



# WOMEN LAWYERS ASSOCIATION OF MICHIGAN

STRIVING TO SECURE THE FULL AND EQUAL  
PARTICIPATION OF WOMEN IN THE LEGAL  
PROFESSION IN FURTHERANCE OF A JUST SOCIETY.



## 2017 ANNUAL REPORT

### WLAM BOARD OF DIRECTORS

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Suzanne Sukkar - President  
Julie Gafkay - President Elect  
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Amanda Narvaes, Western Region  
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# GOING THE DISTANCE

## 99<sup>TH</sup> ANNUAL MEETING



## Women Lawyers Association of Michigan

### President's Report

*Submitted by Suzanne K. Sukkar, WLAM President 2016-2017*

#### **WLAM ANNUAL REPORT 2016-2017**

The Women Lawyers Association of Michigan (WLAM) continues to surpass expectations and make a positive impact on women in the legal profession. The steady growth of our membership, improvements in communication and technology, and the accomplishment of the goals laid out in Year 3 of the WLAM 5 Year Plan, is testament to the drive and determination of our leadership and organization as a whole.



Suzanne K. Sukkar

We kicked off the 2016 year with a Membership Drive & Reception at the Arab American National Museum followed by our 98th Annual Meeting “Women Leading the Way: Create your Roadmap” held on April 15, 2016 at the University of Michigan, Ann Arbor. Highlights of the meeting included: tips from the experts to help develop a personal career roadmap, foster leadership skills, gain recognition, and how to make a mark in the legal profession; instruction on particular know-hows, such as building a book of business and developing and maintaining meaningful professional relationships; discussion about the unique challenges women attorneys face in different sectors and how to effectively overcome those challenges; and, advice on changing career paths and charting a new course.

Our keynote speaker was Angie Morgan, co-founder of Lead Star, a leadership development firm producing custom-tailored leadership development solutions for companies. A free copy of Ms. Morgan’s book “Leading from the Front: No-Excuse Leadership Tactics for Women” was given to attendees at no charge! The meeting also featured panels focused on four key legal sectors: In-House Counsel, Private Practice, Government and Public Sectors, and Judges.

Throughout the year, we held a record number of networking and educational events. From tailgates to Judges’ roundtable events, from the “Complete Headshot Experience” to presentations on Social Media and Mobile Data Discovery, from “Painting with a Twist” to private receptions with our Michigan Supreme Court Justices, and from Happy Hours to Financial Planning Seminars, the State and Regional leadership worked hard to bring creative, interesting, educational and engaging events to our members.

In November 2016, WLAM held its second annual Board Training and Networking Event in Ann Arbor, which brought together the leadership of all seven WLAM Regions from across the State of Michigan. It was invigorating to find women make the commute to Ann Arbor from locations as far as Frankenmuth and Grand Rapids for the meeting. It was a productive and energizing gathering which resulted in an exchange of ideas, renewed collaboration, and new strategies.

WLAM is also a partnering organization of the National Association of Women Lawyers (NAWL), a national women’s bar association group and we sponsored its General Counsel Institute meeting in New York City and the Mid-Year meeting in Chicago. WLAM members traveled to NYC and Chicago to attend these meeting.

In April, WLAM actively participated in Equal Pay Day at the Michigan State Capital as a show of support for pay equity for women. A special WLAM “Equal Pay” t-shirt had been designed and produced thanks to the sponsorship of several local law firms.



## Women Lawyers Association of Michigan

### President's Report

*Submitted by Suzanne K. Sukkar, WLAM President 2016-2017*

We also continue to make improvements in communication and technology. WLAM is proud to highlight members, regions and events in the quarterly WLAM e-Focus newsletter. In addition, our new website has been a great source of referrals for members. The Membership Directory and WLAM website have been enhanced and are more user-friendly.

In addition, the WLAM Committees have been integral to our success. A special thank you to the Chairs and committee members participating in the following committees: Leadership Identification & Development; Nominations & Awards; Regional Development; Annual Meeting; Membership; Finance; Technology and Communication; Bylaws, Policies and Procedures; Legal Affairs, Legislative & CREC; Program; Gender Equity; Domestic Violence; and, 5-Year Plan.

Next year we will be celebrating our Centennial Anniversary! It's hard to believe that this organization has been around for almost 100 years! We have one of largest and most active affinity bar associations in the State of Michigan as a result of your efforts. We look forward to continued growth and success in the years to come.

Finally, I would like to thank all the State and Regional Board leadership, members and supporters of the WLAM for their contributions and tireless efforts in promoting our organization, supporting women in their pursuits and advancing the interest of women in the legal profession. The women who support this organization are the driving force behind our success.

Suzanne K. Sukkar  
President, Women Lawyers Association of Michigan



Women Lawyers Association of Michigan  
Treasurer's Report  
*Submitted by Alena Clark, Treasurer*

## 2016 Statement of Operations

1. **Dues Revenue** – WLAM dues revenue has been on a slightly upward trend over the last three years (\$42,255 in 2016; \$41,485 in 2015; \$40,780 in 2014). The budgeted amount for 2016 was \$43,720 which was the same as in 2015. Dues revenue is anticipated to continue to increase with membership with the implementation of the strategic plan by WLAM.
2. **Annual Meeting Revenue** – WLAM's 2016 Annual Meeting exceeded budget expectations and generated \$23,780 in revenue. The actual expense of the 2016 annual meeting was \$15,937.11. The net income from the annual meeting was \$7,842.89.
3. **Dues paid to Regions** – The 2016 budget estimated dues to regions in the amount of \$12,600. Actual dues paid to regions in 2016 totaled \$11,376.25.
4. **Line Item 820 – Bank Fees** relates to credit card terminal rates. Fees were under budget in 2016 at \$1,165.86 (budget was \$1,760). This was also well under the fees paid in 2015 of \$2,452.84 under the old credit card processor.
5. **Net Income after expenses for 2016** Year end revenue for 2016 saw a net profit of \$6,621.00.



