

PRESIDENT'S MESSAGE

by Anna Rushworth



I know that we all have busy lives, juggling our jobs, families, activities, and our organization. I also know that the past several years have been tough on our industry. As leaders of your firms, you have been forced to rethink completely the way you do business. You may have been required to lead the restructuring of your organization, which might have included conducting layoffs and changes to your staffing ratios, and other unpopular and emotionally draining decisions. You are expected to be the leader of technology in your organization, staying on the cutting edge to keep abreast of a rapidly changing industry. You are under extreme pressure to continue to anticipate and move your firm forward, while still managing a very tight budget. We all know several law firm administrators that have lost their jobs over the years, and we also know that we must stay at the top of our game and keep evolving in order to remain effective and relevant. We are experiencing new pressures that 15 to 20 years ago were unfathomable.

In talking with several Business Partners, they are also feeling the heat. Our BPs are required to continue to bring in new business, keep their current clients happy and loyal, cover much larger regions, operate under budgetary constraints, and demonstrate their return on investment through their funding of organizations such as ALA.

On average, they are spending more time traveling, and their resources are stretched thin. The reality is that with both administrator and business partners, the pace and demands will continue to accelerate rather than ease up. Understandably, now more than ever, we need to continue to partner with and support one another.

As an organization, we are also forced with watching the budget and making important decisions for the future. Over the past couple of years, we have seen a decrease in the amount of Business Partner sponsorships, no doubt for the reasons I referenced above. For the first time in over a decade, we are going to have to raise the dues from \$195 to \$265 to help offset Chapter expenses.

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Got CLM?

If you are interested in becoming a CLM, you may want to consider joining a CLM Study Group, or checking out study materials from our library. Please contact our San Diego Chapter Librarian, [Gerald Hester](#) for materials. For more information on eligibility and test dates, [click here](#).

ISSUE XXXVII

Jan/Feb 2016

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*"The only way to make sense out of
Change is to plunge into it,
Move with it, and join the dance."*

- Alan Watts

THE MANDATE



As you know, your dues include all chapter membership lunches, the leadership dinner, Employment Law Update, and all other networking and educational opportunities provided by the Chapter. The reality is the dues do not cover these expenses, actually only about a third, our Business Partners make up the remainder through their sponsorships. Therefore, it is critical that we continue to support our Business Partners so that they will continue to support us.

Finally, I want to give thanks to our Board members and committee chairs for all their hard work and countless hours devoted to the chapter. All of our positions are voluntary and often require a significant time commitment on top of our other responsibilities.

I also want to thank our incredible members for all you do. You are all truly exceptional, that is why you are in the roles of leadership in your law firms. You are able to evolve and persevere. You are the leaders of your organization and you set the standard of how others in your organization handle the changes. So pat yourself on the back. You earned it.

I look forward to seeing you all at the Labor Law Update and Legal Resource Fair this coming Tuesday.

The ALA Job Bank is a great place to post for talented managers and staff!

For more information and to submit job postings, please contact:

TAMMIE L. MCQUAIN
(619) 819-2433
tmcquain@mpplaw.com

Or visit the San Diego ALA website to see what's new!

<http://www.sandiegoala.org/jobs>



Take advantage of the resources at
SANDIEGOALA.ORG, and stay
Connected with ALA!





Legal Division

The competition for talent is intensifying and the management of today's workforce is becoming increasingly complex. Eastridge Workforce Solutions* delivers technology-enabled workforce solutions to help companies recruit, retain and manage exceptional talent with ease.

Law firms and corporations rely on our Legal Division to deliver legal support and attorney recruitment solutions in the following areas:

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THE VALUE OF PARTNERSHIPS

"As a Human Resource Professional with a large firm, my job can be very difficult if I don't choose the right business partners to work with. One business partner that I view as absolutely exceptional, is our firm's health insurance broker, Health Savings Associates.

I have been in my position as Human Resource Director with Higgs Fletcher & Mack for over 17 years and until about three years ago, I absolutely dreaded our annual insurance renewal. For a variety of reasons, our health insurance costs had skyrocketed and it had reached a point that we had to do something drastic.

