

MCPA TODAY

The official Publication of the Montgomery County Paralegal Association



December 2008

www.montcoparalegals.org

Editor: Tracey L. Barnes, RP



“Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.”-Margaret Mead

Season's Greetings!

It's that time of year again - the holiday season is upon us. And soon to follow, another year will go down in the history books making way for 2009. And that also means a change of command for MCPA.

It has been both an honor and privilege to work with all of you. There are many people who deserve kudos for making this Association what it is today – please forgive me if I've forgotten anyone.

On behalf of the Board of Directors, I would like to take this opportunity to thank the membership for their continued support, dedication and loyalty to this Association. Thank you for your generous donations from cell phones to eyeglasses, hats and mittens, food and clothing.

I want to express my heartfelt thanks and appreciation to Kathy Zamorski, Lisa LaPenna, Mary Hoskinson, and Stephanie Dise for your selfless commitment to this Association. As officers of the Association, they have volunteered a tremendous amount of their time and energy, devoted countless hours of planning and have been a wonderful inspiration to all!

And we can't forget Harry Reichner - a huge thank you for the awesome website he developed and still maintains! We couldn't have done it without you! Also, many, many thanks to the committee chairs, committee members and everyone who has donated their time, efforts and talents. Please know your behind-the-scenes work has not gone unnoticed.

Last but certainly not least - Best of Luck to the new 2009 Board of Directors - Debbie Long, Debbie Arbuckle, Nancy Aiken, Harry Reichner, Ro Fedorka, Christine Horace and Linda Gunning.

In closing, please remember in your thoughts and prayers our soldiers both home and abroad. These men and women and their families have given so much of themselves so that you and I are able to freely enjoy not only our holidays but freedom each and every day. On behalf of the Board of Directors of MCPA I wish you and your families Joy as your gift this season and may Faith, Hope and Love be your treasures in the New Year!

Beth Breckenridge
Outgoing President

Board of Directors-2009

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President

Deborah Arbuckle

1st Vice President

Harry Reichner

2nd Vice

President

Ro Fedorka

Treasurer

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Treasurer

Board Members

Linda Gunning

Christine Horace

SAVE THE DATE!!

*January 15, 2009 at Village Caterers
Induction and General Membership
Meeting*

*February 17, 2009, CLE seminar with
Ellen Freedman*

*March 21, 2008 Annual Breakfast
Meeting*

Welcome New Members

Doreen F. Ziccardi

Monique A. Rucker

Brenda Lucom

Jennifer Ferraro



PARALEGAL STUDENT LIAISONS

By Beth Breckenridge

Please join the MCPA Board of Directors as we extend a warm welcome to MONIQUE RUCKER from Peirce College and ELLYN CAPLAN KLEIN from Lansdale School of Business as our paralegal student liaisons. Monique and Ellyn will serve as student liaisons for a one year term beginning in January 2009.

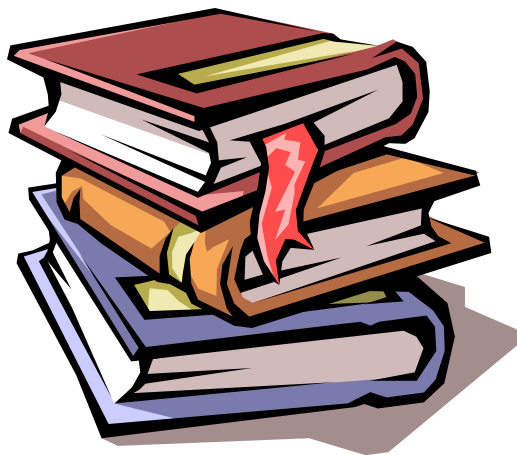
The Board of Directors has adopted this new position in the hopes that MCPA will continue to take an effective role in the development and growth of the paralegal profession by giving those members who are seeking a paralegal career an opportunity to have more direct input with MCPA.

Our goal is to better serve the needs of students attending local paralegal programs and provide a personal contact with paralegal program directors, student members and MCPA. The liaisons will be responsible for forwarding MCPA event and association information to their paralegal program director as well as their fellow students. They will also coordinate special speaking events and informational sessions between MCPA and their respective schools.

The student liaison is a non-voting position and will be for a one year term.

We encourage all of our student members to contact their student liaison (Ellen at ellyn3106@comcast.net or Monique at timoho3@msn.com) with any questions or concerns, comments and suggestions. Also, if you are a student member of MCPA and you attend a paralegal school other than Lansdale School of Business or Peirce and you would like to participate as a student liaison for your school, please submit your resume and contact Lisa LaPenna. Lisa's information appears below."

For additional information, please contact the Chair of the Mentoring Committee, Lisa LaPenna at llapenna@kaplaw.com.



