CFPA Empowers Paralegals to Grow Through Education, Professional Development, and Community Service.
Happy Valentines Day CFPA Friends!

I don’t know about you, but January just flew by for me. As we head into February, I wanted to let you know that your Board has already been hard at work paving the path to a great CFPA year filled with education and fun.

Your first opportunity to come out and meet fellow paralegals is on February 20 for our first in person Bingo of the year. Thanks to our wonderful sponsor, Veritext, the event is free for members and guests are a $5.00 donation for our charity, Brit’s Bunch. Look for more information below in this newsletter or your email.

Additionally, our Annual Meeting and Membership Mixer will take place on February 29 at World of Beer. More information to follow on this event but mark your calendars now and grab a friend for a time of networking and building relationships.

Speaking of relationships, we all know that February is known as the month of love, but, did you also know that it is known for so much more? For the shortest month of the year, February has a lot to celebrate. In addition to Valentine’s Day, we celebrate Black History Month, International Day of Women and Girls in Science, International Pizza Day (and who doesn’t love a good pizza??), and International Friendship Day, just to name a few. The overall theme of February is kindness and love and those apply to our coworkers and friends as they play a significant role in our daily lives. Try to think of ways this month to spread a little kindness. That can be as simple as smiling at someone in the elevator on your way into the office. Another way to spread kindness this month is to participate in our first Volunteer Activity of the month at Second Harvest Food Bank on February 21. Please reach out to our Community Service Chair, Aimee Chentnik at CommunityService@cfpainc.org for more information and to sign up.

We look forward to seeing you at all our upcoming events and don’t forget to sign up for the Law Day 5K taking place on March 2! More information on registration is below in this newsletter.

As always, please let the Board know of how we may better assist you with CFPA or how you would like to be more involved.

Until next month,

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

2/20/24 In Person Bingo
2/21/24 Second Harvest
2/28/24 CFPA CLE
2/29/24 Annual Meeting/Mixer
3/2/24 Law Day 5K
3/23/24 Habitat for Humanity

BOARD OF DIRECTORS

President:
Denise L. Marsters, FRP
CFPAPresident@cfpainc.org
Until next month,

Sincerely,

Denise L. Marsters, FRP
CFPA President 2024
We had such a great turn out at the February Downtown Luncheon at Motorworks Brewery. It was great to see all the new faces! Thank you again to Jennifer Morrow with Proof for traveling from Oklahoma to sponsor this luncheon event. As always Jennifer, it was such a pleasure to see you.

CFPA Newsletter Sponsor

NALA Liaison:
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Parliamentarian:
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Community Service Corner

Find accurateserve on Social Media at:

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Our Nationwide Offices Serve:
Lakeland • Tampa • St. Petersburg • New Port Richey • Jacksonville • Orlando • St. Augustine • Orange Park • Kissimmee
Milton • Lake Mary • Ft. Myers • Naples • Plantation • Sarasota • Bradenton • Pensacola • Ft. Walton Beach • Spring Hill
West Palm Beach • Titusville • Daytona Beach • Port Charlotte • Miami • Tallahassee • The Villages • Ocala • Clermont
Inverness • LaBelle Port St. Lucie • Vero Beach • Stuart • Okeechobee • Palm Coast • Key West • Gainesville • Panama City
Mobile, AL • Denver, CO • Atlanta, GA • Detroit, MI • Dallas, TX • Houston, TX

Community Service Corner
SECOND HARVEST VOLUNTEER OPPORTUNITY

Wednesday, February 21, 2024 from 6-8 PM

Donation Sorting

411 Mercy Drive, Orlando, FL 32805

Volunteers – Please sign-up using the link below. The link will show the shifts your group is currently signed up for making it a quick and easy sign-up process. Once the volunteers create accounts, they will need to click the sign-up button next to the shift they are looking to attend.

http://cflparalegalas.shbfcf.volunteerhub.com/

Requirements:

* Ages: 10+
* Close-toed and closed-holed shoes: Required for everyone
* Physical Requirements: Standing for long periods of time and lifting boxes/items

Chaperones: We require a ratio of 1 chaperone per every 5 volunteers under the age of 16.

Helpful Info:

* Temperature: The warehouse temp is typically similar to the temperature outside due to the deliveries and pick-ups that occur. Ex. if it’s cooler outside, layers are recommended, warmer outside, shorts are acceptable.
* Bottled Water: Provided in the break room for all volunteers
* Onsite Eating Space: We do not have space onsite for groups to each lunch before, after, or in-between shifts due to space limitations unless utilizing our Plate Above catering services. Please Contact Lanette Jarvis for details - lj@feedhopenow.org

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

CommunityService@cfpainc.org
More details will be provided via the CFPA Group ...

