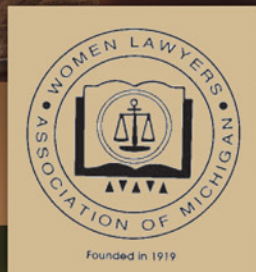


2010 ANNUAL REPORT



**WOMEN LAWYERS
ASSOCIATION OF MICHIGAN**

PRESIDENT'S REPORT

President's Report for the 2012 Annual Meeting

By Lysa Postula-Stein

This year's renovations within WLAM make us a model for all evolving women's organizations. Many years in the making, our focus has moved from yesterday's blatant gender discrimination to today's obscure family responsibilities discrimination, from helping our members get one foot in the door to providing the tangible tools necessary to stay in the game and rise to the top.

To fortify our foundation and enduring relevance, we have also adopted a new administrative model that guarantees the continuation of the member services and activities that are the cornerstones of our organization. State and Regional volunteers have dedicated long hours to ensuring that our members can rely on WLAM's provision of career-enhancing benefits, its future administrative stability, and its activism in political and legal matters that affect all women.

WLAM, along with many women's organizations, realizes that blatant gender discrimination is no longer the primary roadblock to female success in the business world. While other associations flounder for new meaning, WLAM has reached the conclusion that family responsibilities discrimination is the new hurdle. A Center for WorkLife Law research project focused on media treatment of the social condition that when both parents work outside the home, "Mothers still spend nearly twice as long as fathers doing core household tasks and nearly twice as much time as fathers caring for children as their primary activity."¹ It is presumed that a woman is not confronted with discrimination when she reduces her career activities in order to care for her children or aging parents. Rather, she is "choosing" to be less active in her profession, yet just the opposite is true. "The fact that women make choices does not preclude the existence of discrimination. When women quit because they encounter maternal wall bias and stereotyping, or because their husbands encounter the expectation that they should not take

leave because 'your wife should do it,' they are not freely opting out – they are being pushed out by gender discrimination."²

As President of WLAM, my primary personal goal was to provide tangible tools for minimizing the hindrances that family responsibilities impose upon women's careers. This winter, WLAM's State Board finalized the long-discussed Partnership Plan. WLAM is forming relationships with businesses that provide our members with discounted child- and elder- care, law firm staffing support, technologically-enhanced business model services, insurance, financial advice, and more.

Our next big accomplishments this year were in the administrative department. We have cultivated a strong relationship with our professional management provider, AMR (Association Management Resources) and our Association Manager, Alecia Powell. Because of that relationship, we have been able to adopt a new administrative model in which WLAM's core functions are performed professionally. AMR provides fluidity and continuity as our officers annually change chairs, ensuring that our membership data is regularly updated and disseminated to the regions, our financial records and taxes are maintained and in regulatory compliance, and our Annual Meeting is professionally executed.

The relationship with AMR has also allowed a modification in our fiscal model. To ensure that core administrative functions remain consistent and constant, membership dues are first allocated to cover the costs of core administrative functions before being utilized for other purposes. Included in that list of core functions is AMR's provision of its expertise in establishing and maintaining our business partnerships pursuant to our Partnership *continued on next page*

¹ "Opt Out" or Pushed Out?: How the Press Covers Work/Family Conflict, *The Untold Story of Why Women Leave the Workforce*, Joan C. Williams, Jessica Manvell, Stephanie Bornstein, The Center for WorkLife Law, University of California, Hastings College of the Law, www.worklifelaw.org, Joan C. Williams 2006, p. 21 *citing* Bianchi & Raley, 2005, p. 31-33.

² "Opt Out" or Pushed Out?, p. 50.

PRESIDENT'S REPORT

Plan. These Partners pay a premium to advertise to our members, provide discounted services and other member benefits, and work with our leadership. The funds raised support enhanced administrative services and additional programming at both the State and Regional levels.

The maintenance of core administrative functions by AMR staff has allowed volunteers to focus on the big picture, on the programming that truly satisfies WLAM's mission. This year, the Membership Committee worked in harmony with Assoc. Mgr. Powell to fully implement recruitment and retention strategies that have been in development for some time. As a result, we had over 40% increase in membership this year.

In the fiscal arena, our Treasurer worked directly with AMR's bookkeepers and CPA to finalize several years' worth of overhauling of our procedures, reformat our State reports, and support the Regions in their reporting procedures.

At the regional level this year, our members enjoyed an incredible amount of programming. A new region was formed, smaller and less active regions exploded in membership and activities, our student chapters were involved and are multiplying, and every region enjoyed a flurry of seminars and networking events.

Finally, we were able to focus our power as a statewide network to affect change in the political and legal arenas. We began the year by dedicating our entire Annual Meeting to pay equity and family responsibilities discrimination. The Gender Equity Committee has continued to work directly with Michigan's legislators to develop the legislation on these issues that is now set to move forward in the House. We also filed several Amicus Briefs over the year on a variety of women's rights in Michigan, and we collaborated with multiple other women's organizations to address women's civil rights issues.

The 2010-2011 State leaders tackled an extraordinary number of key issues. The momentum that has epitomized the past several years of WLAM's growth has never been stronger. I am proud of the high level of State Board meeting attendance and involvement that exhibits its members' commitment to WLAM. We spent an uncountable number of hours in person and by e-mail debating with passion and zeal. Surveys of the membership, collection of research data from institutes, and consideration of WLAM history were key elements employed by our board members in their decision making process. My hope is that our momentum will exponentially spread throughout the regions and our hard work will result in an even more vital and vibrant WLAM moving forward.

