



## 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 - August 2023

Hello CFPA Members!!

August generally marks back to school for many as they begin their college careers and for those of us who are guiding our children through their own beginnings of new school years. One of CFPA's goals has always been to serve the local population of paralegals, current and future, through legal education. We look forward to working closely with local colleges and their legal program to further the profession through its students. Keep an eye out for future volunteer opportunities and student-related events.

**WELCOME**  
NEW MEMBERS

**Active Members**  
Traci Green  
Perla Roiz  
Chyanne Anderson

CFPA has paired with OCBA Paralegals' Section and president, Jennifer Finch to hold a back-to-school drive benefiting PACE Center for Girls. There are three drop-off locations available to those wishing to donate school supplies.

Be on the lookout for all of the upcoming events in August – we love seeing all your faces!

In September will be hosting a "Members Only" event to show our appreciation for our members. Stay tuned for more information in next month's newsletter.

“Education is the key to unlocking the world, a passport to freedom.” — Oprah Winfrey

Sincerely,  
Jennifer Diminich, ACP, FRP  
CFPA President 2023

**Associate**  
**Catherine Sanders**

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

## CFPA and OCBA Paralegal Section's Joint School Supply Drive for PACE Center for Girls

Thank you to all that were able to donate to the CFPA and OCPA Paralegal Section's School Supply Drive for the PACE Center for Girls. We had three trunks full of donations that were delivered to PACE this evening. Thank you to Jennifer Finch, ACP, FRP, OCBA Paralegal Section President, and Jennifer Diminich, ACP, FRP for teaming up and giving our membership this opportunity to give back to the community.

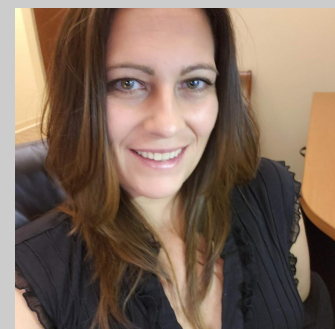


## Community Service Corner

## Upcoming EVENTS

- 8/12/23 Volunteer GKTW
- 8/23/23 Virtual Lunch CLE
- 8/24/23 Membership Mixer
- 8/24/23 Light Up CFPA Blue
- 9/12/23 Virtual Lunch CLE
- 9/13/23 DE&I Book Club
- 9/16/23 Members Only Top Golf

## BOARD OF DIRECTORS



**President:**

Jennifer Diminich, ACP, FRP

# VOLUNTEER



## CFPA AUGUST VOLUNTEER OPPORTUNITY



### Give Kids the World Village

210 South Bass Road  
Kissimmee, FL 34746

**Breakfast Service**

**Saturday, August 12**

**7:30 -10:30 AM**

Since 1986, Give Kids The World Village has welcomed more than 187,000 families from all 50 states and 76 countries. The Village is made possible by the support of generous donors and community partners, as well as thousands of passionate volunteers – who donate their time and talent making wishes come true. Volunteers are the heart and soul of the Village. Our passionate volunteers contribute their time and talent helping to create priceless memories for critically ill children and their families during magical weeklong wish vacations in our whimsical, storybook Village.

Members interesting in volunteering should email [communityservice@cfpainc.org](mailto:communityservice@cfpainc.org) no later than **Friday, July 14**. Each volunteer will need to fill out an application and watch a short on-demand orientation presentation.



[Click Here to RSVP to Volunteer](#)

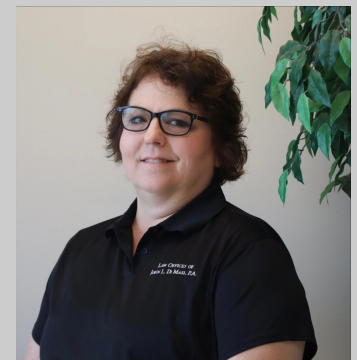
Jennifer Dinnich, ACP, FRP  
[CFPAPresident@cfpainc.org](mailto:CFPAPresident@cfpainc.org)



**Vice President/President Elect:**

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[VicePresident@cfpainc.org](mailto:VicePresident@cfpainc.org)



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[Secretary@cfpainc.org](mailto:Secretary@cfpainc.org)



**Treasurer:**

Iris F. Walker, FRP

[Treasurer@cfpainc.org](mailto: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](mailto:Editor@cfpainc.org).**

**Dear Lady Justice,**

I am looking for some free resources regarding legal professionalism in Florida. Do you have any suggestions for me?

