



Women's Estate Planning Council

Mission: To promote interaction between women estate planning professionals educationally, professionally, and socially



President's Message

Arlene S. Barringer

Glatstein & O'Brien, LLP

Happy 2016. Three-quarters of the way through the WEPC year, WEPC is stronger than ever with membership totaling over 100! We remain grate-

ful for the efforts of the small group of estate planning professionals who formed WEPC twenty-one years ago with a vision of promoting interaction between women estate planning professionals educationally, professionally and socially.

WEPC is an affiliate of National Association of Estate Planners and Councils (NAEPC). The NAEPC was formed in 1963, with a core belief that the team concept of estate planning best serves the client. We embrace this core belief. Please take time to explore the NAEPC link from our WEPC website to appreciate the many benefits of affiliation with NAEPC. You may notice that NAEPC bestows an annual award to honor the people who have been highly active in the estate planning community and crucial to the development of the NAEPC. The annual award is called the *Hartman Axley Lifetime Service Award*. We are privileged to have Hart Axley, a leader in NAEPC for forty-eight years, as an active member of WEPC!

You will find incredible resource materials on the NAEPC site, such as tax materials from a monthly technical newsletter by *Leimberg Information Services*, articles published by the *NAEPC Journal of Estate & Tax Planning*, and the updated *ACTEC State Death Tax Chart*. Since estate planning encompasses much more than tax advice, not every WEPC member wishes to keep apprised of tax updates. Nonetheless, it is important to recognize when a referral to an appropriate tax specialist is advisable. Due to the current federal estate tax exclusion amount, estate taxes may not be an issue for certain clients, but other tax issues are increasingly important, such as income and capital gains tax considerations, basis adjustments, and portability.

Have you visited the WEPC website lately? It includes much useful information. We appreciate the excellent continuing work of Valerie Miller of Dolomite Designs, who handles all WEPC web-based matters, to include uploading documents and frequently changing material, sending and monitoring monthly Evites, monitoring Paypal payments, and managing the web inquiries. If anyone is interested, Valerie provides a full range of print, web and video design services to start ups and smaller businesses, and we highly recommend her.

We are pleased to announce that Martin M. Shenkman, a nationally regarded estate planning attorney and CPA, will present at our May meeting. He will discuss the role of financial planning in the estate planning process, a topic he recently presented at the 50th Annual Philip E. Heckerling Institute on Estate Planning. Please note the change in date and location for the May meeting. In place of our normal meeting date and location, we will meet on May 19, 2016 (third Thursday) at the Denver office of the National Multiple Sclerosis Society, 900 South Broadway, 2nd Floor, Denver. Many of you may recall Mr. Shenkman's well-received presentation to WEPC in May 2012. Similar to 2012, he is traveling the country in May to help raise money for people with chronic illnesses prepare for the future.

WEPC continues to flourish through the active support of all of our members, Board of Directors and sponsors. We genuinely thank all WEPC members for your commitment to WEPC. As always, should you have questions, comments or concerns, please do not hesitate to contact me, any member of our Board of Directors, or any committee chair.



JOIN US! For Walk MS Denver on Saturday, April 30 in Denver City Park. Contact Debbie O'Neil at doneil@assured-equity.com / (303) 785-7681 or Barbara Tocker Ross at Barbara@srhassoc.com / (303) 741-4776 for more information about signing up.



Spotlight on Public Relations Co-Chair

Lisa Hardin

Davis & Hardin, PLLC

1. What is your current position/how has it impacted you personally and your career?

I am currently an attorney at Davis & Hardin, PLLC located in Greenwood Village. My practice areas include Estate Planning, Estate Administration/Probate, Trust Administration, Tax Law, & Business Transactions. A fun niche that we also have is dental practice transitions. I am very grateful for my current job. While in law school, I also obtained my Masters in Taxation and I knew I wanted to be able to utilize my tax skills in whatever I pursued after law school. When I graduated law school I started my own firm as an estate planning attorney because I was adamant about practicing in such a great area of law. During this time I learned the importance of great mentors and truly utilized the members of the Women's Estate Planning Council. I also quickly realized how difficult it can be to create a client book when starting out on your own. I gained valuable skills in practice management, which proved to be invaluable later. I was fortunate enough to be connected with my now law firm partner, Louis Davis, who has been practicing in the same areas listed about for over 40 years. I joined Lou about two years ago and have had an amazing opportunity to learn and grow as an estate planning attorney. About a year ago we created our new firm Davis & Hardin, PLLC., and I have not looked back! Being at a small firm has allowed me to have so many wonderful opportunities that I may not have otherwise had. It has also allowed me to have a lot of quality time with my now one year old daughter, husband, and two boxers!

