

**PSALA**  
***Alumni Connect***  
February 2011



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**President's Message**  
*by Barb Paige, CLM*

**Gratitude is the best attitude.**

~Author Unknown

Well here it is, my last President's Message! I have read similar messages many times from other Past Presidents, but now I truly understand what they meant by time going way too fast and having quite a ride!

Serving as President-Elect and President of PSALA has been the best professional development and leadership training I have ever experienced. Through ALA, I have gained the knowledge, skills and confidence to be a better leader, both within PSALA and my own firm of Dorsey & Whitney LLP. The education I received has been phenomenal, with ALA's Annual Conferences, Regional Conferences, CLI (Chapter Leadership Institute), and of course, our own PSALA educational sessions. I am reminded of the above quote, "Gratitude is the best attitude." I do my best to live by these words and "pay it forward" whenever I can. For those of you who are already in a leadership position, or are considering future leadership positions (you know who you are!), this message is for you. Here is the **WIFM** (What's In It For Me) for serving as Chapter President:

**Adaptability:** Just like in our firms, things don't always go as planned in our Chapter. People come and go, with the economy continuing to impact Board members and Chapter members. I have learned to be flexible due to changing circumstances. Fortunately, we have many outstanding Chapter members who have stepped up to fill in as needed. For this I am extremely grateful. I used to tease my mother about never having a Plan B. If Plan A did not work for her, she fell apart. I have learned to always have a Plan B and sometimes, even a Plan C. My mother would be proud.

**Collaboration:** There are times when I just want to get something done and checked off my to do list. It's tempting as a leader to do it "my way" in order to keep moving forward. However,

just like in our firms, leading a volunteer Board and Chapter means you have to solicit input and help people work together. After all, this is ***your*** Chapter. Even though it can sometimes delay a decision or project deadline, valuable input is lost without collaboration. I cannot tell you how many times I thought we needed to go in one direction, only to find out there were many other paths to choose from as well as obstacles I had never considered. In the end, we achieve a much better result when people work together. I hope with development of our new website and the use of social media, we can reach out to even more members to provide services, education, and collaboration on projects.

**Decisiveness:** Don't get me wrong, there are times when one just has to act. This is another vital concept I have learned as President. Once all the options are developed, the leader has to take action. The key to decisiveness is to receive input from a variety of sources, and then make a decision. This used to be hard for me, as I am a people-pleaser and want to make everyone happy. Being decisive about controversial or sensitive matters is a critical skill for leaders, especially in today's ever-changing environment.

**Courage:** There are three elements of courage: commitment to a goal, humility, and compassion for others. Without these three elements, efforts to demonstrate courage can quickly go wrong and come across as abrasive, stubborn, or even aggressive. For me, courage means speaking up when we seem to be heading down a wrong path, or giving someone difficult feedback in a compassionate manner. Without courage, leaders can become "yes" people, doing what others want and not necessarily what is right. For this, I have to thank my friend and mentor, Kelli Kohout, Regional Director at Dorsey & Whitney. Kelli has shown me the importance of courage and speaking up, even under stressful and potentially volatile situations. While we don't often have truly volatile matters within the Chapter, on occasion a delicate issue requires courage on behalf of the President. I am grateful to all who have allowed me to speak my mind and be open to trying things a new way.

**Time Management:** I have learned to accept that I will never get it all done. Being President has taught me to focus on my priorities, which are family, work and ALA. Often, this is a juggling act, but somehow I have found the time. Asking others for help is a big part of time management. I feel blessed to have so many dedicated volunteers who have helped during my time as President, as well as my wonderful family for picking up the slack at home. I would especially like to acknowledge and thank Immediate Past President Shelley Goodwin for stepping in for me at the last minute whenever I was unable to attend a Chapter meeting or event. Shelley has been absolutely wonderful about saying yes, especially considering the times when I only gave her an hour notice!

There are countless other benefits to serving as President. The friendships, mentoring, and relationships I have built are invaluable and will continue far past this term as President. I can only echo the words of ALA President Rita Alli, who has said numerous times, "Just Say Yes!" when asked to serve. The benefits, experiences, and sense of accomplishment have far exceed my expectations when I started this journey.

