



BARBERI LAW

INSIDER

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NEWSLETTER

ATTORNEYS:

JOSEPH T. BARBERI
DAVID R. BARBERI
ROBERT L. CRAWFORD
ANTHONY E. CAVALIERI
SARA M. SASTAMOINEN
MARK R. PASQUALI

MAIN OFFICE:

2305 HAWTHORN DRIVE, STE. C
MOUNT PLEASANT, MI 48858
(989)773-3423

MIDLAND OFFICE:

1515 COMMERCE DRIVE
MIDLAND, MI 48640
(989)631-6500

WWW.BARBERILAWFIRM.COM
ADMIN@BARBERILAWFIRM.COM



Joe's Corner

Wow! July has been a very busy month for myself and my family. Also, at Barberi Law we've been working very hard to represent our clients and have obtained great results, both in court, as well as resolving conflicts through settlements reached out of court. After hours, Barb and I have been helping our son, Dave, with his quest to serve Isabella County residents as their new prosecuting attorney. Boy, has it been fun meeting old and new acquaintances throughout our county, as we travel the roads spreading Dave's message. I've been Dave's "sign man," helping him locate over 800 signs throughout Isabella County. As we've been putting up signs, residents have stopped us on the roadside and requested that we put a sign in their yard. The response for Dave's message has been overwhelming. The best part, so far, has been talking with citizens about why Dave made the decision to ask voters to give him the opportunity to serve them as a public servant. He's willing to give up a very good position here at Barberi Law in order to make a difference in our community. At 33, if elected, he will be in the prime of his life, and he's willing to use his energy to bring about a positive change in the way the office of prosecuting attorney will function in the future. The Barberi Law family is 100 percent behind David becoming our county's next prosecutor, and we hope you are, too! God bless.

-Joe

Meet four Bikes for Kids winners

Keaton Mater, 12, of Roscommon, was chosen as our first Bikes for Kids winner. His mom, Cheryl, wrote in her nomination, "Keaton is 12 and autistic. Keaton spends his life trying to educate his peers on why he is different. He, like all children his age, has encountered bullies and has been bullied himself, but he deals with it by smiling and befriending them."

Mason Eisenberger, 9, of Shepherd, was chosen as our second Bikes for Kids winner. His teacher, Annette Spon-seller, wrote in her nomination, "Mason exhibits outstanding citizenship on a daily basis. He treats everyone the same, and goes above and beyond to make others around him feel like they belong."

Nylee Smith, 10, of Williamsburg, was chosen as our third Bikes for Kids winner. Her mom, Candace Jaruzel, wrote in her nomination, "She has a very big heart and loves to help others in need. She lost her grandma around a year ago, and in honor of her grand-ma, she volunteered at Meals on Wheels and



helped deliver meals to people."

Trinity Lachance, 8, of Roscommon, was chosen as our fourth Bikes for Kids winner. Her grandma, Maureen Verbruggen, wrote in



her nomination, "After two years of being bullied, Trinity decided that she didn't want anyone to feel like she did. Last summer, Trinity raised \$600 to put in a Buddy Bench at her school to help stop bullying."

What makes a good leader?

By David Barberi

For ages, people have debated if leaders are born or made. Research indicates that it's likely a combination of both an individual's genetic makeup as well as learned behaviors formed by one's own life experiences. Personally, I believe that leaders are created by the values they hold and the character they consistently exhibit by the day-to-day acts they perform, or equally as important, don't perform. The following is a summary of what I believe are the most important qualities leaders must possess to accomplish their goals and perform their duties effectively.

1. Effective Communicator

For my undergraduate studies, I pursued a degree in Communication with a focus on interpersonal communication. I did so because I felt that effective communication was the key to breaking down barriers and achieving goals. This foundation has helped me to achieve many of my life's successes, as it has provided me tools to better understand how people think and to use that knowledge to communicate.

Managers often say that they have an open-door policy, but this simply isn't good enough. People will seldom walk through the door because they don't want to bother you. A better approach would be to walk around the office and actively engage staff, fostering communication. This approach will lead to people opening up to me and sharing information that they otherwise may not have brought to me out of concern that they would interrupt me from my work.

Effective communication isn't just knowing



what to say and how to say it, it also requires the ability to listen to what others are saying, as well as what they are not, and synthesize that information. This skill is important to being a leader, as leaders need to be able to communicate their goals as well as a clear plan and garner support for their vision.

