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Welcome Dara Rudick, CAE, and her team at Management HQ, LLC (MHQ) as NFPA’s new association management partner! Read more about MHQ and their team at www.management-hq.com or on page 38 in this issue.

As we begin the new decade, we are excited to partner with MHQ to help steer NFPA’s new path toward growth and prosperity. Already, the MHQ staff has dug in deep to embrace NFPA’s mission. They have demonstrated enthusiasm for learning about the paralegal profession, our certification exams and all that NFPA can offer the profession. We are confident that this new partnership with MHQ and NFPA’s vision toward the future can be achieved to raise NFPA to the next level of leadership in the paralegal profession.

As you are aware, NFPA is the oldest, most established paralegal association in the US. We are proud of the leadership that has come before us and are excited to embrace the future. With the expanding profession, technology and resources available to us, it is necessary for NFPA to reflect on its current operation. We are working to determine what is most effective, efficient and financially sound for our future. It is time to reevaluate the way we’ve always done things, and maximize the resources available to us from a sound management company such as MHQ.

Through our consultation with Bloch|Reed Association Advisors (Bloch|Reed Association Advisors help leaders build effective organizations. Read more about B|R at http://blochreed.com/about/overview/) and Dara Rudick, NFPA is beginning to implement changes that will ensure that the day to day operations of NFPA are handled in a smooth, efficient manner and that the resources of our volunteers compliment the resources of our management company. By defining roles and responsibilities, and putting resources toward board and volunteer leadership development, we will be able to ensure that our paralegal volunteers are free to focus on the core mission statement of NFPA, while being assured that the daily functions of running a paralegal association are being met in a timely, ethical, financially sound manner.

NFPA’s Joint Conference will be held April 24 - 26, 2020 in Tampa, Florida. The Joint Conference Committee is hard at work planning the conference. Joint Conference focuses on Leadership, Regulation and Certification. This is a valuable member benefit where you will learn how to grow your association, recruit leaders and learn about NFPA’s certification exams. The Regulation portion of Joint Conference is chock full of information to inform and educate your association on the changes to the paralegal profession as more and more states embrace expanded roles for paralegals in their quest to provide equal access to justice to the American people.

In addition to a weekend full of education and growth, this year’s Joint Conference will be different from years past! Michael Reed, Founding Partner of Bloch|Reed will be attending and speaking on Friday during the Leadership Conference! Michael will be presenting an interactive workshop with groups focusing on Leadership Development where he will discuss Direction, Alignment and Commitment and how these pertain to NFPA’s future. Online registration ends March 25. Check the NFPA Website https://www.paralegals.org/events, Joint Conference Facebook Group, and page 21 of this issue for updates.

The Convention Committee has been working hard planning the 2020 Annual Convention and Policy Meeting in Minneapolis, Minnesota be sure to check the NFPA website, Facebook Group and page 23 of this issue for updates.

NFPA needs You! NFPA is looking for volunteers for open coordinator positions and committees. If you are interested in getting involved, reach out to me or the supervising Board Member over the position you are interested in for more information.

Looking forward to seeing you at Joint Conference in Tampa, Florida!

NITA SERRANO, RP®, AACP
PRESIDENT
VP Marketing Message

ALOHA! We hope you enjoyed reading the Winter issue of the National Paralegal Reporter (NPR). Since then, we have explored content ideas and reached out to many members to bring this publication to you.

NFPAs Editorial Committee is led by Wendy Otto, RP® who is working collaboratively with our Editor, Rachel Daeger, CAE, IOM. Remember, members who misplaced or need to refer to a previous issue of the NPR can log on to NFPA’s website to view electronic issues.

We are keeping up with current publication trends. Some of those trends are: personalized content; story-telling and competition for attention. The team that produces the NPR is constantly in search of engaging and relevant content. One essential element to the success of branding and delivering the NPR, embodies members like you. Sharing your professional insight, member/organizational accomplishments or career tips help us curate high-quality engaging content and maintain the mission of the NPR.

This issue represents a compilation of member-inclusive articles that highlight personal stories. We added a new feature – member spotlights from each NFPA region. Join us in congratulating a member association who achieved a BIG milestone (that you must read about!); recognizes career accomplishments; showcases upcoming big events that will have you saying I must go and embraces NFPA’s commitment to diversity. Don’t forget to also see which hashtags will be trending soon. Read on!

Sharing your professional experience is personalized content. Submitting accomplishments of members and associations tells a story about the successes and contributions in your community. Competition for attention is greater than ever, as most people are multi-tasking, scrolling through social media, watching videos and checking emails in between. Tapping on today’s culture of ‘FOMO’ (fear of missing out), you’re missing out on having the ability to compete for attention if you don’t share what others don’t know professionally.

Reach out to our Editorial Coordinator Wendy, our Editor Rachel, or myself and we can discuss how you can contribute and provide engaging content. The NPR helps brand our profession and connects many of our readers while building a personal rapport with the voice, value and preservation of what we value so much – the paralegal profession.

I leave you with some random spring fun facts. Equinox is Latin for “equal night”, and the length of the day and night is nearly equal in all parts of the world. Depending on who you ask . . . the Spring Equinox is on March 1 (meteorologically) or March 19, 20, or 21 (astronomically in the Northern Hemisphere, depending on your time zone). The first spring flowers are typically: dandelions, daffodils, lilacs, lilies and tulips. Outdoor temperatures will begin to rise, blood vessels expand and blood can be carried to the body where heat can be lost giving some people an energetic step into spring. Experts have indicated that spring fever is a real phenomenon that has physical and psychological symptoms as spring arrives.

Until the next issue, live aloha.

RONELL B. BADUA
VICE PRESIDENT & DIRECTOR OF MARKETING
Mission Accomplished!

American Bar Association Adopts Resolution 102B

In 2016, NFPA Delegates approved Resolution 16-2 which charged NFPA’s Vice President and Director of Positions and Issues and the Vice President and Director of Marketing to develop a Marketing Plan for the Paralegal Profession and NFPA’s definition and preferred term “paralegal.” Thus, the Committee to Market the Paralegal Profession (Committee) was born.

The inaugural committee was comprised of Lori J. Boris, RP®, Lisa Lynch, CRP™, CEDS, Ronell B. Badua, Brandy Bowdry, Nancy A. Cominoli, RP®, Amber Cotton, Sabrina Henry, Valerie Gamersfedler, Tracy Lord, Meredith Page, Theresa White Swoop, Sarah White and Tina Wiles.

The Committee’s first objective was to educate the ABA about the role of paralegals and to distinguish the terms “paralegal” and “legal assistant” and eliminate its interchangeable use.

The Committee was able to convince the ABA that a paralegal is a different entity than a legal assistant or legal secretary and they should not be defined synonymously. The ABA Committee voted to eliminate the term “legal assistant” from the definition of paralegal and sent the resolution on to the ABA House of Delegates.

On February 17, 2020, the Committee was excited to learn that at the Midyear Meeting of the ABA House of Delegates, the delegates voted to adopt Resolution 102B to change to the definition of “paralegal.” After 23 years, the term paralegal shall no longer be synonymous with the term legal assistant according to the ABA. With this goal accomplished, the Committee will continue its efforts in furthering its advocacy for the advancement and effective use of paralegals. If anyone is interested in assisting the Committee with this project, please contact:

NANCY A. COMINOLI, RP®, COORDINATOR, MARKETING THE PARALEGAL PROFESSION
LORI J. BORIS, RP®, MNCP, VP AND DIRECTOR OF POSITIONS AND ISSUES
RONELL B. BADUA, VP AND DIRECTOR OF MARKETING

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EMERGING ISSUES
How Legal Support Staff Can Facilitate Litigation Analytics Adoption

By Rick Merrill

One of the primary responsibilities of a law firm’s legal support staff is to assist in preparing cases for trial. This means helping the litigators conduct thorough discovery and learning as much as possible about each potential witness and all the evidence they might be expected to introduce.

Another critical component to preparation is to learn as much as possible about any other individuals involved in the case, such as opposing counsel, and especially the judge, arbitrator or mediator hearing the case. What are their strengths, weaknesses, tendencies, preferences and points of disfavor? Basically, what arguments and strategies will likely work, and which will not.

To this end, there is a compelling case for a new and fast-evolving line of products designed to offer trial attorneys a competitive advantage, now and in the future. Welcome to the world of litigation analytics, which offers litigators the technology to collect all the reported and relevant decisions of a particular jurist, and then tailor a litigation strategy accordingly.

The challenge for the legal support professional is that attorneys must accept and integrate new technology, which means not only a change in the way cases are prepared, but also learning to use a new tool. Attorneys are not always comfortable with new technology and may resist putting in the time it takes to train in these new products. While the value inherent in litigation analytics products is quickly apparent, the key to a successful integration strategy is to slowly and properly maintain the attorneys’ interest and enthusiasm by creating a supportive learning environment.

THREE USE CASES

There are three main use cases for support staff to emphasize to litigators when seeking to introduce an analytics platform.

THEY HELP US WIN CASES

Analytics offer the ability to come to court equipped with granular information about rulings. For example, some analytics offer real and detailed evidence of a judge’s prior rulings that can be used to support or contradict a particular legal argument. In addition to helping develop a legal strategy in advance of trial based on a judge’s identifiable predispositions and inclinations, using analytics for pre-trial preparation also offers the ability to prepare in advance for arguments made at the bar of the court during the course of a trial. Analytics offer the ability to come to court equipped with granular information about rulings that can be expected from a particular judge.

ANTICIPATE STAFFING AND LITIGATION COSTS

Managing client expectations and cost predictability in litigation are critical to maintaining a sustainable and lasting client relationship. The use of analytics opens the door to greater transparency and the opportunity to offer meaningful options for clients. This is because analytics helps manage clients’ expectations by quantifying how long a case will take to resolve, how it should be staffed, and the probability of success of filing or defending certain pre-trial motions. Moreover, because analytics helps anticipate costs and staffing expectations this helps the law firm offer viable and value-based alternative fee agreements that both client and counsel will appreciate.

COMPETITIVE ADVANTAGE

Litigation analytics is a maturing technology that is developing quickly and is being incorporated in firms of all sizes. Quite simply, it is a competitive disadvantage not to use analytics, especially when it is likely that the technology is being employed by opposing counsel. The reality is, it is expected that most firms engaged in meaningful litigation to be fully invested in analytics over the next five years. The sooner that a protocol of using this technology is incorporated in a law firm’s culture, the better. Analytics is a tool, and like any sophisticated tool it needs to be learned and implemented with care. Waiting to initiate this process will not save time or money.

BENCHMARKING

There are a number of different analytics products on the market. Before advocating for the purchase of any particular one, it is highly advisable to engage in an initial conversation with a provider that seeks to identify how their product collects, organizes and normalizes their data. Essentially, every analytics product is counting...
data and organizing the results into a report that gives meaning to the numbers. It is critical, therefore, to understand what specific information is (and is not) being considered by the software, so a report can be fully and properly evaluated.

The reports generated by every analytics program on the market produce pretty charts and pictures, which seem brilliant at first blush. Transparency is the key, however. The provider must be able to fully demonstrate what their software is counting and what data sets are included in their reports for you to evaluate how effective that particular metric is going to be in understanding the true landscape.

IMPLEMENTATION

The best way to introduce analytics products to litigators is show them how the product works in an actual case. Start with a single product and identify a practice group leader that will likely appreciate the value of the tool. One of the practice areas that has seen broad acceptance and immediate use of analytics is labor and employment, followed by construction litigation, intellectual property and corporate deal analytics. What follows is usually a domino effect once other litigators see the value created in these groups - others gain interest and acceptance.

The best initial approach is to choose an active case in the target group and run an analytics report profiling the judge assigned to the case. Show the report to a practice leader and let them see how this judge rules in all cases, but then drill down to demonstrate how this judge rules in cases like theirs, specifically. That is the WOW moment for the technology, where you give a seasoned litigator the opportunity to see something they haven't seen before that offers a real competitive advantage. Once that light goes on, this individual will share the experience and become a champion for a larger group within the firm.

The key to gaining traction with other attorneys in the firm is to avoid overwhelming them. Start with one analytics program and show them the reports it is able to generate. This is usually enough to pique their curiosity and generate interest in learning more about how to use the program, what else it can do, and other complimentary programs.

It is critical, however, that this integration be done in measured steps, starting with a less complicated program. Most attorneys want every piece of software to operate like Google, where an inquiry is typed into a blank field and an answer is provided. While many analytics programs are very intuitive, they are also complex. The solution is to move slowly and deliberately. Make sure the attorneys understand each step fully before moving on to another level of the program.

