or "KCBA".



## 2018 Kalamazoo County Bar Association Law Day Menu



Served upon your seating is a garden salad containing romaine lettuce, red onion, roma tomatoes, seedless cucumber, red peppers, shredded parmesan cheese, and topped with a creamy herb dressing.

### PLEASE INDICATE YOUR LUNCH CHOICE:

Each dish comes with herb roasted baby baker potatoes, and green beans with tomatoes and shallots

- ☐ Balsamic & Rosemary Grilled Chicken Breast - served with roasted onion and mushrooms in a light chicken lie
- ☐ Caraway Mustard Roast Pork Loin - Stone ground mustard and caraway crusted, slow roasted in a pork lie
- ☐ Grilled Salmon - Filet, lightly seasoned and char grilled, topped with a citrus aioli
- ☐ Grilled Vegetable Wellington - Marinated, grilled zucchini, squash, red peppers and onions, rolled in a puff pastry, and served with a classic tomato basil sauce



**FOR FOOD PREPARATION PURPOSES, ALL LAW DAY ATTENDEES NEED TO MAKE A MEAL CHOICE. WHEN COMPLETED, PLEASE E-MAIL THIS FORM TO: [INFO@KALAMAZOOBAR.ORG](mailto:INFO@KALAMAZOOBAR.ORG) YOU MAY ALSO MAIL IT WITH A CHECK MADE PAYABLE TO: "KALAMAZOO COUNTY BAR ASSOCIATION" OR "KCBA".**

Kalamazoo County Bar Association  
137 North Park Street, Suite 104  
Kalamazoo, MI 49007  
(269) 381-4693  
[www.kalamazooobar.org](http://www.kalamazooobar.org)

**Your party or firm may also pay with debit/credit at our website: <https://kalamazooobar.org/events/>**





**Date: Sunday, May 20, 2018**

**Registration: 9:00AM | Start: 10:00AM**

Walk distance: 3.1 miles (and optional FUN RUN)

**Celery Flats Interpretive Center**

7335 Garden Lane

Portage, MI 49002

## **TOGETHER WE MAKE A DIFFERENCE**

Join us for the Southwest Michigan March for Babies 5k Walk and optional Fun Run at Celery Flats in Portage. This fun-filled day has activities for the whole family.

## **ABOUT THIS EVENT**

Nearly 4 million babies are born in the U.S. every year. The money we raise will be a lifeline for moms and babies near us and across the country. Join more than 400 people at the Southwest Michigan walk and fun run in support of moms at every stage from preconception to post-delivery with research, programs and education—and it all comes together with a celebration at March for Babies on Sunday, May 20, 2018.

## **WHY WE MARCH**

Participating as a team is not only a better way to raise funds, it also is a wonderful way to celebrate, honor or remember babies with others who care as much as us. Our team stands with March of Dimes to fight for the health of all moms and babies. We're proud to help provide resources and programs to educate and empower moms so every baby can have the best possible start. But we need you on our team!

## **PLEASE CONSIDER JOINING "TEAM NALS"**

The link to our team page is <http://www.marchforbabies.org/team/NALS>

**Or consider making a pledge for those NALS members who will walk/run for babies! Together we can encourage more friends, family and supporters to join us to raise funds to tackle the biggest health threats facing moms and babies. Thank you!**

**Contact Tami Carl CLP for more information about this event:  
CarlT@millerjohnson.com.**

## *NALS OF GREATER KALAMAZOO*

### **MEMBER OF THE YEAR**

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.
- (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. The prior year's winner (if applicable) is also not eligible for nomination as this award may not be given to the same member two consecutive years in a row.

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.

\* \* \* \* \*

I hereby nominate: \_\_\_\_\_ for NALS of Greater Kalamazoo  
2018 Member of the Year.

Reason(s) I believe this person should be selected:

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(If more room is needed, please attach additional sheet)

Submit Nominations to: Tami Carl, CLP at [carlt@millerjohnson.com](mailto:carlt@millerjohnson.com) or Michele Guyman at [mightymm@sbcglobal.net](mailto:mightymm@sbcglobal.net). The deadline to submit nominations is May 22, 2018 (completed nomination forms will be accepted at the May membership meeting as well). The Member of the Year Award will be presented at a future chapter meeting.

**As promised, NALS in 2018 is making sure we all do  
#BetterTogether and being a great leader is part of that.**

The NALS Award of Excellence is presented annually to recognize outstanding achievement in association leadership and professional development. It is the top honor a member can receive from NALS. This award began in 1957 and was then called the Legal Secretary of the Year. The name was changed in 1994 to better reflect the membership of NALS and to be more inclusive of those being honored.

**The deadline for nominations is May 1st!**



The nomination form can be found here: <http://www.nals.org/?page=awardofexcellence>

**Eligibility Requirements:**

- Must be a member of NALS with at least three years of legal experience (except current members of NALS Board of Directors, current NALS Award of Excellence Chair, and former first place winners).
- Must be engaged in work of a legal nature, in accordance with NALS Bylaws.
- Must have a minimum of three years' service to a local chartered chapter, state association or NALS.

