



2024 ANNUAL REPORT

NALA
THE PARALEGAL ASSOCIATION



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LETTER FROM THE CEO

Dear NALA Members,

As we celebrate a landmark year—NALA’s 50th anniversary—I am proud to share the 2024 Annual Report for NALA – The Paralegal Association. This report reflects not only a year of strong growth, innovation, and collaboration, but also five decades of unwavering commitment to advancing the paralegal profession.

In 2024, NALA continued to elevate the standard of excellence in our field through nationally recognized certification, high-quality continuing legal education, robust member engagement, and meaningful advocacy. We strengthened our professional community, expanded access to resources, and championed the vital role of paralegals in today’s legal landscape.

This milestone year affirms our past and energizes our future. With our dedicated members, volunteers, and partners, NALA is poised to continue shaping the future of the paralegal profession for generations to come.

Warmly,

Vanessa (Vinnie) Finley, MBA, CAE
NALA CEO





PIONEERING PROGRESS FOR THE PARALEGAL PROFESSION 50 YEARS STRONG

Mission Statement: Equipping paralegals for the challenges of the future through certification, professional development, and advocacy.

Vision Statement: Ensuring paralegals are known and valued as an integral part of the legal ecosystem.

Broad Strategic Goals Set in 2022 Continue Through 2024

- Prioritize member value, engagement, and retention while concurrently increasing Affiliated Associations membership and promoting the utilization of professional development opportunities.
- Be the number one, top-of-mind resource for paralegals and other support professionals within the legal ecosystem.
- Create and execute a formal legislative agenda to promote the importance and value of paralegals and the paralegal profession.

Throughout 2024, NALA has been dedicated to implementing the strategic plan initiated in 2022, with a focus on the time-driven actions required to achieve our strategic goals. The NALA board, committee members, other volunteers, and staff provide the human capital necessary for this implementation. Our members, along with other paralegals and legal practitioners, contribute the financial resources through membership and professional development purchases that are vital to achieving our goals.

To ensure reliability and support, NALA has allocated resources and regularly evaluates the plan's effectiveness, making adjustments as needed. By prioritizing these goals, NALA is positioned to shape the future of the paralegal profession within the evolving legal landscape.



NALA'S EXTRAORDINARY VOLUNTEERS

At NALA, volunteers are more than contributors. They are the driving force behind our success and the embodiment of our mission. As a member-led organization, we thrive because of the dedication, expertise, and passion our volunteers bring to every aspect of our work. They represent the very best of the paralegal profession, generously giving their time, talents, and energy to support their peers and elevate the field.

In 2024, NALA was proud to engage 76 exceptional volunteers who played vital roles in governance, leadership, and organizational advancement. These individuals served on the Board of Directors, committees, task forces, and project teams, guiding strategic decisions, shaping educational programs, strengthening certification efforts, and supporting key initiatives that benefit our entire membership. What makes their service even more remarkable is that these volunteers are balancing full-time careers, personal commitments, and continuing education, yet they still make room to lead, serve, and inspire. Their collective impact is visible not just in the programs and projects they support, but in the sense of community they help foster within NALA.

Volunteering with NALA is more than a contribution of time. It is an act of leadership and a statement of commitment to the future of the paralegal profession. We are deeply grateful for these individuals and the invaluable role they play in helping us achieve our mission. Their efforts remind us that when passionate professionals come together with purpose, we can accomplish extraordinary things.



76
VOLUNTEERS
IN 2024





MEMBERSHIP

In 2024, NALA reaffirmed its unwavering commitment to putting members at the center of everything we do. As a member-driven organization, we continuously strive to listen, adapt, and innovate, ensuring that every initiative, resource, and connection we offer reflects the evolving needs of today's paralegals.

This past year, we implemented fresh engagement strategies designed to deepen connections, spark collaboration, and deliver meaningful value to our growing community. From enhanced educational offerings and streamlined communication tools to expanded opportunities for networking and professional development, NALA focused on meeting members where they are and helping them grow from there.

Our efforts were rewarded with strong membership numbers and increased participation across programs, a testament to the relevance and impact of our work. But more than statistics, the real measure of our success lies in the stories we hear every day: members gaining confidence through certification, advancing their careers with CLE, building lasting professional relationships, and stepping into leadership roles within the organization.

As we look to the future, NALA remains committed to empowering paralegals at every stage of their journey. Together, we are building a vibrant, supportive, and forward-thinking community—one where every member feels seen, valued, and equipped for success.

