

2025
ANNUAL REPORT

N NALA
THE PARALEGAL ASSOCIATION



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LETTER FROM THE NALA CEO

Dear NALA Members,

As I reflect on 2025, I am filled with gratitude for the members, volunteers, partners, and staff whose dedication continues to move NALA forward. This past year was one of meaningful progress as we strengthened our programs, embraced new opportunities, and charted an exciting course for the future of our association and the paralegal profession.

One of our most significant accomplishments was the completion of NALA's new strategic plan. Developed through thoughtful collaboration and focused on long-term impact, the plan reinforces our commitment to elevating the Certified Paralegal (CP®) credential, strengthening strategic partnerships, expanding our national presence, and creating greater value for our members and the legal community. It provides a clear road map that will guide our decisions and priorities for years to come.

Throughout the year, we also continued to invest in the professional success of paralegals by expanding educational opportunities, supporting certification, returning to a fully in-person conference, and strengthening the programs and services that connect and empower our members. These accomplishments reflect not only the hard work of our volunteers and staff, but also the trust and engagement of the thousands of legal professionals who choose NALA as their professional home.

The pages that follow highlight the many achievements of the past year, but they also represent something greater—a shared commitment to advancing the paralegal profession. Thank you for being part of that mission. Together, we are building an even stronger organization and ensuring that paralegals continue to be recognized as indispensable members of the legal community.

Thank you for your continued support of NALA. I look forward to all that we will accomplish together in the years ahead.

Warm regards,

Vanessa (Vinnie) Finley, MBA, CAE
NALA CEO





PIONEERING PROGRESS FOR THE PARALEGAL PROFESSION

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

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

Strategic Plan Adopted in 2025

Following a comprehensive strategic planning process, the NALA Board of Directors adopted a new strategic plan that establishes a focused road map for the organization's future. Building upon NALA's long-standing strengths, the plan positions certification as the association's core value proposition while identifying strategic priorities that will expand NALA's influence, strengthen partnerships, and increase the value delivered to paralegals and the legal community.

Strategic Priorities

- Strengthen strategic and professional partnerships.
- Secure state-level endorsements and recognition.
- Increase engagement and support throughout the legal community.
- Elevate NALA's national brand and reinforce the Certified Paralegal (CP®) credential as the profession's premier certification.

The strategic plan also identifies key audiences—including but not limited to paralegals, educators, employers, bar associations, and legal organizations—and outlines targeted investments in marketing, relationship development, technology, and organizational capacity to support long-term success.

Implementation of the new plan began immediately following its adoption, with the Board of Directors, volunteers, and staff working together to advance these priorities. Guided by this shared vision, NALA is well positioned to strengthen the profession, expand the reach and recognition of the CP® credential, and deliver lasting value to members and the legal community in the years ahead.



NALA'S EXTRAORDINARY VOLUNTEERS

The strength of NALA is reflected in the members who choose to serve. Volunteers play an essential role in helping the association fulfill its mission, contributing their professional knowledge, leadership, and perspective to initiatives that strengthen both NALA and the paralegal profession. Their willingness to share their expertise ensures that the organization remains responsive to the needs of its members and the legal community.

Throughout 2025, volunteers served in a variety of leadership and advisory capacities, including the Board of Directors, committees, task forces, and project teams. Their work touched nearly every area of the association—from certification and professional development to governance, member engagement, advocacy, and strategic planning. Each contribution helped move important initiatives forward and reinforced NALA's commitment to excellence.

The value of this service extends far beyond the hours invested. NALA's volunteers bring diverse experiences, fresh ideas, and a collaborative spirit that strengthen decision-making and inspire innovation. They dedicate their time while balancing demanding careers, family responsibilities, and professional commitments, demonstrating an extraordinary commitment to advancing the profession they proudly represent.

NALA is deeply grateful for every member who chooses to volunteer. Their leadership, generosity, and dedication make it possible for the association to continue growing, evolving, and creating meaningful opportunities for paralegals across the country. Together, they exemplify the power of service and the lasting impact that engaged members can have on their profession.



92
VOLUNTEERS
IN 2025





MEMBERSHIP

Membership is at the heart of NALA's mission and serves as the foundation of a vibrant professional community dedicated to the advancement of paralegals. More than access to benefits and resources, membership provides opportunities to learn, connect, lead, and contribute to a profession that continues to evolve. Every new member strengthens that community and brings new perspectives that help shape NALA's future.

