

BRIEFS



Tri-County Bar Collaboration



Edwar Zeineh
Clinton County



Adam Strong
Eaton County



Pam Amato
Ingham County

As part of the ICBA strategic plan, the ICBA wishes to collaborate with organizations and share events and best practices. Annually the ICBA invites Judges from Clinton and Eaton County to its Meet the Judges event. This issue of BRIEFS features the presidents of all three groups who share what it means to lead a group of their peers. Moving forward, the Clinton and Eaton County bars are encouraged to use ICBA "Member Update" and BRIEFS as vehicles to keep the legal community updated on what they are doing. Supporting each other's organization will improve the legal community.

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**SAVE
THE
DATE**

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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ICBA Logo and Letterhead Policy

The ICBA has adopted a policy regarding the use of the ICBA logo and letterhead. If you are currently using or are planning to use the ICBA logo, we ask that you become familiar with and abide by the revised policy. You can read the full policy [here](#).

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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Steve Sinas

Annual Meeting
Steve Sinas

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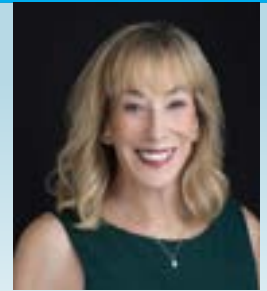
EXECUTIVE DIRECTOR

Madelyne Lawry
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President's Message



“Shrimp is the fruit of the sea.”
— Benjamin Buford Blue in *Forest Gump*



Pam Amato, ICBA President
pamato@mclpc.com

If you saw that quote, you likely thought, “What in the world is she going to talk about?” The answer: the Shrimp Dinner. As many of us know or have heard the Shrimp Dinner has been around for a long time, possibly 82 years. It may be one of the longest running events of the ICBA.

For some members, the Shrimp Dinner holds many fond memories. For other members, the “jury may still be out”. Since its inception, the shrimp and the very special secret sauce has been prepared by ICBA members. For many of those years Elias “Louie” Kafantaris and Robert “Bob” Refior, II have been working in the kitchen with other

wonderful volunteers. There have been too many wonderful volunteers over the years to list everyone. We are so grateful to all of them for their many years of service and would be even more grateful if one of them would share their secret cocktail sauce recipe with us! Even with this long tradition, some and maybe many members of the ICBA might like to see some changes to the Shrimp Dinner or completely change this event. While it is important to cherish tradition, it is also important to evolve and embrace change.

My question to the membership is: what would you like regarding this event? The only thing we can't do is move the date

too much since this is also our annual meeting. I don't want to place limits on your responses so any opinions, suggestions or ideas are welcome. All responses will be welcomed and considered by the Board. This is your event and the ICBA Board serves its membership. We would appreciate hearing from you.

Please email me at pamato@mclpc.com. If you would like your comments provided to the Board anonymously, please let me know.

Thank you for your support and dedication to the ICBA.

Tri-County Bar Collaboration



Pam Amato - pamato@mclpc.com

I am honored to be the President of the ICBA this year. When I think about my leadership role, some of the words that come to mind are fun, challenging, inspiring, commitment, trepidation, and reflection, to list just a few. Every day brings some of these components. With every decision, I think about the goals of the organization, our profession, our community and the impact it will have going forward. For me to be given this honor is something I will carry with me. I have learned and relearned so many things this year. Leadership is about keeping the goals of the organization before the goals of the individuals; it is about active listening, being considerate of differing points of view, adapting to change, teamwork, respecting people, and being accountable. The ICBA has been successful for over 125 years because our organization embraces these principles. We are so fortunate to have Judges, ALJ's, magistrates, attorneys, clerks, legal staff, and other support staff who are dedicated to the legal profession and committed to the success of the ICBA.

As President of the ICBA, I am working toward strengthening membership, being responsive to our members and creating and continuing opportunities for us to work together and have fun.



Edwar Zeineh - edwar@zeinehlaw.com

The opportunity to lead my peers has opened a renewed passion for the practice of law. This leadership role in the CCBA has given me the opportunity to reflect on what it takes to be a good leader. Leadership is not just about making the right decision at the right time. It takes vulnerability, teamwork, and consistency. I have found that leading this great legal community requires me to go outside of my comfort zone, meet new people, and engage all of the legal community in a way that the daily practice of law may not offer. The success of the CCBA is made possible with the team approach. Working alongside of Vice-President/Secretary Alexa Pratl and Past President Cass Green, has made my transition into this role as President seamless and exciting. The team approach includes engaging all of the CCBA members. This is where consistency comes in. Leading our peers has proven to require consistently being open to other ideas, seeking to include lawyers from all

aspects of the practice of law, consistently being kind, approachable, reliable, and trustworthy. This is a special opportunity to participate in building a better relationship between law and community for future practitioners.

My focus in leading the CCBA centers around membership engagement, strengthening its presence in and around Clinton County, as well as working with other organizations to build networking and access to valuable training opportunities.