MENTORING COMMITTEE

As part of the MCPA, we have a mentoring committee who speaks to local colleges about our association, makes contact with the student members, answers questions posed by the students, and basically helps the students in any way they can.

We are looking for members who would like to be involved with this committee. We would like to have enough people to rotate for speaking events. We also need members who would be interested in speaking with our students either by phone or e-mail regarding the area of law you work in. If you would like to speak at the college you went to, let me know. Our student base has gotten very large and this committee has only 2 members – we need help and that’s where YOU the members come in. It’s also a great way to give back to the profession.

It is very important for our students to be well-informed as to our profession on many levels including networking, regulation, salary, area of practice...

Please contact me at llapenna@kaplaw.com or Johanna Yemm at jyemm@highswartz.com, if you are interested in becoming a mentor or if you were once mentored in school and have some pointers for us, we would love to hear from you. I appreciate your help and comments for this committee to grow and looking forward to hearing from you.

Lisa M. LaPenna
Co-chair of the Mentoring Committee



Meghan prefers substance over hype.

Welcome to HNB

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MCPA Briefed on Status of Paralegal Regulation

by Deborah A. Long

With the recent ratification of Pennsylvania's voluntary credentialing program, many paralegals have questions about the future of the paralegal profession. How will I be affected? Will I need to take additional courses? Will I be required to take an exam? How will I become certified? Who can answer my questions?

On September 24, 2008, Robert S. Hrouda, RP, and Valerie A. Dolan, RP, presented *Current Developments in the Paralegal Profession*, a program designed to answer questions, offer up-to-date information, and provide a glimpse into the future development of our profession.

Bob Hrouda is Region IV Director of the National Federation of Paralegal Associations (NFPA) and was a three-term President of the Philadelphia Association of Paralegals. He is a litigation paralegal with Hangley, Aronchick, Segal, & Pudlin in Philadelphia, with expertise in litigation support technology.

Val Dolan is a Primary Delegate for the NFPA and for the Keystone Alliance and was instrumental in helping to implement Pennsylvania's new voluntary certification program. She also serves as Board Advisor of the Philadelphia Association of Paralegals, and is the immediate past President. Val is a litigation paralegal with the law offices of David T. Shulick, Esquire.

Bob opened up the program with a general overview of the current status of the paralegal profession. He began by pointing out that U.S. Department of Labor projections indicate the paralegal profession will grow by 22 percent between 2006 and 2016, faster than the average for all occupations, with an estimated 238,000 paralegals in 2006 compared to a projected 291,000 in 2016. He then discussed the NFPA position statements on various issues such as education of paralegals, non-traditional paralegal roles, and regulation. For example, the NFPA's stance on paralegal education includes a recommendation of 18 semester units of paralegal course work and appropriate general education through a program approved by the ABA or recognized by the U.S. Department of Education or an institutional member of the American Association for Paralegal Education (AAfPE). With regard to non-traditional paralegals, NFPA delegates have created an Ad Hoc Committee to research non-traditional roles such as e-Discovery specialists, educators, legal document preparers, and freelance paralegals. On the issue of regulation, the NFPA takes a proactive approach, is developing Model Acts for each form of regulation, and is in favor of Mandatory Licensure.

Bob also offered a comparison of regulation by state. At least five states have voluntary certification programs: Delaware, North Carolina, Ohio, Pennsylvania, and Texas. The Pennsylvania program was enacted earlier this year and most closely resembles that of Delaware. A California statute defines "paralegal" and sets forth the specific functions that may be performed as well as CLE standards, and New Mexico Rules include minimum standards for use of the title. Legislation is currently pending in New Jersey for the regulation of paralegals in that state and has been sent to Committee for review. A Petition for Mandatory Licensure filed in Wisconsin in 2004 but was denied on April 7, 2008; the Wisconsin Court suggested a voluntary form of regulation be implemented.

Bob then turned the program over to Val Dolan for a more in-depth look at developments in Pennsylvania. Val began by explaining that the Keystone Alliance is comprised of eight paralegal associations located throughout the state and was created to be a statewide voice for paralegals in Pennsylvania, to monitor developments in the paralegal profession, and to promote the development of the profession in our state.

In an effort to keep pace with developments from across the country and to take a proactive approach to regulation as endorsed by the NFPA, the Keystone Alliance reviewed information gleaned from its own surveys, surveys from member associations, and regulatory schemes of other states to come up with the voluntary certification of Pa.C.P. (Pennsylvania Certified Paralegal). Val explained that the program's initial design is intended to include as many practicing paralegals as possible through its grandfathering provisions, with more stringent standards being implemented after July 1, 2012. The application became available as of November 1, 2008 through the Keystone Alliance website at www.keystoneparalegals.org. No examination is required at this time. The fee is \$50.00 for the first two-year period and \$25.00 for each two-year renewal period thereafter. (For a more complete description of grandfathering provisions, educational requirements, and other specific information, please see the article by the Keystone Alliance of Paralegal Associations which was published in the Fall 2008 Edition of *MCPA Today*.)