In 2012, as a favor to one of our partners, we met with Health Savings Associates, along with a number of other brokers trying to figure out a way to salvage our situation. Although we were skeptical because we felt that Health Savings Associates might be too small for our size firm, we heard them out. What we heard was creative ways of doing things, including introducing health savings accounts, and other cost saving measures. As a last ditch effort, we decided to give them a chance and have not regretted it for a moment.

Beyond their highly successful negotiation skills to keep our premium increases to a minimum, their customer service is exceptional. They do the heavy lifting for me. They are always responsive and it has made my job so much more enjoyable, knowing that we are providing excellent benefits and support to our firm members. Their one-on-one service is exactly what our firm expects and are receiving through Health Savings Associates. They are also tremendous supporters of our Chapter, and are currently working with several other ALA firms.

I hope if you are ready to make a positive change that you contact Maria McGaffigan at (858) 461-5103 or maria@thehsateam.com and set up a time to meet with them."

Anna Rushworth
Human Resources Director, Higgs Fletcher & Mack

Community –

ALA consists of professionals continually working together to share ideas pertaining to efficiencies within their prospective firms. The ALA Leadership and its members are constantly willing to help each other regardless of the situation. In addition to the ALA's professional contributions they never seem to lose focus on the San Diego's local charities.

The San Diego ALA Chapter redefines the word "Community" and we are honored to be considered a small part of all the mission and vision that is trumpeted throughout our San Diego ALA "Community"

Greg Stesiak
Managing Director, D4 Discovery

THE MANDATE



Gain more from your membership and get involved in 2016!

Dear Chapter Members:

Do you want more out of your membership? Would you like to network with like minds? How many times have you been faced with an issue where "no one else understands" and you could use a group of peers to consult?

Then take the opportunity to get involved in the SD Chapter in whatever capacity you are comfortable:

- Are you good behind a camera? Consider taking photos at our meetings and events, or share the fun with another member.
- Do you thrive on community involvement? Look into our Community Connections efforts, Couture for a Cause and Project LEAP, our program for high school students.
- Maybe you have great ideas for increasing membership in the Chapter? Join the Membership Committee and help lead our Peer Connections program.
- Are you organized and task oriented? We need help with CLM materials, Bylaws/Ethics, Historian tasks, as well as the Salary Survey.

The 2015 – 2016 Chapter term starts on April 1, 2015, but planning is paramount. I would love to see more of you involved. I have included a brief description of each committee, and the ALA Membership Handbook has a more detailed one, or just ask me or another current Board member.

Let's work together to make our Chapter the best it can be! Please complete the information below and return it to me at mmenzer@allenmatkins.com, or give me a call at 619-233-1155.

All my best,

Monica Menzer
Past President 2014-2015

ALA
Association of Legal Administrators

Stay Connected with ALA!

facebook **LinkedIn**

twitter

Facebook:
www.alanet.org/facebook

LinkedIn:
www.alanet.org/linkedin

Twitter:
www.alanet.org/twitter

www.alanet.org

Your connection
to knowledge, resources and networking

THE MANDATE



Gain more from your membership and get involved in 2016!

Name _____ Firm: _____

Phone No. _____ Email _____

I'm interested in volunteering for the following committee(s) (you are not beholden to all you select):