Alena Clark

## Procedural Improvements

WLAM's administrator continues to provide monthly Statements of Operations that compare actual year-to-date finances with our budget as of that date. We can quickly ascertain if we are on target with expectations. WLAM provides timely requests for information from regional leaders, so that regional financial reports are accurate and dues payments to the regions are prompt.

## Thank you!

Thanks to all the regional chapter treasurers for their hard work this past year.





Women Lawyers Association of Michigan  
Treasurer's Report  
*Submitted by Alena Clark, Treasurer*

**Statement of Operations, FY 2016**

	<u>Jan - Dec 16</u>
<b>Income</b>	
<b>640 Dues</b>	
<b>640.10 Sustaining Member</b>	
640.11 Sustaining - State	6,862.50
640.15 Sustaining - Region	2,287.50
<b>Total 640.10 Sustaining Member</b>	<u>9,150.00</u>
<b>640.20 Attorney 5+ Years</b>	
640.21 Attorney 5+ - State	17,400.00
640.25 Attorney 5+ - Region	6,750.00
<b>Total 640.20 Attorney 5+ Years</b>	<u>24,150.00</u>
<b>640.30 Attorney 1-5 Years</b>	
640.31 Attorney 1-5 - State	4,612.50
640.35 Attorney 1-5 - Region	1,537.50
<b>Total 640.30 Attorney 1-5 Years</b>	<u>6,150.00</u>
<b>640.40 Law Student</b>	
640.41 Law Student - State	656.25
640.45 Law Student - Region	218.75
<b>Total 640.40 Law Student</b>	<u>875.00</u>
<b>640.50 Attorney Admittee</b>	
640.51 Attorney Admittee -State	468.75
640.55 Atty Admittee - Region	156.25
<b>Total 640.50 Attorney Admittee</b>	<u>625.00</u>
<b>640.60 Attorney Retiree</b>	
640.61 Attorney Retiree - State	206.25
640.65 Atty Retiree - Region	68.75
<b>Total 640.60 Attorney Retiree</b>	<u>275.00</u>
<b>640.80 Associate Member</b>	
640.81 Associate Member - State	450.00
640.85 Associate - Region	150.00
<b>Total 640.80 Associate Member</b>	<u>600.00</u>
<b>640.90 Paralegal</b>	
640.91 Paralegal - State	210.00
640.95 Paralegal - Region	70.00
<b>Total 640.90 Paralegal</b>	<u>280.00</u>
<b>640.99 Attorneys In Transition</b>	<u>150.00</u>
<b>Total 640 Dues</b>	<u>42,255.00</u>
<b>680 Other Events/Activities</b>	
680.10 Strategic Partnerships	124.81
680.40 WLAM Apparel/Merchandise	30.00
<b>Total 680 Other Events/Activities</b>	<u>154.81</u>



# Women Lawyers Association of Michigan Treasurer's Report Submitted by Alena Clark, Treasurer

<b>690 Annual Meeting Revenue</b>	
690.10 Registration - Members	4,635.00
690.30 Sponsorships	18,800.00
690.50 Luncheon	300.00
690.60 Reception	45.00
<b>Total 690 Annual Meeting Revenue</b>	<b>23,780.00</b>
<b>Total Income</b>	<b>66,189.81</b>
<b>Gross Profit</b>	<b>66,189.81</b>
<b>Expense</b>	
<b>710 Board of Directors</b>	
710.10 Board Meetings	1,135.26
710.20 Conference Calling	170.24
710.40 Directors/Officers Ins.	994.00
<b>Total 710 Board of Directors</b>	<b>2,299.50</b>
<b>720 Committee Expenses</b>	
720.20 Membership Committee	
720.20.3 Membership Mailings	172.17
720.20 Membership Committee - Other	37.35
<b>Total 720.20 Membership Committee</b>	<b>209.52</b>
<b>Total 720 Committee Expenses</b>	<b>209.52</b>
730 Licenses and Fees	20.00
<b>740 Regions</b>	
740.10 Region Dues	11,126.25
740.20 Special Project Funding	250.00
<b>Total 740 Regions</b>	<b>11,376.25</b>
<b>750 Communications/Marketing</b>	
750.50 WLAM Logo Merchandise	645.71
<b>Total 750 Communications/Marketing</b>	<b>645.71</b>
<b>780 Other Events/Activities</b>	
780.50 State Event TBD	-358.05
<b>Total 780 Other Events/Activities</b>	<b>-358.05</b>
<b>790 Annual Meeting</b>	
790.10 Facility	
790.11 Audio/Visual	1,525.00
790.12 Food & Beverage	5,902.90
790.13 Room Rental	1,088.70
790.14 Reception	1,000.00
<b>Total 790.10 Facility</b>	<b>9,516.60</b>
790.20 Awards	
790.20.1 President	135.94
790.20.2 JLK	292.30
790.20.3 Judge	290.70



# Women Lawyers Association of Michigan Treasurer's Report Submitted by Alena Clark, Treasurer

790.20.4 Region Member	188.68
Total 790.20 Awards	907.62
790.50 Meeting Materials/Signs	
790.50.01 Signs	47.43
790.50.02 Program	562.54
790.50.03 Materials	2,445.10
Total 790.50 Meeting Materials/Signs	3,055.07
790.60 Mail Services, Postage	188.22
790.80 Give-Aways/Gifts	1,186.58
790.90 Promotion/Marketing	1,083.02
Total 790 Annual Meeting	15,937.11
800 Professional Fees	
800.10 Accounting Services	600.00
800.20 Administrative Services	24,000.00
800.30 Admin/Staff Travel	361.79
Total 800 Professional Fees	24,961.79
810 Dues & Subscriptions	
810.10 NCWBA	300.00
Total 810 Dues & Subscriptions	300.00
820 Bank Fees	1,165.86
830 Web Resources	
830.10 Website Hosting/Domain	451.43
830.20 Website Development	550.00
Total 830 Web Resources	1,001.43
840 Office Supplies	
840.10 Copies	385.60
840.20 Stationery/Envelopes	36.97
840.30 Labels	8.40
Total 840 Office Supplies	430.97
850 Postage	539.82
860 Telephone	389.60
870 Printing	149.30
890 Charitable Contributions	500.00
Total Expense	59,568.81
Net Income	6,621.00