Sincerely,  
Morgan Ballou  
NALS Member Services Manager  
[membership@nals.org](mailto:membership@nals.org)



The NALS Foundation is hosting a Virtual 5K this Spring to raise money for its continued mission of enhancing educational opportunities.

**4/1/2018 to 5/15/2018**

**Registration will open on March 29!**

<http://www.nals.org/events/EventDetails.aspx?id=1071411&group=>

## About This Activity

As part of the NALS Foundation **Full Circle Campaign**, the NALS Foundation Trustees are hosting a second virtual 5K (3.1 miles). This means you can run (or walk!) anytime and anywhere, even on a treadmill or on your breaks. All participants will be earning an awesome medal for themselves while raising money to support the enhancement of the legal support profession.

All proceeds from this event are tax-deductible and will go toward supporting NALS Foundation efforts and projects.

## About This Charity

The NALS Foundation was established in 1989 and is dedicated to ensuring a rewarding future for you and all legal support professionals.

Since its establishment, the NALS Foundation has created, supported, and/or mandated the following projects that support NALS members, paralegal and legal professional students, certification examinees, NALS conferences, and the NALS Resource Center:

- Funded communication technology to enhance the NALS annual conference experience

- Established a state and local chapter grant program that has assisted with over \$10,000 in only the past 3 years of the program**

- Sponsored keynote speakers for NALS annual conference

- Sponsored the implementation of online NALS certification exam testing (**coming soon!**)

- Expanded NALS certification study materials by funding an online learning platform used for mock exams and online courses

- And awarded NALS members a better online experience through a social function upgrade to NALS online membership area [NALS.org/Login](http://NALS.org/Login)

## How It Works

Simply register and pay your \$30 registration (+ \$5 shipping) using the button at the top of this page.

**Registration will open on March 29!**

Print the marathon bib, if you wish, in the registration confirmation email.

Complete the distance anytime and anywhere you desire, even on a treadmill.

Then, submit your completed finish time to our website **here**.

Once you have submitted your finish time, you will receive your medal by mail.

## Submit Your Progress by May 15, 2018!

Race closes on May 15, 2018 by end of day.



## NALS OF MICHIGAN ANNUAL FUNDRAISING RAFFLE

Tickets are available for the NALS of Michigan annual fundraising raffle. Ticket costs are \$5 each or 5 tickets for \$20. Drawing will be held at the 57th Annual Meeting at Shanty Creek Resort in Bellaire, on April 28, 2018. You do not need to be present to win.

- 1st prize: Four (4) premium Detroit Tigers home game tickets plus parking pass (\$400 value)
- 2nd prize: Specialized Stained Glass Window by Hart of Glass (\$150 value)
- 3rd prize: Cash in the amount of \$100.

**Contact Nancy Thomas at [thomasn@millercanfield.com](mailto:thomasn@millercanfield.com) for tickets. If you already have tickets to sell, please return the ticket stubs and money to Nancy before April 25. (See flyer elsewhere in this newsletter for more information.)**

## NALS OF MICHIGAN SCHOLARSHIP COMMITTEE

The Scholarship Committee would appreciate everyone's help with the Lucky Number Gift Auction to be held at the 2018 Annual Meeting. Please bring your donated items to Paula Steffey at the March 27 general membership meeting. (See flyer elsewhere in this newsletter for more information.)



## SEEKING GIFT CARD DONATIONS!



The NALS of Michigan Annual Meeting is right around the corner, April 27-28, 2018, at Shanty Creek. As part of our annual chapter's "finance project," we would like to put together a raffle basket of gift cards. **Therefore, we are soliciting gift card donations to include in the basket.** 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 Vice President Michele Guyman.

## NALS Quarterly Membership Meetings

NALS is offering Online Membership Meetings to be held from 7:30-8:30 p.m. on the following dates:

July 9, 2018

October 8, 2018

To register for any of the online membership meetings go to:

[www.NALS.org/2018NOMM](http://www.NALS.org/2018NOMM)

You will earn one (1) hour of continuing legal education from the presentation.



Contact Nancy Thomas at [thomasn@millercanfield.com](mailto:thomasn@millercanfield.com) for tickets.  
You need not be present to win.