CONSTANT MESSAGING

To achieve integration of analytics into the litigation culture it is vital for firm leadership to commit to messaging the value of the tool. By staying on message and repeating the importance of the value created by analytics, this increases the likelihood that an attorney will hear the message at a time of need. Full product integration often takes up to three years to achieve, so it is really important to remain committed to the message, while being as supportive and patient as possible.

To this end, many firms will even offer their attorneys different but similar analytics products to accommodate the personal preference of the individual users. Management at these firms are so committed to the importance of incorporating litigation analytics that they make it as easy as possible to accommodate the attorney's comfort level with a particular program.

ADOPTION TRACKING

Technology is only effective if it is being used. To get maximum value from a software investment, the firm needs to understand how attorneys are using a particular analytics product. Many firms employ the use of ResearchMonitor to track their technology investments and there are two metrics that should be considered. The first is that the attorneys demonstrate a slow and steady increase in overall use. A proper measure of success is that more and more attorneys and staff accessing the tool over time.

The second metric to look for is repeat usage. It is desirable to see an attorney use an analytics program once and then return to the software on a consistent basis. This is the clearest indication that when the attorney used the product the first time, they found something valuable, leading to subsequent usage, showing a desire to collect additional information and push their own research, knowledge, practice skills forward. If both of these metrics produce positive results, it is safe to say that your firm has experienced a successful launch.

CONCLUSION

There are many different analytics products on the market and they do not all address the same needs. In fact, most are complementary, which supports the strategy of starting your firm with an intuitive platform and expanding as use and comfort dictate.

The law is ever changing as is the technology that attorneys use to practice. If analytics teaches us anything, it is be prepared.

RICK MERRILL

Before founding Gavelitics, Rick spent the better part of a decade as a “big law” litigator, working primarily on large real estate and other commercial disputes. Rick received his law degree from the UCLA School of Law, where he was the Senior Articles Editor of the Journal of Law and Technology and also a judicial extern for the California Superior Courts.
Why Deep Specialization and Technology Skills Are Critical For Highly Ambitious Paralegals

By Alex Rois-Mendez

As is the case with many career paths, ambitious paralegals must constantly invest in their professional development. This can be everything from taking advantage of continuing education opportunities to simply putting in the time to increase their profile within their office or firm. Ultimately, setting a long-term goal and working backward to determine the necessary steps to reach that goal is a terrific strategy for all paralegals.

But having said that, paralegals should leverage two strategies that can dramatically increase their odds of achieving nearly every goal, whether that is more pay, increased responsibility, or something else. It all comes down to specialization and developing technology skills.

While both of these strategies may not sound groundbreaking or novel, placing them at the core of your work will substantially increase your value within the firm or office. Essentially, by adopting both of these strategies, you are capitalizing on paradigmatic shifts occurring within the legal industry, thereby elevating your overall chances of accomplishing your professional goals.

THE POWER OF DEEP SPECIALIZATION

Deep specialization isn’t exactly a new phenomenon. Working at a law firm or other legal office, you work with attorneys who have deep specialties in certain practice areas, whether that is guiding young startups through the process of raising capital to helping clients navigate through child custody issues.

The situation is different for paralegals. For the most part, it is assumed that as a paralegal, you are a generalist. Yes, you apply your experience on prior matters to the matters that are currently in front of you. But along with that, your attorney colleagues rely on things like your intelligence, grit, organizational skills, and work ethic to get the job done.

That said, all of us are now living in a world where the business model of legal practice, which has worked well for so many years, has come under pressure by clients. Whether the client is a small startup or a large incumbent corporation, the client sees it as increasingly unpalatable to pay exorbitant fees per hour for junior or (or even mid-level) associates. The move to consumer-centric or value-based billing has forced law firms to rethink not only the business of legal practice, but how they can best employ their talent to make an alternative business model viable.

This is where you come in. As a paralegal, you have a special place in your office. To put it simply, you punch above your weight. You are viewed as a low-cost, high-efficiency actor within your office. You are not only affordable to all of your firm’s clients, but you provide significant value when generating work product.

With more work delegated to you under alternative billing models, you can make a name for yourself by being known as the expert in a growing, busy area of law. You start to become indispensable and start to build extremely positive “brand equity” within your office. It isn’t exactly breaking news that all of us have a personal brand at work, yet being cognizant and deliberate about it will separate you from your colleagues.

The natural question centers on which specialty of law that you should target. The lawyerly answer here? It depends. If you have been working at your office for quite some time, you should be able to intuitively identify a growing practice area that could use your help. If you are new, try to get a sense of an up-and-coming area of law at your firm where you can build a unique specialty.

The bottom line? Try to specialize in an area that will lead to consistent work in the future. Even if you embrace deep specialization, avoid doing so in an area of law that is stagnant or less busy. You’ll thank yourself later.
DEVELOPING TECHNOLOGY SKILLS

Along with deep specialization, paralegals include technology skills within their professional development plans. Undoubtedly, you have heard the stereotypes by now. Lawyers aren’t the most technically-savvy. Yes, they can navigate your office’s document management system and email client, but beyond that, it is a stretch.

But having said this, as we enter the new decade, it is even more important for all legal professionals to be comfortable navigating and discussing certain software programs or technologies. Even still, lawyers—whether due to time constraints or something else—remain resistant.

Once again, this is where you come in. One of your competitive advantages within your firm or office can be your technological familiarity. As a baseline, you should be extremely proficient with e-filing, discovery, or other software that you regularly use. Those are the table stakes and your colleagues will assume that you are an expert with them. If you aren’t yet an expert, invest your time and energy into becoming extremely proficient with these technologies.

From there, however, it is absolutely worth your time to start learning about other technologies that can affect your attorney colleagues (and ultimately, your clients). As a basic example, if you and your attorney colleagues do legal work with startups, consider learning about blockchain technology. By no means do you have to be an expert. Ultimately, continuously learning about technologies that impact your clients and your work makes you an even more treasured asset at your office. Once again, you will be punching above your weight, thereby significantly increasing your chances of reaching your career goals.

A CONSISTENT PRACTICE

Professional development isn’t something that we speak about and then just set to the side. Rather, it forces us to plan and take actionable steps to accomplish our objectives.

Even though you may have a different objective than your other paralegal colleagues, focusing on deep specialization and developing technology skills will set you apart. While it will require consistent work, leveraging these two strategies will make a substantial difference in your career.

ALEK ROIS-MENDEZ is a Paralegal Specialist with experience in complex commercial litigation, business torts, contracts, class action defense, trademark, and employment law. Alek has worked for AM 200 law firms, is a graduate from Duke University’s Paralegal Business Law Specialist Program, and is Relativity Processing and ECA Training Certified.

HOW PARALEGALS CAN SUPERCHARGE THEIR CAREERS THROUGH SPECIALIZATION AND TECHNOLOGY

Become indispensable to your law firm or legal office by taking advantage of these two strategies.

1. LEVERAGE BUSINESS MODEL DISRUPTION

The billable hour is under increasing pressure. Clients are searching for alternative fee arrangements and are less willing to pay for junior and mid-level associates. This is good news for you. Developing a specialty in a specific area makes you a cost-effective, indispensable member of your team who punches above your own weight.

2. FIND AN AREA WITH CONSISTENT WORK

You don’t want to specialize in an area where work is tapering off. Instead, identify an area of law where there is consistent work. Ideally, your chosen area of law will offer consistent work for the foreseeable future. Ultimately, focusing on areas of law with consistent work will help you hedge your bets.

3. MASTER THE SOFTWARE YOU REGULARLY USE

One key way to stand out in your office or firm is to master the software that you regularly use. Whether it is e-filing, discovery, or other software, make sure that you know the ins and outs. Doing so will make your colleagues’ lives easier.

4. GO ABOVE AND BEYOND

Don’t hesitate to learn new software and technologies that affect your clients’ lives. While you do not need to be an expert, having some familiarity with these disruptive technologies will provide immense value to your firm or office.
In today’s day and age, communication breaks down more rapidly than it has before and sometimes intentions are lost in the overall action or activity taking place. While I have only been on the NFPA circuit for approximately for three years, I have come to learn in my new role in human resources that words and actions can be harmful, even when used unintentionally, and we as humans are also programmed to assume ill-intention based on those words and actions without even addressing the situation with the unknowing offender.

As Sybil Taylor Aytch, RP®, NFPA’s renowned and respected diversity and inclusion advocate once told me, “…even unintentionally and unconsciously, words can be used as weapons to assert a sense of superiority.” This is a lesson I took to heart after statements I made during a presentation with no ill intent in my heart; however, being more self-aware, I learned my errors and changed the manner in which I think and act to really portray my commitment to overcome these hurtful mistakes.

I really encourage everyone who takes to the policy floor to remember these items:

**BE MORE SELF-AWARE**

One of the biggest challenges for every professional is the art of self-awareness. I struggled horribly with it-as do we all. Be more aware at how your tone, tenor, body language, and word selection can be read by the room. When preparing arguments or positions on the various agenda topics set forth, remember someone worked very hard on the agenda topic; finds it of great value to themselves and their constituency; and is passionate about what they shared. Mind your words because words can offend, unknowingly; attack the problem, not the person; and be more aware of how you present. Don’t be a bull in a china shop, be a dog in a sea of kittens-happy, positive and content. The perception you give others sets the stage of how you will be viewed, interacted with, and thought of for many years.

**NEVER ASSUME ILL-INTENTIONS**

Our society has, unfortunately, been one that assumes ill-intentions in all that others say and do, when frequently, it is not intentional, it is through efforts of the best intents. Look at a person holistically and see what their background is and if they intend on being mean and spiteful; or, are they just passionate for all the right reasons and expressing that passion in a less than savory manner. Take this opportunity to collaborate positively with the goal of collective education and courage to learn more about a person’s intentions and educate one another rather than blindly condemn someone.

**COLLABORATE OPENLY AND COURAGEOUSLY**

During the 2018 Convention, my home association and several other partner organizations set for the dreaded PACE/PCCE bridge agenda topic. It was clear from the beginning the discussion surrounding a PACE/PCCE bridge was not widely anticipated as it was viewed as beating a dead horse, to some. As I was preparing to fight the good fight, my fellow delegates and I were approached by one Nancy Cominoli, RP®, of Western Massachusetts to discuss. Taking this opportunity, Nancy and I and my fellow delegates collaborated openly, honestly, and courageously and were able to reach a solution that created a mutually agreed upon bridge. Nancy and I hope that this experience can be used to motivate everyone to come together and collaborate openly and courageously about contentious agenda topics.

**WORK EXCLUSIVELY IN THE SPIRIT OF MUTUAL RESPECT**

This is a call out to all board members, delegates, vendors, sponsors, guests, you name it. If you are a part of Convention, you need to exhibit mutual respect in everything you do. Everyone has done some amount of work to be at Convention and deserves to be treated with respect. Looking at Herzberg’s Theories of Motivation, the future of our organization, the Millennial Generation, looks to be treated with the same respect they give; to have their ideas heard; and to be a part of positive change. I remember my first Convention, I mixed up the agenda topics while at the mic. After being called out on it, my mortified and embarrassed self apologized to the delegation and took my seat with my tail between my legs.
While I was returning to my seat, I saw the two who called me out saying to each other “What an idiot.” (Side Note: I am really good at lip reading). Now, I am not upset about having had a Point of Order called on me. I laughed at it, WHOOPS! I wasn’t disrespecting the process of the Convention, I made a mistake. While those veterans around me said “just laugh it off- we all make mistakes,” my mind kept lamenting on being called an idiot. I have also witnessed situations where other delegates were disrespectful and “tore into” more novice delegates.

First, we are all professionals. We MUST work in an environment of mutual respect. We MUST support those who are new to the circuit and MUST help them laugh off embarrassing or silly mistakes. Remember, if you cannot laugh at yourself, you will never learn from your mistakes and gain confidence.

Second, it is our responsibility to encourage mutual respect at all ranks and call it out when we see it not happening. But when I say, “call it out”, I mean we all must remember to take a deep breath, center our thoughts, calm down, and then approach. Go at all discussions with an open, positive mind and look to bring a positive resolution.

Third, if you are offended or frustrated by someone, say something, TO THEM. Too often, we hide behind the "I don't know that person" veil and we as leaders need to stop that. Remember, take a breath, center your thoughts, calm down, plan your talking points, and approach. Never lament or stew. Address it in the moment, or shortly thereafter. If you don't, you lose the right to address it because if you didn't find it important to find time to address in the moment, the other person will not consider it important when you bring it to them months later.

