



# WOMEN LAWYERS ASSOCIATION OF MICHIGAN

## 2018 ANNUAL REPORT

### WLAM BOARD OF DIRECTORS

#### **Officers**

Julie Gafkay - President  
Donna MacKenzie - President Elect  
Alena Clark - Vice President  
Roquia Draper - Treasurer  
Ryan Kelly - Secretary  
Suzanne Sukkar - Past President

#### **Directors at Large**

Kelly Brushaber  
Hon. Kirsten Frank Kelly  
Erin Klug  
Hon. Denise Langford Morris  
Samantha Orvis  
Nicole Smithson  
Nicolette Zachary

#### **Regional Representatives**

Laura Kubit, Great Lakes Bay Region  
Kristina Joseph, Macomb Region  
Elisha Oakes, Macomb Region  
Susie Chalgian, Mid-Michigan Region  
Kristina Bilowus, Oakland Region  
Angela Walker, Washtenaw Region  
Amanda Marler, Wayne Region  
Amanda Narvaes, Western Region

*Looking back, moving forward*

**CENTENNIAL GALA**



## Women Lawyers Association of Michigan

### President's Report

*Submitted by Julie A. Gafkay, WLAM President 2017-2018*

#### **WLAM ANNUAL REPORT 2017-2018**

During this fiscal year, Women Lawyers Association of Michigan ("WLAM") continued to meet and exceed expectations set for our 5-year strategic plan. In 2014, WLAM developed a strategic plan for our organization. WLAM is currently in the fourth year of that plan, which focuses on operations, programming, development, marketing & communication, and membership.



Julie A. Gafkay

WLAM improved operations this year in several ways. WLAM's website was updated to improve the calendar of events, regional pages, membership applications/renewals, and directory. The updated calendar of events improves congruity between regional and state operations. An annual training with PowerPoint presentation was provided to the Board in May on the operations of nonprofit organizations. The Board also clarified how even though WLAM is registered in Michigan as a nonprofit organization, under the IRS code WLAM falls under a 501(c)(6) as a trade organization, meaning contributions are not deductible as a charitable contribution. WLAM suggests charitable contributions be made through WLAM Foundation, which is a 501(c)(3) and provides scholarships to women for law school. Finally, WLAM amended its bylaws to expand the number of director positions on the Board to create more leadership opportunities for members to support the leadership pipeline for WLAM.

WLAM continued to provide quality programming throughout the year. Our largest program for this fiscal year was the planning of our 100<sup>th</sup> annual meeting, our Centennial Gala. The theme for this year's annual meeting is *Looking Back. Moving Forward*. Historical records were combed through to put on display at the event and a past president's reception was planned. There were significant fundraising efforts undertaken by the annual meeting committee to raise enough funds for the event. The event brought in significantly more sponsorship dollars than any other event in the history of WLAM.

WLAM also collaborated with the Black Women Lawyers Association of Michigan ("BWLAM") throughout the year. In October, both organizations participated in a panel discussion. Programming also included WLAM hosting a webinar in November. WLAM continued a tradition of participating as a sponsoring organization for Equal Pay Legislative Day in Michigan on April 10, 2018.

WLAM is at the forefront of accommodating women lawyers at courthouses who are also nursing mothers, after a member sought help from WLAM. The Court Administrator from the Third Judicial Circuit (Wayne County), Zenell Brown, worked with WLAM to implement lactation rooms at Wayne County courthouse. WLAM now provides information regarding lactation rooms at courthouses on its website for women lawyers.



## Women Lawyers Association of Michigan

### President's Report

*Submitted by Julie A. Gafkay, WLAM President 2017-2018*

WLAM was recognized this year by the Detroit Association of Women's Clubs with its Women History Award. The State Bar of Michigan also recognized WLAM by devoting an issue to WLAM. Across the state, WLAM was featured in bar publications in recognition of WLAM's celebration of 100 years, improving WLAM's marketing and communication.

Membership continues to increase. From January through the end of March of this year, WLAM added 59 members, which is an increase of over 10%.

WLAM's seven regions continued to be an integral part of the organization. A special thanks to members who serve on the regional boards.

It is through the efforts of many that WLAM is a successful and vibrant organization. I want to thank all the State and Regional Board leadership, members, our management company (GCSI, Inc.), especially Hillary Walilko, and supporters of WLAM for your tireless efforts in promoting our mission.

Julie A. Gafkay

President, Women Lawyers Association of Michigan



Women Lawyers Association of Michigan  
Treasurer's Report  
*Submitted by Roquia Draper, Treasurer*

## 2017 Statement of Operations

1. **Revenue from Member Dues:** WLAM revenue from member dues has increased to \$44,055.00, up from \$42,255.00 in 2016, and \$41,485.00 in 2015. This is a positive sign for the growth and future of WLAM.
2. **Revenue from Annual Meeting:** This year is an exceptional year as the WLAM is celebrating its centennial birthday with the WLAM Gala at the Colony Club. The anticipated budget for this event was exponentially greater than the customary budget for the annual meeting. Even with all of the significantly greater expenses associated with putting on an outstanding gala, the Annual Meeting Committee spearheaded by President Elect Donna MacKenzie, has exceeded expectations in obtaining enough revenue through sponsorships and ticket sales to cover all of the expenses of the Gala.
3. **Dues Paid to Regions:** The 2017 estimated dues to regions was \$12,600.00. The actual dues paid to the regions totaled \$11,276.25 in 2017.
4. **Other Extraordinary Expenses in 2017:** In addition to the extraordinary expenses of the WLAM Centennial Gala this year, technology also was an extraordinary expense in 2017. The expense to revamp the website domain for the WLAM website was \$3,185 over budget. These expenses have made the womenlawyers.org website more user-friendly and easily accessible for the regions-- just in time for the Gala.
5. **Special Sponsorships:** This year, we have received special requests from the regions, which allowed us to provide funding to the regions beyond the normal dues to enable the regions to put on special events for its members.



Roquia Draper

Thank you to the regional leaders for their cooperation in timely providing financial reports to allow WLAM to stay on budget. Thank you to all of you who have made this year exceptional. I am thrilled about what the future holds for WLAM.



Women Lawyers Association of Michigan  
Treasurer's Report  
*Submitted by Roquia Draper, Treasurer*

**Statement of Operations, FY 2017**

|  | <u>Jan - Dec<br/>17</u> |
|--|-------------------------|
| <b>Income</b>                          |                         |
| <b>640 Dues</b>                        |                         |
| <b>640.10 Sustaining Member</b>        |                         |
| 640.11 Sustaining - State              | 8,775.00                |
| 640.15 Sustaining - Region             | 2,925.00                |
| 640.10 Sustaining Member - Other       | <u>0.00</u>             |
| <b>Total 640.10 Sustaining Member</b>  | 11,700.00               |
| <b>640.20 Attorney 5+ Years</b>        |                         |
| 640.21 Attorney 5+ - State             | 17,475.00               |
| 640.25 Attorney 5+ - Region            | 7,050.00                |
| 640.20 Attorney 5+ Years - Other       | <u>0.00</u>             |
| <b>Total 640.20 Attorney 5+ Years</b>  | 24,525.00               |
| <b>640.30 Attorney 1-5 Years</b>       |                         |
| 640.31 Attorney 1-5 - State            | 3,750.00                |
| 640.35 Attorney 1-5 - Region           | 1,250.00                |
| 640.30 Attorney 1-5 Years - Other      | <u>0.00</u>             |
| <b>Total 640.30 Attorney 1-5 Years</b> | 5,000.00                |
| <b>640.40 Law Student</b>              |                         |
| 640.41 Law Student - State             | 1,087.50                |
| 640.45 Law Student - Region            | 362.50                  |
| 640.40 Law Student - Other             | <u>0.00</u>             |
| <b>Total 640.40 Law Student</b>        | 1,450.00                |
| <b>640.50 Attorney Admittee</b>        |                         |
| 640.51 Attorney Admittee -State        | 431.25                  |
| 640.55 Atty Admittee - Region          | 143.75                  |
| 640.50 Attorney Admittee - Other       | <u>0.00</u>             |
| <b>Total 640.50 Attorney Admittee</b>  | 575.00                  |
| <b>640.60 Attorney Retiree</b>         |                         |
| 640.61 Attorney Retiree - State        | 206.25                  |
| 640.65 Atty Retiree - Region           | 68.75                   |
| 640.60 Attorney Retiree - Other        | <u>0.00</u>             |
| <b>Total 640.60 Attorney Retiree</b>   | 275.00                  |
| <b>640.70 New (Incentive)</b>          |                         |
| 640.71 New (incentive)-State           | 0.00                    |
| 640.75 - New (Extra Region)            | 0.00                    |
| 640.70 New (Incentive) - Other         | <u>0.00</u>             |
| <b>Total 640.70 New (Incentive)</b>    | 0.00                    |



