

April / May 2024
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MANAGEMENT

DON'T MISS:

Pg. 7

President's Column

Pg. 8

Confidently Embrace
and Promote Change
Management in Your Firm

Pg. 16

Children's BookDrive -
Success!

TABLE OF CONTENTS

EVENTS

11 Calendar of Events

MEMBERS

3 2024 - 2025 ALAMN Officers & Directors
6 ALAMN Organizational Table
10 2023 - 2024 Scholarship Recipients
20 Shining Star
22 Get to Know Your ALAMN Board

TEAMS

5 ALAMN Teams & SIGs
12 ALAMN Education Team
13 ALAMN Diversity, Equity, Inclusion and Accessibility Team (DEIA)
15 ALAMN Community Service Team
16 Children's Book Drive - Success!

COLUMNS

7 President's Column
8 Confidently Embrace and Promote Change Management in Your Firm

MORE INSIDE

4 2024 ALAMN Business Partner Sponsors
18 Business Partner Spotlight
19 Business Partner Spotlight
23 Advertisers in This Issue

2024 - 2025 ALAMN OFFICERS & DIRECTORS

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Letters to the Editor

Letters to the Editor of *the Verdict* are welcome and can be e-mailed to Gretchen Luessenheide at gluessenheide@bgs.com. In your letter, please include your name, firm name, mailing address, daytime phone number, and e-mail address. Letters that do not contain full contact information cannot be published. Letters typically run 150 words or less and may be edited. Your letter may be on any topic. You will be contacted before your letter is published. Thank you.



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Minnesota Lawyers Mutual
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ALAMN Has Adopted ALA's Mission Statement

ALA is the premier professional association connecting leaders and managers within the legal industry. We provide extensive professional development, collaborative peer communities, strategic operational solutions, and business partner connections empowering our members to lead the business of law.

ALAMN TEAMS & SIGs

ALAMN Teams serve as liaisons between membership and the respective director, representing the ALAMN Board of Directors.

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ALAMN SPECIAL INTEREST GROUPS (SIGs) are educational forums specific to functional specialty.

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ALA's Career Center is a place to find a variety of articles and resources to help you develop your skills and enhance your career. Check out the featured article from Robert Half, "2022 Forecast: In Demand Practice Areas and Jobs," found [HERE](#).

ALAMN ORGANIZATIONAL TABLE FOR 2024

BOARD OF DIRECTORS

President: Vanessa Kahn

President Elect	Past President	Communications Director	Membership Director	Education Director	Administrative Director	Finance Director
Bernie Theis	Deb O'Connor	Jessica Johnson	Gayle Hildahl	Kim Motzko	Rebecca Doyle	Suzette Allaire

SERVICE TEAMS

(ALAMN Membership is required to participate; Regular ALAMN Membership is required to Chair; Service Teams work serves entire chapter)

Business Partner Relations & Conference	Diversity, Equity, Inclusion & Access	Communications & Social Media	Membership Development	General Education Meetings	Compensation & Benefits Survey
Catherine Gorr Kelly Thaumert	Kathy Hubbard Marie Harvat	Melissa Johnson	Joey Monson Chong Lee	Lisa Hellum Pete Tass	Laurie Greenberg Laurie Percy Phil Rush
	Community Service				
	Sarah Ptacek Nancy Lewer				

SECTION TEAMS

(ALAMN Membership is required to participate; Regular ALAMN Membership is required to Chair; Section Teams work serves sub-section of chapter membership)

	Large Firm Chief Officers	Small and Medium Firm	Human Resources
	Abby Rooney	Jeff Downes Tracy Smith	open

SPECIAL INTEREST GROUPS

(Non-members may participate; ALAMN Membership is required to Chair)

	Branch Manager	Facilities Management	Financial Management
	Jessica Johnson Samantha Tschida	open	open
Greater MN (formerly St. Cloud)		Intellectual Property (IP)	
Ann Entenmann		Val Studer Lisa Gentry	

ADMINISTRATIVE VOLUNTEERS

(Regular or Associate ALAMN Membership is required)

