



## 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 - December 2023**

**WELCOME**  
NEW MEMBERS

**STUDENT:**

**Meagan McCullah**



Hello CFPA Friends!

I want to begin by saying “Thank you!!!” to you, the members for entrusting me to serve you in this leadership role. I am so proud to call myself a member of this group of amazing professionals.

Thank you Jennifer Diminich for creating a platform for us to grow on this year. Thank you, Deborah Kallas, for your love of UCF (Go Knights!) and for agreeing to serve by my side. Thank you to Nancy Jordahl for pushing me to push myself. Thank you to Peonca Grier for always being there with an encouraging word. Thank you, Iris Walker, for your willingness to answer all of my silly questions. To all members of the newly elected Board and those from the past Boards on which I have had the pleasure to serve, I appreciate each of you more than words can say. Your knowledge and passion for this organization, as well as our profession, are immeasurable, and your support means the world to me.

CFPA is an incredible organization full of wonderful people, all sharing a strong passion for the paralegal profession. You all have unique talents and offerings to share and I look forward to learning all I can about each and every one of you!

Additionally, for 2024, I have chosen 2 amazing organizations for our membership to support, Britt’s Bunch and One Kid Orlando. Both organizations are very near and dear to my heart, with a deep connection to my alma mater, UCF, and each works to provide activities and assistance for children and families right here in our community. Britt’s Bunch works under a very simple but great reminder of how we should live our lives – “Find someone that needs your help and help them.” Over the course of the next year, I hope to encourage everyone to “Be like Britt”. My second organization is One Kid Orlando. One Kid Orlando strives to “impact the next generation for a better tomorrow, One Kid at a time!” Be on the lookout in our upcoming newsletters for more information on each of these organizations and how you can help.

Please feel free to reach out at any time with ideas, thoughts, suggestions, or ways you would like to help CFPA in 2024.

Due to the end of the holidays and vacations, CFPA will not be hosting any events for the remainder of December. However we will be back in action in the New Year!!

Happy Holidays and here's to looking to new adventures in 2024!!

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



1/17/24 CFPA CLE

### BOARD OF DIRECTORS



**President:**

Denise L. Marsters, FRP

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

Sincerely,

Denise L. Marsters, FRP  
CFPA President 2024

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This year's Student Scholarship was awarded to **Meagan McCullah**. Congratulations!

Naomi McCloud, Brooke Schroeder, Lauren LePage, and Mattie Mohler also applied for the Student Scholarship and will each receive a Student Membership for 2024.

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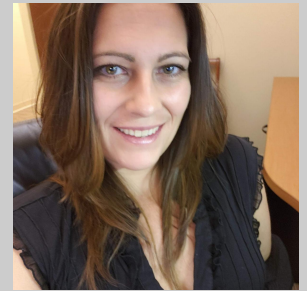
## CONGRATULATIONS TO CFPA'S 2023 PARALEGAL OF THE YEAR



**Vice President/President Elect:**

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



**Secretary:**

Jennifer Diminich, ACP, FRP

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



**Treasurer:**

Iris F. Walker, FRP

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







**Deborah Kallas, ACP, FRP**

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

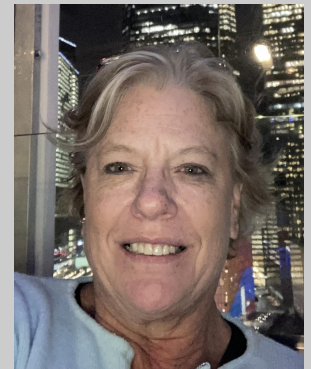


**Parliamentarian:**

Yolanda I. Fuhrmann, ACP, FRP

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

### **DIRECTORS**



Christy Gurley, FRP

[Director1@cfpainc.org](mailto:Director1@cfpainc.org)

### **CFPA'S PRESIDENT'S AWARD**



Every year the CFPA President selects a member who she/he believes is deserving to receive the President's Award.

I am pleased to announce that Iris F. Walker, FRP, has been selected as the recipient of the President's Award for 2023 by CFPA President, Jennifer Diminich. Congratulations to Iris F. Walker on this well-deserved recognition.



Jodi Peterman, FRP

[Director2@cfpainc.org](mailto:Director2@cfpainc.org)



Aimee Chentnik, CP  
[Director3@cfpainc.org](mailto:Director3@cfpainc.org)



Martha Giller  
[Director4@cfpainc.org](mailto:Director4@cfpainc.org)

### CFPA's Annual Holiday Social Recap

CFPA's Annual Holiday Social and celebration of 40 years was a big success!! CFPA gave out awards, we had a great dinner, the awesome DJing skills of Gabe Grier, a 360 Photo Booth, raffle prizes and amazing comradery ... oh my!! CFPA could not have done it without our amazing sponsors!! Thank you all so much for your continued support of our association. There is truly no place like CFPA!