## **NALS OF MICHIGAN FUNDRAISING RAFFLE**

**First Prize: Premium  
Detroit Tigers Home  
Game Tickets (4) plus  
parking pass  
(\$400 value).**



**Second Prize:  
Specialized Stained  
Glass Window by  
Hart of Glass  
(\$150 value).**



**Third Prize: Cash in the  
amount of \$100.**

**Costs: \$5 each or  
5 tickets for \$20**

**DRAWING WILL BE HELD  
AT NALS OF MICHIGAN'S  
47<sup>TH</sup> ANNUAL MEETING  
AT SHANTY CREEK  
RESORT, BELLAIRE, MI**



**You do not need to be  
present to win.**

*The Mission of NALS of Michigan is to empower legal support professionals to  
succeed through education, certification, and networking.*



# LUCKY NUMBER GIFT AUCTION

## TO BENEFIT THE SCHOLARSHIP FUND

We will be having a Lucky Number Gift Auction at the 2018 Annual Meeting where brand new “gifts” will be put together to make beautiful gift baskets of various themes. With everyone’s help we will be successful!!!

### **So how can you help? That is easy!**

Have you ever received a gift that is really nice, but you will never use it? Have stuck it in your bottom drawer? Would love to re-gift it, but to whom? Re-gift it to NALS OF MICHIGAN!!!

That beautiful set of stationery that you received, despite never writing letters, is too good to use for scrap paper. What about the soft, fuzzy pair of slippers that is a size too small? Or the one too many coffee mugs you received this year – doesn’t anyone know you don’t drink coffee? What about the jewelry you received that doesn’t go with a single outfit you own (and doesn’t make your eyes sparkle)? Or those gift cards you have had in the bottom of your wallet for over a year? You get the idea.

Maybe you are a bargain shopper and picked up several items that were on clearance for 70-90% off.

We are collecting all of those brand new, never used gifts between now and February 10, 2018. Please bring your items to Jodi Velez, CLP at any of the board meetings, chapter meetings, or get in contact with her for a special meeting time and place.

Contact information for Jodi L. Velez, CLP

Address: 10248 Coster Rd SW, Fife Lake, MI 49633

Phone: 231.313.7891

Email: [jlvelezii@yahoo.com](mailto:jlvelezii@yahoo.com)

# NALS OF MICHIGAN 57th Annual Meeting and Educational Conference

## April 26-29, 2018—Shanty Creek Resorts, Bellaire

### REGISTRATION INFORMATION

Please add a \$20 late fee for any registration postmarked after March 24, 2018 | Full Registration includes all educational seminars and events

Name \_\_\_\_\_

Local Chapter \_\_\_\_\_

Certification(s): \_\_\_\_\_

Badge Name/Nickname \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/ZIP \_\_\_\_\_

Work \_\_\_\_\_ Home \_\_\_\_\_

Email \_\_\_\_\_

\*Guest(s) \_\_\_\_\_

Please describe any accommodation (mobility, dietary restrictions, etc.) you will need: \_\_\_\_\_

(Please check all that apply.)

- ☐ Member  
☐ Past State President  
☐ First Time Attendee

☐ Student Member  
☐ State Officer

☐ I will be attending the First Timer's Reception on Friday Afternoon  
 (Those attending the Conference for the first time are strongly encouraged to attend)

CHECK PAYABLE TO: NALS of Michigan 2018 Annual Meeting Fund  
 Amount of check enclosed \$ \_\_\_\_\_

**MAIL REGISTRATION FORM TO:**

Kathy Ann Blunck  
 Thompson O'Neil  
 309 East Front Street  
 Traverse City, MI 49684  
 Email: kblunck@thompsononeillaw.com

### SCHEDULE OF EVENTS (Check all events that you plan to attend.)

Please check only one: ☐ Full Registrant  
☐ Partial Registrant (go to next column)

**Full Registration Fee Schedule:**

- ☐ Postmarked on OR BEFORE March 24, 2018  
☐ Member \$145      ☐ Future Member \$195
- ☐ Postmarked AFTER March 24, 2018  
☐ Member \$165      ☐ Future Member \$225

**GUEST**

- ☐ Friday Exhibitor/Candidate Lunch (\$28)  
☐ Saturday Certification Lunch (\$28)  
☐ Saturday Banquet (\$48)

NOTE: If more than one guest will be accompanying you, please attach a separate sheet with information. If your guest is attending meal functions, please refer to the partial registration fee schedule.

**Partial Registration Fee Schedule--Please Check all that Apply**

**Member**

**Future Member**

- |                          |   |                          |  |
|--------------------------|---|--------------------------|--|
| <input type="checkbox"/> | Friday <u>Only</u> (includes all meals and breaks) (\$75.00)    | <input type="checkbox"/> | Friday <u>Only</u> (includes all meals and breaks) (\$100)   |
| <input type="checkbox"/> | Saturday <u>Only</u> (includes all meals and breaks) (\$100.00) | <input type="checkbox"/> | Saturday <u>Only</u> (includes all meals and breaks) (\$150) |

### HOTEL INFORMATION

Reservations can be made directly through the hotel.

<http://reserve.shantycreek.com/?g=445905>

Guest Room \$89/Studio Parlor \$109 per night. A deposit equal to one night's stay is required to hold each individual's reservation.

**QUOTED ROOM RATES ARE AVAILABLE UNTIL MARCH 26, 2018.**

**REFUND POLICY:** Fifty percent (50%) refund if received before April 1, 2018. **No refund after April 1, 2018.** No exceptions.