## Women Lawyers Association of Michigan Membership Committee 2016-2017 Report

Chair: Donna M. MacKenzie

Members: Kristen Pursley, Tanya Lundberg, Rachel Kohl, Klaudia Nikolli, Kelly Brushbar, Roquia Draper, Judge Langford Morris, Karen Braxton, Theresa Rizer, Nicole Smithson

**Membership Committee:** This committee works together to encourage new membership and helps WLAM retain current members. Establishes and maintains the Member Services Program (MSP). The MSP maintains and evaluates existing membership services, and creates programs to promote membership retention and growth. Further, the MSP evaluates future potential member services and submits recommendations to the Board for implementation.



Donna M.  
MacKenzie

### WLAM Member Benefits

**First and foremost, WLAM's most unique benefits are the relationships you develop with other women lawyers in your local community and around the State of Michigan.**

As our members often say, "the WLAM relationships you make today will last a lifetime!" Make the most of your WLAM membership by attending events, joining a committee, and/or being active in leadership. We look forward to seeing you!

Other WLAM benefits include:

- **Discounted WLAM Events** – WLAM membership allows you to attend various WLAM-sponsored educational and networking events at a reduced rate.
- **Access to WLAM LinkedIn** – WLAM LinkedIn access is provided exclusively to WLAM members. WLAM LinkedIn is where our members go to exchange ideas and discuss recent developments in the law.
- **eFocus** – WLAM's quarterly electronic newsletter highlights recent regional activities and upcoming events around the State of Michigan, allows the President to share news with members via the President's Corner, and provides members with the opportunity to share their success in the WLAM Members Spotlight.
- **eReferrals** – WLAM is often contacted by individuals and attorneys requesting a referral to a WLAM member; eReferrals are sent to WLAM members notifying them of new opportunities as they arise.
- **WLAM's Career Center**
- **WLAM Members Only section of the WLAM website** – provides useful resources to WLAM members.
- **WLAM Member Directory** – If desired, WLAM members may participate in the WLAM Member Directory which lists participating WLAM members' names, contact information and area of practice to the public on our website: [womenlawyers.org](http://womenlawyers.org)

### Membership Categories and Dues

We offer the following categories of membership:

- Sustaining – \$150. Members wishing to provide an extra measure of support for the WLAM mission.
- Associate – \$100. Attorneys who are not licensed in Michigan.
- Attorney | more than five years in practice – \$100.
- Attorney | one to five years in practice – \$50.
- Paralegal – \$40.
- Attorney | Join at Admissions Ceremony – \$25.
- Attorney | Retiree – \$25.
- Law Student – \$25.



## Women Lawyers Association of Michigan Membership Committee 2016-2017 Report

For our members experiencing career transitions, WLAM offers reduced rates in all membership categories. The application is available on our website at: [womenlawyers.org](http://womenlawyers.org)

### Membership – 5 year strategic plan

2014	2015-2016	2016-2017	2017-2018	2018-2019
<p>19 10% increase in membership (retention and recruitment)</p> <p>20 Maintain efficacious administration of the organization. Ongoing</p> <p>21 Provide membership services and benefits that are attractive, of practical value to existing and potential members, and unique to this organization by 2015 annual meeting</p> <p>22 Maintain online member directory that is searchable by name, location and specialty, and that includes member photos and profiles by 2015 Annual Meeting</p> <p>23 Establish protocols and routines for regularly revisiting and revising membership efforts at the state and regional levels in order to incorporate the evolving role of technology in administration and to meet the evolving needs of the organization by 2015 annual meeting</p>	<p>23 10% increase in membership (retention and recruitment)</p> <p>24 Maintain efficacious administration of the organization. Ongoing</p> <p>25 Conduct bi-annual training sessions on serving the membership of nonprofit organizations. In conjunction with other officers.</p>	<p>17 10% increase in membership (retention and recruitment)</p> <p>18 Maintain efficacious administration of the organization. Ongoing</p> <p>19 Expand diversity of membership by 2017 annual meeting</p> <p>20 Host events jointly with other specialty bar associations by 2017 annual meeting</p> <p>21 Establish partnerships with companies that serve the unique needs of professional women and other family care providers to increase membership benefits by 2016 annual meeting</p>	<p>14 10% increase in membership (retention and recruitment)</p> <p>15 Conduct bi-annual training sessions on serving the membership of nonprofit organizations. In conjunction with other officers.</p> <p>16 Maintain efficacious administration of the organization. Ongoing</p>	<p>6 10% increase in membership (retention and recruitment)</p> <p>7 Maintain efficacious administration of the organization. Ongoing</p>

### Progress Toward Strategic Plan:

- Membership has stayed relatively steady at over 500 members. As of March 2017, there were 543 members (see below). Efforts were implemented in 2016-2017 to increase membership and retain existing members to 10% or more increase by 2017. The efforts are outlined in more detail below.