WLAM COMMITTEES

Communications & Technology Committee Report

Submitted by Kristen L. Pursley

During 2010/2011 the WLAM Communications & Technology Committee ("C&T Committee") was pleased to provide the following services to our members, our regions and the community.

Members: Our goal is to keep WLAM members across the state "in the loop" regarding the many activities

of WLAM at both the state and regional level. Our communications with the membership fall generally into three categories. First, we provide members with information regarding WLAM state and regional events and we also provide updates on where and how WLAM members are making a difference for women in the legal community and elsewhere. Second, we provide a referral service for prospective clients seeking representation from our membership. Lastly, we aim to keep the membership aware of matters relating to the State Board by providing notice of meetings, board vacancies, votes, and other administrative matters. In addition to these communications, we maintain certain information on the WLAM website, *continued on next page*

WLAM COMMITTEES

provide an eFocus Newsletter to promote the regional activities, and provide content and a group discussion forum via the WLAM LinkedIn group. A very special thank you goes out to Elizabeth Jolliffe for facilitating both the LinkedIn group and eFocus Newsletter. She is an indispensable committee member.

Regions: The C&T committee supports the regions by posting regional news and event information to the WLAM website. The committee also solicits and submits regional updates to Michigan Lawyers Weekly for the WLAM quarterly news page.

Community: The C&T Committee has promoted several events for various regions and the WLAM Foundation where fundraising efforts have sought to provide generous donations to members of our communities, including many non-profit organizations.

The C&T committee would like to thank Alicia Powell of AMR and Elizabeth Jolliffe for all of their efforts this year. All of the above could not have been accomplished without their amazing assistance.

Gender Equity Committee

Submitted by Jennifer Salvatore, Chair

WLAM's Gender Equity Committee, chaired by Jennifer Salvatore, worked this year on pushing forward legislation on pay equity and family responsibilities discrimination. Both pieces of legislation were drafted last year by the Committee. On April 12, 2011, in conjunction with Equal Pay Day, WLAM's bill on wage transparency was introduced by State Sen. Rebekah Warren in the Senate and by Rep. Joan Bauer in the House of Representatives. The bill would give employees the right to request pay information about comparable employees so that women and others can determine whether they are being paid fairly. The bill has received the support of a wide range of women's organizations throughout the state. The Committee plans to continue to support this bill by educating legislators and community members about the issue of wage secrecy and continuing to push for its passage.

We intend to work with the same group of women legislators, through the bi-partisan women's caucus, to build support for the FRD legislation. This legislation would protect caregivers from employment discrimination based on their caregiving status. We are hopeful that this bill will also be introduced later this year.

In addition, the Committee is preparing draft legislation that would extend Family and Medical Leave Act coverage to employees working for small

employers in the state of Michigan. Currently, employers with less than 50 employees are not obligated to follow the federal FMLA. As a result, a large number of Michigan citizens have no job protection when they are ill, on maternity leave, or caring for a sick family member. Many states have enacted "mini-FMLAs" to deal with this gap in coverage. Michigan has not yet done so, and WLAM's Gender Equity committee would like to make this issue one of our legislative priorities, moving-forward.

In addition to legislative advocacy, the Committee also drafted and submitted in 2010, on behalf of WLAM, an amicus brief in the matter of Hamed v. Wayne County, which is currently in front of the Michigan Supreme Court and which could significantly affect sex harassment law in Michigan. Although the Hamed case dealt with whether or not Wayne County should be liable for the sexual assault of a detainee by a guard at the Wayne County jail, WLAM's brief focused on encouraging the Court to maintain current standards under the Elliott Larsen Civil Rights Act, which hold that there is strict liability on employers for quid pro quo sexual harassment in the workplace.

Finally, the Committee also worked this year to help support an event in late March honoring Jean Ledwith King and the Women's Center of Southeastern Michigan.

We are excited about our progress and welcome anyone interested in these issues to join our efforts.

WLAM FINANCIAL REPORTS

Treasurer's Report

We are in a much better financial state this year than last year despite some changing of the guards in the Treasurer position. In early October, it was discovered that the budget passed for 2010 had several errors that resulted in a projected deficit of approximately of approximately \$14,000.00. The three most prominent errors were as follows:

1. The 2010 budget presumed a 15% growth in membership rather than being based on actual membership numbers.
2. The 2010 budget did not account for the fact that the 15% presumed growth of membership revenue needed to be balanced by the fact that approximately 25% of the membership revenue is sent to the regions, so that our expenses would increase by 25% also. So, for example, if we have a 15% increase of members, say 75 members at \$100.00/member, that's \$7,500.00 in revenue, but 25% goes back to the regions, so our budget would be off by \$2,500.00 as to expenses if this expected increase occurred.
3. The 2010 budget included expected income that we had never received previously and did not, in fact, receive.

However, due to the fact we had tremendous membership growth, with tightening our belts after the errors were discovered, we reduced the actual deficit to \$3,350.00.

This year's budget, 2011, was based on actual membership numbers, presuming no growth and did include the correct 25% calculation in regional payment expenses. Further, no income other than membership and projected annual meeting income were used to determine revenue. In the calculation, annual meeting income was based on actual income received and was projected at over 15% less than projected last year, so the budget was very conservative.

Further, we have started our Partnership Program and received our first partner, which increased our

revenue by \$3,000.00, which may help us replenish our deficit from last year.