**Annual Meeting & Membership Mixer**

**World of Beer**

Bar & Kitchen

Located at:
431 E Central Blvd., Ste B
Orlando, FL 32801

**SAVE THE DATE**

February 29th

FREE for Members
Non-Members - $10.00

Food, Beer and Raffle Prizes

www.cfpainc.org

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**CFPA Newsletter Sponsor**

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NAIA
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@cfpaine.org.

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| Time for a Brain Break ...

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**Demystifying AI**

**Speaker:**
Ron Neugold

**February 28, 2024**
12:00 p.m. Via Zoom

CFPA Members: FREE
Non-Members: $20.00
Registration Closes at 1:00 p.m. on 2/27/2024

Please RSVP and make Non-Member payments online:
www.cfpaine.org/cle

NALA Approved for 1.0 Hour of Non-Substantive CLE

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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

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The goal of this is just like regular Sudoku.
Did you know...Congress passed the first federal copyright law in 1790

1. Paintings, photographs, illustrations, musical compositions, sound recordings, computer programs, books, poems, blog posts, movies, and plays may all be copyrighted. True or False

2. Which of the following is eligible for copyright protection: a) a song written by a person; b) a selfie taken by a monkey; c) a painting by an elephant; d) all of the above

3. A copyright exists automatically when an original work with a modicum of creativity and spark is fixed or captured by being written down or recorded. True or False

4. Which of the following may be copyrighted: a) short phrases; b) slogans; c) titles; d) none of the above

5. Copyright protects ideas, procedures, methods, systems, processes, concepts, principals, and discoveries. True or False

6. Only the work’s creator, not a company or organization can be copyright owners. True or False

7. Under the work for hire doctrine, works created by an employee within the scope of employment are owned by the employer. True or False

8. With some exceptions, works created after January 1, 1978, are copyright protected: a) until the death of the author; b) for the lifetime of the author plus 5 years c) for the lifetime of the author plus 70 years; d) forever.

9. For a creative original work to be considered copyrighted, it must be registered with the Copyright Office. True or False

10. To be able to enforce copyrights through litigation, it is necessary to register that original creative work with the Copyright Office. True or False


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

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

FOLLOW US AT:
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 –

The CFPA Board is pleased to nominate one of our outstanding members, Aimee Chentnik, CP, current Board Member and Chair of our Community Service Committee, for NALA’s Rising Star Award. The Rising Star Award recognizes exemplary service to the paralegal profession by a person who has been a paralegal for less than five years.
Award recognizes exemplary service to the paralegal profession by a person who has been a paralegal for less than five years.

Aimee went to Chattanooga State Community College, graduating from its ABA Paralegal Program in May 2020. She was also a recipient of CFPA’s annual Student Scholarship Award. In December 2020, she joined Baker, Donelson, Bearman, Caldwell & Berkowitz, PC as an office clerk/runner. Within six months she was promoted to Legal Support Coordinator. She earned NALA’s Certified Paralegal (CP) designation in October 2021.

In her spare time, Aimee is a passionate runner! She just completed the Walt Disney Dopey Challenge (4 races in 4 days - 48.8 miles!) As if that wasn’t enough, Aimee traveled to Disneyland for the Dumbo Double Dare (2 races in 2 days – 19.3 miles) and earned the Coast-to-Coast medal for a total of 68 miles and 10 medals!! This girl is on fire and always up for a challenge! Aimee is passionate about the paralegal profession and we are thankful to have her serve on our Board.

Declare your Board Candidacy – Be a part of NALA’s Future:

The Talent Acquisition Committee, on behalf of the Board of Directors, invites eligible members to actively contribute to your exceptional association. Serving on the Board offers a fulfilling, satisfying, and enjoyable opportunity to contribute to the development of your association.

Please submit your candidacy declaration by March 15, 2024. Click here to learn more and declare your candidacy.

NALA is offering several Live Webinars for February. For more information and to register click here: Education – NALA:

- **February 6, 2024 – 12 pm CST – Implied Bias 2.0 CLE Intermediate.** Implied bias occurs automatically and unintentionally. It affects our judgment, decisions, and behaviors. Explore implied bias and how to change your attitude through this interactive learning opportunity.

- **February 7, 2024 – 12 pm CST – Stop Welcoming the Distractions 1.5 Non-Substantive.** This fun and engaging program guides you through practical techniques to stop welcoming distractions and interruptions to your already busy days. Discover how to proactively manage time and expectations, mitigate interruptions, and finally control those constant distractions!

