

Ingham County Bar Association

BRIEFS



September 20224

ICBA Leaders

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Newly Elected ICBA President
Lindsay Dangl



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SAVE
THE
DATE

Ask A Lawyer

October 17, 2024
Capital Area District Library
Downtown Lansing
at 5:30 p.m. – 7:00 p.m.

130th Annual Dinner

November 14, 2024
New Location
Crowne Plaza at 6:00 – 8:00 pm

Meet the Judges

January 9, 2025
U Club at 6:00 p.m. – 8:00 p.m.

16th Annual Barristers

March 13, 2025
U Club at 6:00 p.m. – 8:00 p.m.

BRIEFS Publication Schedule

September
December
March
June



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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

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

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President's Message

Connecting and Thriving

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” – Margaret Mead



Lindsay Dangl,
Murphy & Spagnuolo PC
ldangl@mbspclaw.com

Having served in one capacity or another for the Ingham County Bar Association for the last twelve years, being President of the Ingham County Bar Association is truly an honor. I have immense gratitude and excitement for the opportunities that lie ahead with all of you.

The past few years have certainly been a challenge. We’ve dealt with unforeseen disruptions to the legal profession that forced us to adapt in ways we never imagined. Now, as we look ahead, it’s time to reconnect and reimagine what ICBA looks like for the future. I’m convinced keeping the focus on our members is the best way to strengthen our bar association and I’m committed to doing everything in my power to ensure we do so. ICBA has a long history of developing a legal culture of inclusivity, professionalism, and excellence. As I’ve interacted with other attorneys throughout the state I realize how proud I am to be a part of the Ingham County legal community who values professionalism and respect. As we have more remote interactions, I believe continuing to encourage this environment of mutual respect and decorum is all the more important. Essentially, as the legal landscape has changed and evolved, we need to evolve as well to meet needs of our members. This year is a chance to come together and reach that goal.

First and foremost I would like for this year to focus on bringing our members back together. For me as a young lawyer attending events like the Shrimp Dinner, Comedy for a Cause, the Bench-Bar Conference, Meet the Judges, happy hours, and Lawyers Got Talent allowed me to get to know the lawyers and judges in our community, growing from the knowledge they shared and learning from their example. We are incredibly fortunate to have justices, judges, attorneys, and other members of the legal community in the Lansing area who consistently support the ICBA and contribute toward its success. Your support and involvement are invaluable and always greatly appreciated. The hope is that this year ICBA will be able to host engaging events that create further opportunities for community with one another. Our legal community provides for our members a group of people they can rely upon in times of need and people to celebrate with in times of achievement. This includes continuing ICBA’s Social Deliberations, which I would encourage everyone to attend as it is a great opportunity to informally connect with members of the bench and bar and build this community.

Mentorship is also something that has proven difficult in this post-covid working environment. With the popularity of zoom, many attorneys

in our community have not even set foot in a courtroom. They’re missing out on the camaraderie of motion call days including the chatter about recent legal decisions, the valuable learning experience of watching another attorney get a stern talking to from a judge for being ill prepared or taking a frivolous legal position, and the knowledge gained from watching a skilled orator at work. I know an attorney who took the bar in 2020 and began in private practice, but had a hard time getting a motion where an in person appearance was an option. Another attorney came to a networking event and asked how to begin to talk to the attorneys in the room because he had never been in a room of attorneys before. These young attorneys and the legal profession as a whole would benefit from the mentorship of being with more experienced attorneys. Mentorship has always been a cornerstone of our organization, and even though remote interactions were here to stay in some capacity, my goal is to provide more opportunities for our members to connect and pass their wisdom and experience to the next generation of great legal minds.

I’ve also recently been in contact with representatives from Cooley Law School and MSU College of Law. We all agree that inspiring the next generation begins with the law students. ICBA offers a

President's Message continued

reduced student membership rate and yet despite the fact that hundreds of law students exist in our community, ICBA only had 36 student members last year. This year my goal for ICBA is to reignite its connection with the area law schools and aspiring lawyers, providing education and mentorship opportunities. By engaging with students early on, we can inspire the next generation of legal professionals, providing them with the insights and guidance they need to thrive in their careers and helping to share our values of mutual respect and professionalism to better the legal

profession as a whole. Together, we can bridge the gap between academia and legal practice, ensuring a seamless transition for young attorneys into the practice of law.

Finally, I am acutely aware of the ongoing shifts in work dynamics. Many of our members continue to work remotely in some capacity and I believe this is likely to continue. My hope is we can evolve as a bar association to provide services tailored to the needs of these members as well. This would include resources and tools to enhance remote productivity, networking

opportunities, and educational seminars. My aim is to ensure that every member, regardless of their work environment, feels connected within the legal community, supported, and empowered to perform at their best.

In closing, I want to express my gratitude for the opportunity to lead ICBA this year. I eagerly anticipate collaborating with our Board of Directors to ensure that the Lansing area continues to be a wonderful place for us to practice law. Thank you for being an integral part of this journey.

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Criminal Law Case 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

Ronald Scott, Docket No. 164790, issued June 3, 2024: The Court held that the trial court had jurisdiction to conduct the trial even though there was a pending interlocutory appeal regarding the admission of 404(b) evidence.

John Burkman and Jacob Wohl, Docket Nos 164638 and 164639, issued June 13, 2024: This case involved robo calls in the 2020 election and charges brought under MCL 168.923(a), which prohibits trying to influence voters “by means of bribery, menace, or other corrupt means or device.” The Court held that Mr. Burkman’s and Mr. Wohl’s conduct was not a “menace,” but could fall under the “other corrupt means” catchall category. The Court clarified the meaning of the catchall provision and remanded to the Court of Appeals to determine if their conduct fell within the

catchall provision and whether the First Amendment protected their conduct.

Douglas Prude, Docket No. 165664, issued July 5, 2024: Mr. Prude was convicted of second-degree fleeing and eluding and resisting and obstructing a police officer. The Court reversed Mr. Prude’s convictions based on sufficiency grounds, namely the lawfulness of the police’s actions. The Court held: “An individual’s presence in a high-crime area provides no particular reasonable basis for suspicion as to the activity of that person.”

William Neilly, Docket No. 165185, issued July 8, 2024: Restitution is not punishment so the imposition of restitution decades after the offense as part of juvenile lifer resentencing proceedings does not violate the ex post facto clause.

Damon Warner, Docket No. 163805, issued July 11, 2024: The Court reversed Mr. Warner’s conviction and held that the trial court erred in denying funds to Mr. Warner for a false confession expert, that there is a reasonable probability that his expert could help his defense, and that the absence of the expert resulted in a fundamentally unfair trial.

Dwight Samuels, Docket No. 164050, issued July 12, 2024: In the case of a package plea deal, if there is a question of fact about the voluntariness of such

a plea, the trial court is required to hold an evidentiary hearing to consider the totality of the circumstances to determine whether the plea was voluntary. The Court remanded to the trial court for an evidentiary hearing.

Daniel Loew, Docket No. 164133, issued July 16, 2024: This case involved ex parte communications during trial between the elected county prosecutor and the trial judge. A plurality of the Court held that this conduct violated the Code of Judicial Conduct, but that Mr. Loew’s constitutional rights were not violated and affirmed his convictions.

Stephen Butka, Docket No. 164598, issued July 22, 2024: When the trial court is determining whether to set aside a conviction, the public welfare cannot be determined by looking solely to the impact of expungement on the complaining witness.

Tina Carroll, Docket No. 166092, issued July 19, 2024: In lieu of granting leave, the Court remanded to the Court of Appeals to determine whether it was ineffective assistance of trial counsel to fail to ask for a proper instruction on resisting and obstructing, specifically with regards to whether the officer had legal authority to act.