2. What do you like most about your job?

I love that I am able to work closely with families and help them achieve their long term goals. I look at estate planning as not just something that effects your loved ones at death, but rather something that can create a legacy for one's loved ones. I have been very fortunate to work this past year with some wonderful clients who have chosen to create family foundations, which will allow their children and grandchildren to have the opportunity to make a great impact in their community and in their name for many years to come. I also enjoy working with our dental clients because it is so rewarding to be able to help dentists grow in their own practice through the purchase of their own dental practice. This is probably also true about all of my business clients.

3. Tell us a bit more about you and your life outside of the office.

I have a one year old daughter, Addison, a loving husband, and two crazy boxers! I love spending as much time as possible with all of them when I am not working. We love to travel and cannot seem to get enough! This past year we explored Colorado, Texas, San Francisco, New Mexico, Chicago, & Wisconsin. This year we are looking forward to a fun trip to southern Germany! In addition to traveling, we love trying all of the new restaurants in town!

4. What other organizations are you a part of?

This past year I spent a lot of time volunteering with the Junior League of Denver. I participated in a committee that developed curriculum for an after school program for pre-school/early elementary aged children. This was a fun challenge for me, as I have no background in education. I learned a lot as I explored the book *Pete the Cat and His 4 Groovy Buttons* and created a comprehensive curriculum that included music, art, and reading! I am also a board member of the Sisterhood at my temple, where I have had the opportunity to give back to the Jewish community in Denver.

5. What do you do as a board member?

I am currently the Public Relations co-chair for the Women's Estate Planning Council. I am responsible for keeping our LinkedIn page up to date. I am also responsible for all the sponsorships. This has included generating a new sponsorship program that now includes two options for members to be potential sponsors.



2016 Financial Check-Up

By Julie Fletcher
Certified Financial Planner™
Sharkey, Howes & Javer

As we begin New Year's resolutions, it is time to check up on your own "financial health." The following is a list of questions that will help guide you to good financial health in 2016.

1. Even if you are "maxing out" your retirement plan contributions, is it enough?

The retirement plan contribution limits are set by IRS guidelines and reviewed each year. However, the IRS is not a personal financial advisor and does not know how much you need to be saving to meet your financial goals. Just because you are "maxing out" your plan does not necessarily mean you are saving enough.

Many people choose to contribute to the company 401(k) plan, which will allow you to contribute up to \$18,000 in 2016 (with an additional \$6,000 catch-up for those over age 50). A 401(k) plan allows an employee to contribute a portion of his/her salary on a pre-tax basis to a retirement savings account. Taxes are not paid until money is withdrawn from the account.

Beyond the company retirement plan, another popular choice is contributing to a Traditional or Roth IRA, which will allow you to contribute up to \$5,500 (with an additional \$1,000 catch-up for those over age 50). When you contribute money to a Traditional IRA, you typically are making pre-tax contributions. Taxes are not paid until money is withdrawn from the account. However, a Roth IRA is opposite. The contributions are made after-tax and the money is withdrawn tax-free from the account (both the contributions AND the growth). Warning: Contributions for both Traditional and Roth IRA's can be limited due to your adjusted gross income. Be sure to consult your tax advisor.

If you are a business owner with no employees, you could consider contributing to a Solo ("Solo" is slang or shorthand for one-participant) Traditional 401(k) with profit-sharing provisions. Total contributions in the participants account are limited in 2016 to \$53,000 (with an additional \$6,000 catch-up for those over age 50).

If retirement plan contributions aren't enough to reach your goals, you could also create a brokerage account to begin after-tax investing for retirement. There are no limitations to contributions and you could receive preferential capital-gain tax treatment. Although a brokerage account can be "ear-marked" for retirement, the account can technically be used for any purpose and does not have early withdrawal penalties. Taxes are paid "as

you go" each year as reported on a 1099. Capital gains could potentially be offset by capital losses. Also, investment expenses (fees/commissions) could be deductible on your tax return.