# Women Lawyers Association of Michigan Membership Committee 2016-2017 Report

## WLAM Membership Monthly Totals

*Note Current Active Membership is Current month minus two months*

Membership Category		Nov-16	Dec-16	Jan-17	Feb-17	Mar-17
Sustaining		67	66	67	73	75
Five + Years		227	231	229	230	237
One to Five Years		138	134	128	130	125
New admittee		31	30	29	33	26
Retiree		11	12	13	14	13
Student		35	36	37	47	53
Attorney in Transition		3	3	2	2	2
Paralegal		7	7	7	7	7
Associate		5	5	5	5	5
Total		524	524	517	541	543

Regions**						
Cooley - Lansing		0	0	0	0	0
Great Lakes Bay		13	13	13	13	16
Macomb		52	51	52	52	54
Mid Michigan		48	48	45	49	53
Oakland		174	174	168	180	179
Washtenaw		75	77	78	79	78
Wayne		135	133	130	139	134
Western		70	69	72	72	73
Grand Total		567	565	558	584	587

*\*\*Total for regions may be higher because some members belong to multiple regions*

## New Recruitment and Retention Practices Implemented in 2016-2017

- Continued to send New Member Packets to new members, with the addition of a WLAM lapel pin on the WLAM business card, both of which are included in the folder.
- New members receive a new and improved welcome email from the president with information about the organization.
- Absorbed the responsibility of the Member of the Month program, whereby one member is highlighted on the website and social media each month.
- Instituted a process for the presentation of judicial banners by the regions. Ensured that all current judicial members have a banner.
- Reached out to all past presidents of WLAM and members of the WLAMF board who are not members of the organization and asked them to join.
- Sent numerous "For the Good of the Order" letters and emails to members congratulating them on accomplishments.



Women Lawyers Association of Michigan  
Domestic Violence and Gender Equity Committees  
*Submitted by Nicole Smithson*

Report of the Domestic Violence and Gender Equity Committees

The Committees worked on trying to increase volunteer and philanthropic opportunities for WLAM members. The Committee invited various community and legal aid organizations to provide informational literature and send attendees to the 2017 annual meeting to meet with WLAM members. Special thanks to Kristina Bilowus for her help in identifying and contacting organizations.

Additionally, the Committees worked toward achieving equal pay in Michigan. The Committees acted as a liaison between the WLAM Executive Board and the Michigan Equal Pay Coalition. The Committees assisted with and advertised the Michigan Equal Pay Day Legislation Rally in Lansing on April 25, 2017. The Committee also created WLAM T-shirts to raise awareness of the issue of equal pay. Special thanks to Angela Walker, Katherine Sharkey, and Hillary Walilko for their work on getting the T-shirts designed, made, and distributed. Thanks too to our generous T-shirt sponsors: Blanchard Walker; Dickinson Wright; the Dobrusin Law Firm; Gafkay Law; Holzman Corkery; Kline Law Group; Nichols, Sacks, Slank, Sendelbach & Buiteweg; and Olsman, MacKenzie & Wallace.

Nicole M. Smithson, Chair







Women Lawyers Association of Michigan  
Programming Committee Annual Report  
*Submitted by Nicolette Zachary and Erin Klug, Co-Chairs*

This committee is responsible for developing supplemental programming (other than the Annual Meeting) at the state level to provide resources to our membership, to serve the community, and to raise awareness of issues affecting women in the legal profession and women in society within the scope of our Vision and Mission.

During the past year, the Programming Committee hosted two events: A Social Media Marketing Seminar and Movie Event last fall and a networking reception and screening of Dream, Girl, an inspiring documentary film made by and about women entrepreneurs.

The Programming Committee welcomes programming ideas from our members and regions.



Women Lawyers Association of Michigan  
Communication Committee Annual Report  
*Submitted by Roquia Zachary, Secretary*

The Communications Committee is tasked with maintaining a social media presence for WLAM and a viable website to allow better communications and access to information for its members and future members. The focus of this year has been to continue to develop the WLAM website and strengthen our presence via Facebook and LinkedIn. We are continuing to work through the lingering glitches with the WLAM website and email system. In addition, WLAM has initiated the Member of the Month posts on Facebook and LinkedIn, which has served to highlight and introduce various members throughout the state and recognize the members for their achievements. An additional goal has been to keep members informed of the activities of the WLAM members and activities on Facebook and LinkedIn. Utilizing Facebook and LinkedIn has also allowed WLAM to promote the Annual Meeting and other state and regional activities to a broader audience.

While the WLAM website is in its infancy, it is the goal of the Committee to continue to develop and update the WLAM website to allow ease of access to information and make it more user-friendly in the coming year. We are proud of the work so far in developing the WLAM website. Be on the lookout for more to come this upcoming year!



Women Lawyers Association of Michigan  
Annual Report of the WLAM Foundation  
April 2017

The Women Lawyers Association of Michigan Foundation enjoyed another very successful year of supporting women's education, raising over \$43,000 for scholarships. In 2017, the WLAM Foundation reached the level of \$592,500 given away in scholarships over the past twenty-one years, to 246 awardees! The success of the Foundation is largely based on the exceptional talent of its Board of Directors, comprised in 2016-17 of Dawn Van Hoek (Chair), Paula M. Talarico (Treasurer), Sandra L. Sorini (Secretary), Lori Becker, Z. Kay Fitzpatrick, Ann Erickson Gault, Nancy Glen, Stephanie Jones, Kristen Pursley, Meghan Kennedy Riordan and Maya Watson. Administrative support was ably provided by Barbara Campos.

Fundraising in 2016-17 took the forms of event sponsorship (\$1,550), the Ninth Annual Culinary Challenge (\$6,500), the "Dean's List" giving campaign (approx. \$32,350), dues check-off from WLAM members (\$400) and the Kimberly M. Cahill Fund (\$3,350). Major continuing support was shown by corporations and law firms, particularly the Albert & Doris Pitt Foundation; Bench Bar Culinary Challenge Committee; Bodman PLC; Carole Chiamp; Dickinson Wright; Sue Ellen Eisenberg; General Motors; Giarmarco, Mullins and Horton PC; Hon. Pamela R. Harwood; Karen Seder; and TalaricoLaw. As in prior years, a significant number of individuals also contributed to the campaign, joining the corporations, law firms and special funds in their generous support. The 2017 Dean's List of donors follows:

***Summa Cum Laude (\$2,500 and above)***

General Motors  
Albert & Doris Pitt Foundation  
Bench-Bar Culinary Challenge Committee  
Dickinson Wright

***Magna Cum Laude (\$1,000 to \$2,500)***

Bodman, PLC  
Carole Chiamp  
Sue Ellen Eisenberg  
Giarmarco, Mullins & Horton PC  
Hon. Pamela Harwood  
TalaricoLaw

