

What's Happening at Headquarters



ALA's Annual Conference was back in full force in person in Kissimmee, Florida. Members gathered May 15–18 for four days of education, networking, making connections with business partners in the Exhibit Hall and just having fun.

On May 17, ALA held its Annual Meeting virtually, marking the annual transition of Association leadership. Sarah Evenson, JD, MBA, was officially handed the Presidential gavel from Michael T. Bumgarner, CLM, CPA, CGMA.



2022-23 Board of Directors

From left to right: Travis Armstrong, CLM, CPA; Holly K. Pulido; Karie Rivkin, CLM; Clara E. Onderdonk, CLM; President-Elect Geoffrey M. Williams, CLM, MBA, MDiv; President Sarah Evenson, JD, MBA; Kevin S. Lee, JD, MDiv; Immediate Past President Michael T. Bumgarner, CLM, CPA, CGMA; Judith A. Hissong, CLM, PCC; Jerry G. McPeake, MSLA; Amanda R. Koplos, CLM, CPA; Eric Hightower, CLM, MBA, SPHR.

We also want to recognize those whose terms ended in Kissimmee: Debra Elsbury, CLM; Jenna Carter; and Jean D. Jewell, CLM. Thank you so much for your service to the Association!

See You in Seattle

Even though we just wrapped up the festivities in Kissimmee, planning is already underway for the 2023 Annual Conference & Expo in Seattle, Washington. Join us in the Emerald City, May 7–10, for more opportunities to keep you connected to all things legal management.

More details will be arriving in your inbox soon, but if you already know you don't want to miss out, you can register now by heading over to alanet.org/events/2023-events/annual-conference.





Congratulations to ALA's 2022 Award Recipients

Every year at our Annual Conference, we honor the stellar accomplishments that our members have done in the last year to advance the legal management profession. The achievements by these individuals and chapters are what makes ALA such a strong community.

On behalf of the entire ALA Board of Directors and everyone with ALA, we congratulate you all on these achievements.

OUTSTANDING ASSOCIATION VOLUNTEER AWARD

Many think of this as a "Volunteer of the Year" award, but the basis for the award is not limited to service an individual has provided during the prior year. Recipients have been recognized for either service on particular projects or continuous/ongoing volunteer efforts, and generally such service or efforts are at the international level. There are no specific criteria for this award beyond what's stated here.

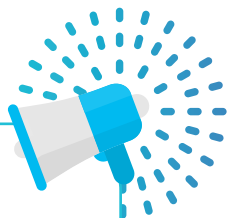
Congratulations to the 2022 recipients:



Brian P. Gilman, CLM **Smith Debnam** **Raleigh, North Carolina**

Brian P. Gilman, CLM, joined the organization in 2004 and has been an active volunteer and advocate at both the Raleigh Durham Chapter and at ALA international. He currently serves as the Vice President of the Foundation of the Association of Legal Administrators' Board of Trustees. Additionally, he served on the ALA Board of Directors from 2018 to 2020. Brian's contributions undoubtedly were critical to the Association's future given the period of leadership transition and change. Before joining the Board of Directors, he served in myriad volunteer roles, including as a Regional Representative and as a member of the Financial Management Task Force and the Regional Nominating Committee — just to name a few.

As one member put it: "Brian is the consummate advocate for ALA, both nationally and locally. By sharing the Association's message and purpose, Brian has continued to bring new talent to the Association. Brian's demeanor is one of calm and reason, always keeping the health and future of the Association and its members at heart."



OUTSTANDING ASSOCIATION VOLUNTEER AWARD



Stephanie A. Hood
Hirschler Fleischer
Richmond, Virginia

Stephanie A. Hood joined ALA in 1995 and has been an active volunteer at the chapter and international level. She began her service with the Boston Chapter in 2007, ultimately serving as Chapter President in 2013. She became a Trustee of the Foundation of the Association of Legal Administrators in 2014, where she worked tirelessly to advance its mission and goals. She also served as the Foundation's President from 2017 to 2018. Stephanie is always behind the scenes encouraging and mentoring others in the profession and championing ALA membership. Stephanie is currently a member of the Chapter Resource Team.

