

Ingham County Bar Association

# BRIEFS



November 2022

## *Thank you* **VETERANS**

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**January 12, 2023**  
Top 5 Under 35 Nomination Deadline

**January 12, 2023**  
Meet the Judges

**February 23, 2023**  
Social Deliberations at Hooked

**March 9, 2023**  
14th Annual Barristers Night

**April 27, 2023**  
Social Deliberations at Hooked

**June 6, 2023**  
Social Deliberations at Hooked



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# About ICBA

Founded in 1895, the Ingham County Bar Association continues its longstanding tradition of service to the legal profession and the greater Lansing community, bringing lawyers together to join in a strong organization that works to achieve objectives that transcend the individual.



## INGHAM COUNTY BAR ASSOCIATION

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# President's Message

"We cannot live only for ourselves. A thousand fibers connect us with our fellow men."

— Herman Melville



Pam Amato, ICBA President  
[pamato@mclpc.com](mailto:pamato@mclpc.com)

The ICBA held its 128<sup>th</sup> Annual Dinner on November 11<sup>th</sup>. It was the first time we held the dinner in-person since 2019. It was a wonderful evening recognizing our award recipients. Watching everyone talking, shaking hands, hugging, laughing, and smiling reminded me how much we need those thousand fibers.

As we enter into the holiday season, we are going to hopefully have those opportunities to connect with our family and friends. For those of us who serve on boards, committees and have other philanthropic responsibilities, this time of year is very busy with meetings, social engagements and other commitments.

For me, sometimes especially when it is dark and cold, I just want to go home, put on my comfy clothes, snuggle with my cats and become one with my couch. We often have long and tiring days and the idea of doing one more thing is exhausting, but is it?

How many times have you had to talk yourself into going to a meeting or an event and when you are there you become revitalized. Even walking up to the door or getting to the event, that couch is still looking comfy. However, once you finally engage, you are rewarded, you see how much it means to others that you took part and made the effort. You get to socialize with friends

and colleagues who care about some of the same things you do. You made a difference just by being there making those connections, being supportive.

When I think about the ICBA, our events, our members, our sponsors and everyone who makes the ICBA what it is, we are connected by those thousand fibers. I am so thankful for every connection, many of which without the ICBA, I would have never had. I hope this holiday season you are given the gift of connecting a thousand-fold.

Have a wonderful Holiday season.

# Do Military and High-Performance Organizations Perpetuate the Dark Triad?

By: Major Albert Lansana



Major Albert Lansana

Regardless of social undesirability, some contemporary and high-performance organizations in today's job market identify aggressiveness as a beneficial strategy that holds professional appeal.

While military leaders must maintain authority, often through strategic aggression, they must also be open-minded, adaptive, innovative, and capable of keeping their cool in adverse conditions.

A disregard for that discipline and balance may result in toxic and dysfunctional leadership that breeds unfavorable conditions.

There are a multitude of characteristics that affect human behavior, and naturally, not all of the traits we pick up are socially acceptable. Being familiar with the "Dark Triad" is a helpful framework for studying the three-dominant dark traits we harbor as

humans – Machiavellianism, narcissism, and psychopathy.<sup>1</sup>

More specifically, the Dark Triad are traits researchers believe are highly corrosive to relationships because they include manipulateness, grandiosity, and emotional coldness when one practices them.

Modern-day societal perspectives derive from cultures, and some cultures uphold, value and encourage certain traits that others don't. That said, in the age of globalization and ever-increasing connectivity, this phenomenon doesn't necessarily hold true the way it did in the past.

My 24 years of experience within the U.S Army, including 10 as an enlisted soldier and 14 as an Officer in the Special Operations Forces has enriched me with insight on leadership in so many ways. It's clearer that successful leadership stems from a combination of attributes that, if implemented strategically, can include the Dark Triad for successful outcomes.

Machiavellianism is the willingness to disregard ethical standards in service of self-oriented outcomes (amoral manipulation), distrust of others, and lastly, desire for control and status.<sup>2</sup> Within the context of Machiavellianism, many military leaders exhibit a "desire" for control and status. Moreover, control

and status are expected and assumed congruently as one gets promoted to higher ranks.

For example, while serving as a Company Commander at the John F. Kennedy Special Warfare Center and Schools (JFKSWCS), my unit operations officer (S3) gave specified directions (contrary to my guidance) to members of my company. He was clearly demonstrating Machiavellianism, desire for control. The S3 and I had a few run-ins, and this was his need to dominate the situation and minimize my power as a Company Commander.

Conceptually, narcissism is one's capacity to maintain a relatively positive self-image through a variety of self, affect and field regulatory processes.<sup>3</sup>

The latter trait is often viewed as socially undesirable – although it's ubiquitously found in most successful leaders across industries and professional levels. With that knowledge, the notion that most successful leaders exhibit narcissistic behaviors signifies that the trait can equally be productive and destructive. Successful leadership requires a high level of self-efficacy, and narcissistic attributes are substantially inherent to that.

By-products of that high self-efficacy are motivation, determination, resolve, and willpower when completing tasks in difficult situations.



Many military leaders display narcissistic behaviors at some point in their careers in comparison to civilian or private-sector leaders. A leader may exhibit such behavior in the form of arrogance, self-glorification, or selfishness.

Regarding narcissism, while it is more prevalent and perpetuated in some cultures, society simultaneously still generally considers it socially undesirable.

Lastly, psychopathy is a severe personality disorder surrounding a lack of conscience, an egocentric, manipulative character, and charming social skills.<sup>4</sup> In a study titled “Natural Killers - Turning the Tide of Battle,” MAJ David S. Pierson suggested that psychopaths bring “obvious advantages to a unit,” and detailed, “They will personally kill the enemy in droves. They are natural leaders who will motivate other soldiers to kill. They are also fiercely competitive and will aggressively pursue victory.”

