

Ingham County Bar Association BRIEFS



December 2023

Upcoming Events, Page 2 | President's Message, Page 4 | Articles, Page 6

VETERANS



I served in the United States Army for twelve years. I spent the first half of my career as an enlisted man in the infantry. As a commissioned officer, I was a member of the logistics corps. I was deployed twice; first as a member of the rank and file. Then as the executive officer in a field artillery battery. I would do it all again. I made lifelong friendships and honed many of the skills that I rely on today as a litigator.

- Takura Nyamfukudza

Contents

President's Message.....	4	Goat Yoga.....	19
A Humble Civil Servant.....	6	How the Military has Benefited Me on a Personal and Professional Level.....	20
Auto No Fault.....	8	Succession Planning.....	21
DEI – What’s in a Name? The Purpose of Pronouns.....	11	Criminal Case Law Update.....	22
Emotional Intelligence.....	13	Transition.....	23
Featured Young Lawyer.....	16		
From Soldier to Council Candidate.....	18		



**SAVE
THE
DATE**

January 11, 2024
ICBA Meet the Judges

February 3, 2024
ICBA Bench Bar

March 14, 2024
ICBA Barristers



@inghamcountybarassociation



@inghambar



@ICBALawyers



[linkedin.com/company/ingham-county-bar-association](https://www.linkedin.com/company/ingham-county-bar-association)



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

P.O. Box 66
Grand Ledge, MI 48837
www.inghambar.org

BOARD OF DIRECTORS

President

Stephen Sinas
Sinas Dramis Law Firm

President-Elect

Lindsay Dangl
Murphy & Spagnuolo PC

Vice President

Alexander Rusek
Foster Swift Collins & Smith PC

Treasurer

Jessica Zimbelman
State Appellate Defender Office

Secretary

Mary Bowen
Attorney Grievance Commission

Immediate Past President

Pamela Amato
Mallory Lapka Scott & Selin, PLLC

Ermscie Augustin
Augustin Law Offices

Jacquelyn Dupler
Foster Swift Collins & Smith PC

Nolan Erickson
Grewal Law PLLC

Lauren Kissel
Sinas Dramis Law Firm

Lynn Osborne
Osborne & Barrett PLLC

Ted Seitz
Dykema Gossett PLLC

Marisa Vinsky
Chartier & Nyamfukudza PLC

Chris Wickman
The Nichols Law Firm PLLC

SECTION CHAIRS

Bankruptcy Law

Lynn Osborne
Osborne & Barrett PLLC

Criminal Defense Law

Takura Nyamfukudza
Chartier & Nyamfukudza, PLC

Marisa Vinsky
Chartier & Nyamfukudza, PLC

Chris Wickman
Nichols Law Firm, PLLC

Employment & Labor Law

Kelly McClintock
Blanchard & Walker PLLC

Family Law

Jennifer Martinez
White Schneider Young & Chiodini, PC

Erica Terranova
Bailey & Terranova

Paralegal/Legal Assistant

Megan L. Cochrane
Loomis Law

Lizzy Sailor
Chartier & Nyamfukudza, PLC

Probate & Trust Law

Ermscie Augustin
Augustin Law Offices

Real Estate Law

William D. Tomblin
William D. Tomblin & Associates

Ellen E. Ward
Oade Stroud & Kleiman PC

Mitchell Zolton
Fahey Schultz Burzych Rhodes PLC

Young Lawyers

Marisa Vinsky
Chartier & Nyamfukudza PLC

COMMITTEE CHAIRS

Annual Dinner

Lindsay Dangl

Annual Meeting

Lindsay Dangl

Ask A Lawyer

Raymond Harris / Brandon Schumacher /
Chris Wickman

Awards

Jacquelyn Dupler / Mary Bowen

Barristers

Lauren Kissel / Marisa Vinsky

Bench Bar - Mary Bowen / Nolan Erickson / Lynn Osborne

BRIEFS

Board

Diversity, Equity & Inclusion

Kristina Bilowus / Jessica Zimbelman

Education

Chris Wickman

List Serve

Staff

Meet the Judges

Pam Amato / Ted Seitz

Membership

Jacquelyn Dupler / Lynn Osborne

Nominating Committee

Pam Amato

Past Presidents'

Pam Amato

Section Chair Liaison

Chris Wickman

Shrimp Dinner

Elias Kafantaris / Robert Refior / Alexander Rusek

Social Deliberations

Jacquelyn Dupler

Social Media

Stephen Sinas / Staff

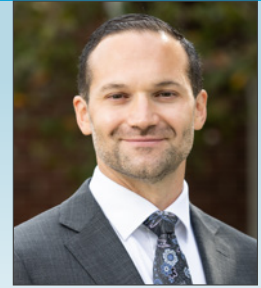
Sponsors

Ermscie Augustin / Lindsay Dangl / Alexander Rusek

EXECUTIVE DIRECTOR

Madelyne Lawry
517-627-3938

President's Message



Stephen Sinas,
ICBA President
stevesinas@sinasdramis.com

Congrats on Becoming a Lawyer: Now it is Time to Learn from Experienced Staff People About the Practice of Law

This is the time of year when hundreds of people were just admitted to the State Bar of Michigan as newly licensed lawyers in Michigan. On behalf of the Ingham County Bar Association (ICBA), I first want to welcome all the new lawyers in the Ingham County area and beyond. Being a lawyer can be challenging and tough at times, but it is a noble endeavor you have undertaken, and we wish you the best along the way. Joining the ICBA and ICBA's Young Lawyers Section (YLS) is a great way to connect with your legal community, so I encourage all new lawyers to do so.

Even though it was now more than 16 years ago when I got my law license, I can still vividly remember how I deeply wanted to become a good lawyer but lived in a daily state of fear and anxiety that I didn't know what the heck I was doing. I still feel that way on some days. Thinking back on it all, if I had to emphasize anything to a new lawyer, it would be this: the best way to increase your productivity and effectiveness as a new lawyer is to humbly learn as much as possible from any experienced

legal assistant, paralegal, or other staff person with whom you may have the opportunity to work. Yes, new lawyers should try to learn as much as they can from other lawyers. But new lawyers can especially benefit from experienced staff people teaching them about how to handle the day-to-day issues, decisions, and communications that are central to the practice of law.

I have had the tremendous opportunity of working at a firm that has always had several highly experienced and skilled staff people. On that note, at Sinas Dramis Law Firm, there are currently three employees who have been working in the legal field for well over 35 years. These people are Kitty Rohr, Nancy Gibson, and Stacy Harkness. Moreover, there were others who retired along the way after working decades in the legal field, and several others currently working at the firm with more than 10 years of experience. I have had the good fortune of having Nancy Gibson as my legal assistant for my entire career, and I also have had the opportunity of working with many other highly experienced legal assistants, paralegals, and staff people at the firm. Having these experienced people around me has helped me figure out how to best handle so many daily problems and issues that come across my desk. Without these

experienced staff people helping guide my way, I know I would have screwed up more and succeeded less.

To best learn from experienced staff people, new lawyers need to make sure to treat them with respect and as equals. I remember having to be mindful of this issue when I first started out. Any pretention or condescension towards your staff will be sensed and met with disfavor. You should strive to show them you recognize they are professionals with many more years of experience in the legal profession than you. If you develop a relationship based on this type of respect, the person will likely want to teach you, help you through your mistakes, and have your back – trust me, you are going to need it at times.

New lawyers learning from more experienced staff people is also important to the future of how law will be practiced. Like many professions, the legal profession is presently going through interesting and transitional times. Technology is changing so many aspects of the daily practice of law. Because of this, new lawyers may find disconnects between the way they want to practice law and the way a more experienced staff person has been accustomed to working throughout the years. New lawyers should try

to stay positive about these apparent disconnects and learn all they can about why these experienced staff people do the work the way they do. In doing so, new lawyers will gain a greater appreciation for how things have been done in the past, which, in turn, will allow them to better determine how things should be done going forward, especially as technology continues to change how we work.

There is reason to be concerned that it may get harder and harder to find experienced staff people within the legal profession. It seems like the number of people with extensive experience still working as legal professionals is decreasing and that less people are choosing the legal profession as a long-term career option. That is unfortunate for all lawyers and the legal profession overall. But it is even more of a reason for new lawyers to appreciate

and learn from any experienced staff people who may be available to them. If new lawyers do so, they will likely increase their own success, as well as help maintain the quality of the legal profession as we embark upon the brave new frontier of the future.

In closing, congratulations to all the new lawyers. I hope you achieve great things. Just don't forget to thank your staff when you do so!



BRIEFS

Publication Schedule

- September
- December
- March
- June



A Humble Civil Servant

By Major McDaniel

Serving in a dual capacity as a Detroit Police Officer and a member of the Army Reserves has been challenging and rewarding. The challenges of both professions empowered me to continue my education and strive to be the best person I can be daily. Working as a civil servant has given me the opportunity to network and plan with an intellectual group of thinkers for a better tomorrow. I could not be prouder of my decision to serve my country and my community.