Milton Lemons, Docket No. 163939, issued July 25, 2024: It was prejudicial error to not allow the expert testimony of

a biomechanical-engineering expert as it related to a diagnosis of Shaken Baby Syndrome (SBS). Further, the changed testimony of the medical examiner was valid, new evidence to raise this motion under MCR 6.500, et seq. The Court granted a new trial.

Lantz Washington, Docket No. 165296, issued July 26, 2024: The Court held there was a Confrontation Clause violation when the trial court allowed the implicit introduction of an out-of-court statement of a non-testifying witness. However, the Court held that the Court of Appeals erred in finding that Mr. Washington's statements were admitted in violation of the corpus delicti rule. The Court remanded to the Court of Appeals to determine whether the Confrontation Clause violation was harmless beyond a reasonable doubt.

Matthew Duff, Docket No. 163961, issued July 26, 2024: In this Fourth Amendment case, the Court held that "[a] seizure may occur when a police vehicle partially blocks a defendant's egress if the totality of the circumstances indicate that a reasonable person would not have felt free to leave." The Court remanded to the Court of Appeals to determine whether the police had a reasonable suspicion of criminal conduct when Mr. Duff was originally seized.

David Lucynski, Docket No. 165806, order issued July 26, 2024: In a prior opinion in this same case, the Court had held that Mr. Lucynski was seized when the police parked behind him and that it was an unreasonable mistake of law to issue a citation for violating MCL 257.676b(1) because Mr. Lucynski did not block the natural flow of traffic because there was no traffic. In this second appearance in the Supreme

Court, the question was whether the good faith exception applied. The Supreme Court said it did not, and the evidence was excluded.

Terrence Hicks, Docket No. 165663, order issued July 26, 2024: In lieu of granting leave, the Court affirmed the trial court's order granting the motion to suppress. The Court determined that Mr. Hicks was seized when multiple police surrounded a minivan that Mr. Hicks was sitting in. They arrested him for CCW, but there was no reasonable suspicion that he was involved in criminal activity before the seizure.

Cora Lymon, Docket No. 164685, issued July 29, 2024: It is cruel or unusual punishment under the Michigan Constitution to require a person to register under the Sex Offenders Registration Act if they were not convicted of a sex offense.

Published Court of Appeals decisions

Todd Robinson, Docket No. 365226, issued June 13, 2024: *Peeler* does not apply retroactively and any error with the case beginning with a one-person grand jury was harmless.

Javarian Chandler, Docket No. 368736, issued June 27, 2024: A warrantless search of a probationer's property without reasonable suspicion or personal waiver is unconstitutional.

Marco Lopez-Hernandez, Docket No. 367731, issued July 11, 2024: The Michigan Regulation and Taxation of Marihuana Act does not categorically prohibit a trial court from imposing a probation condition that prohibits the recreational use of marijuana.



Ingham County Veterans' Treatment Court
15 YEAR CELEBRATION
Friends of the Ingham County Veterans' Treatment Court

When: Monday November 11, 2024 5:00-7:00 p.m.
Where: Hannah Community Center Banquet Room
Tickets: \$25

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Congratulations To the Newly Elected Fellows of the Ingham County Bar Foundation

■ **Amy H. Bailey**
Attorney, Bailey &
Terranova

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30th Circuit Court Judge

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Attorney, Foster Swift
Collins & Smith, PC

■ **Timothy M. Perrone**
Attorney, Cohl, Stoker,
& Toskey, PC

■ **Alexander S. Rusek**
Attorney, Foster Swift
Collins & Smith, PC

■ **Hon. Kristen D. Simmons**
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■ **Erica G. Terranova**
Attorney, Bailey &
Terranova

■ **Brent A. Titus**
Attorney, Foster Swift
Collins & Smith, PC

■ **William D. Tomblin**
Attorney, William D.
Tomblin & Associates



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ICBA

Get to Know Your Leaders

This issue has been dedicated to the leaders and staff of the ICBA. They have given their time throughout this last year, an invaluable commodity, and we wish to thank them and acknowledge their dedication and hard work. Thank you all!

Not pictured

Steve Sinas, Immediate Past President
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Kristina Bilowus
DEI Chair
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If you could have any superpower, what would it be and why?

Mind reading! I mean, come on, wouldn't it both great and horrific to know what people are you were thing?

What's your favorite way to spend a weekend?

A mix of productivity and pleasure. Get some work done, home projects, etc. and then definitely have time to unwind with my husband.

What's a place you've visited that you'd love to go back to?

NYC wins the day every time! Always something to do, explore, and definitely makes me feel alive.



Mary A. Bowen
Treasurer
mabowen@agcmi.com

If you could work on any historical legal case, which one would you choose and why?

What's your favorite fictional lawyer or legal drama, and why?

What's your favorite way to spend a weekend?

My ideal weekend involves a day at the beach with fresh fruit and a good novel!

Do you have a favorite quote or saying that inspires you?

"Service is the rent we pay for the privilege of living on this earth."
– Congresswoman Shirley Chisholm

What's a place you've visited that you'd love to go back to?

Winston Salem, North Carolina. I loved the community, weather, culture and of course, the food!



Megan Cochrane
Co-Chair of the Paralegal/Legal
Assistant Section
mcochrane@fosterswift.com

What's your favorite fictional lawyer or legal drama, and why?

Law and Order – Special Victims Unit. I think the cases are complicated, complex and very interesting. I also really enjoy the character development throughout the series.

If you could have any superpower, what would it be and why?

Omnilingualism – I would love to have the ability to speak and understand all languages.

Do you have a favorite quote or saying that inspires you?

“The key to good decision making is not knowledge. It is understanding.” – Malcolm Gladwell



Lindsay Dangl
President
ldangl@mbsplaw.com

What's your favorite fictional lawyer or legal drama, and why?

Mickey Haller from Michael Connelly’s series has my vote. Everyone knows him from The Lincoln Lawyer, but I’ve read every book in the series. His courtroom antics are entertaining.

What's your favorite way to spend a weekend?

For me because I work so much during the week, my favorite way to spend a weekend is quality time with friends and family. It sounds cliché but whether we’re having people over to swim, playing games, or watching my kids’ sports, there’s nothing better than creating memories with the people I love most.

Do you have a favorite quote or saying that inspires you?

“Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time.”
– Thomas Edison



Tiffany Debruin
Board Member
tdebruin@debruinlegal.com

What's your favorite way to spend a weekend?

I am trying to perfect the coveted work-life balance so right now my favorite way to spend a weekend is relaxing at home with my husband. We have a few acres so we spend a fair amount of time outside. There is something incredibly therapeutic about yanking weeds out of the ground by their roots as the sun shines down on me. I am also encouraged by the end result when the flower bed looks tidy and fresh!

Do you have a favorite quote or saying that inspires you?

...And who knows but that you have come to your royal position for such a time as this? — Esther 4:14. It has taken me a long time to figure out that I am exactly where I am supposed to be every single moment. Whether it is a moment of frustration and conflict, or a moment of peace and joy. I am trying to learn patience and acceptance so that I can be at peace no matter what comes my way.

What's a place you've visited that you'd love to go back to?

Aruba is my favorite vacation spot so far. We just started traveling a little more internationally and it has mostly

been to islands and beaches. I enjoy the sun and sand, and being born in Ohio just to move north to Michigan 13 years ago does not allow me to get my fix. Suffice it to say that anytime we can get to the sun and sand for the 9 months that it is not warm in MI, we try to take the opportunity! Aruba weather is hot and sunny (just like I like it), the water is beautiful and there are tons of fish to see while snorkeling/diving.



Emily A. Erbisch
Co-Chair of the Paralegal/
Legal Assistant Section
emily@okeefelaw.net

What's your favorite way to spend a weekend?