Throughout history, there have been numerous incidents where military leaders demonstrated psychopathic behavior while engaged in combat operations. Most recently, the current situation in Ukraine where Russian commanders are executing an indiscriminate bombing campaign against nonmilitary targets is an example of where leaders lack conscience.

The traits of the Dark Triad often overlay each other, and in extreme cases, produce personalities that are destructive and toxic. To certain degrees, there are fundamental similarities between the traits that make up the Dark Triad. All three act aggressively out of self-interest without any empathy or regret and are equally considered socially undesirable. Regardless, the Dark Triad produces results and achieves goals, hence why high-performance organizations often implement those behaviors.

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## Endnotes

1. (Robbins & Judge, 2019)
2. (Castille et al., 2018)
3. (Brookes, 2015)
4. (Palmen et al., 2018)



By: Dwayne L. Gill



As November approaches, the recognition of Veterans Day, on November 11<sup>th</sup> and the Marine Corps Birthday on November the 10<sup>th</sup>, I often reflect on my time in the United States Marine Corps. My ten years of service took me to many places, however my time in the Middle East was the highlight of my career and stays on my mind all the time. Especially during the month of October.

I joined the United States Marine Corps, in July 1981. After boot camp I trained at 29 Palms, California and was assigned the MOS (military occupational Specialty) of 2531, Radio Operator.

After being assigned to Okinawa, Japan for a year in 1982, I arrived at Camp Lejeune, North Carolina in January 1983. During my time at Lejeune, I was assigned to many different units, gained a wealth of experience and promotions.

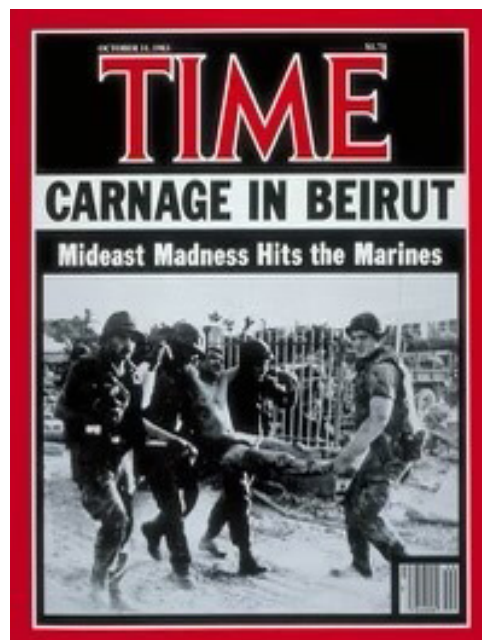
On the morning of October 23, 1983, I woke up to learn that 241 Marines had been killed in a terrorist attack at the Marine barracks in Beirut, Lebanon. These were my brothers in arms. I knew and had served with a lot of them. Shortly after that, when the 24<sup>th</sup> Marine Amphibious Unit returned to the United States, I volunteered to be a part of that unit, replacing some of the Marines that were killed in the attack. In February of 1984 after training and replacing equipment, we boarded the USS Nassau and went right back to Lebanon. Our mission was not done.

We arrived off the coast in April of 1984 and immediately relieved the Unit that replaced us, the 22<sup>nd</sup> Marine Amphibious Unit. Our mission was to provide security for both the British and United States Embassy's on the waterfront of the city of Beirut. This was a very dangerous task, because it placed us in the middle of a war between the Muslims and Christian citizens of Beirut. During our deployment we were shot at, shelled, and rocketed daily. We did our mission. It was difficult, hot, and a long way from home. During this time, my mission was to maintain satellite communication



between the ship, shore, and our command in Germany. We provided security at the Embassy. We trained a security force to replace us when we were to leave in August, and we all stayed alive to get home to our loved ones. We were the only unit during this timeframe that did not suffer any casualties.

This October was the 39<sup>th</sup> anniversary of the Beirut bombing. I still stay in touch with my fellow Marines and reminisce about those days. Social media makes it easy. We are all a little heavier and a bit grayer, but we all would go back right now if asked. Our loyalty to each other is deep, and our love for country is much deeper. So, during this upcoming Veteran's Day, say a prayer for the Marines who gave their lives in what was one of the worst terrorist attacks on our country and Marines. And remember "They came in Peace."



# U.S. Army Spouse, Male, One ea.

"Good evening, Ladies!" "Err... and gentlemen. Gentleman. Sir."

By: Major Doug Halleaux



Major Doug Halleaux

So began the first pre-deployment Family Readiness Group meeting of the spouses of 172nd Infantry Brigade, Schweinfurt, Germany. By this point in our family's adventure in the active-duty U.S. Army, these corrections had become common, though very much appreciated still in their spirit. Despite the social modernization strides the Army had been taking since the beginning of the wars in Afghanistan and Iraq, the prevalence of male Army spouses who were not themselves active-duty members was sparse. Certainly there were many women serving in the Army and many of these women were married to men, but an overwhelmingly large proportion of those men were themselves active-duty Soldiers.

My wife and I met while cadets at the University of Michigan's Reserve Officers' Training Corps. Though I earned my commission in 2004 one year before Savannah, it was directly to the Michigan Army National Guard. Savannah, on the other hand, entered active duty in 2005. Some months of training followed, and she was assigned to the U.S. Army Europe as a brand-new U.S. Army Engineers officer, airborne qualified, sporting a fresh Sapper tab on her sleeve. Shortly thereafter, we were married, and I left a nascent career as a TV weatherman for the life of an Army dependent.

In 2006, Army formations maintained active Family Readiness Groups: volunteer organizations designed to support families (mainly spouses and children) through their loved ones' deployments. The groups facilitated the legal, organizational, social, and bureaucratic support that Soldiers traditionally handle while home. Often led by the wife of a brigade's or battalion's commander or other senior officer, an outsider could be forgiven for mistaking these organizations as remnants of golden age Americana past, where women serving their families as homemakers were in the clear majority.