Adam Strong - astrong@eatoncounty.org

I am humbled and honored that the members of the ECBA elected me as their president for this upcoming year. With this position comes the great responsibility to consider the positions and wishes of all members and lead with patience, consistency, and discretion. We have all witnessed significant changes to our profession over the past few years, whether due to the pandemic, changes in the law and rules of practice, or simply changes in membership of the bar. To me, the ECBA is a bridge that has always allowed all members of the bar to step outside of our traditional adversarial roles and instead bond over our shared experiences. My goal for the upcoming year is to work with Vice President Krystal Pratt, Secretary/Treasurer Daniel Sturdevant, and the rest of the ECBA to re-forge those invaluable relationships, instill a sense of comradery, and strengthen the bond between all members of the ECBA, regardless of our individual areas of practice. Above all, the legal profession is

one of service, and I look forward to serving the ECBA wholeheartedly.

Best Practices in State Trial Courts

December 2022, Michigan Bar Journal



"Best Practices" is a regular column of the Michigan Bar Journal, edited by Georger Strander for the Michigan Bar Journal Committee. To contribute an article, contact Mr. Strander at gstrander@ingham.org.

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George M. Strander
gstrander@ingham.org

George M. Strander is court administrator for the 30th Circuit Court in Lansing. A graduate of the University of Michigan Law School, he serves on the State Bar of Michigan Bar Journal Committee and Civil Procedure and Courts Committee as well as the Governor's Mental Health Diversion Council.

As I take over editorship of the Best Practices column from the capable hands of Gerard and Theresamarie Mantese, I would like to contribute to this column's ongoing narrative. From a court administrator's perspective, I write here of some best practices for attorneys working in state trial courts.

Despite the historical trend for legal work to take place outside and in lieu of courts,¹ the court system is unavoidable for most attorneys. Prosecutions and lawsuits are filed, evictions and fiduciary appointments sought, and one finds attorneys at practice in all these court actions and more.

IN GENERAL

Trial courts represent an interesting mix of state governmental institution and local authority; neither element necessarily meshes well with the multi-court, results-oriented work of most attorneys. On the one hand, any trial court is part of a regimented whole — it is subsumed in Michigan's One Court of Justice.² On the other hand, and despite attempts at mandated uniformity,³ each court and each judge have tailored policies and procedures for others to follow.

Courts must follow a variety of statewide directives from statute to Supreme Court rule and administrative order to State Court Administrative Office (SCAO) guidance and oversight.

In this way, courts do not have the flexibility of the private sector even in cases where the variance seems minor but would make the attorney's day much easier. An attorney would do well to understand the elements and scope of this bureaucracy to prepare properly for court.⁴

In contraposition to the above, each trial court employs custom rules. These include the largely uniform SCAO-approved operational local administrative orders (LAOs) ranging in topic from access to records to case assignments to alternative dispute resolution to specialty dockets.⁵ Some courts also have (less uniform) local court rules. Additionally, trial courts often have written policies on matters from jury procedures to interpreter use. Various courthouse offices may have custom procedures — e.g., on the delivery of judge's copies. Finally, every judge has her or his own style in running the courtroom. Knowing this "local bureaucracy" will likely save an attorney time and headaches.

CLERK'S OFFICE

Whether you are in circuit, district, or probate court, you will typically start by filing pleadings or other documents in the court clerk's office. Here are some general tips.

- Bring or send what you need. Have you brought a draft order to go with your

motion and a self-addressed stamped envelope to receive your executed copies? Are you using the current SCAO form?⁶ Does local practice require you to follow the court rule and file a motion for adjournment?

- Use modern techniques. Have you avoided tabbing your brief so it can go through the court's scanner? Have you checked your case online for the information you need?
- Check beforehand. Have you called to verify the filing fee? Can you get a motion date beforehand to put in your notice of hearing?
- Understand case type codes. Have you captioned your pleading with the right case type code, a designation trial courts must use for case processing and SCAO caseload reports? Is there any type of business or commercial dispute requiring use of the business court code (CB)? Is your decedent estate filing an unsupervised administration (DE) whether you are asking for formal proceedings to initiate or is it a supervised administration (DA)?
- Be civil. Don't shoot the messenger or the clerk on the other side of the counter. It is important to understand that even in the face of professional frustrations, the deputy clerk you deal with is constrained by the aforementioned multi-layered bureaucracy. Good relations are not just proper, but prudent.

MOTION PRACTICE

The basic steps of how to proceed in any given case are largely defined by statute, court rule, and local circumstances. The opportunity for instructive best practices tips usually arises in cases of new laws or court rules that mandate a change in

the process and where an attorney must venture into legal practice areas outside of the lawyer's bailiwick. Below are a few examples.

Expungements

With clean slate legislation,⁷ the opportunities for individuals to apply for their past convictions to be set aside have greatly increased. Successful applications will be on the proper form, signed, include a return mailing address as well as additional copies and a prepared order, and be filed after the appropriate waiting period after a qualifying conviction (which does not include a deferred dismissal under HYTA, MCL 769.4a, or MCL 333.7411 or most instances of operating a vehicle while intoxicated).