Spending time with my husband and our two boys hiking nature trails, bicycling, or swimming at the beach.

Do you have a favorite quote or saying that inspires you?

“Keep your eyes on the stars, and your feet on the ground.” - Theodore Roosevelt.

What's a place you've visited that you'd love to go back to?

Costa Rica. I have been there on a couple of mission trips, but I would love to go back and explore the rainforest some more, visit the beaches, and soak in all the natural beauty.



Nolan L. Erickson
Board Member
nerickson@4grewal.com

What's your favorite way to spend a weekend?

My favorite way to spend a weekend is by taking a short road trip to some nearby attraction – a zoo in Ohio, a museum in Indianapolis, or a ballgame in Chicago, for example. Small adventures like those offer a nice change of pace and a chance to make memories with the family.

Do you have a favorite quote or saying that inspires you?

There's an episode of *The West Wing* in which the President is set to address schoolchildren nationwide as an unoccupied space probe beams historic images to Earth. In the lead-up to the televised address, we learn the space probe has been lost. The President asks his press secretary what he should say. She responds

“We have at our disposal a captive audience of schoolchildren. Some of them don't go to the blackboard or raise their hand 'cause they think they're going to be wrong. I think you should say to these kids, ‘You think you get it wrong sometimes, you should come down here and see how the big boys do it.’ I think you should tell them you haven't given up hope and that it may

turn up, but, in the meantime, you want NASA to put its best people in a room and you want them to start building Galileo 6. Some of them will laugh and most of them won't care but for some, they might honestly see that it's about going to the blackboard and raising your hand. And that's the broader theme.”

I don't go around quoting that at length, but the sentiment – that even the best of us make honest mistakes in the pursuit of worthy goals - is reassuring to me.

What's a place you've visited that you'd love to go back to?

I'd like to visit New York City again. I've been there only once before and it was a whirlwind trip. We packed a lot of action into a short time, but there is so much of the City I still need to see.

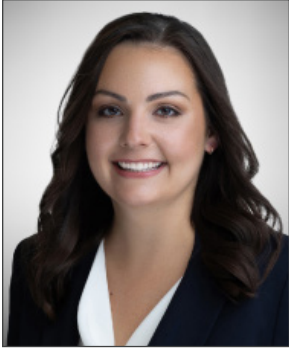


Ask A Lawyer

October 17, 2024 | 5-7 p.m.

Capital Area District

Library Downtown Lansing



Lauren Kissel
Board Member
laurenkissel@sinasdramis.com

If you could have any superpower, what would it be and why?

I would love to be able to teleport. That way I could visit new places or long distance friends during the day and return home to my own bed at night.

What's your favorite way to spend a weekend?

I would start my ideal weekend with takeout and a movie on the couch with my husband on Friday night. On Saturday we would do something fun like take our dogs on a long walk, spend time with friends, or go out to dinner. On Sunday, we would clean the house and relax to reset for the week ahead.

What's a place you've visited that you'd love to go back to?

My husband and I recently took a Europe trip for our first anniversary. Our favorite place was Edinburgh. We only spent three nights there so I would love to go back and explore more, as well as visit the more remote areas of Scotland for the scenery and the highland cattle.



Lynn Osborne
Board Member
osborneandbarrett@outlook.com

What's your favorite fictional lawyer or legal drama, and why?

Law and Order SVU. Can't say enough about their show! Except for the court part very easy to connect with characters and take a break from reality.

If you could have any superpower, what would it be and why?

Teleporting – so many places I'd like to go, but I don't like the traveling part.

What's your favorite way to spend a weekend?

At a beach, any beach!



Alex Rusek
2024-2025: President-Elect
arusek@fosterswift.com

What's your favorite fictional lawyer or legal drama, and why?

This may not be the most unique answer, but Atticus Finch from To Kill a Mockingbird.

If you could have any superpower, what would it be and why?

Super speed would be very useful!

What's a place you've visited that you'd love to go back to?

I would like to explore Europe more as I have not spent any significant time west of Istanbul, Turkey.



Ted Seitz
Board Member
tseitz@dykema.com

What's your favorite fictional lawyer or legal drama, and why?

LA Law. Because the 80's rocked and it made me want to become a lawyer.

If you could have any superpower, what would it be and why?

To be able to travel in time, because it would be amazing.

Do you have a favorite quote or saying that inspires you?

"The Arc of the Moral Universe is Long, But it Bends Toward Justice." Martin Luther King, Jr.



Liisa Speaker
Past President
lspeaker@speakerlaw.com

If you could work on any historical legal case, which one would you choose and why?

Brown v Mississippi. This is a SCOTUS case about procedural due process. I did a history fair project on it when I was in the 9th grade.

If you could have any superpower, what would it be and why?

Get my house/office organized (in the way I like it) with the snap of my fingers.

What's a place you've visited that you'd love to go back to?

San Sebastian, Spain



William D Tomblin
Real Estate Law Section Co-Chair
wdtomblaw@aol.com

What's your favorite fictional lawyer or legal drama, and why?

Atticus Finch - is there really a better portrayal of the finest qualities in a lawyer/father?

What's your favorite way to spend a weekend?


Boating, skiing and having fun with my family.


Do you have a favorite quote or saying that inspires you?

Fire is the test of gold; adversity, of the strong.
Seneca

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Katie Tucker
Board Member
katietucker@sinasdramis.com

What's your favorite fictional lawyer or legal drama, and why?

In the legal drama genre, one of my favorite films is Michael Clayton (starring George Clooney) and one of my favorite television series is Damages (starring Rose Byrne and Glenn Close). Both are entertaining, edgy and thought-provoking – and feature good acting and smart writing.

What's your favorite way to spend a weekend?

My favorite way to spend a summer weekend is to enjoy time at the beach and the lake in Grand Haven with my husband and our two kids, Kara (age 5) and Shane (age 2).

What's a place you've visited that you'd love to go back to?

Italy – and Rome, in particular. The history, people, culture, food (and gelato!) make Rome an incredibly special and unforgettable place. Touring the city is a feast for the senses and makes you feel as if you have truly stepped back thousands of years in time.



Marisa Vinsky
Board Member
marisa@cndefenders.com

What's your favorite fictional lawyer or legal drama, and why?

The Good Wife. That show is so good!! I binged it and could not stop watching. Not to mention, Alicia Florrick is a strong, female lawyer and a forced to be reckoned with in that show.

Do you have a favorite quote or saying that inspires you?

“She who dares wins.”

What's a place you've visited that you'd love to go back to?

New Zealand. It is absolutely beautiful there and a completely underrated vacation spot. I have only been to Queenstown in the South Island, so I'd love to go to the North Island.



Christopher Wickman
Board Member
cwickman@nicholslaw.net

If you could have any superpower, what would it be and why?

Mindreading. For better or worse, I speak my mind and I forget that others may not appreciate that level of genuineness. It would be nice for me to know what people really feel or think and it would be good to know when I should apologize for speaking frankly and offend someone without meaning to.

What's your favorite way to spend a weekend?

Unless I'm on vacation, I most enjoy a weekend that is a combination of productive and relaxing. The productive can be catching up on work or bar association work, but more often involves chores or repairs around the house. For relaxing, it can be anything involving time with my amazing wife Kristina. We generally enjoy a good combination of cooking or getting dinner out, walking in our neighborhood or local parks, and enjoying some wonderful cuddle time. With our busy lives, I really appreciate getting to spend all the time I can with her on the weekend. A combination of both productive and relaxing time help me feel most recharged heading into the week.

What's a place you've visited that you'd love to go back to?

New York City. It's truly the city that never sleeps with so much to do. I'm a huge Broadway fan and there's no place quite like it for live shows. Last year we saw 4 shows in 3 days and we're looking to repeat that again this year with completely new shows with some of the top talent in the world.



