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USI Affinity
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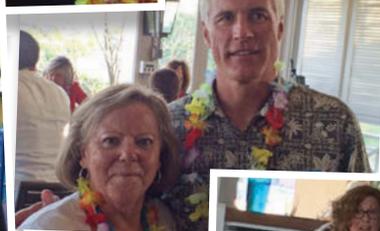
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Business Partners Enjoy Island Theme!

By Dena Lyons, Administrator, Gadsden Schneider & Woodward LLP

Members of the Independence Chapter enjoyed an evening with business partners on June 22, 2015. The island-themed happy hour was held at Bahama Breeze in King of Prussia. Members and invited business partners dressed festively in island attire. Tropical drinks and island styled foods were served throughout the evening. Three separate summer themed baskets of cheer were auctioned off by chances sold by Board Members to benefit the Chester County Fund for Women and Girls. The chapter raised over \$500 for the charity. Island music kept the mood alive and everyone enjoyed the casual, friendly setting!





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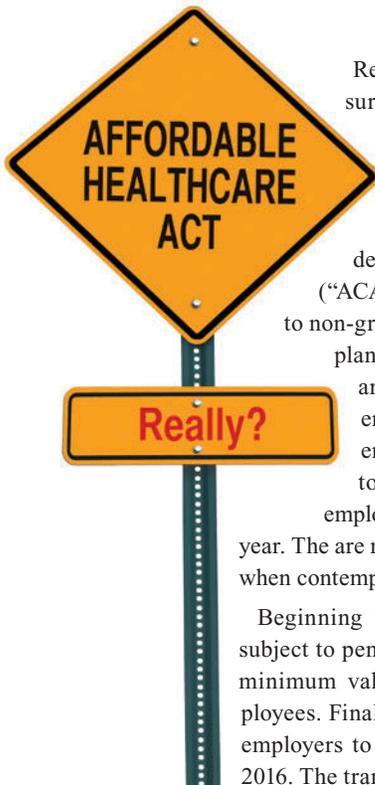
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Brian McLaughlin (Brian.McLaughlin@usiaffinity.com) is Vice President of USI Affinity's Benefit Solutions Group. For more information about insurance and benefits options for attorneys, call Brian at 1.855.874.0267



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Should an Employer with 51-100 Full-time Employees Change Its Policy Year to Delay Compliance with Certain ACA Provisions?



Representatives from several insurance carriers are encouraging employers with 51-100 full-time employees to move their policy years to October 1 – September 30, effective October 1, 2015, to delay certain Affordable Care Act (“ACA”) design requirements applicable to non-grandfathered group health plans for plan years beginning on or after January 1, 2016. The definition of “small employer” will increase from an employer with up to 50 employees to an employer with up to 100 employees, beginning with the 2016 plan year. There are many compliance issues to consider when contemplating this change.

Beginning in 2015, large employers can be subject to penalty when not offering affordable, minimum value coverage to all full-time employees. Final rules provide relief for mid-sized employers to delay the Employer Penalty until 2016. The transition relief applies to all calendar

months of 2015 plus any calendar months of 2016 that fall within the employer’s 2015 plan year so will cover non calendar-year plans, but only if the employer did not modify the plan year after February 9, 2014 to begin on a later calendar date (for example, changing the start date of the plan year from January 1 to December 1). The other conditions are as follows:

Limited Workforce Size. The employer employs on average at least 50 FTEs (including full-time equivalent employees) but fewer than 100 FTEs (including full-time equivalent employees) on business days during 2014.

Maintenance of Workforce and Aggregate Hours of Service. During the period beginning on February 9, 2014 and ending on December 31, 2014, the employer does not reduce the size of its workforce or the overall hours of service of its employees in order to satisfy the workforce size condition. Bona fide business reasons for a reduction in workforce size or overall hours of service will not be considered to violate this provision.

Maintenance of Previously Offered Health Coverage. During the coverage maintenance period, the employer does not eliminate or materially reduce the health coverage, if any, it offered as of February 9, 2014. For purposes of this paragraph, the term “coverage maintenance period” means for an employer

Continued on next page



with a calendar year plan, the period beginning on February 9, 2014 and ending on December 31, 2015; and for an employer with a non-calendar year plan, the period beginning on February 9, 2014 and ending on the last day of the plan year that begins in 2015.

Certification of Eligibility for Transition Relief. The large employer certifies on Form 1094-C that it meets the (1) – (3) above.