A lively discussion ensued when one member put forth the opinion that attorneys are not likely to take Pennsylvania's voluntary certification program seriously and that it really "does nothing" to promote the paralegal within the workplace. Pat Mosesso of Morgan Wentworth, LLC, a legal placement firm and a supporting member of the MCPA, stated her view that such a credential will provide yet another means of convincing potential employers of a particular candidate's professionalism. MCPA President Beth Breckenridge added that, "we have to start somewhere." Val then set forth the position that we are better off creating some form of self-regulation now so that when mandatory licensure becomes a reality, we will have provided the foundation for our own credentialing rather than having mandates formed by outside entities who do not have a complete understanding of what a paralegal is and does.

The MCPA appreciates the time Bob and Val took to put this presentation together and to come to Montgomery County to shed some light on this subject and answer the questions of our members. We recognize their dedication to the development of the paralegal profession and wish them continued success.





NEW for 2009!!!!

MCPA Today will begin publishing *Letters to the Editor*.

- Express an opinion about an article or a seminar.
- Offer tips to fellow members.
- Suggest ways MCPA can improve or make progress.
- Bring attention to the accomplishments of a fellow member.
- Comment on hot issues in the legal community.

Feel free to submit your *Letters* directly to me (traceyb@dbyd.com) after January 1, 2009. Our first issue in the new year will come out in February, and we want to know what you have to say.

The deadline for submissions to *MCPA Today* is always posted on the website calendar.

We look forward to hearing from you in 2009!

Tracey Barnes, RP



BOARD NEWS

On November 12, 2008, the MCPA held its annual Transition Meeting at Kaplin Stewart in Blue Bell. Congratulations goes out to the following members as we welcome them as the new 2009-2010 MCPA Board of Directors:

Debbie Long
Debbie Arbuckle
Harry Reichner
Ro Fedorka
Nancy Aiken
Christine Horace
Linda Gunning

Congratulations also goes out to the following members as we welcome them as the new Officers of MCPA for the years 2009-2011!

President – Debbie Long
1st VP – Debbie Arbuckle
2nd VP – Harry Reichner
Treasurer – Ro Fedorka
Secretary – Nancy Aiken

We are looking forward to the continued progress, strength and growth of the MCPA in the coming years and the continuation of the mission of the MCPA



CYBER HELP

Law Technology News (*submitted by Linda Gunning*)
<http://www.lawtechnews.com/r5/home.asp>

Congressional Committee Materials (*submitted by Linda Gunning*)
<http://www.gpoaccess.gov/databases.html>

IN THE NEWS

Legal papers served via Facebook

An Australian couple have been served with legal documents via the popular social networking site Facebook.

Mark McCormack, a lawyer in Canberra, persuaded a court to allow him to use the unusual method after other attempts to reach them failed.

The couple's home is being repossessed after they reportedly missed payments on a loan of over A\$100,000 (\$67,000; £44,000).

It is believed to be the first time Facebook has been used in this way.

'Friends'

Mr McCormack says he resorted to Facebook to trace the couple after unsuccessful attempts to contact them at their home address and via email, and they failed to attend a court appearance on 3 October.

He found the woman's page, and used details listed there such as her date of birth to argue in the Australian Capital Territory Supreme Court that she was the person in question. Her partner was listed as one of her "friends".

In granting permission to use the social networking site, the judge stipulated that the papers be sent via a private email so that other people visiting the page could not read their contents.

"It's somewhat novel, however we do see it as a valid method of bringing the matter to the attention of a defendant," Mr McCormack said.

Text message

He said he thought courts would continue to use Facebook, as long as they were sure it was reasonably likely to come to the attention of those concerned.

In the past, the Australian courts have granted permission for people to be served with legally binding papers via email or even text message.

But this is the first time they have allowed the use of Facebook, says the BBC's Nick Bryant in Sydney.

*Submitted by Charlene M. Healy, RP
PACE Registered Paralegal*



The documents were sent via a private email service on Facebook

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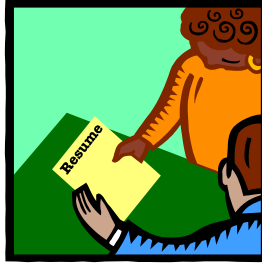
*Deposition must be booked 7 business days in advance, at least 3 hours long, and booked before 6/1/09; attorney must be available to personally receive the pen on behalf of the firm; transcript charge must be paid in full. Limit one pen per client. This promotion is an ethical "giveaway" as Bell's rates are "reasonable" and in fact are among the lowest in the Philadelphia area. We simply choose to return profits back to our clients (see Rules 1.5 and 1.7 of Pennsylvania's Rules of Professional Conduct). Instead of receiving the pen, Bell will gladly make a monetary donation to a cause of your choice in your firm's name or credit your invoice for the pen's value.