Jessica Zimbelman
Vice President
jzimbelman@sado.org

I like Jessica Pearson and Rachel Zane on Suits, Diane Lockhart and Alicia Florrick on the Good Wife, Kim Wexler on Better Call Saul, and Annalise Keating on How to Get Away with Murder.

What's your favorite way to spend a weekend?

My favorite way to spend a weekend is contingent on it being summer in Michigan. Or a prematurely warm spring day or an unusually warm late fall day. I like to be outside with my family, preferably by a pool or inland lake or Lake Michigan. I love to watch my twin daughters swim and enjoy nature, while I simultaneously read a novel. My absolute favorite time of day on these beautiful weekends is around 5:00 p.m. by Lake Michigan, when it becomes "sparkle hour," as the sun starts to set on the lake and the water is gloriously sparkly.

What's a place you've visited that you'd love to go back to?

I went to Florence, Italy as part of my honeymoon and would love to go back. I loved the art (seeing Michaelangelo's David, the sculptures at the Uffizi), a sunrise at the Piazzale Michelangelo, the Boboli Gardens, the Duomo, and enjoying the pasta, pizza, and espresso of course!

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](#).

What's your favorite fictional lawyer or legal drama, and why?

Atticus Finch from To Kill a Mockingbird or Mickey Haller from the Lincoln Lawyer. There are few famous portrayals of criminal defense attorneys, let alone public defenders, in pop culture. Oftentimes when public defenders are shown, they appear disheveled or somehow different from a "real" lawyer. This does a disservice to some of the most intelligent, dedicated, driven, and passionate lawyers I have ever known. Atticus Finch and Mickey Haller both defend people accused of crimes, who many may not ever want to defend, and do so with zeal. And for my brilliant lady lawyers, many of whom also took a turn at defending accused people and doing so with savvy,

SAVE
THE
DATE

Meet the Judges

January 9, 2025
U Club at 6:00 p.m. - 8:00 p.m.

Does Practice Make Perfect?

How to Implement DEI Strategies

By Kristina Bilowus



Kristina Bilowus
bilowusk@msu.edu

What defines a good set of DEI practices in a law firm? Is there even such a thing as best practices when our workspaces vary so significantly with respect to size, purpose, and practice area? And finally, why should a firm establish best practices with respect to DEI initiatives?

Let's jump right in and address the proverbial elephant in the room. With the US Supreme Court overturning affirmative action in 2023, some may be wondering why DEI is still being discussed. For those who already know or experienced the inherent value of DEI initiatives, feel free to skip ahead! For those who seek additional reassurance, let's look at the issue more closely.

First of all, the overturning of affirmative action prohibits the use of race in admission decisions for universities. While impactful, this applies to the educational realm and not the corporate world. While those who oppose DEI may seek to leverage the ruling as a means to disband or limit

initiatives, the business case for DEI remains strong. In the business world, diverse teams deliver better outcomes. Put simply, the business case for DEI has not changed. If the legal field suddenly felt that DEI was not “worth it,” our profession would suffer greatly. Firms would potentially stand to lose clients, as well as employees. Our legal system would decline, as representation, knowledge, and expertise would be at a deficit.

Secondly, the dismantling of DEI programs would be unacceptable to the current workforce. This year, increasing numbers of Gen Z individuals are expected to outnumber the baby boomer generation for the first time. According to Forbes, Gen-Z views “diversity, equity and inclusion not as mere corporate buzzwords but as non-negotiable pillars that define the essence of an organization.” At the risk of belaboring, DEI is a necessary component for our profession to move forward.

Now presume our intent is one based in fostering an inclusive and equitable space, where diversity is encouraged. Even with the best intent, there is no bright-line answer to the application of best practices. From white papers, to surveys, to articles – there is much to choose from. And being completely transparent, the idea can be overwhelming for any sized organization. Even with the best intentions, lacking a clear objective of

how to apply meaningful DEI practices can lead to subpar consequences. From fuzzy goals to not enough time, to concern that we use the wrong vocabulary for promoting, to facing burnout from the exhaustion of legal work, there are many distractions.

Therefore, the first piece of advice is give yourself grace and space. By giving grace to yourself and others, you allow yourself to learn and move forward when you do not “always get it right.” With space, you allow time to process new thinking and initiatives that truly imbue DEI in your practice or business. Grace and space is not an excuse for stagnation or avoidance of practicing intentionality with DEI, but allows yourself (and others) humanity.

Next, I would ask you to consider if you have a growth mindset. Whether you are a solo practitioner, the newest associate, managing partner, or work in a non-firm setting, adopt a mentality that allows for development and opportunity from a DEI lens. Do not be content with the status quo.

- Get curious as to why we make a snap judgment about someone (do we carry an unconscious bias because of race, age, gender, religion, political view, etc.?).
- Acknowledge the privilege you carry in life (education, socioeconomical, etc.) and think how your world may have been impacted if you did not have the privilege(s) that you carry.

Bonus points if you can accept your privilege(s) without getting defensive.

- Spend twenty minutes out of your week learning something new about another culture, race, religion. At a loss as to a starting point? The State Bar of Michigan has a wonderful compilation of various resources found here: <https://www.michbar.org/diversity/links>
- Utilize a holiday calendar that provides a comprehensive overview of holidays, and not simply the ones you celebrate. Do you need to celebrate each and every one? Probably not. But being aware and knowledgeable about holidays that are important to others is a great starting point for being more inclusive. I suggest the following link as a jumping off point for exploring various holidays: <https://www.diversityresources.com/diversity-calendar-2024/>.

The next consideration I pose is to employ tangible and specific goals with DEI. Some initial questions you should be answering with “yes” being the answer, as well as “and here’s why:”

- Does your strategic plan for my business define what DEI looks like in my office?
- Do you have a value proposition for DEI and processes for tracking?
- Is there leadership accountability for demonstrating inclusive and equitable spaces?
- Do you champion opportunities for diversity, and how so?
- Are there safe spaces for sharing success (and failure) in your DEI initiatives?
- Is your office a place that celebrates emotional intelligence (i.e. manages own emotions, while understanding others’) and allow for self-awareness?

After taking inventory of the aforementioned, how can you sustain intentional DEI efforts? Be life-long learners and continuously implement DEI values. Champion and support DEI efforts. Engage in allyship. Invest in DEI training and workshops. Learn from DEI consultants. Be curious and open to new ideas. Seek help – we are all learning together. As you can imagine, these

questions and ideas shared are non-exhaustive.

And while practice hardly yields perfection, the investment of DEI is a lifelong skill. I invite each of you to take small, intentional steps forward, ensuring our profession is inclusive, equitable, and allows all of us to bring our diverse selves to work.

Endnotes

- 1 Warning, Jill. *5 Tips for Law Firms to Incorporate DEI Best Practices in 2024*, <https://www.abajournal.com/columns/article/5-tips-for-law-firms-to-incorporate-dei-best-practices-in-2024> (last accessed August 14, 2024).
- 2 *Id.*
- 3 Smith, Morgan. *Gen Z is Entering the C-suite and Getting Rid of Meetings, Set Work Hours and More*, <https://www.cnbc.com/2024/05/22/gen-z-is-entering-the-c-suite-heres-what-theyre-changing.html> (last accessed August 14, 2024).
- 4 Sadeghi, Ahva. *Building A Diverse, Equitable And Inclusive Culture For Gen-Z*, <https://www.forbes.com/councils/forbeshumanresourcescouncil/2023/09/05/building-a-diverse-equitable-and-inclusive-culture-for-gen-z/> (last accessed August 14, 2024).
- 5 Warning, Jill. *5 Tips for Law Firms to Incorporate DEI Best Practices in 2024*, <https://www.abajournal.com/columns/article/5-tips-for-law-firms-to-incorporate-dei-best-practices-in-2024> (last accessed August 14, 2024).
- 6 *Id.*

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](#)



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

August 28, 2024

Contact: Eriks Dumpis
(517) 377-0865

edumpis@fraserlawfirm.com

Strategic Alliance Announced Between Fraser Trebilcock and Cheltenham Law

Lansing, MI – Fraser Trebilcock Davis Dunlap & Cavanaugh P.C. is excited to announce a strategic alliance with Cheltenham Law, PLLC. As both firms have a strong presence in the Greater Lansing and Detroit regions, this collaboration brings together two prominent law firms seeking to strengthen their opportunities in Michigan.