The policy year is relevant for transition rule purposes. The plan year is relevant for employer penalty purposes. A plan year is an accounting period. It is usually the same as the policy year (the period for which rates are locked in), but not always. To confirm the plan year, employers can examine the summary plan description and/or Form 5500. Employers relying on transition relief for the employer penalty until 2016 will no longer qualify if they change their plan years along with their policy years. If employees pay premiums on a pre-tax basis, there



should be a plan year change for the cafeteria plan. Any plan year change would have to be properly documented. It may be desirable to change other policy years (e.g., for the disability and life insurance plans) as well to maintain a consistent program.

Bottom Line is employers with 51-100 full-time employees can move their policy years to October 1-September 30, effective October 1, 2015, to delay certain design requirements applicable to non-grandfathered group health plans. In addition to changing a policy year, employers should change the plan years of their cafeteria plans to allow employees to make pre-tax elections for the new period of coverage. Also, if desired, employers should change the policy years of their other underlying benefit plans. Employers with 50-99 full-time employees relying on transition relief for the employer penalty until 2016 should not change their plan years along with their policy years.

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SHARON O'DONNELL

It's hard to believe that the summer is almost over. Suitcases are back in the attic, kids are starting a new school year, the leaves are beginning to change and The Association of Legal Administrators has started the re-branding of our organization. Much thought has been put into this rebranding effort and it has been a long journey.

Over the years, the role of the administrator has changed in many firms and corporations. Although some are still responsible for the overall administration of the firm or law department, there are many positions and titles that have evolved from the traditional administrator position. Depending on firm or law department structure, some administrator positions have branched into HR Managers, Facility Managers, Financial Managers and many others.

These changes present an opportunity for our organization to change its direction as well as its name. Beginning in October, members will be asked to vote on the new proposed title of **LawVantage** and all that it entails. If you have not done so, you are encouraged to visit the ALA website at <http://www.alanet.org/rebrand/> to follow the re-branding process. Members have the opportunity to comment on this change, and to ask questions of the Management Committee. ALA wants members to be well informed when they are called upon to cast their vote.

This change will mean a rebranding at our local chapter level as well. Your board will keep you up to date as we head down that road.

Remember that this is *your* organization and *your* chapter. Your thoughts, opinions and suggestions are always welcome.

In the meantime, get to know your fellow members. Join us at one of our monthly brown bag luncheons conveniently held in several locations to accommodate all of our members. Come to an educational event or participate in one of the many webinars your chapter has made available to you. We also have several events throughout the year to benefit charities in our varied communities.

Our Chapter is always on the move, and there are many opportunities to get involved either on an event basis or by joining one of our many committees. If you would like to take part in an event or join a committee, please contact one of your board members or committee chairs. We would love to chat about the many ways to get involved.

I hope to see you soon!



Please take a moment out of your busy day and like and follow us on Facebook, follow us on Twitter and join us on LinkedIn.



Our Facebook page is The Independence Chapter of the Association of Legal Administrators at <https://www.facebook.com/pages/Independence-Chapter-of-the-Association-of-Legal-Administrators/454195598030125?ref=hl>. Please "Like" our page and "Follow" us.



Our handle on Twitter is [@Independence ALA](https://twitter.com/Independence_ALA). Please "Follow" us.



Our LinkedIn address is www.linkedin.com/in/independencechapterala. Please join us.

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Lame Duck Dinner

On Tuesday evening, June 9, 2015, the outgoing, incoming and current Board Members of the Independence Chapter met for a “Lame Duck Dinner” at Trattoria Totaro in Conshohocken, PA. A scrumptious dinner and great camaraderie was enjoyed by all who attended.



Members enjoying each other's company after the dinner.



The August Brown Bag event was held on July 29, 2015 at the Philadelphia Aviation Country Club (Wings Field) in Blue Bell, PA. This event was hosted by Wisler Pearlstine (Michele Scarpone, Firm Administrator). Chapter members enjoyed dining outside and watching planes/helicopters landing and taking off.

Thanks for having us!

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MONTHLY –

Brown Bag Lunch Sessions:

- **Bucks County** – 1st Wednesday
(Diane Scholl, Law Offices of William L. Goldman, PC)
- **Montgomery County** – 2nd Wednesday
(Joan Wean, Hamburg, Rubin, Mullin, Maxwell & Lupin)
- **Chester/Delaware County** – 3rd Tuesday
(Diane Burkhardt, Lewis Brisbois Bisgaard & Smith LLP)
- **West Chester Area** – 4th Wednesday
(Diane Wenner, Gawthrop Greenwood, PC)
- **Bala Cynwyd Area** – Months and times T/B/A
(John Kirk, Manko, Gold, Katcher & Fox, LLP)
- **Conshohocken** – Months and times T/B/A
(Anne Paisley, Heckscher, Teillon, Terrill & Sager)

OCTOBER 1, 2015 EDUCATIONAL EVENT
“Leveraging Your Leadership Style”
Breakfast – Citizens Bank – Plymouth Meeting, PA

OCTOBER 1-3, 2015
BUSINESS OF LAW CONFERENCE – EAST
Atlanta, GA

NOVEMBER 10, 2015 – 3-7 p.m.
DELAWARE VALLEY LEGAL EXPO
Sheraton Valley Forge, King of Prussia, PA

DECEMBER 10, 2015 HOLIDAY DINNER
T/B/A

Please check our website for additional details.