Also serves as:	Also serves as:	Newsletter Editor	Emerging Leaders Group	CLM Education Coordinator	Staff & Member Placement Coordinator (HR)
LPACC Liaison	Past President Liaison	Gretchen Luessenheide	Samantha Tschida	Tracy Overson	Tracy Smith
	Nominating Committee (chair)	Social Media			
		Melissa Johnson Jaffe Management			

8 Board Members; 7 Service Teams; 3 Section Team, 5 Special Interest Groups; 7 Administrative Volunteer Positions

PRESIDENT'S COLUMN

By Vanessa Kahn, ALAMN President



The sense of "call to serve," to serve with intention, and the desire to give our time and energy to others are things that I have always been curious about. Some people are born with a sense of duty to serve, and they integrate it into all aspects of their lives. Perhaps they give of themselves because they enjoy meeting new people or learning new things, or perhaps it fills their emotional cup and makes them feel human.

I have always felt a duty to serve and help others. This sense of call was influenced by my grandfather, as well as my life experiences. I believe people should serve and make an impact in their communities, professions, families, as well as take time for themselves.

Where have you been and where might you be going? Have you heard the call? Does it fill your cup? Serving in ALAMN has made me a confident leader, and the friends that I have made have given me a strong sense of belonging. I know I am where I belong.

As I prepare to move into the president role for ALAMN, I am energized and excited. This leadership role is both meaningful and challenging at the same time. ALAMN has many strong leaders among its ranks whose enthusiasm and ideas are contagious. Serving on the board for the past three years, I have been guided and

supported by many people, but I'd like to highlight three women in particular who will be moving off the board. Collectively, these women have twenty years of ALAMN board service.

A sincere thank you goes out to Chong Lee, Sam Tschida, and Pat Stender as they gracefully move out of their board roles and into other support roles for the chapter. Chong will co-chair the Membership Development Team with Joey Monson and continue to support the DEIA team. Sam will be chairing the Emerging Leaders group and co-chairing the Branch Office Manager SIG alongside Jessica Johnson. Pat will continue to serve on the Community Service Team and Membership Development Team.

The Minnesota Chapter is currently the fourth largest chapter in the country, with roughly 260 members. As Brene Brown writes in her book, *Dare to Lead*, a leader is anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential. With my personal commitment to membership engagement, I hope more people in our chapter will be able to say, "I am where I belong."

Thank you to all for this leadership opportunity, and I look forward to discussing our chapter with you. Please send me your feedback. I welcome the opportunity to work with you all.



CONFIDENTLY EMBRACE AND PROMOTE CHANGE MANAGEMENT IN YOUR FIRM

By Affinity Consulting Group

Change is inevitable in law firms. From technological advancements to shifts in client expectations, law firms constantly need to adapt. Change management is the approach to how you deal with these changes, and navigating it effectively is crucial to ensure the success and sustainability of your law firm.

Challenges of Change Management in Law Firms:

- 1. Resistance to Change:** One of the biggest challenges in implementing change is resistance from partners, associates, and staff. People often prefer familiar routines and processes. It can be challenging to introduce new systems or procedures.
- 2. Lack of Communication:** Poor communication hinders change efforts. Misunderstandings, rumors, and unclear directives create confusion and resistance among a team.
- 3. Time and Resource Constraints:** Law firms are often under pressure to deliver results promptly and leave limited time and resources for change initiatives. Balancing day-to-day operations while implementing change can be challenging.
- 4. Cultural Barriers:** Workplace culture can be deeply ingrained, making it difficult to introduce new ways

of working. Outdated organizational structures and reluctance to embrace new ideas often impede efforts to drive change.

- 5. Overcoming Technological Barriers:** Implementing new technologies can be complex and met with skepticism. Ensuring smooth adoption and integration of new tools requires careful planning and training.

Solutions for Effective Change Management:

- 1. Establish Clear Communication Channels:** Prioritize open and transparent communication during the change process. Regular updates, town hall meetings, and clear communication of objectives can help alleviate uncertainty and foster team buy-in.
- 2. Engage Stakeholders Early:** Involve key stakeholders, including partners, associates, and support staff, from the outset of change initiatives. This will increase your team's sense of ownership and commitment to the process.
- 3. Provide Comprehensive Training and Support:** Proper training and support are essential for successful change implementation. Ensure that employees receive adequate training on new systems or processes and have access to ongoing support.
- 4. Foster a Culture of Innovation:** Fostering a culture of innovation plays a critical role in change management. Encourage experimentation, reward innovative ideas, and provide opportunities for professional development to help your team overcome barriers to change.
- 5. Leverage Technology Wisely:** Evaluate and select technologies that align with the firm's goals and values. Provide comprehensive training and support for new technologies to facilitate smooth adoption and integration.