LET'S NOT TAKE OURSELVES TOO SERIOUSLY

We have one mission at Convention - to represent the past, present, and future of the NFPA and of our constituencies back home. Sometimes we are going to be ahead, sometimes we are going to be behind, but let's remember, the race we try to establish winning or losing is only with ourselves.

MOST IMPORTANTLY, HAVE FUN AND LAUGH!

Everyone is here to catch up with old friends, make new friends, and learn how to be the best darn paralegals we can be. I have always loved coming to these events as a paralegal and will continue to do just that, so long as the Board and Delegation allow me to serve as a member of Advisory Council. I will encourage you to laugh, smile, and be merry!

ED C. SCHNEIDER, M.A. is the California and Colorado Practice Group Staff Supervisor for the western offices of Faegre Baker Daniels, LLP. He has nearly eleven years of litigation and appellate paralegal experience and possess his Master of Arts in Legal Studies as well as his Bachelor of Arts in Law and Criminology. Presently, he is a Doctoral Candidate in Public Administration (Judicial and Legal Administration). Ed is also the immediate past president for the Rocky Mountain Paralegal Association and is currently a member of the NFPA Advisory Council.

Personal Career Brand –
Incredibly Easy Methods That Work for All

By Ronell B. Badua

CAN YOU GUESS WHO I AM TALKING ABOUT?

Known as the Queen of Twitter for her Oscar selfie and the voice of Dory in Finding Nemo and Finding Dory, this standup comedian and actress is also a spokesperson for a credit card and cosmetic company. Did you guess talk show host Ellen DeGeneres? Not only is she a star, she was once a paralegal.

Former talk show queen, who started the world’s most popular book club, now runs a media empire and a charitable foundation. Oprah, is known worldwide through the show that she hosts and produces. Jolly holiday operations specialist delivers millions of packages through chimneys within a 24-hour timeframe and on time filling hearts of children in exchange for cookies and milk. We all know who he is…

What do they all have in common? Besides their name recognition or endorsements, no introductions are needed because each stand out through the power of career branding.

Being rich or famous is not a requisite to create your brand to benefit your career. Personal branding is the practice of marketing yourself and career. Your authentic self is the essence of who you are beyond
you are and who you are not. Communicating who you are makes you exceptional and compelling.

Be authentic. You want to stand out, but don’t be someone you are not. Your audience can identify inauthenticity. To maintain that trust, own who you are and be true to yourself, while being patient in your continuous effort to build up who you truly are. Delivering consistent and valuable experiences formulate a strong reputation.

What unique attributes will help you achieve your career goals professionally while establishing your brand? Consider these questions to identify your value:

- Why would a potential employer/attorney hire me over someone else?
- What do I want to be known for?
- What unique professional qualities can I offer?
- Is there an unmet need that I can help fill?
- I’d like to emulate (insert name) because s/he inspires me to . . .

Every paralegal should keep in mind that, we are in the service business and strengthening your brand by being helpful is important. If you assist someone without expecting anything in return – over time, it will translate to building stronger relationships.

Great opportunities are earned if you proactively seek them out yourself. Creating your personal brand can help you leverage your career and reach professional heights.

Building a personal brand is a choice to invest in yourself, career and future. Creating a well-crafted personal brand takes time, effort and energy which you could share with the people you work with, the community you live in, the clients you serve and audience you inspire.

There are a lot of people who have shaped the world we live in today and excelled at personal branding. Pursue branding strategies which you are passionate about as it translates to personal investment. A successful brand is authentic and reflects your unique attribute in the delivery of legal services.

In the next issue, we will elevate your personal brand and combine your leadership potential.

CREATE A BRAND THAT LETS YOU SHINE:

- Be authentic: be yourself.
- Provide value: give people a reason to pay attention.
- Embrace networking: the more you interact, the larger your network.
- Be an expert: share your skills.
- Become a trusted source of information.
- Give back: people remember selfless acts.
- Reputation is everything: your brand is beyond your online persona.
- 2-way networking: give others an opportunity to benefit and secure more connections.

Every influencer has his or her own niche; how will you elevate yourself?

A PERSONAL STRONG SELF-BRAND IS NOT ABOUT BEING WELL KNOWN, RATHER LEVERAGING THE POWER OF YOUR REPUTATION AND EXPERTISE TO ACHIEVE YOU AND YOUR FIRM’S GOALS.

characteristics add to your reputation and skills which makes you unique while maximizing the value you bring to the people you work with and clients you serve.

An individual who is succinct, unique and focused has a strong self-brand image. Find your niche to target your efforts. This will help you articulate who...
Being Muslim in the Workplace - Ramadan

By Salimah Rosenberry, Pa.C.P., ACP

For those who may not be familiar with Ramadan, Muslims around the world engage in fasting every day of the month from dawn to sunset. This year, 2020, Ramadan is anticipated to begin April 23rd and continue for approximately 29-30 days. While dawn and sunset times vary across the globe, here in South Central Pennsylvania, my fast will begin at approximately 4:55 a.m. and continue until 8:06 p.m. As the month progresses, these times will increase as we approach summer and, by the time the month of Ramadan concludes, my fast will begin at 4:10 a.m. and continue until 8:36 p.m.. Each year, Ramadan moves approximately 11 days as the Islamic calendar is a lunar calendar.

FASTING DURING RAMADAN

Ramadan is the ninth month of the Islamic calendar. From a religious context, Muslims believe it was during this month God revealed the first verses of the Qur’an to Mohammed (peace be upon him) and that fasting is prescribed as an obligatory act upon those Muslims healthy enough to fast.

Yes, I said healthy enough (or old enough) to fast and therefore, fasting is not obligatory upon those whose health may be compromised by abstaining from food and drink (this includes water). Those who are traveling are also exempted from fasting. For temporary conditions (including women during menses, pregnant or nursing), or when a person is done traveling, those missed days of fasting must be made up. If a person has a chronic illness or is unable to fast due to age, he or she can feed the poor in exchange for each day of their missed fast.

Fasting from food and drink is not the only requirement during Ramadan. Muslims also focus on practicing compassion and patience and abstain from negative thoughts and actions, such as anger, jealousy and gossiping. For me, this means curbing my road rage – not an easy task, I tell you. It means intense self-reflection and increase charitable deeds. It means focusing on our own human frailty and dependence on the sustenance provided to us by God. It is an intensely spiritual time, which Muslims hope to continue after Ramadan. A month is a good amount of time in which to change bad habits.

So, all that being said, what happens when you are a busy paralegal supporting several attorneys? Muslims are expected to continue with their normal daily routines. I have a full plate (no pun intended) of work and often need to switch from one practice to the next – real estate to litigation to corporate. I love everything about my job and enjoy my busy workload. But Ramadan presents challenges.

The first misconception I often need to clear up is that Ramadan is the name of the Islamic month and that fasting lasts for the entire month. It is amusing to watch the faces of those to whom I explain that we fast for the entire month. I am quick to explain that I can eat and drink before dawn and after sunset. Otherwise, I would likely be dead.

DIVERSITY, INCLUSION AND EQUITY

Please ask questions. If you don’t understand something your Muslim co-worker is doing or why, please politely ask. I find it a bit hurtful when I am not approached for questions non-Muslims may have out of fear of offending me. If your intention is to gain understanding, nothing you can ask will be offensive.

Muslims really don’t need pity during Ramadan. We freely fast and actually look forward to the spiritual cleansing received during Ramadan. Please don’t feel you need to walk on eggshells.

We also don’t expect apologies from co-workers if they bring treats into the office during Ramadan. No one else has to go without food or drink. Birthday celebrations and treats are still allowed. Those brownies, cookies or slices of cake wrap up nicely for when I break my fast. Please continue to heat up lunch and don’t hide behind a magazine as you eat or apologize if the aroma of your lunch reaches us. Muslims fast out of faith and we do not expect your habits to change.

I sincerely appreciate that my co-workers are conscious that the smell of food may make my mouth water, but truly, I do not expect any of them to make changes to accommodate me. I actually find it an opportunity to explain that I enjoy fasting.

Well, if we are being honest, the fresh pot of coffee brewing at 2 p.m. was always my own personal jihad, which, by the way, actually means a struggle or effort. Nevertheless, the firm invested in a Keurig machine last year so I won’t have the smells
of delicious coffee wafting into my office midday. This was not done because of me; it was merely a coincidental small blessing.

It is also a huge misconception that Muslims lose weight during Ramadan. I consider maintaining my weight (and not gaining) a success! This is especially true if I am taking the treats mentioned above home to eat after breaking my fast. It seems the body likes to hang on to the sugary carbs. Eating high protein foods and good carbs are the best way to maintain weight and stay fuller longer.

**WORSHIP DURING RAMADAN**

During Ramadan, many Muslims increase their worship. Prayers are held after the evening prayers at the mosques during which time the entire Quran is recited over the course of the month. In this regard, many Muslims find themselves sleeping less and as a professional, this is my biggest challenge. I can abstain from food and drink, but being tired during the day (with no caffeine to boost me along) makes for a very long day. It is during Ramadan that I take full advantage of my lunch hour and breaks during the day. Quick naps and breaks from my computer screen help me to refocus on my work. I use my alarms to remind me to get up and move so that I don’t become overly sleepy.

As many may be aware, Muslims attend to a ritual act of worship five times a day. The best explanation would be “prayer” but it is more than prayer. We, as with other faiths, can “pray” anytime, anywhere. But we, as Muslims, also practice a ritual prayer five times a day that includes performing ablutions, focusing on this act of worship and completing all the steps involved in prayer.

The Equal Employment Opportunity Commission has guidelines for religious accommodations in the workplace, which include permitting a Muslim time to perform this act at prescribed times should those times coincide with working hours. Some may not be aware that our daily prayers start and end at prescribed times and are not required to be performed at a precise time.

For example, during mid-January my second prayer of the day, Dhuhr, begins at 12:21 p.m. The next prayer, Asr, begins at 2:50 p.m. Therefore, between 12:21 p.m. and 2:50 p.m., I can perform my midday prayers. Finding time to accommodate religious worship on a daily basis, as well as during Ramadan, should not be difficult. As for me, I have an office so a cute little sign goes up on my door and I am left alone for 5 minutes. If you are fortunate as I am to work in a wonderfully diverse and respectful place of employment, additional accommodations, such as a schedule modification (for extra sleep during Ramadan) are often granted. There are days when I may work through the lunch hour in exchange for arriving a bit later in the morning. My co-workers know I am available for questions, that I laugh at their big eyes when they claim there is no way they could fast (they could…they just don’t know it) and relish in their smiles when they see the absolute peace I feel during Ramadan.

If you are fortunate as I am to work in a wonderfully diverse and respectful place of employment, additional accommodations, such as a schedule modification (for extra sleep during Ramadan) are often granted. There are days when I may work through the lunch hour in exchange for arriving a bit later in the morning. My co-workers know I am available for questions, that I laugh at their big eyes when they claim there is no way they could fast (they could…they just don’t know it) and relish in their smiles when they see the absolute peace I feel during Ramadan.

SALIMAH ROSENBERY, PA. C.P., ACP, has 35 years of paralegal experience and is employed by Caldwell & Kearns, P.C. in Harrisburg, PA. She is a certified paralegal by Keystone Alliance of Paralegal Associations, holds several litigation-focused advanced certifications and a member of the Central Pennsylvania Paralegal Association. She is on NFPA’s Ethics Board and is a member of NFPA’s Diversity, Inclusion, and Equity Committee. She volunteers locally with the Patient and Family Advisory Council for WellSpan as well as serves on the Diversity, Inclusion and Equity committee for Healthy Franklin County.
I am a returning citizen and former jailhouse lawyer who is now a Certificated Paralegal. On December 21, 2018, President Donald Trump signed into law the First Step Act, which is a bi-partisan Bill drafted for the purpose of addressing prison reform. Here is a portion of the legislation that caught my attention:

Section 102, ‘Implementation of System and Recommendations by the Bureau of Prisons’, calls for the Attorney General to “develop policies for wardens who seek to enter into recidivism reduction partnerships with non-profits, private entities, institutions of higher learning or industry sponsored organizations.” This section of the legislation provides a significant benefit to the former incarcerated person who desires to enter the legal field. What this means from the stance of being reluctant, employers in the legal field can now hire the formerly incarcerated without hesitation.

During my graduation from Georgetown University that Judy Perez Martinez, President Elect of the American Bar Association, said it was a telephone call from Supreme Court Justice, Anthony Kennedy in 2003, that challenged the American Bar Association (ABA) to start the public discussion on reentry. In response to Justice Kennedy’s call, the ABA established the Justice Kennedy Commission, and in 2007, issued a report called Second Chances in the Criminal Justice System Alternatives to Incarceration and Reentry Strategy. That public discussion has led to policy - The First Step Act, and now the time has arrived to embrace it.