2. Selflessness

Effective leaders don't seek credit for their team's success, rather they credit others when they accomplish goals. Furthermore, leaders need to be willing to sacrifice their own wants and needs to improve the lives of others around them. A leader understands that the success of their team directly impacts the lives of many other people.

3. Self-Awareness

One of the first components of emotional intelligence – a leadership category in and of itself. Self-awareness means having a deep understanding of one's emotions, strengths, weaknesses, needs and drives. People with strong self-awareness are neither overly

critical nor unrealistically hopeful. Rather they are honest with themselves and others. People who have a high degree of self-awareness recognize how their feelings affect them, other people and their job performance.

Self-awareness extends to a leader's understanding of his or her values and goals. A self-aware leader knows where he is headed and why. A leader who lacks self-awareness is apt to make decisions that bring on inner turmoil by treading on buried values.

4. Self-Regulation

Self-regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment – to think before one acts.

5. Integrity

The moment a leader sacrifices their integrity, they lose the ability to lead effectively. A leader must be the guiding force for their team; all of their actions must be ethical and preformed with integrity.

6. Empathy – Do not Lead by Force

"If the only tool in your tool box is a hammer, you won't build anything." A good leader understands that they need to earn others' respect, not demand it. A leader understands that compliance doesn't equal commitment.

7. Consistency

As I alluded to previously, I believe consistency is the most important quality a leader must possess. A leader's beliefs and message to their team must be consistent with the leader's own actions and example. When your team sees you living the message and vision you want them to buy into, they will follow you.

Barberi Law wins big for injured woman!

By Joseph Barberi

Our client was injured in March 2015, after falling at her apartment complex in Midland, while she was out walking her dog. The uneven sidewalk, along with the ice and snow that wasn't cleared by the owners of the property, caused her to severely injure her leg.

She first came to Barberi Law in April 2015, and retained our firm to handle her case in May 2015. In Michigan, it is extremely hard to win premises liability cases, but we were confident in the facts of the case and our ability to get the client the results she wanted, and deserved.

When our client informed an employee of

her apartment complex that she was injured, she was told she "should have used common sense." She was also told they were waiting for the weather to get better before they cleared the sidewalk. Shortly after her fall, our client noticed the area was blocked and boarded off with wood.

Our client's leg injury prevented her from living her everyday life. Since her apartment was on the third floor, just getting in and out was a struggle. She had to drop out of her classes at Northwood University, and move back home to Gaylord, so her family could help her get around.

Barberi Law attempted to settle the case with

the apartment complex's insurance company, but the defendant filed a Motion for Summary Disposition under the open and obvious doctrine. In a hearing on July 2, 2018, Midland County Circuit Judge Stephen Carras denied the motion because the defendant "created the dangerous condition."

Two days later, after Barberi Law reached out to the defense attorney, a successful resolution was reached. Barberi Law received a five-figure settlement for our client on July 5, 2018. We were very happy with how we were able to help our client and resolve the case **without** going to trial.

Lessons passed on from dad, sports



By Joseph Barberi

This past week my nephew, Jeremy Gonsior, forwarded to me photos of my father, Carlo Barberi, taken in the late 1930s when he was a student athlete at Central Michigan University. Back then, CMU athletes were called "Bearcats," a moniker that they used prior to becoming the "Chippewas."

From 1935-1939, Carlo excelled in four varsity sports, earning a record 11 varsity letters, a record that still stands today and will likely never be broken. He was speedy and agile, running the 100-yard dash on the track team, starring in the backfield on the football team, acting as a guard in basketball and one of the best hitters on the team in baseball. He made great friends with the likes of Rollie Denison, Bill Theunissen, Leo Wisneski and Coach Danny Rose — all CMU legends.

As I grew up, I got to meet all of these wonderful individuals, who so passionately cared about CMU, as well as the Mt. Pleasant community. From my father, I learned the value of participating in athletics. If you want a winning outcome, put together a good team of players, and then practice, practice, practice. I learned good sportsmanship, play fair and thank your opponents for a well-played game.

Who wants to win over no competition? That's no fun! Always show up ready to give it your best. Don't ever let your teammates down and finish every play as if it counts.