A lot has changed this year procedurally. First of all the payment process to the regions has been increased dramatically. Before payments to regions sometimes took months to get to the regions, after the regions submitted their required reports. For the last two quarters, checks have gone out within a week of submission of the reports. Second, regions are now told, even before they get their reports in, how much money they can expect to receive, assuming they get their reports in timely. Before regions would have no idea how much to expect or even a method to check if the amounts were correct. Now, because the regions get monthly membership reports, they can actually double-check the amounts.

Also we have dramatically changed the way our financials are reported. Our reports are now done based on a quarterly basis rather than monthly. This allows a true and accurate report, including all of the regions' expenses and revenues.

The state level reports have also changed. The state still gets a monthly report on its' revenue and expenses, but it is no longer voted on. Only the quarterly reports are voted on. Moreover, the monthly reports now include more information designed to ensure we never learn almost $\frac{3}{4}$ through the year that we have a deficit budget again. The reports include a monthly analysis of where we are, where we expected to be by the month we are in and the actual budgeted amount. So we will know as to each line item and in total if we are under budget, over budget or on target.

The quarterly reports and budget are available to all regions through their regional representative.

I want to thank all of the regional Treasurers for their hard work this year. You have been awesome through so many transitions and changes!! Thank you to Ryan Steele, Rebecca Daniel, April Grandy, Erane Washington, Tenicia Vanzant, Kris Arnett, Gera Brown, Kelly Clum-Matthyse, Lyndsay Ott, Coryelle Christie and Melissa Dietz!!!!

WLAM FINANCIAL REPORTS

WLAM Profit & Loss - January through December 2010

	<u>January - December 2010</u>
Income	
640 · Dues	
640.1 · Sustaining	9,075.00
640.10 · Associate Member	300.00
640.2 · 5 +	25,500.00
640.3 · 1 - 5 years	5,150.00
640.4 · Student	3,550.00
640.5 · Admittee	350.00
640.6 · Retired	250.00
640.7 · Extra Region	650.00
640.8 · New (Incentive)	25.00
640.9 · Paralegal	80.00
Total 640 · Dues	<u>44,930.00</u>
660 · Non-dues Revenue	14.69
680 · Other income	5.15
690 · Annual Meeting Income	
690.1 · Members	3,831.00
690.2 · Non-Members	2,094.00
690.3 · Sponsorship	4,700.00
Total 690 · Annual Meeting Income	<u>10,625.00</u>
Total Income	<u>55,574.84</u>
Expense	
700 · Member Services Expenses	
710 · Board	
710.1 · Meetings	19.61
710.2 · Conference Calls	182.17
710 · Board - Other	94.05
Total 710 · Board	<u>295.83</u>
720 · Committee Expenses	
720.2 · Membership Committee	0.00
Total 720 · Committee Expenses	<u>0.00</u>
730 · Licenses & Fees	
730.1 · Non-profit Permit - State fee	20.00
Total 730 · Licenses & Fees	<u>20.00</u>
740 · Regions	
740.1 · Dues to regions	9,516.25
740.2 · Special Project Funding	78.25
Total 740 · Regions	<u>9,594.50</u>
750 · Marketing	
750.3 · Constant Contact	306.00
750.4 · Brochures	154.76
750.5 · Other	703.90
Total 750 · Marketing	<u>1,164.66</u>
Total 700 · Member Services Expenses	<u>11,074.99</u>
790 · Annual Meeting Expense	
790.1 · Facility	
790.1.1 · Microphone-Wireless	200.00
790.1.2 · Microphone-w/lecturn	50.00

continued on next page

WLAM FINANCIAL REPORTS

WLAM Profit & Loss - January through December 2010

	<u>January - December 2010</u>
790.1.3 · Screen	75.00
790.1.4 · AV Cart & Projector	25.00
790.1.6 · Food	1,229.60
790.1.7 · Room Rental	800.00
790.1 · Facility - Other	<u>2,575.00</u>
Total 790.1 · Facility	4,954.60
790.2 · Awards	
790.2.1 · President Gift	248.32
790.2.3 · Gifts	<u>201.95</u>
Total 790.2 · Awards	450.27
790.4 · Committee	37.36
790.5 · Supplies	324.51
790.6 · Postage	0.44
790.8 · Give Aways	525.08
790.9 · Marketing	42.24
790 · Annual Meeting Expense - Other	<u>91.50</u>
Total 790 · Annual Meeting Expense	6,426.00
800 · Management & General Expenses	
810 · Management Contract AMR	
810.1 · Incentives	4,761.99
810 · Management Contract AMR - Other	<u>32,499.96</u>
Total 810 · Management Contract AMR	37,261.95
815 · Staff Travel	
815.1 · Mileage	41.29
815.2 · Other	<u>50.00</u>
Total 815 · Staff Travel	91.29
820 · Bank Fees	
820.1 · Merchant Services	<u>752.68</u>
Total 820 · Bank Fees	752.68
830 · Web	
830.2 · Web Hosting Fee	194.35
830.3 · Other	<u>30.00</u>
Total 830 · Web	224.35
840 · Copying	82.22
850 · Postage	
850.1 · Postage-Membership Cmtee.	0.00
850 · Postage - Other	<u>173.33</u>
Total 850 · Postage	173.33
860 · Phone	650.54
890 · Professional Dues	
890.1 · NCWBA	150.00
890.2 · NAWL	<u>125.00</u>
Total 890 · Professional Dues	275.00
896 · Donations	<u>100.00</u>
Total 800 · Management & General Expenses	39,611.36
900 · D & O Insurance	612.50
910 · Tax Services	<u>1,200.00</u>
Total Expense	<u>58,924.85</u>
Net Income	-3,350.01