Independence Chapter – 2015 Beneficiaries

- Ronald McDonald House
- Crime Victim Center of Chester County
- Chester County Fund for Women & Girls

EDUCATIONAL WEBINARS AVAILABLE ONLINE

REMINDER – The following Webinars are Available to All Independence Chapter Members on our Website through the Members Portal

- The Ethics of Email & Social Media**..... 11/13/2013
Presented by Thomas E. Spahn, J.D.
- Saying the Hard Things with Aloha** 10/16/2013
- Forecasting the Realistic Budget** 9/18/2013
- Financial Reporting Methods that Allow Intelligent Business Decision** 8/21/2013
Presented by Barry Jackson, CLM, CPA
- Negotiate the Lease: Maneuver the Maze of Real Estate Options**..... 7/17/2013
Presented by Mike Kennedy, SIOR, Burke Kennedy, J.D., Chrissy Cornelius, CCIM
- Leveraging Technology for Small Firms** 6/19/2013
Presented by Debbie Foster
- Marketing (Mis)Alignmnet: Closing the Gap Between Marketing and Law Firm Leadership**..... 5/15/2013
Presented by Marcie Borgal Shunk, Michael B. Rynowecer
- Mentoring: It’s Deja Vu All Over Again** 4/17/2013
Presented by Michael Moore, J.D.
- Initiating Alternative Fee Arrangements** 3/20/2013
Presented by Frederick J. Esposito, Jr., CLM
- Profitable Law Firms – There’s No APP for That**..... 2/20/2013
Presented by Karen Steinberger, CLM and Jim Allen, CLM
- Microsoft Office Tips & Tricks** 1/16/2013
Presented by Ben M. Schorr. Roland Schorr & Tower

- Dealing with Substance Abuse in the Workplace**..... 11/14/2012
Presented by Lynn Hanks, MD, FASAM
- Marketing on a Shoestring Budget** 10/17/2012
Presented by Sally Schmidt, Schmidt Marketing
- Of Foxes, Hedgehogs & Law Firm Profitability** 9/19/2012
Presented by Vincent M. Bell, J. Mark Santiago
- Records Management...Information in All Media**..... 8/15/2012
Presented by Dana C. Moore
- Change Leadership: A Boot Camp to Drive Organizational Change** 7/18/2012
Presented by Rachel Schaming
- Technology Management: The Good, the Bad and the Ugly** 6/20/2012
Presented by Barron K. Henley, Esq., Debbie Foster
- Safe Stress!** 05/16/2012
Presented by Judith A. Hissong, CLM
- The Role of Legal Administrator in Legal Practice Management**..... 4/18/2012
Presented by Pamela H. Woldow, Esq.,
- The Art of Active Listening** 3/21/2012
Presented by Debra L. Bruce, JD, PCC
- Selling Blue Elephants: Client Marketing Retention and Loyalty**..... 1/18/2012
Presented by Dr. Howard R. Moskowitz



UPCOMING WEBINARS

Thursday, October 1, 2015 2:00 pm Central

TAX REFORM ACT OF 2014: WHAT'S THE BUZZ?

What is all the talk about the Tax Reform Act of 2014? What is the big deal regarding conversion from cash accounting to accrual accounting? How do you answer your managing partner when he asks you how this conversion impacts your firm? Join this webinar to get help understanding the Tax Reform Act of 2014's proposed mandatory requirement to use the accrual method of accounting for law firm accounting.

Wednesday, October 21, 2015 2:00 pm Central

PRESENTATION SKILLS: TALKING OUT LOUD

Every speech is a performance, whether in an auditorium, a staff meeting, or a partners' meeting. But a speech is more than the words you say; you need to look and feel comfortable, confident and competent. Join this webinar to find out how to add energy and emotion to your presentations that will connect with your audience, whether the audience is in a meeting room, just across a desk, or on the other side of a videoconference.

Thursday, November 5, 2015 2:00 pm Central

**PROFESSIONAL LIABILITY INSURANCE:
GET THE RIGHT FIT FOR YOUR FIRM**

Why does buying malpractice insurance always seem to be a last minute scrambling and frustrating experience? The policies always get more expensive and yet there is no comfort for your partners in the process of how the underwriters calculate the annual premiums. Join this webinar to learn practical strategies and procedures to take control of your professional liability insurance program. We will cover best practices to manage the entire purchasing process so that you and your partners will have confidence that the insurance is being optimally purchased and that the coverage is in place in your time of need.