PARALEGAL ASSOCIATIONS FOSTER THE PERFECT SUPPORT BASE FOR ASPIRING PARALEGALS

Let’s take a look at a protégé from this movement; Eric Spencer, my former classmate at Georgetown, who is a newly employed paralegal at the Office of the Attorney General for the District of Columbia. Eric is also formerly incarcerated person, and from his own personal experience in the Federal Bureau of Prisons inmate law library brings an advanced foreknowledge to the development of ideas for reentry policies. Generally, those who have an interest in law, and who were once incarcerated, will bring insight to law firms representing defendants. Since they were once the defendant on the wrong side of the law (given that they were not wrongfully convicted), an employer will find these individuals to be in a league of their own. From a law firm obtaining the Work Opportunity Tax Credit for hiring an ex-felon within one year of being released, to a non-profit’s receipt of grant payments from the Bureau of Prisons, for its recidivism reduction program, there is nothing but uphill progress.

The topic of employing the formerly incarcerated is gaining momentum, and when we see individuals like billionaire industrialist Charles Koch say to corporate coalitions that they should “hire workers with criminal backgrounds in the wake of a new federal law aimed at reducing incarcerations”, we have to agree that the time for embracement is now. If the Koch coalition is successful, such reforms would be a benefit to newly released prisoners who were once, negatively categorized as “jail house lawyers”. For others who are similarly interested, this means that there could be new beginnings for formerly incarcerated individuals who are legally adept, as they can now hone in their skills by first planning an agenda towards becoming paralegals. Entities like the National Capital Area Paralegal Association, whose mission statement states that it is committed to “foster[ing] continuing education, and be a resource center for career and educational opportunities and information”, are a perfect start for formerly incarcerated persons seeking to sharpen their knowledge of legal assistance.

PARALEGALS AND THE SECOND CHANCE ACT: NEW BEGINNINGS FOR FORMER JAILHOUSE LAWYERS

By Milford Washington, CP
THE NATION’S CAPITAL IS ON THE CUTTING EDGE OF A MOVEMENT

In January, 2019, the results of another coalition, different to that of Koch’s, was celebrated in Washington, D.C. by the Mayor’s Office of Returning Citizens Affairs (MORCA). Though separate, but in line with the First Step Act, MORCA’s former Director Brian Ferguson received a green light from Mayor Muriel Bowser, to establish the Returning Citizen Paralegal Fellowship Program. The program outline stipulates that Georgetown University partner with MORCA to create a “paralegal certification program that will identify and train 25 highly experienced, previously incarcerated men and women to become unique and valuable paralegal fellows for participating firms.”

I was among those who graduated and my experience there is paying off because we were able to develop integrity and build self-esteem. Just before the First Step Act was signed into law, Shon Hopwood, who was also a jailhouse lawyer and is now a professor at the Georgetown University Law Center, had his story featured in a 2016 Washington Post article about how he spent 11 years in federal prison for bank robbery. Professor, Hopwood inspired the MORCA coalition with a motivational speech telling us how he had anticipated a White House meeting with President Trump to discuss his support for the First Step Act. It was very motivating to see Professor Hopwood standing beside President Trump as the First Step Act was signed into law.

MANY ARE WATCHING AND WAITING FOR SOMEONE ELSE TO ACT

Now, there will be some who will watch for our demise and then there will be some monitoring either the negative or positive effects of the new legislation. To be frank, I do not fault any of them. I read an online article where one former correctional officer labeled prisoners who were not working to litigate against new charges, fight appeals, settle divorce, or address child support, a “legal beagle type of inmate,” and that “they always carry their legal work, they always challenge the internal disciplinary system of the prison.” For the jailhouse paralegal, such skewed views are the norm and are not aligned with the intentions of First Step Act. During D.C. Mayor Bowser’s ceremonial address to us as Georgetown graduates, she stated that people in society often talk about us as if we were something far off in space, but that we are “your brothers, your cousins, your nieces, your friends, that we are coming home, and that we have served our debt to society.”

And so, I encourage all of my fellow members and potential employers to begin shifting their thinking process to recognize that the legally adept and formerly incarcerated individuals have actually lived the legal experience. We bring with us, skillsets such as critical thinking ability, research strategy, analytical approach, and legal writing—as these are the natural gifts of the formerly incarcerated. If the implicit biases can be removed, then all paralegal associations will gain traction in their missions.

MILFORD WASHINGTON is a student-member of the National Capital Area Paralegal Association and is currently employed under a 1-year fellowship with D.C. Law Students in Court. In January, 2019, Milford graduated with a Paralegal Studies certificate from the Georgetown University School of Continuing Studies. Currently, Mr. Washington is on schedule to graduate in 2020, with a Bachelor’s in Legal Studies from the University of Maryland’s University College. Send all comments, requests and inquiries to: mwashington@dclawstudents.org.

“NFPA thanks Mr. Washington for sharing his motivation to become a paralegal and the impact the First Step Act is having on formerly incarcerated persons. While local associations may have varying membership requirements, NFPA bylaws state individual membership is open to anyone not currently incarcerated. Candidates for an NFPA credential are required to meet character and fitness requirements. A candidate becomes ineligible if convicted of a felony or the equivalent.”
The Reporter has long been a valued communication tool providing in-depth, thoughtful articles of interest to the entire NFPA membership. You are encouraged to write on the following topics:

- Professional Development
- Work/Life Balance
- Technology
- How To – Tips and Tricks
- Ethics
- Diversity and Inclusion
- Project Case Studies
- Day in the Life of…
- Flashback to…honoring how far we’ve come as a profession!
- News from the local associations – awards, pro-bono activity, etc.

Articles can be 750 to 1,000 words with appropriate images, charts, etc. Text submitted as a word document and images as high resolution .jpg or .pdf files. All material should be emailed to Ron Badua at vpdmkt@paralegals.org

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**ARTICLE SOURCES:**

Mayor Bowser Celebrates Graduation of Previously Incarcerated Men & Women. https://youtu.be/FyQg1jQLol?t=790


**DIVERSITY, INCLUSION AND EQUITY**
Obtaining a Quality Paralegal Education

By the NFPA Education Standards Committee

Opinions abound as to what constitutes a quality paralegal education, and the debate at times becomes quite heated. Some advocate that every paralegal MUST have a bachelor’s degree, while others believe that a paralegal certificate will suffice, provided one has at least some post-secondary education and/or experience. These are considerations that NFPA must take into account when determining what position it takes, what amount and type of education it recommends its members to attain, and what its certification programs will ultimately require.

The Education Standards Committee was created for that purpose. According to Resolution 18-06, passed at the 2018 Convention, a standing committee was to create an anonymous survey to collect information from members regarding basic demographics, education, credentials and salary details. The purpose of the survey was to assess the type of education paralegals have, what they want, what they need, and what barriers, if any, stand in their way from obtaining it. Then, upon completion of the survey, the summary of the results was to be made available to all NFPA members.

Thank you to all who completed the survey, which went out in the October issues of News You Can Use (NYCU). The time and effort of the 265 respondents was very much appreciated!

We received responses from throughout the entire country, which were extremely informative and enlightening. Here is a brief summary of the results of that survey:

**TITLES.** Most individuals who answered the survey had the title “paralegal,” but some other titles that were noted included Legal Document Assistant/Freelance Paralegal, Manager, Litigation Specialist, Contract Administrator and Legal Assistant.

**AREAS OF LAW.** The largest group of survey respondents represented worked in litigation, with 24%, followed by 12% of paralegals who practice in corporate law. Other areas of law represented included probate/estates and trusts, real estate, bankruptcy, family law, and military law.

**EXPERIENCE.** Forty percent of the individuals who responded had 21 years or more of work experience as a paralegal, with 94% of the individuals working full time as paralegals. Only around 17% of the respondents to this survey had 5 or less years of experience. The significance of this statistic has a number of connotations, including whether there are less people going into the paralegal field, or whether paralegals with less experience are not becoming members of their professional associations, but it’s a statistic to watch, especially as more experienced paralegals retire from the profession.

**CREDENTIALS.** Of our survey respondents, 37.5% had a RP® credential, and 6.25% had a CRP® credential. A whopping 65% had an “other” credential, which was primarily made up of various state credentialing programs like the MnCP (Minnesota), the ILAP (Illinois), and SBWCP (Wisconsin). Others had CEDS and AACP certifications. Additionally, a small percentage of our membership has a NALA or NALS credentials (CP, ACP or PP).

**SALARY.** Almost 50% of those who responded earned a salary ranging from $50,000 - $75,000, followed by 25% who earned a salary between $75,000 - $100,000. Around 17% were between $25,000 and $50,000. Only 2.35% were below $25,000 and only 5.8% were over $100,000. This salary survey did not provide a range related to education/experience attained or geographic areas, but it at least affords a brief snapshot of what paralegals generally earn.

**INTERNET ACCESS.** Considering that 87% of our respondents currently have high speed internet, access to the internet is apparently not a huge issue as it relates to the ability to access paralegal courses online. With a large number of paralegal programs providing online courses, and the American Bar Association amendments to its guidelines to offer the ABA-approval to all online programs (see paragraph below), it is encouraging to note that the inability to connect to the internet is not an issue for most paralegals. Less than 1% were only able to either use a dial-up connection or a public venue to obtain online access.

**EDUCATION.** A large majority of respondents noted that they have either a Bachelor’s Degree in Paralegal Studies (28%), a Bachelor’s Degree in another field (28%), or a Paralegal Certificate (7%). For those individuals who are pursuing a degree, it was enlightening that 69% are indeed pursuing a paralegal certificate.

**BARRIERS TO PARALEGAL EDUCATION.** The most interesting responses were those to the question; “Are you aware of
barriers to access paralegal programs in your area?” A large number denied any barriers, per se, but multiple individuals indicated that there are financial and time issues. For many respondents who currently work full-time, traveling to a brick and mortar program to attend classes is too time consuming. It was also noted that in many rural communities, physical locations to attend paralegal classes do not exist. If there are paralegal programs in rural areas, they are typically too far a distance to access for a full-time paralegal. Finally, the cost of paralegal programs is not affordable for some respondents.

Other initiatives related to the paralegal profession include the following:

**SHORT TERM PARALEGAL PROGRAMS**

When cost or time is a barrier to quality paralegal education, some prospective students may be tempted to enroll in what the NFPA terms “Short Term Paralegal Programs.”

For those contemplating enrolling in a short-term paralegal program, let the buyer beware! A review of NFPA’s Position Statement Regarding Short-Term Paralegal Programs, located on NFPA’s website, will enable students to perform their own due diligence in selecting a program that works for them and yet fulfills the necessary requirements. A qualifying short-term paralegal program must be offered by an institution that is one of the following: (a) an institutional member of the American Association for Paralegal Education (AAPLE), (b) approved by the American Bar Association (ABA), or (c) offered by an institution accredited by an agency recognized by the United States Department of Education, offering courses at the post-secondary level. The paralegal education program must also include a minimum of at least 18 semester units of paralegal coursework and appropriate general education. Below is a demonstrative that provides instruction for candidates to evaluate their paralegal programs before applying to take the PACE or PCCE exams.

**NEW ABA RULE.** A very exciting new development for access to quality paralegal education is the amendment of the guidelines by the ABA Standing Committee on Paralegals to now approve programs that are all online, provided, of course, that they meet specific criteria. The amended guideline, which went into effect January 1, 2020, is as follows: Programs must still have at least 9 credits of face-to-face live instruction, meaning that everyone must be able to see and hear each other and be present throughout the entire class. However, this can now be accomplished by using live streaming instruction such as Zoom or Adobe Connect. The student must attend the live class in its entirety, the instructor and students must interact, and the students must be able to interact with each other throughout the class.

All in all, the results of the survey and the new developments in the paralegal profession paint a rosier picture for obtaining a quality paralegal education. While barriers to obtaining a paralegal education still exist, it is encouraging that current advances in paralegal education make one easier to obtain.

**WHAT’S NEXT?** The Education Standards Committee has much more work to do. The next step is to review and make consistent all NFPA position statements and resolutions relating to education and accreditation of educational institutions that offer paralegal or non-attorney legal education.

If you are interested in joining this committee, please do not hesitate to contact the Education Standards Committee Chair, Alyson D. Poppiti at apoppiti@mnat.com

Thank you again to all of you who completed the survey and stay tuned to further developments from the Education Standards Committee.
Welcome to the Sunshine State! The Tampa Bay Paralegal Association (TBPA) is excited to be the local host for NFPA's 2020 Joint Conference which will be held on the campus of the Hillsborough Community College (HCC) in Ybor City from April 24-26, 2020. While the respective NFPA Vice Presidents and coordinators are sure to recruit the best speakers covering the hot topics, TBPA would like to give you a sneak peek of the area and what to expect while visiting Tampa Bay.