I joined the United States Army in 1996 just prior to graduating high school. It was one of the best life decisions I ever made. The Army taught me invaluable life lessons of being responsible, accountable, and taking initiative. It also taught me that you have to compete at an elevated level in order to be considered for promotion to the next level. One of the most invaluable attributes the Army gave me was “confidence” for life. Through consistent training of tactical knowledge and skills, I became proficient and mastered skills that I did not know I was capable of doing. These newfound skills gave me the faith that I could do anything I put my mind to.

After 3 years of active-duty service, I decided to come back home to Detroit to become a full-time student at Wayne State University and continue my military career with the Michigan Army

National Guard. I was assigned to the 1776th Military Police Company where my interest in law enforcement grew. Within a year, I took a break from school to join the Detroit Police Department in December of 2000. The lessons learned in the Army transposed to a seamless transition into law enforcement. As a Detroit Police Officer, I used the skills I learned as a Soldier as a baseline way of doing things until I learned how to be a policeman. It just so happens that law enforcement serves as a paramilitary organization due to the rank structure, chain of command, and other guidelines that assist day-to-day operations of the police department. I excelled in grasping the concepts of policing early in my career.



As I grew up in the police department, I quickly realized the importance of education. In 2006, I used my Montgomery G.I. Bill benefits to enroll in Schoolcraft College to obtain an associate degree in order to be competitive for promotion. I continued my education at Madonna University to earn a bachelor’s while I simultaneously attended the Reserve Officers’ Training Corps program at the University of Michigan. Upon graduation in 2009, I commissioned as a 2nd Lieutenant in the Michigan Army National Guard with a degree in Criminal Justice.

As a military officer, I gained a wealth of knowledge across several industries. I operated as a Logistics Officer where I managed warehouses responsible for supplying the military with classes of supply needed to sustain the fight on the battlefield. I worked on a 20-million-dollar food service contract responsible for eight dining facilities that fed over 100,000 Soldiers daily. As a contracting officer, I collaborated with the local host

nation countries to provide essential services and products to our service members. I took those experiences and training to my next position within Civil Affairs. Civil Affairs afforded me the opportunity to collaborate with our host nation counterparts on a grander scale. I learned the importance of diversity, equity, and inclusion by studying the host nation's culture and language.

My police career went to the next level once I was promoted to the rank of Sergeant in 2013. As a sergeant, I was able to implement the leadership skills that I learned in the Army on a broader scale to motivate and empower law enforcement officers to serve the community. The most rewarding position as a supervisor was being appointed to serve as the Neighborhood Police Officer (NPO) Supervisor for the Seventh Precinct. My primary role as the NPO Supervisor was to build relationships with the local community and help bridge the gap between the police and the citizens. Changing hearts and minds in an urban environment can



be incredibly challenging because of the stigma and generalizations of police. My team of five neighborhood police officers and myself were able to create and build trusting relationships with our community. One of my proudest moments was when I was awarded the MACC Development "Jewel Ware" Civic Leader Award in 2022. This award was voted on by citizens in the local community and validated the work I had been doing for the community.



I also work with Detroit Police Athletic League (PAL) which has given me an opportunity to collaborate with our local community children from ages 5-18. The PAL program allowed me to serve as an assistant coach and mentor to the youth participants in each sport. Our goal is to change the perception of the police within our communities. Many youths fall in the perception of the police based on high profile incidents regarding police brutality that have taken place within the United States. It has been our responsibility to educate ourselves on those incidents to learn from them and encourage the youth on how Detroit Police are working to prevent those types of occurrences. The program also challenges officers to have meaningful conversations with the youth about identity, diversity, leadership, and conflict resolution.

The military and police department have afforded me the opportunity to build meaningful relationships with people across the globe. These networks have been a tremendous help with my growth and development in both respective industries. My goal is to continue to strive to build lasting relationships and help people in need. I have developed a passion for mentorship in which I can leverage my experience and life skills to give back to young officers - military and police alike.

I look forward to future opportunities to enhance my level of knowledge and competence. It is my plan to continue to move up as far as possible in the chain of command to positively effect change and maintain a positive culture that our community and country can be proud of.

Auto No Fault

By Stephen Sinas, Sinas Dramis Law Firm

Injured Pedestrians and Bicyclists Subject to a Michigan No-Fault “Medicare Opt-out” or “Health Insurance Exclusion” Should be Able to Recover Allowable Expense Benefits Through the Assigned Claims Plan



Stephen Sinas
Sinas Dramis Law Firm
stevesinas@sinasdramis.com

The 2019 no-fault amendments (Public Acts 21 and 22 of 2019) allow insurers to sell various types of no-fault “PIP choice” policies that limit coverage for allowable expense benefits payable under MCL 500.3107(1)(a). Allowable expense benefits are the critically important no-fault benefits that pay for an injured person’s medical, rehabilitation, and care expenses after being injured in a motor vehicle crash. These benefits specifically cover “... products, services, and accommodations reasonably necessary for the injured person’s care, recovery, or rehabilitation.”¹ In addition to options allowing people to cap their allowable expense coverage at \$50,000 (if person is on Medicaid), \$250,000, or \$500,000, the 2019 no-fault amendments also allow certain consumers to completely opt-out of or exclude allowable expense benefit coverage altogether.

A complete opt-out from allowable expense coverage is available if the person is covered under Parts A and B of Medicare, and the person’s spouse and any resident relative has Medicare “qualified health coverage,” or has no-fault PIP coverage under a separate policy.² This option is commonly referred to as the “Medicare opt-out.” Similarly, people who have health insurance that does not exclude coverage for auto injuries can completely exclude coverage for allowable expense benefits.³ This option is commonly referred to as the “health insurance exclusion.” In exchange for consumers selecting the “Medicare opt-out” or “health insurance exclusion,” insurers are required to reduce the no-fault premiums charged to these people.

It all sounds technical, and it is, but whether a person seriously injured in a motor vehicle crash is subject to a Medicare opt-out or health insurance exclusion is a big deal with major implications for the life of the injured person going forward. Such a determination means the person has no right whatsoever to have any of their medical, rehabilitation, and care expenses paid through no-fault insurance. The person must rely on their other forms of health insurance coverage, whether it be Medicare or other forms of private health insurance, which can often leave the person with significant co-payments/deductibles

and can contain significant coverage limitation for a person’s long-term rehabilitation and care needs. Moreover, the person’s source of health insurance may then attempt to recoup the medical expenses paid by asserting a substantial lien against the injured person’s auto negligence case they may be pursuing against an at-fault driver. Accordingly, it is important to correctly determine if an injured person is truly subject to a Medicare opt-out or health insurance exclusion and ultimately barred from allowable expense coverage altogether.

To properly analyze whether a Medicare opt-out or health insurance excluder is completely barred from allowable expense coverage, it is first important to appreciate that when a no-fault personal protection insurance policy contains a Medicare opt-out or health insurance exclusion, it means the policy does not contain any allowable expense coverage at all for those subject to the opt-out or exclusion. In fact, MCL 500.3101(1) makes it clear that the personal protection insurance a motorist is obligated to buy does not include allowable expense coverage opted-out from under MCL 500.3107d or excluded from coverage under MCL 500.3109a(2). In this respect, MCL 500.3101(1) states that “*except as provided in sections 3107d and 3109a*, the owner or registrant of a motor vehicle required to be registered in this state shall maintain security for payment

of benefits under personal protection insurance and property protection insurance as required under this chapter, and residual liability insurance. Security is only required to be in effect during the period the motor vehicle is driven or moved on a highway.” (emphasis added). So, in truth, a policy that is issued under MCL 500.3101(1) and contains a Medicare opt-out or health insurance exclusion is a policy that does not, by definition, contain any allowable expense coverage for those subject to the opt-out or exclusion.

With that being understood, Medicare opt-outers and health insurance excluders clearly have no right to claim allowable expense benefits from their own no-fault insurer. But the question remains whether these people can claim allowable expense benefits through the Assigned Claims Plan (ACP)? Notably, the ACP is the last source of no-fault insurance available for people who are entitled to no-fault benefits for their injuries in an auto crash but are not otherwise covered under any other specific Michigan no-fault policy.⁴

To answer the question whether a Medicare opt-outer or health insurance excluder can ever claim allowable expense benefits from the ACP, the general rule of insurer priority must be first understood. The general rule of insurer priority is set forth in MCL 500.3114(1) and establishes that a person first must seek no-fault coverage that is available from their own insurer or any insurer of their spouse or resident relatives.⁵ For Medicare opt-outers and health insurance excluders the question becomes whether these people are limited to recovering no-fault benefits from their own insurer under MCL 500.3114(1) and have no further right to

turn to the ACP to recover the allowable expenses benefits that are not covered under their own policy.