15,698

TOTAL INDIVIDUAL
NALA MEMBERS AND/OR
AFFILIATE MEMBERS



8,310

TOTAL NALA
MEMBERS



6,042

TOTAL NALA
ACTIVE TYPE
MEMBERS



1,695

TOTAL NALA
STUDENT MEMBERS





CERTIFIED PARALEGAL (CP®) PROGRAM



In 2024, NALA's Certified Paralegal (CP®) program reached new heights, further solidifying its role as the premier credential in the paralegal profession and a trusted standard of excellence. The continued increase in paralegals earning the CP® designation reflects the growing recognition of its value by employers, educators, and the legal community at large.

This year, NALA continued to expand its partnerships with colleges, universities, and paralegal education programs across the country. Through targeted outreach and collaborative initiatives, many institutions now incorporate CP® Exam preparation into their curricula, positioning students for success from the very start of their careers. These partnerships underscore the CP® credential's reputation as a career-launching, and career-accelerating, milestone.

The CP® program not only certifies foundational knowledge but also promotes a culture of lifelong learning through continuing legal education requirements. This ensures that credentialed paralegals remain current, adaptable, and professionally engaged in a rapidly evolving legal landscape. For many, earning the CP® credential has been a powerful catalyst for career growth, leading to promotions, increased compensation, and expanded responsibilities. It signals a commitment to professional excellence and serves as a clear differentiator in a competitive job market.

NALA remains steadfast in upholding the integrity, rigor, and relevance of the CP® program. As the benchmark of excellence in the paralegal profession, it continues to empower paralegals to advance with confidence, credibility, and pride.

21,252

TOTAL CPs
EVER ISSUED

244

TOTAL NUMBER
OF NEW CPs in 2024

6,804

TOTAL 2024
ACTIVE CPs

128

TOTAL ACPs
ISSUED IN 2024

**Paralegals with the NALA CP® earned nearly 5,000
more than paralegals without the CP® credential.**



AFFILIATED ASSOCIATIONS

NALA's Affiliated Associations are a cornerstone of our national impact, amplifying our mission at the state and local levels and ensuring our connection to paralegals across the country remains strong, responsive, and relevant. These dedicated organizations serve as the boots on the ground, bringing NALA's vision to life in the communities where paralegals live, work, and lead.

In 2024, our Affiliated Associations continued to provide essential resources, support, and leadership development tailored to the unique needs of their regions. By hosting local events, fostering professional networks, and promoting continuing legal education, they not only elevate the profession but also reinforce the values and goals of NALA on a personal level.

These partnerships expand our reach and deepen our influence, making it possible for NALA to deliver on its commitment to excellence and advancement in every corner of the legal landscape. The strength and dedication of our Affiliated Associations ensure that NALA remains more than a national organization—we are a united, thriving community.

We are profoundly grateful for the collaboration and leadership of each Affiliated Association. Their work is essential to our collective success and to the continued progress of the paralegal profession nationwide.

61 Total Number of Affiliated Associations

7,388 Total Affiliated Members

408 Total Number of AA Events Providing NALA Approved CLE Events

1,231 Total Affiliate Members who are also NALA Active Type Members



2024 NALA CONFERENCE & EXPO

The 2024 NALA Conference & Expo in Louisville, Kentucky, was a vibrant and unforgettable gathering of paralegals from across the nation—representing a broad range of practice areas, backgrounds, and regions. This signature event once again proved to be an essential professional experience, offering unparalleled opportunities for learning, connection, and inspiration.

Attendees immersed themselves in a dynamic lineup of educational sessions designed to sharpen skills, explore emerging legal trends, and tackle the real-world challenges facing today's paralegals. A stand-out moment of the event was the innovative keynote presentation, which featured not only a compelling speaker, but also their AI-generated clone, offering a glimpse into the future of legal technology and professional communication.

Networking was in full force throughout the conference, with opportunities to engage with thought leaders, meet peers from around the country, and forge lasting professional relationships. And in true NALA fashion, fun and philanthropy were also on the agenda, thanks to several memorable appearances by Hank the Horse, the beloved “spokeshorse” for our 2024 charity partner, For Hank’s Sake.

The overwhelmingly positive feedback from attendees speaks volumes about the value of this event. From high-quality education to meaningful connections, the NALA Conference & Expo continues to empower members to grow professionally, stay ahead of industry shifts, and help shape the future of the paralegal profession.