Cheltenham Law offers clients the full spectrum of legal representation and guidance in matters such as divorce, custody, criminal defense, and estate planning.

This arrangement allows Fraser Trebilcock to use its knowledge and expertise in the areas of family law, criminal defense, and estate planning, among others, to enhance its presence in the Greater Lansing and Detroit regions.

“This strategic alliance unites the talents and expertise of both firms, delivering substantial benefits to clients throughout the region. It is an exciting opportunity to provide clients with an elevated level of legal representation,” said Colline L. Cheltenham, Managing Attorney of Cheltenham Law.

“This agreement brings increased value to our clients by combining the resources of both firms in key growth areas,” said Thaddeus E. Morgan, President of 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.

ICBA Membership Corner:

The End of Summer Is A Good Time to Fall Into All That An ICBA Membership Has To Offer

By Jackie Dupler and Ted Seitz



Jackie Dupler
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Ted Seitz
tseitz@dykema.com

Moving from summer to fall always stirs up a mix of emotions: a bit of sorrow due to the shorter days and cooler temperatures; a twinge of giddy excitement--knowing all the great things that come with a Michigan Fall. This is also a great time to explore all the Ingham County Bar Association has to offer over the next few months.

For example, there are opportunities to participate in numerous practice section meetings and learn from your colleagues about developments in criminal, employment, family, probate, bankruptcy, and real estate law. In addition, there are “Social Deliberations”—a chance to engage with local Ingham County Judges and attorneys in a relaxed setting. *The Ask the Lawyer* event—taking place on

October 17th at the Capital Area District Library Main Lansing Branch—is a chance for ICBA Members to give back to members of the greater Lansing community. And, of course, the Ingham County Bar Association 130th Annual Dinner, which is scheduled to take place on November 14th at a new location—the Crowne Plaza Lansing West. This is when the ICBA honors its members with awards and well-deserved recognition. More information on these and other ICBA benefits can be found at the ICBA’s website: inghambar.org. Also, don’t forget to follow the ICBA on Facebook and LinkedIn.

Don’t let this fall go by without taking advantage of all that the Ingham County Bar Association has to offer!

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, September 18, 2024

Wednesday, November 20, 2024

ICBA Staff Members



Madelyne Lawry
Executive Director
mlawry@inghambar.org

What's your favorite way to spend a weekend?

Gardening, garage sailing or putting around me house

Do you have a favorite quote or saying that inspires you?

Treat your mind like a bad neighborhood, don't go there alone.

What's a place you've visited that you'd love to go back to?

Washington DC.



Matt Hinkle
Technology Supervisor
support4@sharedresources.us

If you could have any superpower, what would it be and why?

Teleportation. Not only are roads super dangerous, I'd also save a ton of money on gas.

Do you have a favorite quote or saying that inspires you?

“With great power, comes great responsibility.” While this was said to Peter Parker, a superhero, we all have the power to change people's lives; it's a great power, and it's up to us to decide if it'll be a positive or negative impact.

What's a place you've visited that you'd love to go back to?

Colorado, specifically the mountains. Having lived in the flatlands of Michigan all my life, a mountain was a breathtaking sight. I would love to actually hike some distance up it.



Owen Curtis
Tech Support
support6@sharedresources.us

What's your favorite fictional lawyer or legal drama, and why?

Anatomy of a Fall, I like movies with an ending that is up to interpretation. Also, there is a dog in the movie that is cute and does a lot of tricks that I imagine would be super hard to teach it.

Do you have a favorite quote or saying that inspires you?

“You can't add days to your life, but you can add life to your days.”

What's a place you've visited that you'd love to go back to?

Iceland



Tara Christensen
Administrative Assistant
tara@inghambar.org

If you could have any superpower, what would it be and why?

Reading minds. I always wonder what my kids are thinking.

What's your favorite way to spend a weekend?

Reading

Do you have a favorite quote or saying that inspires you?

Live for today; yesterday cannot be changed, and tomorrow is never promise



Elli Wonch
Administrative Assistant
support2@sharedresources.us

What's your favorite way to spend a weekend?

My favorite way to spend a weekend is with my family. Camping, the beach, bonfires, movie nights, road trips, gardening, or even a lazy day at home.

Do you have a favorite quote or saying that inspires you?

“Don’t gain the world and lose your soul; Wisdom is better than silver or gold.” – Bob Marley

What's a place you've visited that you'd love to go back to?

Pictured Rocks in Munising, MI. My husband and I went there for our honeymoon, and it was breathtaking. I'd love to go again.



Ellery Curtis
Social Media & Graphic Design
support7@sharedresources.us

If you could have any superpower, what would it be and why?

I wish I could fly. I think it would be so fun and practical to get around.

What's your favorite way to spend a weekend?

I love to sit down with some good music and paint.

What's a place you've visited that you'd love to go back to?

I visited Iceland last summer, and I'd love to go back to see the East side.



130th Annual Dinner
November 14, 2024
Crowne Plaza at 6:00 – 8:00 pm

How You Start the Day Matters: Building a Morning Practice for Balance and Productivity

By Julie Dillon



Julie Dillon
juliedillon2000@gmail.com

Julie Dillon is the owner of Be Balanced Studio. She is a speaker, certified Yoga teacher, Pilates instructor, and Yoga-Qi Gong practitioner with 20 years of experience in the wellness industry. Her practice provides a holistic approach to coaching: integrating movement with breathwork, postural alignment, flexibility, and other mindfulness techniques.

To learn more, visit her website:
www.bebalancedstudio.com.
517-927-8431

How you start your morning sets the tone for the rest of your day. If you wake up frazzled, scrambling to get ready, and rush out the door, chances are the rest of your day will follow suit—disorganized, stressful, and chaotic. However, a well-thought-out morning practice can act as a buffer between waking up and starting your day, helping to cultivate a sense of balance and well-being that can carry you through even the busiest of schedules.

A meaningful morning routine is more than just a series of actions. It's a deliberate practice that nurtures your body, mind, and spirit, creating a foundation for mindfulness and productivity that can positively impact your entire day. Whether you're heading to work, taking care of your family, or simply trying to accomplish your daily goals, having a morning practice can make all the difference.

The Importance of a Morning Practice

A morning routine doesn't have to be complicated or time-consuming. In fact, it's often best to start small. The key is to create a space in your morning where you can be intentional about how you begin your day. This space allows you to ground yourself, focus on what matters most, and set a positive tone for the hours ahead.

As Thich Nhat Hanh wisely said, "Smile, breathe, and go slowly." His advice serves as a reminder that starting

your day with intention can lead to a more balanced, productive, and fulfilling life.

Five Morning Practices for a Balanced and Productive Day

Here are five morning practices that can help you cultivate a sense of balance and productivity. Remember, you don't need to incorporate all of these at once. Start with one, and gradually build your routine as you become more comfortable.

1. Movement

Incorporating movement into your morning routine is one of the most effective ways to kickstart your body and mind. Whether it's a few minutes of yoga, a short walk, or a quick workout, moving your body in the morning can help increase blood flow, improve focus, and boost your energy levels for the day ahead.