UPCOMING EVENTS FOR COMMUNITY OUTREACH

MCPA has collected 26 pair of eyeglasses to benefit the Lions Club.

2009 Events will be announced shortly.



OCTOBER ELECTION MEETING

By: Nancy C. Aiken

The MCPA held its Election Meeting at Village Caterers in Montgomeryville on October 22, 2008. Our guest speakers were Patricia Mosesso President and Ernest Szoke, Chairman of the Board of Morgan Wentworth, LLC.

Our President Beth Breckinridge spoke briefly to our members regarding the upcoming elections, opened positions on the Board and the importance of service in the paralegal industry.

After a delicious dinner, Pat and Ernie continued with their presentation from our March breakfast meeting at Ottos regarding legal career placement.

They spoke to our members regarding various aspects of legal placement, such as: the advantages of using a Headhunter/Search Firm, preparing for a new job search, formalization of career goals and proper format of a resume and cover letter. They gave many helpful hints and opened the room for discussion. One of the topics that was discussed was "10 Things that Scream Don't Hire Me," which ended with questions from the audience.

Thank you Pat and Ernie for a very informative evening and spending it with MCPA.



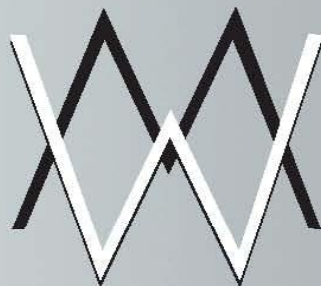
WAWA COUPONS

Wawa Coupons are still available for purchase. One size fits all and are easy to slip into a card, gift, stocking, etc. They are good at all Wawa Convenience Stores and never expire! Please contact Tracey Barnes at traceyb@dbyd.com or any board member at a membership meeting if you have any questions or would like to purchase coupons.





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Everything You Always Wanted to Know About Paralegals, But Were Afraid to Ask!

Tips from Paralegals on Utilizing your Paralegal Better

by Helen Federline, NFPA Region II Director

The following tips have been compiled over the course of several years of talking to paralegals in various practice areas all over the country. I'm sure you can add a few of your own. Feel free to give a copy to your attorney!

1. If you could learn it, chances are pretty good that I can too.
2. Do not confuse me with your secretary/legal administrative assistant (even if I CAN type), and don't pay me as if I am your secretary/legal administrative assistant.
3. I am capable of performing some pretty impressive and complex tasks, if given the opportunity.
4. If we work as a team, many things can be accomplished.
5. If you feel the need to hover over me and micro-manage me while I am trying to do my job, no one will be doing the things YOU are supposed to be doing and the system will fail. Trust that I have the capacity to know when I need your expertise - but also trust that I have a certain amount of expertise, too.
6. No matter what or how much I do to assist you, I will NEVER, as a paralegal, be in a position to take work (or that almighty dollar) away from you.
7. Please, please, please: learn and become comfortable with what a paralegal can do. You demand respect as an attorney - I deserve respect as an educated professional, too.
8. Attorneys should first of all learn to respect their paralegals and treat them accordingly. Usually, the respect will be returned ten fold, and all assignments for that attorney will be completed with pleasure. An atmosphere of respect goes a long way in resolving any problems that may arise with regard to skills of either the attorney or paralegal. If attorneys learn to recognize that paralegals do, in fact, sometimes know things they don't (and vice versa), they can create a mutually rewarding working relationship. If they stumble upon something that neither of them knows, then it can be a learning process for both, and paralegals treated with respect are more than happy to do the leg work needed to keep their attorney up to date and looking like a champ with his/her clients.
9. The best thing is communication. It's a two way street. The paralegal has to be his/her best advocate and be proactive and tell the attorney that they can do "x, y, z" and point out the cost saving measures.
10. Sitting in on the initial client meeting is an invaluable resource. Two pairs of ears hear and retain more information than one! The paralegal often picks up on facts the attorney overlooked, such as out of state property requiring ancillary probate, a situation calling for a guardian ad litem, or potentially damaging information that conflicts with what the client told the attorney. Also, the paralegal, who is usually responsible for doing a good deal of the discovery work, can obtain information that the attorney doesn't always ask

for. It saves time, makes the firm look more efficient, and presents to the client from the beginning that they have hired a legal TEAM that includes the paralegal. Clients are then more comfortable working with the paralegal if they have met the paralegal at the initial consultation meeting.