The first of these group meetings to which I was in attendance came many months later, after Savannah's transfer to 2nd Brigade, 1st Infantry Division (the unit had yet to reflag as the 172nd Infantry Brigade). In hindsight, I ought to have known what to expect upon entering the auditorium. At the time, however, I was caught off-guard. The room was full of women, a small handful of male Army officers (later I discovered these were unit commanders), a smattering of children, and myself. If Elliot Handler had not participated in the founding of Mattel with his wife Ruth in 1945 and instead stayed home with his children, he may, perhaps, had felt the same at PTA meetings. An overwhelming sense of, "This isn't my place" fighting with the understanding that yes, I suppose it is.



Though my discomfort at entering unfamiliar territory was strong, the unease I read in the eyes of the women in the room as a non-uniformed male lingered awkwardly in their presence was clear. An anomaly amidst an otherwise regular environment, I was mostly avoided at first. Having no children yet, nothing seemingly in common with this group, and perhaps with the innate thought that a male among a group exclusively composed of women was threatening or uncomfortable, I occupied my chair in the back of the room alone.

Adjusting to being the sole male member of a cadre of women spouses proved to be a two-way street in one-on-one interactions. The initial, humbling experience of identity not as “Mr. Gossiaux” but as “2LT Hall’s Spouse” was tempered by the amusement of being referred to infrequently as “Mr. Hall.” (Savannah and I had retained separate names for nearly a year before our legal name change process had completed). Conversely, the aforementioned example of language use (“Ladies” to refer to the whole group) took my peers no small amount of effort and discipline to adjust. Although we grew rapport throughout our tour there, the sense of different-ness stuck around. By the time we left Germany for the states, Savannah had stronger ties with the Army spouses than I had. In each interaction, though, the members of the spouses’ group made an effort to bridge

this gap, and I hope my early twenties-something self had the class and grace to meet them halfway in those efforts.



Organizationally, my disruptive presence drove adjustments as well. The 9th Engineer Battalion to which my wife was assigned hosted an annual contest among the unit’s spouses of various Soldier tasks: obstacle courses, stretcher-carrying, rappelling, and the like. The contest, titled from its initiation decades prior as, “Lady Sapper Day,” was nonetheless non-specific as to the gender of its participants. Although the active-duty men who were married to the Battalion’s women Soldiers were eligible to participate, none did. (Savannah, herself the very definition of a Lady Sapper having graduated from the Sapper Leader Course when women doing so was still a relative novelty, was not eligible to play along).

Lady Sapper Day was the first event, nearly a year after first meeting the brigade’s spouses, where many of these ladies called me, “Doug.” I don’t know how they learned my first name, and I was struck by it. Irrespective of the discomfort and unusualness of my presence among their well-ordered society, they continued to put that discomfort aside to really, truly, try to form a connection. With that team, I still felt like 2LT Hall’s spouse, but it didn’t really matter anymore. These other folks were the same—sergeant, or captain, or private so-and-so’s spouse. It didn’t bother any of them, and it wouldn’t bother me any longer either.

I don’t recall the outcome of the event, but I do clearly remember the participation trophy for all the spouses: a charm bracelet charm with the brigade’s crest on it. The brigade commander at the time, after calling “Mr. Hall” forward for me to receive my charm, murmured something to me about getting a replacement for it in a different form. Perhaps a tie pin, or something similar. I declined, and still value the charm today as a reminder of that group of ladies. And a gentleman.

# These 35 Words

By: LTC Leonard Rusher



LTC Leonard Rusher

It was during the summer of 1776 when a wealthy statesman scripted a document, which was published and posted on a building. That document gave our forefathers and ancestors hope of freedom and change. Then 187 years later, a rising Civil Rights Champion and Southern Baptist Preacher in the person of Dr. Martin Luther King Jr. reiterated those scripted words on the steps of another building at the Lincoln Memorial in Washington D.C. Those 35 words gave our forefathers hope in 1963. Which said, *"We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness."*

*These 35 words were challenged in 1776 and 1963. But while these times were pivotal in America, these 35 words were tested and stood their resolved 11 times:*

- 1812 - During the War of 1812

- 1817 - During the First Seminole War
- 1846 - Mexican-American War
- 1861- American Civil War
- 1898 - Spanish-American War
- 1914 - WWI
- 1941- WWII
- 1950 - The Korean War
- 1960 - The Vietnam War
- 1991- The Gulf War
- 2001 - The U.S. War in Afghanistan

These pivotal points were protected by America's and Michigan's most precious resource, her Children. Now our very children lie in honor, in this scared and respected soil. As I mentioned to a friend, while this<sup>1</sup> may not be Arlington Cemetery, and there is no Guard to over watch their tomb like that of the unknown Soldier; there is no bugle playing taps at 2300 hours every night; there are no marble headstones or buried U.S. Presidents here. But what is here and who is here, is just as great! These service members secured the freedom we enjoy today. These service members freed my great-great grandparents. These service members made a way for our great-great parents that were immigrants. These service members allowed us to have life, liberty, and the pursuit of Happiness.

In September of 2018, I was selected to be the Detroit Lions Hometown Hero. This was during the time that Colin Kaepernick came on the scene and

**"** We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness. **"**

sparked controversy in the NFL during the playing of the National Anthem, by kneeling instead of standing. I wanted to be low key going into the stadium, but a reporter saw my uniform in my garment bag and made an inquiry. He asked if I was the Hometown Hero for that day and I reluctantly responded by saying yes. He wanted to know how did I feel about the controversy surrounding Kaepernick and the National Anthem. What are you going to do? He asked with grave concern. I told him that freedom is risky but it produces better results. While I feel a greater sense of reverence, dignity, and honor for the flag and could never kneel, because to me it represents the bloodshed of those who gave all. Yet, I respect his position and right to protest because the same bloodshed that gives me the right to stand, gives him the right to kneel.

