



John, we wish you

Thanks for a job well done.

SBM STATE BAR OF MICHIGAN

John T. Berry, Esq.
Executive Director
The State Bar of Michigan
Michael Franck Building
306 Townsend Street
Lansing, MI 48933-2083

Dear John:

When you joined us more than five years ago, it is fair to say that the State Bar of Michigan wasn't where we wanted it to be. Despite strong leadership by my predecessors in this office, the challenges to the profession were daunting, the goals of the organization were not clearly defined, and our financial position seemed uncertain. When you were hired as executive director, you were essentially given a directive to "fix it." You knew, as we all did, that it would take time to rebuild the organization into one in which we could all take pride. Through your capable leadership these past five years that goal has been accomplished.

The staff, Board of Commissioners, Representative Assembly, committees, and sections have all become more efficient. Communication has improved. The Bar's relationship with the Michigan Supreme Court has improved. Very importantly, financial stability, reporting, and credibility have been attained. We have maintained surplus budgets while adding new programs, including the ethics school, the public policy and practice management resource centers, annual public policy summits, and numerous justice initiatives. All this was accomplished with only a minimal dues increase.

With the Board's support, we have put a high priority on staff assessment, growth, development, and organization. With a focus on succession planning, we have selected talented new employees and have better leveraged the talent the Bar already had when you were hired. Team spirit has improved, and the group process of building a healthier culture continues enthusiastically. The State Bar of Michigan is poised for its future.

It is with a great deal of mixed emotion that I accept your resignation as executive director of the State Bar of Michigan effective October 20, 2006. You have dedicated your career to the enhancement of professionalism and I know that your new position with the Florida Bar Association will allow you to become more involved in the development of younger attorneys and to share your vast knowledge and experience in new ways. I also know that you have deep roots in Florida and relocating closer to your beloved University of Florida Gators can only bring a smile to your face. Michigan's loss will truly be Florida's gain. Please accept my sincere thanks for a job well done. Know that as we wish you much success in the future, your talents and abilities will be sorely missed.

Sincerely,
Thomas W. Cranmer
President
State Bar of Michigan

the best.



John Berry discusses anti-corruption efforts in Nigeria in 2002 with a staff member of Nigeria's Independent Corrupt Practices Commission.



John and SBM Past President Nancy Diehl at the unveiling of the "Big Four" portrait in March 2005 at the Michigan Hall of Justice.



Left to right: SBM President Tom Cranmer, Representative Assembly Chairperson Lori Buiteweg, and John Berry toured the Upper Peninsula last October to meet the legal community up north.



As much as John enjoyed Lansing Lugnuts games and hanging out with their mascot, Big Lug, he just could not stay away from his Florida Gators!

Please accept my sincere thanks for a job well done. Know that as we wish you much success in the future, your talents and abilities will be sorely missed.



Left to right: Charles and Mary Ellen Toy, Max and Mary Hoffman, and Barbara and John Berry at last year's President's dinner in East Lansing.