- ___ **Chapter Audit** – perform audit of Chapter finances once a term.
- ___ **Chapter Library / CLM Materials** – maintain materials to loan to members; organize CLM study program?
- ___ **Bar / Professional Association Liaison** – Chapter's connection to other legal organizations.
- ___ **Bylaws / Ethics** – maintain and update Chapter Bylaws, as necessary.
- ___ **Communications** – provide efficient and effective communication to Chapter members, including the "Month-at-a-Glance."
- ___ **Community Connections / Project LEAP** – charitable Chapter efforts; Couture for a Cause; work with local high schools to create programs promoting opportunities in the legal profession.
- ___ **Diversity Committee** – plan annual diversity presentation; promote diversity within the Chapter.
- ___ **Education** – work with President Elect on planning Chapter education activities/speakers.
- ___ **Handbook** – maintain and update membership handbook.
- ___ **Historian** – maintain Chapter memorabilia.
- ___ **Invitations** – design and create options for invitations for BP luncheon, MP luncheon, Leadership Dinner, and other Chapter events.
- ___ **Legal Resource Fair** – Chapter annual Business Partner resource fair in February.
- ___ **Meetings Coordinator / Hospitality** – assist Meetings Chair to coordinate Chapter meetings.
- Receive RSVP's; maintain name badges; and/or welcome attendees.
- ___ **Membership** – team up with the Vice President/Membership Chair to bring in new members and maintain current membership.
- ___ **The Mandate (Chapter Newsletter)** – with Editor-in-Chief produce bi-monthly newsletter.
- ___ **Photographer** – photograph Chapter meetings, events, and other functions.
- ___ **Public and Media Relations** – represent the Chapter in publicizing and promoting events.
- ___ **Salary Survey** – implement annual Chapter salary survey.
- ___ **Academic Scholarship** – selection process to promote and award an academic scholarship to two deserving students.
- ___ **Social Media** – assist Social Media Chair in promoting Chapter LinkedIn, Facebook, and Twitter pages.
- ___ **Business Partner Relations** – work with Director of BP Relations in promoting, managing and maintaining vendor relations.
- ___ **I'd like to help another way:** _____



Getting Your Green On: How to Bring Your Law Firm into the 21ST Century

By Lauren Menzer

The world of sustainability is difficult: a lot of us want to embrace

being “green,” but just don’t know how. Moreover, we may think that we are engaging in sustainable practices just to find that there is, in fact, a better way. In the corporate setting, making a change appears even more difficult because we are working with a community of individuals who may or may not have the same sentiments about decreasing our office’s footprint. Most individuals have heard of the three R’s (reduce, reuse, recycle), and along with a fourth, here are a few suggestions to make it easier on everyone:

Reduce

Reducing consumption has wide-ranging positive impacts. In the office setting, reduction can take place in multiple ways such as shifting from paper printing to utilizing digital formatting. Conference calls and telecommuting are perhaps the best ways to reduce transportation costs and the stress of finding parking. After all, is a day working from home in your PJ’s all that bad? And signage is key - discover practices in your office that can make the most difference and you will be surprised to see how much a little reminder can make! This includes anything from placing signs around, reminding individuals to turn off water, to turning off computer monitors at the end of the day. Spend the time it takes for your computer to boot up in the morning by putting your lunch in the fridge or doing deep breathing exercises.

And double-sided paper, what could be easier. Half the paper, half the cost! You can spend the money you save on something more exciting than paper, I can assure you. Also reassess the restaurants that you cater from and use those that source their food locally. It often tastes better and supports families in our immediate area.

Reuse

This R plagued me for years while I tried to decide if using a disposable plastic bag is better than using a Tupperware container that I would inevitably wash with precious water. This issue requires a comprehensive look at the entire lifecycle of both. Plastic is derived from petroleum, an extraction process that requires energy, water, transportation, likely the destruction of nature, and is then disposed of in a landfill where it will sit for upwards of 500 years waiting to decompose. This process is the same for Tupperware; however, the amount of water you will use to clean the container after each time it is reused is significantly less than the lifecycle of each disposable plastic bag.

In your office space, I urge you to replace plastic forks with silverware and disposable cups with mugs. The dishwasher probably gets run every day already and these do not take up much space at all. If you are buying compostable cups, sending them to the landfill means they are not fulfilling their duty of biodegrading and will instead stay in the same condition as when they first reached the trash can. There are composting programs available, look around for one that works best! And see if your caterers will accept their platter and bowls back after use, or better, if you can give them some of your reusable ones to use for your luncheons and events. Your reusable ones probably look better than the plastic disposables anyway.

Recycle

Many often think that recycling is good, and while it is, it is also important to remember that it still consumes energy and miles of transporting the discarded material. In fact, most of the paper that is recycled in the US is sent overseas to China to then be remarketed as something else. This goes for electronics too. Not all e-waste companies are ethical and it is important to research who you are working with.

Some export their materials to developing nations and parts of the product that go unused end up in their water, intoxicating it for local villages. Researching companies is key!

In this day and age, plastic water bottles are passé. How about a reusable water bottle with your company logo that lawyers can bring to client meetings? A win for the environment, and a win for your law firm. Reflecting on what was stated earlier, the recycling bin is another great area for signage, the city has a comprehensive program with more resources that can be found [here](#).

