



Central Florida Paralegal Association, Inc.

P.O. Box 1107
Orlando, FL 32802
(407) 672-6372

Contact Us



CFPA Empowers Paralegals to Grow
Through Education, Professional
Development, and Community Service.



CENTRAL FLORIDA PARALEGAL ASSOCIATION, INC. Monthly E-Newsletter

CARPE DIEM - May 2023



Hello CFPA Members!!

May is for MEMBERS!!

ACTIVE MEMBERS – please check your emails for a survey regarding CFPA’s Members Only Event. We value your input and would like to provide an enjoyable time for all of you!

WELCOME
NEW MEMBERS

Student Members:

Natalia Andrea Velez
Myrta Josephine Kelly
Katherine Grasshopper

Membership will be putting together a CFPA Membership Drive –please keep an eye out for more information – MOST IMPORTANTLY – current CFPA members will have the chance of winning a free year of membership for signing up the most new members at the event.

If you are interested in assisting in any way, please contact Debbie at membership@cfpainc.org.

“If I cannot do great things, I can do small things in a great way.” — Martin Luther King Jr.

Sincerely,
Jennifer Diminich, ACP, FRP
CFPA President 2023

Active Members:
Darcy Durant
Tracy Wilson

For Membership Information and Application [CLICK HERE](#)

ALREADY A MEMBER??

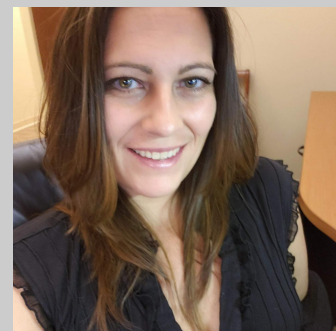
If you have recently changed jobs, moved or just have a new email address, PLEASE make sure that you update your membership records by notifying the Membership Committee so that you stay up-to-date with all events:

Email Us

Upcoming EVENTS

5/4/23 IOA Corporate 5K
5/5/23 Virtual CLE
5/17/23 Virtual Lunch Bingo
5/25/23 Luncheon at Veritext
6/7/23 Sorting Second Harvest
6/21/23 DEI Book Club Meeting
7/12-14/23 NALA Conference

BOARD OF DIRECTORS



Take a Walk with CFPA

We are getting together to walk and network.
Come join in the fun and camaraderie.



May 4, 2023 - Simply IOA Corporate 5K

If you have any questions contact our CFPA Team Leader:
Denise Marsters - d1m@eifg-law.com



www.cfpainc.org

President:

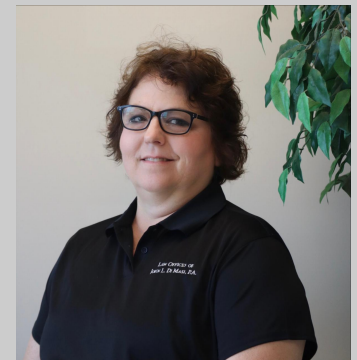
Jennifer Diminich, ACP, FRP
CFPAPresident@cfpainc.org



Vice President/President Elect:

Denise Marsters, FRP

VicePresident@cfpainc.org



Secretary:

Martha Giller

Secretary@cfpainc.org



Treasurer:

Iris F. Walker, FRP

Treasurer@cfpainc.org



This is a new section that we are bringing to the Newsletter in 2023! Kind of like "Dear Abby" for Paralegals. Do you have a scenario you would like to run by Dear Lady Justice? All submissions will be kept anonymous. Email Editor@cfpainc.org.

Dear Lady Justice:

My attorney wants me (paralegal) and our expert witness to attend a mediation but does not want the other side to know that we (the paralegal and expert) are attending. Can we do this?

Dear Paralegal, the answer is No. Non-parties (examples are: friends, relatives, advisers.) may attend the mediation ONLY if all parties agree. If all parties do not agree, non-parties may not attend the mediation. Therefore, it is best to ask the mediator about bringing someone with you before you go to the mediation. In addition, anyone who attends a mediation is bound by confidentiality.