2. Are you paying too much in taxes?

Meet with your tax advisor throughout the year to take advantage of tax strategies. Your tax advisor will help ensure you are taking the appropriate deductions for your personal and/or business tax return. A few items to review with your tax advisor throughout the year:

Are you paying more into FICA than necessary? FICA is the payroll tax paid by both employees and employers to fund Social Security and Medicare (in 2016 the maximum amount of earnings subject to FICA is \$118,500).

Have you properly explored a home refinance option? If you are paying more than 5% in interest on your mortgage, it could be beneficial to explore ways to reduce your monthly payment dependent upon the number of years remaining on the mortgage and how long you plan to remain in the home.

Would a charitable tax deduction benefit you and/or your business? Your tax advisor will help you determine how a charitable contribution would affect your overall tax liability.

Is there a need for new business equipment? Purchasing equipment for your business can have tax advantages if structured appropriately (Section 179 of the IRS regulations).

3. Are your hard-earned business and personal assets protected?

You have worked extremely hard to build your personal and/or business net worth. Be sure not to leave any gaps in your insurance coverage that would leave you vulnerable. Potential gaps include premature death, disability, health, liability, business, car and homeowner's insurance. Having the proper insurance in place is essential for your protection.

4. Where is your investment advice coming from?

Are your friends, family, or co-workers your main source of investment advice? Are you acting on "hot stock" tips or investing in your friend's investment real estate? Have you thoroughly researched these investment ideas to ensure you are aware of all the pros and cons? Almost every investment has risks. Remember, just because investment advice is "free" does not mean it is appropriate for your personal situation.

Cheers to you and your financial health in 2016!

To schedule a complimentary consultation with one of the Certified Financial Planner™ professionals at Sharkey, Howes & Javer, please call 303-639-5100 or visit www.shwj.com.

New Member Spotlights
Kristina L. Kesselring, CPA/PFS
Senior Manager | BKD, LLP



What is your current position and what do you like most about it?

I am a CPA with the accounting firm BKD, LLP in downtown Denver. I have a passion for accounting and take great pride in the service I provide to my clients. My favorite clients are the elderly. There are so many professionals out there that take advantage of older people or are impatient with them as they tend to question things more to broaden their understanding. I also enjoy estate and trust taxation as it is a fundamental part of saying goodbye to a loved one and clients need an experienced professional to help them through the final filing requirements.

Tell us a bit more about you and your life outside the office.

I have been married to my husband for 20 years and we are parents to three children; son 18, daughter 14 and daughter 10. I am a long-time Colorado resident, originally from Colorado Springs. I really enjoy living in Denver and am happy to be closer to the culture and diversity found in the city. I love museums, the arts, concerts and festivals.

What awards and/or recognitions have you received lately or expect to receive in the near future?

My most recent accomplishment is receiving the Personal Financial Specialist credential which is a designation awarded by the American Institute of Certified Public Accountants. This credential sets me apart from most CPAs as it demonstrates my tax expertise and compre-

hensive knowledge of financial planning in the areas of; estate, retirement, investments and insurance, and related tax implications.

What other organizations, volunteer positions or non-profits are you involved with; or what boards do you serve on?

I currently volunteer for an organization called Boys Hope Girls Hope that assists children of economically depressed families to prepare, find financial help and get accepted to college. I am a mentor and serve on the Health and Wellness planning committee and hope to join the board at a future date.

What attracted you to WEPC and/or what are you hoping to get out of your involvement with this fabulous group?

I initially joined the WEPC on recommendation of a colleague in the Rocky Mountain Estate Planning Council, which I am also a member. I heard that it was a fun group with diversified attendees. I have found the meetings and topics very informative and have met numerous wonderful women of business. I look forward to the meetings each month. My primary purpose of joining was to expand my network of business contacts, and I have found it is refreshing to have the connection with women to talk about more topics that relate specifically to us and our role in today's business environment.

Thank You to our sponsor

Colorado State Bank and Trust!



Amanda L. Falkum, CFP
Senior Financial Advisor |
Kovitz Investment Group



Any recent accomplishments?