The law makes it explicitly clear that if a Medicare opt-outer or health insurance excluder is injured while occupying a motor vehicle, the person is explicitly barred from coverage through the ACP. In this regard, MCL 500.3114(4) states: “Except as provided in subsections (2) and (3), a person who suffers accidental bodily injury arising from a motor vehicle accident while an occupant of a motor vehicle who is not covered under a personal protection insurance policy as provided in subsection (1) shall claim personal protection insurance benefits under the ACP under sections 3171 to 3175. ***This subsection does not apply to a person insured under a policy for which the person named in the policy has elected to not maintain coverage for personal protection insurance benefits under section 3107d or as to which an exclusion under section 3109(2) applies, or who is not entitled to be paid personal protection benefits under section 3107d(6)(c) or 3109a(2)(d)(ii)***” (emphasis added).

Beyond MCL 500.3114(4) making it clear that Medicare opt-outers or health insurance excluders injured as motor vehicle occupants cannot pursue coverage through the ACP, the fact the Legislature chose to amend this provision in this manner shows the Legislature viewed these people as not actually being “covered” under MCL 500.3114(1). Why else would the Legislature amend MCL 500.3114(4) to make it clear that Medicare opt-outers and health insurance excluders cannot pursue benefits from the ACP? Stated another way, if the Legislature believed these people were truly “covered”

under their own policy for purposes of MCL 500.3114(1), then there would be no reason to explicitly reference them in this particular provision regarding those who are not covered under MCL 500.3114(1). They would simply be seen as people who are, in fact, covered under MCL 500.3114(1), and, therefore, limited to the coverage available under their own policy, which does not, by definition, include coverage for their allowable expense benefits. Ultimately, MCL 500.3114(4) is clear proof the Legislature recognized that Medicare opt-outers and health insurance excluders, at least with respect to allowable expense benefits coverage, are not “covered” under their own policy for purposes of MCL 500.3114(1). This makes further sense remembering that, as explained above, pursuant to MCL 500.3101(1), policies sold with a Medicare opt-out or health insurance exclusion do not, by definition, include allowable expense coverage.

On the other hand, the law strongly supports allowing Medicare opt-outers and health insurance excluders from pursuing allowable expense coverage through the ACP when they are injured by a motor vehicle while *not* occupying a motor vehicle (e.g., they were injured as a pedestrian or bicyclist)⁶. The statutory analysis begins with recognizing that when an injured person is injured by a motor vehicle while not occupying a motor vehicle, MCL 500.3115 is the section that applies to the determination of which insurance company is responsible to provide no-fault coverage to that person. This section makes it clear that if a person is not “covered” under a no-fault policy that would provide them coverage under MCL 500.3114(1), then the person is

legally entitled to claim benefits through the ACP. MCL 500.3115(1), states: *“Except as provided in section 3114(1), a person who suffers accidental bodily injury while not an occupant of a motor vehicle shall claim personal protection insurance benefits under the ACP under sections 3171 to 3175.”*

Regarding the reference to MCL 500.3114(1) within MCL 500.3115(1), it is important to understand that MCL 500.3114(1) does not make any reference to those subject to a Medicare opt-out under MCL 500.3107d(1) or a health insurance exclusion under MCL 500.3109a(2). Furthermore, as explained above, MCL 500.3114(4) makes it clear the Legislature viewed Medicare opt-outers and health insurance excluders as not necessarily being limited to the coverage available to them under MCL 500.3114(1). Therefore, unless otherwise barred by statute, these people may have the right to turn to other sources of coverage, such as the ACP, for those uncovered allowable expense benefits. MCL 500.3114(4) makes it explicitly clear that when these people are injured as occupants of a motor vehicle, they have no right to claim benefits from the ACP. When these people are not occupants of a motor vehicle, however, MCL 500.3115(1) governs the analysis, and that provision does not contain any language barring these people from pursuing their uncovered allowable expense benefits through the ACP. In fact, MCL 500.3115(1) directs non-occupants not “covered” under MCL 500.3114(1) to pursue benefits from the ACP.

Moreover, in drafting MCL 500.3114(4), the Legislature clearly showed it knew

how to use language that explicitly bars Medicare opt-outers and health insurance excluders from pursuing coverage through the ACP. If the legislature meant for these people to not have a right to claim their uncovered allowable expense benefits from the ACP when injured while *not* occupying a motor vehicle, then the legislature would have added such a provision to MCL 500.3115, or at least would have made a reference to MCL 500.3114(4) within MCL 500.3115, but the Legislature simply chose not to do so.

In addition to the statutory analysis, it is neither fair nor does it make good policy sense for Medicare opt-outers and health insurance excluders to be barred from allowable expense coverage through the ACP when hit by a motor vehicle as a pedestrian or bicyclist. It is unfair because, under the law, people who never buy auto insurance can still claim benefits from the ACP when they are injured as pedestrians or bicyclists. In fact, under the law, people can deliberately and unlawfully choose not to buy auto insurance on their own vehicles, and then get hit as a pedestrian or bicyclist and still be legally entitled to claim benefits through the ACP. Why should a family that chooses to lawfully purchase an auto insurance policy with a Medicare opt-out or health insurance exclusion suffer a worse fate when injured as pedestrians or bicyclists than compared to a family that blatantly disregards the law and chooses to not buy auto insurance at all? As for the greater public policy of the matter, Michigan’s no-fault system exists to help cover the medical and rehabilitation expenses of those seriously injured in motor vehicle crashes. A determination that Medicare opt-outers and health

insurance excluders are not entitled to any coverage from the ACP when hit as pedestrians or bicyclists would deprive these people of the allowable expense coverage they need to help cover the enormous costs of their injuries, especially the types of catastrophic injuries pedestrians and bicyclists often sustain when hit by a motor vehicle.

At the time of this article, it appears the ACP is formally asserting that Medicare opt-outers or health insurance excluders who are injured as pedestrians or bicyclists are not entitled to recover allowable expense benefits from the ACP. Injured people and their lawyers should challenge the ACP on this issue. Hopefully, Michigan appellate courts will soon have the opportunity to clarify this issue and do so in a manner consistent with the analysis set forth herein.

Endnotes

- 1 MCL 500.3107(1)(a).
- 2 See MCL 500.3107d(1) and MCL 500.3107d(8)(b)-(c).
- 3 See MCL 500.3109a(2).
- 4 It should be noted that allowable expense benefit coverage through the ACP is now typically limited to \$250,000 and no longer provides injured people with lifetime coverage. However, the \$250,000 limit still constitutes a significant amount of coverage for the medical, rehabilitation, and care needs of people seriously injured in motor vehicle crashes, and, thus, remains a significant source of coverage for injured people to pursue.
- 5 See MCL 500.3114(1).
- 6 The comments made in this article regarding those injured while not occupying a motor vehicle do not apply to motorcyclists, who are subject to a unique analysis regarding their rights to recover no-fault PIP benefits. See MCL 500.3114(5) for the pertinent rules that apply to motorcyclists.

DEI - What's in a Name? The Purpose of Pronouns

By Kristina Bilowus



Kristina Bilowus
bilowusk@msu.edu

With recent amendments to the Michigan Court Rule 1.109 adopted, there seems to be no better time than to talk about the purpose of pronouns from a DEIB lens. First, a quick refresher. The brief acronym stands for diversity, equity, inclusion, and belonging (DEIB); all of which we hope to incorporate into the legal profession. By doing so, we hope to elevate the quality of the work we do, incorporate representation, and provide enhanced services for the constituents we serve. Now, back to the topic at hand.

In order to examine where we are currently, we have to go back in time – all the way back to grammar school.¹ The purpose of the pronoun is to replace a noun in a sentence, by referring to someone or something² (i.e. you or none). Typically, pronouns are either singular or plural³ (i.e. he or we). In English and Spanish, traditionally pronouns are gendered.⁴ Thus, she (in English) is traditionally utilized for female-presenting individuals, while el (in Spanish) is a masculine-presenting

singular noun. For languages that use gendered pronouns, the assumption is made that gender is either male or female.

With the grammar lesson over, let's think about the very last sentence. For many years, gender has been portrayed as binary (i.e. one or the other), with individuals being labeled as “male” or “female.” However, gender actually exists on a spectrum.⁵

So, while some individuals may identify as female or male, many may identify as nonbinary or gender-fluid. Most importantly, gender is expansive, fluid, non-exhaustive, and may change over time, depending on how an individual identifies. Additionally, it is important not to mistake gender with sexual orientation or biological sex.