If you have any mediation-related ethical issues, please reach out to Mediator Ethics Advisory Committee (MEAC) Opinions. The MEAC considers written questions (via email or formal letter) related to certified and court-appointed mediators who are subject to the Florida Rules for Certified and Court-Appointed Mediators. Summaries of Subject Matter/Chronological Advisory Opinions from 1994-present are available at <https://www.flcourts.gov/Resources-Services/Alternative-Dispute-Resolution/Mediator-Ethics-Advisory-Committee-Opinions-MEAC>. PLEASE NOTE: It is important that the entire MEAC opinion is read in order to gain a thorough understanding of the opinion and the facts upon which it was based.

Submit your questions for the next issue of the Carpe Diem by 5/26/23.



NALA Liaison:
Caroline Wilkerson, ACP
Nalaliation@cfpainc.org



Parliamentarian:
Yolanda Fuhrmann, CP
Parliamentarian@cfpainc.org

DIRECTORS



Michelle Coleman, FRP
Director2@cfpainc.org



Christine Gardner, FRP

Christy Gurley, FRP
Director1@cfpainc.org



Deborah Kallas, ACP, FRP
Director3@cfpainc.org



Jodi Peterman, FRP
Director4@cfpainc.org



VIRTUAL LUNCH BINGO

May 17, 2023
12:00 P.M.

4 Rounds of Bingo
with PRIZES!!

This event is FREE to CFPA
Members and
\$5.00 for Non-Members!

COME JOIN THE FUN!!!

RSVP by 5/16/2023

RSVP:
Membership@cfpainc.org



CFPA Newsletter Sponsor



CFPA Committees:

CLE Chair:
Nancy Jordahl, ACP, FCP, FRP
CLEChair@cfpainc.org

Membership Chair:
Debbie Dollar, ACP, FRP
Membership@cfpainc.org



Founded in 2009, NorthStar Legal began with one simple mission: to find the perfect fit between client and candidate. It is our belief that with a little work and effort, clients and candidates can rest easy knowing that they have found exactly what they were looking for.

With nearly 20 years of experience in the legal placement arena, we are confident that no matter your needs we have your perfect placement! Let NorthStar Legal navigate your hiring needs.

Find NorthStar Legal on social media at:



Do you have a seminar topic you would like to see? Are you interested in being a seminar speaker or know someone who might? If so, please reach out to our CLE Committee.

If you have any questions, feel free to email the CLE Committee at CLE@cfpainc.org.

Public Relations Chair:
Yolanda Fuhrmann, CP
Publicrelations@cfpainc.org

Community Service Chair:
Aimee Chentnik
CommunityService@cfpainc.org

Student Relations Chair:
Sara Ferguson, CP, FRP
Students@cfpainc.org

Social Media Chair:
Jennifer Diminich, CP, FRP
Socialmedia@cfpainc.org

Scholarship Chair:
TBD

Newsletter - Carpe Diem
Cassie Snyder, ACP, FRP
Editor@cfpainc.org

Paralegal Regulation & Ethics Chair:
Caroline Wilkerson, CP
Nalaliaison@cfpainc.org

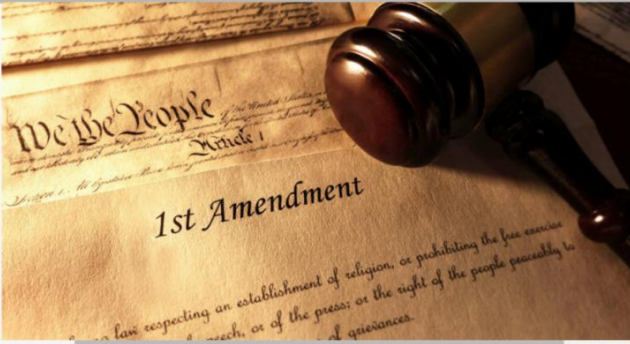
Job Bank Chair:
Leslie Norton, ACP, FRP
Jobs@cfpainc.org

CP Review Course Chair:
TBD
ReviewCourse@cfpainc.org

DE&I Chair:
Peonca Grier, CP, FRP,
MSM-HR, SHRM-CP
peoncag@gmail.com
DEICommittee@cfpainc.org

**NEWSLETTER
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FIRST AMENDMENT



Speaker:
John Bermingham, Esq.