Notwithstanding, the way that I choose to express this freedom is not only by standing but also by rendering this hand salute! THANK YOU for giving all on our behalf!

## Endnotes

1. The two National Cemeteries in Michigan are Great Lakes National Cemetery and Fort Custer National Cemetery.

## Words to Consider

### Bringing Your Soul to Work – Part Two

# Letting go of Victimhood

By William Frank Diedrich



William Frank Diedrich

When you bring your soul to work your behavior is aligned with the authentic you. You express yourself congruently. That is, your purpose and values are evident in everything you say and do. This congruency makes you trustworthy. Trustworthiness gives you power and influence. In order to express the power and influence of trustworthiness you must give up victimhood.

You cannot control what others do, nor can you control the events of the world. However, you have power beyond your imagining to influence your world and to change your life. Your power is reclaimed when you let go of victimhood. At this very moment you may be in conflict with other people. Perhaps you don't like the way they treat you, or you strongly disagree with their viewpoint. It is easy to blame others for the conflict you experience. They are not to blame.

Whatever someone says or does toward you, and however they do it, you determine the message they send. You decide what their communication means. You decide if it is personal. You decide if it is an attack. You decide whether someone's behavior is bad, or if it is actually an opportunity for you to grow. You are not a victim but an interpreter and a creator.

If someone yells at you and calls you names, do you feel like a victim? Or do

you see that someone else is breaking down and needs your love and support? Or if someone is trying to bully you, do you see their insecurity—that they must use force to get what they want? They use force because they don't think they have power. If someone appears to be attacking you, is it a real attack? Or is it just a person calling for love or attention? These questions are valid in both verbal and physical attacks. Whatever other people give to you, you decide what it means, and you can change the meaning you have assigned to it. Take a breath, pause, accept and embrace what is, reframe.

We make this shift when we stop blaming. It may be difficult to give up blame because doing so means foregoing all of its payoffs. With blame we get to be the self-righteous victim. As the victim we give ourselves a free pass—that is, we take no responsibility for our thoughts, feelings or behaviors. We can't help it because it is someone else's fault.

In relationships blame is handy. With it you get to be the good guy and the other person is the bad one. With blame you can enjoy self-pity or being the martyr. You get to be better than others whom you blame. We may define ourselves as a good person who tries to do the right thing, to treat people right, but blaming changes us into someone else. When you blame, when you tell yourself a victim

story and seek to “get” the other person - who are you being? Are you being the real you? Are you acting in accordance with the values you claim to hold?

Blame is a choice. Yes, we choose to blame. We don’t have to blame. At some point we realize that our circumstances and our feelings are not someone’s fault. We then blame ourselves. Self-blame, too, is a choice. Why does anything have to be someone’s fault? It doesn’t, yet we have been taught to blame. Our leaders in government, the media, our workplaces, and even our own family members and friends have reinforced the practice of blaming. What if you let it go? What if you didn’t blame anyone for anything, including yourself? Who would you be without blaming?

You would be powerful. You would be free—free of resentment, bitterness, disappointment, anxiety, and anger. What if you were fully accountable for your life, your thoughts, your feelings, and your behaviors? How would that feel? What if nothing in your mind, body and circumstances were someone’s fault? Without blame you are free to respond. Granted, accepting responsibility for mistakes or pain you have caused or even your own hurt may be painful, for you—at first. But once you have acknowledged and accepted your role, your responsibility, you are free. You are free to not make the same mistakes. You are free from the compulsion to defend yourself, because there is now nothing to defend. You need not justify yourself. You are free to take action and to be a positive influence on others. If you were hurt by someone you are now free to heal—to move on.

Power and force differ. With force you are attempting to make people do what

you want. The use of force always requires justification. The problem with force is that it always, yes, always, creates counterforce. When you push on people they push back. Often the pushback is passive-aggressive. You may be the boss who demands compliance. You may get your compliance, but you’ll also get resistance and negativity, complaining and less than excellent performance. Power is from the heart. With it you influence people and they want to do the thing you want. They want to because they know you care about them and that your intention is to do what is right. Force can be aggressive or passive. Intimidation and interrogation (verbal battering through questions, accusations, or criticisms) are aggressive. Laying on of guilt or playing cool and aloof (the silent treatment) are passive-aggressive. All of these are games we play to make people do what we want. Power means we stop playing games and deal with people honestly.

How do we let go of victimhood? The first step is awareness—to be aware when you are telling yourself a victim story. Once you are aware of the story stop telling it. Let yourself feel the hurt and powerlessness, the anger or resentment. Accept these feelings without judgment, without blaming others. They are your feelings—you own them. Let them be without adding more drama and thoughts. That is, just feel your sense of victimhood in your body. Breathe. Every negative emotional state has an expiration date if you allow yourself to feel it without judgment or blaming. Accept what you feel. Embrace it. Let it run its course. This is how you let it go. The negative feelings will keep coming until they don’t. When you no longer feel them—when people

or situations no longer trigger these emotions—you’re done.

When victimhood is the result of emotional or physical trauma, the goal should be to move through it—to move through the pain, grief, anger, and to heal. You may have been the victim of something terrible, or you lost someone close. It is important to go through that experience. It is an experience. You need not live there in perpetual victimhood. Get help. Therapists, spiritual counselors, spouses and partners, best friends, and sometimes colleagues can be helpful in letting go and moving into a more positive and healthy state.

To find that more positive and healthy state shift your focus to how you want to feel, to being the person you want to be. In other words, be the authentic you. If someone’s behavior triggered anger in you, do you want to be an angry person who is obsessed with your victimhood, with thoughts of revenge or of making them feel guilty? Or do you want to be a powerful person who works through your emotional state and uses it to become more powerful? Do you want to feel joy, confidence, and passion for life. Instead of focusing on your imagined victimhood, focus on thoughts that trigger joy, confidence, and passion for life. Whatever you mentally and emotionally focus on becomes habit. Habit is automatic. Conscious awareness of blaming and victimhood, facing and feeling what these habits do to you—allows you to let them go. Cultivating and practicing thoughts of joy, confidence and passion for life make these positive states into positive habits.