Rather, gender identity is every person's “internal and individual experience of gender,”⁶ their identification on the gender spectrum. In society, gender identification is often conflated with gender expression. “Gender expressions is how a person publicly expresses or presents their gender.”⁷ The expression may be through dress, hair, voice, and chosen name. Gender expression is also how others perceive you.⁸

Takeaway: Individuals choose their own identity and may express their identity in different ways. Expression should not be presumed as identity.

If my readers are still tracking with me, and I wholeheartedly encourage you to try, the most important aspect to this

discussion is still forthcoming. Gender-based pronouns, similar to names, are a form of identity. Each individual can select pronouns of their choosing that best suits their identity and should not be assumed by others. Assuming the incorrect pronoun is akin to saying the wrong name of a person.

Take for example, my name is Kristina. To you, I may look like “Sarah”. After knowing my name is Kristina, you wouldn't intentionally keep calling me Sarah, right? You may incorrectly call me Sarah at first or catch yourself later on if it happens again. But if you presumably would want me to engage with you, you would call me by my chosen name.

For the English language, pronouns work the same way as preferred names. My name is Kristina, and I identify as female. My pronouns are she/her/hers. Just as you would not call me Sarah, you should not refer to me as “he.” Makes sense, but more importantly, is courteous, am I right?

Takeaway: Just as we would not want our proper names to be assumed or mistaken, our pronouns serve in the same way.

So, let's put both takeaways together. My name is Kristina. I identify as female. My pronouns are she/her/hers. My gender-expression is outwardly presenting as female: I wear dresses, high heels, make-up, jewelry, and my physical features express feminine attributes. However, if my name is

Kristina, and I outwardly present as male: I wear masculine clothes, grow facial hair, and have a deeper voice. With my feminine-sounding name, should you call me she? Since I present as masculine, should you call me he? Or, because maybe I appear to be “gender-fluid,” should you simply address me as they?

If this was a multiple-choice question and those responses were “a,” “b,” and “c,” I would encourage you to select “d” for none of the above. The reason being you don’t know from that description how I individually identify. As outlined above, expression can be a public presentation of gender but also how others perceive you. On the other hand, my identity is an inward and individual experience. As gender is fluid, I can present in both feminine and masculine ways. I may identify with they/them/theirs pronouns. Or I can be Kristina with a feminine-sounding name, but identify with male pronouns. Or, finally, as referenced above, I identify as female and use she/her/hers pronouns.

Takeaway: The choice of pronoun is a key part of gender identification, up to the individual, and should not be assumed by others.

Hopefully, you are internally asking yourself – how do I know what is/are

the correct pronoun(s)? How do I make sure I use them effectively, so as not to disrespect someone?

The easiest, and maybe best way, is to ask. “I see your name is Kristina, what pronouns do you go by?” If this sounds unfamiliar, think of it as asking for someone’s name. “Excuse me, please remind me of your name?” When (not if) you start the habit of asking for pronouns, encourage others to openly share by expressly stating your own pronouns. “My name is Kristina and my pronouns are she/her/hers.” Others may feel comfortable sharing as well since you now have created a safe space to do so. And if you ever ascribe the wrong pronoun accidentally, it’s okay. Apologize and correct yourself. It’s like the Kristina/Sarah example above. Similar to the grammar school lesson at the outset of this discussion, here’s another piece of wisdom we learned when we were young: Mistakes happen and that is okay. Not correcting mistakes and not learning from them. That’s *not* okay.

While there are many nuances that for the sake of brevity were omitted from the discussion above, I encourage all of us to be mindful of names – both proper and general pronouns. There is so much more to learn and study regarding pronouns and how they work. This is

simply a quick primer with the hope you will want to learn more.

At the risk of sounding political, which is not my intention at all, think of this practice of asking for pronouns *and* using preferred pronouns as basic, common courtesy. If you’re good with the Golden Rule, which as members of the legal profession I hope we are, this is simply an extension of it. Asking for pronouns, being mindful of preferred pronouns, and encouraging others to share, may be new to you. However, new or not, this practice needs to be implemented if we want to live in an inclusive society and build a better profession.

Endnotes

1 *What’s the Deal with Gender Pronouns? Why language Matters*, <https://www.betterup.com/blog/the-deal-with-gender-pronouns> (last accessed November 15, 2023).

2 *Id.*

3 *Id.*

4 *Id.*

5 *Id.*

6 *Ontario Human Rights Commission*, <https://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression/3-gender-identity-and-gender-expression> (last accessed November 15, 2023).

7 *Id.*

8 *Id.*

Words to Consider

Emotional Intelligence: Mastering Your Emotional State at Work

By William Frank Diedrich



William Frank Diedrich
theroadhome@comcast.net

Emotions are energy in motion. Once you have developed an awareness of your own emotions and practice acceptance, you can direct your emotions, your internal energy, toward positive and productive results.

This is part two of a series on emotional intelligence. A brief review of part one is as follows: The following five elements make up emotional intelligence:

1. Your **awareness** of your emotional state at any moment.
2. Your ability to **accept** and flow with the way you feel.
3. Your ability to **direct** emotion into effective, non-destructive behavior.
4. Your ability to **read** the emotions of others while remaining calm and centered in yourself.
5. Your ability to **influence** the emotional states and behaviors of others.

You own your emotions. Others do not cause you to feel. The behaviors of others trigger emotional states that are already within you. These emotional states come from your history, past events, and your view of yourself. A trigger is not a cause. Your reaction to a particular trigger is automatic. That is, you don't have to think about it.

Once an emotion arises within you, you have two choices: You can accept what you feel without judgment, and allow yourself to feel it. Or, you can resist what you feel by rejecting it or projecting it on others. Acceptance leads you to greater well being. Resistance leads you to more pain and suffering.

In order to practice acceptance you must become the observer of your emotional state. Through your awareness and acceptance emotions flow through you more quickly, and you regain your clarity. Fight, flight or freeze reactions are unstoppable at first. As you practice paying attention to how you feel, observing yourself, you find you can direct your emotional state toward health and well-being.

Begin directing by becoming aware of your breathing. In negative emotional states such as anxiety, anger, or hurt, we tend not to breathe well. Breathe deeply and exhale slowly, making sure to push out all the air in your lungs before the next breath. Many people find counting to be helpful. Example: Breathe in 1,2,3,4; hold 1,2,3,4; breathe out 1,2,3,4; wait 1,2,3,4. Begin the cycle again.

Another way to direct the energy is through movement. Walking, stretching, and physical exercise can be helpful in allowing negative emotion to flow.

A third way to direct your emotions is to put your attention on something that creates positive results. This could be a project for work, or something that involves music, art, or some form of creativity. By focusing your attention on your project instead of whoever or whatever wronged you, your mind will clear.

Where we lose control is when you put your attention on your story—your story of victimhood, of what someone said or did, for what you assume they are thinking or doing. Let go of the story and focus on accepting and then directing your emotional state. Most of the time our stories about what happened are clogged with error and untested assumptions. Once you have redirected your emotions you will recognize more accurately what is true and what is not. More importantly, you'll be clear on what you'll need to do.

As you advance your practice of acceptance and directing of emotions, you will realize that in a negative emotional state, often framed by your victim story, that you are only thinking of you. That is, you are keenly aware of your needs and desires, but have little awareness of the needs and desires of others. In other words, the “other” becomes an object, something to be fixed or changed. In reality the other is a human being who has needs and concerns of their own. Their negative behavior is an expression of an unmet need. Maybe you could find out what the need is and help them.

For optimal functioning in whatever work you are doing, consider the following:

1. When needs are not met, our neural functioning is compromised.
2. When needs are met, we function at an optimal level.
3. We each develop schemas (patterns, strategies) to meet our needs. These schemas develop in two directions: Acceptance or avoid/attack (resistance).
4. When these needs are repeatedly violated, threatened or disappointed, we avoid (or attack) to prevent further violation.

Needs include both physical and emotional needs. Physical needs include sustenance, water, sleep, movement, clean air. Whenever any of these needs are not met we tend to get cranky, or worse. Emotional needs include being valued/treated as important, being listened to and heard, and respect. Other needs vary according to one's personality style. Some need lots of social interaction while others need more time alone. Some need to have a sense of control/decision making, and others just want to be told what to do.

You can successfully manage your own emotional needs by understanding what they are. You increase your influence with others by understanding their emotional needs. Many of you have taken behavioral instruments such as DISC and Meyers-Briggs. These instruments and other similar ones are helpful in understanding needs.

You and the people around you thrive when needs are met. When needs are threatened or simply not met people go into Fight, Flight, or Freeze. Negative emotions are easily triggered. When

negative emotional states are the norm, workplaces, or any group, become dysfunctional. In dysfunctional groups, people go into survival more and compete with each other. They say and do hurtful things yet justify them by virtue of their perceived victimhood.

Negative emotional states that turn into the norm are to be found all over the world. We find it in companies and in cultures where “Every person for him/herself.” is common. We see war torn regions of the world where the cycles of violence and justification repeat themselves.