May 5, 2023
12:00 - 1:00 PM - Via Zoom

CFPA Members: FREE
Non-Members: \$20.00
Registration Closes at 1:00 p.m. on 5/4/2023

Please RSVP and
make Non-Member payments online:

www.cfpa-inc.org/cle

NALA Approved for 1.0 Hour of CLE

Any questions please email: cle@cfpa-inc.org



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The Premier Investigative Company



Rob Murphy

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RMurphy@skiinv.com

Time for a Brain Break ...



Newsletter Recognition:

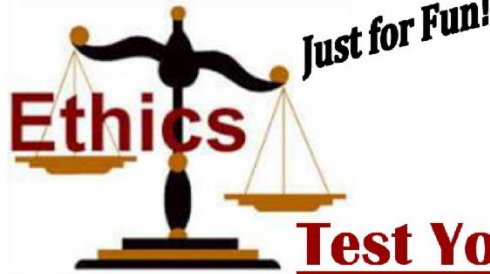
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Sudoku with Letters

The goal of this sudoku is just like numerical sudoku - Fill in the puzzle using the letters:
U N E T H I C A L
exactly once in every row, column, and 3x3 region.

Words in Words

See how many
3, 4, and 5 letter words
you can make out of the
word **ETHICS**.
What's the 6-letter word
you can make using
every letter?



Test Your Knowledge

1. Do the ABA Rules of Ethics apply to a paralegal? A) Yes B) No
2. May a paralegal discuss publicly known facts about a case that is closed? A) Yes B) No
3. A paralegal may give legal advice at a real estate closing. A) True B) False
4. May a paralegal communicate with counsel for the other side? A) Yes B) No
5. May a paralegal set trial dates with the court? A) Yes B) No
6. Which of the following would be considered unethical for a paralegal?
A) Accepting a case for the employing law firm; B) Setting attorney's fees; C) Inclusion of name on letterhead without indicating status; D) All of the above
7. A paralegal may split a contingency fee with an attorney. A) True B) False
8. Is it ethical for a paralegal to ask questions at deposition? A) Yes B) No
9. May a paralegal draft correspondence and pleadings and summarize depositions and testimony for review by the attorney. A) Yes B) No
10. A paralegal must not disclose to a prospective employer any known potential conflicts of interest. A) True B) False
11. Can a lawyer be held financially liable for an error of his or her paralegal if the error was within the scope of the paralegal's duties? A) Yes B) No
12. Engaging in the unlicensed practice of law in the State of Florida is a
A) Felony B) Misdemeanor

Answers: ITCHEs 1.A 2.A 3.B 4.A 5.A 6.D 7.B 8.B 9.A 10.B 11.A 12.A

This puzzle is courtesy of CFPA Member, Janet Mahindroo, ACP, FCP



CFPA's 2023 Charities



www.russellhome.org

The Russell Home for Atypical Children in Orlando has been in continuous operation for over 60 years without any government support. The Home is the only private, non-profit facility of its kind for severely disabled children in Central Florida.

The Russell Home provides around the clock specialized care, with love and a home-like atmosphere. The love that is in this home, expressed through the eyes, sounds, and smiles from the children will make you count your blessings for the simple things in life.

To make a monetary donation:

<https://russellhome.org/giving>

To make a donation from their
Wish List:

<https://russellhome.org/needs>

CP REVIEW COURSE

CFPA recorded its first all virtual CP Review Course which took place in August 2022!

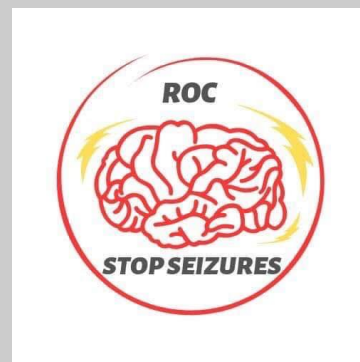


We are now offering the entire recorded course for purchase for \$100.00.

Questions? or
Interested in purchasing?
Email: ReviewCourse@cfpainc.org

Payments can be made on the CFPA website:
www.cfpainc.org/cp-review-course

- U.S. Legal System
- Civil Litigation
- Contracts
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- Criminal Law & Procedure
- Estate Planning & Probate
- Real Estate & Property
- Torts
- Professional & Ethical Liability



ROC Stop Seizures is a 501(c)(3) corporation with the mission to raise Epilepsy awareness through every day experiences.