I have been named as one of Chicago's Five Star Wealth Managers in 2012, 2013, 2014 and 2015.

What inspired your involvement with WEPC?

Being new to Denver, I am looking forward to becoming more involved with WEPC and getting to know other members in the group. Feel free to reach out to me at afalkum@kovitz.com.

Tell us about your life outside of the office.

I recently relocated to Denver in October after spending the last 14 years in downtown Chicago and I am very excited to be out here! I am an avid skier and have enjoyed being able to spend my weekends up in the mountains skiing. I am also looking forward to the non-winter months where I can go hiking, camping, and take advantage of all the outdoor activities Colorado has to offer. The one thing I will miss about Chicago is sailing on Lake Michigan during the summer months, but I have been told sailing is an option on Lake Dillon! I also enjoy traveling and visiting new places.



Tell us about your current position.

I am a Senior Financial Advisor at Kovitz Investment Group which is a firm based out of Chicago. I started off my career in the Private Client Groups at Ernest & Young and Deloitte and made the transition to Kovitz Investment Group where I have been the past eight years. I work to help my clients navigate through a host of financial decisions in order to create wealth for themselves and their families. I do this by gaining a thorough understanding of each client's unique situation, analyzing the information provided, and formulating different plans to maximize tax savings and wealth transfer strategies. I enjoy working with my clients and helping them to achieve their financial goals and making sure they stay on track.

Thank You to our sponsor

Lee McCue at McTeam Real Estate!



Programs and Community Events

September Meeting



Susie Germany, Esq., of The Germany Law Firm, P.C. and Christi Romero-Roseth, of the Colorado Fund for People with Disabilities

presented on the ABLE Act.

Erin Leeper from the Alzheimer's Association also gave a 5 minute presentation about the Alzheimer Walk on September 19, 2015.



October Meeting



Janine A. Guillen, JD, MBA, LLM, RN of Davis Schilken, PC, spoke about "Medical Advocacy for Caregivers." The program was designed to teach caregivers how to make sure their loved ones get the best possible medical care. Among other things, participants learned how and why medical advocacy could save a loved one's life, how to communicate effectively with medical personnel, how to prevent medical errors, and how to be a "medical detective."

November Meeting

Peter Nagel, Esq., picture with group photos at back, the author of The Charitable Deduction and Planned Giving Techniques, Chapter 20 of A Guide for Colorado Nonprofit Organizations, published by CLE in Colorado, and Dana Rinerknect, Director of Online Giving, Community First Foundation and Director of Colorado Gives spoke about the changing philanthropic environment and the law when using the internet and mobile devices to raise money, including privacy concerns.



December Meeting

A fun and successful gathering of the WEPC for a holiday party at Sienna Wine Bar. Thank you to all who attended and helped make this evening a success!



January 14, 2016 Meeting

Frances J. Coet, CPA, CVA, CFP, and founder of Coet2, CPAs, PC, with more than 30 years of experience in tax presented on the annual tax update for the new year.



Additionally, Nora Roth, JD, and Holly Sutton, JD, BBA, of Colorado State Bank and Trust, presented "Show me the money! Or, in other words, how does a beneficiary obtain a distribution from a trust?"

February Meeting

Katrina Jones, Public Administrator for the 17th Judicial District, presented on the Mandatory Reporting Act.



March 10, 2016

Betty Lehman, Disability Advisor, Melissa Edelman, CLU, ChSNC, and Steve Owens, Esq. discussed the importance of developing a life long care plan and other planning considerations for families that have children with special needs.



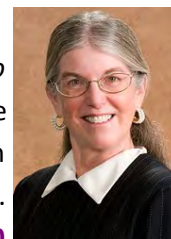
Thank you to all of our speakers!

DON'T MISS THESE UPCOMING PROGRAMS!

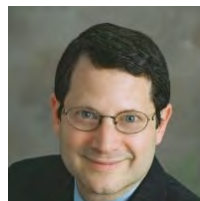
April 14, 2016

Laurie A. Hunter, JD, the author of *Gifts to Minors* and a significant contributor to the CBA Trust and Estate section, will discuss an overview of making gifts to minors.