868

2024 TOTAL
REGISTRATIONS

394

2024 IN-PERSON
REGISTRATIONS

504

2024 VIRTUAL
ATTENDEES

7,479

2024 TOTAL
NUMBER OF
CLEs ISSUED DURING
CONFERENCE



PROMOTING PARALEGAL CAREERS

Advancing Professional Development with Digital Badges: NALA's Partnership with Credly

NALA continues to prioritize innovative digital tools that enhance the professional visibility and credibility of its members and Certified Paralegals (CPs). Among these tools, digital badges have emerged as a powerful way to highlight and validate professional achievements in today's connected world.

Digital badges provide a modern and effective way to showcase your NALA credentials and accomplishments across online platforms, including LinkedIn, email signatures, digital resumes, and personal websites. Each badge is backed by metadata that verifies the achievement and outlines the skills and knowledge it represents. This makes it easy for employers, colleagues, and academic institutions to recognize the full value of your accomplishments.

As digital communication becomes increasingly essential in the legal and professional spheres, NALA's commitment to offering digital badges ensures that your hard-earned credentials are easily accessible, sharable, and respected across both virtual and traditional spaces. Whether you're pursuing new career opportunities or celebrating your milestones, digital badges help you tell your professional story with confidence and clarity.

48,293 Credly Badges issued ever

8,076 Credly Badges issued in 2024



INCREASED EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OFFERINGS

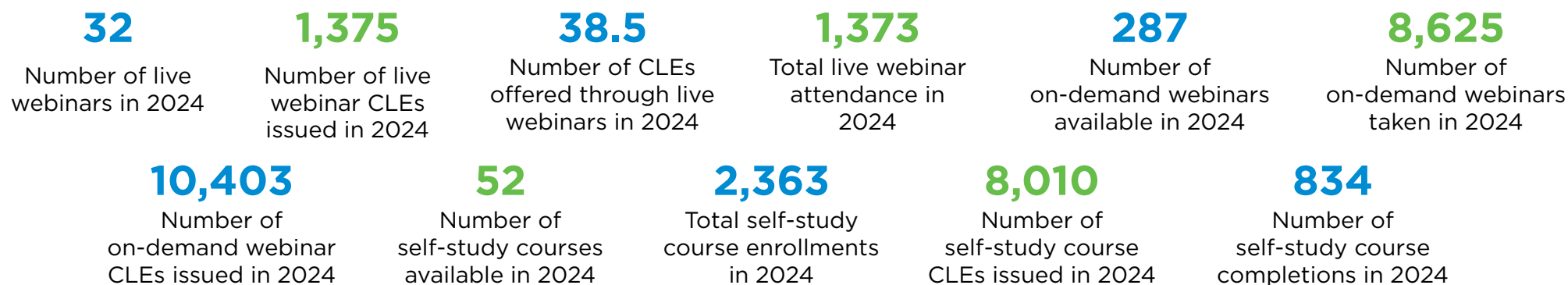
Educational and Professional Development Offerings

NALA continues to lead the way in continuing legal education (CLE) for paralegals by delivering high-quality, relevant, and accessible learning opportunities. Our educational programs are thoughtfully developed to address emerging trends, evolving best practices, and the real-world challenges legal professionals face in their daily work. Each offering is designed to help paralegals build durable, future-ready skills that support long-term career success.

In 2024, NALA experienced a significant increase in engagement with on-demand CLEs. The number of CLE hours issued through on-demand webinars rose from 4,333 to 10,403.25, marking an impressive 140 percent growth. This sharp increase reflects the growing demand for flexible learning options that allow legal professionals to access high-quality content on their own schedules.

Our live and on-demand webinars are delivered by carefully selected speakers who bring deep subject matter expertise and practical insight. NALA continually incorporates member feedback to ensure our content remains timely, useful, and aligned with the needs of today's paralegals.

As the legal landscape continues to evolve, NALA remains committed to equipping paralegals with the knowledge and tools they need to stay current, competitive, and confident. Our educational offerings are more than courses—they are investments in the future of the profession.





FINANCIALS

As NALA moves forward, we have made strategic financial investments to ensure our continued financial sustainability and growth. These investments are designed to meet the evolving needs of our members and to attract and support new members and sponsors.

NALA is positioning itself as the premier choice for paralegals seeking to develop new knowledge and skills and advance their legal careers. Our commitment to financial stability, innovative programming, and member-focused strategies ensures that we remain a stable and growing association, well-equipped to support the thriving and evolving paralegal profession.