A truly soulful person listens to their inner voice—intuition. Your emotions are part of your intuition. They speak to



you. Emotions show you what you need to know. You become angry on the road at another driver. Your anger shows you that you personalize other's behaviors. It shows you there is anger buried in your physical body that can be triggered at any moment. That anger may reach back to someone who hurt you as a child. The anger was never resolved. You don't need a psychoanalytical session to go back and discover what happened back then. Simply deal with the emotion now. Feel it. Acknowledge it. Accept it. Embrace it as part of you. Once completely accepted and felt, your anger pattern will in time disappear. Replace it with calm, with wisdom.

This doesn't mean we don't give feedback to others who cause us harm consciously or unconsciously. We can certainly let people know they have crossed a boundary. Delivering that message is another skill set which we will cover in the next installment of Bringing Your Soul to Work.

You are a powerful soul. When you act in congruence with your inner self—a self, guided by love, clear values, purpose, and your spiritual leanings - you bring your soul to work. While you may practice a particular religion or not, your religious beliefs have little to do with this. Anyone can have beliefs. The question is how do you live? How do

you relate to others? Is your behavior congruent with who you truly are? Are you bringing your soul to work?

William Frank Diedrich is a speaker, executive coach, and the author of ten books. He works with individuals and teams to achieve greater effectiveness. He offers workshops on emotional intelligence, being an adult at work, effective meetings, spiritual intelligence, assessment and goal setting. Bill lives in East Lansing, Michigan. His work may be seen at his website:

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# Our Veterans: From Boys to Men

By: Steve McNiel

“Wake up, Private!” was the first sound I heard on the morning of July 3rd, 1997. The night prior I arrived in Fort Sill, Oklahoma for basic combat training for the U.S. Army. The shock was substantial to say the least. I did not appreciate it at the time, but my journey from a boy to a man had officially begun.

Serving my country in the U.S. Army was, without question, the most influential part of my life up until that point. Maybe even still to this day. It is where I learned to serve and lead others with integrity and respect. I learned that discipline is the foundation for any successful venture. But most importantly, I learned that genuine care for those around me is the cornerstone for successful personal and professional relationships.

Prior to my military service I had quite the rebellious streak. I pushed back on others when challenged, oftentimes finding myself in trouble at school. I was not a disrespectful teenager by any means. I was just willing to fight with my hands to protect myself and my younger brother...that kind of trouble! :) My parents and community leaders recognized my proclivity to defend myself, so they wisely recommended I investigate military service.

I was reluctant at first but after my 3rd and final physical altercation at school, I was forced to give the military a serious look. In the Fall of 1996, I

enlisted, ordered to report for duty the following July. I was excited for the adventure and ready to leave the confines of our small Midwest farm town.

I found myself thrust (emphasis required) into an environment of extreme discipline and accountability. It was a massive change from my previous environment and a big check down for my ego. Humility was the new standard. Sacrifice quickly became my new creed. Within as little as 9 months, I went from a boy in high school to a man responsible for over one million dollars' worth of combat meteorology equipment.

One may astutely presume that this experience is unique for most 18-year-olds in America. I surmise that they are correct. One may also presume that those who complete military service are more equipped to successfully navigate life in our hyper competitive economy. Again, I am inclined to believe they are right. Afterall, my military service helped channel my youthful masculine energy toward goals that were deemed acceptable and admirable by society at large.

I took on added responsibilities that forced me to do things that I would not have normally considered. I mean,



what 18-year-old willingly wakes up at 6 am every day to work out? How many 18-year-olds can operate deadly equipment with little to no supervision? Not many. Clearly, the U.S. Military is a place where the few get the opportunity to create better versions of themselves through discipline, perseverance, and sacrifice.

In closing, it is often said that mandatory military service would be great for our country. Proponents claim it will create a better generation of adults. Opponents state that it is un-American to require citizens' conscription into the military. I think those opposed win this argument, yet I cannot think of a better place than the U.S. Military for young boys to grow into good men. Men capable of providing for society at large and not just their immediate family. Men who are willing to sacrifice themselves for their country and the greater good. These are the men that American needs now more than ever.

Steve McNiel  
U.S. Army Veteran 97-01  
East Lansing Resident  
smcniel53@gmail.com

# Press Release

## Strategic Alliance Announced Between

### Fraser Trebilcock and Racine & Associates



124 W. Allegan St. Suite 1000  
Lansing, MI 48933  
(517) 482-5800

One Woodward Ave. Suite 1550  
Detroit, MI 48226  
(313) 237-7300

125 Ottawa Ave NW Suite 153  
Grand Rapids, MI 49503  
(616) 301-0800

Contact: Eriks Dumpis, (517) 377-0865, edumpis@fraserlawfirm.com

**Lansing, MI** – Fraser Trebilcock Davis & Dunlap, P.C. is excited to announce a strategic alliance agreement with Racine & Associates. As both firms have a strong presence in the Detroit region, this announcement enhances their participation in the continued resurgence of Detroit and will strengthen their opportunities in the Midwest.

Racine & Associates was founded in 1985 and frequently serves as general counsel or special outside counsel to various businesses. Its expertise includes public pension law, gaming, finance and investments, real estate, licensing, bankruptcy, and government policy.

This arrangement allows Fraser Trebilcock to use its knowledge and expertise in the areas of pension law,

gaming, legislative and governmental affairs, and real estate, among others, to enhance the firm's presence in the Detroit region's business market.

"Aligning our two firms will extend the depth of experience and expertise that each firm has established in various areas of law, but especially in the public pension and real estate sectors. We are sure this will be a win for all of our existing and future clients," said Marie T. Racine, President of Racine & Associates.