Attorneys must ensure that notice to the prosecuting official and the Michigan attorney general, memorialized in a proof of service, includes the date of the expungement hearing. Finally, the applicant's Michigan State Police (MSP) criminal history report, based on submission of fingerprints and payment of MSP application fee, should be secured so the attorney general will prepare an opinion on the motion for the judge; substituting an MSP Internet Criminal History Access Tool (ICHAT) report is not sufficient.

FIGCs and Investigations in the Friend of the Court

With the enactment of MCR 3.224, the new friend of the court (FOC) alternative dispute resolution court rule, the process for issuing custody and parenting time orders has changed. Facilitative information gathering conferences (FIGCs) typically result in a recommended order but if the case

screens out for domestic violence or neglect/abuse, the parties object, or the FOC does not employ FIGCs, an investigation may be conducted which may result in a recommendation and report without an order. Attorneys are best to remember that when there is just an investigation recommendation, no objection should be filed.

Orders to Reduce Child Support in the Friend of the Court

Payor overpayment can arise when there is a delay between the effective date and entry date of a uniform child support order (UCSO) for a lower support amount. Unless the attorney for the payor drafts a UCSO to include language to address the overpayment (e.g., specifying a short-term reduction of support for a specified duration until the overpayment is extinguished) it will remain on the account, causing confusion until a subsequent order is submitted by the attorney to address the overpayment.

Juvenile Waiver Cases

Actions to waive a youth into the adult criminal system require the juvenile's defense attorney to straddle two worlds. In phase II hearings under waiver statute MCL 712A.4, the attorney must understand the six factors considered in determining if the best interests of the juvenile and the public would be served by the waiver. Later in the process, if the juvenile is convicted, the attorney must understand the applicability of the sentencing guidelines including the offense variables and their explication through the use notes. Later still, should the juvenile be lodged in the jail, the attorney must be familiar with what is required under the federal Juvenile

Justice and Delinquency Prevention Act, including sight-and-sound separation of the youth from adult prisoners.

Family Division Jurisdiction and In re Seay

In cases where an adult is charged with a crime allegedly committed while a juvenile — these delayed allegations often involve criminal sexual conduct — statute requires the case to be transferred to the court’s family division. However, defense counsel should be prepared if the defendant is beyond the personal jurisdiction age limit of the family division; according to *In re Seay*,⁸ the only jurisdiction that division has is conducting a waiver proceeding to send the case back to the adult criminal system.

The Uniqueness of Probate Court

Criminal and civil work is dominated by a rather simple adversarial model — there is a plaintiff and a defendant, and they are the parties to the case. Attorneys who do not typically work in probate court but may need to open a decedent’s estate, trust, conservatorship, or guardianship benefit from understanding that, in general, this simple model does not apply.

While the probate court sees lawsuits on occasion (e.g., when brought by an aggrieved creditor), the vast majority of its actions involve a petitioner, a respondent, and a potentially large group of interested parties. Probate court matters are typically about a status (e.g., an appointed or removed fiduciary or an admitted will) and not about seeking damages, and involve others beyond the respondent who need notice since they have an interest in the status being sought.

Motion for Bond and Pretrial Services

Criminal defense attorneys often move for jailed clients awaiting trial to be allowed to post a pretrial release bond. In counties with pretrial services, it is typical that in such cases they will be called upon to conduct a risk assessment and offer a report for the judge’s review. A simple time-saving step in such a situation is to ensure pretrial services receives a copy of the motion sooner rather than later.

CONCLUSION

Trial courts are part of Michigan’s One Court of Justice, employ some custom procedures for their operations, and are the venues in which novel and disparate laws are applied. Best practice counsels

an attorney’s appreciation of these complex arrangements.

ENDNOTES

1. Hurst, *Lawyers in American Society*, 1750-1966, 50 Marq L Rev 594 (1967), available at [<https://perma.cc/E7L3-L9EY>]. All websites cited in this article were accessed November 5, 2022.
2. Const 1963, art 6, Art. VI, § 1.
3. See MCR 5.307(E) for an example of such an attempt.
4. The several Supreme Court Administrative Orders in response to the COVID pandemic comprise one vivid and emergent example of such directions, available at [<https://perma.cc/4MCE-AWTZ>].
5. See *Model Local Administrative Orders*, SCAO, Mich Courts: One Court of Justice, Mich Supreme Court [<https://perma.cc/2VB5-XBZT>].
6. See Forms, SCAO, Mich Courts: One Court of Justice, Mich Supreme Court. [<https://perma.cc/EPE9-FDKC>].
7. *Michigan Clean Slate Legislation Overview*, SCAO, Mich Courts: One Court of Justice, Mich Supreme Court [<https://perma.cc/7HXM-NTAS>].
8. *In re Seay*, 335 Mich App 715; 967 NW 2d 883 (2021).