# Women Lawyers Association of Michigan Treasurer's Report Submitted by Roquia Draper, Treasurer

|   |                  |
|---|------------------|
| <b>640.80 Associate Member</b>              |                  |
| 640.81 Associate Member - State             | 225.00           |
| 640.85 Associate - Region                   | 175.00           |
| 640.80 Associate Member - Other             | <u>0.00</u>      |
| <b>Total 640.80 Associate Member</b>        | <b>400.00</b>    |
| <b>640.90 Paralegal</b>                     |                  |
| 640.91 Paralegal - State                    | 60.00            |
| 640.95 Paralegal - Region                   | 20.00            |
| 640.90 Paralegal - Other                    | <u>0.00</u>      |
| <b>Total 640.90 Paralegal</b>               | <b>80.00</b>     |
| <b>640.99 Attorneys In Transition</b>       |                  |
| 640.99.01 Transition - State                | 0.00             |
| 640.99.02 Transition - Region               | 0.00             |
| 640.99 Attorneys In Transition - Other      | <u>50.00</u>     |
| <b>Total 640.99 Attorneys In Transition</b> | <b>50.00</b>     |
| <b>640 Dues - Other</b>                     | <u>0.00</u>      |
| <b>Total 640 Dues</b>                       | <b>44,055.00</b> |
| <b>650 Advertising</b>                      | <b>0.00</b>      |
| <b>660 Interest Income</b>                  | <b>0.00</b>      |
| <b>680 Other Events/Activities</b>          |                  |
| 680.10 Strategic Partnerships               | 3,000.00         |
| 680.20 Miss Rep. Film A2                    | 0.00             |
| 680.40 WLAM Apparel/Merchandise             | 1,618.39         |
| 680.50 State Event TBD                      | 390.00           |
| 680 Other Events/Activities - Other         | <u>0.00</u>      |
| <b>Total 680 Other Events/Activities</b>    | <b>5,008.39</b>  |
| <b>690 Annual Meeting Revenue</b>           |                  |
| 690.10 Registration - Members               | 3,385.00         |
| 690.20 Registration - Non-Mbrs              | 0.00             |
| 690.30 Sponsorships                         | 14,625.00        |
| 690.40 Registration - Students              | 0.00             |
| 690.50 Luncheon                             | 120.00           |
| 690.60 Reception                            | 155.00           |
| 690 Annual Meeting Revenue - Other          | <u>0.00</u>      |
| <b>Total 690 Annual Meeting Revenue</b>     | <b>18,285.00</b> |
| <b>Total Income</b>                         | <b>67,348.39</b> |
| <b>Cost of Goods Sold</b>                   |                  |
| Cost of Goods Sold                          | <u>0.00</u>      |
| <b>Total COGS</b>                           | <b>0.00</b>      |
| <b>Gross Profit</b>                         | <b>67,348.39</b> |
| <b>Expense</b>                              |                  |



# Women Lawyers Association of Michigan

## Treasurer's Report

*Submitted by Roquia Draper, Treasurer*

|   |                  |
|---|------------------|
| <b>710 Board of Directors</b>             |                  |
| 710.10 Board Meetings                     | 1,075.00         |
| 710.20 Conference Calling                 | 406.73           |
| 710.30 President/Officers                 | 0.00             |
| 710.40 Directors/Officers Ins.            | 994.00           |
| 710 Board of Directors - Other            | <u>0.00</u>      |
| <b>Total 710 Board of Directors</b>       | <b>2,475.73</b>  |
| <b>720 Committee Expenses</b>             |                  |
| 720.10 CREC                               | 0.00             |
| 720.20 Membership Committee               |                  |
| 720.20.3 Membership Mailings              | 219.66           |
| 720.20.5 Postage                          | 107.01           |
| 720.20 Membership Committee - Other       | <u>0.00</u>      |
| <b>Total 720.20 Membership Committee</b>  | <b>326.67</b>    |
| 720 Committee Expenses - Other            | <u>0.00</u>      |
| <b>Total 720 Committee Expenses</b>       | <b>326.67</b>    |
| <b>730 Licenses and Fees</b>              | <b>20.00</b>     |
| <b>740 Regions</b>                        |                  |
| 740.10 Region Dues                        | 11,276.25        |
| 740.20 Special Project Funding            | 0.00             |
| 740.30 New Region Development             | 0.00             |
| 740 Regions - Other                       | <u>0.00</u>      |
| <b>Total 740 Regions</b>                  | <b>11,276.25</b> |
| <b>750 Communications/Marketing</b>       |                  |
| 750.10 Newsletter                         | 0.00             |
| 750.30 Services (Const.Contact)           | 0.00             |
| 750.40 Print/Promotion Material           | 0.00             |
| 750.50 WLAM Logo Merchandise              | 3,481.91         |
| 750 Communications/Marketing - Other      | <u>0.00</u>      |
| <b>Total 750 Communications/Marketing</b> | <b>3,481.91</b>  |
| <b>760 President Expenses</b>             | <b>0.00</b>      |
| <b>770 Member Benefits</b>                | <b>0.00</b>      |
| <b>780 Other Events/Activities</b>        |                  |
| 780.20 MissRepresentation A2              | 0.00             |
| 780.50 State Event TBD                    | 4,423.09         |
| 780 Other Events/Activities - Other       | <u>0.00</u>      |
| <b>Total 780 Other Events/Activities</b>  | <b>4,423.09</b>  |
| <b>790 Annual Meeting</b>                 |                  |
| 790.01 Speakers                           | 500.00           |
| 790.10 Facility                           |                  |
| 790.11 Audio/Visual                       | 1,462.16         |
| 790.12 Food & Beverage                    | 3,419.41         |