WLAM FINANCIAL REPORTS

WLAM Foundation Profit & Loss - January through December 2010

	<u>January - December 2010</u>
Income	
Conference & Educational Events	1,360.95
Donations	57.00
Dues Received from State	8,447.50
Fundraising Activities	7,246.92
Investment Income	
Interest	26.22
Total Investment Income	<u>26.22</u>
Membership Meeting Income	12,273.25
Other Income	15,253.30
Total Income	<u>44,665.14</u>
Expense	
Bank Charges	166.99
Charitable Donations	1,252.00
Conference & Educational Exp.	2,952.88
Fundraising Expenses	3,599.12
Gifts & Contributions	619.01
Membership Meeting Expense	19,536.12
Office Supplies	80.51
Other Expense	4,220.54
Postage & Shipping	119.14
Printing & Publication	120.00
Scholarship	1,000.00
Sponsorship	620.00
Travel	136.00
Total Expense	<u>34,422.31</u>
Net Income	10,242.83

WLAM COMMITTEES

Membership Report

Submitted by Marla Linderman

We have had huge growth as an organization. Based on hard membership numbers, our membership grew by 118 members in 2010.

December 2009	534	August 2010	606
January 2010	460	September 2010	640
February 2010	530	October 2010	674
March 2010	575	November 2010	664
April 2010	593	December 2010	652
May 2010	613	January 2011	650
June 2010	629	February 2011	647
July 2010	616	March 2011	671
		April 2011 (as of 4/6/11)	679

Last year's budget (the 2010 budget) was based on 15% membership growth, with the 2009 memberships bringing in approximately \$34,000.00 in real money and projecting that we would bring in \$39,975.00 in membership in 2010 with the 15% growth. In 2010, we actually brought in \$44,930.00 in membership! That is \$10,930.00 more revenues in one year or a 32% increase!

That's the good news. The not so good news is that we are losing our current members at a rate of about 20 members per month. Here are the retention statistics since June 2010. We lost 46% of our members who were to renew in June and 45% in July. To deal with this problem, we had a new process in place that alerted each region of the members they lost, gave them the actual names and contact information of the members lost, and had each region personally contact the lapsed member. In August, we started seeing results from this process. In August our lapsed rate decreased to 29% (71% retention), stayed at 29% in September, increased a little in October to 34%, back to 29% in November, and increased to a whopping 56% in December. The regions are taking quick action to try to renew the December lapsed members and we have hopes that this number will significantly decrease in the end but that is where we are today.

In response to our retention issue, we have instituted new procedures. We now have the regional Membership Chairs asking all members who chose not to renew why they didn't renew and have them report the reason back to the state. The good news is that most of the loss appears to be based on student membership losses, often due to graduation, change of firms and the economy. While we have had people say that it was because they didn't value WLAM membership enough to stay a member, it has been a huge minority of people, maybe 1-2 responding lapsed members.

We also have changed the way we track retention to ensure that we have more accurate and up-to-date information. So while we do not expect the huge growth we had last year, we are hoping through better retention and normal growth we will continue to grow our organization.

Western Region submitted a report chronicling their membership year (Yeah!!! Hopefully more regions will submit individual reports next year).

This year, Western Region Membership Committee prepared a brochure listing statewide and regional benefits available to members, as well as inviting participation in the various luncheons, dinners, and charitable events that are held throughout the year. The brochure, which is sent to new members in connection with an e-mail welcoming the member to WLAM and Western Region, is also available at our membership meetings. Also, Western Region has established a mentor/mentee program as a benefit to its members. As a result of responses to a brief survey sent to our Regional membership in January, our Membership Committee has linked up 6 mentors and mentees in the same areas of practice/interest and continues to coordinate mentors and mentees as additional member responses are received.

Thanks to the Membership Committee for all of your hard work!!! Lori Williams, Heidi Salter-Ferris, Linda McGrail-Belau, Elizabeth Joliffe, Kelly Brushaber, Hayley Rohn-Dave, Donna Maloney and, of course, Alecia Powell! You guys are awesome!!!

WLAM REGIONS

Great Lakes Bay Region

Submitted by Katherine Gardner,
Regional Representative

The Great Lakes Bay Region was established a year ago and has continued to grow. We now have 15 members. Our first annual meeting was held in May, 2010, with Hon. Elizabeth Gleicher as a guest speaker. Judge Gleicher provided us with a very interesting perspective on the changing role of women lawyers over the years and was very well received by the attendees.

In December, 2010, the Region hosted a holiday social event which was combined with a clothing drive to benefit local women's shelters. This

was very well received and our members were extremely generous with their donations. The GLB region also sponsored a reception at Saginaw Valley State University on February 15 following a career seminar held by the University. The reception provided students with an opportunity to mingle with women lawyers and ask questions regarding law school or the legal profession. A social event was also held on March 30th at the Frankenmuth Brewery, providing our members with a chance to mingle.

Upcoming events include a spa night in April, 2011, and our annual meeting on May 19, 2011. Our speaker for the annual meeting will be Mike Finney, Director of the Michigan Economic Development Corp. Regional officers will also be elected at the annual meeting.

Macomb Region

Submitted by Linda McGrail Belau

Officers:

President: Linda McGrail Belau

Vice President: Kristin Stone

Secretary: Lauren DuVal Donofrio

Treasurer: Lyndsay Ott

The Macomb Region is growing and offering more exciting programs and opportunities to its members. The Macomb Region has started holding quarterly dinner meetings

with a different theme and/or speaker for every meeting. The first meeting was held in March with Friend of the Court Lynn Davidson presenting. The dinner was well attended by both the bench and bar. The presentation was both educational and interactive.