TBPA recommends that attendees look at flight options into Tampa International Airport, which includes most of the major airlines, as well as quite a few of the discount airlines. Once you land, it's a short ride-share or taxi ride from the airport to the recommended hotel, Hilton Garden Inn Tampa Ybor Historic District (9 miles). In addition to a great room rate, the Hilton Garden provides complimentary Wi-Fi throughout the hotel, microwaves, refrigerators and Keurig coffee machines in each room, on-site swimming pool and spa, and fitness center. The hotel is a short stroll to the HCC Campus (0.1 mile or a 2 minute walk).

Once you are settled into your hotel, we recommend you get out and explore Ybor (pronounced “EE-bore”) City. It's a great, eclectic historic district just northeast of downtown Tampa. Ybor City was founded in the 1880s by Vincente Martinez-Ybor and other cigar manufacturers and carries a strong Cuban, Spanish and Italian culture to this day. Here are just a few of our suggestions:

**YBOR CITY MUSEUM**

Be sure to visit the Ybor City Museum to soak up the history and culture of this unique city. Located in the 1920's-era Ferlita Bakery building, visitors will learn about the founding of Ybor City, the evolution of the cigar industry in Tampa Bay and the growth and re-gentrification of this historic gem. Be sure to visit the restored Casita that is furnished to look as it would have when a cigar worker lived there at the turn of the last century. Once you have soaked up the information and history of Ybor City, be sure to explore the Museum's beautiful garden. The Ybor City Museum State Park features native Florida plants as well as many unique statues and tile works.

**YBOR CITY SATURDAY MARKET**

If you have time on Saturday, be sure to wander down to Centennial Park and visit the Ybor City Saturday Market. The Market operates year-round from 9 a.m. to 3 p.m. Each Saturday over 50 entrepreneurs display local produce, gourmet foods, sauces, plants, fine cigars, unique gifts, handmade goods and more. The Ybor City Saturday Market is a great place to get local, one-of-a-kind souvenirs.
SHOPPING & DINING
Within minutes of the hotel are over thirty restaurants and a plethora of shops. Ybor is chock full of eclectic boutiques and diverse selection of restaurants with mouthwatering menus sure to appeal to any taste. For example, check out Gaspar’s Grotto – a bar and restaurant that pay homage to Tampa’s legendary local pirate, Jose Gaspar and celebrates Tampa’s immigrant past. Gaspar’s Grotto consists of a restaurant, several bars, nightly live music, Tuesday night trivia and a Sunday Brunch. From fast food to fine dining, pizza to pubs, there are plenty of dining options to choose from in any direction you walk.

While strolling down the sidewalk, be sure to pop into a variety of retailers, including clothing, unique gifts, handmade specialties and cigars. Ybor City was built on the cigar trade and continues to offer many fine options.

CHICKENS
Yes! You did see a wild chicken walking around the neighborhood. Ybor City has a wild chicken population that are direct descendants of the chickens that lived in the backyards of its residents over 100 years ago.

We are getting excited to welcome you to our City. This article is just a small highlight of some of the fun things we hope you experience while visiting Tampa Bay. Be sure to join our NFPA Joint Conference Facebook Group – Sail Away with the Paralegals of Tampa Bay - https://www.facebook.com/groups/773519723089060/.

We’ll highlight a variety of shops, restaurants, tours, etc. for you to check out while you’re in the Sunshine State!

LEADERSHIP CONFERENCE - FRIDAY, APRIL 24
The Leadership Conference will give attendees a diverse line-up of programming, including an afternoon workshop with Michael Reed, Founding Partner at Bloch|Reed Association Advisors on Leadership Development and the Future of NFPA. We’re also excited to showcase a new format to NFPA conferences: “Quick Hits.” These short, 15 minute sessions will inspire leadership development for attendees by providing invaluable information from other leaders’ experiences.

The day will begin with a presentation on mutual respect and emotional intelligence led by Ed Schneider of the Rocky Mountain Paralegal Association. Getting Your Leaders to Play Well in the Sandbox will discuss the critical theories of emotional intelligence and mutual respect and how it applies to effective and positive leadership in any organization. Attendees will be challenged to look in upon themselves about how they may react to different situations and discuss how being emotionally intelligent can help enhance any relationship in a professional environment in the spirit of mutual respect and avoiding assumption of ill-intentions.

Building from Ed’s presentation, a panel of newer, but experienced delegates, will discuss some of the successes and challenges they’ve observed in their time with NFPA in recent years. Donald P. Bristol, RP, Pa.C.P., Chester County Paralegal Association, Jessica Croteau, Central Connecticut Paralegal Association, and Angela Gonzalez, SBWCP, Paralegal Association of Wisconsin will discuss their observations of NFPA procedures from the delegates’ perspective and the direction they see NFPA heading in the future.

The morning is rounded out by the new “Quick Hits.” Sharing from their experience, six of NFPA’s leaders will discuss their experiences with six different topics: association management, difficult conversations, strong person-
Vice President and Director of Paralegal Certification Linda Odermott, RP®, OCP, we will take a deep dive into the PACE® and PCCE® examination procedures and discuss what's new (with special emphasis on the revamped PACE exam and where we are now on the PCCE revamp too!). This session will benefit your understanding and knowledge of what is expected of applicants as well as what to expect while taking the exam.

Up next, we are excited to have you strap on your sandals and be a part of our Certification Ambassadors Bootcamp. This session features an all-star line-up of certification gurus discussing all things certification including: study techniques, incentives, motivations, successes and pitfalls among other topics. Feel free to share your own experiences and advice with this interactive discussion!

After a delicious lunch on the town, grab that cup of coffee to wake up your minds to absorb the dos and don'ts of certification renewals. These panelists have a lot to share and hope to help you and your association avoid the hassle of having your certification renewal delayed or even denied. We once again welcome all of you to ask your burning questions and add your experience to the conversation.

We then put the spotlight on local certification programs that several states have achieved recently. We will be featuring successful certification programs from Minnesota (who also just happens to be the host association of the 2020 convention!), from New York City (the big apple that just got bigger with this exciting paralegal breakthrough!), and from Oregon (and this program is even more appealing than those delectable Old Town Voodoo Doughnuts!). Bringing certification down to the state/local level is a huge process, as well as, a major achievement and we look forward to learning about how they got there and where it is heading in the future. We also hope to be able to highlight the Florida State Bar (FRCP) certification to round out the dialogue.

On the continuing legal education (CLE) front, an E-Discovery expert is slated to join us next to bring us up to speed on the latest and greatest electronic discovery methods, trends, rules and just about anything that you need to know. They are going to discuss how it applies to paralegals and why it is important to us to have knowledge of or seek certification in E-Discovery.

Last but not least, we welcome back our fearless certification leader to provide us with some words of wisdom to send us back to our associations inspired and ready to tackle certification! With certification leading the way as one of the many ways for paralegals to accelerate their professional development portfolios, this is one conference you do not want to miss! Want to find out more? We encourage you to check out the NFPA Joint Conference page on the NFPA website for more information including the full agendas and a listing of the speakers and their bios for the day and the entire conference. Hope to see you there!

REGULATION CONFERENCE - SUNDAY, APRIL 26TH

Under the leadership of NFPA Vice President, Lori Boris, RP®, MnCP, we will start the day with conversations about what many anticipate the future to look like with leveraging the specialized education and training of paralegals. We are happy again this year to present a talented group of speakers to complete the Regulation Conference agenda. It has been a labor of love to find legal professionals, who are thriving in their careers and can speak from a broad spectrum of career experiences.

We start our first presentation with Sarah Carlson, Lawyer Liberator. She will challenge paralegals with answering the question: “What is the bottom line?” How best do we prepare ourselves with leading regulation discussions and advancing the paralegal profession among different constituents? We then get to hear from the Honorable Thomas Palermo, Hillsborough County Florida, who will shed light on the facts that the bar and bench alone cannot achieve access to justice for all. Judge Palermo will share perspectives on this and other issues pertaining to the question, will justice be for all? Further topics include, Unauthorized Practice of Law - “UPL” an Attorney’s Perspective, Identity, Power & Privilege: Now You Are at the Table. Ethics Diversity & Equality are fall fundamental rights that should be afforded to every American and arguably every citizen in the United States.

The Regulation Conference concludes after hearing from six senior level paralegals, who are advocating and have become the champions of Paralegal Regulation initiatives across the country. We will hear from California, Minnesota, Illinois, Georgia and Oregon delegates respectfully. And, finally to close out the Regulation Conference sessions, Lisa B. Vessels, RP®, CP, FRP, will illustrate the current status of the Florida Registered Paralegals Program, “FRP.” Together it will make for an amazing day of learning.
By now you have heard of Minnesota as “the Land of 10,000 lakes.” However, as paralegals who work in a profession where facts matter, we think you will find it interesting that the precise figure is 11,842 lakes. Add up all the lakes and you get a total of approximately 90,000 miles of shoreline, more than California, Florida, and Hawaii combined. Lake Itasca, located in Itasca State Park, about 20 miles north of Park Rapids, Minnesota is less than two square miles in area but is notorious for being the starting point for the Mississippi River. The park was established in 1891 and is Minnesota’s oldest state park. No doubt these references to Minnesota’s bodies of water gave inspiration for the 2020 NFPA Convention theme: “Paralegals Making a Splash in the Land of 10,000 Lakes.”

Of course, Minnesota is known for more than just its bodies of water: we are home one of the highest concentrations of Fortune 500 companies in the country including Target, Best Buy, and General Mills. Along with these iconic brands, famous faces such as Prince, Bob Dylan, F. Scott Fitzgerald, and Judy Garland hail from Minnesota. A lesser known but equally important face who called Minnesota home was the 15th Chief Justice of the United States, Warren E. Burger.

Burger’s personal biography still is relevant in our modern world today. Born in St. Paul, Minnesota in 1907, he graduated high school in 1925 and turned down a partial scholarship to attend Princeton University due to his family’s financial circumstance. Shortly after graduating high school the future Chief Justice worked as a crewman in constructing the Robert Street Bridge, a bridge over the Mississippi River in St. Paul that still exists today. He attended night school at the University of Minnesota while simultaneously working full time selling life insurance policies. He later attended evening classes at the St. Paul College of Law (today known as Mitchell Hamline School of Law) and graduated from the law school magna cum laude in 1931.

Burger would go on to serve as Chief Justice from 1969 to 1986. In 1996, Donn McLellan, then the Public Relations and Publications Director for Burger’s alma mater, wrote the following to commemorate the life of the late Chief Justice in the William Mitchell Law Review:

Burger – who liked to point out that he was Chief Justice not only of the Supreme Court but of the United States – was a champion of the reform and modernization of judicial administration. He helped create the National Center for State Courts, the Institute of Court Management, and the National Institute of Corrections. He transformed the Federal Judicial Center into a major center for research and publishing about the courts.

The federal building in St. Paul was named the Warren E. Burger Federal building and U.S. Courthouse in Burger’s honor in 1987.

You can stroll down Summit Avenue in St. Paul which remains, in large part, unchanged from Burger’s childhood and boasts the longest line of Victorian style housing in the nation. Parallel to Summit Avenue, you can grab a bite at the many local eateries and while passing...
through the shops of Grand Avenue. On Saturday morning you can take in the sights, sounds, and, of course, tastes of the St. Paul Farmers’ Market located in Lowertown which has been staple for over 165 years. Lowertown is flanked on either side by two historic landmarks that are open to the public: the newly renovated Minnesota State Capitol, styled in Italian Renaissance architecture, and the Cathedral of Saint Paul, styled in Classical Revival architecture.

Across the mighty Mississippi you can take in the hustle and bustle of Minnesota’s largest city, Minneapolis. You will find in the “City of Lakes” a dramatic skyline located on the footsteps of the river bend, one of the best park systems in the nation, a museum scene that boasts a dozen large art, cultural, science, and historical museums along with countless galleries, theatres, dance studios, and music venues.

Oh, and there’s food. Lots of food. As Minneapolis is known as the “Mill City”, you won’t go without bakery goodies, which (in our opinion) is best enjoyed in the city’s many coffee shops that can be found in any one of its vibrant and diverse neighborhoods: Northeast; Hennepin & Lake in Uptown; the North Loop and Warehouse District; West Bank & Cedar Riverside; and the Heart of Downtown located on Nicollet Avenue, just to name a few.