Starting with just five minutes of gentle stretching or yoga can make a world of difference. Over time, you can gradually increase the duration and intensity of your exercise routine. The goal is to engage in some form of movement that makes you feel good, both physically and mentally.

2. Inspirational Readings

Nourishing your mind with uplifting and inspirational material in the morning can set a positive tone for the rest of your day. Whether it's a passage from

a favorite book, a motivational quote, or an article that resonates with you, taking a few minutes to absorb positive content can help shift your mindset and encourage a more optimistic outlook.

Consider keeping a book of daily meditations or affirmations by your bedside. Each morning, read a passage that inspires you and reflect on how you can apply its message to your day. This practice can help you start your day with a sense of purpose and positivity.

3. Meditation or Quiet Time

Meditation or quiet time in the morning can help you cultivate mindfulness and reduce stress. Even just a few minutes of focused breathing or sitting in stillness can make a significant impact on your mental clarity and emotional well-being.

If you're new to meditation, start with a simple breathing exercise. Sit comfortably, close your eyes, and take a few deep breaths, focusing on the sensation of the air entering and leaving your body. As thoughts arise, gently acknowledge them and return your focus to your breath. Over time, you can explore guided meditations, mindfulness practices, or longer periods of quiet contemplation.

4. Gratitude Work

Practicing gratitude in the morning is a powerful way to shift your mindset towards positivity and abundance. Take a few moments to reflect on the things you're grateful for—whether it's the warmth of your bed, the support of loved ones, or the opportunities that lie ahead.

Writing down three things you're grateful for each morning can help reinforce this practice. As you focus on the positive aspects of your life, you'll begin to notice more things to

be grateful for, which can enhance your overall sense of well-being and contentment.

5. Mindful Thinking

Your thoughts have a profound impact on your mood and actions throughout the day. By intentionally shifting your thoughts towards positivity in the morning, you can set the stage for a more productive and balanced day.

Start by paying attention to the thoughts that arise as you wake up. Are they negative, anxious, or self-critical? If so, gently challenge them and replace them with more positive and empowering thoughts. For example, instead of thinking, "I have so much to do today," try reframing it as, "I get to accomplish great things today."

Over time, this practice can help you develop a more positive mindset that can carry over into other areas of your life.

6. Journaling

Journaling is a powerful tool to add to your morning routine. The act of writing down your thoughts, feelings, and experiences helps you process emotions, clarify your intentions, and set goals for the day.

One of the primary benefits of journaling is that it provides an outlet for self-reflection. By putting your thoughts on paper, you create a space where you can explore your inner world, gain insights, and develop a deeper understanding of yourself. This can lead to greater emotional balance and a clearer sense of purpose.

Additionally, journaling can help reduce stress by allowing you to release any worries or anxieties that might be affecting you.

To get started, you don't need to write pages upon pages. A simple practice of jotting down a few thoughts each morning can be incredibly effective. You might begin with a few sentences about how you're feeling, what you're looking forward to, or any intentions you want to set for the day.

Starting Small and Building Momentum

If you don't currently have a morning practice, it's important not to overwhelm yourself by trying to do too much at once. Instead, start with one small change—like spending five minutes on yoga or writing down three things you're grateful for—and gradually build from there.

The beauty of a morning routine is that it can be as simple or as involved as you want it to be. The key is to be consistent and intentional about how you start your day. As you develop your morning practice, you'll likely find that it becomes a cherished part of your day—a time when you can focus on your well-being, set positive intentions, and prepare yourself to face whatever the day may bring.

Conclusion

Your mornings matter more than you might realize. By creating a morning practice that fosters balance, mindfulness, and productivity, you can set the tone for a more fulfilling and successful day. Whether you choose to start with movement, meditation, gratitude, or mindful thinking, the important thing is to begin with intention and build from there. So, take a deep breath, smile, and start your day on the right foot—your future self will thank you.

Press Release



Media Contact: Kelly Durso, Public Relations Senior Manager,
313-223-3085, kdurso@dickinsonwright.com

Dickinson Wright Recognized as one of the “Best Law Firms for Women and Diversity” Nationally

LANSING - Seramount, a leading diversity, equity and inclusion research and professional services firm, revealed its list of the [Best Law Firms for Women & Diversity](#) today, recognizing firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers and lawyers from underrepresented groups, including people of color. Dickinson Wright earned a spot on this year’s list, marking the firm as one of the nation’s best.

“Our Best Law Firms for Women and Diversity demonstrate unwavering commitment, despite the uncertainties in the legal field,” said Subha V. Barry, President of Seramount. “I’m proud of the steady and positive change they are driving, even if it’s a gradual process. I applaud these industry leaders for their dedication to cultivating inclusive firm cultures.”

“We are honored to be named a Best Law Firm for Women and Diversity,” said Michael C. Hammer, CEO of Dickinson Wright. “This achievement reflects the firm’s strong commitment to fostering a diverse, welcoming, and inclusive workplace environment for all. At Dickinson Wright, we understand that hiring, training, integrating, and retaining a diverse workforce is a core firm value and instrumental to providing our clients with the best legal service.”

“We are delighted to see our continued progress in the diversity, equity and inclusion space recognized,” added Katheryne (Kathy) L. Zelenock, Co-Chair of the firm’s Diversity, Equity and Inclusion Committee and leader of the firm’s Women’s Network. “Seramount’s selection criteria are extremely rigorous, and we are very proud to be among the leading law firms receiving this accolade. This recognition invigorates our ongoing efforts.”

Highlights of the 2024 Best Law Firms for Women & Diversity:

- Representation by the numbers:
 - o Forty-two percent of lawyers are women, same as last year
 - o Twenty-seven percent of equity partners are women, same as last year
 - o Twenty-four percent of lawyers are people of color, up from 23 percent last year
 - o Thirty-three percent of lawyers hired are people of color, down from 34 percent last year
- Advancement by the numbers:
 - o The percentage of women promoted to equity partner is 41 percent, up from 39 percent last year
 - o The percentage of people of color promoted to equity partner is 22 percent, up from 17 percent last year

- o One hundred percent offer formal mentoring programs, up from 96 percent last year
- o Eighty-nine percent offer formal sponsorship programs, up from 82 percent last year
- o Ninety-five percent of firms have formal policies in place that allow lawyers to move on and off an equity partner track, up from 88 percent last year

• Benefits by the numbers:

- o Eighty-nine percent of firms offer backup childcare, up from 84 percent last year
- o Eighty-four percent offer childcare for a sick child, up from 80 percent last year
- o Eighty-nine percent reimburse for in vitro fertilization, up from 80 percent last year
- o Eighty percent reimburse for egg freezing, up from 66 percent last year
- o Sixty-four percent reimburse for surrogacy expenses, up from 46 percent last year

• Inclusive Practices by the numbers:

- o Fifty-six percent conducted a pay equity analysis within the last year based on both gender and race/ethnicity, up from 52 percent the previous year

o Fifty-one percent have Employee Resource Groups for people with disabilities, up from 43 percent last year

About the Methodology

Seramount's 2024 Best Law Firms for Women & Diversity application includes 648 questions about attorney demographics at different levels, flexibility, paid time off and parental leaves, and development and retention of women and people of color as well as those from other underrepresented groups. Questions about family-friendly benefits and mentoring and sponsorship participation are also included.