And now, I look forward to turning over the reins to our new President, April Campbell and her Board. I hope you will join me on March 24 at 4:00 p.m. for the Passing of the Gavel and

Volunteer Recognition, as we officially recognize and thank all our wonderful volunteers and Board members. This year, we are especially privileged to have ALA President Rita Alli and ALA Executive Director Larry Smith join us for this special occasion and to celebrate the continued success of the best Chapter in ALA!

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**New PSALA Board members 2011-12**  
*by April Campbell, 2010-11 President-Elect*

**Executive Board**

President	April Campbell, Young deNormandie, P.C.
President-Elect	Gloria Masters, Wolfstone, Panchot & Bloch, P.S., Inc.
Immediate Past President	Barb Paige, CLM, Dorsey & Whitney, LLP
Secretary	Char Coulbert, Cairncross & Hempelmann, P.S.
Treasurer	Patty LaFontaine, LeGros Buchanan & Paul
Membership Co-Chairs	Martha Tanner, Ogden Murphy Wallace, P.L.L.C. Susan Robbins, Davis Wright Tremaine, LLP
Director of Communications	Lisa Wabik, Davis Wright Tremaine, LLP
Director of Education	Shari Tipp, Lee Smart, P.S., Inc.
Business Partner Relations Co-Chairs	Lisa Miner, Perkins Coie LLP Vicki Denning, K&L Gates

**Extended Board**

Director of Events	Susan Grumman, Stafford Frey Cooper
Newsletter Editors	Marian DiPerna, Cairncross & Hempelmann, P.S. Susan Gantt, Gordon Tilden Thomas & Cordell LLP
Webmaster	Chris Achman, Ahlers & Cressman
Bar Relations	Richard Wood, CLM, Summit Law Group, PLLC
Compensation Survey	Angela Brockman, Cairncross & Hempelmann, P.S.
Community Service Co-Chairs	Carmen Lewis, Riddell Williams P.S. Shirley Legg, Eisenhower & Carlson, PLLC
Small Firm Section Co-Chairs	Leone Powers, Reed McClure Dawn Glinsmann, Isenhour Bleck, P.L.L.C.
Human Resources Section Co-Chairs	Sharon Erickson, PHR, Schwabe, Williamson & Wyatt Mary Lou Torpey, Fenwick & West LLP
Finance Section Co-Chairs	Puthy Pan, Barker Martin, P.S. Marcus Peterson, Hillis Clark Martin & Peterson, P.S.
Corporate/Government/ Judicial Section Chair	Susan Encherman, Northwest Justice Project
Technology Section Co-Chairs	Devri Owen, Savitt Bruce & Willey, LLP George Thomas, VI, Hillis Clark Martin & Peterson, P.S.
Facilities & Sustainability Section Co-Chairs	Garth Olson, Schwabe, Williamson & Wyatt Donna Baker, CFM, Stoel Rives LLP
Diversity Co-Chairs	Lianne Caster, Stoel Rives LLP Joanne Pegues, Stokes Lawrence, P.S.

Visibility Co-Chairs            Ann Callahan, SPHR, Helsell Fetterman LLP  
   Annie Lombroia, Stanislaw Ashbaugh, LLP  
Photographer                    Julie Brandsness, GordonDerr LLP

**ALA**

Immediate Past President     Rita Alli, Stoel Rives LLP  
Region 5 Project Officer     Evelyn Dunagan, Washington State Attorney General's Office  
2011 Annual Conference     Julie Brandsness, Chair, GordonDerr LLP  
    Committee                    Arlene Rankin, Stoel Rives LLP  
Committee on Diversity       Robert Stevens, CLM, Bennett Bigelow & Leedom, P.S.  
FALA Board of Trustees       Char Coulbert, Cairncross & Hempelmann, P.S.

*Note: In January, the Secretary position was split in two:  
Secretary – Board meeting minutes, Board reports, Board meeting highlights for "Soundings"  
Director of Events – Chapter meeting logistics, reservations, name badges, etc.*

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**Have You Heard...?**  
*by Char Coulbert, Cairncross & Hempelmann, P.S.*

*Board Changes*

**Chanda Smith** recently left the legal industry, and **Linda Salyer** has assumed her role as PSALA Secretary on an interim basis. Thanks, Linda!