What is lacking is leadership. Leadership must be emotionally aware, mature, honestly self-reflective, with the ability to accept emotion and channel it toward positive and helpful outcomes. Leaders must consider the needs of everyone and work toward helping everyone have those needs met. As long as there are winners and losers, as long as anger and anxiety rule, nothing healthy or great will be accomplished.

Pay attention to how you feel. If you are in Fight, Flight, or Freeze, which includes anger, anxiety, sadness, hurt and other negative emotions, let the emotions flow. This does not mean dumping them on someone or acting them out. Simply be aware and accept the emotion. Don't try to fix it or change it. Let it flow and breathe deeply. Movement via stretching, walking, running, or other physical activity can help you move through the emotional state. Avoid immersing yourself in victim stories. As you observe yourself and allow negative emotions to just be, you regain sanity, clarity. With clarity you can decide what to do.

Words to Consider continued

In any group, the person with the greatest number of behavioral options will have the most control. Be that person.

You are capable of changing the world. Begin by changing you. Change you by being aware of your emotions, accepting them and directing them toward healthy and helpful outcomes. As you change, your relationships change. You give the people in your life someone different

to respond to. The dynamics of your relationships change. For example, if you no longer lash out in anger, or you no longer become defensive, other people are affected by the difference. You let go of anger and defensiveness by practicing the recommendations of these articles on Emotional Intelligence. You become a role model, a powerful center of influence who people want to get to know, to do business with. You establish a more calm presence wherever you go.

Presence is a power. Let it become your superpower.

William Frank Diedrich is an executive coach, workshop leader, and author of nine books. He facilitates workshops on Emotional Intelligence with the goal of providing participants with tools to manage and direct emotional energy toward positive outcomes. Learn more about his work at <http://humanadulthood.com>

BRIEFS Author Guidelines & Policies

IN GENERAL

Publication Schedule

Copy Deadline

BRIEFS Committee Meetings

Author and Article Pictures

Article Length and Format

- **Raising the Bar announcements:** 100-200 words
- **Local legal events notices:** 100-150 words
- **Columns:** 300-500 words
- **Articles:** 700-1,000 words
- Submit articles in a Word .doc/.docx

Article Ideas

Opinion Articles

Author Information

ADVERTISING

ARCHIVED ISSUES

BRIEFS Advertising Contract, Rates & Policies



Featured Young Lawyer: Brandon Schumacher



Brandon Schumacher
bschumacher@fosterswift.com

Brandon grew up in Ruth, Michigan, a small no-stoplight village in Huron County, where he grew up working on his family's (uncle) and friends' farms and for his grandfather's business. Brandon graduated cum laude from Aquinas College in Grand Rapids, Michigan with majors in Mathematics and Political Science. During his time at Aquinas, Brandon served as the youngest Student Senate Chairman in the college's history, having been elected in the spring of his freshmen year and retaining that position until the end of his junior year. Brandon went

on to graduate summa cum laude from Michigan State University College of Law, where he was a King Scholar and a member of the school's Trial Practice Institute. Brandon also gained valuable practical experience while in law school by working as a law clerk to the 29th Judicial Circuit Court, and as an extern to the United States Bankruptcy Court for the Western District of Michigan. Brandon gained additional experience as an intern to the Federal Public Defender in the Western District of Michigan and a research assistant to Professor Nicholas J. Wittner, MSU College of Law, to study the challenges of autonomous vehicles under Michigan law for the Michigan Council on Future Mobility.

Brandon is a senior associate at Foster Swift Collins & Smith, P.C., and works in the firm's Lansing office. Brandon's practice includes business and commercial litigation, construction law, municipal, zoning, and land use litigation, bankruptcy litigation, agri-business, and insurance regulatory and compliance. He represents individuals, companies, and municipalities in a wide variety of complex litigation matters.

1.) Where do you work and what do you do there?

I am a senior associate at Foster, Swift, Collins & Smith, P.C.'s Lansing office. I am primarily a litigator, but also practice insurance regulatory and compliance. My primary areas of litigation practice focus are complex business/commercial disputes, construction matters, and administrative proceedings. I also handle appeals for each of these areas.

2.) Where did you go to school?

I attended law school at Michigan State University College of Law and graduated in 2018. For my undergraduate studies, I attended Aquinas College, graduating in 2015.

3.) When were you admitted to practice in Michigan?

I was admitted to the Michigan bar in 2018.

4.) Why did you go into the legal field?

I largely went into the legal profession because I like problem solving and the novelty each day would bring. Each day presents a new set of problems that need to be solved. And more importantly, each day is different.

*The opinions expressed in the interview are not necessarily the opinion of the ICBA

5.) What advice do you have for those considering law school?

I would give three pieces of advice.

First, understand what lawyers do on a day-to-day basis. It is not uncommon to hear law school graduates work in the legal profession for a couple of years only to be unhappy with the profession as a whole. The most substantial reason for that unhappiness is non-lawyers do not understand what lawyers do. To summarize: lawyers write a lot; lawyers read a lot; and lawyers spend significant amounts of time focusing on details. If a prospective law student hears that summary and thinks it is a nightmare turned reality, law school is probably not the right career path.

Second, make sure you go to law school for the right reason. While there is no single “right” reason to go to law school, going for the “wrong” reason is evident. A prospective law student’s goal should not be prestige, to delay entering the workforce, or achieving a “stepping stone” to some future, unknown, or unpredictable career. A prospective law student must understand that by going to law school they are committing a substantial amount of time (at least three years) and resources (at least six figures in tuition) to obtain the privilege of potentially practicing the profession for decades. Law school should further your life goals, not hinder them. Attending law school for the “wrong” reasons only delays achieving career and life milestones and guarantees at least some level of “misery” as the person tries to navigate the profession.

Finally, accurately research your preferred school, job market, and loan repayment potentials prior to going to law school. A google search

for “lawyer salaries” or “best law schools” is not sufficient research to make this expensive, multi-year, and life-altering decision. The job market and salary expectations for a lawyer in Michigan are different than New York or California. If you are going to commit to spending the time and resources to obtain a law license, the “juice needs to be worth the squeeze.” Your potential job outcome should match the investment. For instance, while it is commendable to work with underserved populations, without the assistance of a good loan repayment assistance program or fellowship, it is fiscally disastrous to go \$300,000 or more in debt to receive a \$50,000 salary. To be clear, this is not to dissuade anyone from public interest law or working with underserved populations. But if that is the prospective law student’s goal, planning should be made from the start to achieve that goal in a fiscally practical manner. Otherwise, even going to law school for the “right” reason may have negative outcomes and result in the unhappiness identified above.

6.) If you weren’t a lawyer, what would you do?

If I were not a lawyer, I would probably take one of two career paths. Either I would seek out training and licensure in finance, or I would seek certification as a technician for heavy machinery repair.

7.) Where did you grow up?

I grew up in Ruth, Michigan. It is a small, rural, “grain elevator” village in Huron County, part of Michigan’s “Thumb” region.

8.) Who is your biggest role model and why?

My mother is my biggest role model. I could probably write a novel about

“why” my mother is my role model, but I’ll keep it brief. From an early age, my mother instilled in my siblings and I the need to “do the right thing” even when it was not popular or beneficial to us personally. She also taught us the importance of having a strong work ethic. Growing up, my family was not “well-to-do.” My mother and father both worked in a factory during the early years of my childhood. But once the manufacturing work dried up following the 2008 financial collapse, my mother started working with senior-services as a “meals on wheels” cook and an in-home care worker. Around the same time, my father got sick and could no longer work (long story). My mother became the household’s only source of income. At one point she worked three jobs to be sure there was a roof over our heads and food on the table. In short, if it wasn’t for my mother, neither I nor my siblings would be who we are today. I (and my siblings) are forever grateful for the lessons she taught us and hope to pass them down to our children as well.

9.) What do you do in your free time?

Most of my free time is spent with my wife and children. We go on family outings or visit with friends and family. When I do things on my own, I like to go sporting clay/trap/skeet shooting or fishing. I am also up for going to an MSU sporting event (Go Green! Go White!).

10.) Do you have any pets? If so, tell us about them.

N/A.

From Soldier to Council Candidate: A Journey of Service and Resilience

By Fredlisha Lansana



My journey from dual military soldier to military wife and mother, and then divorcee, has led me to a path less traveled, a run for City Council. My story is a testament to the faith I have in the Lord, Jesus Christ and values instilled in me during my years of military service. These values have been the guiding force behind my transformation into a passionate advocate for the community.

I am a single mother of three children: Maileyna, Albert, and Alan. My journey began as a dedicated soldier, where I not only served my country but learned the core Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage. These values, next to God, became the foundation of my life - a compass guiding me through the challenges and triumphs that lay ahead.