George M. Strander is court administrator for the 30th Circuit Court in Lansing. A graduate of the University of Michigan Law School, he serves on the State Bar of Michigan Bar Journal Committee and Civil Procedure and Courts Committee as well as the Governor’s Mental Health Diversion Council.



DETROIT BAR ASSOCIATION

The Detroit Bar Association Diversity & Inclusion Committee and Ingham County Bar Association Diversity, Equity & Inclusion Committee invite you to continue the activities and practices that expand your awareness of diverse populations in 2023 with the 23 in '23 Challenge. There will be Challenge Check-in Calls in March, September, and December with special guest speakers and opportunities to share your experience.

❑ 1. COGNITIVE BIAS AND DECISION MAKING

Learn how cognitive biases can negatively impact decision making and how to challenge your own biases. <https://www.boardofinnovation.com/blog/16-cognitive-biases-that-kill-innovative-thinking/>

❑ 2. PUTTING THE “B” IN “DEIB”

Why “belonging” is an essential component of any effective DEI strategy. <https://workbravely.com/blog/diversity-equity-inclusion/putting-the-b-in-your-deib-strategy-why-belonging-is-essential/>

❑ 3. EQUITY VS. EQUALITY

What’s the difference and why is it important to recognize? https://www.marinhhs.org/sites/default/files/boards/general/equality_v_equity_04_05_2021.pdf

❑ 4. HOW TO BE AN ALLY

Tips for being an effective ally in the legal profession. <https://www.lawjournalnewsletters.com/2021/05/01/professional-development-how-to-be-an-ally-in-the-legal-profession/>

❑ 5. UNDERSTAND AND EMBRACE NEURODIVERSITY

Great minds don’t always think alike. Learn how to support neurodiverse colleagues. <https://www.law.upenn.edu/live/files/12067-maureen-reilly-book-review-nalp-bulletin>

❑ 6. IMPLICIT ASSOCIATION TEST

To acknowledge and understand your own unconscious biases, take one or more implicit association test. <https://implicit.harvard.edu/implicit/>

❑ 7. THE URGENCY OF INTERSECTIONALITY

Watch Kimberlé Crenshaw explain how different elements of one’s identity can result in compounded discrimination. https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en

❑ 8. MENTAL HEALTH AWARENESS

May is Mental Health Awareness month. Take a moment to learn ways for lawyers to manage anxiety. <https://www.americanbar.org/groups/journal/podcast/20151102-what-can-lawyers-do-to-manage-and-conquer-anxiety/>

❑ 9. PRONOUNS MATTER

June is LGBT Pride Month. Take the time to learn why pronouns matter, why they’re not “preferred,” and how to use them appropriately. <https://www.diversitycenterneo.org/about-us/pronouns/>

□ 10. UNDERSTANDING AND ADDRESSING MICROAGGRESSIONS

Read some examples of common workplace microaggressions and inclusive alternatives.

<https://www.ef.com/wwen/blog/we-are-ef/understanding-microaggressions-in-the-workplace/>

□ 11. THE THREE TYPES OF MICROAGGRESSIONS

Learn more about microassaults, microinvalidation, and microinsults.

<https://health.clevelandclinic.org/what-are-microaggressions-and-examples/>

□ 12. BIAS INTERRUPTERS

Read some examples of bias interrupters that can be implemented in the workplace.

<https://blogs.anl.gov/leadership/wp-content/uploads/sites/46/2016/07/2016-04-11-Bias-Interrupters-Worksheet.pdf>

□ 13. NAMES MATTER

Understand the impact of improperly pronouncing someone's name.

<https://www.bbc.com/worklife/article/20210108-the-signals-we-send-when-we-get-names-wrong>

□ 14. COFFEE & CONVERSATIONS

Schedule a 15-minute coffee chat with someone in your organization you have not previously engaged with socially; consider discussing “[Coffee & Conversations: Inclusion and Belonging](#)” by Zenell Brown

□ 15. ABILITY AWARENESS

October is disability awareness month. Try to navigate your day without using any stairs. Take note where ramps or elevators are not easily accessible.

□ 16. INCLUSIVE MEETING BEHAVIOR

Practice giving your full attention when others are speaking in a meeting. Don't check your cell phone, laptop, etc.

□ 17. INCLUSIVE FEEDBACK

8 tips to help ensure you're providing inclusive feedback. <https://www.linkedin.com/pulse/8-tips-inclusive-feedback-anne-hsu-ph-d/>.

□ 18. ELIMINATE RACIST EUPHEMISMS

Examine some popular phrases that have racist origins and suggested alternative language.

<https://www.rwjbh.org/why-rwjbarnabas-health-/ending-racism/say-this-not-that/>

□ 19. SYMPATHY VS. EMPATHY

Watch this short video from Brené Brown explaining the difference between sympathy and empathy.

<https://www.youtube.com/watch?v=1Evwgu369Jw>

□ 20. GENERATIONAL DIVERSITY

Learn how to effectively manage multiple generations in the legal workplace.