As one member notes, "One of Stephanie's biggest strengths is her thoughtful, fair and consistent approach to everything she does. She is respected by those for whom she works and who work for her, as well as by colleagues throughout the profession. She is a motivator, a change agent, a mentor, a leader, a champion of others and of the ALA. Those who are lucky enough to have worked with her and know her also call her a friend."



**Rita R. Nielsen, CLM, PHR,
SHRM-CP**
Locke Lord LLP
Chicago, Illinois

Rita R. Nielsen, CLM, PHR, SHRM-CP, joined ALA in 1997 and has been an active volunteer at both the chapter and international level. In addition to her many years of service on the Chicago Chapter board, she has served six consecutive years as a member of ALA's Certification Committee, where she is a staunch champion of the Certified Legal Manager (CLM)[®] program. When she began her own CLM certification journey in 2007, she learned the value of studying with a group of cohorts in Chicago. But she didn't stop there. After receiving her certification that year, she continued to help others obtain their certification, first by developing 250 questions for a sample test that study groups still use today. She attends study sessions year after year to offer her knowledge and words of encouragement. Rita is a guiding force for creating a direct path to certification for hundreds of ALA members throughout the country and beyond. Rita has also served on the Association's Nominating Committee and the 2005 Annual Conference & Expo Planning Committee.

As one member states, "ALA Chicago's study group is doing a great job helping CLM candidates to achieve results. I can't underline more the help of Rita Nielsen, ALA Chicago's CLM Director, as well as the selected speakers during the process. I am grateful to Rita for helping me through my CLM journey. I am proud to say I am the first international ALA member to earn the CLM certification."

ELEVATE ALA AWARD

As of the 2022 awards season, the Elevate ALA Award will recognize up to three recipients whose efforts in professional development, networking, visibility and inclusion are exemplary. These efforts should demonstrate advancement in the following areas:

- * Professional development content
- * Relationships between legal management professionals and their peers, as well as legal management professionals and business partners
- * ALA's prominence in the legal community
- * Diversity, equity, inclusion and accessibility (DEIA)
- * This award is now open to chapters, individuals, law firms, legal departments, business partners and other organizations in the legal community.

Congratulations to the 2022 recipients:

California Chapters



East Bay Chapter



Golden Gate Chapter



Greater Los Angeles Chapter



Orange County Chapter



San Diego Chapter



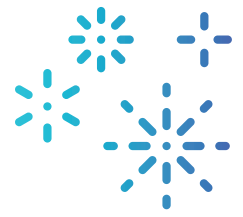
Sacramento Valley Chapter



Silicon Valley Chapter

The COVID-19 pandemic caused all legal management professionals to make major adjustments to their everyday professional lives, but everyone knew that they could look to their ALA peers and chapters for support as they navigated the new normal together. The seven California chapters of ALA were faced with ongoing pandemic restrictions, but they had a driving need to bring members together and educate them during an uncertain time — especially about the employment law updates that are so critical to California employers. Together, the chapters decided to host the inaugural California Legal Management Conference (CaLM) in January 2021. Volunteers worked for months to organize the all-day virtual conference, which was free for members of the California chapters.

Ultimately, more than 500 people attended — ALA members from California and other states, business partners and even nonmembers. The agenda focused on employment laws, mental health in the workplace, leadership and diversity, equity, inclusion and accessibility. Participants raved about the refreshing education, geared toward a modern hybrid team environment; the ability to earn CLM and other continuing education credits; the inclusion of business partners; and the collaboration among peers. CaLM was such a success that the chapters are considering making it a biennial event. Furthermore, the chapter presidents unanimously voted to donate the profits to the Foundation of the Association of Legal Administrators. They gave over \$3,000 to support the Foundation's initiatives.



ELEVATE ALA AWARD



Loeb Leadership

Loeb Leadership was nominated for this award by the New York City Chapter, but the company's influence can be felt throughout the Association. Loeb Leadership works with many ALA chapters and has offered high-level training at the international level. Indeed, many will have participated in Loeb workshops and sessions at the 2022 Annual Conference & Expo. The New York City Chapter, in particular, was able to identify Loeb Leadership's exceptional work in all the areas weighed by the Elevate ALA Award.