After military service, I became a military wife and mother supporting my family through deployments and the unique demands of military life. The values I had learned in the Army, especially loyalty and selfless service, shone through as I dedicated myself to the well-being of my family.

However, life took a necessary turn when I found myself navigating the difficult path of divorce. It was during this challenging period that I decided to use my military-honed resilience and unwavering dedication to make a difference in her community. I pursued higher education earning a master's degree in social work from the University of Southern California.

I didn't stop there. I became a Community Service Chaplain, endorsed by the Pentecostal Church of God, furthering my commitment to helping others in times of need. It was through this role that I gained insight into the struggles faced by my community - from the homeless population to the elderly in need of support.

Today, I stand as a beacon of hope and determination, running for City Council with a passionate agenda. My platform includes addressing critical issues such as equity in education, fair compensation

for teachers, tackling homelessness, supporting the elderly, advocating for affordable housing, and promoting a livable wage for all. My experiences have uniquely equipped me to understand the needs of my constituents and to work tirelessly toward their betterment.

In my journey from soldier to a candidate for public office, I have exemplified the Army values that have been paramount in my life. Loyalty to the community, my sense of duty to make a positive change, my unwavering respect for all individuals, selfless service to those in need, commitment to honor and integrity in public service, and personal courage to face adversity head-on have brought me to this momentous juncture.

As I embark on this exciting chapter of my life, I am reminded that the values I learned in the military, coupled with my resilience and compassion, have prepared me to be a formidable advocate for my community. My journey is a testament to the transformative power of service and the unwavering belief that positive change is possible through dedicated leadership.

ICBA-YLS Enjoys Goat Yoga

By Marisa Vinsky, *Chartier & Nyamfukudza, PLC*



Marisa Vinsky
marisa@cndefenders.com

The Ingham County Bar Association’s Young Lawyers Section hosted a Goat Yoga event at Hilltop Views Farm in Williamston, Michigan. As many lawyers know, the legal field can be stressful, so ICBA-YLS wanted to provide an outlet for those who needed it. This event combined animal therapy with the relaxation of yoga, and it was a fantastic time. All who attended had so much fun, and participants enjoyed some cider and donuts once yoga was complete. This event also included a goat “happy hour” where we could mingle with the animals. Thank you to Hilltop Views Farm for the wonderful venue, and we look forward to more ICBA-YLS events in the future!



How the Military Has Benefited Me on a Personal and Professional Level

By 1st Lieutenant JaBarry L. Smith, Medical Operations Officer
51st WMD-CST, USA, MIARNG



When asked how the military has benefited me on a personal and professional level, I can name so much that I have a hard time picking a starting point. I joined the military in 2013 at the age of 24. I was enlisted by a longtime friend named Gryphon; he was a great recruiter but he's a better man. At that time, I was a proud holder of a G.E.D but he helped me navigate the hurdles of joining the military without the completion of high school. After enlisting, I went through the normal training pipeline of basic training, advanced individual training, and integration into my first unit. My assignment was with the 1-182nd Field Artillery Regiment also known as the deuce.

Joining the deuce is where my life began to change. I deployed to the Middle East with the deuce from October of 2015 to October of 2016. On that deployment I received a full-time army position (AGR) and I met my now wife, Jessica; we married in May of 2017. My wife is an educated woman who believed that regardless of what's in your head, you

still need something on paper, so she insisted on me furthering my education. I enrolled at American Military University with a focus in Homeland Security. I took classes round the clock, eventually graduating Magna Cum Laude in 2021. Obtaining that degree set me up for furthering my military career in ways that I never imagined.

Since I was now a college educated man, I qualified to become a commissioned officer in the United States Army/ Michigan Army National Guard. I did my Officer Candidate School at Fort McLellan Alabama and eventually commissioned as a medical officer rounding out my training at Fort Sam Houston Texas. I'm now the Medical Operations Officer and Analytical Laboratory Operator for the 51st Weapons of Mass Destruction Civil Support Team in Michigan. I've held this position since November of 2021, and I can't say enough about the educational opportunities that this position has provided me with.



In summary, I went from running around aimlessly on the eastside of Detroit to accomplishing things that I didn't fathom growing up. I met the best woman that was out there, married her, bought new cars, bought a new home and became college educated. That is a lot for personal impact. I went from the lowest possible enlisted Soldier at Private E-1 to the position of Staff Sergeant E-6, then commissioned into the medical field of the army. That is how the military has impacted my professional side. I know that my path is ordained by the Lord, but who knew that the line he had for me would start with me raising my right hand in October of 2013? It is safe to say the military saved my life.

Mandated Succession Planning

Rule 21: Practice Succession Planning

By April Alleman, Succession Planning Program Counsel, State Bar of Michigan

New requirements for Michigan private practice attorneys effective September 1, 2023. Read the Supreme Court Order [here](#). Required information will be collected during license renewal beginning the 2023-2024 Bar Year. Although not required until September, starting this summer, attorneys can nominate their designated interim attorney through the State Bar of Michigan's online Member Area.



April Alleman
aalleman@michbar.org

Mandatory Interim Administrator Planning is now in effect in Michigan and requires private practice attorneys to designate an interim administrator and name a person with knowledge. All private practice attorneys were required to complete the Rule 21 disclosures during license renewal.

If there is a need to change your interim administrator plan after license renewal, please log into the [Member Area](#) and select “Interim Administrator Planning” under the heading Rule 21. Here you will be able to update your plan outside of license renewal.

It is important to remember the mandatory requirements are only the first step to a successful succession plan. Many lawyers should be taking additional steps to create a fully functioning succession plan tailored to specific needs. To complete this, additional succession planning resources are available at www.michbar.org/pmrc/successionplanning. These resources include a sample interim administrator agreement, sample fee agreement provision, estate planning provision, and more.

Contact Info:

Email: IAP@michbar.org

517-346-6355

www.michbar.org/Rule21

SAVE
THE
DATE

February 3, 2024
ICBA Bench Bar

[Register here](#)

Criminal Case Law Update

By Jessica Zimbelman, ICBA Treasurer
Managing Attorney, State Appellate Defender Office

* The criminal case law update will include Michigan Supreme Court decisions and substantive orders and published Court of Appeals decisions from the prior quarter. If there are specific topics a reader would like a deeper dive on, please email me at jzimbelman@sado.org.



Jessica Zimbelman
jzimbelman@sado.org

Michigan Supreme Court decisions/orders

John Erganian, Docket No. 164627, issued September 15, 2023: The Court vacated the convictions for assault with intent to do great bodily harm less than murder and remanded for a new trial based on a defect in the verdict form. The form failed to give the jury the option to find him not guilty of the charged offense of assault with intent to commit murder and not guilty of the lesser-included offense of assault with intent to do great bodily harm.

Published Court of Appeals decisions

Timothy Otto, Docket No. 362161, issued September 14, 2023: The Court of Appeals vacated Mr. Otto's conviction for reckless driving causing death. The prosecutor's theory was that Mr. Otto failed to maintain the truck he

was driving, and that failure made him criminally liable. The Court of Appeals held that the statute does not support such a broad interpretation.

Stanley Jackson, Docket No. 363711, issued September 21, 2023: Mr. Jackson asked for resentencing after entering a plea agreement to a prison term for technical violations of his probation. Pursuant to the plea, non-technical violations were dismissed. Mr. Jackson wanted his sentence reduced to accord with the 30-day caps for technical violations in MCL 771.4b. The trial court denied resentencing, but vacated the plea. The Court of Appeals affirmed.

Kenneth Malone, Docket No. 331903, issued September 21, 2023: The Court of Appeals held that lifetime registration under SORA for an offense committed as a juvenile was not cruel or unusual punishment under the Michigan Constitution.

Shaaln Kejbou, Docket No. 361377, issued October 5, 2023: In this interlocutory appeal where Kejbou was charged with a felony under the Public Health Code for an unlicensed marijuana grow operation, the Court of Appeals found that the Michigan Regulation and Taxation of Marijuana Act controlled and Kejbou could only be charged with a misdemeanor under that act.

Patricia Parkinson, Docket No. 362683, issued October 12, 2023: The Court

held that there was sufficient evidence to convict Ms. Parkinson of animal cruelty.

Trevin Teike, Docket No. 363705, issued October 12, 2023: There were challenges to four Offense Variables after Mr. Otto was convicted of reckless driving causing serious impairment of a body function. OV 3 was properly scored based on the injuries to two other drivers. OV 9 was properly scored because even though Mr. Otto did not injure ten or more people, there were 10 or more people on the road that could have been injured, including a school bus of children. OV 12 was improperly scored as the conduct used to score OV 12 was not separate behavior from the sentencing offense. OV 19 was improperly scored because the relevant statutes allow for a person to refuse to consent to a blood draw upon request.

Andrew Czarnecki, Docket No. 348732, issued October 19, 2023: The Court held it was not cruel or unusual punishment to sentence a 19-year old person to life without parole.