***Cum Laude (\$750 to \$999)***

Schoenherr, Cahill & Warnez, PC♥  
Marianne & Judge Lawrence Talon



Women Lawyers Association of Michigan  
Annual Report of the WLAM Foundation  
April 2017

***Good Citizenship (\$150 to \$749)***

Farrah Arif♦	Michelle L. Knight♦
Hon. Marianne Battani♥	Barbara McQuade
Lori D. Becker	Markeisha Miner
Kenneth M. Bernard, CFA	Kristin Murphy♦
Bernard Wealth Management Corp.	Francine Nesti♦
Alfred Butzbaugh♥	Lambro Niforos♥
Thomas W. Cranmer♥	Sharon Noll Smith♥
The Dobrusin Law Firm, PC	Deborah Nowak-Vanderhoef
Howard B. & Nina Dodge	Trish Oleksa Haas
Abrams Philanthropic Fund	Susan E. Paletz♥
Brian Einhorn♥	Lana Panagoulia Law, PLLC
Ann Erickson Gault	Kristen Pursley♦
Julie Fershtman♥	Hon. Michael & Meghan Riordan
Z. Kay Fitzpatrick♥	Hon. Victoria A. Roberts♥
Denise Glassmeyer♦	Peter & Martha Ruggirello♥
Nancy Glen & Ralph McDowell♥	Josephine Sbrocca
Melissa Graves/Collins Einhorn	Karen Seder
Farrell PC	Rebecca Simkins Nowak♥
Jim Hayes	Margaret Sind Raben
Stephanie Jones♦	Sandra Sorini Elser
Hon. Marilyn Kelly♥	Maureen Thomas♥
Linda Kennedy♦	Dawn Van Hoek
Kitch Attorneys & Counselors	Maya Watson
Erin Klug♦	Lorraine Weber
	Hon. Robert L. Ziolkowski♥

♥ Donations made to the Kimberly M. Cahill Scholarship Fund

♦ Donations made to the Florence King Scholar in Patent Law Fund

The Foundation also issues a “Do Good Work Grant” to benefit non-profit organizations nominated by prior Dean’s List scholarship recipients. This year’s grant of \$1,000 was awarded to the Hope Shores Alliance, which provides support for survivors of sexual and domestic violence.

Virtually all of the money raised by the WLAM Foundation goes directly into law student scholarships or an educational endowment fund; less than ten percent of the money raised goes to administration, a very low percentage in the fund-raising world. The Foundation’s web site, [www.wlamfoundation.org](http://www.wlamfoundation.org), contains news, archives, photographs, profiles of student-awardees, and much more. Event support was handled with considerable aplomb by Barbara Campos, with generous in-kind support from Talarico & Associates PC.

Awards made to Outstanding Women Law Students this year totaled \$33,000, awarded to eleven students attending Michigan's five accredited law schools. The 2017 Outstanding Women Law Students are:



Women Lawyers Association of Michigan  
Annual Report of the WLAM Foundation  
*April 2017*

**General Motors Scholars:**

**Emmanuela Jean-Etienne**, University of Michigan Law School  
**Jennifer Smith**, University of Detroit Mercy School of Law  
**Lauren Washburn Rogers**, Michigan State University College of Law  
**Luciana Viramontes**, Western Michigan Cooley Law School

**Dickinson Wright Women's Network Scholar:**

**Nicole Sappingfield**, Wayne State University Law School

**Dawn Van Hoek Scholar:**

**Husnah Khan**, Wayne State University Law School

**WLAM Foundation Scholars:**

**Aruna Vithiananthan**, University of Detroit Mercy School of Law  
**Amber Thomas**, Michigan State University College of Law  
**Wanda Roberts**, Western Michigan Cooley Law School

**Kimberly M. Cahill Scholar:**

**Ava Morgenstern**, University of Michigan Law School

**Florence King Scholar in Patent Law:**

**Ana Juneja**, Western Michigan Cooley Law School

Students were selected on the basis of their demonstrated leadership and on their commitment to women's and diversity issues. Full profiles of the students appear on the Foundation's web site, [www.wlamfoundation.org](http://www.wlamfoundation.org). The 2017 Outstanding Women Law Students were introduced at the Foundation's Annual Reception, held on March 23, 2017, at Ferndale's Rust Belt Market. The event was well-attended by students and their families, former awardees, dignitaries, members of the Dean's List, and friends of the Foundation. Generous sponsors of the reception were Kenneth M. Bernard, CFA, Bernard Wealth Management Corp., Nancy Glen & Ralph McDowell, and Talarico & Associates, PC.

Many thanks to all for the support shown during the year!

Respectfully submitted,  
Dawn Van Hoek  
Chair, WLAM Foundation, [dvanhoek@sado.org](mailto:dvanhoek@sado.org)





# Women Lawyers Association of Michigan Great Lakes Bay Region 2017

**2016-2017 Board:** Anca Pop (President), Melissa Williams (Vice President), Julie Gafkay (Treasurer), Susan Brady (Secretary), Alena Clark (Membership), and Laura Kubit (Regional Representative to state board)



## 2016-2017 Regional Events:

- Annual Meeting - April 26, 2016 in Saginaw
- Monthly Board Meetings in Frankenmuth
- Tuscola Pumpkin Festival Parade Viewing Party - October 9th at law offices of Phoebe J. Moore, PC
- Holiday Party - December 9th at Frankenmuth Farmers Market
- Comedy Night at State Theater in Bay City - February 9th - \$810 raised for Good Samaritan Rescue Mission

**2017 Annual Meeting: June 1st at Apple Mountain**





## Women Lawyers Association of Michigan

### 2017 Annual Report – Macomb Region

*Submitted by Tanya Grillo, President and Jenna Bommarito, Regional Representative*

#### WLAM Macomb Region Board for the 2015-2016 Year:

President: Tanya Grillo

Vice President: Angela Medley

Immediate Past President: Laura Marji

Regional Representative: Jenna Bommarito

Treasurer: Lyndsay Ott

Secretary: Alyia Hakim

Director at Large: Farrah Ramdayal

#### *Annual Spring Charity Event*

The Macomb Region held its annual spring charity event in May 2016 at J Baldwins in Clinton Township. The beneficiary was be Friends of Foster Kids, a Macomb County, Michigan, based charity whose goal is to help our community's foster children. WLAm Macomb raised over \$4,000 and donated truckloads of backpacks and pajamas to Friends of Foster Kids. The event was an overwhelming success, with record attendance numbers.