In the realm of professional development, Loeb Leadership provided topical, CLM-accredited programming throughout these pandemic-affected years — even on short notice, when events were rescheduled and moved to a virtual format. Its team members made frequent appearances at ALANYC's virtual and in-person networking events, and the company hosted a Business Partner Hangout complete with a cooking demonstration to strengthen its relationship with members.

In fact, Loeb Leadership continues to be a highly visible business partner for the chapter: Founder Natalie Loeb, MS, serves on its Business Partner Advisory Council and mentors new business partners, and the company collaborates on projects with other business partners. It also maintains a robust social media presence that often highlights and elevates ALA and its chapters. Finally, Loeb Leadership has made a major commitment to providing cutting-edge training, workshops and assessments on diversity, equity, inclusion and accessibility.

According to one nominator, "From personal observation, they truly practice what they preach, and it's refreshingly noticeable every time a different member of their team teaches our sessions."

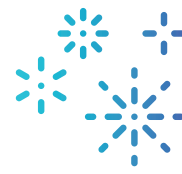


Mile High Chapter

For the second year in a row, the Mile High Chapter has received the Elevate ALA Award. The chapter has continued to demonstrate advancement in the areas under consideration. Mile High has maintained its relationships with institutions like the Sturm College of Law's legal administration program, the Rocky Mountain Paralegal Association and various community colleges. That has expanded awareness of and interest in the profession, provided internship and employment opportunities and allowed the chapter to offer input so that curricula better support the needs of the modern law firm. In 2021, Mile High added to its roster the Executive High School Internship Program at the Warren Occupational Technical Center, Red Rocks Campus, ensuring that high school seniors learn about non-attorney legal careers and how to plan for success in the field.

The chapter's involvement in the internship program has helped advance its goals in the areas of professional development, networking, visibility and diversity, equity, inclusion and accessibility. Chapter members taught the legal and criminal justice students about the inner workings of law firms, the type of education required for various positions and the expectations of the work environment. Perhaps most importantly, the members shared how they had entered the field and how their careers had evolved. Assisting with the internship program helps provide a pipeline to legal careers for students from all walks of life, and the experience prompts ALA members to not only "pay it forward" to young people in the community but also hone their professionalism and presentation skills.





NEXTGEN LEADER AWARD

The NextGen Leader Award recognizes up to 40 members per year that embody the essence of the ALA Code of Ethics through their accomplishments, their leadership qualities and the impact they are making on their legal organization, the legal industry and the Association.

Recipients of the NextGen Leader Award demonstrate conviction, dedication and relentless pursuit of personal and professional excellence through their engagement, advancement and influence in early interactions with the Association of Legal Administrators. Examples of this impact may include volunteering to support an initiative, activity, or event-related program or project at the ALA chapter or international level; joining a committee or task force; serving as a chapter officer; recruiting new members; or introducing innovative new ideas to elevate the visibility and relevancy of the Association at the chapter and/or international level.



Gretchen Kendall Pratt Morse Barnes-Brown & Pendleton, PC Waltham, Massachusetts

Gretchen Pratt joined the Boston Chapter in 2017. Immediately, the chapter benefited from her energy, leadership and knowledge.

She advocates for ALA and the chapter to the staff at her firm, encouraging membership, bringing them to events and promoting the Certified Legal Manager (CLM)[®] program.

Additionally, she is an active member of the chapter's Education Committee and has helped bring many programs to its members. She isn't afraid to voice her opinions and then back up her suggestions with action by contacting speakers on a variety of topics and curating educational content.

In 2021, Gretchen connected the Boston Chapter to a consulting vendor her firm used and successfully planned and implemented a program on law firm economics and trends in 2020 and 2021. This year, she is planning programming on mental health issues and awareness in law firms. Gretchen also moderates a bimonthly roundtable for chapter members who work at law firms outside Boston.