# Women Lawyers Association of Michigan

## Treasurer's Report

*Submitted by Roquia Draper, Treasurer*

|   |                  |
|---|------------------|
| 790.13 Room Rental                          | 1,401.85         |
| 790.14 Reception                            | 1,114.97         |
| 790.10 Facility - Other                     | 0.00             |
| <b>Total 790.10 Facility</b>                | <b>7,398.39</b>  |
| <b>790.20 Awards</b>                        |                  |
| 790.20.1 President                          | 133.48           |
| 790.20.2 JLK                                | 552.00           |
| 790.20.3 Judge                              | 207.50           |
| 790.20.4 Region Member                      | 297.74           |
| 790.20 Awards - Other                       | 0.00             |
| <b>Total 790.20 Awards</b>                  | <b>1,190.72</b>  |
| 790.30 Leadership Training                  | 0.00             |
| 790.40 Conference Calls                     | 0.00             |
| <b>790.50 Meeting Materials/Signs</b>       |                  |
| 790.50.01 Signs                             | 37.20            |
| 790.50.02 Program                           | 513.78           |
| 790.50.03 Materials                         | 498.30           |
| 790.50 Meeting Materials/Signs - Other      | 0.00             |
| <b>Total 790.50 Meeting Materials/Signs</b> | <b>1,049.28</b>  |
| 790.60 Mail Services, Postage               | 0.00             |
| 790.80 Give-Aways/Gifts                     | 1,375.07         |
| 790.90 Promotion/Marketing                  | 1,268.17         |
| 790 Annual Meeting - Other                  | 0.00             |
| <b>Total 790 Annual Meeting</b>             | <b>12,781.63</b> |
| <b>800 Professional Fees</b>                |                  |
| 800.10 Accounting Services                  | 600.00           |
| 800.20 Administrative Services              | 24,300.00        |
| 800.30 Admin/Staff Travel                   | 145.90           |
| 800.40 Eval/Search Admin                    | 0.00             |
| 800.50 Other Administrative Exp             | 0.00             |
| 800 Professional Fees - Other               | 0.00             |
| <b>Total 800 Professional Fees</b>          | <b>25,045.90</b> |
| <b>810 Dues &amp; Subscriptions</b>         |                  |
| 810.10 NCWBA                                | 300.00           |
| 810.20 NAWL                                 | 0.00             |
| 810 Dues & Subscriptions - Other            | 0.00             |
| <b>Total 810 Dues &amp; Subscriptions</b>   | <b>300.00</b>    |
| <b>820 Bank Fees</b>                        | <b>1,045.27</b>  |
| <b>830 Web Resources</b>                    |                  |
| 830.10 Website Hosting/Domain               | 378.88           |
| 830.20 Website Development                  | 4,058.00         |
| 830.30 Salesforce                           | 0.00             |





Women Lawyers Association of Michigan  
Treasurer's Report  
*Submitted by Roquia Draper, Treasurer*

|                                |                      |
|--------------------------------|----------------------|
| 830.40 Technical Support Svcs  | 0.00                 |
| 830 Web Resources - Other      | <u>0.00</u>          |
| Total 830 Web Resources        | 4,436.88             |
| 840 Office Supplies            |                      |
| 840.10 Copies                  | 543.85               |
| 840.20 Stationery/Envelopes    | 65.83                |
| 840.30 Labels                  | 10.65                |
| 840 Office Supplies - Other    | <u>7.98</u>          |
| Total 840 Office Supplies      | 628.31               |
| 850 Postage                    | 297.75               |
| 860 Telephone                  | 384.50               |
| 870 Printing                   | 53.35                |
| 890 Charitable Contributions   | 250.00               |
| 900 Prior Year Expenses (2011) | <u>0.00</u>          |
| Total Expense                  | <u>67,227.24</u>     |
| Net<br>Income                  | <u><u>121.15</u></u> |



## Women Lawyers Association of Michigan Membership Committee 2017-2018 Report

**Chair:** Alena M Clark

**Members:** Julie Gafkay, Amanda Marler, Katie Brown, Amanda Narvaes, Marla Linderman, Jenni Colagiovanni, Susie Chalgian

**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.



Alena Clark

### Membership Committee Goals

This has been such an exciting year for WLAM coming into our centennial year, and membership has consistently been on the rise. We had over 130 new members join in 2017 and ended the year with 510 paid memberships. Already in 2018, we have added nearly 60 new members.

Starting this year the membership committee wanted to focus on two main goals; obtaining new membership, but also retaining the membership from the lawyers that had joined in years passed. Thankfully, WLAM has some very amazing women who were willing to serve on this committee and thanks to their dedication of time and talent both issues have been improved upon! Specifically, in the months of July and September WLAM enjoyed one of the most successful months of member retention in our recent history, which I believe was due to the hard work of the ladies of this committee.

### Pressing Towards the Mark of our 5 Year Plan

Below is a table of our 5 year plan as it relates to membership, following that are a list of steps this year's membership committee has taken to help WLAM realize those goals.

#### Membership – 5 year strategic plan

| 2014  | 2015-2016  | 2016-2017   | 2017-2018  | 2018-2019  |
|---|--|---|--|--|
| 19 10% increase in membership (retention and recruitment)   | 23 10% increase in membership (retention and recruitment)  | 17 10% increase in membership (retention and recruitment)   | 14 10% increase in membership (retention and recruitment)  | 6 10% increase in membership (retention and recruitment)           |
| 20 Maintain efficacious administration of the organization. Ongoing   | 24 Maintain efficacious administration of the organization. Ongoing  | 18 Maintain efficacious administration of the organization. Ongoing   | 15 Conduct bi-annual training sessions on serving the membership of nonprofit organizations. In conjunction with other officers. | 7 Maintain efficacious administration of the organization. Ongoing |
| 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 | 25 Conduct bi-annual training sessions on serving the membership of nonprofit organizations. In conjunction with other officers. | 19 Expand diversity of membership by 2017 annual meeting<br><br>20 Host events jointly with other specialty bar associations by 2017 annual meeting | 16 Maintain efficacious administration of the organization.  |  |



## Women Lawyers Association of Michigan Membership Committee 2017-2018 Report

|   |  |  |  |  |
|---|--|--|--|--|
| <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>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> |  |  |
|---|--|--|--|--|

Thanks to the dedicated ladies of the membership committee who met regularly throughout the calendar year, we were able to accomplish the following:

- Streamline our welcome process to new members wherein each region has a contact person to reach out to new members and help them feel welcomed and be informed of the many benefits WLAM membership has to offer
  - This included the continued mailing of new membership folders with new membership information
  - It also included personal contact with a regional member to help introduce them to the members in within their region
  - In additional the regional contacts also reach out to their lapsing members to touch base with the member and determine if there were any areas of improvement WLAM could focus or improve upon
- Implement the application process by revising the membership application and make applying to WLAM more up to date and efficient by application through our website
- Assist with updating the website and disseminate and inform the regions of their access to online materials such as their personalized letterhead for leadership, and membership directory contact information for individual members
- Develop new membership structure to include a new category for members who are employed in the public sector and/or non-profit organization



Women Lawyers Association of Michigan  
Membership Committee  
2017-2018 Report

## WLAM Membership Monthly Totals

| Membership Category             | Jan-18 | Feb-18 | Mar-18 |
|---------------------------------|--------|--------|--------|
| Sustaining                      | 73     | 78     | 76     |
| Five + Years                    | 241    | 263    | 270    |
| Government/Non-Profit/Judiciary | 3      | 9      | 26     |
| One to Five Years               | 126    | 113    | 119    |
| New admittee                    | 0      | 0      | 0      |
| Retiree                         | 11     | 12     | 13     |
| Student                         | 62     | 63     | 63     |
| Paralegal                       | 2      | 2      | 2      |
| Unlicensed JD                   | 4      | 6      | 6      |
| Associate                       | 0      | 0      | 0      |
| Total                           | 522    | 546    | 575    |

| Regions**       |     |     |     |
|-----------------|-----|-----|-----|
| Great Lakes Bay | 21  | 29  | 34  |
| Macomb          | 60  | 61  | 61  |
| Mid Michigan    | 49  | 53  | 57  |
| Oakland         | 176 | 186 | 195 |
| Washtenaw       | 66  | 67  | 72  |
| Wayne           | 126 | 131 | 141 |
| Western         | 64  | 62  | 61  |
| Grand Total     | 562 | 589 | 621 |

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

**A very heartfelt thank you to all of the ladies who took the time to serve on this committee!**



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

## **2017-2018 Programming Committee Annual Report**

Co-Chairs: Nicolette Zachary and Erin Klug

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 planned and hosted a Meet the Judges Cocktail Reception during the State Bar NEXT Conference. The reception was well received by members of the judiciary and attendees. WLAM plans to host another Meet the Judges Reception at the upcoming State Bar NEXT Conference on September 27, 2018 in Grand Rapids, Michigan.