## Women Lawyers Association of Michigan

### 2017 Annual Report – Macomb Region

*Submitted by Tanya Grillo, President and Jenna Bommarito, Regional Representative*



#### *Fall Membership Mixer and Planning Meeting*

On October 5, 2016, the Macomb Region held its' fall membership mixer and planning meeting on the patio at Ernie's in Clinton Township. Members and prospective members attended this fun after-work event to enjoy appetizers and conversation. The Honorable Tracey A. Yokich of the 16<sup>th</sup> Circuit Court was presented with her Judicial Membership Banner. Attendees had chances to win gift cards and spent the remainder of the evening chatting and exchanging ideas for the upcoming year.



***Right: Hon. Tracey Yokich  
with Immediate Past President  
Laura Marji***

#### *Annual Macomb Winter Luncheon*

On December 6, 2016, the Macomb Region held its annual Winter Luncheon at BlackFinn at Partridge Creek in Clinton Township. Our featured speakers were Honorable Rachel Rancillio of the 16th Judicial Circuit for a discussion of career choices and the path to the bench. Judge Rancillio was also





## Women Lawyers Association of Michigan

### 2017 Annual Report – Macomb Region

*Submitted by Tanya Grillo, President and Jenna Bommarito, Regional Representative*

presented her WLAM banner by President Tanya Grillo. While this event has historically been well received, this year we exceeded expectations with over 75 members and nonmembers welcoming our newly-elected Judge at the luncheon.

***Below: Hon. Rachel Rancillio and President Tanya Grillo***



***Below: President Tanya Grillo and Vice President Angela Medley***



### *Upcoming Event – 4<sup>th</sup> Annual Spring Charity Event*

The Macomb Region is currently in the planning stages for its next annual spring charity event. The event will be held on May 2, 2016 at Brooks Brewing in Shelby Township, which will feature locally brewed beer and a taco bar! This year's beneficiary will be Turning Pointe, a Macomb County, Michigan, based charity whose goal is to help our community's women and children.



## Women Lawyers Association of Michigan 2017 Annual Report – Mid-Michigan Region

The officers for the 2016-2017 year are:

President: **Katherine Tucker**, Sinas Dramis Law Firm  
Vice President: **Katherine Bennett**, Assistant Attorney General  
Secretary: **Emily Jefferson**, Murphy and Spagnuolo, P.C.  
Treasurer: **Sarah Hillegonds**, Assistant Attorney General  
Regional Representative: **Lisa Hagen**, Hall Matson, P.L.C.

The Mid-Michigan Region hosted its **Annual Dinner** on May 25, 2016 at Hall of Fame Café in East Lansing. Gretchen Whitmer was the keynote speaker, and was a highlight of the evening. She provided insight into navigating the world as a female attorney and politician. The event also served as a fundraiser for the Stell Scholarship, with a silent auction. The Mid-Michigan Region was thrilled to be able to fully fund the scholarship through the proceeds of the silent auction.

On October 12, 2016, the Mid-Michigan Region hosted a mixer at Beggar's Banquet. Members enjoyed a relaxing evening networking and relaxing.

On November 9, 2016, the Mid-Michigan Region hosted our Annual **Stell Reception** at the Kellogg Center. The Stell Reception is a yearly event where we award a scholarship to a female law student. This year's scholarship recipient was **Brittany Nichol**, from Michigan State University College of Law. This year, we also awarded the "Carolyn A. Stell Award" to the Honorable Andrea Andrews Larkin of 54B District Court in East Lansing, in recognition of her service to the legal community and contributions to the advancement of women in the legal profession. Judge Larkin was also the keynote speaker for the reception, and gave some wonderful, insightful remarks.

In February, WLAM Mid-Michigan hosted a "Paint Your Own Pottery Mixer" at Art Unlimited in Okemos.





## Women Lawyers Association of Michigan 2017 Annual Report – Mid-Michigan Region

WLAM Mid-Michigan hosted a “Pre-St. Patrick’s Day” Mixer at Tavern and Tap in Lansing on March 17.

On April 18, WLAM-Mid Michigan, in collaboration with Ingham County Bar Association, Young Lawyers Section hosted a wellness event at Pure Barre in Okemos. The event raised funds for EVE (end violent encounters).







## Women Lawyers Association of Michigan Annual Report – Oakland Region

### WOMEN'S BAR ASSOCIATION – OAKLAND REGION 2017 ANNUAL REPORT

At approximately 170 members strong and with over twelve well-attended events on the books, Oakland Region had a very successful 2016/2017 year. Programming aside, this year, Oakland Region focused on expanding its membership base and providing support to future female lawyers by establishing the Sarah Killgore Wertman<sup>1</sup> scholarship and hosting a sponsored networking event in Genesee County.



Oakland Region also worked hard to provide interesting, fun and useful programming to its members: a trivia night fundraiser held at Emagine Theatre in Royal Oak; a combined yin yoga class and workshop focusing on work/life balance at Lifetime Fitness® in Novi; a private holiday shopping experience at Studio Sandra in Royal Oak; a fun night of creativity at Painting with a Twist® in Ferndale; a headshot event complete with hair stylists, make-up artists and a professional photographer in West Bloomfield; and, a financial planning seminar at the Detroit Athletic Club. Oakland Region continued to host its popular monthly “Bar Briefs”

in various locations throughout the region in an effort to reach new members and provide valuable informal networking opportunities.