"This agreement brings increased value to clients by combining the resources of both firms in key growth areas," said Michael H. Perry, President of Fraser Trebilcock.

#### About Fraser Trebilcock:

Fraser Trebilcock is one of Michigan's longest-established full-service law firms. Since 1883, Fraser Trebilcock has been providing preeminent legal services and representation to small and large businesses, individuals, governmental entities, and associations. Through its association with SCG Legal, Fraser Trebilcock has access to a global network of independent law firms. More information is available at [fraserlawfirm.com](http://fraserlawfirm.com) | [scglegal.com](http://scglegal.com).

# Introducing the Ingham County Bar Foundation New Fellows

The Ingham County Bar Foundation congratulates and welcomes the following Fellows to the Foundation!

## 2022 New Fellows:

John Dewane  
Charles Lawler  
José Brown  
Sarah Cunningham  
Mark DeLuca  
Jackie Dupler  
Hon. Michael Gadola  
Hon. Molly Hennessey Greenwalt  
Hon. Brock Swartzle

Fellowship is limited to 5% of the active members in the Tri-County Area (Ingham, Eaton, and Clinton Counties). To become a Fellow, an attorney must be a member of the State Bar of Michigan for at least 5 years, be actively engaged in the practice of law in the Tri-County area, possess outstanding character and ethics, and have a reputation as a leader in the legal community.

Click [here](#) for more information on being a Fellow!

A person can become a Foundation member for \$25 per year. To become a member, or to make a donation to the Foundation, click [here](#)!





# Press Release

## Former Lansing attorney and spouse releasing first book to help veterans launch their civilian careers.

Chief Judge Henry Saad joins Plunkett Cooney

### **Mission Next: Successfully transitioning from the military to the civilian workforce**

Dr. John Wojcik and Kimberlie England

ON SALE: July 14, 2022

Price: \$17.99

Pages: 184

Print ISBN: 978-1-66785-130-3

eBook ISBN: 978-1-66785-131-0

### **FOR MORE INFORMATION, CONTACT:**

Dr. John Wojcik

517-626-1283

John@MissionNextConsulting.com

Close to 65% of active-duty veterans leave their first civilian jobs within 24 months. Dr. John Wojcik and Kimberlie England spent two years intensely researching why veterans leave their first jobs. The research showed that veterans leave because they picked a job that wasn't a good fit. They struggle to synch or conform to the culture of their civilian organization and simply abandon their new civilian job. A successful transition relies on the ability to truly understand one's core values and personal vision for this next phase. This crucial step creates the foundation for a successful transition.

"Even though I knew the transition from the military to the civilian workforce would be hard, I didn't appreciate the complexities and differences in both language and culture. I could have prepared for these challenges if I had the right resources – or a toolkit – to guide the way. In the end, I learned that you can't walk around with your rank in your back pocket so I had to quickly adapt in the new civilian environment. Any preparation work you can do before you make the transition is worth your time." Retired U.S. Army officer, University veterans' liaison, Alabama

In their new book, *Mission Next: Successfully transitioning from the military to the civilian workforce* (Amazon's BookBaby; \$17.99; on sale July 14, 2022), Dr. John Wojcik and Kimberlie England offer a comprehensive resource designed to support successful transitions from the military to the civilian workforce. *Mission Next* will help transitioning service members rediscover who they are, write a resume that civilians can understand, find a job that fits, and learn how to operate in this new civilian work

environment. It's a resource that covers every aspect of the transition from the military to the civilian workforce, including checklists and tips to make the journey easier. It also uses plain English to explain complicated concepts, such as civilian pay and benefits, to help readers make informed decisions about your employment options.

The book will also be the cornerstone to introduce the consulting services of Mission Next Consulting. Mission Next Consulting offers a variety of workshops designed to help transitioning service members swiftly succeed in the civilian workforce by providing them with the right tools and mindset necessary for their next phase in life. The organization also offers trained professional coaches to provide transitioning service members with individualized attention to create and implement a plan for their transition into the civilian workforce. In addition, Mission Next Consulting helps civilian organizations prepare their culture and recruitment strategy to enable them to maximize the leadership skills and values that a veteran brings to the workforce.

To learn more about the book and the consulting services, visit [MissionNext.biz](http://MissionNext.biz).

## ABOUT THE AUTHORS

### **John J. Wojcik, JD, DBA**

Dr. John Wojcik has 32 years of military service and retired at the rank of Colonel. His service includes service as a reservist with the Pennsylvania National Guard and the Michigan National Guard. After the September 11th attacks, he left private practice and went on active duty with the Michigan Army National Guard. He served as Judge Advocate and general counsel on active duty for 20 years. In addition to Dr. Wojcik's deployment to Afghanistan, he also served in Liberia and Latvia, where he worked alongside international stakeholders to help the Department of Defense meet its national security objectives. His military awards include the Bronze Star Medal, Meritorious Service Ribbon, Afghanistan Campaign Medal, and the German Armed Forces Badge for Military Proficiency. Dr. Wojcik was instrumental in forming the Ingham County Veterans Treatment Court in East Lansing, Michigan and served as Board Chair for both the State of Michigan Retirement Board and Military Law Section for the State Bar

of Michigan. He has been an adjunct faculty member at Thomas M. Cooley Law School since 2004. Dr. Wojcik received his BS from the Indiana University of Pennsylvania, JD from Thomas Cooley Law School, and Master of Strategic Studies degree from the U.S. Army War College. He earned his Doctor of Business Administration degree from Baker College where, after 18 months of research, he defended his dissertation on the hurdles that service members face when they transition from active duty to their first civilian job.