<https://mcca.com/mcca-article/managing-multiple-generations-in-the-legal-workplace/>

□ 21. WORK TOWARD BEING ANTI-RACIST

Review this continuum with some people from your workplace or an organization you belong to. How is the organization doing in its anti-racism efforts and how can it improve?

<https://racc.org/wp-content/uploads/buildingblocks/foundation/Continuum%20on%20Becoming%20an%20Anti-Racist,%20Multicultural%20Institution.pdf>

□ 22. INCLUSIVE HOLIDAYS

Learn how to celebrate holidays inclusively at work.

<https://circaworks.com/blog/celebrating-holidays-inclusively-in-the-workplace/>

□ 23. CONFRONT YOUR BIASES

Watch DEI advocate and lawyer Vernā Myers' TED talk stressing the importance of acknowledging and confronting our own biases.

<https://www.youtube.com/watch?v=uYyvbGINZkQ>

Endnotes

1. Full disclosure: This book was written by Diversity & Inclusion Committee Co-Chair Zenell Brown. This addition was proposed by other Committee Members and she humbly agreed to let us share her accomplishment with you.

John Dewane

Chosen as New Ingham County Prosecutor



John Dewane
jdewane@ingham.org

John Dewane, current Deputy Chief Assistant Prosecutor in Ingham County, has been chosen by Ingham County Circuit Judges to succeed Ingham County Prosecutor, Carol Siemon, who is retiring mid-term. Siemon's last day on the job was December 31, 2022, and Dewane has assumed office on January 1, 2023. Dewane has been an assistant prosecutor with the Ingham County Prosecutor's Office for over 20 years and has served as its Deputy Chief Assistant Prosecutor since 2012.

Under Michigan law, the judges of the judicial circuit in which a Prosecutor

vacancy occurs – here, Ingham County's 30th Circuit Court – are empowered to appoint a mid-term successor Prosecuting Attorney. Dewane will serve the rest of Prosecutor Siemon's unexpired four-year term through December 31, 2024. For the new four-year term starting in 2025, the Prosecutor will be determined in the general election on November 5, 2024.

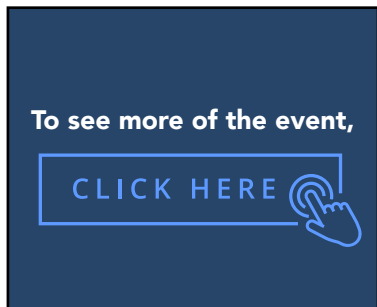
Contact: George Strander,
Court Administrator
517-483-6507 (work)
517-740-8216 (cell)
gstrander@ingham.org



We need your help! This photo, from 1962 features members of the Bar - can you help us identify them?
You may contact George Strander at gstrander@yahoo.com with any information. Thank you for your help!

12th Annual Meet the Judges event

January 12, 2023





ICBA-YLS

Networking at Lansing's YLS MP Social



On October 6, 2022, over 40 Judges, Attorneys, Prosecutors, and Law Students gathered for a spectacular evening of networking at Lansing's MP Social, thanks to organizers from the Young Lawyers Section of ICBA. Chief Referee Roderick Porter explained the Ingham County Circuit Court Family Law Mentorship program, which pairs young practicing attorneys with seasoned family law practitioners and pays both mentees and mentors a generous stipend for their time and expertise. ICBA-YLS thanks everyone for their participation in this wonderful event!



ICBA Ask-a-Lawyer

On October 20, 2022, the Ingham County Bar Association hosted our annual Ask-a-Lawyer event. It was wonderful to be back in person with everyone again and give back to the community. Thanks to the work of our committee chairs, Raymond Harris, Brandon Schumacher, and Emily Jefferson and our wonderful community partners in getting the word out about the event. In addition to the effort of our committee chairs, a number of other attorneys volunteered to help answer questions at the event, including, Pam Amato, Charles Lawler, Christopher Wickman, Sophia, and Stephen Sinas. We had some of our best attendance by the community ever! Many members of the community were able to get free legal consultations on a broad array of topics including expungements, family law, estate planning, probate, landlord

tenant, and many more areas of interest to the community attendees. When asked about the event, 2022-2023 ICBA President (and volunteer attorney at the event!) Pam Amato said, “It was one of the best Ask-A-Lawyer events we have ever had. We had great community participation and support from the legal community.”

Thank you again to our committee chairs and community partners in helping to get the word out!

Thank you to individual members of our ICBA legal community who volunteered at the event and made it a success!

Finally, a special thank you to Sean Lyons, for all of his work on this event and the Capital Area District Library for a wonderful venue to host our event.

It was a wonderful event and we’re already looking forward to next year!

Thank you to our wonderful sponsors of the event:

- Abood Law Firm
- Chartier & Nyamfukudza PLC
- Fahey Schultz Burzych Rhodes PLC
- Foster Swift Collins & Smith PC
- Fraser Trebilcock Davis & Dunlap PC
- Grewal Law PLLC
- Loomis Ewert Parsley Davis & Gotting PC
- Sinas Dramis Law Firm
- Speaker Law Firm PLC
- Willingham Cotè PC

Words to Consider

Bringing Your Soul to Work: Part Three Power

By William Frank Diedric



William Frank Diedrich
theroadhome@comcast.net

We think we don't have power. In this mistaken belief we often allow others to behave poorly, perform their work poorly, or to treat us with disrespect. Others of us use force to get things done. They order people about, use their position to take advantage, or treat others with disrespect. In both cases—victim or perpetrator—behavior comes from a sense of powerlessness. You are powerful.