Throughout 2025, NALA continued to invest in programs and services that deliver meaningful value to members at every stage of their careers. Whether through continuing legal education, certification resources, networking opportunities, publications, volunteer leadership, or professional development, our focus remained on providing practical tools and experiences that help members succeed in today's legal environment.

Member engagement continued to be a priority as we expanded opportunities for collaboration and encouraged members to share their ideas, expertise, and feedback. These conversations help guide the association's direction and ensure that NALA remains responsive to the changing needs of the profession while delivering resources that are relevant, timely, and impactful.

As NALA looks ahead, we remain focused on fostering a welcoming and engaged membership community that supports professional growth, encourages lifelong learning, and creates meaningful connections among paralegals across the country. Together, our members are helping strengthen the profession and shaping its future for generations to come.

15,792

TOTAL INDIVIDUAL
NALA MEMBERS AND/OR
AFFILIATE MEMBERS



7,959

TOTAL NALA
MEMBERS



5,595

TOTAL NALA
ACTIVE TYPE
MEMBERS



1,853

TOTAL NALA
STUDENT MEMBERS





CERTIFIED PARALEGAL (CP®) PROGRAM



For nearly five decades, NALA's Certified Paralegal (CP®) Program has served as the profession's leading certification, establishing a nationally recognized standard of competency, professionalism, and commitment to excellence. As the legal industry continues to evolve, the CP® credential remains an important way for paralegals to demonstrate the knowledge and skills required to meet the demands of an increasingly complex profession.

Throughout 2025, the CP® Program continued to strengthen its impact by supporting candidates, CPs, employers, and educators. NALA worked closely with paralegal education programs and academic partners to increase awareness of certification and encourage students to view the CP® credential as an important step in their professional journey. These partnerships help build a stronger pipeline of qualified paralegals entering the workforce.

The value of the CP® credential extends well beyond the initial examination. Through ongoing continuing legal education requirements, CPs demonstrate a commitment to lifelong learning and maintaining current knowledge in an ever-changing legal environment. This dedication to professional growth enhances both individual careers and the quality of legal services provided to clients and employers.

NALA remains committed to preserving the integrity, relevance, and rigor of the Certified Paralegal Program while continually evaluating opportunities to strengthen and enhance the credential. As the gold standard for paralegal certification, the CP® designation continues to inspire confidence, recognize achievement, and elevate the profession for years to come.

21,480

TOTAL CPs
EVER ISSUED

288

TOTAL NUMBER
OF NEW CPs IN 2025

6,673

TOTAL 2025
ACTIVE CPs

243

TOTAL ACPs
ISSUED IN 2025

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



AFFILIATED ASSOCIATIONS

NALA Affiliated Associations extend the impact of our mission by connecting the national organization with paralegals in communities across the country. Through this strong network of state and local associations, NALA is able to support the profession at the national and local levels, creating opportunities for engagement, collaboration, and professional growth that benefit paralegals wherever they live and work.

Throughout 2025, affiliated associations continued to provide valuable programs, educational opportunities, networking events, and leadership within their respective regions. They serve as trusted resources for legal professionals while fostering relationships that strengthen local paralegal communities and encourage greater involvement in the profession.

The partnership between NALA and its affiliated associations creates a powerful network of shared knowledge, ideas, and advocacy. By working together, we are better equipped to identify emerging trends, respond to the evolving needs of paralegals, and develop initiatives that support the continued advancement of the profession. This collaboration allows local successes to inform national strategies while ensuring that NALA's resources and programs remain meaningful and relevant.

NALA is grateful for the dedication and leadership demonstrated by every affiliated association. Their commitment to serving paralegals, promoting professional excellence, and strengthening their local communities plays an essential role in advancing our shared mission. Together, we continue to build a stronger, more connected future for the paralegal profession.

66 Total Number of Affiliated Associations

7,833 Total Affiliate Members

382 Total Number of AA Events Providing NALA-Approved CLE

1,170 Total Affiliate Members Who Are Also NALA Active Type Members



2025 NALA CONFERENCE & EXPO

The 2025 NALA Conference & Expo in Atlantic City, New Jersey, marked an exciting new chapter as NALA returned to a fully in-person conference experience. This transition reflected the value of bringing legal professionals together face-to-face, creating an environment where learning, collaboration, and relationship-building could flourish in ways that only an in-person event can provide.

Celebrating 50 years of NALA, conference attendees participated in an exceptional lineup of educational sessions covering substantive legal topics, emerging technologies, leadership development, and practical skills designed to meet the evolving needs of today's paralegals. Industry experts and experienced practitioners shared insights that equipped attendees with knowledge they could immediately apply in their workplaces while preparing them for the future of the profession.