### **Kimberlie K England, MBA**

Kimberlie England is using her 20+ years of Human Capital consulting experience to drive strategic change initiatives within varying industries, cultures, and structures – as well as working with individuals who want to achieve their personal visions. She specializes in leadership coaching, strategic planning, and communication. Her mindful approach to individual and organizational change leads to sustainability. She has successfully led clients into new leadership roles

and supported organizations through culture transformations, mergers and acquisitions, and new HR strategies. Kimberlie received her Executive Coaching certificate from the Weatherhead School of Management at Case Western Reserve University and holds her Board Certified Coach (BCC) certification. She also holds multiple HR certifications including her Professional in Human Resources (PHR), SHRM Certified Professional (SHRM-CP), and Certified Employee Benefits Specialist (CEBS). She received her MBA from the University of Findlay and her BBA from the University of Toledo. Kimberlie also volunteered extensively in her community, including serving for over 10 years as the Chair of the Human Resources Committee for the Board of Directors of The Ability Center of Greater Toledo. She was instrumental in merging the Assistance Dogs of America into a program of The Ability Center. She is currently a member of the Naval Academy Garden Club and the Naval Academy Spouse's Club in Annapolis, MD.

# Press Release

## Fraser Trebilcock Welcomes

**Andrew J. Moore to the Firm.**



**Andrew J. Moore**

**Lansing, MI** – Fraser Trebilcock is pleased to announce the hiring of attorney Andrew J. Moore who will work primarily in the firm’s Lansing office.

Andrew joins Fraser Trebilcock in the litigation practice group focusing on general litigation matters, insurance defense, estate and trust administration, real estate transactions, family law, and criminal defense. His experience covers a range of practice areas, from out of court matters such as assisting clients in estate planning and business and tax matters to representing clients at trial in insurance, divorce, and criminal defense proceedings.

Before joining, Andrew worked at a private firm assisting clients in general litigation matters and other civil practice areas. Outside of work, Andrew is involved in his local parish, and he enjoys traveling, playing soccer and ice hockey, golfing, skiing, and spending time with his grandmother in Okemos.

“We are excited to have Andrew join the firm and are confident that he will continue the mission of providing excellent legal services to our clients,” said Michael H. Perry, President of Fraser Trebilcock.

### About Fraser Trebilcock:

Fraser Trebilcock is one of Michigan’s longest-established full-service law firms. Since 1883, Fraser Trebilcock has been providing preeminent legal services and representation to small and large businesses, individuals, governmental entities, and associations. Through its association with SCG Legal, Fraser Trebilcock has access to a global network of independent law firms. More information is available at [fraserlawfirm.com](http://fraserlawfirm.com) | [scglegal.com](http://scglegal.com).

**Fraser Trebilcock**  
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Contact: Eriks Dumpis, (517) 377-0865, [edumpis@fraserlawfirm.com](mailto:edumpis@fraserlawfirm.com)

Chartier & Nyamfukudza, P.L.C.  
is excited to announce that the  
Honorable Amy Ronayne Krause  
will join the law firm in  
December 2022



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**ICBF Grant Committee is  
accepting applications.**

Deadline is  
**December 31, 2022**

<https://www.inghambar.org/icbf-home-page/icbf-who-we-are/>

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**Are you listed in the**  
**online member directory?**





## Criminal Defense Law Section

The Criminal Defense Law Section is comprised of criminal defense attorneys who defend people accused of committing crimes. The Section is dedicated to sharing knowledge related to emerging and important topics specific to criminal defense. The Section is also committed to offering opportunities for attorneys to hone critical skills needed to defend those accused by the government.

If you are looking for a way to learn about the latest in forensics or practice your evidentiary knowledge, they you'll want to join this section. If you have suggestions for future topics, please

contact Section Co-Chairs Marisa Vinsky, Takura Nyamfukudza or Christopher Wickman.

Upcoming Meetings: March 19th from 12:00 - 1:00pm via Zoom 1<sup>st</sup> Friday of the month but will vary at times followed by The meetings/presentations will start at 9:15 and location – Zoom

There is no cost to attend meetings. Speakers and topics will be announced. To RSVP for the Criminal Defense Law Section meetings, email Chris Wickman at [cwickman@nicholslaw.net](mailto:cwickman@nicholslaw.net).

## Employment and Labor Law Section

The Employment and Labor Law Section holds its meetings from noon to 1 p.m. each month at WMU-Cooley Law School, 300 S. Capitol Ave., Room 911, in downtown Lansing.

Section Co-Chair is John Maise. Contact John if you have ideas for topics and speakers.

Stay tuned for an updated schedule of events.

Upcoming Meetings: TBA

If you have questions about Section meetings, please email John at [jmaise@whiteschneider.com](mailto:jmaise@whiteschneider.com).

## Family Law Section

The Family Law Section meets on the fourth Tuesday of the month from noon to 1 p.m. Location TBD. Lunch is provided.

Section Co-Chairs are Brooke VanBuren-Hay, PhD, Jennifer Martinez and Erica Terranova.

Upcoming Meetings:

2<sup>nd</sup> Wednesday of the month (no meetings June, July, August) at Noon, Location – Zoom

If you have suggestions for meeting topics, want to sponsor a lunch or just have general questions, please email [erica@baileyterranova.com](mailto:erica@baileyterranova.com).

## Paralegal/Legal Assistant Section

The Paralegal/Legal Assistant Section offers free networking and educational events for legal staff in Ingham County. Meetings are held the third Wednesday of each month, virtual.

Section Co-Chairs are Elizabeth Cary, a Paralegal at Chartier & Nyamfukudza, PLC, and Heidi Pierce, a Paralegal at Fraser Trebilcock.

Upcoming Meetings:

3<sup>rd</sup> Wednesday of the month at Noon, Location – Zoom

If you have questions or would like to learn more about the Section, contact Elizabeth at [lizzy@cndefenders.com](mailto:lizzy@cndefenders.com).



## Probate and Trust Section

The Probate and Trust Section holds its meetings the second Wednesday of each month at 9 a.m. State Bar of Michigan, 306 Townsend St, Lansing, MI 48933.