Sincerely,  
A paralegal looking for free

**Dear Paralegal Looking for Free,**

The Florida Bar's Center for Professionalism and the Young Lawyers Division have recently started a website called [decorum.law](http://decorum.law). [decorum.law](http://decorum.law) has free resources intended to maintain the highest ideals of professional legal practice. The site is geared towards attorneys, law students, and law professors but there is good information available for paralegals as well. The website was started after a grant by the U.S. District Court for the Middle District of Florida. The grant was a result of the *Engle* tobacco litigation (regarding frivolous lawsuits that were filed) and is intended to increase professionalism programming. There are courses covering a variety of topics like Candor Towards the Tribunal, Professionalism and Civility in Practice, Professionalism in a Deposition, and Practical Tips for Practicing Law. Of course, paralegals cannot practice law. However, these resources still can help paralegals maintain and improve their legal professionalism. And best of all, it is free.

Sincerely,  
Lady Justice

---

**[Submit your questions for the next issue of the Carpe Diem by 8/28/23.](#)**



**NALA Liaison:**  
Caroline Wilkerson, ACP  
[Nalaliaison@cfpainc.org](mailto:Nalaliaison@cfpainc.org)



**Parliamentarian:**  
Yolanda Fuhrmann, CP  
[Parliamentarian@cfpainc.org](mailto:Parliamentarian@cfpainc.org)

## **DIRECTORS**



Michelle Coleman, FRP  
[Director2@cfpainc.org](mailto:Director2@cfpainc.org)



Christine Carlson, FRP

## 40th Anniversary Membership Mixer

We would love to see you all at the 40th Anniversary Membership Mixer on August 24, 2023, at Solita Tacos & Margaritas starting at 5:30 p.m. until 8:00 p.m.

This event is being held in conjunction with Light Up CFPA Blue! On August 24th the SunTrust Building will be lighting up blue for CFPA!!

Thank you to our awesome Patron Members and event sponsors, NorthStar Legal and S.K.I. Investigations.

## 40th Anniversary Membership Mixer



Downtown Orlando  
222 S Orange Ave., Orlando, FL  
(Corner of Orange Ave and Church Street)

An Event Bright will be sent to all Members  
Thank you to our event Sponsors!

The Premier Investigative Company



Christy Gurley, FRP  
[Director1@cfpainc.org](mailto:Director1@cfpainc.org)



Deborah Kallas, ACP, FRP  
[Director3@cfpainc.org](mailto:Director3@cfpainc.org)



Jodi Peterman, FRP  
[Director4@cfpainc.org](mailto:Director4@cfpainc.org)



### CFPA Committees:

#### CLE Chair:

Nancy Jordahl, ACP, FCP, FRP  
[CLEChair@cfpainc.org](mailto:CLEChair@cfpainc.org)

#### Membership Chair:

Debbie Dollar, ACP, FRP  
[Membership@cfpainc.org](mailto:Membership@cfpainc.org)

CFPA Newsletter Sponsor



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:**



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Yolanda Fuhrmann, CP  
[Publicrelations@cfpainc.org](mailto:Publicrelations@cfpainc.org)

**Community Service Chair:**  
Aimee Chentnik  
[CommunityService@cfpainc.org](mailto:CommunityService@cfpainc.org)

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Sara Ferguson, CP, FRP  
[Students@cfpainc.org](mailto:Students@cfpainc.org)

**Social Media Chair:**  
Jennifer Diminich, CP, FRP  
[Socialmedia@cfpainc.org](mailto:Socialmedia@cfpainc.org)

**Scholarship Chair:**  
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**Newsletter - Carpe Diem**  
Cassie Snyder, ACP, FRP  
[Editor@cfpainc.org](mailto:Editor@cfpainc.org)

**Paralegal Regulation & Ethics Chair:**  
Caroline Wilkerson, CP  
[Nalaliaison@cfpainc.org](mailto:Nalaliaison@cfpainc.org)