Beyond the educational programs, the conference provided countless opportunities to reconnect with colleagues, build new professional relationships, and exchange ideas with peers from across the country. Conversations continued well beyond the sessions, reinforcing one of NALA's greatest strengths—a vibrant community of professionals committed to supporting one another and advancing the paralegal profession.

The return to an exclusively in-person conference reaffirmed the importance of personal connection, collaboration, and shared experiences. From the opening session through the closing events, the enthusiasm and engagement of attendees demonstrated the lasting value of gathering together as a professional community. NALA remains committed to delivering a conference experience that inspires learning, strengthens professional networks, and equips paralegals for continued success throughout their careers.

414

2025 TOTAL
REGISTRATIONS

33

SESSIONS OFFERED:
BEGINNER
TO ADVANCED

2,516

2025 TOTAL
NUMBER OF
CLEs ISSUED DURING
CONFERENCE



PROMOTING PARALEGAL CAREERS

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

Professional credentials are increasingly being shared and recognized in digital spaces, making verified digital credentials an important tool for today's workforce. Through NALA's partnership with Credly, members and Certified Paralegals (CPs) can easily showcase their accomplishments in a secure, verified, and widely recognized format.

Each digital badge represents a meaningful professional distinction and contains embedded verification that allows employers, colleagues, educators, and clients to quickly confirm what the badge recognizes and better understand its significance. Whether displayed on LinkedIn, digital resumes, professional websites, or email signatures, these credentials provide an easy and credible way to highlight professional experience.

As employers continue to embrace digital credentialing, NALA remains committed to providing members and CPs with modern tools that enhance professional visibility and reinforce the value of their engagement. Digital badges not only recognize important milestones but also help strengthen the credibility of the paralegal profession by making qualifications more transparent, accessible, and trusted.

Ongoing digital badge adoption reflects the value legal professionals place on demonstrating their commitment to professional excellence through virtual verification.

56,325 Credly Badges issued ever

8,032 Credly Badges issued in 2025



INCREASED EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OFFERINGS

Educational and Professional Development Offerings

Professional development remains one of NALA's core commitments, and in 2025 we continued expanding access to timely, practical continuing legal education for paralegals and other legal professionals. Our goal is to provide learning opportunities that not only satisfy CLE requirements but also help legal professionals strengthen their skills, adapt to changes in the legal industry, and advance their careers with confidence.

NALA's educational programming reflects the issues shaping today's legal environment, with content developed around emerging technologies, evolving legal practices, and the practical knowledge paralegals need to succeed. Every webinar is presented by experienced subject matter experts who bring real-world insight, while member feedback continues to guide the development of future programming and topics.

Throughout the year, legal professionals took advantage of both live and on-demand learning opportunities, giving them the flexibility to earn CLE credit in a format that best fit their schedules. By offering education that is both accessible and relevant, NALA continues to make professional development more convenient without compromising quality.

As the profession continues to evolve, NALA remains dedicated to delivering exceptional educational resources that empower paralegals to expand their knowledge, sharpen their expertise, and remain valuable contributors to the legal community. Through a commitment to innovation and lifelong learning, NALA continues to strengthen both individual careers and the profession as a whole.

20,337.5

Number of
CLEs issued by
NALA in 2025

48

Number of live
webinars in 2025

1,373

Total live webinar
attendance in 2025

386

Number of
on-demand webinars
available in 2025

52

Number of
self-study courses
available in 2025

2,282

Total self-study
course enrollments
in 2025

11,267

Number of
on-demand webinars
taken in 2025



FINANCIALS

NALA's financial strength reflects a continued commitment to responsible stewardship and long-term sustainability. Throughout 2025, the association remained focused on managing resources wisely while making strategic investments that support our mission, strengthen member value, and position the organization for future success.

Careful financial planning allows NALA to continue investing in its nationally recognized certification, professional development, member engagement, technology, and initiatives that advance the paralegal profession. Maintaining a strong financial foundation ensures that the association can adapt to changing needs, pursue new opportunities, and continue delivering exceptional programs and services for years to come.

The financial results presented in this report reflect the Board of Directors' commitment to fiscal responsibility and the prudent management of the association's resources. Together, these efforts reinforce NALA's ability to serve its members, support the profession, and remain a trusted leader in the legal community.