The committee also put together a joint panel with the Black Women Lawyers Association of Michigan (BWLAM) in coordination with Tish Browning at Wayne State University Law School on Women's Career Paths in the legal profession. The WLAM panelists were Alexandria Casperson and Kristina Billowus, and the BWLAM panelists were Zenell Brown and Robyn Liddell. Nicolette Zachary moderated the panel. Also in attendance were WLAM President Julie Gafkay and BWLAM President Shawndrica Simmons. The panel was held on the WSU Law School Campus and well attended by the students. The Committee plans to organize similar events at the various law schools in the future.

The Committee is available to provide assistance to the WLAM Regions with their programming and welcomes programming ideas from our members and regions.



Women Lawyers Association of Michigan  
Domestic Violence Awareness Committee  
*Submitted by Nicole Smithson and Kristina Bilowus*

## 2018 Annual Report



*WLAM State Board wearing purple for Domestic Violence Awareness Month*

### **Mission**

The WLAM DV Awareness Committee's purpose is threefold in nature. First, we are committed to combatting domestic violence in society. Second, we seek to improve the legal representation for, and the "system's" treatment of, domestic violence survivors. Thirdly, we strive to address the unique challenges faced by members of the legal profession dealing with personal situations involving domestic violence.

### **The Year in Review**

The Committee saw great growth, interest, and follow through in the different activities and programs held throughout the year. Special thanks goes to Alicia Bianchi, Melanie Smith, Amelia Maggio, Jessica Soblesky, Monica Hunt, Emily Peacock, and Molly K. Conway. These women worked diligently, posed wonderful ideas, and carried out the aims of the Committee.

The overarching goal for this year was to create meaningful opportunities to engage in awareness and education with respect to domestic violence. To accomplish this goal, outreach and partnership in the community was essential. While there is still much work to be done, a secure foundation has been laid with anticipation of further commitment, through education and programming, to the eradication of domestic violence.

### **Activities and Programming**

**Social Media Campaign:** During October's Domestic Violence Awareness month, a social media campaign was launched wherein committee members created weekly DV-related posts for WLAM's Facebook and LinkedIn pages. The posts were educational and informational, generally covering a specific topic (e.g., personal protection orders). The committee encouraged members to post selfies of themselves wearing purple with the *wlamdvaware* hashtag. At the October WLAM Board meeting, members also wore purple in support.

**Webinar:** Cosponsored with Dickinson Wright, the Committee hosted the webinar, "Representing Survivors and Responding to Domestic Violence." The presentation covered a variety of subject matter that concerned domestic violence specialty courts, tips for representing survivors generally and survivors in the legal profession, multicultural issues, and sheltering. Featuring Judge Amy Ronayne Krause, attorneys Ashley Lowe, and Lynn Sirich, Professor Veronica T. Thronson, and community leader Blanca Mares, the speakers had a wealth of knowledge and insight to present. Ninety-one participants signed up for the webinar and had access to variety of resources that were compiled for the event.



Women Lawyers Association of Michigan  
Domestic Violence Awareness Committee  
*Submitted by Nicole Smithson and Kristina Bilowus*

**Tara's Walk:** Turning Point hosted a walk in memory of DV victim, Tara Grant in Sterling Heights (Macomb County). Turning Point is an organization that provides programs and resources that enable victims/survivors of domestic violence and sexual assault to regain control of their lives WLAM sent a team with DV Committee member, Alicia Bianchi, as captain. The team's name was featured on Turning Point's website.

**Adopting an Organization:** At the beginning of the year, each committee member reached out individually to a DV-related organization to try to lend it support and promote the organization's needs and activities to WLAM members generally. Throughout the year, the committee members participated with their respective "adopted" organization.

**Hope Against Trafficking Trivia Night:** DV Awareness Co-Chair Nicole Smithson and Committee Member Alicia Bianchi hosted a team to participate in a night of trivia for charity fundraising. Hope is a Michigan-based campaign in support of the fight against human trafficking that provides a two-year residential program. Additionally, the organization provides services focused on restorative and comprehensive well-being of the survivor.

**FLS & WLAM:** SBM Family Law Section is partnering with the Committee to strengthen awareness and put on joint programs. Both organizations are working closely together to attend meetings, plan, and create further opportunities for growth.

**DV Awareness Materials:** Our Committee is working with FLS to create resource materials for the bi-annual DV training that takes place in Michigan.

**Writing Opportunities:** The Family Law Journal features a monthly articles key focuses on a key issue of domestic violence. Our Committee has been invited to share in such opportunities. Co-Chair Kristina Bilowus authored an article in March's issue and co-authored an article for April's issue.

**Future Endeavors:**

The Committee is planning another webinar in conjunction with Dickinson Wright, focusing on different aspects of personal protection orders. The event will take place either this spring or early fall. Additionally, Committee member Molly Conway has variety of ideas she would like to see implemented in the coming year ranging from educational to legislative initiatives.

Respectfully submitted,

Nicole M. Smithson and Kristina Bilowus, Chairs





Women Lawyers Association of Michigan  
Gender Equity Committee  
*Submitted by Angela Walker*

**Report of the Gender Equity Committee**

This year, the Gender Equity Committee took on a project to improve accommodations for nursing mothers in the courthouses. The first court our Committee members approached about adding lactation rooms was the Wayne County Circuit Court. The Court added lactation rooms in January of 2018. That same week, the Washtenaw County Trial Courts also added a Mother's Room for court users who are breastfeeding or need to express milk. Our Committee is following these two Courts closely and is working on a plan for outreach to recommend similar policies and practices to other courts across the state.

Additionally, the Committee continued its efforts toward achieving equal pay in Michigan. The Committee acted as a liaison between the WLAM Executive Board and the Michigan Equal Pay Coalition. The Committee assisted with and advertised the Michigan Equal Pay Day Legislation Rally in Lansing on April 10, 2018. WLAM had a meaningful presence at both the rally and the corresponding legislative events in Lansing, where our members took action by meeting with elected officials to discuss legislative solutions to address the pay gap.

Angela L. Walker, Chair





## Women Lawyers Association of Michigan Annual Report of the WLAM Foundation *April 2018*

The Women Lawyers Association of Michigan Foundation enjoyed another very successful year of supporting women's education, raising over \$43,000 for scholarships. In 2018, the WLAM Foundation reached the level of \$610,500 given away in scholarships over the past twenty-one years, to 252 awardees! 2017-18 also saw the election of a new chair, Kristen Pursley, after the outstanding presidency of Dawn Van Hoek. Paula M. Talarico remains as Treasurer. Nicole Wilinski is secretary, and the Board is comprised of Z. Kay Fitzpatrick, Ann E. Erickson Gault, Michelle Johnson-Tidjani, Stephanie Jones, Emily Peacock, Katherine Razdolsky Rothstein, Meghan Kennedy Riordan, Jennifer Salvatore, and Dawn Van Hoek. Administrative support is provided by Barbara Campos.