**NO SMOKING POLICY:** In consideration of attendees, please find designated outdoor smoking areas.

## 2019 Annual Meeting Committees

<u>COMMITTEE</u>	<u>VOLUNTEERS</u>
<p><b>Annual Meeting Chair:</b></p> <p>The Annual Meeting Chair must be a member of NALS of Michigan and may be recommended or appointed by the President or by the host chapter.</p> <p>a. Committee Chairs. The Annual Meeting Chair shall appoint Annual Meeting Committee Chairs. Committee Chairs shall plan all details of the Annual Meeting. The Annual Meeting Chair shall furnish each chair with the preceding Annual Meeting file for their particular Committee. Suggested Chairs are Finance, Registration, Official Program, Legal Education, Door Prizes/Gift Packs, Publicity, Photography, Exhibitors, Decorations, and Entertainment. There should be one Chair for each social function, such as Welcome Party, Certification Luncheon, Awards Banquet, and Sunday Morning Breakfast. The event chairs will give progress reports to the Annual Meeting Chair.</p> <p>b. Registration Approval. The Board of Directors shall approve the cost of the registration, which shall include the cost of the Certification Luncheon.</p> <p>c. Written Reports. A written report shall be prepared for each regularly called Board of Directors' meeting and to keep the President informed of all activities.</p> <p>d. Schedule of Events. A detailed schedule of events shall be prepared to include all activities, times, places, supplies needed, items furnished by the hotel (including microphones and podiums), and person in charge of each event. All details shall be included, such as tables and chairs, water pitchers, and glasses in the assembly room. A copy of the detailed schedule of events should be furnished to the Committee Chairs.</p> <p>e. Seating Arrangements. Work with the President on seating arrangements for all functions. Furnish the banquet master of ceremonies with a seating diagram, and review the names and last-minute changes prior to the function.</p> <p>f. Guest List. Prepare a proposed list of persons to be invited and submit it to the President at least 60 days prior to the Annual Meeting, together with the proposed letter to be used. Always include the spouse in any invitation to the master of ceremonies, speakers, or other dignitaries.</p> <p>g. Welcome Address. Arrange for welcome address by the mayor or other local dignitaries and for banquet master of ceremonies and banquet speakers.</p> <p>h. Association Banner. Arrange for space to display this Association's banner and sign at the general assembly session and the banquet.</p> <p>i. Credentials Table. Assist the Credentials Chair in obtaining space for the credentials table and two chairs.</p> <p>j. Letters of Appreciation. Write letters of appreciation following the conclusion of Annual Meeting.</p> <p>k. Financial Report. Prepare and submit a complete Annual Meeting financial report to the Financial Review Chair no later than the Summer Membership Meeting following Annual Meeting, unless an extension of time has been requested and obtained from the Board of Directors. All financial records must be forwarded to the NALS of Michigan Financial Review Chair prior to the Fall Membership Meeting. The Treasurer must be notified immediately of any NSF checks.</p> <p>l. Files Transfer. Transfer all Annual Meeting files, except financial records, to the next</p>	<p>Michele Guyman</p> <p>Cathy A. Zackery</p>

<u><b>COMMITTEE</b></u>	<u><b>VOLUNTEERS</b></u>
Annual Meeting chair within 60 days after the Annual Meeting, including an updated Annual Meeting Checklist. The financial records will be transferred once financial review has been completed.	
<p><b>Annual Meeting Finance Chair:</b></p> <p>a. Separate Account. The Finance Chair shall maintain a separate bank account known as "NALS of Michigan Annual Meeting Fund" into which all Annual Meeting monies shall be deposited. The account will maintain a \$1000 balance from year to year.</p> <p>b. Annual Meeting Expenses. Payment of Annual Meeting expenses shall be according to the Standing Rules and from the Annual Meeting Fund, keeping an accurate record of all funds received and disbursed in accordance with generally accepted accounting procedures.</p> <p>c. Meal Counts. Work with the Chair of each function for which the hotel will be providing food to collect tickets at the function so an accurate count of the number of meals served may be checked against the hotel's records.</p> <p>d. Division of Profits/Deficits. When a local chapter is hosting Annual Meeting, any profit or deficit from the Annual Meeting will be divided equally between the Association and the host chapter after a complete accounting has been rendered. If a profit is realized, a check shall be presented with the final accounting on or before the Summer Membership Meeting, unless an extension of time has been requested and obtained from the Board of Directors.</p>	Paula Steffey
<p><b>Annual Meeting Registration Chair:</b></p> <p>a. Registration Form. Provide a registration form to the State Publication Chair for timely publication in the State Publication and to the Webmaster for posting on the NALS of Michigan Web site.</p> <p>b. Registrant List. Keep an accurate list of registrants and their addresses, chapters represented, and the capacities in which they are attending the Annual Meeting.</p> <p>c. Badges. Prepare badges for registrants prior to the Annual Meeting using different colored ribbons for the NALS of Michigan Officers and Candidates with "OFFICER" or "CANDIDATE" printed thereon. Badges shall include the name of the registrant and the registrant's chapter or "Member-at-Large," "Secondary Member," "Associate Member," or "Honorary Member." No other material shall be affixed to or written on the badges, except such stickers as may be affixed by the Credentials Chair.</p> <p>d. Transfer of Funds. Transmit all funds to the Annual Meeting Finance Chair for immediate deposit.</p> <p>e. Reservation Count. Furnish each event chair and the Annual Meeting Chair at regular intervals with an accounting of reservations for each particular function.</p> <p>f. Registration. Arrange with the hotel to provide a registration table and a locked storage room for materials. Arrange for several members to work at the registration table. The registration Chair may wish to obtain an amount of cash from the Annual Meeting Finance Chair for use at the registration table.</p>	Nancy Thomas Diane Berry
<p><b>Annual Meeting Official Program Chair:</b></p> <p>a. Agenda. Obtain from the Annual Meeting Chair an agenda of the Annual Meeting for</p>	Kathleen Hutchins