Refuse

Little known to the mass population, this is the most important of the R's. If we refuse certain items in the first place, we won't have to find a solution

downstream (i.e. later on). Choosing to not order an extra container of food for a party because you know that it may not get eaten is a foolproof way to ensure that you do not have to worry whether to slough it off on colleagues at the end of the night or throw it away (gah!).

Let's talk about pens. Do we really need five black, three blue, a red, and an assortment of highlighters? My highlighters always dry out before I even have the time to finish using them. It is better to leave these in the copy room for someone who really does need them (or thinks that they do). And the biggest biggie, please, refuse the handouts at conferences. No one really needs more stress balls or sticky notes imprinted with company logos. Refusing is synonymous with prevention, and as we can see with all of these examples, refusing will save a lot of headache in the first place not to mention a better world for all of us.

TIPS TO STAY FIT WHILE YOU WORK

1. **Leg Straightener:** Sit slightly forward away from the backrest and lift one leg at a time about three inches off the ground. Then, tighten your leg muscles and hold for five to ten seconds. Relax and repeat two times a day on each leg.
2. **Foot Alphabet:** If able, slip your feet out of your shoes. Sit up straight with both feet on the floor. Raise one foot high enough so that you can swivel your foot around in all directions. With your big toe, write the alphabet. Repeat with the other foot. Try this two to three times per day.
3. **Arm circle:** Sit straight with your feet flat on the floor. Lift your arms out to your sides and parallel to the floor. Extend your fingers and make 20 small, tight circles in each direction. If there is someone sitting to your left or right, you can also extend your arms to the front or over your head.
4. **Chair Pushes:** If you have a chair with wheels and can scoot easily, sit in the middle of your chair with your back away from the backrest. Lean slightly forward until your chest is a few inches from your desk. Grab your desktop with both hands at about shoulder width. Your elbows should be bent along your sides. Push out until your arms are almost fully extended, leaving a slight bend at your elbows. Pull yourself back to starting position. Repeat ten to fifteen times, once per day.

For more information on staying fit while you sit – visit <http://www.active.com/fitness/>





MEMBERSHIP REPORT JANUARY 2016 By Shaila Schaible

MEMBERSHIP NEWS

New Members

Emily Gupta
Office Administrator
Mulvaney Barry

Susan Morrill Pierce
Office Manager
Bowman & Brooke

Prospective Members Cont.

Scott Stewart
Controller
Klinedinst, PC

Bridget J. Maisis
Office Manager
Schweitzer Law Group

Linda A. Coxen
Office Manager
Dept. of Justice

Current National Members: 119
Current Chapter Members: 111



Know someone who should be a member of ALA? Refer them to Shaila and earn points toward great prizes!

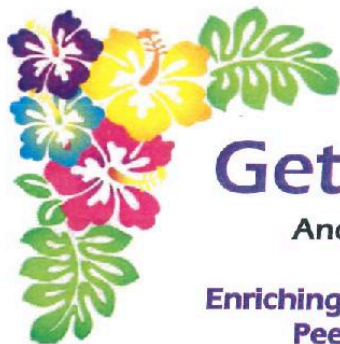
For more information and to participate in the program, please contact:

SHAILA SCHAIBLE

(619) 236-1551
schaible@higgslaw.com

Or visit the San Diego ALA website to see what's new!

<http://www.sandiegoala.org/>



Get ALA'd!

And Get All This:

Enriching education sessions
Peer networking
Keep up with legal trends
Professional growth
Business Partner connections
New friends & FUN!



Awaken your spirit of Aloha and join us for an exciting year ahead!