After graduating from college, I ended up coaching baseball at the Little League, Pony League and Colt League levels, and for two years at the junior varsity level. I spent 16 years coaching, having fun with boys and their parents.

I'm proud today to drive by the Carlo Barberi baseball field at Mt. Pleasant High School. It always brings back memories of not only my dad, but also of my own mentors, Dean Kreiner, Joe Epple and Frank Demski (the Leaton boys, as my father referred to them). All of my mentors excelled in athletics and were wonderful coaches to tons of young athletes at Mt. Pleasant High School. My dad coached all of them, and they in turn, coached me.

Thank you, dad. And, thank you to my mentor coaches, Dean, Joe and Frank. And, thank you to their families, as well, for sharing your fathers and husbands with all their players over the years. We learned so much from all of you.

Staff spotlight: Attorney Tony Cavalieri

Tony Cavalieri joined Barberi Law in 2017, after working at a general practice law firm in his hometown of Iron Mountain since 2014. He attended Western Michigan Cooley Law School on a full ride scholarship and graduated in May 2014. He previously graduated from Northern Michigan University, where he met his wife, Elise, even though they both grew up in the same area.

Elise enrolled in Central Michigan University's College of Medicine in 2016, so Tony started looking at working at a law firm closer to her. Since it was such a long drive, they were only seeing each other every couple weeks.

"However, nothing caught my eye until I saw an ad for a new attorney with Barberi Law," he said. "The ad expressed Barberi Law's personal and human approach to their cases, and it definitely caught my eye. After my first trip down to meet the team, I knew it would be a great fit."

Tony works on personal injury, family law



and criminal cases. He helps wherever he is needed, depending on the case load.

"I would say my favorite part about working here is the people," he said. "The people I work with and the people I get to meet, and, hopefully, help along the way."

Tony and Elise both love the outdoors. They enjoy backpacking, camping, hiking, biking



and kayaking.

"Right now, we're working on balancing work, school and life with our huskies, Autumn and Juneau, and try to get active as often as we can," he said.

Tony also plays the guitar, and he loves to play and sing.



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EVERY CASE WE TAKE,
WE TAKE PERSONALLY.SM

2305 HAWTHORN DRIVE, SUITE C
MOUNT PLEASANT, MI 48858
WWW.BARBERILAWFIRM.COM

PH: 989-773-3423
FAX: 989-772-6444

 @BARBERILAW

 FACEBOOK.COM/BARBERILAW



Chocolate Zucchini Cake*

Zucchini is definitely in season right now. My friend, Kathy, gave me this yummy, moist chocolate cake recipe, and it's one of my favorites for using zucchini!

- ½ c. butter or margarine
- ½ c. vegetable oil
- 1¾ c. sugar
- 2 eggs
- 1 t. vanilla
- ½ c. sour cream
- 2½ c. flour
- 1 t. baking soda
- ½ t. salt
- ¼ c. unsweetened cocoa
- 2 c. shredded zucchini
- 1 c. semi-sweet chocolate chips

Cream together butter, oil and sugar. Beat in eggs and vanilla. Stir in sour cream. Mix together flour, soda, salt and cocoa. Stir into creamed mixture. Add zucchini, and blend completely. Pour into greased, floured 9x13 pan. (I use glass). Sprinkle with chocolate chips. Bake at 350°F for 35-40 minutes, or until toothpick inserted in the middle comes out clean.

P.S. If the zucchinis are small and the skin is tender, I shred the skin and all. I pack the zucchini in the measuring cup and press the liquid out of one of the cups, but not both of the cups! The cake is very moist. It is great served with vanilla ice cream.

* Barb is Joe's wife, and she's famous for her good cooking!



Barb and her grandkids, Rowan, Grant, Emilia and Vada.

Estate Planning & Asset Protection



- Are monthly nursing home payments depleting your assets?
- Do you have a friend or loved one who may need nursing home care, or is currently residing in a nursing home?
- Are you private paying for nursing home costs?

Protecting your assets does not have to be complicated, and we're making it easy! Learn how to protect your assets for yourself and your loved ones by joining Attorney Mark Pasquali for a FREE workshop.

FREE WORKSHOP to be held at Barberi Law,
2305 Hawthorn Drive, Suite C, Mt. Pleasant
August 20, 2018, at 5 p.m.
CALL (989) 773-3423 to reserve your seat today!