The next meeting will be June 30. Elizabeth Joliffe will be speaking. Women lawyers are encouraged to bring other female professionals to this meeting so that we can all expand our networking opportunities. Elizabeth will be offering insight on how to grow our practices. The response has already been positive.

Mid-Michigan Region

Submitted by Cate McClure,
Regional Representative

The Mid-Michigan Region enjoyed a very successful year of networking and supporting our members in the area.

1. Membership Mixers. The Region hosted monthly membership "mixers" at various locations in and around Lansing and East Lansing. These were well attended and allowed members an

opportunity to get to know one another and network with other legal professionals in the community. The September mixer was combined with a professional clothing drive to support the Women's Center of Greater Lansing.

2. Community Service. The region also sponsored participation of interested members in the several local 5K runs, including among others, the Sparrow Women Working Wonders 5K on September 12 at Hawk Island Park, and the MSU Race for the Place which will take place on *continued on next page*

WLAM REGIONS

Sunday, April 10 at 1:00 p.m., and the We Can Do It! Women's 5K, which will take place on Sunday, June 5 at 9:00 a.m. in Okemos. Proceeds benefit the Women's Center of Greater Lansing.

3. Annual Stell Scholarship Award and Reception.

On October 14 the region hosted the Stell Scholarship Reception, where we awarded a \$1000 scholarship to Padma Raj, a law student at Cooley Law School in Lansing. We also honored Sen. Gretchen Whitmer for her legislative initiatives benefiting women. We had approximately 32 attendees at the reception, and raised \$1415.00 for future scholarships.

4. Newsletter. The region put out its first quarterly newsletter, which included a President's column,

Student News, Member Notes, and an Asked and Answered column featuring 10 questions for a local attorney--in this issue, Sen. Gretchen Whitmer.

5. New Members. The region welcomed 13 new members into its ranks since fall, including three local women judges.

AND Our new board for next year was elected this month!

Officers:

Val Lafferty, incoming President
Tish Vincent, incoming Vice President
Kris Arnett, Treasurer and Regional Director
Nicki Proulx, Secretary

Oakland Region

Submitted by Kristen L. Pursley,
Regional Representative

The Women's Bar Association - Oakland County Region of WLAM hosted a variety of networking and social events throughout the 2010/2011 year. The different types of events appealed to a wide range of participants, including a law students and new lawyers, and were an integral part of the WBA's success this year. As this year draws to a close, we are already busy planning for the coming year and looking forward to some new and exciting events.

Events:

September 14, 2010 - Patriot Week Event

The Oakland Region participated in Oakland County Circuit Judge Michael Warren's Patriot Week program, which celebrates the Constitution. The event was held at the Goldfish Tea Room in Royal Oak where we enjoyed the film Iron Jawed Angels which chronicles the women's suffrage movement. It was a very unique event and was well-received by the attendees.

October 14, 2010 - Mentorship Event

The Oakland Region hosted its annual Mentorship Event at Rader Fishman & Grauer.

We had over 50 student mentees that were paired with volunteer mentors. The event itself provides an initial opportunity for mentees to connect with their mentor.

November 4, 2010 - Networking event with Straker Bar Association

The Oakland Region held a joint networking event with the Straker bar association. The event was held at Cooley Law School's Oakland University Campus at 6pm on November 4th. Numerous local affinity bar organizations were represented.

December 15, 2010 - Holiday Party

The Oakland Region's annual Holiday Party was held at Andiamo in Bloomfield Hills on December 15, 2010 starting at 5:30pm. A silent auction was held and a donation was made to the Michigan Women's Foundation.

March 24, 2011 - Winter Wine Down

The Oakland Region's annual Wine Down Fundraising event was held at Black Finn in Royal from 6pm to 9pm on Thursday March 24, 2011.

May 18, 2011 - Annual Dinner

The Oakland Region's annual dinner will be held at the Townsend Hotel in Birmingham at
continued on next page

WLAM REGIONS

6pm. We will be honoring this Patricia Stamler of Hertz Schram as this year's WBA Annual Award recipient. We will also be honoring 3 area judges for their support of the WBA. The WBA Board for the 2011/2012 year will also be sworn in.

June 25, 2011 - Summer Planning Meeting

The Oakland Region's summer planning meeting will be held at 11am on Saturday, June 25th.

The summer planning meeting is our first opportunity to set the events for the coming year and to designate committee chairs for each event. Please contact our President for the 2011/2012 year, Stacey L. King at sking@garanlucow.com for details.

For more information please visit our website at www.wba-oakland.com.

Washtenaw Region

Submitted by Amy Reiser

One of the goals of the Washtenaw Region this year was to reach out to other organizations who serve women and to foster relationship-building with female business leaders in our community. To that end, we encouraged our members to bring female business acquaintances as guests to the summer party. We also participated in a joint event with the Women's Exchange of Washtenaw, a networking group of over 1,000 female business leaders and small business owners.

The Washtenaw Region also worked hard to maintain a strong membership at the local level and to bring in new members. The growth of new membership is evidenced by our incoming local board that will be sworn in at the annual luncheon on May 11, 2011. The incoming board includes President, Rosemary Frenza; Vice President, Elizabeth Kitchen Troop; Treasurer, Bonnie Shaw; and Secretary, Katherine Sharkey.

We say good bye and thank you to this year's board who had a very busy year. Angela Walker, Beth Wickwire, Erane Washington and Rosemary Frenza. They organized and promoted women in the legal community in so many ways.

Here's our year in review:

The Annual Lawyers vs. Judges soft ball game was held on July 7, 2010. For the region, this event continues to gain popularity and has become a fund raising event. This year funds were raised for The American Cancer Society.