In 2017-18, fundraising took a different form with the Dean's List continuing but with the scholarship awardees being honored at the WLAM Centennial Gala on April 27, 2018. 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; Peacock Law; The Dobrusin Law Firm 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 2018 Dean's List of donors follows:

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

Albert & Doris Pitt Foundation  
Bench-Bar Culinary Challenge Committee  
Dickinson Wright  
Masco Corporation  
Peacock Law PC  
The Dobrusin Law Firm

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

Bodman, PLC  
Carole Chiamp  
Sue Ellen Eisenberg  
Schoenherr, Cahill & Warnez, PC♥  
TalaricoLaw

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

Marianne & Judge Lawrence Talon



Women Lawyers Association of Michigan  
Annual Report of the WLAM Foundation  
*April 2018*

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

|                                 |                                   |
|---------------------------------|-----------------------------------|
| Kenneth M. Bernard, CFA         | Michelle L. Knight ♦              |
| Bernard Wealth Management Corp. | Lambro Niforos ♥                  |
| Tara Bratton ♥                  | Trish Oleksa Haas                 |
| Thomas W. Cranmer ♥             | Karin Orenstein                   |
| Nancy J. Diehl ♥                | Emily Peacock                     |
| Howard B. & Nina Dodge          | Hon. Victoria A. Roberts ♥        |
| Abrams Philanthropic Fund       | Peter & Martha Ruggirello ♥       |
| Brian Einhorn ♥                 | Salvatore Prescott & Porter, PLLC |
| Julie Fershtman ♥               | Karen Seder                       |
| Denise Glassmeyer ♦             | Rebecca Simkins Nowak ♥           |
| Nancy Glen & Ralph McDowell ♥   | Maureen Thomas ♥                  |
| Hon. Marilyn Kelly ♥            | Dawn Van Hoek                     |
| Miller Canfield                 | Lorraine Weber ♥                  |
|                                 | Kristen L. Pursley ♦              |

♥ 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 Farmworker Legal Services, which provides free legal assistance to migrant and seasonal farmworkers in Michigan.

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 TalaricoLaw.

Awards made to Outstanding Women Law Students this year totaled \$18,000, awarded to six students attending Michigan's five accredited law schools. The 2018 Outstanding Women Law Students are:

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

**Shelika Tate**, Western Michigan University Cooley Law



Women Lawyers Association of Michigan  
Annual Report of the WLAM Foundation  
*April 2018*

**Dawn Van Hoek Scholar:**

**Jamie Justina Nelson**, Wayne State University Law School

**WLAM Foundation Scholars:**

**Michelle Shember**, University of Detroit Mercy School of Law

**Brenda Garcia**, Michigan State University College of Law

**Kimberly M. Cahill Scholar:**

**Hira Baig**, University of Michigan Law School

**Florence King Scholar in Patent Law:**

**Jenna Swartzmiller**, University of Detroit Mercy School of Law

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 2018 Outstanding Women Law Students will be introduced at the Women Lawyers Association of Michigan Centennial Gala on April 27, 2018.

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

Respectfully submitted,  
Kristen Pursley,  
Chair, WLAM Foundation  
[kpursley@patentco.com](mailto:kpursley@patentco.com)





## Women Lawyers Association of Michigan Great Lakes Bay Region 2018

2017-2018 Board: Melissa Williams (President), Alena Clark (Vice President), Julie Gafkay (Treasurer), Alexandria Brady (Secretary), Bethany Brush & Jessica Gentile (Membership Co-Chairs), and Laura Kubit (Regional Representative)



### 2017-2018 Regional Events:

- Annual Meeting - June 1, 2017 in Saginaw
- Monthly Board Meetings throughout the region
- Holiday Party - Dec 9th in Frankenmuth
- Winter Wine Down - Feb 21st in Frankenmuth
- Law Day - March 21st in Saginaw
- Spring Escape - March 22nd in Midland
- Equal Pay Day - April 10th in Lansing

**2018 Annual Meeting: May 31st at Apple Mountain**



Women Lawyers Association of Michigan  
2018 Annual Report – Macomb Region  
*Submitted by Elisha Oakes Regional Representative*

WLAM Macomb Region Board for the 2017-2018 Year:

President: Angela Medley  
Vice President: Alyia Hakim  
Immediate Past President: Tanya Grillo  
Regional Representative: Elisha Oakes & Kristina Joseph  
Treasurer: Lyndsay Ott  
Secretary: Farrah Remdayal  
Director at Large: Larua Polizzi

*Annual Spring Charity Event*

The Macomb Region held its annual spring charity event in March 2018 at Freddy's Bar and Grill in Clinton Township. The beneficiary was Family's Exploring Down Syndrome, a Macomb County, Michigan, based charity whose goal is to educate families of children with Down syndrome. The agency also educates Doctors who treat Down syndrome.







Women Lawyers Association of Michigan  
2018 Annual Report – Macomb Region  
*Submitted by Elisha Oakes Regional Representative*

*Fall Membership Mixer and Planning Meeting*

On September 13, 2018, the Macomb Region held its' fall membership mixer and planning meeting at Madison's in Mount Clemens. Members and prospective members attended this fun after-work event to enjoy appetizers and conversation. The Honorable Sandra Harrison of the Macomb County Probate 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.



*Annual Macomb Winter Luncheon*

On December 7, 2017, the Macomb Region held its annual Winter Luncheon at BlackFinn at Partridge Creek in Clinton Township. Jocelyn Benson candidate for Secretary of State was the guest speaker.







## Women Lawyers Association of Michigan 2018 Annual Report – Mid-Michigan Region

The Mid-Michigan Region hosted our annual dinner event which raised funds for our Carolyn A. Stell scholarship and recognized the newly appointed and elected Honorable Louise Alderson, Honorable Julie O'Neill, and Honorable Joyce Draganchuk. Our speaker at the networking event was the current State Bar President, Larry Nolan.



We also had a successful 2017 Stell Reception honoring Janet Welsh, the current Executive Director of the State Bar of Michigan, and law student Amanda Thomas who was awarded the 2017 Carolyn A. Stell scholarship.





## Women Lawyers Association of Michigan 2018 Annual Report – Mid-Michigan Region

We implemented a new series of Women's Health events starting with an event honoring Judge Baird of the Ingham County Circuit Court for her new Phoenix Court with also collected donations from a local charity "Helping Women Period." This was followed by our most recent event in the series, a Pure Barre event joint with the Ingham County Bar Association's Young Lawyers Section.



We look forward to seeing you all at future events in the Capital area!



## WOMEN'S BAR ASSOCIATION – OAKLAND REGION

### WLAM – 2018 Annual Report

In review, WBA has had a great season and is looking ahead. With WLAM's Centennial and a new year to plan for, WBA is excited for the future of women lawyers. As we reflect on this historic time, WBA President Erin Klug notes, "it's been an honor and a privilege to serve as President on this Executive Board of talented and hard-working women. They have made this past year so rewarding for everyone. As a group we've accomplished so many great things this year, and we are all looking forward optimistically to the future of both the WBA and WLAM."

Looking back at the 2017/2018 year, WBA has 192 active members (a 22-member increase from the prior year), monthly events, commitment to charity, and increased involvement with law student development. In the report below, the year is highlighted in more detail.

**Summer Planning Meeting:** Our year kicked off with the annual Summer Planning Meeting in July 2017. Committees were formed, activities planned, and the structure for the year was implemented. Law students as well as attorneys were in attendance, creating a robust dialogue regarding plans for the future.



**WBA Family Outing:** In August, a day of fellowship and barbecuing for WBA members (and families) was hosted by Channelle Kizy-White. The participants had an opportunity to relax, bond, and recharge at the end of the summer.