Earn Aloha Points by attending events and referring new members.
 Every point is worth one ticket that will be entered into several drawings for fabulous prizes
 on the following dates:

TWO Fall Conference Scholarships w/stipend – drawing on 7/21/15

Aloha Points will accumulate from April 1 to June 30 (must be present to win)

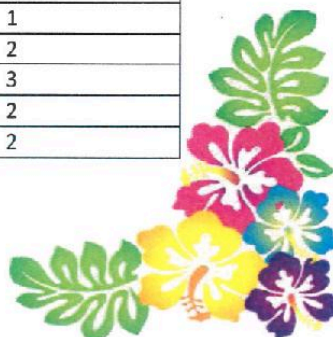
Tablet and other prizes – drawing at the Holiday Luncheon, 12/8/15

Aloha Points will accumulate from April 1 to November 30 (don't have to be present)

ACTIVITIES TO EARN POINTS	ALOHA POINTS EARNED
Renew Your Membership	2
Join as a New Member	3
Refer a New Member	3
Attend a Regular Monthly Membership Meeting	1
Attend a Monthly Board Meeting	2
Attend the Diversity Meeting	2
Attend the Annual Conference	3
Attend Cocktails and Connections	3
Attend the Business Partner Appreciation Luncheon	2
Attend Couture for a Cause Event	2
Attend the Managing Partner Luncheon	1
Bring your Managing Partner to MP Luncheon	1
Attend a Chapter Social	1
Sign up with the Peer Connection Program	2
Attend the Business of Law Conference in the Fall	3
Volunteer on a Committee	2
Participate in the 5K Run	2



Printing compliments of D4 Discovery





ALA SAN DIEGO 2015/2016 CALENDAR

APRIL 10	LEADERSHIP RETREAT Courtyard by Marriott, downtown
APRIL 21	LEADERSHIP DINNER The Prado in Balboa Park
MAY 12	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by First Legal Network</i>
MAY 17-20	ALA NATIONAL CONFERENCE Nashville, TN
JUNE 18	DIVERSITY EVENT The Westgate Hotel <i>Sponsored by UPS</i>
JULY 21	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Legal Staff</i>
JULY 30	COCKTAILS & CONNECTIONS Location TBD
AUGUST 18	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Nationwide</i>
AUGUST 27	NEW MEMBER SOCIAL Morton's Restaurant <i>Sponsored by Morton's</i>
SEPT 15	BUSINESS PARTNER APPRECIATION LUNCHEON The Doubletree Mission Valley
SEPT 24	COUTURE FOR A CAUSE San Diego Hall of Champions
OCTOBER 20	MANAGING PARTNER LUNCHEON Morton's Restaurant downtown
OCTOBER 22-24	BUSINESS OF LAW CONFERENCE Las Vegas, NV
NOVEMBER 17	MEMBERSHIP MEETING The Westin Gaslamp <i>Sponsored by Peterson Reporting</i>
DECEMBER 8	HOLIDAY LUNCHEON The Westgate Hotel <i>Sponsored by Exclusively Legal</i>
JANUARY 12	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Robert Half Legal</i>
FEBRUARY 9	LABOR LAW UPDATE / LEGAL RESOURCE FAIR Sheraton Mission Valley
MARCH 22	LEADERSHIP DINNER The Prado in Balboa Park
BOARD MEETINGS	4/10/15; 5/5/15; 6/9/15; 7/14/15; 8/11/15; 9/8/15; 10/13/15; 11/10/15; 1/5/16; 2/2/16; 3/8/16. Locations TBD



Printing compliments of D4 Discovery





ASSOCIATION OF LEGAL ADMINISTRATORS
SAN DIEGO CHAPTER

SAVE THE DATES

Upcoming Monthly Membership Meetings

RSVP: Kathy Culver at kculver@ssvwlaw.com

January 2016

January 12 **Topic: Going Electronic while Evolving from Records Management to Information Governance**
Speaker: Canon
Time: 12:00 to 1:15 p.m.
Location: Westin Gaslamp (Horton's Plaza)

February 2016

February 9 **Labor Law Update and Legal Resource Fair**
Topic: *Wage & Hour Law Update; How to Handle Unemployment Claims; Transgender Cultural Competency*
Speaker: Alison Alpert, Esq., Arlene Prater, Esq., Joseph Sanchez, Esq.
Time: 12:15 – 1:30 p.m. – Lunch; 1:30 – 3:30 Seminar; 3:30 – 5:30 LRF
Location: The Doubletree Hotel by Hilton (Mission Valley)

March 2016

March 22 **Annual Leadership Dinner**
Time: 5:00 to 7:00 p.m.
Location: The Prado