Wednesday, November 18, 2015 2:00 pm Central

CONFLICT: INITIATING DIFFICULT CONVERSATIONS

If you dread confrontation, chances are it's at the expense of your career and personal success. Learn how to disarm disagreeable people, how to defuse tense situations and how to handle anger. Get practical information on how to communicate more assertively when faced with conflict, particularly how to engage in constructive confrontation, so you will never be at a loss for the right words again.

Thursday, December 3, 2015 2:00 pm Central

CREATING AN LGBTQ-FRIENDLY LAW FIRM ENVIRONMENT

The times are not just changing, they are changing fast. Rarely does a month go by when laws regarding sexual orientation or gender identity are not being created or changed. Along with this legal landscape, and the rise in awareness regarding sexual orientation and gender identity, has come an attendant increase in legal issues presented in the workplace. Join this webinar to learn the basic legal issues that confront decision makers, partners and managers. Explore practical approaches and suggestions to create an environment in your firm designed to reduce discrimination claims based on sexual orientation and gender identity.

Wednesday, December 16, 2015 2:00 pm Central

COMPETITIVE ADVANTAGE: EFFECTIVE PRICING STRATEGIES

One of the most powerful strategies available to any law firm is pricing. With more firms facing continued pressure from clients to develop pricing models that provide predictability and value, without changing the overall level of service provided, how can your firm gain competitive advantage? Join this webinar to take a look at various pricing strategies. Examine how to build a winning pricing strategy and create competitive advantage for your organization.

Office Equipment Acquisition **How to Make Good Decisions and Avoid Train Wrecks with your Office Systems**

By Karen Chellew, Firm Administrator, Weber Kracht & Chellew

In any economic environment, when preserving owner or shareholder capital is an important goal, financing equipment through a lease or loan enables your business to preserve its cash. However, there can be many tricks and traps that can be easily missed in leasing agreements. On June 2, we had the privilege of a discussion with Wayne Ruch, President of Compass Strategies, at a breakfast held at Normandy Farms in Blue Bell, Pennsylvania. Compass Strategies is an independent consulting firm uniquely positioned to discuss and offer every output device from every manufacturer. Compass Strategies typically provides direction and solutions after analyzing a firm's copier, fax and printer usage. Ultimately a solution is provided to the client featuring the best products and services available, which are then tailored to the client's specific needs.

Wayne walked us through the process of identifying the "real" costs of equipment, advising us to look beyond the per-month leasing charge and be informed as to what other factors to consider. These factors create a "real" assessment of the costs and/or benefits of leasing office equipment. Such additional costs can be, among others: parts, service and supplies. All of these costs can vary in direct relation to the age of the equipment being leased, and you never

want to include cost-per-copy charges into the leasing agreement. Wayne advised us all to be informed and knowledgeable about the various types of leases and leasing terms, where working capital can be affected.

Another tip that Wayne shared was to advise your leasing company, in advance, that you are turning in your equipment, even if you decide to buy. This will give you a better negotiating position. Advise the Asset Department of the leasing company 120 days, 90 days and 60 days in advance of the lease end date. Send a letter to the Asset Department by certified mail or fax. That way, you are creating a pattern of letting the leasing company know what your intentions are.

For more information, or to have your own discussion with Compass Strategies, please contact, Clint Feybush, Owner or Wayne Ruch, President at 267-688-0746.



K. Chellew, W. Ruch, S. O'Donnell



Independence
Chapter 

A Chapter of the Association of Legal Administrators

SHARON O'DONNELL President
Health Care Law Associates 610-828-3888
sodonnell@healthcaregroup.com



Sharon A. O'Donnell is the Office Administrator of The Health Care Law Associates, Inc., in Plymouth Meeting, PA. She has been a member of ALA and the Independence Chapter since 1997. Sharon has served the chapter as Publicity Chair, Vice President, Chapter Secretary, Chair of Education Committee and most recently as President-Elect. Sharon resides in Harleysville, PA with her husband, Tom and son, Patrick.

KAREN CHELLEW President Elect
Weber, Kracht & Chellew 215-257-5114
kchellew@wkclaw.net



Karen D. Chellew is the Firm Administrator of Weber, Kracht & Chellew in Perkasio, PA. She has been a member of ALA and the Independence Chapter since 2010. Karen has served the chapter as Publicity Chair and has served on the Membership Committee. Karen resides in Perkasio, PA with her husband, Joe and her son, Nicolas.