<u><b>COMMITTEE</b></u>	<u><b>VOLUNTEERS</b></u>
<p>inclusion in the Official Program, which shall have been furnished by the President to the Annual Meeting Chair not less than 30 days prior to the Annual Meeting.</p> <p>b. Official Program Approval. Obtain the President's and Annual Meeting Chair's approval prior to printing the Official Program.</p> <p>c. Printing Bids. Contact local printers to obtain written bids for the Official Program, submitting past Annual Meeting programs as samples. Arrange for a sufficient number of copies of the program for registrants, exhibitors, advertisers, and post-meeting marketing.</p> <p>d. Distribution. Deliver the Official Program to the Annual Meeting Registration Chair for inclusion with materials to be distributed to each registrant. A copy of the Official Program shall be forwarded to the Executive Secretary to be included in the Association's permanent records.</p> <p>e. Advertisements. Work closely with the VP-MM to receive all advertising copies in a timely manner for placement in the Official Program.</p>	
<p><b>Annual Meeting Legal Education Chair:</b></p> <p>a. Program Approval. Plan the legal education program, such as obtaining speakers, etc. The proposed legal education program shall be reviewed and approved by the Annual Meeting Chair and the President no later than the Fall Membership Meeting.</p> <p>b. Program Agenda. Furnish the legal education program agenda to the Annual Meeting Official Program Chair at least 60 days prior to the Annual Meeting for inclusion in the Official Program.</p> <p>c. Biographical Data. Obtain photographs and biographical data for guest speakers and furnish to the Annual Meeting Official Program Chair, Annual Meeting Publicity Chair, Annual Meeting Chair, and the NALS of Michigan Marketing Committee Chair.</p> <p>d. Prepare certificates and a small gift token to present to the speakers.</p>	Tami Carl
<p><b>Annual Meeting Publicity Chair:</b></p> <p>a. Work with the NALS of Michigan Marketing Committee Chair to arrange for advance publicity for the Annual Meeting.</p> <p>b. Contact law firms and companies to sponsor breaks, morning treats, coffee, etc.</p>	Jennifer Antisdale
<p><b>Annual Meeting Photography Chair:</b></p> <p>a. Photographer. Contact local photographers to determine availability and capability of taking photographs one day and posting them the following day and the price per photograph.</p> <p>b. Display Table. Arrange with the hotel for a table or bulletin board for display of the photographs. Provide a member to assist the photographer in taking orders, unless the photographer has an assistant.</p> <p>c. Official Program. Furnish the photographer with a copy of the Official Program.</p>	Jen Robinson
<p><b>Annual Meeting Exhibitors Chair:</b></p>	Andrea Kardatzke

<b><u>COMMITTEE</u></b>	<b><u>VOLUNTEERS</u></b>
<p>a. Space for Exhibitors. Work with the hotel to arrange for space for exhibitors.</p> <p>b. Exhibitors. Contact possible exhibitors, such as office equipment companies, stationery supplies companies, personal items, etc. Provide exhibitors with a diagram of the exhibitor space, a time schedule of the Annual Meeting, and the approximate number of members expected to attend.</p> <p>c. Finance Tables. Arrange for chapter and NALS of Michigan finance tables and communicate with chapters regarding same.</p>	Lynn Phillips
<p><b>Annual Meeting Door Prizes/Gift Packs/Engraved Plaques:</b></p> <p>a. Engraved Plaques: buy gifts and engraved plaques for the new certified PPs, PLSs/CLPs, and ALPs certified during the fiscal year.</p> <p>b. Legal Professional of the Year (LPY): buy engraved plaque and flowers for the LPY.</p> <p>c. Door Prizes: buy door prizes</p>	Becky Quimby
<p><b>Welcome Party:</b></p> <p>a. Work with hotel to coordinate appetizers and drinks</p>	Cat & Jen
<p><b>Certification Luncheon:</b></p> <p>a. Work with hotel to coordinate lunch</p>	NALS of Jackson
<p><b>Awards Banquet:</b></p> <p>a. Work with hotel to coordinate dinner</p> <p>b. Work with hotel to prepare decorations</p> <p>c. Arrange for entertainment for the evening</p>	<p>Cat &amp; Jen</p> <p>– Karaoke???</p> <p>- DJ???</p>
<p><b>Sunday Morning Breakfast &amp; First Timer's Welcome Event:</b></p> <p>a. Work with hotel to coordinate Sunday morning breakfast and First Timer's Welcome Event</p>	Cat & Jen