Given her impact on the Boston Chapter, it is often difficult to remember that Gretchen has only been a member for a few short years. She has taken the chapter by storm, and its members are all the better for it. She brings new thoughts and ideas from her impressive background, as well as energy, support and leadership. Gretchen was recently named to the chapter's Board of Directors as the Secretary for 2022–2023. She will undoubtedly continue to do great things for the Boston Chapter and ALA.

Tracy Laskos Phillips Law Group, PC Phoenix, Arizona

Since joining the Arizona Chapter in 2019, Tracy Laskos has quickly become an indispensable member and helped improve chapter operations in so many ways.

When Tracy attended her first chapter event, she made her mark on ALA. She arrived early and introduced herself as she welcomed each person into the room. She asked questions, provided insights and even completed the feedback survey after it was over. Tracy has improved how the chapter welcomes new members by sharing her experience and doing the work to make the changes happen.

She's since become a driving force for the chapter, whose leadership feels lucky to have someone willing to commit to committee positions, task forces and board positions. She has brought in new members and became an officer on the board. Tracy is the 2022–2023 President-Elect of the Arizona Chapter.

Tracy is cultivating a network that will serve to engage and support everyone, and she has proactively sought out connections through ALA all over the country — and at home. When she began her firm's reorganization, she made sure to encourage several staff members to join ALA and make the most out of the organization. She has begun coaching others within her firm and has reached out to nonmember legal management professionals in her area. She has recruited several new members to ALA because of her natural ability to motivate and encourage. As Tracy continues her ALA trajectory, she will be a beacon and inspiration to all.





NEXTGEN LEADER AWARD

Vicki Scott
Rosenberg and Pick,
A Law Corporation
Los Angeles, California

Vicki Scott has been a member of the Greater Los Angeles Chapter of the Association of Legal Administrators (GLA ALA) since July 2018 and has been a quiet, reliable force for the chapter. She truly cares about presenting the chapter at its best and promoting every activity that they do.

She is an active volunteer within the chapter, serving on the Community Connection team; Business Partner Team; and the Diversity, Equity, Inclusion and Accessibility (DEIA) team. She also volunteers her time with special events. Additionally, she has also been a great contributor on the Business Partner Team and assisted with creating virtual events to promote the services of their business partners.

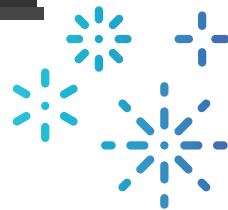
Her caring, volunteer spirit repeatedly goes above and beyond. The COVID-19 pandemic made it difficult to gather in person for the chapter’s annual Food from the Bar event at the Los Angeles Regional Food Bank. That didn’t stop Vicki, though. She stepped right up, wearing protective gear to assist in getting the job done. Additionally, she created a flyer for a book drive that helped migrant children being housed at the Los Angeles Convention Center. Most recently, she volunteered to be the secret shopper for the LA County Department of Public Social Services’ Adopt-A-Family Program during the holidays.

The future looks bright with Vicki Scott on the GLA ALA team.



PRESIDENTS’ AWARD OF EXCELLENCE

The Presidents’ Award of Excellence is a performance guideline named in honor of all our Past Presidents. It is used to encourage chapters to take effective and collaborative action in support of ALA’s mission to promote and enhance the competence of legal management professionals, improve the quality of management in law firms and other legal service organizations and represent professional legal management and managers to the legal community and to the community at large. The following chapters received this distinction:



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| Alamo | Dallas | Knoxville | Oregon |
| Arizona | East Bay | Las Vegas | Philadelphia |
| Atlanta | First State | Metropolitan Detroit | Pittsburgh |
| Austin | Gateway | Middle Tennessee | Puget Sound |
| Boston | Golden Gate | Mile High | Raleigh/Durham |
| Calgary | Greater Kansas City | Minnesota | Richmond |
| Capital | Greater Los Angeles | New Jersey | San Diego |
| Central Florida | Houston | New Orleans | Silicon Valley |
| Chicago | Independence | New York City | South Florida |
| Columbus | Indiana | Northern Virginia | Wisconsin |
| Cyber | Jacksonville | Orange County | |