APRIL FUGATE Vice President
Johnson Matthey Inc. 610-971-3020
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April Fugate is the Manager – Legal Administration for Johnson Matthey Inc. located in Wayne, Pennsylvania. She has been a member of ALA and the Independence Chapter since 2011. April is the First Vice President and Co-Chair of the Newsletter Committee for the Independence Chapter. She resides in Collegetown with her husband, Jim.

DIANE BURKHARDT Vice President
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Diane Burkhardt is the Office Administrator for the "Philadelphia" Office of Lewis Brisbois Bisgaard & Smith LLP in Wayne. Diane has been a member of ALA since 2006 and is a Past President of the Phila. Chapter. In 2014, Diane joined the Independence Chapter where she serves as 2nd Vice President and is on the Education Committee. She enjoys cooking, knitting, traveling, and spending time with her dog. She resides in Langhorne with her son Eric.

DENA DIBONA LYONS Secretary
Gadsden Schneider & Woodward LLP 484-683-2626
dlyons@gsw-llp.com



Dena Lyons is Board Secretary and serves on the Community Challenge Committee. Dena's work experience spans various positions with The Hay Group, Drinker, Biddle & Reath, LLP and Gadsden Schneider & Woodward LLP where she currently is Firm Administrator. Dena enjoys entertaining and gourmet cooking, travel, and the outdoors spent with her family and friends. She is married with three adult children and lives in Lansdowne.

CONNIE SOTA Treasurer
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Connie is the Financial Manager at Heckscher, Teillon, Terrill & Sager, P.C., located in West Conshohocken, PA. The firm specializes in trusts and estates along with estate litigation and special needs trusts. Connie has been a member of ALA since 1997 and has been a Board member since 2000. She has served on the Bar Liaison Committee as Committee Member and Committee Chair. Connie is a resident of Cherry Hill, NJ.

ALA MISSION STATEMENT



The Association of Legal Administrators' mission is to improve the quality of management in legal services organizations; promote and enhance the competence and professionalism of legal administrators and all members of the management team; and represent professional legal management and managers to the legal community and to the community at large.



EDUCATION

Karen Chellew, Sandy Caiazzo & Diane Burkhardt

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Joan Wean & Cristin Bucciaglia

Brown Bag:

Joan Wean – Montgomery County

Diane Burkhardt – Chester/Delaware Counties

Diane Scholl – Bucks County

Diane Wenner – West Chester County

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Listserv: Cristin Bucciaglia & Diane Burkhardt

Newsletter: Linda Andrews, April Fugate & Anne Paisley

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Webinars: Lindsey Goldberg

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Community Challenge: Amy Coral, Dena Lyons & Maureen Stankiewicz

Publicity/Photos & Nametags: Sue Cressman

Publicity/Press Releases: Diane Wenner

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Business Partners: Janet Molloy & Anne Paisley

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ROBYN HARRIS *Interviewed by Joan Wean, Legal Administrator, Hamburg, Rubin, Mullin, Maxwell & Lupin, PC*



We are pleased to introduce Robyn Harris to the chapter.

Robyn is the Manager, Legal Operations, at the John Templeton Foundation, located in West Conshohocken. She manages the daily operations of the Office of General Counsel's processes and systems and serves as the first point of contact for Foundation staff. Robyn also contributes to the strategic and financial planning for the Office of General Counsel as

well as manages the process and systems for the intake, review, and archiving of all Foundation contracts for services.

Early in her career, Robyn was based in Washington, D.C. and spent more than 10 years as a consultant conducting evaluations of federal government programs in the areas of juvenile justice and youth development. At the same time, she was pursuing her MBA at The Johns Hopkins University. At the end of the MBA program, Robyn was awarded a highly competitive fellowship sponsored by the United States Agency for International Development (USAID). As part of the USAID fellowship program, she worked for ten months at the American Chamber of Commerce in Amman, Jordan

where she analyzed U.S.-Jordan trade and investment data, organized speakers' panels for conferences, co-authored trade reports, and travelled extensively throughout the Middle East region. When she returned from Jordan, she began working as a Management Analyst at the John Templeton Foundation.

Robyn then assumed the position of Manager following the hiring of the first General Counsel. Her position gives her the opportunity to utilize her educational background, international business experience and technical skills. Her work provides many intellectual challenges in navigating the legal parameters of philanthropy while maintaining adherence to the Foundation's Charter, Bylaws and guidelines.

Robyn is a resident in Mt. Airy. She is a working member of Weavers Way Co-Op, a lifetime member of the Penn State Alumni Association, and an 8-time finisher of the Broad Street Run.

She has a large, extended family in the Washington, D.C. area, including her grandmother who recently celebrated her 99th birthday.