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<sup>1</sup> Sarah Killgore Wertman was the first woman law student at the University of Michigan and the first woman to be admitted to the State Bar of Michigan. Consequently, she was also the first woman to be admitted to the Bar of any state in the United States of America.



## Women Lawyers Association of Michigan Annual Report – Oakland Region

Like every year, using its resources, talent and time, Oakland Region made significant efforts to support various organizations within its community. For example, complete with food from Slows Bar-B-Q and entertainment from the Midwest Dueling Pianos, Oakland Region hosted its First Annual Champagne Soiree at the historic Flagstar Strand Theatre in Pontiac, benefitting the Baldwin Center, a nonprofit organization with a mission to feed, clothe, educate and empower the men, women and children of Pontiac. Along the same lines, Oakland Region was one of five host bar associations<sup>2</sup> that put on the Inaugural Affinity Charity Challenge, an event that benefitted Kids-Talk Children's Advocacy Center, the Furniture Bank of Southeastern Michigan (Wayne



Chapter) and Matrix Human Services. Finally, with the help of Dobrusin Law Firm, members of Oakland Region spent a day volunteering with Humble Design® turning a Pontiac family's house into a comfortable home.

Oakland Region's success is undoubtedly attributable to its dedicated Board<sup>3</sup> and active committee members.<sup>4</sup> The above successes aside, together this group of women launched Oakland Region into the 21st century by ensuring its website and social media pages are engaging and up-to-date; nominated numerous members for various local and regional awards; and, updated by-laws to ensure consistency in years to come.

Please join us on May 11, 2017 to help us celebrate all of these accomplishments and

introduce our 2017/2018 Board at the Oakland Region's Annual Dinner at the Birmingham Athletic Club.

<sup>2</sup> Women Lawyers Association of Michigan Macomb Region and Wayne Region, the Wolverine Bar Association and D. Augustus Straker Bar Association also hosted this event.

<sup>3</sup> Oakland Region's 2016/2017 Board Members: President - Kristen Pursley; Immediate Past President - Channelle Kizy White; President-Elect - Erin Klug; Vice President-Andrea Symbal; Recording Secretary- Erin Flynn; Communications Secretary- Tanya Lundberg; Treasurer- Samantha Orvis; WLAM Representative - Melissa Atherton.

<sup>4</sup> In addition to the above Board Members, the following committee chairs were integral to Oakland Region's success this year: Silvia Mansoor, Katie Brown, Rebecca Wilson, Daniela Walters, Kristina Bilowus, Deanna Kossaras and Katherine Pacynski.



## Women Lawyers Association of Michigan 2017 Annual Report – Washtenaw Region

The Washtenaw County Board has had another fantastic year. We started the year with the swearing in of our new board at our annual meeting at Cottage Inn in downtown Ann Arbor. The new board members were: President, Kym London; Vice President, Patricia Reiser; Treasurer, Charlotte Croson; Secretary, Parisa Ghazaeri; Regional Representative, Angela Walker; and Communications Chair, Lori Burke.

**Annual Summer Party:** In July, Karen Sendelbach graciously hosted a summer party at her beautiful home. Despite torrential rain, many came out to the party and had a fabulous time. Everyone enjoyed good conversation, a little sangria, and a variety of sweet and savory dishes, including delicious Mexican fare prepared by Karen's chef brother.

**Summer Happy Hour:** We held a casual happy hour at a local outdoor beer garden in Ann Arbor in August.

**Annual WLAM Tailgate:** In September, Elizabeth Jolliffe hosted a tailgate party the morning of the UM v. Central Florida football game. This is a joint event held annually with the Washtenaw County Bar Association. As usual, attendance was high and we had many children and family members turn out for the event.

**Judge's Round Table:** Also in September, our Region's first Judges' Round Table took place at the Ann Arbor City Club, and was a resounding success. We were honored that five distinguished women judges joined us to create an unforgettable event. Thank you to Judge Darlene O'Brien, Judge Carol Kuhnke, Judge Karen Valvo, Judge Ann Mattson, and Judge Judith Levy. All of these fine judges had humorous stories, valuable insight, as well as warm, helpful encouragement, and the "speed dating" style was lots of fun.

**Bias Awareness Week:** In October, the Washtenaw WLAM Region co-sponsored a strolling reception with the Washtenaw County Bar Association and the Vanzetti M. Hamilton Bar Association for Bias Awareness and Inclusion Week. Delphia Simpson, on behalf of the Washtenaw County Bar Association, presented the Martin Luther King, Jr. "I Have a Dream" Award to William V. Hampton. Robyn McCoy, on behalf of the Vanzetti M. Hamilton Bar Association, presented the Frederick Douglass Racial Justice and Harmony Award to the Honorable Deborah A. Thomas. The evening centered on the moving remembrances and remarks of these deserving awardees, who talked about overcoming adversity and moving forward in their careers.

**Annual Holiday Party:** At the home of WLAM member Nora Wright, we celebrated the holidays together. The party included the presentation of the Mary Foster Award which is given annually to a local member in recognition of her leadership, talent and significant contribution to women attorneys and women in general. During the party, Jennifer Lawrence and Kym London presented the Mary Foster Award to this year's recipient, Angela Walker.

**Coffee Hour:** In January, members enjoyed an early morning meet-up with coffee and chitchat at Sweetwaters in Ann Arbor.



## Women Lawyers Association of Michigan 2017 Annual Report – Washtenaw Region

**Yoga Event:** In February, thanks to the generosity of Sally Rutzky and the Yoga Space, WLAM members gathered to participate in a yoga class. Beginners and experts alike experienced the stress-relieving and meditative effects of yoga, by practicing a number of poses (modified as necessary to the individual), as Sally instructed. Afterward, many of us regrouped at Traverse City Pie Company for lunch or a snack, and conversation with our friends and colleagues.

**Wine Tasting:** In March, longtime members, new members, Cooley Law School Innocence Project students, and member guests gathered for the WLAM, Washtenaw Annual Wine Tasting at the beautiful Ann Arbor City Club. The event was both casual and elegant. Appetizers included everything from beef skewers to delicious vegan mushrooms. Attendees sampled four wines while chatting with friends and colleagues.