The Washtenaw Region hosted a summer social event at Heidi Salter Ferris's home on Saturday, July 31, 2010. A local band comprised of attorneys performed. This was a big success and has potential becoming an annual event.

Elizabeth Joliffe, Membership Committee Chair, hosted a WLAM tailgate party at her home on September 18, 2010. Go Blue!

The Washtenaw Region sponsored a breakfast panel discussion on Monday, October 18, 2010. This event was part of the Washtenaw County Bar's Bias Awareness week and the topic covered by WLAM was "The Impact of Immigration on Women and Children."

The Washtenaw Region hosted Justice Alton "Tom" Davis on October 27, 2010 at the home of Tammie Tischler. Among the topics discussed was "How to Make a Compelling Appellate Argument—A View from the Bench." The event was also attended by several members of the local bar.

On November 16, 2010 the Washtenaw Region hosted Martha Burkett of the State Bar of Michigan at the home of Deniz Baser. Ms. Burkett is the director of the SBM's Lawyer and Judges Assistance Program. She facilitated a discussion on "Strategies for Managing Stress."

The Washtenaw Region hosted its annual holiday party on December 8, 2010, at the home of Nora Wright. The party included the presentation of the Mary Foster award which is given annually to *continued on next page*

WLAM REGIONS

a local member in recognition of her leadership, talent and significant contribution to women attorneys and women in general. This year the award was given to Suellyn Scarnecchia, General Counsel at the University of Michigan.

On January 27, 2011, the Washtenaw Region participated in a joint “Dress for Success” event with the Oakland Region. Members from both regions met up for an evening of shopping and networking at Ann Taylor at the Briarwood Mall.

The Washtenaw Region hosted a mentoring event with students in March 2011. It was a happy hour event. Law students were encouraged to attend and foster mentoring relationships with the local membership.

The annual Big Brother Big Sister Bowl-a-Thon was held on Saturday, March 26, 2011. The WLAM Washtenaw Region had a team of talented bowlers on hand for this worthy cause.

The Women’s Center of Southeast Michigan renamed itself after pioneer WLAM member Jean Ledwith King. A dinner was held on March 26, 2011 in Jean’s honor. The Washtenaw Region was a donor and promoter at this event.

On April 12, 2011 the Washtenaw Region in conjunction with the Washtenaw County Bar

Association hosted a strolling reception with Barb McQuade, United States Attorney for the Eastern District of Michigan.

On April 21, 2011, the Washtenaw Region hosted a garden party with the WXW (Women’s Exchange of Washtenaw) at the Ann Arbor Art Center.

Throughout the year, the Washtenaw Region also continued its series of Mom-in-Law lunch discussions, where members meet up to talk about the challenges and opportunities involved with lawyering while parenting.

Upcoming Events:

On May 11, 2011, the Washtenaw Region will host its annual luncheon where the incoming board will be sworn in by a local magistrate. This luncheon will be sponsored by Vincent Mastrovito.

On May 26, 2011, the region in conjunction with the Young Lawyers Section of the State Bar will host “Pool Night” at a local bar. Members are encouraged to come out, socialize and learn how to play pool.

Preparations are under way for the Annual Lawyers and Judges soft ball game in June.

It was a great year and promises to be an exciting summer!

Wayne Region

Submitted by Elizabeth Jolliffe, Wayne Region corresponding secretary

Bottom Line Up Front:

The Wayne Region had another good year of fun, relevant events and increased its membership from 105 to 132 members between June 2010 and April 2011. This continues the strong growth Wayne had the previous year from 70 to 104 members. We believe the Region’s activities, visibility and outreach beyond its members drive this growth.

Events:

The Region’s activities this past year included its signature events and some new activities.

The Region kicked off the summer with a planning retreat hosted by President Allison Bach. We moved smoothly into August with a fun happy hour held jointly with the Macomb Region at the delicious Roast restaurant in the Westin Book Cadillac Hotel.

September brought the Region’s second annual “End of Summer Garden Party”. WLAM member Wayne County Circuit Court Chief Judge Pro Tem Lita Popke hosted this year’s *continued on next page*

WLAM REGIONS

party at her beautiful home in Canton. The event sponsors included the Dickinson Wright Women's Network, QuickenLoans, and Cheryl Hunter's "All the Details" who provided the beautiful fall flower garden cookies. With 12 members of the judiciary, county referees, the Wayne County Friend of the Court, the Wayne County Prosecutor's Chief of Staff, 18 law students and lawyers from Wayne, Oakland and Washtenaw Counties, a record total of 93, we had a great mix of people.

In November we held the first of this year's two lunch & learns. November's speaker was Leah Reynolds, a specialist on generational differences in the workplace. New member Ellen Hoepfner facilitated the event and her firm, Clark Hill PLC, hosted the lunch.

On December 16 the Region reprised its "Rockin' the Holiday" gathering at the Hard Rock Café in Detroit. The location, parking and side room at the Hard Rock are perfect for an easy way to convene and share some holiday cheer.

Vice President Jeri Parkin again hosted the Winter Dinner Wine Down on Friday, January 28 at her home in Northville. 35 lawyers and law students attended for a wine & lasagna dinner and much mingling.

The Region's second lunch & learn featuring Wayne County Circuit Court Judge Lynne Pierce was a huge hit on March 30. Judge Pierce, a former Wayne Region president, spoke on "How to Become a Judge at the State Trial Court Level". Judge Pierce also solicited excellent advice from WLAM member 36th District Court Judge Kay Hansen who has firsthand experience on being appointed. The topic brought out many non-members who may be contemplating becoming a judge someday. Judge Pierce's daughter, WLAM member Lauren Phillips, moderated the event. Dykema, Lauren's firm, graciously hosted the event and provided the beautiful lunch and parking.