As a relative newcomer to the legal profession, Robyn joined the Independence Chapter for the networking prospects, to meet local colleagues with similar job responsibilities and to access the job board which the John Templeton Foundation has used to post open positions within the Office of General Counsel.

Please join us in welcoming Robyn Harris to ALA.

MEMBER NEWS

A VERY SPECIAL RUN

By April Fugate, Manager – Legal Administration, Johnson Matthey Inc.

To say my boss is "health conscious" is an understatement. He often walks into an afternoon meeting fresh off a long run holding a yogurt. Simultaneously I look down at something where bread is an element of my lunch equation.

We have worked together for many years, and every Spring he says "April, you doing the Broad Street Run?" My response, while pointing to myself was always, "Do I look like a runner?" Needless to say, I never signed up for a run...until this year.

February rolled around, and I was going to turn the table on him. I knew he was planning to retire, so this BSR was going to be my last chance. With extreme fear, I signed up for this year's 10-mile run which was to occur on May 3rd. Every worst case scenario ran through my head. Was I going to be able to build endurance to run 10 miles in three months? Was I going to injure myself? What if I didn't finish?

I walked into his office and asked; "Robert, are you going to run Broad Street?" He spun around in his chair and asked "why, are you?" I smirked and said "already signed-up." His eyes lit up and he said "then I'm definitely running!"

So for the next three months, I tackled this project like I do with my special projects at work. I made an action plan, talked to experts and read everything (I also visited a running store for proper

shoes, changed my eating habits, got reacquainted with my treadmill...and did I mention cut out wine?! Yikes!)

May 1st was quickly upon me, and as I was driving to get my race bib, my thoughts were on my goals: don't get hurt, don't get sick on the course... and finish – don't quit!! I knew I needed to set a good example, no matter what, for my direct reports. I knew they were well aware of my participation and I kept telling myself that I could not give up.

Race day came and I finished my run. I walked into the post-run activity area at the Navy Yard and was greeted by a group of my fabulous coworkers – avid runners that had fast run times and waited (a very long time!) for me to finish!

I accomplished my goals, and less than three weeks later, my boss announced his retirement. What a special run to have shared with him, and what a great lesson for me. Whether work or personal, don't let fear keep you from setting and accomplishing a goal (Did I mention I signed up for more runs?) *It turns out that I AM a runner – who knew?!*





CITY SUBURBAN NEWS

PHILADELPHIA & THE MAIN LINE'S FAVORITE WEEKLY

25th Celebration Komen Philadelphia Race for the Cure Sisters Sharing Everything – Including the Breast Cancer Journey

Wynnwood resident, Joan Wean, doesn't shy away from sharing the story of her experiences with breast cancer – but it's nothing she actively seeks to tell, either. This isn't because her journeys were too painful, too personal or past history she doesn't want to relive. It's because, as she says with humility, "Unfortunately, my story isn't that unique."

In talking to Joan, one soon discovers that while her 'breast cancer story' may or may not be similar to that of others, there is something truly unique in the way she channels a love for her sister into a mission making an impact on lives of millions.

Joan's first experience with breast cancer came fifteen years ago when her older sister, Judy, was diagnosed with the disease. The sisters were physically close – Judy living a half mile down the road – as well as shared the emotional closeness unique to sisters.

"We did everything together like true sisters," said Joan. "We had the same tastes, liked the same things, her children were like my own. I was devastated when she told me. But Judy was so confident, so ready to fight – so I was determined to fight with her."

"Judy was a teacher at Temple Beth Hillel in Wynnwood, and loved what she did. She drew on that to give her strength. I was in awe of the outpouring of love that came from the Beth Hillel community. They reiterated what I already knew—Judy was a wonderful person who made a difference in everyone's life."

After Judy's diagnosis, the sisters participated in the Susan G. Komen Philadelphia Race for the Cure®. It was a way to fight for Judy, as well as all women. For five years, they kept up the Mother's Day tradition with friends and family joining in through the years. Then, ten years ago, the Race took on another dimension when Joan was diagnosed with breast cancer.



Joan celebrates Mother's Day at the 2014 Komen Philadelphia Race for the Cure with her nieces, Judy's two daughters, Marsha Katz and Joy Cooper.

"When the doctor's office said they needed to test me again, I thought 'Oh no.' But I had my husband, Jeff, He was a rock, he convinced me I was going to be fine. I was fortunate – a lumpectomy, radiation and few difficulties."

The following spring, it was off again to the Race for the Cure – both sisters now participating in the Survivors Parade of Pink. However, while Joan remained "breast cancer free," cancer continued to plague Judy. After ten years of fighting courageously, Judy passed away from the disease.