[continued on page 9]



CONFIDENTLY EMBRACE AND PROMOTE CHANGE MANAGEMENT IN YOUR FIRM

continued from page 8

How You as a Legal Administrator Can Make a Difference:

You are uniquely positioned to drive and facilitate change within your law firm. By leveraging your expertise in operations, communication, and organizational management, you will play a central role in navigating change effectively. Some ways you can contribute to successful change management include:

- 1. Leadership and Vision:** Provide leadership and vision during times of change and help to articulate the firm's goals and objectives and rally support from employees.
- 2. Project Management:** Oversee change initiatives from conception to implementation, ensuring that deadlines are met and resources are allocated efficiently.
- 3. Communication and Engagement:** Facilitate open and transparent dialogue throughout the change process. Actively engage your team and solicit feedback to address concerns and foster collaboration.
- 4. Training and Development:** Spearhead training and development initiatives to ensure that employees have the skills and knowledge needed to adapt to new systems or processes effectively.
- 5. Continuous Improvement:** Change management is an ongoing process, and you can champion a culture of continuous improvement within your firm. By regularly assessing progress, soliciting feedback, and making adjustments as needed, you can ensure that change initiatives remain on track and yield positive results.

Navigating change management in law firms presents numerous challenges. However, with careful planning, effective communication, and strong leadership, these challenges can be overcome. If you're not sure where to start or need help driving and implementing change within your firm, contact Affinity Consulting, and let's work together to start your transformation journey.

At Affinity Consulting Group, we work hand in hand with our clients to help them build a healthier firm. We help you to think differently about your processes and how you get your work done. We help you find solutions that fit your firm to help you work smarter and increase productivity. In the end, the things we help you implement will increase your firm's overall profitability. [Request a consultation](#) to learn more.

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ALAMN ANNOUNCES 2023/2024 SCHOLARSHIP RECIPIENTS!

ALAMN CALENDAR OF EVENTS

The mission of ALAMN is to advance the role of legal managers through education, sharing of knowledge and resources, and recognition of their contributions to the legal profession. In addition to numerous educational opportunities throughout the year, we offer scholarships to active, regular members of ALAMN.

This year, we are pleased to announce the following scholarship recipients:

General Scholarships Not Requiring Application or Nomination:

1. ALAMN Membership Scholarship – One scholarship is offered each year to an eligible member and is drawn randomly. This year’s recipient is **Casondra Mulenberg** from Geraghty, O’Loughlin & Kenney, P.A.
2. ALAMN New Member Scholarship – One scholarship is offered to an eligible new member who joined ALAMN the previous April through March. This year’s recipient is **Michael Nguyen** from Greene Espel PLLP.
3. ALAMN Past Presidents National Scholarship – One scholarship is awarded each year to a randomly drawn ALAMN Past President. This scholarship honors the many contributions of Richard (Dick) Nigon, Laura Broomell, and Sarah Evenson, who previously served as ALA Presidents. This year’s recipient is **Laura Broomell** from Greene Espel PLLP.

General Scholarships Requiring Application or Nomination:

1. ALAMN First Time Attendee Scholarship – One scholarship is awarded each year to a regular member who has never attended the ALA Annual Conference and has expressed an interest by providing a completed application. This year’s recipient is **Marie Harvat** from Solotoff Law.

2. ALAMN Opportunity Scholarship – One scholarship is awarded to a regular member who does not have the funds to support attendance at an ALA Conference. An application is required to be considered for this scholarship which covers early-bird registration, lodging expenses, and round-trip airfare. This year’s recipient is **Gretchen Luessenheide** from Barna, Guzy & Steffen, Ltd.
3. ALAMN Outstanding Member Scholarship – One scholarship is awarded each year to a member who has been nominated by a peer (or by the ALAMN Board of Directors) for outstanding service to the Association. This year’s recipient is **Jessica Johnson** from Fox Rothschild LLP.