These figures are derived from the 2024 audited financial statements prepared by HoganTaylor LLP, an accounting firm based in Tulsa, OK.

Net Assets at the End of the Year = \$703,942

Summary of Revenues & Expenses:

Total Revenue = \$2,277,449

Total Expenses = \$2,359,105

Change in Net Asset = (\$81,656)





2024-2025 BOARD OF DIRECTORS

- Cheryl J. Nodarse, ACP - President
- Peonca S. Grier, CP - Vice President
- Debby J. Sawyer, ACP - Secretary
- Vicki L. Kasper, ACP - Treasurer
- Adrienne D. Berry, ACP - Professional Development Committee (PDC) Chair
- Kristine M. Custodio Suero, ACP - Area 3 Director
- Jeanne M. Elliott, ACP - At Large Director
- Vanessa (Vinnie) Finley, MBA, CAE - Chief Executive Officer (Non-voting Member)
- Sharon D. Jones, ACP - Affiliated Associations Director
- Christine K. Lillo, ACP - Certifying Board Chair (Non-voting Member)
- Desiré D. Smith, CP - Continuing Education Council (CEC) Chair
- Claire E. Smith, ACP - Area 1 Director
- Lisa M. Stone, ACP - Area 2 Director
- Bridget M. Stuhr, ACP - At Large Director
- Terri Walters, ACP - Diversity, Equity, & Inclusion Committee (DEI) Chair



2024-2025 COMMITTEES AND MEMBERS

CONTINUING EDUCATION COUNCIL

- Desire' D. Smith, CP (Chair)
- Brandy Ableman, ACP
- Kendal M. Cantrell, ACP
- Sarah Duggan, CP
- Jennifer R. Finch, ACP
- Kaila Glaros, ACP
- Vanessa (Vinnie) Finley MBA, CAE
- Jeanie C. Johnson, ACP
- Amy McGuigan, ACP
- Cheryl J. Nodarse, ACP
- Jennifer F. Salisbury, CP
- Kristina Schiraldi, ACP
- Juanita Serrano, ACP
- Brian Snow, ACP
- Deana M. Waters, ACP

CERTIFYING BOARD

- Christine K. Lillo, ACP (Chair)
- Kimberly Brown, ACP
- Cathy L. Davis, ACP
- Jennifer Devine, ACP
- Tammy Manning Dickerson, CP
- Donna Gilliland, ACP
- Vanessa (Vinnie) Finley MBA, CAE
- Cyndee Harrison
- Kye Haymore, JD
- Jaye L. Koch, ACP
- Tracie L. Livesay, ACP
- Cheryl J. Nodarse, ACP
- Tom Pokladowski, JD
- Lisa M. Stone, ACP
- Jeff Watts, CP
- Sarah White, ACP

PROFESSIONAL DEVELOPMENT COMMITTEE

- Adrienne D. Berry, ACP (Chair)
- Kelly S. Elder, ACP
- Vanessa (Vinnie) Finley MBA, CAE
- Samaria Hutchins-Spaight, ACP
- Melody Johnson, CP
- Kristin Kadaj, ACP
- Dawnne L. Linenbrink, ACP
- Alicia Mitchell-Mercer, ACP
- Cheryl J. Nodarse, ACP
- Laura B. Reaves, ACP
- Caroline C. Wilkerson, ACP

DEI COMMITTEE

- Terri Walters, ACP (Chair)
- Kristine Custodio Suero, ACP
- Vanessa (Vinnie) Finley MBA, CAE
- Dana Fischel, ACP
- Krystyl Jenkins, ACP
- Cheryl J. Nodarse, ACP
- Angela Oberle, ACP
- Candace Russell, ACP



NALA STAFF

Amanda (Mandy) Belcher - Office Administrative

Cate Benge - Membership Coordinator

Jade Brooks - Member Services Representative - Certification

Melody Drew - Certification Manager

Vanessa (Vinnie) Finley, MBA, CAE - CEO

Ryan Fitzpatrick, MBA - Partnerships Coordinator

Sierra Pratt - Education Coordinator

Callie Spencer - Communications Specialist

Elissa Stafford - Graphic Designer/Social Media Specialist

Paula VanStraten - Director of Projects & Executive Support

Paul Watson, CPA - Controller

Mariah Williams - Director of Operations

Vanessa Williamson - Member Services Representative - Membership



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