**Job Bank Chair:**  
Dana Rudolf, FRP  
[Jobs@cfpainc.org](mailto:Jobs@cfpainc.org)

**CP Review Course Chair:**  
TBD  
[ReviewCourse@cfpainc.org](mailto:ReviewCourse@cfpainc.org)

**DE&I Chair:**  
Peonca Grier, CP, FRP,  
MSM-HR, SHRM-CP  
[peoncag@gmail.com](mailto:peoncag@gmail.com)  
[DEICommittee@cfpainc.org](mailto:DEICommittee@cfpainc.org)

**NEWSLETTER  
SPONSORS**

# ETHICS FOR FLORIDA PARALEGALS



**Speaker:**  
Nancy Jordahl, ACP, FRP, FCP

**August 23, 2023**  
**12:00 p.m. - 1:00 p.m. Via Zoom**

CFPA Members: FREE  
Non-Members: \$20.00  
Registration Closes at 1:00 p.m. on 7/25/2023

**Please RSVP and  
make Non-Member payments online:**

[www.cfpainc.org/cle](http://www.cfpainc.org/cle)

**NALA Approved for 1.0 Hour of Ethics CLE**

**Any questions please email: [cle@cfpainc.org](mailto:cle@cfpainc.org)**

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](mailto:CLE@cfpainc.org).

**Time for a Brain Break ...**

**Jennifer Magnusson**  
President, COO, SR  
**Office:** 407-841-2045  
**Fax:** 407-841-2046

[jennifer@northstar-legal.com](mailto:jennifer@northstar-legal.com)



**Jennifer Morrow**  
Account Executive  
**Direct:** 918-630-6771  
[jmorrow@proofserve.com](mailto:jmorrow@proofserve.com)

The Premier Investigative Company



**Rob Murphy**  
Director of Business  
Development/SIU Manager  
**Mobile:** 407-404-9981  
**Office:** 877-754-7545  
[RMurphy@skiinv.com](mailto:RMurphy@skiinv.com)



**Newsletter Recognition:**



# "MVP" = Most Valuable Paralegal

Which of each of the two events came **FIRST**:

- The founding of the American Bar Association or Florida's Statehood?
- The Florida State Bar Association becomes "The Florida Bar" or Princess Elizabeth becomes Queen Elizabeth II?
- The establishment of the Central Florida Paralegal Association or Sandra Day O'Connor is sworn in as the first woman U.S. Supreme Court Justice?

*Just for Fun!*

**Catch the word in the outfield that correctly completes each of these legal DOUBLETS and TRIPLETS**

**Doublets and triplets** are two- and three-word phrases joined by a conjunction. Likely arising out of invasions in Medieval Europe and the desire of the ruling class (bringing a new language) to be understood by the working-class (speakers of the local language). There may be subtle differences in the words, but today are considered superfluous by some experts.

- |                          |                                     |
|--------------------------|-------------------------------------|
| 1. have and [ ]          | 10. [ ] and exclusive               |
| 2. [ ] and hold harmless | 11. accord and [ ]                  |
| 3. breaking and [ ]      | 12. [ ] and parcel                  |
| 4. [ ] and successors    | 13. heinous, [ ] and cruel          |
| 5. free and [ ]          | 14. give, [ ] and bequeath          |
| 6. [ ] and desist        | 15. ordered, [ ] and decreed        |
| 7. full faith and [ ]    | 16. rest, [ ] and remainder         |
| 8. [ ] and bounds        | 17. right, [ ] and interest         |
| 9. goods and [ ]         | 18. arbitrary, [ ] and unreasonable |

Answers: Florida's statehood, The Florida Bar, Sandra Day O'Connor 1.hold 2.indemnify 3.entering 4.heirs 5.clear 6.cease 7.credit 8.metes 9.chattels 10.sole 11.satisfaction 12.part 13.atrocious 14.devise 15.adjudged 16.residue 17.title 18.capricious



## CFPA's 2023 Charities



[www.russellhome.org](http://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>

AND

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



### A Guide to Legal Symbol Keyboard Shortcuts

By: Kamron Sanders  
Tuesday, July 25, 2023

Legal technology like legal practice management software can be a huge advantage for your law firm, especially when it comes to customizing your legal document management to

better serve your needs. But you can use your existing tools to enhance your practice as well.