How do people respond to you? Are they happy to see you when you walk into a room? Or are they in a hurry to escape? We are each aware of how others affect us—how others influence the way we feel. We are often unaware of the effects of our facial expressions, body language, voice tone, and our spoken words. Your influence with others and ultimately your success are tied to your ability to see how others respond to you. You are a center of influence.

As a center of influence everything you think, feel, say, and do has an effect. You have power—not power over, but

power with. “Power with” is the ability to accomplish goals with and through others by way of your positive influence. People want to work with you, to listen to you, to be in your presence. Each of us is a center of influence. We all have this power. One thing gets in the way of expressing it.

We often see ourselves as a center of attention. That is, we are focused on how others affect us rather than how we affect them. Listen to people's one-sided stories about how another person or group inconvenienced or hurt them. The manager who complains about her people rarely sees the effects of her behavior on her employee—and doesn't ask them for feedback. The employee who complains about his boss rarely looks at the effects of his own communications, blaming and complaining, or inability to give honest feedback. As we discussed in part two of this series, people tell their victim stories. In a center of attention mindset you see the world in terms of what people are doing to you or what should they be doing for you. In this mindset you are the center of the universe.

Things happen. People disappoint us. We react emotionally. Nothing is wrong with that. Most of us become a center of attention when these things happen. The difference is whether or not you stay there—as a victim, as a center of attention. Or, do you work through your emotions and make a decision to move

forward, to take charge of yourself and your life? Do you step up, and create and communicate realistic boundaries?

I worked with a manager whose secretary turned in work that demonstrated misspelling, poor grammar, and the work was usually late. This caused him to stay late after work correcting her mistakes. In essence, he was doing her job for her. He gave her feedback at first, but gave up after a while. When I asked why she was still in that position, he said she had a family and couldn't afford to lose the job. Some might call his behavior kind, but it was not. It was enabling. She did nothing to improve herself, nor did he expect it of her. Instead, he suffered frustration and long hours.

We teach people how to treat us. The behaviors we accept are the ones we teach. We are each accountable and responsible for our relationships. Bringing your soul to work does not mean being nice to everyone. It means being honest, telling the kind truth, and being clear with the people. Who are you, and do the people around you know who you are? When you walk into a room can others feel your presence? Do you take up space when you stand in a group of people?

People should feel your kindness, your caring, and your power. Power is not arrogance. Power is real. With power you have no need to boast, to show

everyone how important you are. If you are important people can feel it. Your kindness then comes from a place of strength and confidence. You treat people well because that is who you are, not because you're trying to get something from them. Your kindness and caring are given away freely. Your boundaries and expectations are clear because that is who you are.

My client who supported his secretary was not kind. His willingness to put up with poor performance came from guilt and a lack of caring for himself. He did no favor for his secretary. When we allow others to get away with poor behavior or poor performance we aren't helping them. Constantly saving others from the consequences of their own actions is not truly helpful. It only perpetuates the negative, and you end up feeling resentful.

I worked with several women in an office. They decided to create ground rules for behavior. One of their rules was "No gossiping." All agreed to this rule. One woman, who usually gossiped, resumed her old habits after a few days. Strengthened by their ground rule, each colleague stopped her by saying: "We all agreed to a ground rule of no gossiping." Each refused to listen to her stories. The woman became upset, but eventually stopped gossiping. Within a few weeks she transferred out of their department. They each communicated the kind truth—their resolve that all conversations would be respectful became a clear boundary. Their workplace environment improved more to their liking,

A manager I worked with found that direct reports often claimed they were yelled at in individual meetings with him. He was sure he never raised his

voice. He discovered that when he talked to employees he would lean in, stare at them over the top of his reading glasses, and speak in a serious tone. His discovery? They "felt" yelled at. He made some adjustments in his one-to-one meetings for the better.

You are a center of influence. You have power. Putting up with poor behavior is unnecessary. Bullying people is unnecessary. Self-awareness is necessary. You are not a victim. You need not live in fear nor use force on people. The man who was afraid to hold his secretary accountable finally created a specific improvement plan. She was unable to do the work, so she transferred to a different job within the company. He hired someone with better skills. The women in the office loved coming to work, and as a result became even more productive. The manager who "yelled" at employees formed more positive and productive working relationships. In all cases, these people asked the all-important question: "What do I want to come of this?"