#### PLATINUM:

Accurate Serve of Orlando

#### GOLD:

Video Verification (BAR)  
 S.K.I. Investigations, Inc. (BAR)

#### SILVER:

NorthStar Legal, Inc. (PHOTO BOOTH)  
 US Legal Support (DJ BOOTH)  
 Milestone Reporting (FOOD TABLE)  
 Proof (REGISTRATION TABLE)



### CFPA Committees:

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#### Membership Chair:

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

#### Public Relations Chair:

Yolanda I. Fuhrmann, ACP, FRP  
[Publicrelations@cfpainc.org](mailto:Publicrelations@cfpainc.org)



*Apologies as I was not able to capture all the sponsors' photos but we certainly appreciate your presence at the event and your support means a lot to us.*





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

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## NEWSLETTER SPONSORS



Jennifer Magnusson



### 3 Tips To Battle In-House Burnout

Welcome to the season of burnout, right before Thanksgiving and the December holidays. Time to take some time.

By MEYLING "MEY" LY ORTIZ

Contrary to the myth that the in-house life is a cushy 9 to 5, where we call the shots from a desk with our feet propped up, the reality is that we, as company lawyers, have stress too. More often than not, we are jumping from meeting to meeting, triaging client questions, juggling compliance projects, and managing multiple stakeholders and their business priorities, trying to get it all done. Candidly, I am personally in a season of burnout. In case you are too, here are some things that I'm working on, in case it's helpful to you.

#### 1. Get Back To The Basics

When I find myself near burnout, these things are usually true and worse, cumulative:

1. I am sleeping four to six hours, instead of the seven-plus I personally need and am working every night after the kids go to bed.
2. I am not eating well, skipping meals during the day, and gorging unhealthily at night.
3. I have skipped workouts, meditating, and journaling.

As a result, I am exhausted, moody, lack patience, and snap at my kids and hubby — unable to show up as the mom and wife I want to be. I am certainly not proud to admit these things.

At the same time, it is important for me to be self-aware enough to spot these symptoms and realize that they stem from not taking care of myself. In these less-than-proud moments, it is when I remember that self-care is not a luxury — but a means of self-preservation and the way I can ensure that I show up as my best self for my family. I need to be physically and mentally healthy so that I can focus, manage stress, and be able to integrate work into the rest of my life instead of making work my life.

The takeaway here is remembering that taking care of yourself is not negotiable.

#### 2. Redefining Your Non-Negotiables And Prioritizing The Rest

Speaking of non-negotiables, take the time to redefine what they are for you. For me, it is sleep. I am a person who needs at least six to eight hours of sleep. I also need some kind of movement. And for my mental health, I need to journal, even if it is for five minutes to get stuff out of my head or to create a list of things I got done that day so I can quiet my anxiety and feel good about the day. If I can ensure that these three things happen, I'm feeling well.

I have also made taking the kids to bed a non-negotiable. I know that there is a finite amount of time when they are at the age where they want me to tuck

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Fax: 407-841-2046

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



Jennifer Morrow

Account Executive

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Newsletter Recognition:



them in, and I refuse to squander it, if I don't have to. This may look differently for you. I know that for a friend of mine, an episode of something on Netflix with her spouse is non-negotiable.

Beyond the non-negotiables, consider your work to-do list. What do you actually need to get done on any single day? What has actual deadlines and what can be pushed? The reality is that while there are often competing priorities, you can only do one thing at a time well, so take the time to prioritize your to-do list down to one or two things you have to tackle and get done in a single day. Any more priorities than that will likely be unrealistic and only serve to make you feel terrible because you didn't get it all done.

In this reflection work, know that every time you say yes to something, you are saying no to everything else. Conversely, every time you say no to something, you are giving yourself the space to say yes to something you really want to do, or say yes to time to think, or do nothing, which can be equally important.

### 3. Constrain Your List And Delegate

As you review your to-do list, notice how things get on there. Do you have good filters or criteria for your to-do list? Are you unnecessarily volunteering to take things on that someone else should or could be doing? What do you actually need to personally do or want to do, and what can you get help on? As you ask yourself these questions, consider that you and your need to be helpful or your perfectionism could be a part of why your to-do list is overwhelming. Consider delegation — not because you want to pile on someone else but rather — is it a growth opportunity or leadership opportunity for someone else?

None of these tips are a panacea — but even taking the time to reflect on one of these practices may prevent or get you out of burnout.