Drafting documents takes time, but simple measures like learning keyboard shortcuts for legal symbols can dramatically cut back on your time.

## List of Legal Symbol Shortcuts

*Symbol*  
*Use For Windows*  
*For Mac*

§ Section  
Alt + 0167  
Option+6

¶ Paragraph  
Alt + 0182  
Option+7

© Copyright  
Alt + 0169  
Option+g

™ Trademark  
Alt + 0153  
Option+2

® Registered Trademark  
Alt + 0174  
Option+r

## What Are Keyboard Shortcuts?

Keyboard shortcuts are a combination of keys that insert a special character or trigger a special action in a computer program. Inserting special symbols without keyboard shortcuts is incredibly time-consuming, as you need to go to the characters list and find them individually.

Both Mac and Windows operating systems have keyboard shortcuts built in, which makes this process much faster and easier, but you have to know the tricks for each one.

For example, in Windows, you have to press and hold the Alt key and type the numerical sequence to trigger a special character like a registered trademark (®). Mac also has symbol shortcuts that are simpler.

While there's a vast section of special characters and symbols on both Mac and Windows, you only have to worry about a handful that comes up in legal documents on a regular basis.

## Benefits of Legal Symbol Keyboard Shortcuts

Why should you learn legal symbol keyboard shortcuts? Here are some benefits:



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 Ryan's **Journey of 1000 Miles** in October of 2022.

**To make a monetary donation:**  
[www.rocstopseizures.com](http://www.rocstopseizures.com)

## **Time-Saving and Increased Productivity**

Using keyboard shortcuts for legal symbols can speed up drafting documents and improve your productivity. Searching for and inserting symbols individually not only takes time but it disrupts your writing flow. You have to stop, insert the symbol, then take a second to find your thought again. Keyboard shortcuts streamline this process to make it much more efficient.

## **Consistency and Accuracy in Legal Documents**

When you're working with a lot of words in small fonts, it's much easier to make a mistake with similar symbols. For example, if you're relying on copy and paste for your legal symbols, you could end up putting the wrong symbol in and not notice. This also creates formatting issues that can be disruptive to fix without altering the font, style, and size of the whole paragraph. Keyboard shortcuts ensure you get the right symbol on the first try and can insert it seamlessly to keep your flow going.

## **Ease of Use and Convenience for Legal Professionals**

Virtually all lawyers and legal professionals need to use special characters sometimes, but they're more prominent in certain practice areas. For example, intellectual property law involves a lot of copyright, trademark, and registered trademark symbols, which could mean a lot of time spent searching for and adding characters over the course of writing legal documents. Learning these symbol shortcuts makes them like another character on the keyboard that you can type as you go.

## **Customizing Your Legal Symbol Shortcuts**

If you use a lot of symbols outside of the main list, there are ways you can customize your own keyboard shortcuts for more efficiency.

### **In Microsoft Word:**

There are no systemwide options to create text replacement shortcuts in Windows, but you can create them in Word.

1. Open a document.
2. Click the Insert tab on the Ribbon at the top of the document.
3. Click on Symbol > More Symbols to open the symbols dialogue box.
4. Find and select the character you want to create a shortcut for, then click the Shortcut Key at the bottom of the dialogue box.
5. When the dialogue box opens, move the cursor to the Press new shortcut key box and type in the key combination you want to use to trigger a shortcut.
6. Make sure your keyboard shortcut key combination is not one that's used for important Word functions like saving (Ctrl + S).
7. Press the Assign button to save your shortcut.

## **In Mac:**

Using a Mac allows you to set up text replacement shortcuts that work like autocorrect on your phone.

1. Open System Preferences from the Apple Menu.
2. Click Keyboard > Text.
3. Click the + button to add your text replacement.
4. Type the trigger word in the Replace column.
5. Hit the Tab key, then type or paste the symbol or phrase you want to insert into the With column.
6. Click anywhere to set the text replacement shortcut.