Section Co-Chairs are Joann M. Schofield and April Alleman. If you plan to attend a meeting, please RSVP to April Alleman at [april@crenshawpeterson.com](mailto:april@crenshawpeterson.com).

Upcoming Meetings:

- January 11, 2023: In Person.
- February 8, 2023: ZOOM
- March 8, 2023: In Person.
- April 12, 2023: ZOOM
- May 10, 2023: In Person.
- June 14, 2022: In Person.

Join The Section's Facebook Page

The Probate and Trust Section has a group Facebook page: [ICBA Probate & Trust Law Section](#). The Section encourages members to join the group. As a way to streamline RSVPs and minimize emails, you can RSVP for the Section meetings via this Facebook page. (Please let us know if you are not on Facebook.)

Lunch Sponsors

The sponsored lunches have been a very popular replacement for the brown bag lunches of old. The Section would like to continue the sponsored lunches. If you are interested in sponsoring a ¼ (\$100), a ½ (\$200) or full (\$400) lunch, please call Joann M. Schofield at 517-827-0045 or email [joann.schofield@tristartrust.com](mailto:joann.schofield@tristartrust.com).

## Real Estate Section

The Real Estate Section holds its meetings at noon on the fourth Thursday of each month. Location TBD. Section Co-Chairs are Bill Tomblin and Christopher Patterson.

Upcoming Meetings:

- December - NO Meeting
- January 27, 2023: ZOOM
- February 24, 2023: ZOOM
- March 24, 2023: ZOOM
- April 28, 2023: ZOOM
- May 2023: ZOOM
- June 2023: ZOOM

Lunch is served at meetings. Upcoming speakers and topics will be announced. Member input is always appreciated. If you plan to attend a meeting, please RSVP to Bill Tomblin at [Wdtomblaw@aol.com](mailto:Wdtomblaw@aol.com).

## Bankruptcy Law Section

The Bankruptcy Law Section meets at noon on the fourth Thursday of each month (Quarterly – September, December, May) at Noon, Location: Zoom.

Upcoming Meetings:

- TBA

Please feel free to join the Bankruptcy Section for its monthly meetings. Contact Section Co-Chairs Patricia Scott or Norm Witte for details.

To RSVP for meetings, contact Norm Witte at [ncwitte@wittelaw.com](mailto:ncwitte@wittelaw.com).





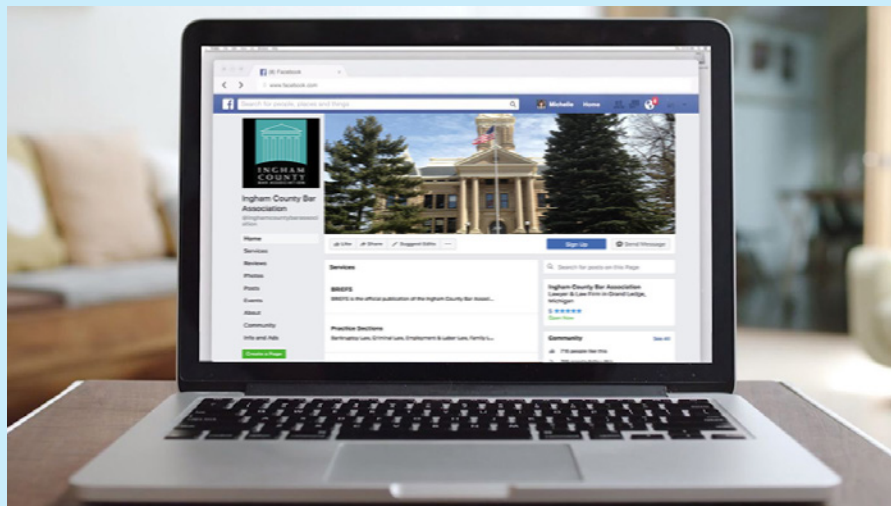
# ICBA Sponsorship Opportunities

For more than 120 years, the Ingham County Bar Association has continued its tradition of service to the legal profession and the greater Lansing community. As part of its longstanding commitment to the profession, the ICBA hosts events throughout the year that are educational and entertaining, in addition to networking opportunities for members. These events are made possible by the generous support of ICBA members.

One way for members to support the ICBA is through its annual sponsorship packages. The ICBA now offers a program that focuses on the increasing importance of social media marketing.

Law firms have the opportunity for their Facebook posts to be “shared” on the ICBA’s Facebook page. This means a law firm’s Facebook content will be seen by a larger audience, including ICBA members and those with whom ICBA has a relationship, thereby giving the law firm a greater presence throughout the legal community.

For more information on ICBA sponsorship opportunities, click the links below.



**2022-2023 Firm/Corporate Sponsorship Opportunities**  
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## ICBA Membership Scholarship Application

ICBA may offer scholarships to prospective members who may be experiencing a hardship and cannot pay the standard rates to be an active member of the Bar.

Recipients will remain anonymous. It is up to the discretion of the ICBA President to grant scholarships, but it can only be approved on an annual basis (i.e. this is not a benefit that automatically renews year-to-year).

The scholarship application can be accessed [here](#).

## Lawyer Referral Application

Please take note that the Ingham County Bar Association does not do Lawyer Referrals. If you need to use this service provided by the State Bar of Michigan, please call them at [\(800\) 968-0738](tel:8009680738) between the hours of 9:00 a.m. and 5:00 p.m., Monday through Friday, to speak with a lawyer referral representative or you can use the links below.

- [Lawyer Referral and Information Service Registration Form](#)
- [LRIS Quick Reference Guide](#)
- [Become a Lawyer Referral Service Panel Member](#)



Thanks for reading

# BRIEFS



## Welcome Winter!

Feedback? [briefs@inghambar.org](mailto:briefs@inghambar.org)

**Next issue: January 2023 dedicated to the  
Tri-County Bar Collaboration**



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