#### *Reprinted from Abovethelaw.com:*

Meyling “Mey” Ly Ortiz is in-house at Toyota Motor North America. Her passions include mentoring, championing belonging, and a personal blog: TheMeybe.com. At home, you can find her doing her best to be a “fun” mom to a toddler and preschooler and chasing her best self on her Peloton. You can follow her on LinkedIn (<https://www.linkedin.com/in/meybe/>). And you knew this was coming: her opinions are hers alone.

[www.abovethelaw.com/2023/11/3-tips-to-battle-in-house-burnout/](https://www.abovethelaw.com/2023/11/3-tips-to-battle-in-house-burnout/)

## Community Service Corner

**VOLUNTEER**



### CFPA's 2023 Charities



[www.brittsbunch.org](http://www.brittsbunch.org)

Britt's Bunch is an organization founded by a young woman with Down syndrome dedicated to serving children and families living below the federal poverty threshold. With the support of community superstars, Britt's Bunch established a 501(C)(3), a strong board of directors, and a team of volunteers. What sets us apart is that no one is paid, ensuring that every dollar raised goes directly to those we serve.

The mission of Britt's Bunch is to help wherever there is a need by providing activities and resources for Florida children and families who face economic and health challenges.

To make a monetary donation:

[www.brittsbunch.org/donate](http://www.brittsbunch.org/donate)

AND





If you have any suggestions for volunteer opportunities feel free to contact our Community Service Chair, Aimee Chentnik:

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

As former athletes, we see it as our mission to use our platform to serve as a light of inspiration for those in bleak situations. Our status is a constant opportunity to make a difference in the world, and make a difference we will do.

“Impacting the next generation for a better tomorrow. One Kid At A Time!”

To make a monetary donation:

[www.onekidorlando.com](http://www.onekidorlando.com)



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).

[Submit your questions for the next issue of the Carpe Diem by 12/27/23.](#)

**CFPA Newsletter Sponsor**





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## PROFESSIONALISM AND ETHICS



Speaker:

Kristine Custodio Suero, ACP  
and  
Kelli Radnothy

January 17, 2024  
7:00 p.m. Via Zoom

CFPA Members: FREE  
Non-Members: \$20.00  
Registration Closes at 1:00 p.m. on 1/16/2024

Please RSVP and  
make Non-Member payments online:

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

NALA Approved for 1.0 Hour of 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 ...

You have been gifted with the following letters to

help you unwrap the words in the two boxes below



**aka**

Fill in the still missing letters to show other names for Santa Claus:

\_AIN\_ NI\_\_\_A\_  
\_RI\_ \_RIN\_\_\_  
FA\_\_\_R \_\_\_RI\_\_\_A\_

...and, be it known, that hereafter we shall be addressed as "elves" and not as "subordinate clauses"

**BOLO**

Fill in the letters still absent to reveal all sorts of places (not just legal writings) you are likely to find clauses:

\_\_N\_RA\_\_  
\_\_N\_\_I\_\_I\_N  
D\_\_\_N\_  
\_R\_A\_  
D\_\_D  
\_I\_\_  
\_\_ARA\_RA\_\_  
\_\_N\_\_N\_\_

*Just for Fun!*

Let me remind you Mr. Claus that in our legal system it's nice until proven naughty!

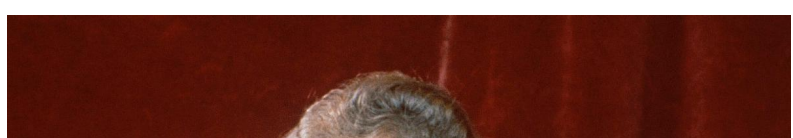


**CLAUS vs. CLAUSE**

Answers: SAINT NICHOLAS, KRIS KRINGLE, FATHER CHRISTMAS, CONTRACT, CONSTITUTION, DOCUMENT, TREATY, DEED, WILL, PARAGRAPH, SENTENCE

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

Former Justice Sandra Day O'Connor dies at 93  
BY: DEBRA CASSENS WEISS







*U.S. Supreme Court Justice Sandra Day O'Connor sits for her official court photo in 1982, a year after she joined the court. (AP Photo, File)*

Former Justice Sandra Day O'Connor, the first woman to join the U.S. Supreme Court, has died in Phoenix at the age of 93.

A U.S. Supreme Court announcement said the cause of death on Friday was due to complications from dementia, likely Alzheimer's disease, as well as a respiratory illness, report the [Washington Post](#), the [New York Times](#) and [CNN](#).

O'Connor had announced she had early-stage dementia **in October 2018**. She had retired in 2006 to help her husband, John O'Connor, who also had Alzheimer's disease. He died in 2009.