The financial information presented below is derived from NALA's 2025 audited financial statements prepared by HoganTaylor LLP, an independent public accounting firm based in Tulsa, Oklahoma.

Net Assets at the End of the Year = \$1,027,527

Summary of Revenue & Expenses:

Total Revenue = \$2,530,450

Total Expenses = \$2,324,308

Change in Net Assets = \$206,142





2025-2026 BOARD OF DIRECTORS

- Cheryl J. Nodarse, ACP – **President**
- Peonca S. Grier, CP – **Vice President**
- Debby J. Sawyer, ACP – **Secretary**
- Vicki L. Kasper, ACP – **Treasurer**
- Adrienne D. Berry, ACP – **Professional Development Committee (PDC) Chair**
- Kristine M. Custodio Suero, ACP – **Area 3 Director**
- Jennifer M. Devine, ACP – **Certifying Board Chair (Non-voting Member)**
- Jeanne M. Elliott, ACP – **At Large Director**
- Vanessa (Vinnie) Finley, CAE – **CEO (Non-voting Member)**
- Melissa M. Klimpel, ACP – **Affiliated Associations Director**
- Jennifer F. Salisbury, CP – **Continuing Education Council (CEC) Chair**
- Claire E. Smith, ACP – **Area 1 Director**
- Lisa M. Stone, ACP – **Area 2 Director**
- Bridget M. Stuhr, ACP – **At Large Director**
- Terri Walters, ACP – **Diversity, Equity, and Inclusion (DEI) Chair**
- Paula VanStraten (NALA Staff)



2025-2026 COMMITTEES AND MEMBERS

CONTINUING EDUCATION COUNCIL

- Jennifer F. Salisbury, CP (Chair)
- Brandy Ableman, ACP
- Kendal M. Cantrell, ACP
- Jennifer M. Diminich, ACP
- Jennifer R. Finch, ACP
- Vanessa (Vinnie) Finley, MBA, CAE
- Kaila L. Glaros, ACP
- Kenneth L. Harold, ACP
- Deana Lively, ACP
- Amy J. McGuigan, ACP
- Cheryl J. Nodarse, ACP
- Kristina M. Schiraldi, ACP
- Desire D. Smith, ACP
- Brian Snow, ACP
- Sierra Pratt (NALA Staff)

CERTIFYING BOARD

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

PROFESSIONAL DEVELOPMENT COMMITTEE

- Adrienne D. Berry, ACP (Chair)
- Laura B. Reaves, ACP (Vice Chair)
- Lakisha A. Chichester, ACP
- Abigail J. Dahl, ACP (Ethics Chair)
- Vanessa (Vinnie) Finley, MBA, CAE
- Michael Friedlander, CP
- Samaria A. Hutchins, ACP
- Melody S. Johnson, CP
- Nancy L. Jordahl, ACP
- Kristin L. Kadaj, ACP
- Cheryl J. Nodarse, ACP
- Alicia R. Mitchell-Mercer, ACP
- Sierra Pratt (NALA Staff)

DIVERSITY, EQUITY, & INCLUSION COMMITTEE

- Terri Walters, ACP (Chair)
- Candace L. Russell, ACP (Vice Chair)
- Mahkia L. Clark, CP
- Vanessa (Vinnie) Finley, MBA, CAE
- Dana Fischel, ACP
- Richard Hahn, ACP
- Krystyl M. Jenkins, ACP
- Cheryl J. Nodarse, ACP
- Angela A. Oberle, ACP
- Christine Marie Praria, CP
- Jerrilynn McManus (NALA Staff)



NALA STAFF

Amanda (Mandy) Belcher - Member Services Representative – Program Support Specialist

Jade Brooks - Member Services Representative – Certification

Elizabeth (Liz) Bunten - Member Services Representative – Pre-Certification

Melody Drew - Certification Manager

Michaelann (Miki) Hendrix - Member Services Representative – Membership

Jordan Hill - Social & Digital Media Specialist

Vanessa (Vinnie) Finley, MBA, CAE - CEO

Sierra Pratt - Education Manager

Jerilynn McManus - Membership Manager

Lisa Murcia - Business Development & Advertising Coordinator

Callie Spencer - Communications Specialist

Elissa Stafford - Marketing Coordinator & Graphic Designer

Paula VanStraten - Director of Projects & Executive Support

Paul Watson, CPA - Controller

Mariah Williams - Director of Operations

And a special salute to:

Vanessa Williamson - Member Services Representative – Membership, who retired in 2026 after 30 years of service to NALA.



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