Once again, the Race for the Cure took on a new meaning. The first year she participated in the event without her sister, Joan and Judy's two daughters created Hearts for Judy, a tribute team united to keep Judy's legacy of hope, determination and love alive by empowering – ing others to survive. Joan became an avid fundraiser, consistently ranking among the top 25 individual Race fundraisers since 2009, and raising approximately \$5,000 annually to support Komen Philadelphia's mission.

Again with humility and simplicity, Joan explains why, "We have to find a cure. So many – too many – people are affected by this event. Anything I can do to increase survival

rates and ultimately find a cure, I will do."

"You can't place a value on the \$20,000+ Joan has raised over the past few years for our mission," said Elaine I. Grobman, CEO, Susan G. Komen Philadelphia. "Through education, free services for women in need, research... Joan's has made an impact on millions She is truly helping us FINISH this fight."

Joan attributes her achievements to a simple approach. Throughout the year she builds a list of contacts and during Race season sends them e-mails asking for donations. "I share that I survived breast cancer, but my sister did not. That's really all you need to make that connection to people because, sadly, everyone can relate to one of those scenarios. They know someone who survived, someone who did not – or both. By asking for a donation, I give them an opportunity to celebrate that survivor or honor a memory by making a difference in helping find the cure."

This Mother's Day May 10, as Joan approaches her tenth anniversary as a survivor, Team Hearts for Judy looks forward to joining the 25th Celebration Komen Philadelphia Race for the Cure. With Joan will be her husband, Jeff, Judy's two daughters and two grandsons, plus other family and friends—all celebrating survival and honoring the memory of Judy.

"I will stand at the top of the steps of the Art Museum waiting for the survivors parade to start and be overwhelmed with emotion. I will once again experience that incredible feeling of seeing so many people united with me in fighting this disease. And Judy will be right there with me, my constant companion and strength."

Komen Philadelphia Race for the Cure information, as well as online registration donations are available at www.Race.Komen-Philadelphia.org or call 215-238-8900.



ALA 2015 ANNUAL CONFERENCE



A Star Is Born

By Dena Lyons, Administrator, Gadsden Scneider & Woodward LLP

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As I prepared for my trip to the 2015 ALA National Conference in Nashville, I wondered what type of people I would meet at the conference, whether I would have time to see a bit of Music City, and whether my educational sessions would energize me with new ideas to bring back. The conference theme to Inspire, Innovate and Lead were ever-present at each session I attended answered my questions. It was a wonderful experience and I feel renewed. Not only were my classes extremely helpful, the well-run sessions and facilities were top notch. Things I learned include:

Inspire: **Peakonomics: Success Strategies From the 7 Summits.** Alison Levine delivered a wonderful keynote address with her story on climbing Mt. Everest twice: once as a failure after all her training, followed by the second attempt many years later where she took a life or death risk and achieved her goal to the top!. Her point was to work hard toward goals, accept failure when you can't meet those goals, and finally reset and try again. "Stepping back is not backing down."

Innovate: **Broken Eyes, Unbroken Spirit.** David Meadow, a retired, successful insurance salesman, was forced to "innovate" at the age of 18 when he lost his eyesight after a head injury in a car accident. David had played golf since the age of 6 and he lost any hope that he could ever participate in the game again due to his blindness. Was he ever wrong! Through the insight of his Dad and some prodding, David returned to the game stronger than ever using his senses and knowledge of the course to achieve a great handicap again. No pun intended... his handicap was a positive thing now and contributed to his business success. David used humor about his blindness, excellent sensory skills, and knowledge to be a top salesman in his insurance company. Now that David is retired, he is active in a foundation established to promote the game of golf for visually impaired and blind children. David had to INNOVATE and learn to play golf using other senses rather than sight.



Lead: **Karen Barnes, ALA's outgoing President,** hosted the Association Luncheon on Tuesday. Being in Music City, Karen stepped up to the plate and led the audience in song with our National Anthem. What a voice! What a leader! What a surprise, our President sang in front of 1,200 people without a waiver or off-note. Karen's comfort zone was evident and her confidence exuded as she announced activities of the committees and recognized key leaders for the event and others who volunteered their time on behalf of ALA.

INSPIRE, INNOVATE, LEAD – What does it do for me? How will this Conference impact my position at my law firm? For education, I chose topics including Cloud Computing, Technology Tips for 2015, Websites as a Firm Strategic Asset, New Writing Rules, Labor Law Update, and Succession Planning for Professional Administrators. Each presenter was well versed in their respective topics and quite good at delivering the information. I returned to my office with so many wonderful ideas and was anxious to share with the partners of my firm and my staff.