***Meeting is at MS Society offices, 900 South Broadway, Second Floor, Denver.**



May 19, 2016*



Nationally renowned speaker and Heckerling Institute presenter, Martin Shenkman, CPA, JD, MBA, will speak on Financial Planning in the Estate Planning Process. Don't MISS THIS ONE! ***Meeting held the THIRD Thursday, at the MS Society Offices (see above).**

July 14, 2016

July brings our fun and popular Summer Social! Come chat up your WEPC friends and build your network at our July meeting. We anticipate a Cherry Creek location.

Good News from Our Members!

Celebrations

Heidi J. Gassman joined Wade Ash Woods Hill & Farley, P.C. as a Senior Associate on May 15, 2015.

Kirsten Waldrip started her own estate planning law firm, Waldrip Law, LLC.

Hayley Lambourn gave birth to Harper Lambourn on January 22, 2016 at 7:07am weighing in at 7lbs 14 oz and measuring 20.5 inches.

Holly Sutton got engaged on December 13, 2015. They are planning a September wedding.

Vera Divenyi, JD, CFP, a Regional Vice President and Wealth Planner with First Western Trust, passed her CFP exam on December 12, 2015.

Members Speaking Out

Heidi J. Gassman spoke about the spousal elective share and probating estates that include business interests at the Probate Boot Camp held by Lorman Education Services in Denver on December 16, 2015.

Congrats to our "Walk to End Alzheimer's" Team for raising over \$2,000, with a special thank you to Loretta Moell for a significant contribution to the walk.

On March 9, WEPC Board Members Arlene S. Barringer and Ayo Labode respectively presented at the CBA CLE for Guardianships and Conservatorships: Addressing the Tough Issues on the topics of Ethics: How Guardians and Litem Perform Triage and What Roles Do GALs Play in these Matters; and Mental Health Proceedings.

New Sponsors

Special thank you to our new top level sponsor, Lee McCue for her contribution of \$500 to further the cause of our organization.

WEPC Sponsorship

Please consider being a sponsor for one of our fantastic monthly WEPC meetings.

For a \$500 sponsorship, we offer the following benefits at one of our monthly meetings:

- ◆ Organization's name will be announced at the meeting as the sponsor.
- ◆ Organization's name and logo will be displayed at the meeting as the sponsor.
- ◆ Ability to place marketing materials at the sign-in table for members and guests.
- ◆ 5-10 minutes to talk about your organization at the beginning of the meeting.
- ◆ Organization's name displayed on the home page of WEPC website for a year, in the meeting Evite and in the newsletters for the year.
- ◆ 4 meeting guest passes.

For a \$250 sponsorship, we offer the following benefits at one of our monthly meetings:

- ◆ Organization's name will be announced at the meeting as the sponsor.
- ◆ Organization's name and logo will be displayed at the meeting as the sponsor.
- ◆ Ability to place marketing materials at the sign-in table for members and guests.
- ◆ Recognition in the meeting Evite, newsletter and website.
- ◆ 2 meeting guest passes.

If you are interested or would like more information, please contact Lisa Hardin, PR Committee co-chair at lhartin@lisahardinlaw.com.

Colorado Bar Association upcoming CLEs for Estate Planning

All lectures are held at 1900 Grant Street, Suite 300 Denver, CO unless otherwise noted.

Impact of Rising Income Taxes on Estate Planning, April 5, lunch series. 1.00 General credit

Probate Litigation Practicum, April 8, 2016. Learn from top judges in Colorado with small groups to practice hands on skills. 6.00 general credits

Non-Profit Primer AND 25th Annual Institute, May 4 and 5, 2016 (TWO days). As part of the CLE, practitioners will be introduced to more general aspects of non-profit specific laws, as well as, analyze legal issues of concern to non-profits organizations in Colorado. 10.00 general credits.

Upcoming Community Events

As Chair of the 2016 CBA Elder Law Retreat held in Vail from August 25 – 27, 2016, Arlene Barringer passes along that the retreat planning committee is open to suggestions of substantive topics and captivating presenters. If anyone has suggestions now, before the retreat agenda is finalized, please contact Arlene.

The National Academy of Elder Law Attorneys (NAELA) is holding its annual conference in Denver on April 6–9, 2016, with a wide range of expert speakers focusing on elder law and special needs planning topics. Please contact Pam Yanni at 703-942-5711 Ext. 231 or email pyanni@naela.org for more information.