11. Be sure to share the praise when cases settle. The concept of a team is sharing, and that means the praise as well as the work!
12. Include paralegals in the case from the very start. The paralegal can immediately begin setting up a fact chronology, players list, and begin efficiently organizing case documents. When attorneys only begin using paralegals once the case is underway, it takes much more time for the paralegal to get up to speed, and often, the paralegal has to reorganize the file and take extra time to get case management under control. Attorneys sometimes think they're saving money by not using paralegals "until they need them," but this is penny-wise and pound-foolish. Bringing in a paralegal at the last minute actually costs more, in increased time getting up to speed, and organizing a case that has been ongoing (and, more often than not, a mess by that point!) When a paralegal is involved from the start, the case is organized from beginning to end.
13. Mutual Respect - everyone needs to work as a team and not look down on someone who is a paralegal, secretary, office assistant, etc.
14. Don't assume! If the attorney or paralegal is working with someone new, discuss the way a file is to be organized, set up for trial, etc. that the attorney prefers. This prevents a lot of duplicate work. Not every attorney or firm/office does things the same way.
15. It would be nice if the attorneys would meet the trial deadlines PRIOR to the deadline instead of making a fast and furious attempt the day something is due!
16. Trust me. I am here to help you, not compete with you. I know what I am doing and I know how and when to ask questions. I hold a [couple of] college degree[s] and have years of legal experience.
17. Communication is the key to our working relationship. Work with me, talk to me and keep me up-to-date on the projects/assignments.
18. Give us the problems and challenge us to find the answers...we are your tools, not your secretaries. We are professionals, capable of working with little supervision.
19. A law professor told me: "a good attorney doesn't have all the answers, but knows how to find them!" The same holds true for Paralegals.
20. A paralegal can do so many things that will take the pressure off of the attorney, so the attorney is able to spend more time with the clients. The paralegal can take many of the client's telephone calls because it was usually something that the paralegal could handle without having to bother the attorney. Eventually the attorney would interview new clients and the paralegal basically handled the case after that until it was time for the attorney to try to settle the case or for us to attend a hearing. (NOTE: This firm mainly did workers' compensation, PI & Social Security Disability). The attorney's caseload tripled and he also won a lot more cases because with the paralegal doing most of the "leg work" and investigation, he had more time and opportunity to invest in the legal aspects of the case.

21. The paralegal is not always kept informed of what is happening on a case. If we are kept informed, we can even anticipate things ahead of time saving time and frustration at the last minute!
22. Attorneys are a bit elitist. They either don't recognize that their paralegal is a highly trained professional that can be their best ally and make them look as good as gold to their client, or don't want to. Most of the colleagues I have had the pleasure to work with in our profession have as much experience (or more) as the associate down the hall, and probably have better research and writing skills. If an attorney is not utilizing their paralegal to his or her fullest capacity and skill level, they are cheating themselves and their clients of professional, competent, and cost effective legal services.
23. I think an important aspect of a strong internal legal team is for the clerical support staff to understand that the paralegal's work IS the attorney's work. It is not "secondary" and should not be pushed aside until there is no attorney work to be done.
24. Don't try to do things by yourselves! I've recently been dealing with an associate who thinks he doesn't need to get paralegal assistance for things like subpoenas and exhibit books. He hadn't gotten a process server appointed for the subpoenas, had the wrong county on a couple, hadn't called the sheriff's office to see about having the sheriff serve, the exhibit books had labels taped to the front cover that didn't actually say what was in the binder, he hadn't reduced the legal size pages to letter size, etc. Sometimes attorneys just need to be reminded that paralegals do these things all the time and can make their lives a lot easier.
25. Involve your paralegal right at the start of any case requiring e-discovery. They know the vendors, what questions to ask, which IT personnel need to be involved, and many other facets of e-discovery that the attorneys either don't know, or don't want to know. That's why the paralegal is there!

Helen Federline is the NFPA Region II Director. She was the Director of Positions & Issues and NFPA Primary for the Minnesota Paralegal Association for 3 years; and she is the past NFPA Bar Association Coordinator. Helen is also a long-time member of the MN State Bar Association and the ABA; she is active in both.



For personal reasons, Kathleen Zamorski has resigned from the Board of Directors. Kathy has been instrumental to the Board having served as the Vice President and chairperson of the Planning Committee and Marketing Committee for many years. Thank you Kathy for donating your time and talents to the Association!



NFPA NEWS

The following are a snapshot of some of the Resolutions that were passed at the NFPA Annual Convention held in Rodgers, Arkansas in October of 2008

RESOLUTION 08-01

RESOLVED THAT the word “practicing” be deleted in the Bylaws.