*Congratulations!*

Vuvuzela horns rang out for **Julie Brandsness** in celebration of her 30<sup>th</sup> anniversary with GordonDerr on October 20!

Congratulations also to Livengood, Fitzgerald & Alskog, PLLC, which celebrated its 75-year anniversary in late September. **Karen Turner** hasn't been with the firm that entire time, but she enjoyed and undoubtedly organized the festivities!

*On the Road*

**Shelley Goodwin** headed for Puerto Vallarta and sunshine in December. She knew La Nina was coming and would wreak havoc in the Pacific Northwest, and she knew she could handle it much better with a good tan and mellow mood. Did it work, Shelley?

**Rita Alli** and her husband, David, met their daughter, Emily, in Florida where they spent Christmas with David's parents, sisters and their families. Rita and David included five nights at a resort on the Mexican Riviera Maya before the family gathering which was, in Rita's words, "Wonderful!"

Blane Fujiwara reported that they were fortunate to have Region 5 Director, **Carol Anne**

**Nitsche, CLM**, visit the Hawaii Chapter in late November/early December. Apparently, Carol Anne did not appreciate the Thanksgiving snow storm in Seattle very much and flew off to spend a week at the Ko Olina Resort with friends. She squeezed in a visit to the Hawaii Chapter's December Board meeting (at a dim sum restaurant) and gave an update to the Hawaii Chapter Board on the goings-on at the regional/ national/ international level. Carol Anne also had dinner with several Hawaii Chapter members the following night, with the group closing down the restaurant.

### *On the High Seas*

**Marc Reynolds**, along with his wife and some friends, cruised through the Panama Canal in October.

Did you know that the Disney Cruise Line goes to Europe in the summer and the Caribbean in the winter, and will soon set sail to Alaska? How do we know this? **Rich Logan** and his wife, Barb, took a ten-day Disney cruise to the Mediterranean in late September. They traveled from Barcelona to Malta, then Tunisia, Naples, Pompeii, Rome, Pisa, Corsica, Nice, and back to Barcelona. Doesn't that sound nice? (That's "nice," not "Nice.")

### *On a Personal Note...*

I'm not sure how many runners we have in our Chapter these days, but those who run marathons and enter triathlons constitute a fairly exclusive number. **Karen Turner** is one of them, finishing the Cottage Lake Triathlon this fall. That is so impressive!

Region 5 Director **Carol Anne Nitsche, CLM** wowed the audience as she sashayed down the runway during the "Couture for a Cause" fundraiser at the Regions 5 and 6 Conference in San Diego at the end of September. This is the third time the San Diego Chapter has hosted this particular fundraiser and doing it in conjunction with the Conference resulted in their most successful event, raising \$35,000 for children's charities—nearly double what they raised last year. When asked about her experience on the runway, Carol Anne reported, "It was fabulous! It was fun to try something completely different and outside my comfort zone. Mostly, I was glad I didn't fall down, especially since I was wearing shoes two sizes too big."

Speaking of shoes, those of you who weren't able to attend the 2010 Managing Partners Dinner will be tickled to know that Immediate Past President **Shelley Goodwin** wears size 11. This personal bit of news came to light as PSALA President **Barb Paige, CLM** noted from the podium that she had "big shoes" to fill in following Shelley as Chapter President, at which point Shelley called out from the audience, "Size 11."

### *Where Are They Now?*

**Margie St. Pierre** reports that she's slowly getting settled into life in South Dakota. She's had her "old house" updated with electrical and a new furnace. In mid-October, she enjoyed the beautiful fall weather, which was in the high 70s and low 80s, during which she tried to spend as much time outside in the sunshine as she could. She has a huge yard and knew it was going to be

quite a chore to rake up all those leaves when they fell! Overall, she loves retirement and the easy lifestyle of a small town of 500, which is oh, so relaxing after the frantic pace of life in a law firm and the Big City. She sends her regards and hopes all is well with her PSALA friends.

**Jan Selvar** is working as a real estate agent for Windermere. If you're looking for a real estate broker or just want to say hi, you can check her out on her website at <http://www.janselvar.com>. Her website also provides some interesting background information that I thought you might enjoy: Jan is a fifth-generation Bainbridge Islander, where her grandpa was the fire commissioner and her dad and uncles were volunteer firefighters. After high school, she moved to the Seattle area. She raised her daughter in Magnolia and now lives in Queen Anne.