Derrius Thurmond, Docket No. 361302, issued October 26, 2023: The Court vacated Mr. Thurmond's conviction and sentence for pandering, finding there was insufficient evidence and that the trial court should have granted the motion for directed verdict and judgment notwithstanding the verdict.

The Transition

By Major Yeteva Harris



Thousands of military service members transition from military service to civilian life every year. Each individual will encounter unique challenges in their quest to find a new normal. Although there are existing programs designed to assist service members with reintegration into civilian life, there are gaps in addressing the total array of needs that a service member may have when deciding to discontinue military service.

I can personally attest to the challenges of military separation and the complex range of emotions that accompany the transition. I started my military career in August of 2006 with the Army Reserve. Over my 16 years of service in the Reserve, I served 8 years on active duty with 3 combat deployments. I achieved the rank of Major and when faced with the question of whether I wanted to push forward to Lieutenant Colonel, I found

myself wanting a more stable home life with less travel and more time for leisure and self.

The constant training and traveling involved with military service was exciting as well as rewarding, but after being away from family and missing milestone events, I was ready for a new chapter. I could have never imagined the imprint that my military service left on me. I literally had to reprogram myself and get to know who I was all over again. The values that were instilled in me during my service were now a part of who I was as a person. I had also adopted a “drink water and drive on” mentality. In the Army this saying means that if you are hurt or tired, you just drink water and keep going. Well after years of not stopping, the conclusion of my service was an extremely hard stop!

Going through the Transition Assistance Program, I remember rushing through the courses and not taking my transition as seriously as I should have - mostly due to me not recognizing the lifestyle change in front of me. I also noticed that the program focused on employment and education. I had previously made the decision to go into entrepreneurship and, at that time, there was not a heavy emphasis on entrepreneurship.

I was also introduced to the Department of Veterans Affairs (VA) which was the most useful piece of my military transition. Once I established myself in the VA system, I was able to navigate through programs as well as address health concerns that I had neglected due to the “drink water, drive on” way of thinking. The great thing about the VA is that they look for service member feedback and create opportunities to address the social, physical and psychological issues that veterans may experience post-transition.

Lastly, the single most important part of transition, in my opinion, is time. Military values and practices were not instilled overnight. It took years of dedication, coupled with situations and circumstances that make service members exactly who they are...Heros. My advice to the transitioning service members would be to give yourself time and grace. Listen to your loved ones and take your transition seriously. Handle it with care. We have unlimited opportunities for reinvention. Take your time.

To all who have served, Thank you for your service. To all who have supported, we could not have done this without you.

Court Update

By Ryan J. Buck, Court Administrator/Probate Register



Ryan J. Buck
rbuck@ingham.org

Greetings,

On behalf of the Ingham County Probate Court, I wanted to provide the following updates to assist the local bar with their interactions with the Court:

\$25.00 GAL/Counsel Appointment Fee Change (Effective 2024)

MCL 600.875 authorizes the Court to collect a fee when the Court appoints a Guardian Ad Litem or Counsel. Historically, the Court has assessed this fee at the time of the entry of the order. In order to reduce the need for collection efforts, beginning in 2024, the Court will begin collecting the fee when the initial petition is filed. The Guardian Ad Litem/Counsel is appointed upon the filing of the initial petition, thus the cost is incurred prior to the entry of the order.

Therefore, the fee is due upon the filing of a:

- Petition for a new proceeding with a new file number assigned or
- Petition to reopen a non-administratively closed case

The fee applies in conservatorships, protective orders, and guardianships (including legally incapacitated, minor, or developmentally disabled individuals).

The fee will not be collected when:

- Children’s Protective Services is appointed to investigate whether a guardianship of a minor is appropriate,
- Non-Court appointed counsel represents the protected individual/ward/respondent, or
- A fee waiver is granted (see SCAO Form MC20 Fee Waiver Request)

In summary, the following fees will be collected upon filing of the petition:

Amendments to MCR 5.302 Commencement of Decedent Estates (Effective 2024)

You can review the change to the court rule by clicking [here](#). It is the filer’s responsibility to comply with this court rule change.

Type of Petition	Current Fees	Beginning in 2024
Guardianship of a Minor or Legally Incapacitated Individual	\$175	\$200
Guardianship of a Developmentally Disabled Individual	\$0	\$25
Conservatorship	\$175	\$200
Protective Order	\$175	\$200
To reopen a non-administratively closed case	\$150 or \$175*	\$175 or \$200*

*Note: If the Electronic Filing System Fee has never been paid in the case, the fee is due upon filing (i.e., \$200, not \$175)

SCAO Form PC694 Objection (Effective since December 2022)

SCAO approved this new form in December 2022. Click [here](#) to review the form. Pursuant to MCL 600.855 and MCR 5.113(A), all filings submitted for filing with the Court must be on a SCAO-approved form if one exists. The Court has rejected numerous Objections for failure to use this form and typically, these filings are time sensitive. Please remember you may always attach additional pages to the PC694 Objection form if the single page form itself cannot contain your full objection.

Please feel free to contact me if I may ever be of assistance.

<https://link.edgepilot.com/s/3efe2d99/1n559m5eEEOnD8S2rDiiRA?u=https://pr.ingham.org/>

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

For Immediate Release

November 13, 2023

edumpis@fraserlawfirm.com

Contact: Eriks Dumpis
(517) 377-0865

Fraser Trebilcock Welcomes Andrew G. Martin to the Firm



Andrew G. Martin
amartin@fraserlawfirm.com

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

Andrew focuses his practice on intellectual property law, business law, health law, and litigation. He is an experienced registered patent attorney with history working in the automotive, electrical, agricultural, and medical device industries. He regularly advises startups and small businesses on the patent and trademark prosecution process, assisting clients from start to finish. Andrew also provides general business and legal governance counseling to a variety of firms and individuals.

Prior to joining the firm, Andrew was an Associate In-house Counsel at a global automotive supplier, as well as an associate attorney at a private law firm specializing in intellectual property, business, and corporate law. He enjoys golfing, cycling, and spending time with his wife and children exploring the Greater Lansing area.

“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 Mark E. Kellogg, President of 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.

129th ICBA Annual Dinner

Wednesday, November 8, 2023 | University Club of MSU



Lindsay N. Dangl
ldangl@mbspclaw.org

On November 8, 2023, the Ingham County Bar Association hosted its 129th Annual Dinner. Thanks to everyone involved this was a sold-out event! It was great to see everyone there to celebrate the very deserving award recipients.

The Thomas E. Brennan Lifetime Achievement Award was presented to Nancy L. Little. Katie Lynwood accepted on her behalf in recognition of Nancy's years of contribution to our legal community. Her significant and longstanding contributions to the legal community along with her professional excellence truly capture the spirit of this Award. We want to again congratulate Nancy L. Little on this amazing achievement.

The Leo A. Farhat Outstanding Attorney award was presented to William O. Crino. Mr. Crino was recognized for his 23 years of serving the public in the Ingham County Prosecutor's Office obtaining justice for crime victims while conducting himself with kindness, honesty, humility, and a sincere concern for the interests of others. Once again, we applaud William O. Crino for this impressive achievement.

The Theodore W. Swift Civility Award was presented to Brian G. Goodenough. Mr. Goodenough was recognized for being the perfect confluence of zealous advocacy and civil behavior, even when such behavior is not reciprocated. Mr. Goodenough adheres to the highest principles and traditions of the legal profession and does so while manifesting civility in his relations with the legal community and the public. Our continued admiration and congratulations go out to Brian G. Goodenough, a worthy recipient of this award.

The Camille S. Abood Distinguished Volunteer Award was presented to Kristin D. Arnet. Ms. Arnet was recognized

for having mediated over 370 cases for over 470 hours as a volunteer mediator at Resolution Services. Her volunteer time as a mediator has helped thousands of citizens of more modest means who live in Ingham, Eaton, Clinton, Gratiot, Isabella, Shiawassee and Washtenaw Counties, have access to justice through mediation with a skilled, experienced mediator they would not otherwise be able to afford privately. We remain impressed and again congratulate Kristin D. Arnet on this remarkable feat.

This year's Liberty Bell Award was presented to Elaine Stocking. As evidence of her incredible achievements, over 50 attorneys from all sides of the aisle and



[Click to view photo gallery.](#)

129th ICBA Annual Dinner Sponsor Thank you

Hon. Donald Allen & Hon. Thomas Boyd

Hon. Richard Hillman

Abood Law Firm

Blanchard & Walker PLLC

Buhl Little Lynwood & Harris PLC

Chartier & Nyamfukudza PLC

Clark Hill PLC

Fahey Schultz Burzych Rhodes PLC

Foster Swift Collins & Smith PC

Fraser Trebilcock

Grewal Law PLLC

Ingham County Prosecutor's Office

Mallory, Lapka, Scott & Selin, PLLC

Murphy & Spagnuolo PC

Resolution Services Center

Sinas, Dramis, Larkin, Graves & Waldman P.C.