RESOLUTION 08-02

RESOLVED, Article III, Section 3.3 (E)(1), Sustaining Membership, of the NFPA Bylaws shall be amended as follows:

This category of membership is not available to paralegal associations but is available to three (3) other entities.

a. Corporate/Organizational Sustaining Membership. This membership shall be offered to corporations and organizations that provide services, goods, or help to fund paralegal educational and membership activities.

b. Individual Sustaining Membership-at-Large. This membership shall be available to individual paralegals. Individual sustaining members-at-large shall be paralegals who are not incarcerated. Individual sustaining members-at-large shall not be excluded or discriminated against because of race, color, religion, sex, national origin, age, sexual preference, or physical disabilities in applying for or holding membership or receiving services in NFPA.

c. Military Sustaining Membership-at-Large. This membership shall be available to individual paralegals currently serving on active duty in the Armed Forces of the United States. Individual military sustaining members-at-large shall not be excluded or discriminated against due to tour of duty outside of the United States of America, race, color, religion, sex, national origin, age, sexual preference, or physical disabilities in applying for or holding Military Sustaining Membership-at-Large or receiving services in NFPA.

2. Rights and Privileges

a. Corporate/Organizational Sustaining Members shall have no rights of membership except those of identification with NFPA, the right to receive the national magazine, announcements of educational activities, and discounts and incentives unique to Corporate/Organizational Sustaining Members as deemed appropriate by the Board of Directors.

b. Individual Sustaining Members-at-Large are entitled to the regular rights and privileges of membership and to the extraordinary right to speak in debate.

c. Military Sustaining Membership-at-Large are entitled to the regular rights and privileges of membership and to the extraordinary right to speak in debate.

Further, be it resolved that this category of membership will be effective October 15, 2008.

RESOLUTION 08-03

RESOLVED, that Sections 7.2, 8.1, 8.2 and 8.11 are revised as follows:

Article VII, Section 7.2, Composition

The board of directors shall be composed of the president, the vice president and director of profession development, the vice president and director of positions and issues, the vice president and director of membership, the vice president and director of PACE, the vice president and director of marketing, the secretary and director of operations, the treasurer and director of finance, the directors of regions and the board advisor. The board advisor shall be an ex-officio member.

Article VII, Section 8.1, Designation

The directors of NFPA shall be a president, five vice presidents, a secretary, a treasurer, and one director from each geographical region. The director of professional development shall also be a vice president, the director of positions and issues shall also be a vice president, the director of membership shall also be a vice president, the director of PACE shall also be a vice president, the director of marketing shall also be a vice president, the director of operations shall also be the secretary, and the director of finances shall also be the treasurer. The board advisor shall be an ex officio member of the board. These directors shall perform duties prescribed by these bylaws, the parliamentary authority, the NFPA Procedures Manual, and such other duties as maybe assigned by the Board of Directors or president.”

Article VII, Section 8.2 Election and Term of Position:

Officers and directors (except directors of Regions) shall be elected at the annual policy meeting in accordance with the provisions of this Article and the nominations committee guidelines. Each such officer and director shall be elected for a term of two (2) years, or until his/her successor is elected or appointed as set forth in Section 8.5 or he/she is removed as set forth in Section 8.14. The terms of such officers and directors shall be staggered so that approximately an equal number of such officers and directors have terms that expire each year. In order to implement continuity in the Board of Directors, beginning in 2006, the term of the directors shall be as follows:

a. The following officers and directors shall serve from their election in 2006 until the annual policy meeting in 2007. At the annual policy meeting in 2007, these officers and directors shall be elected for a term of two (2) years expiring in 2009. Thereafter, these officers and directors shall be elected every two (2) years in odd-numbered years. Vice President & Director of Profession Development Vice President Director of Membership Vice President, Director of Marketing (serve a two year term from election in 2009) Treasurer & Director of Finance

b. The following officers and directors shall serve for a term of two (2) years from their election in 2006 until the annual policy meeting in 2008. Thereafter, these officers and directors shall be elected every two (2) years in even-numbered years. President, Vice President & Director of Positions and Issues, Secretary & Director of Operations, Vice President and Director of PACE.

c. Each officer's term of office shall begin at the close of the annual policy meeting at which he/she is elected. In the event there is only one nomination for a position, after nominations from the floor of the annual policy meeting, the election may be by voice vote. After all nominations have been made and the nominees have accepted the nomination, a ballot shall be distributed to all voting representatives, which shall list all positions and the nominees. Write-in candidates shall not be allowed and ballots containing the names of people other than those nominated through the nominating process shall be considered illegal votes. In the event there are three (3) or more nominees for a position and no candidate receives a majority on the first ballot a second ballot shall be taken. After the second ballot, the candidate receiving the lowest number of votes will be removed in each subsequent ballot until a majority vote has been attained.”

Section 8.11 Vice President and Director of Marketing.

The vice president and director of marketing shall be responsible for all aspects of marketing which include the development of NFPA’s marketing plan, strategies and promotion materials. The vice president and director of marketing shall supervise all activities concerned with the implementation of the Corporate Partners Program, development and growth of other marketing programs, and shall have other duties as may be assigned by the board of directors or the president.