Business Partner Scholarships:

1. ALAMN Mille Lacs Business Partner Scholarship – One scholarship is funded by our Mille Lacs Business Partner, Alerus. The winner of this scholarship is a name drawn from those attending the Summer Social, and this year’s winner was **Rebecca Vaughn** from Anthony Ostlund Louwagie Dressen & Boylan P.A.
2. ALAMN Minnetonka Business Partner Scholarship – This scholarship is funded by our Minnetonka Business Partner, Affinity. The winner of this scholarship is a name drawn from those attending the Summer Social. This year’s winner was **Tracey Skjeveland** from Merchant & Gould.

In addition to the scholarships noted above, scholarships are offered to the ALAMN Board of Directors, Service Team chairs/co-chairs, Section Team chairs/co-chairs, and Special Interest chairs/co-chairs. Consider a leadership role in ALAMN and help pay your way to an ALA sponsored conference!

APRIL

SU	MO	TU	WE	TH	FR	SA
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

- 9 **HR Meeting**
12:00 pm – 1:00 pm
- 17 **Facilities Meeting**
12:00 pm – 1:00 pm
- 17 **Finance Meeting**
12:00 pm – 1:00 pm
- 18 **Small/Medium Meeting**
11:30 am – 1:00 pm

MAY

SU	MO	TU	WE	TH	FR	SA
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

- 19-22 **ALA National Conference**
Aurora, CO
- 28 **Education Team Meeting**
12:00 pm – 1:00 pm

***PLEASE NOTE:**
ALAMN MEMBERSHIP IS REQUIRED to attend Team and SIG meetings.



ALA was founded in 1971 to provide support to professionals involved in the management of law firms, corporate legal departments, and government legal agencies. Learn more about ALA HERE.

ALAMN EDUCATION TEAM

Did you know that most firms have more management roles than great leaders? In fact, only 2% to 4% of the population are great leaders. Such takeaway, plus more, was recently shared with ALAMN members and guests gathered at the annual Law Firm Leader and Networking education event presented by Blane Prescott from MesaFive at Fredrikson & Byron on January 30, 2024.

Blane's presentation, titled "The Best of Times/The Worst of Times: Understanding and Competing in an Increasingly Complex Profession," focused on current trends in the legal profession, including attorney pay structures, the changes in attorney retention, and the importance and development of firm leadership. Those

in attendance thoroughly enjoyed the presentation and came away with some excellent information to bring back to our firms and share with our firm's leaders.

We were pleased to have several managing partners and some members of the Minnesota Legal Marketing Association join us for this highly informative presentation.

The event was recorded, and Blane's presentation and PowerPoint slides were sent to all ALAMN members the week after the meeting.

Stay tuned and check the ALAMN Events Calendar on the website for more Education Meetings coming soon!

ALAMN DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY TEAM (DEIA)



Each month we will be sharing knowledge and information with our members and business partners to inform and spark conversation and action to improve diversity, equity, inclusion, and accessibility in our communities.

Below is a list of DEIA celebrations and holidays in the months of April and May 2024. The list is not exhaustive.

Month-long April Observations

- Arab American Awareness Month
- [Autism Acceptance Month](#)
- Diversity Month
- National Deaf History Month

Important April DEIA Dates

- April 2 — World Autism Day
- April 5 — Laylat al-Qadr*
- April 6 — National Tartan Day
- April 7 — World Health Day
- April 9 — Ramadan ends*
- April 13 — Vaisakhi*
- April 22-30 — Passover*
- April 24 — Administrative Professionals Day
- April 26 — Lesbian Visibility Day

Important May DEIA Dates

- [Asian-American and Pacific Islander Heritage Month](#)
- Haitian Heritage Month
- Indian Heritage Month
- Jewish-American Heritage Month
- [Mental Health Awareness Month](#)
- Military Appreciation Month
- National Speech-Language-Hearing Month
- May 3 — Orthodox Good Friday*
- May 5 — Cinco de Mayo
- May 5 — Orthodox Easter*

[continued on page 14]

ALAMN DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY TEAM (DEIA)

ALAMN COMMUNITY SERVICE TEAM

continued from page 13

- May 10 — Military Spouse Appreciation Day
- May 12 — Mother's Day*
- May 17 — International Day Against Homophobia, Transphobia, and Biphobia
- May 19 — Malcolm X Day
- May 21 — World Day for Cultural Diversity
- May 23 — Vesak (Buddha Day)
- May 27 — Memorial Day*



On Going 2024 DEIA Legal Career Presentation

This year, the DEIA Team has hosted in-person and virtual career informational sessions with students attending Metro State University.