About Dickinson Wright

Dickinson Wright is a general practice business law firm with more than 500 attorneys among more than 40 practice areas and 16 industry groups. The firm has 20 offices, including six in Michigan (Detroit, Troy, Ann Arbor, Lansing, Grand Rapids, and Saginaw)

and 13 other domestic offices in Austin and El Paso, Texas; Chicago, Illinois; Columbus, Ohio; Denver, Colo.; Ft. Lauderdale, Fla.; Lexington, Ky.; Nashville, Tenn.; Las Vegas and Reno, Nev.; Phoenix, Ariz.; Silicon Valley, Calif.; and Washington, D.C. The firm's Canadian office is located in Toronto.

Dickinson Wright offers our clients a distinctive combination of superb client service, exceptional quality, value for fees, industry expertise, and business acumen. As one of the few law firms with ISO/IEC 27001:2013 certification and one of the only firms with ISO/IEC 27701:2019 certification, Dickinson Wright has built state-of-the-art, independently-verified risk management procedures, security controls, and privacy processes for our commercial transactions. Dickinson Wright lawyers are known for delivering commercially-oriented advice on sophisticated transactions and have a remarkable record of wins in high-stakes litigation.

Dickinson Wright lawyers are regularly cited for their expertise and experience by Chambers, Best Lawyers, Super Lawyers, and other leading independent law firm evaluating organizations.

About Seramount

Seramount is a strategic professional services and research firm dedicated to supporting high-performing, inclusive workplaces. Over four decades, we've established a strong, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Seramount partners with over 450 of the world's most influential companies, large and small, to offer pragmatic solutions including best practice DEI research, workplace assessment, employee learning and development, and talent sourcing. These offerings empower companies to navigate a dynamic corporate environment and to cultivate a resilient, connected workforce that achieves extraordinary outcomes.

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IN GENERAL

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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

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Emotional Intelligence: The Stories You Tell Yourself

By William Frank Diedric



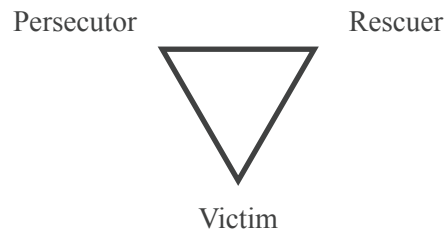
William Frank Diedrich
theroadhome@comcast.net

Unless you have a highly disciplined or an enlightened mind, you tell yourself stories all day long. Were you to take a few minutes and observe your thinking, you would find this to be true. What kind of story-teller are you? Do the stories you tell yourself bring joy or success to you? Or, do they cause stress?

We tell ourselves tales about ourselves, about people in our lives, and about our respective circumstances. What kinds of stories do you tell yourself about yourself? Are they about the past? Are they fantasies where you imagine yourself in conflict with another? Are they visions of your future?

In your stories, what role do you play? Are you the hero? The victim? Both? Do you live in a state of constant drama in your life, or just in your head? Psychiatrist Stephen B. Karpman developed the Karpman Drama Triangle,

a social model of human interaction, in 1968. The triangle of actors in the drama are persecutors, victims, and rescuers. Persecutors are sometimes called perpetrators or abusers. Rescuers are sometimes referred to as heroes.



In your stories you will find yourself playing one of these roles. Some stories play out only in your mind. These stories affect your emotional state and your relationships even if you don't engage with others in a role. Real life has you playing one or more of these roles ongoing.

These roles are unhealthy due to the negative emotions that result, and they prevent us from having honest communication. We are so involved in the roles that we believe in them as real.

Roles are fluid. That is, we move from victim to perpetrator and back to victim without awareness. Some decades ago I investigated custody and visitation disputes for Friend of the Court. I interviewed ex-husbands and ex-wives. Most saw themselves as victims of the other. They used their imagined identity as a victim to become a perpetrator,

often using their children to get back at their respective ex-mates.

Another example I saw when a friend of mine left his wife. He complained about her and blamed her for his unhappiness. After leaving her he visited their mutual friends and told his stories of what a terrible person his wife had been. He wanted to make sure everyone knew that he was the victim and therefore was justified in leaving her. This was very hurtful to his wife as friends avoided her. His victimhood metamorphosed into being the persecutor as he went about sabotaging his ex-wife's friendships.

Many, perhaps most people like playing the victim. This is why politicians and media are constantly persuading people that they are victims. "Elect me, and I'll save you from the terrible things my opponent and his/her party have done or will do to you." (Rescuer). Or, "The reason our nation/state/city is hurting is because of the actions of my opponent and his/her party." (Shared victimhood). Or, "Don't vote for my opponent because he/she will do terrible things to you." (Persecutor)

If we are playing the roles of the Drama Triangle in our personal lives, and most of us are to some extent, if not fully, then we are more easily manipulated in the public forum. We are being cast into a role (victim) in which we have become very comfortable.

These roles have a powerful grip on us because the emotions are powerful—anger, hurt, self-righteous indignation, resentment, disappointment, rage, guilt, shame, and more. Victims see themselves as powerless, and often as justified when they shift to being persecutors. As a victim there is no accountability or responsibility, because everything the victim does is justified. The Victim's stance is Poor me!

Rescuers want to save people, and they believe they have value only if they are saving others. Unfortunately, rescuers disempower those they save by doing for people what they need to do for themselves. Truly people can be victimized, but it does them no good to live as a perpetual victim. If I'm playing rescuer I need people to be victims so that they will need me. The Rescuer is an enabler, and feels guilty if he/she does not go to the rescue

Persecutors justify their use of force as doing what must be done. Often persecutors feel a great deal of pride in their ability to take advantage or to have power over others. The Persecutor is controlling, blaming, critical, oppressive, angry, authoritarian, rigid and superior.

Given these roles can be destructive, how do we break out of them? First, become aware of the stress and the suffering you are causing yourself and others. Is this what you truly want?

Second, challenge your stories. Does playing victim or rescuer serve you? Does it bring you peace? Are you actually the persecutor in this relationship? What pain are you causing and is it worth it? Is this what you want?

Third, establish the intention to change. Victims become creators and teachers, and in these roles they have power. As they transcend their victimhood they become role models for how to become accountable and responsible. They can teach by example how to rise up from powerlessness to empowerment.

Rescuers become healers and facilitators. Instead of being the hero/savior of others, they become as midwives. That is, they help others to give birth to themselves as transformed people. Healers and facilitators guide others toward success, but the success belongs to those who are transforming.

Persecutors become mentors rather than tormentors. They teach and lead with integrity. They elevate others from being targets they can shoot at to by helping them see goals they can shoot for. They challenge the status quo, and they challenge their mentee's dysfunctional stories.

The Drama Triangle is extremely stressful because it is outer-directed. In other words, it has you focused on things outside your control. Transformation to teacher/creator-healer/facilitator-mentor/challenger has you more inner directed. You are inner directed because that is the only place where you have control. By changing you, you become influential.

Establish a vision for the person you want to be. If you envision yourself living in integrity—being honest with yourself and others, telling the truth yet with kindness, then it will seem more stressful at first. Habits are always difficult to break.

As you align your thinking and your behavior with your vision, with who you want to be, you experience less stress. When you let go of the need to control others, you find greater calm within you, and you transcend the Drama Triangle.

You play the roles of teacher or mentor or healer, but these roles are not who you are. Who are you? That is a spiritual question, and you find answers through whichever spiritual path you are drawn to, whether that be a specific set of practices, a religion, or inner realization.

At this point you become more influential. A person who is aligned with who they are, with their own vision has a positive effect on others. You are a leader, because people want to either follow you and/or listen to you. You are no longer plagued by dramatic story-telling, because drama is no longer your thing.

Being is your thing—being who you are. Things change; relationships may change; but you are always you. There is no need to tell yourself stories of victimhood, or winning against others, or rescuing others. It is within where you find stability, power, strength, and compassion. You navigate the joys and pains of life with greater ease.