You can also get outside, with a jacket in October. The Minnesota Valley National Wildlife Refuge, a 14,000-acre refuge, has an entry just across the street from the hotel, with its Bloomington Education and Visitor Center just a few blocks away. Within 30 minutes of the Convention Hotel, you’ll find nearby apple orchards amidst harvest season. Fort Snelling State Park, named a “national treasurer” by the National Trust for Historic Preservation is just two miles from the hotel and features 18 miles of hiking trails, and is a part of the Mississippi National River and Recreation Area. Connected to Fort Snelling State Park is Minnehaha Park, home of the Minnehaha Falls, which preserves historic sites that illustrate transportation, pioneering, and architecture, including the Minnehaha Princess Station, a Victorian train depot from the 1870s, and the John H. Stevens House and Longfellow House.

You can take a day trip from the Twin Cities and visit the Bluff Country of southeastern Minnesota. There you’ll find the National Eagle Center in Wabasha, the home of Grumpy Old Men (yes, the movie!). You can stop in Red Wing and visit the Pottery Museum or Barn Bluff, where a scenic overlook allows you to see the Mississippi River and surrounding lands for miles.

If you head north from the Twin Cities, head to Duluth and the Iron Range
Area. Duluth, a port city on Lake Superior, is home to the Great Lakes Aquarium, Lake Superior Railroad Museum, the Aerial Lift Bridge, and various parks and recreation areas with stunning views of Lake Superior, the largest of the Great Lakes of North America and the world’s largest freshwater lake by surface area. Duluth is a part of the Iron Range, which features over ten museums and many mine views or scenic overlooks. Check out the Soudan Underground Mine State Park, or the International Wolf Center; the Iron Range will not disappoint!

Head west of the Twin Cities and you will find many apple orchards and lakes to enjoy. Take a fall colors tour on Lake Minnetonka from several of the charters available. Or come out and enjoy Minnetonka Orchards, just one of many family run apple farms in Minnesota, where you can take a hayride, pick some apples, go through a corn maze, see some animals, take a hike and shop some amazing local and handmade goods. (http://minnetonkaorchards.com/orchard-attractions/)

If you want something really different and are willing to go a little farther, you can venture to Darwin, Minnesota and see the Biggest Ball of Twine made by one man. Yes there is a museum and it is the inspiration of Weird Al Yankovic’s “The Biggest Ball of Twine in Minnesota” song. It also happens to be MPA’s own Jamie Holzer’s home town, so if you need a tour just ask her. https://www.roadsideamerica.com/story/2128

WEATHER
As true Minnesotans, we know that late October can be 70 degrees and sunny, or 30 degrees and snowing. (Google the 1991 Halloween blizzard which dumped nearly 30 inches of snow over four days on the Twin Cities). We’ll be hoping for the former, but make sure you watch the weather leading up to Convention. If Minnesota does decide to welcome you with a blizzard, the Mall of America and Twin Cities Premium Outlets are close to the Hotel, where you can find your winter gear! We’ll be sure to update everyone on the weather forecasts closer to the event!

CONVENTION HOTEL
Hilton Minneapolis/St. Paul Airport Mall of America
3800 American Blvd E
Bloomington, MN 55425

NFPA Room Rate: $189 + tax

CONVENTION CHARITY
MPA’s Convention Committee has chosen Friends of the Boundary Waters Wilderness as our 2020 Convention Charity. Founded in 1976 to help pass the legislation that created the Boundary Waters, we have been working ever since to protect it. Today we are working on sulfide mining, off-highway vehicles, invasive species, and other important issues. Mission: To protect and restore the wilderness character of the Boundary Waters Canoe Area Wilderness and the Quetico-Superior ecosystem. (https://www.facebook.com/BWCAW/)

The Minnesota Paralegal Association is excited to welcome our colleagues to Minnesota and encourage you to spend some extra time exploring our great state. We’re still in the process of planning all of the great Convention-related events. In the meantime, make sure you save the dates: October 22-26, 2020. Join our Facebook Group, NFPA Convention - #SplashWithMPA2020, for continuing information on Convention, things to see and do while you’re here, and, as noted above, weather updates leading up to the convention. We can’t wait for Paralegals to Make a Splash in the Land of 10,000 Lakes!

MAREN SCHROEDER, RP®, MnCP
JAMIE HOLZER, MnCP
MATTHEW REGAN, MnCP
Forty years ago, in April, 1979, a small group of about 20 legal assistants began the journey that resulted in today's Oregon Paralegal Association (OPA). Originally known as the Oregon Legal Assistants Association (OLAA), to differentiate it from the Legal Secretaries groups, the first members envisioned a group to share information and grow their careers. This core group started cold calling law firms and throughout the area, and reaching out to others they knew from the field, to identify others of like mind. Suzanne Warn, formerly Suzanne Tinker, one of the original members, remembered in 2014 being a founding member of OPA felt “like being alone in the desert at times.” Eventually, as OPA began to grow and participate in the local legal community and nationally with NFPA, OPA began to exert a voice in discussions on the direction of the profession.

Over the years, OPA has built a vibrant organization dedicated to its mission to advance and promote the professional, ethical and educational standards of paralegals; to encourage and promote the continuing legal education of paralegals; to uphold and elevate the standards of honor, integrity and courtesy in the legal profession; to promote the employment, advancement and education of paralegals, regardless of race, sex, creed, color, nation of origin, age, sexual orientation or political ideology; and to establish good fellowship among association members and members of the legal community. To reflect the changing vocabulary in the profession, OLAA officially changed its name to the Oregon Paralegal Association in 1989. Every year, OPA puts on 20 – 25 continuing legal education topics, as well as produces a bi-monthly newsletter, sponsors informal get-togethers, small group meetings, an annual convention and the day proclaimed by the Governor of Oregon as Paralegal Day. OPA members have participated in the task force on legal futures in Oregon through the Oregon State Bar, as well as assisting with a variety of programs to raise awareness of what paralegals contribute to the legal profession. They have raised money to support a variety of local causes which touch on the legal field. Members are encouraged to mentor local paralegal students, and OPA assists with a number of events designed for students, and sponsors a student scholarship.

Some of our past community and fundraising projects have been for Court Care, the program providing childcare at the courthouses, Officer Buddy Bear, family shelters, active duty armed forces members in legal departments, memorial scholarships in the names of deceased paralegals, Green Pro Bono, and a perennial favorite, Campaign for Equal Justice.

In honor of OPA's 40th birthday this year, OPA decided to celebrate Paralegal Day with all we have to offer. The Association Board allocated the funds to throw a major party! Under the leadership of Brenna Dickey, RP®, an active committee of OPA members and local vendors who wanted in on the action planned our super Soiree, which was free for OPA members and guests. Although we have members located across the state or Oregon, the city of Portland is home to the greatest number of members. First up for the committee was a theme idea. The traditional 40th anniversary gem is the ruby, so an anniversary logo featuring red and an anniversary banner was designed and used throughout the year. A recipient of our member and guest largesse was chosen: The Lawyers Campaign for Equal Justice (CEJ). Oregon Supreme Court Chief Justice Martha Lee Walters signed on as keynote speaker.

Next up was space. The committee chose a beautiful venue at the Porter Hotel in downtown Portland, with an indoor area and outdoor patio available to our guests for the midsummer date. OPA and its committed sponsors, which included numerous law firms and legal service providers, provided hors d’oeuvres and a no host bar.

A very busy subcommittee solicited items for a silent auction. The silent auction and an in-event paddle raise resulted in over $9,000 being donated to the CEJ. The evening was a grand success and was well attended by OPA members, past presidents, and attorneys, including the managing partners of several firms.

OPA continued this theme at our 40th anniversary annual convention, which was held in Lincoln City, Oregon on the beautiful Pacific coast, with our theme “Paralegals Shine Ruby Bright after 40 Years.” The convention was well attended and included a full day of continuing legal education sessions, plenty of breaks to visit with our sponsors and with each other, a luncheon with keynote speaker,
Chris Costantino, the president of the Oregon State Bar, followed by a breakfast and another half-day of educational opportunities on Saturday. Sponsors and vendors provide a plethora of opportunities to win door prizes, pick up swag and learn more about the offerings of our legal service providers. Of course, there were also ample opportunities to network and socialize at the Thursday evening vendor party and Friday night social.

OPA looks forward to our next grand event, hosting the 2021 NFPA Annual Convention and Policy meeting, taking place October 8-10, 2021. We’ve already started planning, starting with our theme, Come Grow with Us, and tagline, Nurture, Flourish, Participate, Aspire in Portland. OPA can’t wait to welcome NFPA to Portland!

OPA PRESIDENTS, THANK YOU FOR 40 YEARS OF LEADERSHIP!

1979 to 1981  Nancy Sutter
1981 to 1982  Suzanne Tinker
1982 to 1984  Pamela Raybourn
1984 to 1985  Sandra Peterson, CLA
1985 to 1987  Beth King
1987 to 1988  Cheryl Moralez
1988 to 1990  Zarelda Lovingier
1990        Peg Byrne, CLAS
1990 to 1993  Connie Copeland
1993 to 1995  Janet Duncan, CLA
1995 to 1998  Thomas C. Holmes, RP*
1998 to 1999  Diane Thompson, CLA, RP*
1999 to 2000  Kristen Kotka Abram
2000 to 2002  Deanne Snedeker, CP
2002 to 2004  Barbara Baughman
2004 to 2006  Michele Davis, CP
2006 to 2009  De L. Dishman
2009 to 2011  Wayne D. Akin
2011 to 2013  Kelley D. Chaney, RP*
2013 to 2014  Brenna Dickey, RP*
2014 to 2015  Jeannie Lihs
2015 to 2017  Julianne Maguire, RP*
2017 to 2018  Leah Aldred, RP*
2018 to 2019  Samantha Blair, CRP™
2019 to present  Jered Brown, RP*
Hello Fellow NFPA Paralegals -

I am Renée De La Cruz, the NFPA In-House Paralegal Coordinator and I am also chairperson for the Illinois Paralegal Association (IPA) Accreditation committee; which Chris Hansen is a member of both of these committees. Chris, What committees are you not part of?

I dug deep into my archives and found Chris Hansen’s business card and I always write on the back of my business cards when & where I meet the person. I cannot believe I met Chris Hansen exactly 10-years ago (November 2009) at IPA Paralegal Day and still have Chris’ business card!

I was so excited to have met Chris and when I went home, I told my husband look Chris Hansen an In-House Paralegal from AT&T gave me her business card! He was like go out to lunch with her and I did.

Now a decade later, on Wednesday November 13, 2019, at the Chicago Palmer House hotel, I was honored to be up on stage with Chris Hansen awarding her the 1st Illinois Paralegal to receive the “Lifetime Achievement Award” for paving the way for the Paralegal Profession. (happy tears in my eyes) I encourage all paralegals to find your passion as Chris Hansen has and volunteer at the NFPA and continue to pave the way for the Paralegal Profession!

Chris Hansen, you are truly an amazing Leader, Coach, Mentor and now a retired In-House Paralegal! I was so proud to share that moment with you and present the Lifetime Achievement Award! It was well deserved!!! Congratulations!!!

**RENEE DE LA CRUZ, ILAP**

Working as In-house Corporate Paralegal

Member of the Illinois Paralegal Association (IPA) - Accreditation Chair at IPA

Member of NFPA - Region II and NFPA In-house Paralegal Coordinator
Member Spotlight

Sybil Taylor Aytch, RP®, M.Ed.
Oregon Paralegal Association
Commercial Bankruptcy, Complex Litigation

WHAT MADE YOU BECOME A PARALEGAL?
I have always had an interest in the law. I am also inquisitive, work well collaboratively, and am an effective problem solver, all of which are conducive to a sustainable legal career.

WHAT IS YOUR FAVORITE PART ABOUT BEING A PARALEgal?
I love the challenge that comes with digging into a matter and contributing to a successful resolution of an issue.

WHAT ADVICE WOULD YOU GIVE A STRESSED OUT PARALEGAL?
Make sure to maintain a sense of balance in your life. While working in the legal profession can indeed be stressful, it is imperative to have interests outside of the law. Being well-rounded may not mitigate all stress but it equips one with tools to better handle it. Find your passion and joy in something that affords you the opportunity to unwind and de-stress.

WHAT IS THE COOLEST/MOST IMPORTANT TREND YOU SEE TODAY (IN THE LEGAL FIELD)?
The inclusion of diverse individuals in the legal profession is reflective of significant societal changes. It should be clear to aspiring paralegals that this is a viable career option for all regardless of what they look like, who they love, whether they worship, how old or young they are, and where they come from. We all have a valuable story to tell. Those diverse stories should be indicative of the fabric of the paralegal profession.