If you prefer, there are a few ways you can customize your legal symbol shortcuts:

### **Buying Keyboard Shortcut Packages**

If you don't want to program your keyboard shortcuts, you can purchase add-ons to set up legal keyboard shortcuts for Microsoft Word or other word processors. These programs usually have a low monthly fee.

### **Auto Text**

Auto Text is helpful for more than just legal symbols. You can program phrases, sentences, or entire sections to autofill with the AutoText feature in Microsoft Word. For example, header and signature blocks in court submissions can be created and saved as an Auto Text entry for future documents.

1. Create a new Auto Text entry by highlighting the text in a Word document you want to automate.
2. Under the Insert menu, choose Auto Text and New.
3. Name the text block and it's ready to use.

### **Keyboards for Legal Professionals**

If you prefer to have the keyboard symbols in front of you instead of programming and memorizing shortcuts, there are purpose-built keyboards that include commonly used lawyer symbols. As a bonus, these keyboards often have common legal words like "defendant," "respondent," and "plaintiff" to insert with just one press of the key.

### **How to Use Mobile Legal Symbol Shortcuts**

The iPhone has the § symbol as a shortcut on the phone keyboard. All you have to do is press and hold the ampersand (&) symbol to get an option to

include the § symbol. It's easy to add a keyboard shortcut using the iPhone's text replacement feature, however.

1. Find the symbol you want to build a shortcut for, then copy it into the clipboard.
2. Go to the text replacement setting under the Keyboards section, then paste the symbol you want next to the Phrase prompt.
3. Press save and the keyboard shortcut is ready for use.

### **On Android phones, you can use Gboard, the Google Keyboard, to create shortcuts:**

1. Go to Settings > System > Language & Input > Virtual Keyboard.
2. Select Gboard as your default keyboard (if it's not already).
3. Select Dictionary > Personal Dictionary > Language.
4. Type or paste the symbol or phrase you want to set as your replacement text, then type your shortcut phrase.
5. When you type in the shortcut, your phone should autocorrect it to the symbol or phrase you added.

### **Automating Legal Keyboard Shortcuts**

With more and more working hours devoted to written communication — especially in the legal field — word processors like Microsoft Word and Google Docs make typing smarter with keyboard shortcuts to maximize efficiency. You not only have shortcuts built right in, but there are numerous ways to customize your shortcuts for your preferences with add-ons, custom shortcuts, legal keyboards, and keyboard shortcut packages.

### **Streamline Your Document Management Process**

Keyboard shortcuts help you leverage the tools you already use to make documentation faster and less error-prone. If you take the time to learn keyboard shortcuts for the symbols you use — or create your own — you can maintain your writing flow without sacrificing proper formatting.

### ***About the Author:***

Kamron Sanders is the Marketing Specialist at PracticePanther, an all-in-one legal practice management software. She is responsible for creating engaging content across multiple channels including social media, articles, videos, and more. Kamron views marketing through a customer-focused lens and equips legal professionals with the information and tools to automate their practice.

**[kamron@practicepanther.com](mailto:kamron@practicepanther.com) - [www.practicepanther.com](http://www.practicepanther.com)**

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# CP Review Course

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



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

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

**Questions? or  
Interested in purchasing?  
Email: [ReviewCourse@cfpainc.org](mailto:ReviewCourse@cfpainc.org)**



**Payments can be made on the CFPA website:  
[www.cfpainc.org/cp-review-course](http://www.cfpainc.org/cp-review-course)**

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Annual reallocated billable revenue\*

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

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let's do  
**lunch**

**CFPA Downtown Networking Luncheon**

[There will be no luncheon for August](#) I am still trying to find a new and convenient location for us to hold our lunches in the downtown area. If you have any suggestions, please feel free to reach out to me.

If you are interested in sponsoring, please email

If you are interested in sponsoring, please email [snydercassied@gmail.com](mailto:snydercassied@gmail.com).

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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 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](mailto:membership@cfpainc.org).