# CALENDAR

## **April 19, 2018**

### ***Fundraising Event to Support the YWCA***

*Venue: Janene Weathers Pirbhai's home*

*5:01 – 7:00 p.m.*

*Or mail check to: YWCA, Attention Beth Romeo and in the notes section put "Streed/Weathers event"*

## **April 24, 2018**

### ***NALS of Greater Kalamazoo General Membership Meeting***

*Venue: University Roadhouse, 1332 W. Michigan Ave., Kalamazoo, MI 49006*

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

*Speaker: Kevin McCarthy*

*Topic: Employment Law*

*Contact: Monica Kim [monpkim@gmail.com](mailto:monpkim@gmail.com)*

## **April 26-29, 2018**

### ***NALS of Michigan 57th Annual Meeting***

*Venue: Shanty Creek Resorts, 5780 Shanty Creek Rd., Bellaire, MI*

*Contact: Kathy Blunck*

*[kblunck@thompsononeillaw.com](mailto:kblunck@thompsononeillaw.com)*

## **May 3, 2018**

### ***Law Day***

*Venue: Cityscape, 125 S. Kalamazoo Mall, Kalamazoo, MI 49007*

*11:30 a.m. – 1:15 p.m.*

*Speaker: Hon. Thomas Cameron*

*Topic: Separation of Powers: Framework for Freedom*

## **May 15, 2018**

### ***NALS of Greater Kalamazoo Social Event***

*Venue: The Cheese Lady, 7035 West Q Avenue, Kalamazoo, MI 49009*

*6:30 p.m.*

*Cost: \$25/person*

*Email: Michele Guyman*

*[mightymmo@sbcglobal.net](mailto:mightymmo@sbcglobal.net) to attend.*

## **May 19, 2018**

### ***ALP Certification Exam***

## **May 22, 2018**

### ***NALS of Greater Kalamazoo General Membership Meeting***

*Venue: Main Street, 5462 Gull Rd., Kalamazoo, MI*

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

*Speaker: Becket Jones*

*Topic: Criminal Sexual Conduct*

*Contact: Monica Kim [monpkim@gmail.com](mailto:monpkim@gmail.com)*

## **June 26, 2018**

### ***NALS of Greater Kalamazoo General Membership Meeting – Scholarship Night***

*Venue: TBD*

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

*Speaker: Ian Kennedy*

*Topic: TBD*

*Contact: Monica Kim [monpkim@gmail.com](mailto:monpkim@gmail.com)*

## **July 5, 2018**

### ***Leadership Appreciation Day***

*More info coming later*

## **July 9, 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](http://www.NALS.org/2018NOMM)*

## **July 24, 2018 – Lunch meeting**

### ***NALS of Greater Kalamazoo General Membership Meeting***

*Venue: TBD*

*12:00 p.m. Lunch*

*Speaker: Donna Snider*

*Topic: TBD*

*Contact: Monica Kim [monpkim@gmail.com](mailto:monpkim@gmail.com)*

## **August 28, 2018 – Lunch meeting**

### ***NALS of Greater Kalamazoo General Membership Meeting***

*Venue: TBD*

*12:00 p.m. Lunch*

*Speaker: TBD*

*Topic: TBD*

*Contact: Monica Kim [monpkim@gmail.com](mailto:monpkim@gmail.com)*

## **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](http://www.NALS.org/events)*

## **September 29, 2018**

### ***ALP/PLS/CLP/PP Certification Exam***

**NALS OF GREATER KALAMAZOO**  
**General Membership Minutes**  
**Tuesday, March 27, 2018 at Miller Johnson**  
**15 members were in attendance with 4 guests**

NALS of Greater Kalamazoo met on Tuesday, March 27, 2018, at Miller Johnson; notice of the meeting having been duly given to all members. Fifteen members were present, and four guests including our speaker Jeff Haywood. A brief meeting was held after our speaker presented.