WHAT I KNOW NOW THAT I WISH I’D KNOW THEN?
Being an introvert does not detract from a successful paralegal career.

IF I WEREN’T A PARALEGAL, I WOULD BE . . .
a full-time college instructor and author (I have taught part-time for 19 years and have co-authored 2 textbooks).

A PARALEGAL IS . . .
invaluable, imaginative, innovative, savvy, unflappable and possesses an inviolate ethical compass.

HOW HAS BEING AN NFPA MEMBER BENEFITTED YOU PERSONALLY/PROFESSIONALLY?
NFPA membership has afforded me an enhanced sense of paralegal professionalism, camaraderie, and the ability to collaborate with some of the brightest professionals in the country. It extends an extra sense of pride in being a paralegal.

WHAT MEMBERSHIP BENEFIT IS IMPORTANT TO YOU AND WHY?
One of the best membership benefits is the National Paralegal Reporter. The articles contained therein are timely, inclusive, and topical, as well as being representative of various NFPA membership constituencies.
WHAT MEMBERSHIP BENEFIT IS IMPORTANT TO YOU AND WHY?

The CLE credits offered in a variety of subject areas because I can learn about issues affecting other jurisdictions as well as my own.

WHAT MADE YOU BECOME A PARALEGAL?

I had always been interested in the law since high school. I took the LSAT in college, but then discovered a life in Europe as a student and teacher. However, I never lost an interest in the law. After I earned a master’s degree from a European University, a fellow student told me about a law degree program from the University of London that would allow me to travel and work where I wished while earning a law degree. During my studies, I worked for a US-based law firm in Hungary as a corporate paralegal. I discovered that being a paralegal could be just as beneficial and important as being an attorney. When my European life turned into a life back stateside, my English law degree was not acceptable to the Wisconsin State Bar, but I was able to find work as a legal assistant, which became a hybrid paralegal-legal assistant role. A few years ago, I started working for my current firm as a full-time paralegal and have loved the challenges and experiences it has provided to me. Although there will always be a part of me who wonders what I may have accomplished as an attorney, I think my personality is better suited to a paralegal. I feel extremely comfortable in my profession and the opportunities that my profession provides.

WHAT HAS BEEN YOUR FAVORITE/MEMORABLE MOMENT OF YOUR CAREER SO FAR?

Any time one of my attorneys comes to me to discuss a legal question or issue as a colleague, not as a subordinate. I’m very fortunate to work with attorneys who value my opinion and seek it out.

WHAT ADVICE WOULD YOU GIVE AN ASPIRING PARALEGAL?

It’s ok if you try a practice area and don’t like it. Just like with all careers, sometimes the one that we envision will be perfect for us may not be that great. Sometimes, an area that you think would never interest you or be suitable for you turns out to be ideal. I thought I would never leave litigation, but then took a job in post-death trust and administration and discovered a world of new information and challenges. Although I don’t think I could ever do anything other than post-death work, someday, I may find that another area offers intrigue and new challenges for me.

WHAT IS THE COOLEST/MOST IMPORTANT TREND YOU SEE TODAY (IN THE LEGAL FIELD)?

The growth of paralegal professional regulation and the support that more attorneys are providing to their paralegals. We still have a long way to go, but paralegals are understood more today than in the past, and some attorneys and firms are offering compensation and opportunities to their paralegals in recognition of that fact.

WHAT I KNOW NOW THAT I WISH I’D KNOW THEN?

I’m not always right, nor do I need to be. But I can always seek out an answer and try to contribute to the conversation.

IF I WEREN’T A PARALEGAL, I WOULD BE . . .

a travel writer.

A PARALEGAL IS . . .

a dynamic professional who uses their experience, education, and intellect to resolve substantive legal problems while improving efficiencies on their team to achieve the best result for the client.
Jessica Kubiak  
Cleveland Association of Paralegals  
Domestic Relations

**HOW HAS BEING AN NFPA MEMBER BENEFITTED YOU PERSONALLY/ PROFESSIONALLY?**
The networking and making connections all over the United States has been extremely beneficial. Being able to reach out to a paralegal in another state for information and referrals really is a benefit.

**WHAT MEMBERSHIP BENEFIT IS IMPORTANT TO YOU AND WHY?**
The online seminars are great. I have 2 certifications to maintain and can't always physically attend a CLE, so to have them available online is a benefit.

**WHAT IS A TYPICAL WORK DAY LIKE FOR YOU?**
My day is spent making sure we are prepared for upcoming hearings and trials, drafting documents, talking to clients, courts, counsel and assisting my attorney.

**WHAT HAS BEEN YOUR FAVORITE/ MEMORABLE MOMENT OF YOUR CAREER SO FAR?**
I always appreciate when a client sends me a thank you card and personally thanks me for what I did for them to help them through the process.

**WHAT ADVICE WOULD YOU GIVE AN ASPIRING PARALEGAL?**
Ask questions.

**WHAT IS THE COOLEST/MOST IMPORTANT TREND YOU SEE TODAY (IN THE LEGAL FIELD)?**
The different software available is making time keeping less tedious.

**WHAT IMPACT DO PARALEGALS HAVE IN THE DELIVERY OF LEGAL SERVICES?**
I think paralegals have a huge impact on the delivery of legal services. I am a main point of contact for our clients.

**IF I WEREN’T A PARALEGAL, I WOULD BE . . .**
A teacher so I could have summers off.

**A PARALEGAL IS . . .**
Dynamic.

### NFPA and Drexel University Online

**Online are excited to announce an exclusive educational partnership.**

Under the agreement, NFPA members and their immediate family members are eligible for a 10-40% tuition savings on over 150 online certificate and degree programs, with no application fee. Drexel offers multiple online bachelor’s degrees in business, criminal justice, education and more.

A variety of online graduate degrees and certificates are also available such as a Master of Legal Studies with concentrations in Cybersecurity and Information Privacy Compliance, Financial Regulatory Compliance, Health Care Compliance and Human Resources Compliance. Other available programs include a Graduate Certificate in Pharmaceutical and Medical Device Regulatory Compliance, Collaborative Special Education Law and Process Certificate, MBA, MS in Human Resource Development and many more.

For additional information visit your partner page at Online.Drexel.Edu/NFPA.
HOW HAS BEING AN NFPA MEMBER BENEFITED YOU PROFESSIONALLY?
Becoming an NFPA member via my local association, and then becoming more involved both as a Primary Delegate and now also as NFPA Webinar Coordinator, I’m constantly reinvigorated in this profession compliments of the sense of enthusiasm and pride in our role that is expressed by every paralegal I’ve met.

WHAT DO YOU ENJOY THE MOST ABOUT BEING A MEMBER OF YOUR LOCAL ASSOCIATION?
I really enjoy the camaraderie between colleagues, the sense of belonging to something great, and the passion that all my friends in our local association have for what we do - our role in the workplace and the community.

I BECAME A PARALEGAL BECAUSE . . .
I needed money! Wrapping up a master’s degree in piano, I landed my first/only 2-day temp job as a secretary assisting an estate attorney and his paralegal – I knew within days that the paralegal work was something I was interested in, seemed able to approach and succeed at, and provided a sense of accomplishment and appreciation. The rest is history.

WHAT IS YOUR FAVORITE PART ABOUT BEING A PARALEGAL?
Among all the great things about my work, my favorite part is the connection with clients. In estate administration, I’m in near constant contact with clients at the initial stages of a most difficult time in their lives (the loss of a loved one), and being able to help them navigate through that moment is a privilege.

WHAT ADVICE WOULD YOU GIVE AN ASPIRING PARALEGAL?
Be open to any position that might come along. If you haven’t tested the waters already, who knows what area of work (and how vast the possibilities are for paralegals!) you will find yourself really excited about. Take what comes, be as amazing at is as you can, and if it’s not right for you then there’s something out there that will be. Build experience as you can – any skills in one area can be used in another.

WHAT IS THE COOLEST/MOST IMPORTANT TREND YOU SEE TODAY (IN THE LEGAL FIELD)?
In my own bubble of Mid-Atlantic estate administration - not previously a particularly ‘technologically advanced’ field - I am encouraged to see so many related courts moving towards electronic and digital methods handle estate and trust administration – save paper, save time, more efficiently manage cases.

WHAT IMPACT DO PARALEGALS HAVE IN THE DELIVERY OF LEGAL SERVICES?
Paralegals ensure success in the delivery of legal services: they are effective problem-solvers; they are expert troubleshooters; they are conscientious team members; they are goal-driven, passionate, and quality-minded professionals to be relied upon as essential parts of any effective legal team.

IF I WEREN’T A PARALEGAL, I WOULD BE . . .
A pianist with a chamber group.

A PARALEGAL IS . . .
An asset to any team.
Deanna M. Sears, RP®
Western Massachusetts Paralegal Association
Litigation

WHAT DO YOU ENJOY THE MOST ABOUT BEING A MEMBER OF YOUR LOCAL ASSOCIATION?
I have always struggled with confidence in myself and taking a leadership role, so the thing I enjoy most about being a member of my local association is that it has enabled me to step out of my comfort zone and embrace a leadership role in my local association and on a national level.

WHAT MEMBERSHIP BENEFIT IS IMPORTANT TO YOU AND WHY?
Continuing legal education is the most important benefit to me because the law is always changing and evolving, and it is very important to keep informed.

WHAT IS A TYPICAL WORK DAY LIKE FOR YOU?
Every day is very different. As a general litigation paralegal, I have to familiarize myself with the rules of procedure in many different courts, including Massachusetts District Court, Massachusetts Superior Court, United States District Courts in Massachusetts and Connecticut, Connecticut Superior Court, Connecticut Probate Court, and Housing Court, and I also work with the Massachusetts Commission Against Discrimination. One day I may be preparing for an arbitration in a construction dispute matter, and the next, I may be drafting discovery in a class action suit in Federal Court. My day includes everything from responding to emails, to meeting with clients, to drafting pleadings and corresponding with opposing counsel. I thoroughly enjoy the ever-changing daily tasks.

WHAT HAS BEEN YOUR FAVORITE/MEMORABLE MOMENT OF YOUR CAREER SO FAR?
I have so many memorable moments, but the situations that bring me the most joy are when I have worked on a case that ends in a positive result for the client and I can see the genuine gratitude in their eyes.

WHAT ADVICE WOULD YOU GIVE AN ASPIRING PARALEGAL?
I would have to tell an aspiring paralegal that it is important to research ABA accredited schools before enrolling in a program, which will ensure a quality education. I would also have to tell them that working in several different fields until you find the field you are passionate about is perfectly acceptable. Diverse experience will always be a positive addition to your resume.

WHAT IS THE COOLEST/MOST IMPORTANT TREND YOU SEE TODAY (IN THE LEGAL FIELD)?
The most exciting trend I see today is different states expanding the role of paralegals such as the LLLT in Washington. There are so many people that cannot afford legal assistance that would benefit from the skills an experienced paralegal can provide.

WHAT I KNOW NOW THAT I WISH I’D KNOW THEN?
I wish I knew how important paralegals are to the legal community. I have more confidence in myself now because I no longer see myself as a “glorified secretary.”

IF I COULD NAME THE AUTOBIOGRAPHY OF MY LIFE, IT WOULD READ . . .
Erin Brockovich Ain’t Got Nothing On Me

IF I WEREN’T A PARALEGAL, I WOULD BE . . .
a Registered Nurse
Board Member Spotlight

Becky Reedy
South Jersey Paralegal Association
Region Director, Region IV
Family Law

WHAT IS YOUR TOP GOAL DURING YOUR TENURE [AS A RD]? 
My top goal is to increase communication among the Associations in Region IV. Region IV has weekly conference calls leading up to Convention to discuss Agenda Topics and have received lots of positive feedback. I would like to hold region conference calls every other month, with a guest speaker like I have done in the past. This will provide the delegates the opportunity to share ideas, ask questions and support each other with their NFPA and local leadership duties.

WHAT DO YOU ENJOY MOST ABOUT VOLUNTEERING ON THE NFPA BOARD? 
I enjoy working with this amazing group of paralegals. Being the liaison between nine paralegal Associations and the NFPA Board is a fulfilling opportunity. I like to have the opportunity to assist with what is working and/or not working in Associations and determine how I/or the NFPA Board can help each leader reach their full potential.

WHAT HAS BEEN YOUR FAVORITE/MEMORABLE MOMENT OF YOUR LEADERSHIP RESPONSIBILITIES? 
My memorable moment in leadership was when I was elected for my first term as RD. It is quite humbling to know that I have the support and respect of Region IV and that they have confidence in me to always have their best interests in mind.