Ryan O'Connor (a/k/a ROC) is an Army Veteran who was diagnosed with Epilepsy as an adult at 36 years old. Ryan and Marissa met before Ryan was diagnosed but dated and got married several years after his diagnosis. As a patient and a caregiver, Ryan and Marissa have lived through Ryan's many unsuccessful medication changes and adjustments, Ryan's different types of seizures with no explanation, and Ryan's hospitalizations and brain implant surgery.

Through ROC Stop Seizures, Ryan and Marissa bring their everyday experiences to others to raise awareness for those who are also diagnosed with Epilepsy and Veterans with Epilepsy. Their awareness efforts include a **blog**, the use of social media, sponsors, **fundraising**, and projects, such as Ryan's **Journey of 1000 Miles** in October of 2022.

To make a monetary donation:

www.rocstopseizures.com



VOLUNTEER OPPORTUNITY

Date: Wednesday, June 7, 2023

Time: 6 pm - 8 pm

Number of Volunteers: 7 spots available

Volunteer Opportunity: Donation Sorting [Sorting incoming donations for quality of products]

Address: 411 Mercy Drive, Orlando, FL 32805

Volunteers, please sign-up using the link below. The link will show the shifts our group is currently signed up for. *Once you create an account, you will need to click the sign-up button next to the shift you are looking to attend.*

<http://CFLParalegalAs.shfbcf.volunteerhub.com>



www.feedhopenow.org for more information

Register to Volunteer

CFPA Newsletter Sponsor





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www.ProofServe.com

Annual reallocated billable revenue*

*Based on 150 serves/month, \$225 paralegal billable rate, 60 minutes time spent per serve

Find Proof Serve on social media at:



CFPA Downtown Networking Luncheon

We have some amazing Patron Members who will be sponsoring the luncheons over the next few months. CFPA thanks you for your continued support of our Association.

We are still seeking sponsors for the months of August, October, and December. If you are interested in sponsoring, please email snydercassied@gmail.com.



You're invited to CFPAS
Downtown Luncheon



This month's Luncheon will be held at



May 25, 2023

11:45AM TO 1:00PM

Veritext/Orange Legal offices
633 East Colonial Drive
Orlando, FL 32803

Please RSVP by 5/24/23 to:
snydercassied@gmail.com

Veritext will be providing lunch and
presenting the following:

YOU'RE INVITED TO:



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FEATURING THE BELOW TECHNOLOGIES!



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LUNCH WILL BE PROVIDED
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MEMBER MATTERS

with Debbie Dollar, Membership Chair



IN THE KNOW: Join CFPA on Facebook, Instagram, and LinkedIn and stay up-to-date on all of our events!!

CFPA INVOLVEMENT: CFPA is a top association because of our members and their involvement with events, committees, community outreach, and networking. If you are someone who speaks in these areas please reach out and

networking. If you are someone who excels in these areas please reach out and we would be happy to discuss getting you involved!

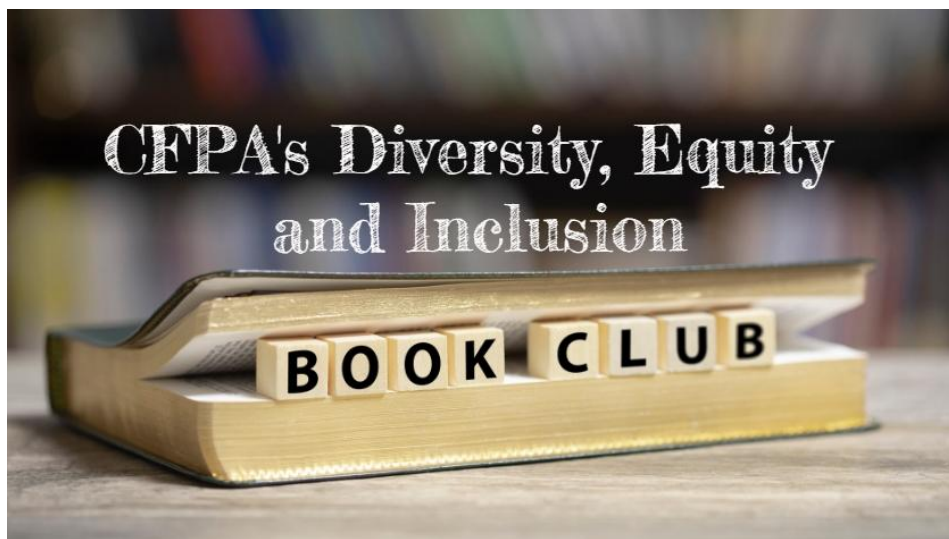
PR Committee and DEI Committee are looking for members who have time to join and help us grow and excel CFPA! Please contact membership at: membership@cfpainc.org.