Power begins with knowing what you want. It increases as you understand that true power is from the heart. There will still be annoying people, those who would take advantage of you or hurt you, and people who are afraid to communicate honestly. None of this has to change who you are. The most powerful people in the twentieth century were kind, caring, and powerful. They had integrity as they refused to allow others to change who they were. Think of Gandhi, John F. Kennedy, Martin Luther King Jr., and Nelson Mandela. None of these people were perfect, and you don't have to be either. They understood that power comes from integrity, and that power is exercised through people, not over them.

You are a center of influence. Everything you think, feel, say and do affects others. What do you want your effect to be? You want respect. Give respect to yourself by clarifying expectations and boundaries and speaking your truth. You want people to like you. Love and like yourself first. Love and like others for who they are, not for what they might be able to do for you. Whatever you want—peace, cooperation, love, excellence, honesty—become it. Practice being and doing what you want. You can't control the world or what other people say or do, but you can influence them. You already are influencing the people around you.

To grow your power/influence pay attention to your thoughts and emotions throughout the day consider the following:

- Notice your effect on others. If you see no effect—then that is your effect. What do you want?
- Ask for feedback, and be willing to listen to it even if it hurts
- In every situation ask yourself: What do I want to come of this?
- With every person with whom you interact ask: How can be truly helpful?
- In every relationship be willing to risk disapproval

These daily practices will grow your power, your influence with others. Let go of the temptation to use force or to play it safe by hiding who you are. Bring your soul, your true self 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:

<http://humanadulthood.com>

SAVE THE DATE!

The Ingham County Bar Foundation's **2023 EVENTS**

JUN. TBD

**Judges'
Retirement Party**

**Golf Outing at
Hawk Hollow**

AUG. 3RD

NOV. 8TH

**Fellows Reception at
University Club**

**WE HOPE
TO SEE
YOU THERE!**



The Ingham County Bar Foundation

Billable Hour Honor Roll



Thank you to everyone who has donated and made their 2022 commitment to the Billable Hour Honor Roll!

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Donate this year! Scan the QR code!

Please join the other attorneys who have donated the equivalent of 1 hour of their billable time to support the work of the ICBF!



For more information, click here!

Congratulations

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On winning The Clio Reisman 2022 Legal Impact Award



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Loomis, Ewert, Parsley, Davis & Gotting P.C. would like to extend the warmest welcome to their newest attorneys: Michael Kluck, Brandon Waddell, Andrew Martin, McKenna Rivers, and Austin DeLano.



Mr. Kluck joins as Of Counsel with over 30 years in Employment Law serving municipalities and private employers in a wide variety of labor and employment issues.

Mr. Waddell joins as a Senior Attorney specializing in general civil litigation, family law litigation, and real estate law.



Mr. Martin, who recently became a registered Patent Attorney with the USPTO, specializes in intellectual property, corporate, and real estate law.

Ms. Rivers specializes in energy, environmental, employment, and corporate law.



Mr. DeLano specializes in labor, employment, and corporate law. He is also a reservist in the Michigan Army National Guard JAG Corps.

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FAMILY LAW

- Divorce with children/custody
- Divorce without children
- PPO/PPO termination
- Domestic relations mediation
- Support Enforcement/Reduction
- Minor Guardianship
- QDROS
- Will *not* accept Domestic Violence cases

CONSUMER

- Bankruptcy
- Collection defense
- Contract/Warranties/Unfair sales practices
- Automobile Sales (Lemon Law) and Repossession
- Assist with collecting attorney fees/damages

PROBATE

- Adult Guardianship/Conservatorship
- Wills and Estates
- Elder Abuse
- Adoption
- Special Needs Trust
- Durable POAs and other document preparation
- Other probate _____

HOUSING LAW

- Landlord-Tenant
- Real Estate/Home-Ownership/Land Contract

INCOME MAINTENANCE

- Social Security/SSI Denials
- Social Security/SSI Overpayments
- Social Security/SSI Cessation Cases
- DHS/SDA benefits
- Pension benefits
- Unemployment benefits
- Administrative Law
- Veteran's benefits
- Medicaid/Medicare

IMMIGRATION

- Naturalization clinics
- Other clinics
- VAWA and U-Visa
- Adjustment of status requests
- Asylum
- Unaccompanied Minor Children
- Other Immigration _____

OTHER AREAS

- Non-Profit Corporation Law
- Employment/Labor Law
- Insurance matters
- Disability Rights
- Tort Defense
- Tax
- Civil Rights
- Driver's License Restoration
- Military Rights and benefits
- General Civil Litigation
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Other information/comments:

Check the boxes on the left to indicate your preferred referral areas

Click here to complete our [Pro Bono Attorney Registration Form](#) online.

Press Release

Fraser Trebilcock Announces

2023 Board of Directors

FOR IMMEDIATE RELEASE January 10, 2023



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



Mark E. Kellogg



Aaron L. Davis



Ryan K. Kauffman

Lansing, MI – The Shareholders of Fraser Trebilcock, one of Michigan’s long-established full-service law firms, have elected **Mark E. Kellogg** as President of the firm.

Shareholder **Aaron L. Davis** was re-elected to the Board of Directors, where he will serve as Vice President & Treasurer. Shareholder **Ryan K. Kauffman** was elected to the Board of Directors, where he will serve as Secretary.