1. Call to Order: Vice President Michele Guyman called the meeting to order at 7:07 p.m.
2. Minutes (General Membership): Minutes were published in the March Pleadings. It was moved by Diane Berry, PLS and seconded by Jennifer Antisdale to approve the Minutes of the February General Membership meeting. Motion passed.
3. Treasurer's Report: Jen Robinson- The Treasurer's report was published in the March Pleadings. Motion to approve the Treasurer's report subject to audit by Diane Berry, PLS and Tami Carl PLS, seconded; motion passed.
4. Corresponding Secretary's Report: Brenda Knapp- we are caught up on cards; however still need to send a card to Cathy Zackery, CLP.
5. Director's Report: Nancy Thomas, PLS, absent. Work on selling raffle tickets. We need gift cards for the NALS raffle, give those gift cards to Paula Steffey, PP, CLP-SC, CWCP.
6. Committee Reports: The following committee reports were given:
  - A. Membership: Michele Guyman- It was reported that our current membership stands at 36 members.
    - March 29, 2018, NALS Scholarship Virtual Run opens up
    - April 6-7, 2018, Adventure Tulsa
    - April 9, 2018, NALS Online Membership Meeting
    - April 19, 2018, Fundraising Event to Support YWCA- give donations to Michele Guyman (further information can be found in the March Pleadings).
    - April 26-28, 2018, NALS of Michigan 57<sup>th</sup> Annual Meeting- Shanty Creek, Bellaire
    - May 3, 2018, Law Day with speaker Judge Cameron. Tickets on the KCBA website. 11:30 p.m. to 1:15 p.m., tickets \$25.00 a person. A discussion was had about sponsoring a table of 10. \$250.00 to purchase the entire table. Jennifer Antisdale to send out an email regarding a table.
    - May 25, 2018, Cheese Lady Social event. \$25.00 per person. The event starts at 6:30 p.m.
  - B. Programs/Reservations:
    - i. April 24, 2018, Kevin McCarthy- University Roadhouse
    - ii. May 22, 2018- Becket J. Jones- Criminal Sexual Conduct, Main Street (Gull Road)
    - iii. June 26, 2018, Ian Kennedy, Comensoli's
    - iv. July 2018-Donna Snider hosting the event
  - C. Ways & Means:
    - i. Diane Berry, PLS- Schwan's Campaign- a \$91.46 check given to Jennifer Robinson.
    - ii. Jennifer Robinson- Great Lakes Shorthand gave us a check for \$54.72.
  - D. Employment: Pam Wilcox, no new employment to report in the last month.
  - E. Education: Paula Steffey, PP, CLP-SC, CWCP, nothing new going on.
  - F. Scholarships: The applications are out. The applications are due on April 13, 2018. One application is ineligible.
  - G. Member of the Year: Tami Carl, PLS is going to put the nomination information in the April pleadings.
  - H. Nomination Committee: we are only missing one person to fill the Vice Presidency seat. Nominations published in the Pleadings. Accepting nominations from the floor on the VP seat. Paula Steffey, PP, CLP-SC, CWCP, nominated Jen Bayer. Monica Kim to check with her tomorrow to see if she will accept the nomination. Jen Bayer accepted the nomination at the meeting via text message. Diane Berry, PLS, made a motion to approve the officers slate as published in the Pleadings and to also include Jen Bayer as VP. Paula Steffey, PP, CLP-SC, CWCP seconded; motion passed. Kim Snow to induct the new officers at the April General Membership meeting.

7. Old/New Business:

- a. 2018 Annual Meeting: 9 members are attending. Jen Robinson already sent out the registrations.
- b. 2019 Annual Meeting: Still need an official program chair. Kathleen Hutchins to chair. Going to have an official annual meeting kick-off party during the summer. Going to have the annual meeting planning meetings starting in the summer. By fall we should have the speakers lined up.
- c. Cathy Zackery, CLP had her baby.
- d. Address Changes: Michele Guyman- Need to be updated on the National NALS website. Going to encourage people to keep their contact information up to date on the website.
- e. Lipsense: Kathleen Hutchins, suggested having a speaker from Lipsense come in and talk to the group. Diane Berry, PLS, suggested having Lipsense come in and piggyback at one of our general membership meetings. Potentially having them present from 5:30-6:00 p.m. Also recommended a booth at the 2019 Annual meeting. Suggested having them at the Friday Exhibitor table.

8. Upcoming Meetings:

- a. The next Board meeting will be Tuesday, April 3, 2018, at Miller Canfield.
- b. The next General Membership meeting will be held on Tuesday, April 24, 2018, at 5:30 p.m. at University Roadhouse with speaker Kevin McCarthy.

9. Announcements:

There being no further business to come before the membership, the meeting was adjourned at 7:42 p.m. Diane Berry, PLS motioned to adjourn the meeting, and Jennifer Antisdale seconded.

Respectfully submitted,  
Andrea M. Kardatzke, Recording Secretary

## SOCIAL EVENT!!

When: Tuesday, May 15, 2018

What: Full Cheese 101

Time: 6:30 p.m.