William Frank Diedrich is a Speaker, Executive Coach, Facilitator, and the Author of ten books. His most recent book, co-authored in 2024 with Michael A. Limauro and John Bailey (Both of Charlotte, MI), is entitled: *The Practice of Letting Go*. For more information go to <http://humanadulthood.com>. This title is also found on Amazon.

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For Immediate Release

July 3, 2024

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Fraser Trebilcock Shareholder Sean P. Gallagher Recognized as a 'Michigan Go To Lawyer' for Cannabis Law by Michigan Lawyers Weekly



Sean P. Gallagher
sgallagher@fraserlawfirm.com

Lansing, MI – Fraser Trebilcock Shareholder Sean P. Gallagher has been recognized by Michigan Lawyers Weekly as a ‘Michigan Go To Lawyer’ in 2024 for cannabis law. “I am honored to have been recognized by Michigan Lawyers Weekly as a ‘Michigan Go To Lawyer’ for cannabis law,” said Sean.

Mr. Gallagher is Chair of the firm's Administrative & Regulatory department, and his experience includes serving as an advisor, advocate, counselor, and strategist, with particular focus on highly regulated areas of law, including energy regulation and procurement matters involving industrial and other businesses, hazardous materials pipeline regulation, telecommunications, cannabis and industrial hemp, and municipal public employee pension funds.

Mr. Gallagher has assisted in protecting the interests of public

pension participants, retirees, and their beneficiaries in both investment and benefits-side related litigation and advising on governmental transparency and statutory report regulatory compliance matters, serving as legal counsel to the Retirement Systems of the City of Detroit before, during, and after the City of Detroit's Chapter 9 bankruptcy proceedings.

Michigan Lawyers Weekly's program honors leading lawyers in a particular field of law as nominated by their peers. Michigan's Go To Lawyers identifies and recognizes the top lawyers across the state in a given practice area. You can find more information and the full list here.

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Mandated Succession Planning License Renewal and Your Interim Administrator Plan

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

Interim administrator planning became mandatory in Michigan on September 1, 2023. See MCR subchapter 9.300 and State Bar Rule 21 for the requirements.



April Alleman
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License renewal for the 2024-2025 Bar Year is upon us and just like last year, members who are active and in private practice* will be required to complete their interim administrator plan. However, if a plan was previously in place during the 2023-2024 Bar Year, that plan will carry over to year 2 with members being able to keep their selection or cancel and make a new selection.

If a member chooses to keep their selection, the remaining plan questions will be skipped, and the member will proceed with license renewal. With this selection, your designated interim administrator will *not* need to accept the nomination again, their previous acceptance will carry over.

If a member chooses to cancel and make a new selection, their 2023-2024 Bar Year

selection will be cancelled, and the member will be prompted to complete a new interim administrator plan with the same plan options as last year.

If you have any questions regarding interim administrator planning, please call 517-346-6355 or email IAP@michbar.org.

For other license renewal inquiries, please call 888-SBM-ForU (888-726-3678).

*Reminder: private practice attorneys are attorneys who have one or more clients for whom they use their Michigan law license for. See our website for more information.

Contact Info:

Email: IAP@michbar.org
517-346-6355
www.michbar.org/Rule21



16th Annual Barristers

March 13, 2025

U Club at 6:00 p.m. - 8:00 p.m.

Three Dickinson Wright Attorneys Named 2024 Michigan Super Lawyers

LANSING, Mich., – Dickinson Wright is pleased to announce that three of the firm’s attorneys in Lansing have been named *2024 Michigan Super Lawyers*.

Super Lawyers is a listing of outstanding attorneys from more than 70 practice areas who have attained a high degree of peer recognition and professional achievement. *Rising Stars* are the top up-and-coming attorneys in the state – those who are 40 years old or younger, or who have been practicing law for 10 years or less. Only five percent of the lawyers in the state are named *Super Lawyers*, while only two and a half percent are named *Rising Stars*.

Dickinson Wright attorneys recognized on this year’s *Michigan Super Lawyers* list include:

Lansing, MI

Peter H. Ellsworth, Administrative Law

Kester K. So, Government Finance

Jeffery V. Stuckey, Appellate

Dickinson Wright is a general practice business law firm with more than 500 attorneys among more than 40 practice areas and 16 industry groups. The firm has 21 offices, including six in Michigan (Detroit, Troy, Ann Arbor, Lansing, Grand Rapids, and Saginaw) and 13 other domestic offices in Austin and El Paso, Texas; Chicago, Illinois; Columbus, Ohio; Denver, Colo.; Ft. Lauderdale, Fla.; Lexington, Ky.; Nashville, Tenn.; Las Vegas and Reno, Nev.; Phoenix, Ariz.; Silicon Valley, Calif.; and Washington, D.C. The firm’s Canadian offices are located in Toronto and Windsor.

Dickinson Wright offers our clients a distinctive combination of superb client service, exceptional quality, value for fees, industry expertise, and business acumen. As one of the few law firms with ISO/IEC 27001:2013 certification and one of the only firms with ISO/IEC 27701:2019 certification, Dickinson Wright has built state-of-the-art, independently verified risk management procedures, security controls, and privacy processes for our commercial transactions. Dickinson Wright lawyers are known for delivering commercially oriented advice on sophisticated transactions and have a remarkable record of wins in high-stakes litigation. Dickinson Wright lawyers are regularly cited for their expertise and experience by Chambers, Best Lawyers, Super Lawyers, and other leading independent law firm evaluating organizations.

ICBA Calendar of Events

Ask A Lawyer

October 17, 2024

Capital Area District Library

Downtown Lansing

at 5:30 p.m. – 7:00 p.m.

130th Annual Dinner

Thursday, November 14, 2024

New Location

Crowne Plaza at 6:00 – 8:00 pm

16th Annual Barristers

Thursday, March 13, 2025

U Club at 6:00 p.m. – 8:00 p.m.

Meet the Judges

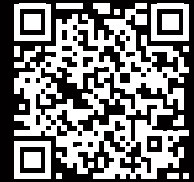
Thursday, January 9, 2025

U Club at 6:00 p.m. – 8:00 p.m.

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Criminal Defense Law Section

On Friday, August 23, 2024, Jessica Zimbelman of the State Appellate Defender Office provided an amazing update on case law to the Ingham County Bar Association Criminal Defense Law Section as well as previewing the important cases likely to be decided soon by our appellate courts. It was an amazing presentation via Zooam, and we're incredibly thankful for her enthusiastic and thorough presentation - so much so that she will be back on December 6, 2024, to provide another update. Thanks again, Jessica, for your wonderful presentation and constant support of the ICBA-CDLS!

Other upcoming presentations include:

- September 20, 2024 discussing in a round table fashion Warrant Challenges and Leon Good Faith.
- October 11, 2024 discussing cross-examination of police officers.

- November 8, 2024 discussing sentencing guidelines - an introduction and refresher.
- December 6, 2024 criminal case law update.

Email Chris Wickman (cwickman@nicholslaw.net) for registration links for these presentations. Email Chris Wickman or Marisa Vinsky (marisa@cndefenders.com) with any other questions or comments regarding the ICBA-CDLS. In the second half of the ICBA calendar year, we hope to have presentations on warrantless searches, SORA, rape shield motions, technology in trials, and more!

All our presentations are open to criminal defense attorneys throughout the State of Michigan.

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 2nd Wednesday 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

The Probate and Trust Section Chair is Ernschie Augustin. The Section holds its in person meetings the second Wednesday of every other month at Noon 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 Ernschie at augustin@augustinlawoffices.com.

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 lunch for our in-person meetings. Email Ernschie Augustin if you are interested.

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 Sailor, Megan Cochrane, and Emily Erbisch.

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@endefenders.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.

Thanks for reading

BRIEFS



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Next issue: **Veterans**



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