RESOLUTION 08-04

RESOLVED, that the goals established in the 2003 Strategic Plan are approved and such approval is retroactive to its establishment;

FURTHER RESOLVED, that the following goals are set forth in the NFPA’s Strategic Plan and the corresponding Implementation Strategy, are hereby ratified and adopted, as follows:

1. To achieve financial security
2. To achieve a more inclusive membership
3. Regulation and educational standards for the paralegal profession are achieved through the advocacy efforts of NFPA
4. To advance the paralegal profession through strategic alliances

FURTHER RESOLVED, that all references to the “Strategic Long-Range Plan” and “SLRP” in all governing documents and forms be changed to reflect the currently used terminology of “Strategic Plan.”

FURTHER RESOLVED, that the NFPA Board Advisor be charged with drafting revisions to the NFPA Procedures Manual Section 4.6 to bring it current and align it with the actions of this Resolution.

RESOLUTION 08-05

RESOLVED, that the Model Plan for Voluntary Paralegal Regulation be adopted in support of NFPA's regulation policy as a generic, easily adaptable model for voluntary paralegal regulation.

RESOLUTION 08-06

RESOLVED, that Section 21.1 of the Amended and Restated Bylaws be amended as follows:

These bylaws may be amended by a three-fourths (3/4) vote of the voting representatives constituting a quorum (as defined in Article V, Section 5.2, Subsection D) at an annual or

special session, providing that notice of the proposed amendment including the language of the proposed resolution has been sent to the primary and secondary representatives and presidents sixty (60) days before such meeting.

RESOLUTION 08-07

RESOLVED that the fifth “resolved” clause of Resolution 06-02 which addresses criteria required to have NFPA’s support in a state’s regulation proposal, shall be amended in its entirety to read as follows:

FURTHER RESOLVED, that NFPA shall not be permitted to support any regulatory proposal, even if asked by a majority of the member associations in that state, if such regulatory proposal does not contain at least four of the five following standards:

NOW, BE IT FURTHER RESOLVED, that the remaining portions of Resolution 06-02 shall remain as stated as well as Resolution 07-05 in its entirety.

RESOLUTION 08-08

RESOLVED that NFPA hereby creates a committee to be chaired by the Vice President Director of PACE and composed of NFPA members in good standing for the purposes of investigating, establishing, and recommending a plan for an entry level competency examination.

FURTHER RESOLVED that the committee is authorized to seek funding to cover any and all costs associated with the investigation and development of the plan for such entry level competency examination.

FURTHER RESOLVED that the committee shall present a resolution to the delegates at the 2009 NFPA Annual Convention Policy Meeting.

RESOLUTION 08-09

RESOLVED, that Section 3.3, Classes of Membership, of the Bylaws of the National Federation of Paralegal Associations, Inc. be revised to conform said Bylaw sections with the language of the Diversity Statement adopted by the delegates as Resolution 06-07.

RESOLVED FURTHER, that Section 3.3.A.1.c. be revised to read:

The association's membership requirements shall reflect NFPA's diversity statement and shall not exclude or discriminate on the basis of any category or form of diversity.

RESOLVED FURTHER, that Section 3.3.B.2. be revised to read:

Rights. The affiliate member association and its members shall receive a subscription to NFPA's national magazine and shall have the right to participate in professional and personal benefits offered by NFPA while the affiliate association pays its annual dues, so long as it remains under thirty (30) members, and so long as the association's membership requirements reflect NFPA's diversity statement and shall not exclude or discriminate on the basis of any category or form of diversity.

RESOLVED FURTHER, that Section 3.3.D.1.a.(iv) be revised to read:

The student association's membership requirements shall reflect NFPA's diversity statement and shall not exclude or discriminate on the basis of any category or form of diversity.

RESOLVED FURTHER, that Section 3.3.D.2.a.(iii). revised to read:

The student shall not be incarcerated. Student sustaining members-at-large shall be governed by NFPA's diversity statement and shall not be excluded or discriminated against in applying for or holding embership or receiving services in NFPA, on the basis of any category or form of diversity. Student Sustaining Membership-at-Large shall also be extended to an individual who has graduated from an institutionally accredited paralegal program, as defined in Section 3.3(D)(1)(a)(i) above, within six (6) months preceding the date the application is submitted and is not a practicing paralegal. This membership provision is only applicable for up to one (1) year post graduation and is non-renewable.

RESOLVED FURTHER, that Section 3.3.E.1.b. be revised to read:

Individual Sustaining Membership-at-Large. This membership shall be available to individual paralegals. Individual sustaining members-at-large shall be practicing paralegals who are not incarcerated. Individual sustaining members-at-large shall be governed by NFPA's diversity statement and shall not be excluded or discriminated against in applying for or holding membership or receiving services in NFPA, on the basis of any category or form of diversity.

RESOLVED FURTHER, that Section 3.3.F.1.a. revised to read:

The association's membership requirement shall reflect NFPA's diversity statement and shall not exclude or discriminate on the basis of any category or form of diversity.