- **February 8, 2024 – 12 pm CST – How to Combat Health Insurance Liens and be Medicare Compliant 1.5 Substantive.** Participants will be educated on the best ways to help their firms and clients be Medicare compliant, thereby protecting Medicare’s future interests. Methods for obtaining what is paid in Medicare’s Final Demand and returning it to their clients will also be detailed.

- **February 13, 2024 – 12 pm CST – An Innovative Exploration of Legal Ethics 1.0 Legal Ethics -Intermediate.** Guided by seasoned experts, the course delves into key topics like attorney-client privilege, conflicts of interest, and confidentiality. Through real-world case studies, participants refine ethical decision-making skills, addressing contemporary challenges.

- **February 21, 2024 – 12 pm CST – Finding Your Passion: Identifying Practice Areas that Ignite Your Interest 1.0 Non-Substantive.** What does it mean to have a dream job? In this session, you
Substantive. What does it mean to have a dream job? In this session, you will be guided through self-assessment exercises to identify your passions.

- **February 22, 2024 – 12 pm CST** Basics of Employment Law – 1.0 Substantive. Explore the basics of employment law and why it is important to understand them, especially if you are a business owner or manager.

- *Free for NALA Members: February 27, 2024 – 1 pm CST – Topics in Family Law* 1.0 Substantive Intermediate. Explore the concepts you will encounter in family law cases. Discover how to effectively interview clients, conduct research, and draft memorandums.

**Save the Date!**

The 2024 NALA Conference & Expo is on July 11-13 in Louisville, Kentucky, at the Louisville Marriott Downtown. Registration is coming soon, and it is never too early to start planning and saving.

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

[Click Here to Register for NALA Seminars](#)
**S.K.I. Investigations** is a full-service, insurance-related investigations firm founded in 2000. We work with many Carriers, Insurance Defense Law Firms, Self-Insured’s, and Third Party Administrators. Our business structure is unique in that we operate nationwide, but have a boutique service model, making communication a primary catalyst to our success. Our attention to detail and employee tenure is what sets us apart from our competitors.

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MARCH 23, 2024 JOINT VOLUNTEER PROJECT WITH OCBA NEIGHBORHOOD REVITALIZATION with WEST ORANGE HABITAT FOR HUMANITY

Saturday, March 23rd
Arrival Time - 8:45 AM
Build Time - 9:00 am – 2:00 pm
Construction address provided closer to your build day.

Site Name and Address: We are currently revitalizing neighborhoods in the East Winter Garden community just off Colonial Drive. We will provide the exact address of the home where your team will meet which can be found on GPS; and plenty of nearby parking is available. We have easy access to the East-West Expressway (408), 429, 414, and Colonial Drive. The address will be sent to you approximately one week prior to your scheduled build date.

What is “Neighborhood Revitalization”? Our neighborhood revitalization work follows the guidelines provided in our Quality of Life Framework, a data-driven and customizable approach developed by Habitat and vetted by community development experts to help to improve neighborhoods. You can read more about our Neighborhood Revitalization Project here: Neighborhood revitalization | Habitat for Humanity

A description of work, time, and safety information: Volunteers must be
A description of work, time, and safety information: Volunteers must be over 17 and willing to sign and/or bring a volunteer waiver. (Email communityservice@cfpinc.org for a copy of the volunteer waiver.) This Revitalization Day will include home restoration activities.

Schedule: Please arrive by 9:00 am promptly for safety instruction. 12:00 PM is the scheduled lunch break and 2:00 PM is the finish time. Compliance/Insurance requires all volunteers to attend the safety training at 9:00 am. You can also view a video about Habitat volunteer safety training here: https://hfhaffiliateinsurance.com/volunteer

Dress Code and Other Information: All construction instruction, materials, supplies, and PPE is provided – no experience necessary. Wear closed toe shoes, modest shorts, or long pants/jeans, and old clothing you don’t mind getting dirty. Plenty of water is provided, but pack and bring your own lunch or make lunch delivery arrangements and mingle with Habitat families. Photography is encouraged (pay particular attention to safety in photos!)

Please email communityservice@cfpinc.org to sign up. A waiver will be emailed to you. WAIVERS must be printed and signed – please bring them with you to the build site on Saturday, March 23, 2024 at 8:45 AM.

From the Editor ... 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 accurateserve, Milestone Reporting, NorthStar Legal, and S.K.I. Investigations for sponsoring the newsletter for 2024!!

Thank you, Cassie Snyder, ACP, FRP Editor