Many of you know, of course, that Jan spent 16 years as the principal administrator at Young deNormandie & Oscarsson, now Young deNormandie, P.C. She was also hugely into running marathons—including the 2006 Boston Marathon—cycling across the state (and in other countries!), and climbing all the major Northwest peaks. Jan is currently a member of Women-Owned Businesses, Toastmasters, and The Mountaineers.

Her website also notes that Jan was nominated for Windermere's Five Star Best in Client Satisfaction for 2007, 2008 and 2009. Why are we not surprised? Congratulations, Jan!

**Rick Meyer** and his wife, Carol, continue to vacation on Kauai for a couple of weeks every other year. Hey, why do retirees need vacations?!? Anyway, Rick, an avid golfer, was pleased to share that he finally got his first hole in one on Puakea Golf Course's signature hole—a par three down a steep hill and over a lake. Way to go, Rick!

**Jim Maxwell** reports that retirement is agreeing with him as well, in fact, better than he ever thought possible. He wanted to say Hi! to his PSALA buddies. Jim spent a good part of the summer helping his wife, Lynn, train for another summit attempt of Mt. Rainier in August, as well as trying to find time to work on his golf game. He noted there wasn't much improvement there. Perhaps we should send him to Puakea with Rick for some lessons?

Starting in Birmingham, Alabama in mid-October, Jim lead the ground support team for a 1,144-mile bike ride from Birmingham to Piedras Negras, Mexico (where he does his annual homebuilding mission trip) to build a Christian grade school there. He noted in advance that three weeks of living out of a 30' motor home with 4 relative strangers should be a challenge.

### *Condolences*

Our heartfelt sympathy goes out to **Carol Anne Nitsche, CLM** at the loss of her father shortly before Christmas and a mere ten months after the loss of her mother earlier this year. Although this was a tough Christmas for the entire family, Carol Anne and her siblings were encouraged by the outpouring of sympathy and wonderful memories shared by their parents' friends, co-workers and neighbors at both memorial services.



## **Community Service Opportunities** *by Arlene Rankin, Stoel Rives*

**Cookbook:** An ongoing project will be to develop a cookbook to be completed in time to sell at the 2011 Holiday Social. Proceeds will benefit the new 2011 Community Service Partner. The categories will be a bit unconventional to avoid having this cookbook seem the same as all others. You will be receiving a new category each month so you can send your best recipes over a period of the year. The first two categories were Best Holiday Recipes for December and January's category was Losing Those LBs – clearly, your best low calorie recipes. February's category is Cooking with Kids and for March the category is Special Diets. For this section, think low-carb, gluten free, cooking with sugar or egg substitutes, etc. We have some ideas for the rest of the year but welcome your creative, fun category suggestions.

We have developed a template to use to enter your recipes. We are all adept at “cutting and pasting” but a little care at the front end will make all the difference in keeping this project manageable. We would also like to encourage anyone who wishes to work on a discreet project without committing to being on an official committee to help with this one. We will need typists, proofreaders, etc. We may also be soliciting your original artwork as the cookbook develops. Use the template to send your recipes to Vicki Denning, Carmen Lewis, or Arlene Rankin.

The template can be downloaded from the PSALA website.

**Farestart:** Mark your calendars for August 18 when we will be serving and bussing tables for Farestart. Those who do not want to work can just come and be served a wonderful meal by your PSALA colleagues.

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### **Save the Date!**

March 31, evening, Networking Event at the Garage on Capitol Hill. Bowling, billiards, food, drink, PSALA members Business Partners (f/k/a Sponsors), perhaps even a few alumni.

July 28, 8:00 – 10:00 a.m. Chapter meeting re diversity, “The Inclusion Paradox” with Andres Tapia, President of Diversity Best Practices and author of *The Inclusion Paradox: The Obama Era and the Transformation of Global Diversity*. Mr. Tapia uses storytelling and anecdotes to emphasize how cultural differences matter in ways we do not often consider. He is an amazing speaker!

August 5, 5:00 – 7:00 p.m. Networking Event, a/k/a The Party at Shelley's.