**Board Meetings:** WBA Board Meetings kicked off on September 6<sup>th</sup> and are held the first Wednesday of each month. Socialization and networking begins at 5:30pm with official meetings beginning at 6:00pm. The location of our meetings rotate between our board members' offices. They are open to all members and potential members. The meetings often serve as the heartbeat of our organization, creating an open forum for discussion, planning, and learning. In February, **Katie Pusz, founder and owner of KPR Communications, LLC**, gave a presentation on public relations for legal practitioners. In March, **WBA's Annual Board Building Meeting** was held at Jolly Pumpkin in Royal Oak introducing our organization to new members and inviting participation from others.



**Athena Award Dinner:** During the summer, WBA nominated Donna MacKenzie for the Athena Leadership Award, which was sponsored through the Business Women's Network for the Royal Oak Chamber of Commerce. The award is presented to an individual who displays professional excellence, community service, and actively assists women in their attainment of professional excellence and leadership skills. In



September, the Athena Leadership Award Dinner was held at Club Venetian. Donna was named a finalist for the award. Emily Peacock gave a wonderful introduction in honor of Donna. In attendance at the dinner were several colleagues, WBA board members, and committee leaders.



**Bar Briefs:** September also kicked off the regular season of Bar Briefs. These networking, informal gatherings are held at various Oakland region restaurants during typical happy-hour times. Participants can either RSVP or simply show up for a drink, appetizer, and camaraderie with fellow attorneys and professionals. Notably, this year's Bar Briefs included entrepreneurs, real estate agents, and students, in addition to the presence of attorneys. Table 5 in Northville, HopCat in Royal Oak, Sedona Taphouse in Troy, John Cowley & Sons in Farmington, and Exferimentation in Pontiac were sites already visited. Town Tavern in Royal Oak is up next on April 18<sup>th</sup> from 5-7pm.

### **Pro Bono:**



WBA's annual pro bono project was a **Day of Service with Humble Design** in October. Humble Design is a Pontiac based non-profit organization that assists families transitioning from homeless shelters to homes by

providing furnishings and design service. For several years, WBA has partnered with the Dobrusin Law Firm and Humble Design to sponsor a family. This year, students, WBA members, and board officers came together to furnish and decorate a home. The results were

outstanding. Most importantly, the day of work presented a chance to turn a dwelling into a personalized home for a family that can provide enjoyment and shelter for the days and months ahead.



**Membership and Mentoring:** In September, WBA participated in **Patriot Week** by reading *Elizabeth Leads the Way: Elizabeth Cady Stanton and the Right to Vote* to several classes at the Bingham Farms Elementary School. The short read sparked great discussion regarding equality, voting, and women's rights.

WBA was a proud co-sponsor with local affinity bars for the **Oakland County Bar Association's Taste of Diversity Dinner** held at The Bird and The Bread in Birmingham. The dinner was attended by many and provided the opportunity for interaction between the various bar associations.



In October, WBA represented at the **joint WLAM and BWLAM panel discussion** held at Wayne State University Law School. The discussion centered on unique issues women and women of color face in the legal



profession. The event was a great balance of thoughtful questions posed by students and detailed responses from the panel. Additionally, the dialogue between attorney representatives and student audience created a great networking occasion. WLAM President Julie Gafkay and BWLAM President Shawndrica Simmons provided opening remarks. BWLAM, WBA, and WLAM-Wayne provided panelists, with Nicolette Zachary as moderator.



WBA represented in strong numbers at the **WLAM State & Regional Board Meeting**, held at the lovely Frankenmuth Farmers Market. The evening was a time for state-wide updates, collaboration, and collegiality among the regions.

**Painting with a Twist** was a featured event for membership in November. The outing brought together an excellent mix of students, board members from various regions, committee members, and the general body. Everyone got the chance to flex their artistic skills by painting a wintery scene. Plenty of good food and drink was on hand for the legal artists!



In January, the members-only opportunity **"Table for Eight"** was hosted and held by Melissa R. Atherton. The



occasion permitted an intimate and personal conversation with Jereen Trudell. Ms. Trudell is the Assistant General Counsel of Corporate Affairs at FCA US, LLC, and was the guest of honor. Held at the Sedona Taphouse in Troy, the relaxed atmosphere and



company sparked great conversation. Ms. Trudell discussed the evolution of her career, tips for new attorneys, career advice, and covered work-life balance. Additionally, the attorneys in attendance came from a wide-range of legal practice areas. With a small discussion group, the participants could learn about different aspects of law, share common ground, and network. This evening was a small way of providing an exclusive experience for WBA membership and expressing appreciation.

February brought the bi-annual **WBA Retreat**. Six intrepid women braved a winter storm to travel up north for a weekend of fellowship and fun. While some may escape the winter, the WBA welcomed it! Exploring the Traverse City area, the retreat was a good time.



In March, WBA participated in the **University of Detroit Mercy School of Law Bar Association Fair**. WBA member Becky Wilson was on hand to provide information, answer questions, and pass out sweet snacks to the students who stopped by.

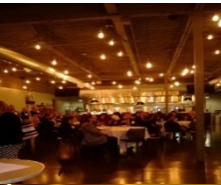
Membership and mentoring are important components to the WBA. Membership is

growing and active, with more members than prior years. Opportunities for members-only as well as enhancing our regional representation were goals that were achieved this year.

Moreover, student involvement is strong. Several student representatives from the various Michigan law schools have attended board meetings, outings, and expressed interest in the organization. Fostering a relationship between student and attorney interaction within the organization was another component highlighted this year.

**Special Thanks:** In addition to the efforts and hard work from board members, our committee chairs and members are commended. Special thanks go to Melissa Atherton, Nicole Coleman, Deanna Kossaras, Stephanie Martin, Daniela Walters, and Becky Wilson.

### **Charity & Fundraising:**



WBA's holiday event, the **Champagne Soirée** was held in January at the Great Lakes Culinary Center. Set in a festive environment, participants enjoyed sample dishes from the

Center and great fellowship. This year's charity of choice was the Farber Family Pet Center at HAVEN. HAVEN is dedicated to eradicating domestic and sexual violence by empowering survivors.

"A Place for Paws" is a place for survivors to bring their fur babies and keep them safe from their abusers. Thanks to the generous attendees and donations, \$3,000.00 was donated and will go to benefit the Farber Family Pet Center.



In March, the **2<sup>nd</sup> Annual Affinity Bar Charity Challenge** was held at Otus Supply in Ferndale. Partnering with Women Lawyers Association of Michigan, Women Lawyers Association of Michigan - Macomb, Black Women Lawyers Association of Michigan, Detroit Bar Association, D. Augustus Straker Bar Association, Wolverine Bar



Association, and the Michigan Muslim Bar Association, the associations lobbied for their individual charities. Each association selected a judge of honor and a charity to promote. Kids TALK, promoted by Judge Kirsten Frank Kelly, came away with the big "win" earning first place in the challenge (\$1,209!) and receiving an extra \$200.00 from the profits of the evening. All the

charities did well and the remaining proceeds from the event were split evenly between them. Judges, affinity bar board members, attorneys, and students were all in attendance for an evening of fellowship and giving. The occasion was supported by several generous sponsors.





On April 12<sup>th</sup>, the annual **WBA trivia night** was held at HopCat in Royal Oak. Proceeds from the event benefit the WBA's Sarah Killgore Wertman



Scholarship. This award is presented at the WBA Annual Dinner to an outstanding woman law student who works, lives, or attends law school in the Oakland Region at the annual WBA Dinner. Several law firms and bar associations participated. Additionally, family and friends comprised of the "non-legal" world attended. Two fun rounds of trivia, complete with great food and drink, made for a relaxing evening.



### Accolades



Throughout the year, various individuals within WBA have experienced great professional and personal successes. Being too numerous to name and with trepidation someone may be unintentionally overlooked, we are extremely proud of the many accomplishments of members. By way of example, Recording Secretary Katherine M. Pacynski became a shareholder of her firm, a mother, and was selected as a member of the 2018 Oakland County Executive's Elite 40 under 40 class, all during this bar year.