Meetings

Date: Second Thursday of each month

Time: 5:30-7:15 pm

Guest Fee: \$25 payable prior to or at the meeting you will be attending

Dinner is provided

We are delighted to have a beautiful meeting location at

The Denver Foundation

55 Madison Street, Denver, CO

7th Floor Conference Room

See WEPC website for directions and parking information

Alternative Meeting Venue

MS Society

900 South Broadway, Suite 250

Denver, CO

Parking is diagonal from the buildings in a parking garage for \$3

R.S.V.P. Policy

In order to get an accurate food estimate for meetings, we MUST have R.S.V.P.s by the Monday before each meeting. Guests may R.S.V.P. and pay online at www.wepc.net/meetings.

Welcome New Members!

Michelle R. Mieras, Esq., Trust Officer at Bank of the West

Kelley Britt Shaw, Senior Corporate Trust Associate at Colorado State Bank and Trust

Vicki Dansky, Senior Gift Planning Officer at Rose Community Foundation

Kelly McBride, Case Manager at Life Circle Case Management & Guardianship Services

Kayla Nelson, Esq., Attorney at Glatstein & O'Brien, LLP

Amanda Falkum, CFP, Senior Financial Advisor at Kovitz Investment Group

Yvonne Olivere, Esq., Partner at Olivere Cypers, PLLC

Elizabeth Cyprers, Esq., Partner at Olivere Cypers, PLLC

Diana Blum, MSW, MA, CRC, Client Services Director & Owner at HomeWell Senior Care of Denver

WEPC Meetings



Heidi Gassman, Arlene Barringer and Thienisa Nguyen



Lisa Hardin, Kayla Nelson and Gina M. Trevey



Barbara Tocker Ross, Arlene Barringer, Hartman Axley, Amanda Falkum and friend



Nora Roth, Kelley Britt Shaw, Ayo Labode, Christi Romero-Roseth and Susie Germany



Preparing for Peter Nagel's presentation on Charitable Giving



Susie Germany and Christi Romero-Roseth presenting on the ALE Act



Barbara Tocker Ross and Barbara Cashman



Angela Herrick, Melissa Dyer and Sherene Stenger



Thanks to everyone who came out for the Walk to End Alzheimer's! This was our second year to participate in this course, which touches so many of our clients. We had a great team that walked the 2.5 mile course, and we raised over \$2,000. Whoop! If you weren't able to participate this year, be on the lookout for round three in 2016. Thanks!

WEPC Board Members 2015-2016

President: Arlene Barringer

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Vice President: Kirsten Waldrip

Kjacobs04@gmail.com

Past President: Barbara Tocker Ross

Barbara@srhassoc.com

Secretary: Hayley Lambourn

Hlambourn@steenrodlaw.com

Treasurer: Beth Staudenmaier

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Hospitality Co-Chairs:

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Heidi Gassman

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Public Relations Co-Chairs:

Lisa Hardin

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Kristin Dittus

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NAEPC Liaison: Maggie Mitchell

Maggie.mitchell@voya.com

Membership Ambassador: Melissa Dyer

melissa.dyer@raymondjames.com

WEPC Online

Check out the WEPC website – www.wepc.net

Easy to use Member Directory. Use alphabetical or career specialty listings. Need an expert or referral partner? Go to the WEPC Member Directory!

***Has your contact information changed? Please re-view your listing under “Our Members” on the website and submit an update form if any of your contact information has changed.**

Member Handbook now online. Ever wonder what certain committees or board members do? Read the descriptions in the Member Handbook!

Submit Membership Application and pay dues online!

Quote of the Month

"Cautious, careful people, always casting about to preserve their reputations can never effect a reform." **Susan B. Anthony**

Are you LinkedIn?

Join the WEPC LinkedIn Group – www.linkedin.com

This is a private group, viewable only by WEPC members.

It's a great forum to connect with other WEPC members outside of the monthly meetings.

We encourage you to start a discussion, ask a question, request a referral, or post an article of interest to the members of the WEPC.

Please use this site to share our collective knowledge and experience, and help the WEPC continue to grow.



Newsletter Editor: Kristin Dittus

If you are interested in contributing to the newsletter, please contact Kristin.