**ASSOCIATION OF LEGAL
ADMINISTRATORS
SAN DIEGO CHAPTER**

**Tuesday, February 9, 2016
Annual Labor & Employment Law
Update &
Legal Resource Fair**

Location: Doubletree by Hilton
(Mission Valley)
7450 Hazard Center Drive,
San Diego, CA 92108

Parking: Free Street Parking OR
Hazard Parking Lot
Free Covered Parking (*exit anywhere
other than the Doubletree exit*)

RSVP: Kathy Culver at
kculver@ssvwlaw.com
Final RSVP due by Friday, February,
February 5, 2016

CANCEL POLICY: Last day to
cancel without penalty is Friday,
February 5, 2016.

*Please note that NO SHOWS or
Late Cancellations will result in a \$50
fee.

**EDUCATION & LEGAL RESOURCE
FAIR SCHEDULE**

12:15pm - 12:30pm Member
Registration - Brickstones Room

12:30pm - 1:30pm Buffet
Luncheon & Chapter Business

1:30pm - 3:30pm Labor &
Employment Law Update

3:30pm - 5:00pm Legal Resource
Fair - Exhibit Hall

5:00pm Prize Drawings (*Members
Only*)

**2.0 CLM Credit
2.0 MCLE Credit**

**ALA Chapter Members: Free
Non ALA Members - Lunch &
Program: \$65**

**A Scholarship and \$200 travel
allowance will be awarded to The
ALA Annual Conference – May 22-
25, 2016, Los Angeles, California**

SPORTS TRAINING ACADEMICS RECREATION POLICE ATHLETIC LEAGUE

BOARD OF DIRECTORS

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GL Solutions
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Community Activist (In Memoriam)
 Bill Kolender
SD County Sheriff's Dept. (In Memoriam)
 Ron Roberts
SD County Board of Supervisors
 Dan Spinazzola
Diversified Restaurant Systems
 Bill Walton
NBA Hall of Famer

SD POLICE DEPT. LIAISON
 Asst. Chief Mark Jones

STAR/PAL INTERIM EXEC.
 DIRECTOR
 Claire O'Leary

Bringing youth and law enforcement together TODAY
 to build safer communities TOMORROW ★



December 28, 2015

Attn: Anna Rushworth
 ALA San Diego Chapter
 PO Box 12809
 San Diego, CA 92112

Dear Ms. Rushworth,

On behalf of the youth we serve, I would like to thank you and the Association of Legal Administrators for raising \$13,000 at this year's Couture for a Cause event in support of STAR/PAL. This award will help STAR/PAL each year bring over 4,500 underserved youth together with law enforcement officers for a positive interaction!

STAR/PAL's mission is to empower underserved youth to build a safer and more prosperous community by engaging with law enforcement and collaborative partners. Our objectives are: to promote youth safety through crime & violence prevention education; to cultivate youth empowerment through civic engagement & enrichment activities; and to offer youth programming in underserved communities.

The strength of the STAR/PAL organization and the reason why we serve so many youth with opportunities otherwise not afforded to them, can be attributed to our many wonderful supporters. These supporters include the San Diego Police and County Probation Departments, who provide the organization with valuable in-kind law enforcement officers, as well as organizations like the Association of Legal Administrators that are willing to support our mission by selecting us as the beneficiary organization of the Annual Couture for a Cause event.

Thank you again for supporting STAR/PAL as we bring youth and law enforcement together today to build safer communities tomorrow!

Sincerely,



Claire O'Leary,
 Interim Executive Director, STAR/PAL

CC: Henry Angelino

www.starpal.org
 TAX ID: 33-0363138

P: 619.531.2718
 F: 619.531.2782

4110 54th Street
 San Diego CA 92105

A CHILD HEARD.



VOICES
FOR
CHILDREN

A LIFE CHANGED.

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President/CEO

December 22, 2015

Monica Menzer
Couture for a Cause
PO Box 12809
San Diego, CA 92112-3809

2851 MEADOW LARK DRIVE
SAN DIEGO, CA 92123
TEL 858 569 2019
FAX 858 569 7151
www.speakupnow.org

You will find, as you look back on your life, that the moments that stand out are the moments when you have done things for others.
—Henry Drummond

Dear Ms. Menzer,

We are so grateful for your contribution of \$13,000.00 to Voices for Children. We are always so honored to be a beneficiary of Couture for a Cause, and this year was no exception. Thank you!