Speaker Law Firm PLLC

Willingham & Coté PC

129th ICBA Annual Dinner continued

multiple members of the judiciary signed the nomination for Ms. Stocking to receive this award. Ms. Stocking has almost 50 years of experience working in a variety of roles in the courts of Ingham County and working as the judicial assistant for at least five different judges. It was a pleasure to recognize Ms. Stocking for her outstanding service to strengthen the effectiveness of our justice system. We applaud Elaine Stocking again for this impressive achievement.

Last, but certainly not least, Emily Conway was presented with the Legal Services of South Central Michigan Pro Bono Award. Ms. Conway was chosen because of her dedication and commitment to providing pro bono legal services to countless people throughout Michigan. We again congratulate Emily Conway on receiving this prestigious recognition.

We want to give a massive thank you to our sponsors including our Champion Sponsors Chartier & Nyamfukudza, Fahey Schultz Burzych Rhodes PLC, Foster Swift

Collins & Smith, Grewal Law, Murphy & Spagnuolo, Sinas Dramis Larkin Graves & Waldman, and Willingham and Cote. Your generous support played a pivotal role in the success of our meeting and in the success of our organization. Your commitment to our community is truly appreciated, and we are incredibly grateful for your ongoing partnership. We also want to send a big thank you to the [Honorable Kristen Simmons](#) for a beautiful melodic invocation and to the Honorable Cynthia Ward and Greg Ward for serving as witty and insightful Masters of Ceremonies. Also, a big thank you to all those involved in making the event a success including the always dependable Madelyne Lawry and Tara Christensen. And finally, thank you to all our members for coming out and supporting excellence in our legal community.

As we look ahead, we are excited about the future of our association and the future of our legal community. We encourage you to stay connected for upcoming events and opportunities to get involved.



Introducing the Ingham County Bar Foundation New Fellows

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

2023 New Fellows:

Pamela Amato

Hon. Morgan Cole

Hon. Anthony Flores

Brian Goodenough

Hon. James Jamo

Scott Knapp

David Russell

Lisa Ward

Steve Weyhing

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 the link below

BECOME A MEMBER, OR DONATE [HERE!](#)

ICBA Meet the Judges January 11, 2024

[Click here for more information](#)



ICBA Barristers March 14, 2024

[Click here for more information](#)

Social Deliberations

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

Join us!

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:

Wednesday, January 31, 2024

Wednesday, April 24, 2024

Wednesday, June 26, 2024

Wednesday, September 18, 2024

Wednesday, November 20, 2024

ICBA Past Presidents Reception September 28, 2023



[Click here for more photos](#)

57th graduation of the 55th District Court Sobriety Court

November 21, 2023

State of Michigan 55th Judicial District Court

Judge Allen's Courtroom

700 Buhl Avenue, Mason, Michigan 48854

dc.ingham.org

For Further Information Contact:

Da'Neese Wells, *Chief Probation Officer*

dwells@ingham.org | 517-676-8424

There are thousands of treatment courts in the United States serving hundreds of thousands of people. But to us, each one is an individual with their own struggles and successes. Since 1989, treatment courts have saved millions of lives and billions of tax dollars. Research continues to show that treatment courts work better than jail or prison, better than probation and better

than treatment alone. These programs reduce recidivism and jail overcrowding while saving taxpayer money and improving public safety. You can confirm these facts and learn more national treatment court research at https://link.edgepilot.com/s/a3979327/m20rHM1akE_tl8nL9wvQyA?u=http://www.allrise.org/.

Given the current economic climate and the dismal reality of criminal justice today, this is an uplifting story that could be augmented with an interview with a participant or graduate, court staff, and/or our presiding judge, the Honorable Donald L. Allen, Jr.



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](#).

ICBF Fellows Reception

November 8, 2023 at the U Club, East Lansing

ICBF Fellows Reception Sponsor Thank you

Abood Law Firm
Dickinson Wright PLLC
Foster Swift Collins & Smith PC
Fraser Trebilcock Davis & Dunlap PC
Knaggs Brake PC
Loomis Ewert Parsley Davis & Gotting PC
Sinus Dramis Law Firm

[VIEW PHOTOS](#)



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](#)



Firm Sponsorship Opportunities 2023-2024

[Click here for more information](#)

Vendor Sponsorship Opportunities 2023-2024

[Click here for more information](#)



Ask A Lawyer

Presented by the Ingham County Bar Association and Legal Services of South Central Michigan

Providing citizens of our community with access to an attorney for a *free consultation** for up to a half hour on a variety of legal issues.

October 17, 2024

5 – 7 p.m.

CADL Downtown Lansing

First come, first served. No Appointment Necessary.

*Free legal advice provided by practitioners for this event does not imply representation for your legal matter or create attorney/client privilege.



Ask A Lawyer co-chairs:

Raymond A. Harris
517-853-6900

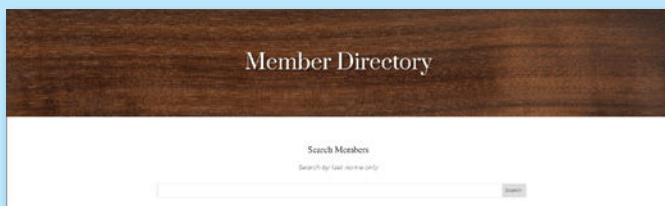
Brandon M. H. Schumacher
517-371-8255



CADL Downtown Lansing
401 S. Capitol Avenue, Lansing
517-367-6350

ICBA MEMBER DIRECTORY

Are you listed in the [online member directory?](#)



Hon. Shauna Dunnings tells why you should be an ICBA Member

[CLICK HERE](#)



Thank You ICBA Sponsors

Abood Law Firm
Alane Family Law PC
Blanchard & Walker PLLC
Buhl Little Lynwood & Harris PLC
Capital Region Community Foundation
Chartier & Nyamfukudza PLC
Clark Hill PLC
Dykema
Fahey Schultz Burzych Rhodes PLC
Fortz Legal
Foster Swift Collins & Smith PC
Fraser Trebilcock
Grewal Law PLLC
Ingham County Prosecutor's Office
Mallory, Lapka, Scott & Selin, PLLC
Murphy & Spagnuolo PC
Resolution Services Center
Sinas, Dramis, Larkin, Graves & Waldman P.C.
Speaker Law Firm PLLC
Warner Norcross & Judd LLP
Willingham & Cotè PC



**COMMUNITY
FOUNDATION**

Capital Region Community Foundation

**Together, we can help
your clients achieve their
charitable goals.**

- Creative, easy ways to make current and deferred gifts.
- Endowment funds created to suit the donor's charitable intent, forever.
- Strong investment strategy and stewardship.
- Maximum tax benefits.

Contact us to add Community Foundation experts to your team:

Laurie Strauss Baumer | *President & CEO*
lbaumer@ourcommunity.org
517-281-9054

Marcy Gillespie Kinzer | *VP of Donor Services*
mkinzer@ourcommunity.org
517-290-8248





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 Chair Lynn Osborne for details.

To RSVP for meetings, contact Lynn Osborne at lynnosbornepc@gmail.com.

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: Dates/Times will vary and will be announced via Listserv - 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 Chair is Kelly McClintock. Contact Kelly if you have ideas for topics and speakers.

Upcoming Meetings: 4th Tuesday of the month – Noon, Location: TBA

If you have questions about Section meetings, please email Kelly at mcclintock@bwlawonline.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 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.



Probate and Trust Section

Ernsacie 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 Ernsacie at augustin@augustinlawoffices.com.

Upcoming Meetings:

- TBA

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.

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 Megan Cochrane, a Paralegal at Loomis Law.

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.

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, Ellen E. Ward, and Mitchell Zolton.

Upcoming Meetings: 4th Friday of the month unless specified otherwise via Listserv (No meetings June, July, August, and December) — Noon

Location: TBA

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.

SINCE **S D** 1951

SINAS DRAMIS

PERSONAL INJURY LAW



*Advocates for the Injured
for 70+ Years*

Referral fees always honored
SinasDramis.com

866.758.0031 - INTAKE@SINASDRAMIS.COM

Lansing - Grand Rapids - Kalamazoo - St. Clair Shores - Ann Arbor

Thanks for reading

BRIEFS



Welcome Winter!

Feedback? briefs@inghambar.org

Next issue: Probate & Estate



[@inghambar](https://www.instagram.com/inghambar)



[@inghamcountybarassociation](https://www.facebook.com/inghamcountybarassociation)



[@ICBALawyers](https://twitter.com/ICBALawyers)



[linkedin.com/company/ingham-county-bar-association](https://www.linkedin.com/company/ingham-county-bar-association)