WHAT IS THE BEST PIECE OF ADVICE YOU HAVE RECEIVED? 
The best advice I have received is to be secure in myself. A professor of mine told me to never doubt my abilities and stay true to myself.

WHAT MADE YOU BECOME A PARALEGAL? 
I was 21 years old and thought I wanted to pursue a Criminal Justice degree. I started taking classes in college and got my first real job working as a receptionist for a law firm. I began getting more responsibilities and progressed to be a “paralegal trainee” working with the senior paralegal in the office. Once I began drafting discovery documents, searching for people and reviewing medical records - I was hooked. I went back to school years later and got my Bachelor’s degree in Paralegal Studies. Immediately, I was lucky to be offered a job with the Department of Child Protection and have been here for the past 12 years. My job can be a very stressful and emotional, but I like knowing that somehow I am helping a family. I am one of the few people who are thankful that I pursued my degree because I truly love my job.

WHAT IS THE LAST EXPERIENCE THAT MADE YOU A STRONGER PERSON? 
I became a stronger person in September 2015 when I was diagnosed with Stage 3 Melanoma in 2015. I underwent three major surgeries in less than three months and then had to do physical therapy for cording in my right arm after having the lymph nodes removed. I have been in remission for over four years and I hope to stay that way. My doctors say the Melanoma will return and I’m okay with that. I beat it before and I will beat it again. I have learned that I need to take better care of myself which is easier said than done. I try to remove stressful things in my life, meditate, take more bubble baths and eat dessert first.
WHAT IS THE COOLEST TREND YOU SEE TODAY (IN THE LEGAL FIELD)?

The coolest trend that I see today is that paralegal programs are keeping up with the trends in technology, i.e., using a computer for research, cite checking, etc. For some of us, when we obtained our degree, we had to look through volumes of books for cases. Today’s paralegals have more tools at their disposal to be efficient.

IF I WEREN’T A PARALEGAL, I WOULD BE . . .
an investigator for Homeland Security.

A PARALEGAL IS . . .
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Peppersack Lifetime Service Award

Barbara Peppersack was honored as the recipient of the inaugural Barbara H. Peppersack Lifetime Service Award by the Minnesota Paralegal Association in recognition of over 40 years of service to the Minnesota Paralegal Association and the paralegal profession. “This is a magnificent honor for Barb who has been a leader and mentor at Larkin Hoffman for decades,” said Paul R. Smith, President, Larkin Hoffman. “It is especially rewarding to know that this award will be cherished by many others in the profession who rise to this level of service.”

Barb has been a leader in the paralegal profession throughout her career. She was the president of the Minnesota Paralegal Association after serving as its vice president, treasurer and chair of numerous committees. She was the treasurer and director of finance for the National Federation of Paralegal Associations, a founder of the American Alliance of Paralegals and currently serves as the chair of the Minnesota Region of the International Paralegal Management Association. Barb served as a member of the Minnesota State Bar Association’s paralegal committee and volunteered for their Wills for Heroes program. She also served as the paralegal representative for the American Bar Association’s law school site visits for paralegal program approvals.

At Larkin Hoffman, Barb is known as a consummate professional who works every day to deliver service to clients and make the process as efficient as possible for attorneys in the firm. “Barb just isn’t satisfied unless everyone else is satisfied—clients, attorneys and fellow professionals,” noted Mike Smith, the firm’s Estate Planning and Probate practice chair. “This is a well-deserved honor.”
A 15-Year Journey to a 4-Year Degree

By Alana Stanley

Growing up, I’d always wanted to be an attorney – well, either an attorney or an NFL referee. However, my 19-year-old self began working as a legal assistant in the federal government after skipping college and entering the workforce full time. At the time, I had a few college courses under my belt, having started in 2004, but decided instead to earn an income. I had an apartment and bills and was ready to start my adult life.

My job at the time as a legal assistant mostly consisted of answering phones, drafting correspondence, filing, managing the calendars of 15 attorneys, and handling whatever grunt work the two office paralegals wanted off their plates. In all honesty, I wasn’t even aware of the role of a paralegal; the position was somewhat of a novelty to me.

Admittedly, my job was uneventful, especially after having come from working as a security officer at a mall in a college area of DC; I was no longer responding to incidents, writing reports for management, and liaising with police officers. Instead, I sat behind a desk wearing a suit in an office with large wooden desks and impressive looking bookshelves filled with books no one used.

It didn’t take long for me to spark a friendship with KT, the paralegal who worked with the team of attorneys that handled criminal prosecution. These attorneys held the role of Assistant United States Attorney for the Eastern District of Virginia. Every two weeks, they shuffled off to court for the Rock-et Docket, prosecuting defendants for infractions committed at the Pentagon. These cases included incidents that happened both in and around the Pentagon.

I will always credit my start as a paralegal to KT. She began shifting files over to me, albeit I still believe they were the low hanging fruit files, but it didn’t matter. I reviewed the citations issued by the Pentagon Police and began to ensure they were in line with the criminal laws of Virginia and the Code of Federal Regulations. When I started attending court with her, along with the prosecutors and officers, I knew I’d found my career.

A few years after starting this position, I began my journey to higher education. I reasoned that I would get an accounting degree since it was encouraged by my then partner. An accountant was a career we knew and seemed more sustainable than becoming a paralegal, which I had no clear path to achieving or understanding its longevity. However, it wasn’t until 2006 that I found a Paralegal Certificate program through the University
of Maryland, into which I immediately transferred. Attending courses at night while simultaneously working in the field was enlightening, challenging, and exciting. Once I informed my office of my educational pursuit, I was allowed the opportunity to draft motions, perform legal research, assist with deposition prep, and coordinating witness schedules.

Although I'd graduated with my Paralegal Certificate in 2008, a 60-credit program, and had been referred to as a paralegal by attorney's in my office, this certificate did not translate into an Associate's Degree – but this wasn't a concern to me. I was working as a paralegal, had a certificate, and considered my life complete. While I continued to take college courses, they were sporadic, and I never honestly had any direction. I had the job I wanted – why continue the expensive and time-consuming journey of a college degree?

In 2009, I decided to leave my position and move to Europe. I had a friend moving there for work, and it seemed like a once in a lifetime opportunity. I continued to take a course online, but my commitment was lacking, and it didn't end well. Oops? It wasn't until I returned to the States, where I began to see the importance of having a college degree. While job hunting, a lack of a degree began to show itself as a roadblock. My work experience was enough to land interviews, but not to on-board me – and while I didn't understand it then, it became more evident as I searched.

Once I was extended an offer, and my new company registered me for the local paralegal association, I slowly became involved to show my desire to grow within the paralegal profession. I took CLEs and attended conferences through the National Capital Area Paralegal Association. At work, I volunteered for projects, presented to peers, and even joined the law department paralegal committee. In short, I did everything but re-enroll in college. I felt I was a well-rounded paralegal and didn't need to return to school for “a piece of paper.”

In 2018, 8 years after starting at my new company, and 14 years after taking my first college course, I finally spoke to an admissions counselor. I learned that I was only ten courses away from completing my Bachelor's degree. I was shocked! I went home and mulled over whether to re-enroll and finish up; I could see the light at the end of the tunnel but didn't want to rush into a significant commitment that would come with financial obligations. Besides, I'd begun to reject the idea that a degree would somehow show the world that I was now a more desirable employee, or that I was not as committed to my career as a paralegal who finished college. In one sense, the knowledge that I had only ten more classes made it worse. I thought about changing my resume to say, "Bachelor's Degree (10 classes away!)” and just keeping that same language for the lifetime of my career.

In April, I decided to re-enroll.

For the next 1.8 years, I dedicated any available time (and often unavailable funds) to taking classes. I spent nights and weekends writing papers, completing projects, and suffering through Statistics. When there was time at work, I would have lunch at my desk while completing the required reading or homework and wondered when it would all end!

I was juggling a very demanding job (you know how it is), volunteering as the President-Elect of NCAPA, coordinating neighborhood weekend runs for a national running association for women, I'd joined a book club, and had a home to maintain. I was tired and often wanted to give up, or at least hit pause. I wanted a vacation where I didn't have to bring a laptop for homework, and I wanted to use the money I was paying for classes to redirected to home improvements. But I kept telling myself that I only had a few more classes and then I would be done.

When I started this journey, I never thought I'd have said this, but on December 7, 2019, I received my Bachelor's in Business Administration. Being an adult student was not easy – as those of you who are pursuing a degree while working full time already know. Having a long day of work, to then come home and shift focus is draining, especially if you have children, a commute, a social life, or are just in need of time for yourself.

I was afraid I wouldn't finish, that I would fail and that I would quit on myself, but in those times, I remembered that everything you want is on the other side of fear. And now, here I am with a degree in hand and beginning an MBA program.

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ALANA D. STANLEY has worked as a Legal Assistant and later Paralegal since 2001. She is currently a Sr. Paralegal at Hilton Worldwide in Dispute Resolution where she handles cases across a range of practice areas to include personal injury, employment, antitrust, copyright/patent infringement, and breach of contracts. Alana currently serves as President of the National Capital Area Paralegal Association.
Welcome to NFPA from Management HQ!

Dear NFPA Members,

In January, Management HQ (MHQ) began to provide the National Federation of Paralegal Associations, Inc. (NFPA) with association management services!

**PLEASE BE PATIENT WITH US!**

We have a wonderful team who is so excited to serve you! I want to ensure that you know what to expect during this transition time. In some ways, transitioning management companies is like hiring an entirely new staff; you will be working with a team in the early stages of getting to know the people and systems of NFPA.

While we at MHQ have solid expertise and experience in transitioning associations, we know that any transition takes time and patience. Please support us during this time by communicating the reasons that your members and constituents may experience temporary delays or other temporary challenges.

**YOUR NFPA MANAGEMENT TEAM**

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Learn more about the MHQ team at: http://www.management-hq.com/about/our-people/

**NFPA CONTACT INFORMATION**

Along with securing a new association management partner, NFPA has new contact information. Please update your records and direct questions and correspondence here:

**NFPA Phone:** (317) 454-8312 (no change)
**NFPA Fax:** (980) 444-2269
**NFPA Mail:** National Federation of Paralegal Associations, Inc. (NFPA)
400 South 4th Street
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Minneapolis, MN 55415

You may visit the Management HQ web site to learn more about our company at www.management-hq.com.

I very much look forward to working with you all!

Sincerely,

Dara J. Rudick
NFPA Interim Executive Director / Management HQ CEO
THE MHQ TEAM SERVING NFPA

This is the Management HQ staff team who serves the National Federation of Paralegal Associations, Inc. (NFPA):

DARA RUDICK, CAE
MHQ CEO, NFPA INTERIM EXECUTIVE DIRECTOR
(877) 834-5550 ext. 100
dara@management-hq.com

As CEO of Management HQ (MHQ), Dara leads the association management firm, whose team of outstanding business professionals and partners drive unprecedented results to clients. Dara is a Certified Association Executive (CAE) with nearly two decades of proven success in serving associations that are determined to thrive. Dara drives resources and innovation to MHQ and our clients. Serving as the primary contact in contract-related matters, Dara is ultimately responsible for client service and delivery.

MACKENZIE KELLEY
EVENTS MANAGER
(877) 834-5550 ext. 122
mackenzie.kelley@management-hq.com

With more than 9 years’ experience working with membership associations, Mackenzie serves as MHQ’s Events Manager. She provides leadership to client conferences, conventions and events.

KRYSTIN ELD RIDGE
CUSTOMER SERVICE COORDINATOR
(877) 834-5550 ext. 131
Krystin.eldridge@management-hq.com

With more than 6 years of experience in providing customer service and office coordination, Krystin serves as MHQ’s front-lines customer service coordinator. Her focus is to provide stellar service to MHQ clients and their members.

KENT FORDYCE
ACCOUNTANT
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Kent brings more than 30 years of experience working with small businesses and the non-profit community. He provides strategic financial oversight, delivering monthly financial reports and serving as a liaison with client financial committees and treasurers.

ERICA LEE
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REGION II SPRING REGION MEETING
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Hosted by the Kansas Paralegal Association
at Sandberg Phoenix

REGION III SPRING REGION MEETING
April 23
Tampa, FL
Hosted by the Tampa Bay Paralegal Association

REGION IV SPRING REGION MEETING
April 18
Philadelphia, PA
Hosted by the Philadelphia Association of Paralegals
at Hangley Aronchick Segal Pudlin & Schiler

REGION V SPRING REGION MEETING
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Glastonbury, CT
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Minnesota Legend says That all of the Lakes Were Created From the Hoof-Prints of Babe the Giant Blue Ox! (Companion to Paul Bunyan)