MEMBERSHIP MENTORS: Katheline Stryker, Caroline Wilkerson and Jennifer Diminich.

FOLLOW US AT:



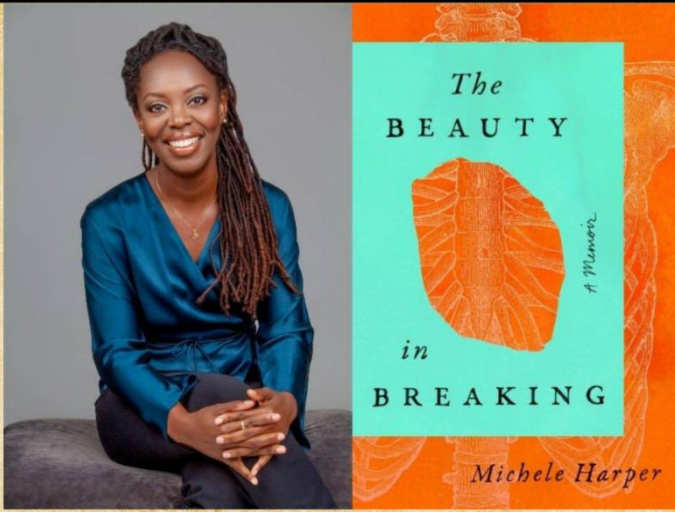
Contact Membership Chair



The DEI Committee announces its first book for 2023:

The Beauty in Breaking
By: Michele Harper

**CFPA's Diversity, Equity &
Inclusion Virtual Book Club**



Join CFPA's DE&I Book Club, grab your copy of the book, and start reading ... we look forward to discussing this with you!

**OPEN TO MEMBERS AND
NON MEMBERS!!**

**DE&I Book Club Meeting
June 21, 2023
Virtual/In-Person TBD
5:30 to 7:00 p.m.**

**Please RSVP to:
DEICommittee@cfpainc.org**

www.cfpainc.org



[Click to Email the DEI Committee](mailto:DEICommittee@cfpainc.org)





Join your favorite CFPA friends in one of our 5k adventures! These run/walk races are a great chance to meet new friends and make connections within the CFPA community. Feel free to sign up with any friends and family or invite other paralegals to join in on the fun!

Join our team at the **SimplyIOA Corporate 5k** hosted in Downtown Orlando! Proceeds from the event will go to the Track Shack Youth Foundation and Second Harvest Food Bank of Central Florida. This race is on **May 4, 2023**, and race activities begin at 4:00 p.m., with the race starting at 6:00 p.m. The registration fee through April 21st is \$30, April 22nd-26th is \$35, and April 27th-May 3rd is \$40. Our team name is **Central Florida Paralegal Association**.

SimplyIOA Corporate 5k:

Where: Lake Eola, Orlando, FL 32801

When: May 4, 2023, race starts at 6:00 p.m.

Register: [Join Our Central Florida Paralegal Association Team!](#) (follow the link - click register online, then Join a Team)

Not a runner? That's great! We would love to have people of any athletic ability join our team. In the past years, we have had runners, walkers, and even finish-line cheerleaders! Don't let the word "race" scare you! Our goal is to get out into the community and have fun as a team!

These are only the first two races of the year so, be on the lookout for more charitable race adventures to come! If you have any suggestions of your favorite local run/walk events, please let us know as we are always looking for more ways to serve our community.