The DEIA Team continues to investigate other schools and professional connections seeking opportunities to do legal career presentations. Some of the options we are researching include:

- U of W – Stout
- Dress for Success
- St. Thomas
- AVID
- Bolder Options
- North Hennepin Community College

If you have connections you think would be good speaking options, please email DEIA co-chair Kathy Hubbard at hubbard@mdh-law.com.

DEIA 2024 Scholarship Application Window is Open!

The ALAMN DEIA Scholarship coordinator, Nancy Lewer, has sent the scholarship flyer to middle and high schools in the Twin Cities metro area. The scholarship application deadline is May 1, 2024.

Requirements for the ALAMN DEIA scholarship:

- Accepted at an accredited college and in good academic standing in high school
- One letter of reference
- A copy of the applicant's high school transcript
- A short (250 – 500 word) essay by the applicant which summarizes:
 - Area of intended study or degree,
 - Applicant's interest in legal administration or a related field, and
 - Describes what diversity means to the applicant and why it is important.

The ALAMN DEIA Team will review all applications and select the recipient in early May.



The ALAMN Community Service Team volunteered at The Food Group in New Hope, MN on February 22. The project consisted of packing 667 meals (rice). The Food Group is a local nonprofit focused on using nutritious food to strengthen community. They help to alleviate hunger by working at the intersection of food access, equity, and nutrition. They break down barriers to growing good food and get good food to those who need it most.

A special thank you to the following awesome volunteers!

- | | |
|---------------|----------------|
| Brett Roberts | Pam Gerads |
| David Brown | Beth Schiestl |
| Deb O'Connor | Curtis Okerson |
| Jessica Joyce | Ricky Dowda |
| Nancy Lewer | |



ALAMN CHILDREN'S BOOK DRIVE - SUCCESS!



The ALAMN Community Service Team partnered with the Diversity Inclusion Team and hosted a *Children's Diverse Book Drive* for Planting People Growing Justice Leadership Initiative. Dr. Artika R. Tyner and PPGJLI gift these books directly to children through their Leaders are Readers program.

We kicked off the drive at our November 2023 general meeting at Dr. Tyner's guest speaker appearance and ended it during February 2024 for Black History month.

Our goal was to have up to **250** books donated, and our final tally was **443** books donated – a value of \$3,037 which will go into the hands of children!

These were donated in a variety of ways. Many were sent directly to PPGJLI, where they are donated to schools, libraries, and at events, and three boxes from our physical collection were hand-delivered by Casi Mulenburg of Geraghty, O'Loughlin & Kenney, P.A. She joined Dr. Tyner at her monthly event at Rondo Library where they were added to a table of books free for the children to take home and keep. Dr. Tyner was so appreciative of the number of books that came in from ALAMN!

Thanks to everyone who donated and worked to make this event a success. Some of the donations were from ALAMN members, some from other staff at their firms, some were on a personal level, and some were a firm expense. We had a few contests and challenges at some firms that helped increase the donations. We appreciate all of the creativity & teamwork!

We enjoyed reading through the books from the boxes before the donation was made and are happy we were able to support Dr. Tyner and her mission to improve literacy in our local community.

[continued on page 17]



ALAMN CHILDREN'S BOOK DRIVE - SUCCESS! - CONT.

continued from page 16



Thanks to all who participated!