As you know, childhood should be a time of happiness and security, but for many boys and girls in San Diego County, it is instead a time of tragedy, chaos, and suffering. Unfortunately, for these children home is not always the safe place it should be, and this year, more than 5,000 of them will live in foster care. Katie is just one of them.

Katie's parents were arrested for drug dealing, and she ended up living with relatives. But there was severe abuse in that household and ultimately, she was removed from the home and placed into foster care at 11 years old. Neither reunification nor adoption were feasible options for Katie, so she ended up in a long-term foster care placement. She was depressed and lethargic, with few friends. She hated school. The judge on her case asked Voices for Children to assign a volunteer advocate, and CASA Melissa has been an inspirational source of support and stability for Katie for the past three years. "I became a CASA because I wanted to make a difference in the life of a child in need," Melissa explained.

Katie is now thriving. She is a more confident teenager, her grades are good, and with her CASA's help, is beginning to think about college as an option after graduation. Without Melissa by her side, it's hard to imagine what Katie's life would be like.

Thanks to you and many other donors, Voices for Children is able to help thousands of children like Katie, through the dedicated, compassionate Court Appointed Special Advocates we recruit, train, and supervise. These CASA volunteers are the lifeline and safe harbor for foster children all over San Diego County, and last year, 2,541 boys and girls received life-transforming advocacy. Our goal is to provide a CASA to every foster child who needs one.

On behalf of our entire Board of Directors, our staff, and our CASA volunteers, thank you again for making this possible!

With warm regards,



Sharon M. Lawrence, Esq.
President/CEO

*What a wonderful gift!
We are deeply appreciative
of your confirmed generosity
& thoughtfulness.*

CASA
Court Appointed Special Advocates
for Children

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EDITOR'S NOTE

A Special Thank You

By: Stephen Williamson

On Saturday January 30, 2016 I was honored to host the second annual ALA 5K 4 Kids to benefit the Stand Up for Kids charity. I fell into the race director position in early 2014 when our Past President, Monica Menzer, *persuaded* me when my cognitive faculties were not altogether present. Hindsight being 20/20, that turned out to be one of the more formative moments of my life.

Organizing this event the past two years has not only allowed me to interact with some of the best humans I've encountered, like Teri Burg from the Stand Up organization, but given me the opportunity to effect change, something which is often slow going on a professional level. This race has become that with which I am most proud.

I do not, and cannot, accomplish any of this alone. Both Wendy Connor and Carol McCabe have been continuous and unfailing members of my committee. From finding quick solutions to indulging my incoherent, rambling emails, they have been with me from the beginning and I truly cannot thank them enough.

This year we were also fortunate to have generous sponsorship from a variety of people, law firms,

business partners, and businesses. I would like to thank Ahern Insurance for sponsoring the race bibs which made everyone look a little flashier on a gloomy morning.

I would also like to thank Health Savings Associates Insurance Services; Kathy Culver and her law firm Smith, Steiner, Vanderpool & Wax; and the Advanced Life Support nurses at Sharp Mary Birch Hospital for donating their time and provisions to keep everyone hydrated.

And finally, a special thanks to Stuart Johnson and Corodata for really going above and beyond with the snack table. Not only did he provide a full spread of fruits and bagels and other snacks, but donated all of the leftovers (and there was a lot) to Teri Burg to give to the kids at the Stand Up For Kids shelter

So thank you once more to all of the participants and groups who woke up and showed up to make this such a great beginning to 2016. I hope that this event continues to grow bigger and better each year, as it benefits a truly selfless organization.



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FEBRUARY BOARD MEETING . . . FEBRUARY 2, 2016
12:30 – 1:30 HIGGS FLETCHER & MACK

FEBRUARY MEMBERSHIP MEETING . . . FEBRUARY 9, 2016
LABOR LAW UPDATE AND LEGAL RESOURCE FAIR
11:45 – 5:00 AT THE DOUBLETREE HOTEL BY HILTON

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