**Moms-in-law Events:** We had two great moms-in-law brown bag lunches hosted each by co-chairs Kate Sharkey and Angela Walker.

**Food Gatherers Charity Event:** In April, the region will be holding a public service event to benefit the Food Gatherers.

**Annual Luncheon:** On May 18th, the Washtenaw Region will host our annual end of the year luncheon at Cottage Inn. The incoming board will be sworn in at this event.





## Women Lawyers Association of Michigan 2017 Annual Report – Wayne Region



### **Wayne Region Annual Meeting 2016**

The Wayne Region wrapped up its 2015/2016 business year at our annual meeting in May. Our luncheon topic was Election Law and Voting Rights. Sandra Svoboda from WDET was our moderator. Our superstar panel included Sen. Carl Levin; Melvin “Butch” Hollowell, Detroit Corporation Counsel; Dean Jocelyn Benson from Wayne State Law School and Judy Karandjeff, President of the League of Women Voters of Michigan. It was a fascinating discussion at the beautiful Miller Canfield Detroit office.

### **Wine and Garden Party**

We began our new business year with a Wine and Garden Party in August at the fabulous home of the Hon. Wendy Baxter. Vice President Grace Trueman’s mother provided beautiful floral arrangements from her garden.





## Women Lawyers Association of Michigan 2017 Annual Report – Wayne Region

### Fall Mixer

We held our Fall Mixer in November at Traffic Jam and Snug in Detroit. It was a full house! Many students attended--full of ambition and questions. Wayne County Circuit Court Judge candidate Brian Morrow stopped by to shake a few hands. WLAM members from the Oakland region showed their support, which we always appreciate!



### Volunteering Events

Wayne Region participated in three volunteer events this year:

- We sorted donations at The Pope Francis Center in December, toured the facility and learned about services they offer.
- We prepared a meal at the Ronald McDonald House.
- We partnered with Detroit Metropolitan Bar Association to host the Gleaner's Spring event.



### Speaking Engagement

Debra Pospiech and Elizabeth Joliffe were guest speakers at the University of Detroit Mercy Law School, Black Law Students Association "Versatility of the JD" forum in November. The students asked excellent questions and we offered words of wisdom and encouragement.





## Women Lawyers Association of Michigan 2017 Annual Report – Wayne Region



### **Winter Wine Down**

Our Winter Wine Down was held in February at the Courthouse Grille in Plymouth. We had a nice turnout, including numerous students. Elizabeth Joliffe was our guest speaker. She challenged us to focus on our strengths and to seek feedback from our colleagues, both above and below us, to help us identify our strengths. Elizabeth is always inspirational.

### **Recruiting New Members**

President Jennifer Stallings Dewey and Kirsten Silwanowicz represented our region at the University of Detroit Bar Association Fair and recruited new members. The Wayne Region is enjoying its highest membership in the past several years.



### **Happy Hour!**

Our first Legal Libations Happy Hour was March 16th at McShane's in Corktown. These are informal networking events from 5:30 to 7:30. We plan to have another happy hour the first week of May. Stay tuned for details and join us!

### **Annual Meeting for 2016/2017 Business Year**

This year's Wayne Region Annual Meeting will be held on May 18, 2017, at the Detroit Athletic Club. Our topic this year is "From Flattery to Fear--Dealing with Sexual Harassment." We will have cocktails and hors d'oeuvres from 5:30 to 7:00, then a panel discussion with Sheldon Stark, experienced employment law mediator; University of Detroit Mercy Law School Dean Phyllis Crocker; Patricia Nemeth, owner of Nemeth Law, a firm that specializes in workplace litigation; and Fawn Montgomery, a military veteran who is now a Washtenaw County Assistant Prosecuting Attorney.



## Women Lawyers Association of Michigan 2017 Annual Report – Western Region *Submitted by Amanda Narvaes*

### *President*

Lindsay Canan

### *Vice President*

April Hulst

### *Treasurer*

Kari Sherry

### *Secretary*

Amanda Osorio

### *Regional Representative*

Amanda Narvaes

### *Immediate Past President*

Amanda Narvaes

### *Board Members at Large*

Liz Balck-Monsma  
Jeannine Bolhouse  
Catherine Brainerd  
Kelly Brushaber  
Marisa Griggs  
Audra McClure  
Meghan Moore  
Nicole Paterson  
Jennifer Tello

## **I. 2016 Membership Events**

- A. For the 2015 – 2016 year, Western Region adopted a theme of “Making Meaningful Connections.” Our goal was to focus on growing your business through networking. Western Region offered events that promoted making meaningful connections with women attorneys, local judges, and professional women from other industries.
- B. In August, WLAM Western Region co-hosted, with the Grand Rapids Bar Association and the Floyd Skinner Bar Association, a reception to honor the new Grand Rapids City Attorney, Anita Hitchcock.
- C. On September 29, 2016, Western Region members enjoyed an evening of socializing at Mangiamo’s in Grand Rapids and welcomed our members back to our program year. During that event we introduced the year’s theme, “Making Meaningful Connections,” and our focus on growing your business through networking.
- D. On October 27, 2016, the Western Region hosted speaker Julie Lankes of BoomBox Creative at Gravity Taphouse Grill. Julie shared her extensive marketing knowledge with over twenty WLAM members, giving tips on how to improve our business branding, marketing, and advertising.
- E. On November 14, 2016, Western Region held a Member Appreciation event at the law firm of Chase, Bylenga & Hulst in Grand Rapids. We had a great time learning about wines and wine pairings from Carri Boersma, a wine consultant with Wine Shop at Home. There was no fee for our members to attend.

## **II. 2017 Holiday Reception**

Our annual Holiday Reception held on January 12, 2017 provided time to connect with 40 local attorneys and judges over wine and hors d’oeuvres. We collected both clothing and money donations for the Women’s Resource Center, a local charity that assists women in preparing for and obtaining meaningful employment.