- 63 - Nancy Lewer, Saul Ewing, LLP (+Nancy, Alfred, Chandra, Steve, Jenni & Leah)
- 46 - Casi Mulenburg, Geraghty, O'Loughlin & Kenny, P.A – Staff 23 & Firm 23
- 39 - Sarah Ptacek, Henson Efron
- 20 - Sheene Davine-Remitz, Schwegman, Lundberg, Woessner
- 18 - Tracy Smith, Smith Gendler, P.A. (Nancy, Michelle, Nate) – Staff 8 & Firm 10
- 14 - Pat Stender, Cousineau Malone, P.A
- 12 - Bernadette Theis, Jardine, Logan & O'Brien P.L.L.P.
- 12 - Laura Broomell, Greene Espel PLLP
- 8 - Katherine Hubbard, Madigan, Dahl & Harlan, P.A.
- 3 - Deborah P. O'Connor
- 3 - Zhakalazky Carrion, Schwegman, Lundberg, Woessner
- 72 - Plus a direct contribution from the CSC Team

A few of the titles donated include:

- ✓ Justice Makes a Difference
- ✓ Stacey's Extraordinary Words
- ✓ We are the Dreams of our Ancestors
- ✓ Hair Love
- ✓ The Skin You Live In



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SAVE THE DATE!

ALAMN 34th Annual Conference

Thursday, September 19th 2024

Hilton Minneapolis
 Downtown Minneapolis, MN

34th ANNUAL CONFERENCE
 ALAMN
 A Chapter of the Association of Legal Administrators
 2024

BUSINESS PARTNER SPOTLIGHT: DAN ARNTSEN, AFFINITY CONSULTING GROUP

COMPANY INFO

Tell us any cool/interesting facts about your company

We just celebrated our 25-year anniversary, and we are a primarily remote company – even before working remotely was cool! With over 98% of our nationwide company working from remote workspaces.

What is your role in the company?

Strategic Relationship Manager

How long have you been involved with ALAMN?

4 years

How can we spotlight your business the best?

At Affinity, we're on a mission to revolutionize how law firms build their businesses and implement new software and technology. We know there's a "better way" and we're building it.

Our transformation services are more than just a one-off solution. We partner with our clients, embarking on a journey together to morph your practice from a state of chaotic disarray into a well-oiled machine. Our approach is simple: Build, Refine, and Perfect. Our expert team constructs business and tech solutions tailored to your specific needs. We don't just leave it there though. We provide ongoing support, training, and refinement to guarantee that your team embraces the changes and makes the solution work for them.

The result? Better systems and processes, improved efficiency, happier clients and team members, and enhanced profits!

PERSONAL INFO

What is your favorite movie?

Christmas Vacation

What are you currently reading?

Nothing right now, but I tend to pick up my reading in the summer when I can sit on the porch with a good book.

What is the last vacation you took?

We spent time over Christmas in Fayetteville, AR at a cabin in the mountains.

What is your favorite way to spend free time?

Hanging with my family and neighbors outside around the firepit.

If you could learn a new skill, what would it be?

Bass fishing



BUSINESS PARTNER SPOTLIGHT: RONNY LOEW, PROCIRRUS TECHNOLOGIES

COMPANY INFO



Tell us any cool/interesting facts about your company

ProCirrus has been in business for 25 years and supports over 300 law firms. Running services exclusively on company owned equipment. ProCirrus is positioned to deliver full-service and highly robust services at much more competitive pricing than public clouds like Amazon or Microsoft can.

What is your role in the company?

Sales Director

How long have you been involved with ALAMN?

4 years

How can we spotlight your business the best?

ProCirrus offers white glove, secure, compliance-based IT services exclusively built for law firms. Combine all your server AND cloud-based applications into a simple, cloud-powered desktop. SOC 1 & 2 Type II audited. ProCirrus manages everything from your workstations to our SSAE 18 datacenters. Our simple, cost-effective model empowers you to work safely from where you need to on what you want to – even iPads!

PERSONAL INFO

What is your favorite movie?

Anything by the Coen Brothers or John Hughes!

What are you currently reading?

How to Win by Vic Tree

What is the last vacation you took?