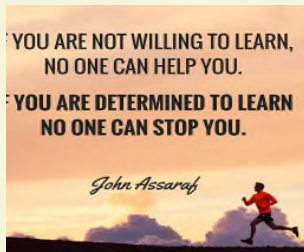
Address: The Cheese Lady  
7035 West Q Avenue  
Kalamazoo, MI 49009  
Cost: \$25/person

(If funds are low, send your name to Michele and she will privately draw 2 people to attend and NALS will pay your cost!!)



NALS of Greater Kalamazoo is organizing a social event with The Cheese Lady. A staff member of The Cheese Lady will provide your group with a detailed description of the history of our store, what to expect when visiting The Cheese Lady, and a walk through 7 families of cheese with a tasting of each style. Also, we will provide an in-depth look at the cheese making and aging process and what makes each cheese and style unique. This course also provides non-alcoholic beverages and light snacks.

Email: Michele Guyman ([mightymmo@sbcglobal.net](mailto:mightymmo@sbcglobal.net)) if you would like to attend.  
Please sign up no later than Friday, May 11.



Choose  
from over  
300  
delicious  
foods  
delivered  
to your  
door!

We earn 5%  
cash back  
now thru  
May 22!



# 36295

Spring 2018 Schwan's Campaign



engage  
inspire  
enhance  
promote

Go on-line today and place your order using  
Campaign ID: 36295



<https://www.schwans-cares.com/c/36295>

**NALS of Greater Kalamazoo  
thanks you for your support!**

**NALS of Greater Kalamazoo**  
**April 2018 Membership Meeting with CLE and Officer Installation**  
**TOPIC: What In-House Counsel Look for and Expect from Law Firms They Hire**

**Tuesday, April 24, 2018**  
University Roadhouse  
(1332 W Michigan Avenue, Kalamazoo, MI; Phone 269.345.7990)



**SPEAKER**



**Kevin McCarthy**  
**Trillium Staffing**  
**Solutions**

Mr. Kevin McCarthy has been a labor and employment lawyer representing employers for 39 years. This representation has included small to large organizations, unionized and non-union operations, and private and public sector employers.

After 37 years in private practice, including 12 with a firm he founded, Kevin became the in-house General Counsel for a longtime client, Trillium Staffing Solutions, in June 2016. Trillium is a nation-wide staffing services firm headquartered in Kalamazoo, Michigan and is currently ranked as the 59th largest staffing company in the U.S.

He has happily volunteered as the Legislative Representative for his local SHRM Chapter, the Kalamazoo Human Resource Management Association, since 1998 and has also served on the boards of many non-profit organizations. Currently, he is on the boards of the Kalamazoo RESA Foundation and the Michigan Health and Hospital Association's Keystone Center.

**AGENDA**

5:30 p.m. – Networking  
6:00 p.m. – Dinner  
6:30 p.m. – Speaker Presentation (CLE)  
Officer Installation and short chapter business meeting will follow after.

**DINNER OPTIONS**

1. **The American Burger.** Served w/ french fries, lettuce, tomato, and red onions. \$10 *Add cheese for \$2.*
2. **BBQ Pulled Pork Sandwich.** Served on toasted bun with cheddar cheese. \$11.20
3. **Pecan Chicken Salad.** Mixed greens topped with grilled chicken, bleu cheese, pecans, and dried cranberries. \$12.40
4. **Roadhouse Classic Pizza.** Pepperoni, sausage, and mushroom. \$12.40
5. **Artichoke Chicken Flatbread.** Topped with spinach and artichoke sauce, grilled chicken, and cheese. Finished with a micro greens salad and a balsamic reduction. \$11.20

Tax and gratuity are included in the price. Please let us know if you would like a nonalcoholic drink with your meal and add \$3 to your total check. Beer, wine, and spirits are available at your cost.

**RESERVATION PROCEDURE**

E-mail your reservation to Monica Kim at [monpkim@gmail.com](mailto:monpkim@gmail.com) or call 269.697.3515 **no later than 5:00 p.m. on Friday, April 20, 2018** to reserve your spot. Give your payment to Jen Robinson, NALS Treasurer, at the meeting. Checks are welcome. If you pay in cash, please bring the exact amount. **ONCE THE RESERVATIONS HAVE BEEN CALLED IN, YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU HAVE TO CANCEL. DO NOT FIND A REPLACEMENT.**

## ***2017 - 2018 Officers***

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\* \* \* \* \*

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## ***CALENDAR***

### **Next Board Meeting**

Tuesday, May 1, 2018

5:30 p.m.

Location: Goidosik Morse

Note: Joint Board Meeting: Former/New

### **April General Membership Meeting:**

Tuesday, April 24, 2018

5:30 p.m.

University Roadhouse

Program: Kevin McCarthy

Installation of Officers

### **NALS of Michigan Annual Meeting**

April 27 - 28, 2018

Shanty Creek Resorts, Bellaire

### **Law Day**

May 3, 2018

City Scape

11:30 a.m./program @ 12:00



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