**Upcoming Events:** The remaining events include a **health and wellness day at Prana Yoga Center** on Sunday, April 22, from 11:00 a.m.-1:00 p.m. Consisting of a one-hour yoga session suitable for all levels, Q & A with health/wellness coach (and attorney!) Jessica Hammon, networking, and refreshments will follow.



On May 31<sup>st</sup>, **WBA's Annual Dinner at the Birmingham Athletic Club** will be held. At the dinner, the Sarah Killgore Wertman Scholarship will be presented, as well as the Evelyn Forrest Distinguished Advocate Award and Joan Yong Judicial Excellence Award. The Evelyn Forrest Distinguished Advocate Award celebrates the accomplishments of a lawyer who excels in her field and exemplifies professionalism, advocacy, and dedication to furthering opportunities for women in the law. Likewise, the Joan Young Judicial Excellence Award honors a member of the judiciary who openly demonstrates her commitment to securing the rights of women in society, promoting equality and social justice for all, and demonstrating the highest caliber of judicial integrity



As indicated above, the year has been successful and full of opportunity. As WBA celebrates WLAM's Centennial, we are proud of the individuals who have shaped our various organizations over the last 100 years. With particular attention to the accomplishments of women in the legal profession, we are especially proud and look forward to further advancements to be made.

Respectfully Submitted,  
WBA – Oakland Region





## Women Lawyers Association of Michigan 2018 Annual Report – Washtenaw Region

### **Women Lawyers Association of Michigan, State Meeting Washtenaw Region Report – 2018**

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, Patricia Reiser; Vice President, Parisa Ghazaeri; Treasurer, Charlotte Croson; Secretary, Allison Love; Regional Representative, Angela Walker; Membership Chair Susan Longworth, and Communications Chair, Sandy Musser.

**Joint Summer Picnic:** In June, the Washtenaw WLAM Region co-sponsored a joint summer family picnic with the Washtenaw County Bar Association. Judge Joe Burke, Judge Karen Valvo, and John Reiser kept everyone well supplied with hamburgers, hot dogs, and veggie burgers. A few people braved the elements to play catch, or other games, but most stayed in the sheltered picnic area and simply enjoyed some good food, as well as each other's company.

**Annual Summer Party:** In July, the WLAM Washtenaw held its annual summer party at the home of Heidi Salter-Ferris. The event was well-attended, the food was delicious, and Don's famous watermelon cocktails went well with the summer evening air, relaxed conversation, and spectacular lake view.

**Annual WLAM Tailgate:** In September, members and their families gathered for the WLAM and WCBA annual tailgate, graciously hosted by Elizabeth Jolliffe. Everyone had a great time tailgating at this family-friendly event before the University of Michigan defeated the Air Force.

**Bias Awareness Week:** In October, WLAM co-sponsored the Washtenaw County Bar Association's 26th Annual Bias Awareness Strolling Reception together with the Venzetti M. Hamilton Bar Association at Weber's Inn in Ann Arbor. Michigan ACLU Legal Director Michael Steinberg was the keynote speaker. Kim Moore received the WCBA's Martin Luther King, Jr. "I Have a Dream" Award, and Robyn McCoy received the VHBA's Frederick Douglass Racial Justice and Harmony Award. The event was well attended by members and their guests. It was a positive and inspiring evening!

**Halloween:** Also in October, WLAM members met up at the courthouse to participate with their kids in a downtown trick-or-treat event.

**Brown Bag Lunch Discussion:** In November, members of our Moms-in-Law group enjoyed a Brown Bag Lunch Discussion at the Offices of Nichols, Sacks, Sendelbach & Buiteweg, P.C.



## Women Lawyers Association of Michigan 2018 Annual Report – Washtenaw Region

**Annual Holiday Party:** In December, The WLAM Washtenaw Region held its annual holiday party and presentation of the Mary Foster Award at the lovely home of Nora Wright. It was well attended as always. Elizabeth Kitchen-Troop was the recipient of the 2017 Mary Foster Award for her leadership, talent and significant contributions to women. Liz is a past-president of the WLAM Washtenaw region, immediate past-president of the Washtenaw County Bar Association, and founder of the Modest Means program in Washtenaw County. She is a family law litigator, mediator, and parenting coordinator at Kline Legal Group.

**Board Retreat:** In February, the Washtenaw Region's board gathered for a retreat at a local restaurant.

**Champagne and Tea Event:** In March, our region hosted a "Champagne and Tea" event at the TeaHausi in Kerrytown of downtown Ann Arbor. This was a social gathering where savory sandwiches, flavored scones, and sweet treats were enjoyed along with a variety of teas and champagne.

**Yoga Event:** Later on this month, we will be holding a yoga event at on April 28, 2018 at the Yoga Space taught by WLAM member Sally Rutzky. This is a popular annual event for our region.



## Women Lawyers Association of Michigan 2018 Annual Report – Wayne Region

### **Wayne Region Annual Meeting 2017**

We were honored to have been able to present to Judge Denise Page Hood the Mary S. Coleman Award at our WLAM - Wayne Annual Meeting in May 2017 at the Detroit Athletic Club. This award is bestowed annually to a current or former member of the Michigan federal, state, or tribal judiciary whose leadership, talent, and significant contributions to women provide a role model for women in the profession and women in general. A special thank you to Judge Hood for being such an amazing role model for women in the law.



The Annual Meeting was such a success! Our panel discussed the topic From Flattery to Fear: A Look at Sexual Harassment in the Workplace. Our speakers included Patricia Nemeth, employment attorney and partner at Nemeth Law PC, Dean Phyllis Crocker, Dean of the University of Detroit Mercy School of Law, Sheldon J. Stark, Mediator and Arbitrator, and Fawn Montgomery, Washtenaw County Assistant Prosecuting Attorney and Army Veteran. The evening was moderated by Meghan Brennan, Senior Manager of Marketing, Media, and Special Events at The Pope Francis Center. After our panel concluded, everyone was invited to stay for drinks, appetizers, socializing, and further discussion of such an important topic.

### **2017-2018 Members of the Month**

- August 2017: Alexandria Casperson
- September 2017: Debra Pospiech
- October 2017: Jennifer Dewey
- November 2017: Kathy Corpus
- December 2017: Grace Trueman
- January 2018: Leslie Lott
- February 2018: April Valdes
- March 2018: Kirsten Silwanowicz
- April 2018: Alicia Bianchi



## Women Lawyers Association of Michigan 2018 Annual Report – Wayne Region



### **Wine and Garden Party**

Our Annual Wine and Garden Party was a blast even though it was a bit warm that day. The event was held on Thursday, September 21, 2017 at 5:30PM on the Park Shelton Rooftop hosted by Judge Mariam Saad Bazzi of the 3<sup>rd</sup> Circuit Court. Judge Bazzi received her banner during the event.



### **Executive Board Meetings**

This year we tried something new and held most of our Executive Board meetings at the homes of our board members. Holding the meetings in our homes created a more informal and comfortable atmosphere. We liked it so much we might do it next year too!

### **Legal Libations**

After such a successful start to Legal Libations last year, we decided to hold monthly Legal Libations around Wayne County. Some of our events were so successful, we had to ask the restaurant for a bigger space! This year we visited The Post, Townhouse, The Apparatus Room, the Ghost Bar at the Whitney, and Atwater in the Park.