On April 14 the Region held a New Member Mixer at Wah-hoo restaurant in Detroit. 18 women got together for some great food and good networking, and two people even joined on the spot.

The Region's annual lunch meeting is May 12 at Andiamo's restaurant in the Renaissance Center. The Region will swear in its new Board and kick off its new year-long theme on personal leadership development. State Bar of Michigan President-Elect Julie Fershtman, also a WLAM member, will help kick off the theme by speaking on her experiences in "Learning to Lead" in various aspects of her professional career.

Throughout the year we held quarterly Moms-in-Law lunch discussions in the SMART Detroit conference rooms in the Penobscot Building in Detroit. These are free and open to members and non-members, moms and non-moms. The Region holds its monthly board meetings at the Panera in Livonia, on Schoolcraft near Middlebelt. These are open to all interested members.

As we close the year, we thank our Board and active committee members, Allison Bach, Jeri Parkin, Joni Van Genderen, Nichole Hunter, Tenicia Vanzant, Julie Pfitzenmaier, Hayley Rohn-Dave, and Melissa Perkins. In addition, throughout the year several of our newer, younger members have gotten involved in the creation and planning of the Region's events. These members include Alena Clark, Ellen Hoepfner and Lauren Phillips. We thank Alena, Ellen and Lauren for diving in and we look forward to their ideas and energy this coming year as well. We also welcome and encourage the involvement of many more new and/or experienced members in 2011-2012.

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Western Region

Submitted by Linsey A. Aten

The Western Region has been very busy over the past year! A brief summary of our monthly membership luncheons and other events follows:

Our 2010 Annual Meeting and Dinner was held on May 4, 2010, at the Amway Grand Plaza Hotel. Our keynote speaker was Grand Rapids City Commissioner Rosalynn Bliss. The WLAM Western Region Outstanding Member Award was presented to Elizabeth Lykins. We had 34 in attendance.

Our annual Women Lawyers v. Judges softball game was held on June 26, 2010. The event was once again a huge success. We raised in excess of \$13,000 for our local YWCA.

Our social membership luncheon, sponsored by and held at Thomas M. Cooley Law School in downtown Grand Rapids on September 23, 2010, drew 29 attendees as we celebrated the beginning of another exciting year.

28 attended our membership luncheon on October 28, 2010 to hear Dr. Jacqueline Taylor of Pondera Advisors, a Leadership Consulting Practice, and Mary McLoughlin of McLoughlin Communications & Public Relations present information collected by the Michigan Women's Foundation regarding wage disparities between men and women. Our speakers provided advice on how to approach the process of negotiating for equal salaries, benefits, and beyond.

On November 18, 2010, 19 attendees gathered as Marilyn Lankfer and Beverly Holaday, partners at Varnum LLP, and Carroll Velie, Varnum LLP's Human Resources Director, discussed the benefits and challenges associated with the implementation of an alternative work schedule policy. Our panel offered "best practices" for those approaching the process of drafting and implementing an alternative work schedule policy for their office.

On December 4, 2010 we gathered at Breton Village Shopping Center to wrap gifts for busy

holiday shoppers. Donations were collected for Special Olympics.

Our 2010 Holiday Reception was held at the YWCA in downtown Grand Rapids on December 7, 2010. We had an incredible turnout of 61, including a number of judges and newly admitted attorneys who were our honored guests. We collected several boxes full of personal care items for the Domestic Crisis Center, as well as cash donations for YWCA's Adopt-a-Family Program. Several families were also "adopted" during the event. A merry time was had by all!

23 women joined us on January 27, 2011 for our first membership meeting of the new year. We took the opportunity to meet and socialize as we kicked off 2011.

We commenced a mentoring program in February. We currently have 6 members paired with mentors and have additional mentors willing to participate. We look forward to building our program.

Eric Foster, Director of The Imagine Fund, Kimberly Thomas, General Counsel at Priority Health, and Susan Sherman, an attorney at Miller Johnson, led a panel discussion on February 24, 2011 on the "Business Case for Diversity." The 32 attendees learned how diversity in one's legal practice can result in a competitive advantage in today's business climate.

On March 24, 2011, our luncheon discussion on business development was facilitated by Wendy Wassink of kantorwassink, a successful advertising and marketing company. In addition to learning professional and true methods of developing and cultivating contacts through letters, e-mail, facebook and LinkedIn, informal mentoring opportunities were fostered at the luncheon tables as experienced attorneys who have an interest in mentoring others served as table captains.

On April 28, 2011 we will hold our annual Bring Your Child to Work luncheon. Several women judges will lead an interactive presentation on influential women from the past and present.

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Participating children earn prizes and will have the opportunity to create cards and letters for soldiers serving our country. We will also once again be collecting donations of 100% fruit juice boxes and other items for Kids' Food Basket, a nonprofit organization that provides an evening meal at the end of each school day to children who attend schools where 80% or more of the population live at the poverty level. We are expecting a lively group of 37. It's certain fun will be had by all!

On April 30, 2011 we will pitch in to keep our community beautiful in connection with Metro Health's Community Clean-up Day. In addition to getting some exercise and fresh air, our members will enjoy the opportunity to network with fellow women lawyers and contribute to a local nonprofit organization that has become a national leader in sustainability.