“I am honored to serve as President of Fraser Trebilcock. As we welcome a new year, I am confident that we will continue our mission of providing excellent legal services to our clients,” said Mark E. Kellogg.

When it matters in Michigan, we are the trusted advisor for businesses and individuals requiring planning and consulting services, or facing legal and regulatory challenges, and our capabilities extend to wherever

clients require counsel. The annual election of the Board of Directors allows Fraser Trebilcock to continue its tradition of exceptional client service, dedicated community involvement and professional excellence.

About Fraser Trebilcock:

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 | scglegal.com.

Press Release

Fraser Trebilcock Welcomes

Katelyn L. Wierenga to the Firm.

FOR IMMEDIATE RELEASE December 6, 2022



Katelyn L. Wierenga

Lansing, MI – Fraser Trebilcock is pleased to announce the hiring of attorney Katelyn L. Wierenga who will work primarily in the firm’s Lansing office.

Katelyn Wierenga joins Fraser Trebilcock with nearly a decade of experience representing large, self-insured corporations and insurance companies and effectively handling cases and adjusting litigation strategies through major changes in the law.

Before the firm, Katelyn was practicing law in California at a private firm specializing in insurance defense claims and related litigation matters. Outside of work,



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

Katelyn enjoys spending time with her husband Matt and their three children.

“We are thrilled to have Katelyn on board. Her years of experience in the insurance defense arena are immense assets for the firm’s 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 | scglegal.com.

Press Release

Loomis, Ewert, Parsley, Davis & Gotting P.C.

is pleased to announce the addition of

McKenna S. Rivers and Gabrielle C. Lawrence to their firm.



McKenna S. Rivers

Rivers, from Three Rivers, MI, who holds a B.Sc. in Environmental Geoscience from MSU and served as an environmental geoscientist for an environmental consulting company, earned her JD from Michigan State University College of Law graduating cum laude from law school. She will handle matters in energy, environmental, employment, and business and commercial law.



Austin M. DeLano

DeLano, a Lansing native, who holds a B.Sc. in Criminal Justice from Ferris State University, graduating summa cum laude and he earned his J.D. from Michigan State University College of Law. During law school, he completed various internships, including one with the Michigan Department of Attorney General. DeLano also serves as a military reservist in the Michigan Army National Guard JAG Corps. He will specialize in labor, employment, business, and corporate law.

Social Deliberations

Hooked, 3142 E. Michigan Ave, Lansing
Coffee/Wine/Books & Networking

Join us!

February 23, 2023

5:30 p.m. - 6:30 p.m.

Registration is **not** required - just show up!
Open to Judges, attorneys, law students, and court staff!

Save the Dates:

April 27, 2023

June 22, 2023

ICBA Annual Shrimp Dinner

Liederkrantz Club Lansing
5828 South Pennsylvania Avenue
Lansing, MI 48911

Join us!

May 17, 2023

5:00-9:00 p.m.

Registration

<https://annualshrimp2023.eventbrite.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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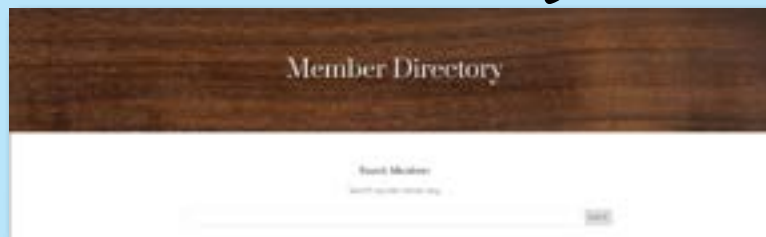
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ICBA MEMBER DIRECTORY

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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 1st 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.

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.

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, Jennipher Martinez and Erica Terranova.

Upcoming Meetings:

2nd 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.

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:

3rd 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.



Probate and Trust Section

Ernsie Augustin and Joann M. Schofield are the Co-Chairs for the Probate and Trust Section. The Section holds its in person meetings the second Wednesday of each month at 9:00 a.m. at Chalgian & Tripp Law Offices, PLLC, 1019 Trowbridge Road, East Lansing, MI 48823 (ZOOM option is available for those who are unable to attend in person). If you plan to attend the meeting in person, please RSVP to Ernsie at augustin@augustinlawoffices.com.

Upcoming Meetings:

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

Please join the Section's Facebook Group by searching "ICBA Probate & Trust Law Section" and connect with us on social media. As a way to streamline RSVPs and minimize emails, you can RSVP for the Section meetings via Facebook. Are you feeling generous?

Please consider sponsoring breakfast for our in person meetings.

If you are interested in sponsoring, please contact Joann at 517-377-0894 or email jschofield@fraserlawfirm.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:

- 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.

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.



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](#)

[2022-2023 Vendor Sponsorship Opportunities](#)



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** 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 to 2023!

Feedback? briefs@inghambar.org

Next issue: March 2023 featuring Women in the Law



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