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INDEPENDENCE CHAPTER SEMINARS / TRAINING

ALA Chapter Leadership Institute • July 23-25, 2015

BOLD AND FRESH!

Being a Change Leader Guru

By April Fugate, Manager-Legal
Administration, Johnson Matthey, Inc.



The Amway Grand Plaza Hotel in Grand Rapids, Michigan, was the site for this year’s annual Chapter Leadership Institute.

After a fabulous networking reception Thursday evening, sessions opened on Friday with a welcome/introduction of all CLI co-sponsors and an event preview by Teresa Walker.

Todd Henry’s “Leading Through Uncertainty” was the first keynote session and it provided attendees with an overview on how to deal with uncertainty in today’s ever-changing market, setting-up teams for success and best practices for putting forth quality work on a daily basis Saturday’s keynote session, “The Choice to Lead Change” was presented by John N. Childers. Mr. Childers’ concentrated on leadership and how the choices we make determine our ability to influence others and our respective organizations.

The Association’s new rebranding initiative was announced during a special lunch on Friday. The ALA was also running this event live via webcast so those not in attendance could be part of the special event. The presentation was led by Teresa Walker, Paula Barnes, Laura Broomell, CLM, Oliver Yandle, JD, CAE and several others. The proposed “LawVantage” name-change will be discussed throughout all the Chapters and is slated for a vote in the fall. CLI attendees also had the opportunity to participate in sessions related to this rebranding initiative throughout the rest of the conference.

Each attendee could pick-and-choose from the educational sessions, some of which were offered more than once, on both Friday and Saturday. This made it very convenient to ensure all attendees were able to participate in sessions that met their particular Chapter’s needs and/or interests. Many sessions also offered CLM credit for those working toward their CLM certification. Additionally, interactive breakout sessions segregated by Chapter size and role occurred during the conference.

After a very busy two-day schedule, the closing session “What’s New and Strategic Plan Update” was presented by Oliver Yandle, JD, CAE.



This conference, as with all ALA events, left attendees energized and with lots of great information to share with their Chapters.

K. Chellew at the banner (left)
P. Isaacson, A. Fugate, K. Chellew

Montgomery County Community Outreach and the *Courting Art* Event

By Suzanne Cressman, Firm Administrator, Rubin, Glickman, Steinberg and Gifford, P.C

Few things are more stressful than a day in court! In 2012, Hon. Carolyn Tornetta Carluccio and Melissa Boyd, Esquire, of High Swartz Roberts and Seidel joined forces to launch a new endeavor, the Montgomery County Community Outreach Committee. They both had a dream of filling the Montgomery County Courthouse walls with artwork in the hopes of bringing comfort and joy to the cold and cavernous hallways of the Courthouse. Since 2012, Judge Carluccio and Melissa Boyd have co-chaired this new Committee adding members from the Montgomery County

legal community and the arts community. Our Chapter was invited to participate. The Committee meets regularly throughout the year and has begun to lighten the stress “creatively” through a collaborative initiative called “Courting Art.” Each year since 2013, the Montgomery County Community Outreach Committee has held a community-sponsored art contest and exhibition aimed at promoting a more comfortable, visitor-friendly Courthouse for those who have occasion to spend time there. If you now walk the halls outside of the
continued on next page



courtrooms, you will find beautiful artwork hanging on the once-empty walls. This was all done without cost to the county.

This year's Courting Art Exhibit and Contest was held at the Fine Arts Center of the Montgomery County Community College from May 6, 2015, through May 28, 2015. Montgomery County artists ages 55+ were invited to prepare and submit original paintings and mixed media artwork for the exhibition. It was promoted through senior communities, art centers, schools and community groups. The theme was "What I Love About Montgomery County." Over 100 pieces were submitted and 31 were chosen for reproduction and "hanging" on the Courthouse walls. This year's winning artwork was unveiled at a Dedication Ceremony held in the Courthouse on August 12th. Our Chapter was gracious to serve as a sponsor of this year's event. As a sponsor, our Chapter's name and logo appear on a plaque hung above the artwork we were chosen to sponsor. This program, begun only a few years ago, has been recognized as a model for community-led courthouse art projects nationwide. It received the "Best of Show" award at the annual meeting of the National Association of Bar Executives held in Indianapolis, Indiana, in October, 2014, as well as a "Stellar Award" from the Valley Forge Tourism and Convention Board for raising awareness of local tourist attractions and community treasures. It is a program which is being copied for which Judge Carluccio and Melissa Boyd should be very proud. A similar project is scheduled to launch very soon in Baltimore, Maryland, with several others to follow throughout the nation. For more information and a list of this year's winners, visit www.montgomerybar.org/courting_art/home.htm.



Sue Cressman

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