## Women Lawyers Association of Michigan 2018 Annual Report – Wayne Region

### **Volunteering Events**

Wayne Region participated in three volunteer events this year and supported Alternatives for Girls in each event:

- In December 2017, we collected donations and purchased Christmas gifts for five girls from Alternatives for Girls, donated a surplus of donations of \$200 to the organization, and volunteered for one of their Christmas parties. During the Christmas party, our members helped the girls make Christmas stockings. There was glitter everywhere!
- In March 2018, we helped staff their annual Role Model Dinner at Cobo Hall honoring Alicia Boler Davis, Executive Vice President of Global Manufacturing for General Motors Company, Deborah LaBelle, Partner at the Law Offices of Deborah LaBelle, and Monica Martinez, Senior Vice President of External Affairs for Michigan and the National Director of Hispanic Business Development for Comerica Bank.
- In April 2018, we hosted and served dinner during the after school program to girls of all ages from elementary school through high school. Wayne Region brought Middle Eastern food for dinner which was a new experience for many of the girls but everyone seemed to enjoy it! We also had the pleasure of Judge White joining us along with some of her staff members.







## Women Lawyers Association of Michigan 2018 Annual Report – Wayne Region



### Winter Wine Down and Fashion Show



Our Winter Wine Down was held in February 2018 at the Grosse Pointe Yacht Club. We had a nice turnout, and this year included the fun feature of a fashion show. Our models included several members of the Wayne Region Executive Board to show off the clothing line of Etcetera. Afterwards, everyone was invited to try on the clothing, eat, drink, and socialize.





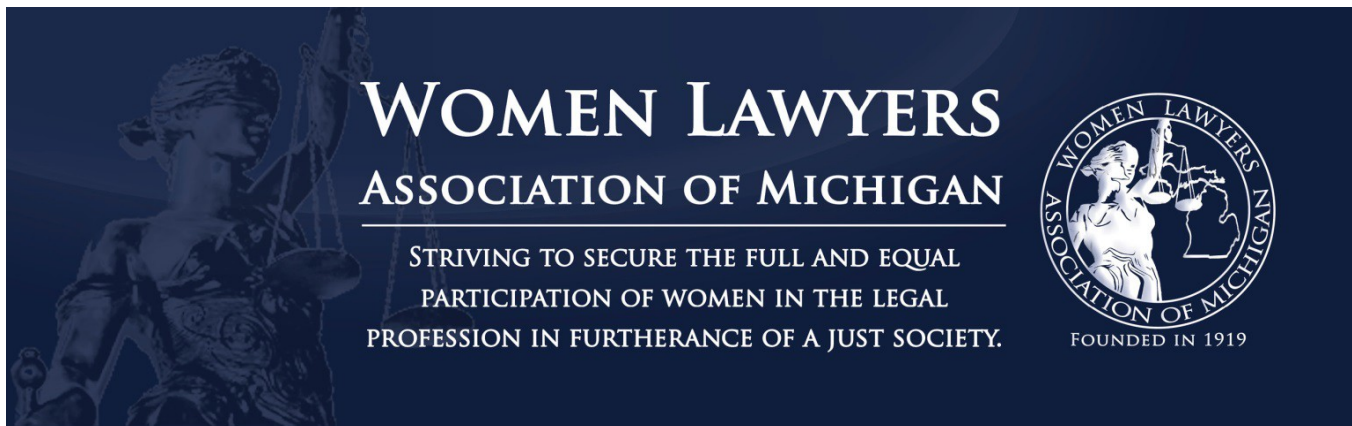
## Women Lawyers Association of Michigan 2018 Annual Report – Wayne Region

### **Coming Soon**

This year we are hosting a member benefit event in Western Wayne and another in Eastern Wayne to promote the health and wellness of our members on April 21, 2018. One event will be held at the Plymouth location of Pure Barre and the other will be held at Detroit Yoga Lab. The event is free for members and limited to 15 people per location.

The 2017/2018 Wayne Region Annual Meeting is scheduled for May 17, 2018 at 6:00PM at the Detroit Athletic Club. This year's topic is Learning to Lead: A discussion on strengthening communities by supporting and inspiring our children. We hope to see you there!





## Western Region

### ANNUAL REPORT

Submitted by  
Amanda Narvaes  
April 11, 2018

#### Western Region

*President*  
April Hulst

*Vice President*  
Kari Sherry

*Secretary*  
Amanda Osorio

*Treasurer*  
Jennifer Tello

*Regional Representative*  
Amanda Narvaes

*Immediate Past President*  
Lindsay Canan

*Board Members at Large*  
Catherine Brainerd  
Leslie Dickinson  
Jackie Gordon  
Audra McClure  
Nicole Paterson  
Andrea Snyder

#### **I. 2017 Membership Events**

A. On September 21, 2017, The State Bar of Michigan's Immediate Past President, Larry Nolan joined the Grand Rapids Western Region for its September Welcome Back event, which was held outdoors at a local eatery, the Sovengard. The participants enjoyed the unseasonably warm weather as well as food, spirits, and each other's company.

B. On October 25, 2017, the Western Region hosted an environmental lawyer at a luncheon event held at the Watermark Country Club. WLAM members and guests heard a presentation by Elaine Isely, Director of Water Programs at the West Michigan Environmental Action Center (WMEAC).

C. For the second year, on November 15, 2017, 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. There was no fee for our members to attend.

#### **II. 2018 Holiday Reception**

Our annual Holiday Reception was held on January 10, 2018. Approximately 30 local attorneys and judges conversed while enjoying wine and hors d'oeuvres.

#### **III. 2018 Membership Events**

A. On February 22, 2018, Western Region sponsored a reception for *Just Lips*, a lip sync event at the Wealthy Theater in Grand Rapids at 7:00 PM on February 22, 2018. The money raised by sponsors and the brave lawyers and judges who performed at the lip sync event supported the Justice Foundation of West Michigan. Prior to the event in the theater lobby, WLAM Western Region had many members participate in a reception in which participants and ticket holders enjoyed appetizers, beer and wine, while mingling with judges, attorneys, and their family and friends.

## Western Region, *cont.*

B. On March 22, 2018, WLAM hosted a happy hour. The event took place at the Knickerbocker at New Holland Brewing in Grand Rapids and provided WLAM members with a networking opportunity.

C. On April 19, 2018 WLAM will host our annual Bring Your Child to Work Day event at 3:30 p.m. at the Grand Rapids Children's Museum. Age appropriate crafts and stories with a theme of justice will be followed by the opportunity to play at the Museum.

### IV. 2018 Western Region Annual Meeting

On May 17, Western Region will host its Annual Meeting at the Rhoades McKee law firm in their gathering room in downtown Grand Rapids. The reception will feature appetizers and drinks and we will announce the recipient of our Region's Outstanding Member Award. In keeping with the State WLAM's emphasis in thanking past presidents of WLAM at its 100<sup>th</sup> Annual Meeting, the Western Region will plan to thank all past presidents of the Western Region at its Annual Meeting this year.

### V. Annual Women Lawyers vs. Judges Charity Softball Game

A. The Western Region hosted its 34th Annual Charity Women Lawyers vs. Judges Softball Game on June 10, 2017. We were blessed with great weather and the event was another successful fundraiser for the YWCA of West Central Michigan, whose mission is dedicated to empowering women and girls, eliminating racism and sexism, and promoting peace, justice, freedom, and dignity for all. Thanks to our wonderful and generous sponsors, we raised \$18,000 for the YWCA.

B. We are currently planning the 35th Annual Charity Softball Game to take place from 5:00 – 7:00 PM on Saturday, June 9, 2017 at the Fifth Third Ballpark in Comstock Park, MI. Proceeds of the corporate sponsorships and excess fees over regular game ticket costs will benefit the YWCA. You may purchase tickets at the following link <https://www.ywcawcmi.org/events/wlam/>, or ask any WLAM Western Region board member for tickets.