On May 4, 2011 the Western Region will hold its Annual Meeting and Dinner at the Amway Grand Plaza Hotel in downtown Grand Rapids. The keynote speaker will be Suzanne Schulz, Planning Director for the City of Grand Rapids. We are pleased to be recognizing Lisa DeFerrari with the WLAM Western Region Outstanding Member Award. 36 and counting have submitted RSVPs.

The 2011 Women Lawyers v. Judges softball game will be held on June 18, 2011. The Western Region has secured new and return sponsors for the game and will shortly be engaging in ticket sales. Proceeds will again benefit the YWCA.

We will be welcoming additional new board members for the Fall term and look forward to continuing educational programming at our monthly luncheons and service events to give back to our community.

WLAM FOUNDATION

Annual Report of the WLAM Foundation

Submitted by Dawn Van Hoek, Chair, WLAM Foundation

The WLAM Foundation enjoyed another very successful year of supporting women's education, raising over \$35,000 for scholarships. The success of the Foundation is largely based on the exceptional talent of its Board of Directors, comprised in 2010-11 of Dawn Van Hoek (Chair), Paula M. Talarico (Treasurer), Sandra L. Sorini (Secretary), Lori D. Becker, Z. Kay Fitzpatrick, Nancy Glen, Catherine McClure, Markeisha Miner, Alice McCann Osburn, and Meghan Kennedy Riordan.

Fundraising in 2010-11 took the forms of dues check-offs and direct donations from WLAM members (approx. \$2,759), event sponsorship (\$500), the Third Annual Culinary Challenge (\$3,300), the "Dean's List" giving campaign (approx. \$26,280), and the Kimberly M. Cahill Fund (\$3,050). Major continuing support

was shown by corporations and law firms, particularly General Motors, the Albert & Doris Pitt Foundation, the Dickinson Wright Women's Network, and Eisenberg & Associates, PC. As in prior years, a significant number of individuals also contributed to the campaign, joining the corporations and law firms in their generous support. The 2011 Dean's List of donors follows:

Summa Cum Laude (over \$2,500)

General Motors
Albert & Doris Pitt Foundation
Culinary Challenge Committee

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

Barris, Sott, Denn & Driker, PLLC
Bodman, LLP
Carole Chiamp
Dickinson Wright Women's Network
Dykema Gossett PLLC
Eisenberg & Associates, P.C.
Hon. Elizabeth Gleicher
Margaret Sind Raben
Schoenherr, Cahill & Warnez, PC ♥
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Cum Laude (\$750 to \$999)

Kathleen Bogas ♥
Talarico & Associates PC

Good Citizenship (\$125 to \$749)

Nina Dodge Abrams
Lori Becker
Conlin McKenney & Philbrick
Hon. Joseph Costello
Thomas Cranmer ♥
Nancy J. Diehl
Ann Erickson Gault
Julie I. Fershtman ♥
Z. Kay Fitzpatrick ♥
Mary M. Fowlie
Nancy A. Glen
Hon. Carol Hackett Garagiola
Hon. Marilyn J. Kelly ♥
Alice McCann Osburn
Catherine McClure
Markeisha Miner
Meghan Kennedy Riordan
Sandra Sorini Elser
Hon. Victoria Roberts ♥
Rebecca Simkins ♥
Marianne Talon
Dawn Van Hoek
Lorraine Weber
♥ *Donations made to the Kim Cahill Scholarship Fund*

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 WLAM Foundation also received generous in-kind support from the State Bar of Michigan, which continued to host the Foundation's web site until March of 2011. The site, www.wlamfoundation.org, contains news, archives, photographs, profiles of student-awardees, and much more. Event support was handled with considerable aplomb by Barbara Kuchmanich, with the backing and in-kind contributions of Talarico & Associates PC.

Awards made to Outstanding Women Law Students this year totaled \$25,000, awarded to ten students attending Michigan's five accredited

law schools. The 2011 Outstanding Women Law Students are:

General Motors Scholars:

- **Coryelle Elaine Christie**, Thomas M. Cooley Law School
- **Amanda Clark**, University of Detroit Mercy School of Law
- **Melissa M. Forshey**, Michigan State University College of Law
- **Erika Riggs**, Wayne State University School of Law

Dickinson Wright Women's Network Scholar:

- **Samantha Orvis**, Wayne State University Law School

WLAM Foundation Scholars:

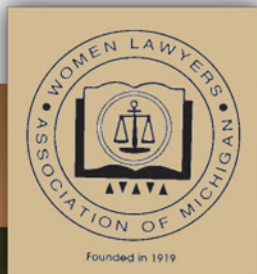
- **G. Victoria Hatch**, Michigan State University College of Law
- **Jane Khodarkovsky**, University of Michigan Law School
- **Sarah E. Pixler**, Thomas M. Cooley Law School
- **Cheryl Wood**, University of Detroit Mercy School of Law

Kimberly M. Cahill Scholar:

- **Kathryn Elizabeth Kohls**, University of Michigan 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. The 2011 Outstanding Women Law Students were introduced at the Foundation's Annual Reception, held on March 30, 2011, at the Taubman Center for Design Education in Detroit. The event was well-attended by students and their families, former awardees, dignitaries, members of the Dean's List, and friends of the Foundation. Attendees were inspired by remarks from U.S. Attorney Barbara McQuade, and from U.S. District Court Judge Marianne O. Battani, who received the Foundation's Legacy Award. Generous sponsors of the reception included Talarico & Associates.

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



WOMEN LAWYERS ASSOCIATION OF MICHIGAN

1390 Eisenhower Place
Ann Arbor, Michigan 48108
Phone: (734) 973-7600
info@womenlawyers.org
www.womenlawyers.org