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

**FOLLOW US AT:**



Contact Membership Chair

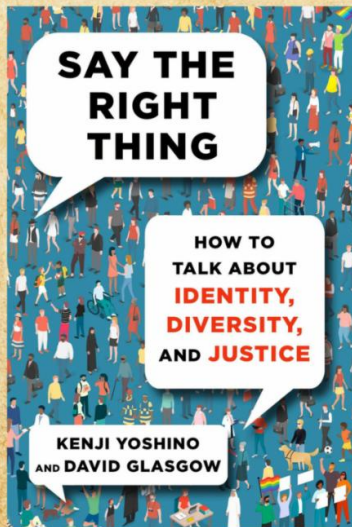
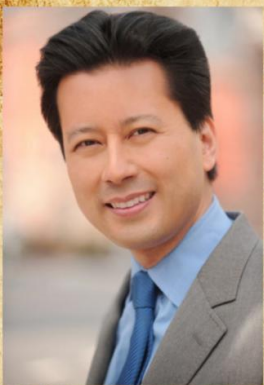
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CFPA's Diversity Equity

# and Inclusion

BOOK CLUB

## 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!

DE&I Book Club Meeting  
September 13, 2023  
6:00 p.m.  
Place: TBD

Please RSVP to:  
[DEICommittee@cfpainc.org](mailto:DEICommittee@cfpainc.org)  
[www.cfpainc.org](http://www.cfpainc.org)



[Click to Email the DEI Committee](#)





Hello Friends –

NALA Conference & Expo in Boston from July 12 – 14, 2023 was a huge success! CFPA represented in force with 8 of us attending in person. The Affiliates Showcase on Wednesday evening was a lot of fun with several paralegal associations across the country participating. CFPA passed out pens, multi-bendi magnets, Koozies, and peppermint patties with our logo. The swag was a big hit.

Congratulations to Peonca Grier who will serve a second term as Secretary of NALA. Congratulations also to Deborah A. Kallas who received CFPA's Affiliate Member of the Year award at the annual Affiliates Association Meeting on July 13, 2023. We are so proud of both of them!

NALA's members elected Sharon Jones as the new Affiliates Association Director and Richard Hahn as Affiliates Secretary. I look forward to working with them in the coming months.

NALA's Proposed Revisions/Amendments to some of its Bylaws have passed. The key changes are as follows:

Qualifications of Directors of NALA – a director no longer has to be actively employed as a legal assistant/paralegal. He or she must only be an active member, have successfully completed the CP exam and have maintained current CP status. Additionally, the prerequisite to be actively employed as a legal assistant/paralegal to serve as a Director is no longer required.

The Diversity, Equity, and Inclusion Committee Chairperson is now included in the number of Directors on the Board and will be a voting member.

Vote Required to Adopt and Pass an Amendment to the Bylaws – An Affirmative vote no longer requires two-thirds (2/3) of the members but rather two-thirds of the directors present at any meeting.

**SAVE THE DATE:** NALA's 2024 Conference and Expo in Louisville, Kentucky at Louisville Marriott Downtown. July 11 – 13, 2024 (Thursday – Saturday)

Please do not hesitate to contact me with any questions or concerns about NALA. [carolinecwilkerson@gmail.com](mailto:carolinecwilkerson@gmail.com) or [nalaliaison@cfpainc.org](mailto:nalaliaison@cfpainc.org).

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

## NALA Conference 2023 in Boston, MA

We had such a great time at NALA Conference in Boston, MA. I was so proud that we had such a great CFPA presence there. If you have never been to NALA Conference you should consider going. There are always great speakers and topics, awesome networking opportunities, and an amazing opportunity to connect with other paralegals from all over the United States.

Congratulations to the incoming NALA Officers and Board of Directors, including our very own Peonca Grier (NALA Secretary).

Congratulations to Deborah Kallas, ACP who was nominated by CFPA for NALA's 2023 Affiliated Associations Award.



**CFPA Newsletter Sponsor**

The Premier Investigative Company





INVESTIGATIONS

Service, Knowledge & Integrity

S.K.I. Investigations was founded in 2000, with the primary goal of providing a quality product and unparalleled customer service. Since that time, our customers have received exceptional results that have helped to redefine the industry standard for surveillance success, fraud detection, and client satisfaction.

## SERVICE | KNOWLEDGE | INTEGRITY

- To offer a boutique level of service with national coverage
- To exceed our clients expectations on service and product
- To expand the company while maintaining standards and allow for growth from within
- To build a company based on hard work with family in mind - the current tenure of our staff is 14 years

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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

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