O'Connor grew up on a ranch where her chores included roping calves. She attended Stanford Law School and graduated near the top of her class, but she could not find a job in BigLaw. She began practice as a solo practitioner, became an assistant attorney general in Arizona, served in the Arizona state senate, became a state judge and was elevated to the Arizona Court of Appeals.

She was an Arizona state appeals judge when then-President Ronald Reagan **nominated her to the U.S. Supreme Court** on Aug. 19, 1981. The Senate confirmed her nomination in a 99-0 vote on Sept. 21, 1981.

### **The 'O'Connor court'**

Though O'Connor served with Chief Justice William H. Rehnquist, the court was often called the O'Connor court because of her power as a centrist, the New York Times reports.

"Very little could happen without Justice O'Connor's support when it came to the polarizing issues on the court's docket, and the law regarding affirmative action, abortion, voting rights, religion, federalism, sex discrimination and other hot-button subjects was basically what Sandra Day O'Connor thought it should be," the Times reported.

O'Connor had been described as a pragmatist on the court who was concerned with the real-world implications of her decisions.

O'Connor co-wrote the principal opinion in the 1992 decision *Planned Parenthood v. Casey*. The decision upheld the core of *Roe v. Wade*, but

Parenthood v. Casey. The decision upheld the core of Roe v. Wade **but said** abortions could be regulated before viability if the restrictions didn't place an undue burden on access to abortion.

She also wrote the opinion in the 2003 case Grutter v. Bollinger, which upheld the use of affirmative action in admissions at the University of Michigan Law School.

In what may have been her most controversial opinion, O'Connor joined with conservative justices in the 2000 case Bush v. Gore. The decision ended the Florida recount and paved the way for the presidency of George W. Bush. The Sandra Day O'Connor Institute for American Democracy lists **all of her opinions**.

### 'A tireless advocate'

After her retirement, O'Connor acted as a visiting judge on federal appeals courts and promoted civics education. She created **a free iCivics website** and **was a special adviser** to the ABA Commission on Civic Education in the Nation's Schools.

O'Connor told the ABA Journal **in 2011** that, when she went to school, "we had all kinds of courses on civics and government." That kind of education was no longer required in many schools, she said, and it's reflected in polls that show "barely one out of three Americans can name the three branches of government, let alone describe what they do."

O'Connor also became alarmed about efforts to politicize the judiciary and "punish" judges for the decisions. When she and then-Justice Stephen G. Breyer held a conference in 2006 to examine the problem, attendees said education was key to preserving judicial independence.

ABA President Mary Smith said in **a statement** that O'Connor "was a great friend to the American Bar Association" where she remained active after her Supreme Court retirement.

She worked "as a tireless advocate for judicial independence and the rule of law throughout the world until her illness forced her to retire from public life in 2018," Smith said.

"The ABA is gratified O'Connor was involved in its programs throughout her career," Smith said. "She was a board member for the ABA Central European and Eurasian Law Initiative, received the Margaret Brent Award in 2000 and served as a panelist decrying cuts in judicial funding at the ABA Annual Meeting in Toronto in 2011.

"While the nation has lost a legal giant and pioneer, the American Bar Association joins the rest of the world in celebrating O'Connor's well-lived life and important legacy."

Article Reprinted from the ABA Journal:

[www.abajournal.com/news/article/former-justice-sandra-day-oconnor-dies-at-93/](http://www.abajournal.com/news/article/former-justice-sandra-day-oconnor-dies-at-93/)



# CP Review Course

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



- U.S. Legal System
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- Real Estate & Property
- Torts
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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!

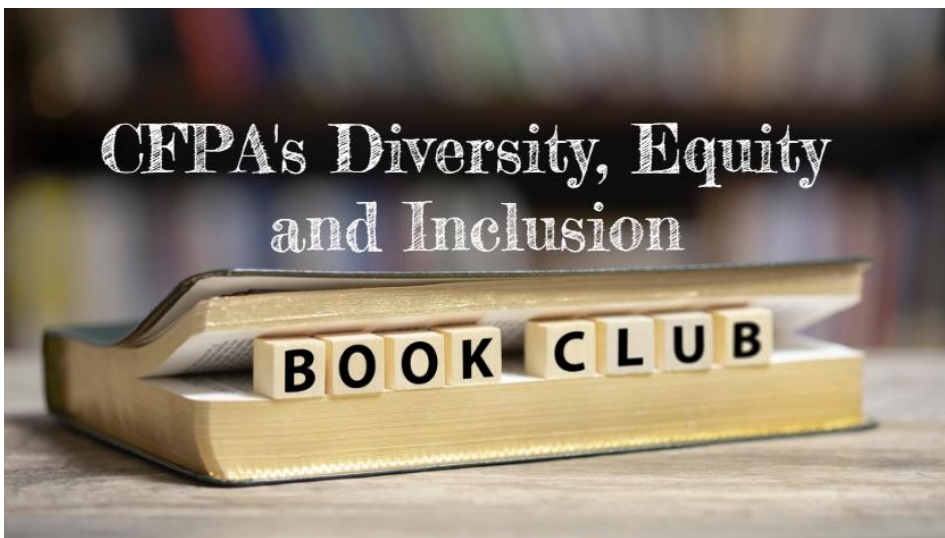
CFPA is looking for members who have time to join and help us grow and excel CFPA! Please contact membership at: [membership@cfpainc.org](mailto:membership@cfpainc.org).