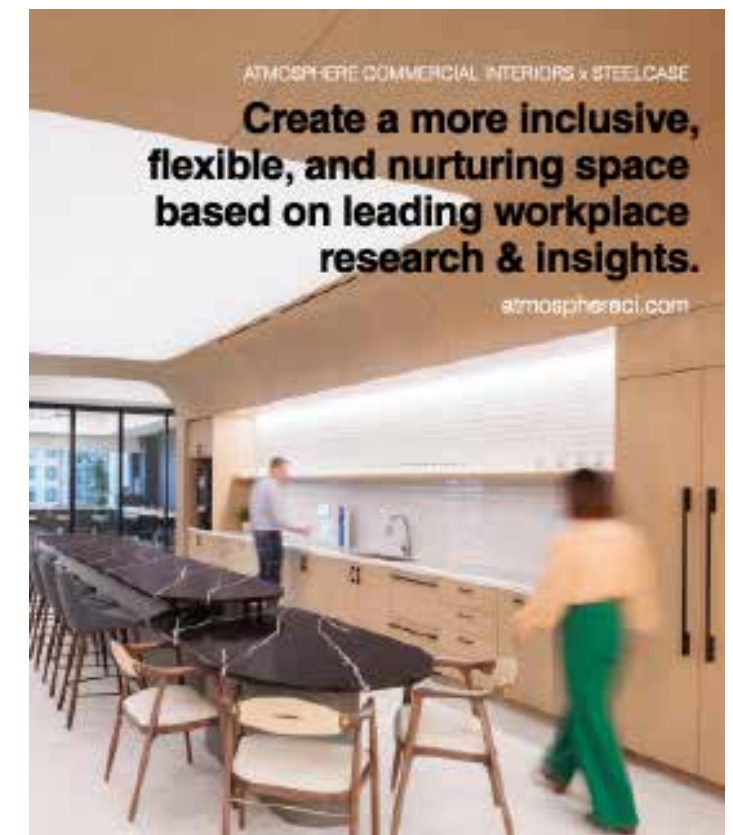
Northern Italy! Como, Milan, Cinque Terre. Beautiful!

What is your favorite way to spend free time?

Working out to keep ahead of my food habit!

If you could learn a new skill, what would it be?

Separating business from personal. Ugh!



ALAMN'S SHINING STAR

The ALAMN Board is very excited to announce the members of the 2023-2024 Education Team have been selected as Shining Stars for the Minnesota Chapter! Members include Pat Stender, Lisa Hellem, Pete Tass, and Patti Ploehn.

The team has been very busy planning and organizing the educational events throughout the course of 2023-2024, starting it off with the 2023 General Education Meeting with May's "Mindful Moments: Engaging in the Present Through Practice," followed by the August meeting, "What Impact Will the Legalization of Marijuana Have on Employers?" and the 2023 General Education DEIA Meeting, featuring speaker Dr. Artika Tyner, held in November. They kicked off January 2024 with the Law Firm Leader and Education event held at Fredrikson & Byron, PA in Minneapolis, featuring speaker Blane Prescott from Mesa Five, which was a huge success. Let's meet this amazing team!

Pat Stender led the 2023-2024 Education Team while also serving as the Education Director on the board. She's been a member of ALAMN for 27 years and has served on the board for the past two years, including as Administrative Director. Pat has also been very involved with the Community Service Team and has co-chaired the Small/Medium Firm Team. The amazing network connections she has made with Business Partners and members are extremely valuable and she is most grateful for the friendships she has formed as a result. Pat resides in Champlin with her husband, Eric, and her daughter, Colleen, currently resides in Madison, WI.

Pat's top picks and favorites:

Favorite Food is a good steak and seafood, and favorite restaurant is Pittsburgh Blue.

Favorite Book – *Horse* by Geraldine Brooks. Pat is also a member of a book club.

Bingeworthy favorites – *Friends*, *Law & Order*, *SVU*, and *Organized Crime*.

Favorite hobbies – Aside from entertaining & cooking, she also volunteers and is a regular platelet donor at Memorial Blood Centers.

Lisa Hellem joined ALAMN in 2019 when a colleague suggested it as an opportunity to connect with other local firm leaders. Lisa recognized that the role of a Firm Administrator can sometimes feel like being on an island, and ALAMN provides a life raft through networking. She enjoys having a good group of people to bounce ideas off. As a result of her desire to learn and get involved, she attended Emerging Leaders meetings, and eventually joined the Education Team and serves as co-chair. In recapping the 2023-2024 Education Team success, she recognized that everyone on the team worked hard and stepped up to ensure the job got done, which made for great collaboration. Lisa resides in Minneapolis with her husband, Aaron, and her 18-month-old daughter, Charlotte.