Please reach out to our Vice President, Denise Marsters (vicepresident@cfpainc.org), with any questions or concerns!

[Click Here to Join CFPA's Team](#)



Hello Friends:

Last call for early bird registration for NALA's premier annual conference! Registration is now open and early bird rates are available until **May 12, 2023**. The theme is **Be in the Now, Be in the Know. Be NALA** - 2023 NALA Conference & Expo, July 12th-14th at the Westin Copley Place in Boston, MA. There are three attendance options: live in-person, virtual attendance, or single-day passes. Attendees can earn up to 13 CLE credits. There are a total of 30 educational sessions, including sessions for those preparing for the Certified Paralegal exam. For more information and to register: go to [NALA Conference & Expo 2023 – NALA](#) *Hope to see you there – either virtually or in person!*

CFPA is proud to nominate Deborah Kallas, ACP, FRP as the 2023 NALA Affiliate Award Recipient who will be recognized at NALA's Annual Conference in Boston. Deborah served as our NALA Liaison for the past two years and currently serves on the Board of Directors. Deborah has worked tirelessly for our association as a mentor to our members and an advocate for the paralegal profession. She recently presented a webinar to the NALA Affiliates on "How an Affiliate Association can Survive a Pandemic." If you missed her presentation – you can click here to view it. [How An Affiliate Association Can Survive a Pandemic](#) Thank you Deborah for your service to CFPA – we are proud of you!

Professional development opportunity:

CP Exam Development Forum – May 16, 2023, 6 pm – 7:30 pm, CST

Are you interested in utilizing your skills to make a meaningful contribution while also expanding your professional connections? Discover how you can participate in the creation of the Certified Paralegal (CP) Exam by attending the CP Exam Development Forum on May 16th from 6:00-7:30 p.m. CT.

To be eligible to attend, you must be:

- A CP/ACP in good standing for at least three years, or
- A JD with at least five years of experience as a practicing attorney

All attendees must be willing to relinquish/avoid involvement in the creation, development, or delivery of CP Exam study materials during your term with the panel if you are selected. To express your interest in attending the forum, kindly complete the form by clicking here: [CP Exam Development Forum – NALA](#).

NALA's Upcoming Live Webinars:

May 3, 2023, at 12 pm, CST/1:00 pm EST W2323 – Magnetic Memos and Lightning Briefs. Learners will understand and be able to apply advanced legal writing principles for drafting masterful objective memoranda and persuasive briefs. Upgrading issue statements and building solid conclusions, as well as using the other nuts and bolts of legal writing, will be discussed.

May 10, 2023, at 11 am CST/12:00 pm EST – W2314 – Real Estate Law Series Part 4 – Legal Descriptions and Surveys “Not Who but What?” Legal description complications are among the most litigated real estate issues. We will review boundary disputes, legal description mistakes, and survey problems.

May 17, 2023, at 1:00 pm CST/2:00 pm EST – W2302 2023 Technology Rollouts. This is a free webinar for NALA members! And just \$23 for non-members. A look into what is new and cool in tech for 2023. What software and software updates occurred as well as estimated roll-out dates for some newer implementations.

For more information and to register, visit NALA's website [Http://portal.nalamember.com/live-webinars](http://portal.nalamember.com/live-webinars).

Please do not hesitate to contact me with any questions or concerns about NALA. carolinecwilkerson@gmail.com or nalaliaison@cfpainc.org

[Click Here to Register for NALA Seminars](#)

CONFERENCE & EXPO

JULY 12-14 - BOSTON, MA
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and Paralegal Professionals*

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ASSOCIATION

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From the Editor ...



Cassie D. Snyder, ACP, FRP

I hope you have enjoyed this issue of the Carpe Diem. We would love to hear from you! Have you written an article that has been published that you would like to have placed in our newsletter? Does your attorney write articles that he or she would like to share with our group for publishing? If you are interested in writing an article for the newsletter let me know.

Big THANKS to NorthStar Legal, Proof Serve and S.K.I. Investigations for sponsoring the

newsletter for 2023!!

Thank you,
Cassie Snyder, ACP, FRP

Carpe Diem Archived Issues