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

**FOLLOW US AT:**



Contact Membership Chair



Do you have any suggestions for the next DEI Book Club book? Feel free to email us by clicking below.

Click to Email the DEI Committee





Hello Friends –

As we come to the close of 2023, I wish you all a Joyous Holiday Season spent with loved ones during this special time of year.

If you missed the news earlier this fall, NALA's monthly Affiliate Associations Town Hall Newsletter featured CFPA as the affiliate of the month for October 2023! We are pleased to be recognized on a national level as we celebrate 40 years as a paralegal association here in Central Florida.

### **New CP Study Resource**

Is anyone currently studying for or interested in becoming Certified Paralegals (CPs)? NALA has partnered with YouTube sensation Leanne the Lawyer to offer an on-demand webinar on Preparing for the Skills Exam Using the IRAC Method. For more information, click here - to [register](#) for this opportunity to gain insights, strategies, and expert guidance on preparing to take the CP® Skills Exam.

The course is 1.5 substantive CLE hours.  
NALA members pay \$45, and non-members pay \$65.

**CFPA's CP Review Course:** As a reminder, CFPA is still offering the on-demand CP Review Course Bundle for \$100 – it includes 9 one hour sessions covering all topics on the Knowledge portion of the CP Exam. This is a great deal! For information or to purchase, email [ReviewCourse@cfpainc.org](mailto:ReviewCourse@cfpainc.org)

### **NALA's new and improved webpage for Affiliates**

NALA has adjusted the layout for the affiliate section of the website to better support and provide information to associations.

This new page is designed to hold all the necessary information and links for affiliate leadership – including the newly released NALA Liaison Guidebook. This comprehensive guide provides many resources to assist affiliates succeed in the coming year. I will be reviewing this information and share relevant topics with you in the coming months.

### **Final Live Webinars for 2023:**

**December 5, 2023 – 12 pm CST – W2329 – Lawsuits of the Fairy Tale Kingdom: Civil Litigation from the Complaint to the Verdict 1.5 CLE Intermediate**

This webinar will be a “litigation umbrella” of cases from the start of filing the complaint through navigating the court's legal system during a trial jury

complaint through navigating the court's legal system during a trial jury.

**December 6, 2023 – 12 pm CST – W2330 – Advanced Trial Preparation for Paralegals.** 1.0 CLE Intermediate

This presentation aims to provide paralegals with advanced trial preparation skills. It will cover the roles and responsibilities of paralegals in trial preparation, the steps involved, the importance of staying organized, and time management.

**December 13, 2023 – 12 pm CST – W2368 – Evidence Law using Mnemonics Memory Method.** 2.0 CLE Non-Substantive.

Discover how to memorize the rules of evidence using a variety of mnemonics. Presented by Adam Balinski, a former award-winning TV reporter and corporate trainer turned attorney and entrepreneur. Adam founded Crushendo, a law exam preparation program focused on maximizing human memory through proprietary mnemonics and audio tools.

**December 14, 2023 – 12 pm CST – W2373 Help! The Client Wants to File an Appeal.** 1.0 CLE Basic Substantive.

Come learn about the appellate process, including state-specific rules and the importance of organization and meeting deadlines.

**December 19, 2023 – 12 pm CST – W2379 Criminal Defense and Paralegal Investigator Collaboration: A Winning Combination.** 1.0 CLE Basic Substantive

Discover how paralegals and investigators working together on criminal defense cases can provide the best results for clients. Hear from both a paralegal and an investigator as they draw from their personal experiences.

**December 20, 2023 – 12 pm CST – W2378 Chapter 7 Trustees and the Property of the Estate.** 1.0 CLE Basic Substantive.

Learn about Chapter 7 trustees and how to prepare a bankruptcy filing that reduces time and conflict.

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](#)

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- 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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