Lisa's favorites and recommendations:

Favorite Food is tacos and favorite restaurant is Porzana in the North Loop.

Favorite TV Show – *Parks and Recreation*

Favorite Travel Destination – she loves Colorado.

Favorite Hobbies – Enjoys spending time outdoors, going for walks around the lake, traveling, and trying new restaurants in Minneapolis.

Pete Tass joined ALAMN in 2017 for its incredible resources. Pete has since been involved with the Membership Team, is currently serving as co-chair of the Education Team, and has truly enjoyed getting to know the wonderful people of ALAMN. Making sure there is a variety of speakers and topics for members to choose from to get the most out of their membership

[continued on page 21]

ALAMN'S SHINING STAR - CONT.

continued from page 20

in addition to hosting the regular meetings are reasons why Pete enjoys being a part of the Education Team. Pete is married with a 13-year-old son, and they enjoy doing theater in the summers.

Here are some of Pete's top choices:

Favorite Restaurants – Often eats at Dave's for a quick lunch. The Hen House and their dessert bars are the champions of downtown fine dining.

Bingeworthy favorites – All-time favorite show is *The Wire*. Currently watching *The After Party*, which is a fun and unique comedy.

Favorite Books – *A Confederacy of Dunces* is a favorite among his many. Favorite author is F. Paul Wilson.

Favorite Hobbies – Tennis, reading, improv, and theater.

Patti Ploehn has been a member of ALAMN since 2006 and has been in law firm administration for 28 years. She received her CLM Certification in 2016 along with her fellow study group members, Tracy Overson, Barb Romanko, and Phil Rush. She likes being involved with the Leadership Conference and the Conference

Committee because she enjoys the challenge of finding relevant speakers and trending topics that members would like to see. In addition, she has also participated in the BPRCT, Salary Survey Team, and co-chaired the Small/Medium Firm Team.

Here are some fun facts about Patti:

Favorite Food – Medium rare steak at her husband's backyard grill.

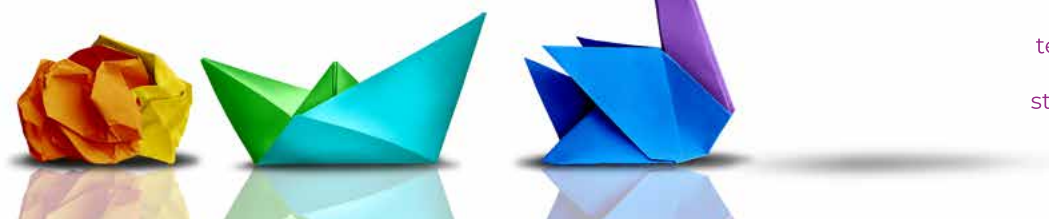
Favorite TV Shows – *Kids Baking Championship* and *Survivor*.

Favorite Books – Murder mysteries and John Grisham books.

Favorite Hobbies – Patti enjoys spending time with her grandchildren, McKenzie (8 months) and Nathan (3-1/2). She is also an avid golfer and plays in a women's league.

Please join the Board as we congratulate and thank Pat, Lisa, Pete, and Patti of the Education Team for their hard work and dedication to ALAMN and ALA!

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Which countries have you visited?

Vanessa Kahn, President

Canada, France, Germany, Italy, Mexico, Netherlands, and Norway.

Deb O'Connor, Past President

Mexico, Canada, Greece, Ireland, Honduras, Belize, Bermuda, St. Kitts, Nevis, Puerto Rico, St. Lucia, St. Thomas. Adding Portugal this year!

Bernie Theis, President-Elect

I have visited Canada, Mexico, France, Italy, Spain, Bahamas, Jamaica, and Philippines.

Rebecca Doyle, Administrative Director

Tanzania, England, Netherlands, Belgium, France, Mexico

Jessica Johnson, Communications Director

Mexico and Canada

Kim Motzko, Education Director

Mexico. We prefer to road trip through the U.S.

Gayle Hildahl, Membership Director

Canada, Mexico, Indonesia

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