RESOLUTION 08-10

RESOLVED, that the Board of Directors in consultation with the Management Company and/or counsel be directed to draft and implement the Conflict of Interest Policy, Whistleblower Policy, and any other policy required to be in compliance with Internal Revenue Service regulations.

RESOLUTION 08-11

RESOLVED that Article XI, Conflict of Interest, be amended to read: No personal interest of a primary representative, secondary representative, member of the Board of Directors, coordinator, member of a committee, advisor, or others acting in a fiduciary position for NFPA, shall interfere with the performance of their duties to NFPA, or result in personal gain, third-party gain or financial enrichment on the part of such persons at the expense of NFPA or its Members. Questions regarding conflicts of interest will be defined in and determined by NFPA's Conflict of Interest Policy and other policies and procedures of NFPA.

RESOLVED that Article XI, Conflict of Interest, be amended to read: No personal interest of a primary representative, secondary representative, member of the Board of Directors, coordinator, member of a committee, advisor, or others acting in a fiduciary position for NFPA, shall interfere with the performance of their duties to NFPA, or result in personal gain, third-party gain or financial enrichment on the part of such persons at the expense of NFPA or its Members. Questions regarding conflicts of interest will be defined in and determined by NFPA's Conflict of Interest Policy and other policies and procedures of NFPA.





The following are a snapshot of some of the awards and appointments that were presented at the NFPA Annual Convention held in Rogers, Arkansas in October of 2008

The National Federation of Paralegal Associations, Inc. (NFPA) *The Leader of the Paralegal Profession*[®], announced at its 2008 Annual Convention held in Rogers, Arkansas the 2008-2009 Board of Directors. The directors reside throughout the United States, and they benefit the association by sharing their regional knowledge and perspective as they work together to shape NFPA's strategic goals. In addition to holding their volunteer positions on the Board, these paralegal professionals are leaders within their own organizations and communities.

The NFPA Board of Directors is the leadership team that provides oversight and guidance to the association to ensure that it achieves its mission of promoting a global presence for the paralegal profession and leadership in the legal community. The 2008-2009 Board members include:

1. • President, Georgette M. Lovelace, RP
2. • Vice President & Director of Profession Development, Susan G. Ippoliti
3. • Vice President & Director of Positions & Issues, Tracey L. Young, RP
4. • Vice President & Director of Membership, Linda McGirr
5. • Vice President & Director of PACE®, Ann W. Price, RP
6. • Secretary & Director of Operations, Stephen P. Imondi, RP
7. • Director, Region I, Theresa A. Prater, RP
8. • Director, Region II, Helen Federline
9. • Director, Region III, Mary J. McKay, RP, CLA
10. • Director, Region IV, Sandra K. Heintz
11. • Director, Region V, Cheryl Corning
12. • Board Advisor, Anita G. Haworth, RP

NFPA PACE SCHOLARSHIP AWARDED TO SAN FRANCISCO PARALEGAL

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Georgette L. Neal as the organization's 2008 PACE Scholarship recipient. The scholarship was presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

Georgette Neal of Fairfax, California was a member of the Sacramento Association of Legal Assistants ("SALA") from 1986 to 1993. She has been a member of the San Francisco Paralegal Association ("SFPA") from 1994 to the present. While an SFPA member, she served as co-chair of the Real Estate Section from 2001-2003, served as co-chair of the

Litigation Section from 2004 to the present and has served as administration vice president and editor of the *At Issue* since January 2008 and as MCLE Committee Member since March 2008.

Ms. Neal obtained a Bachelor's Degree in 1978 from University of California, Santa Cruz and a Paralegal Certificate in 1992 from University of California, University Extension, Davis.

NFPA thanks Pearson Publishing for sponsoring the PACE scholarship.

THE HONORABLE WILLIAM R. ROBIE AWARD GIVEN TO OREGON PARALEGAL

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Beth King, R.P. as the recipient of the organization's 2008 Hon. William R. Robie Award. The award was presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

This award recognizes an NFPA member in honor of the Honorable William R. Robie and his dedication to the paralegal profession, the expansion of the delivery of legal services and equal access to justice for all Americans.

Beth King, RP joined the Oregon Paralegal Association ("OPA") months after the Association was created in 1979. She has been an active member in OPA and NFPA for many years. Within OPA she has chaired numerous committees and held many Board positions including President from 1985-87. Ms. King served as the OPA's primary representative to NFPA, where she shared leadership skills and gained experience serving as Region I Director. She served most recently as NFPA's Vice President & Director of Profession Development. During her tenure she spearheaded NFPA's effort to thoroughly re-examine itself and use the information collected to create goals and set out core values for the organization. She has been the driving force in the reworking of NFPA's Strategic Plan.

A fine writer, Ms. King has contributed articles to the National Paralegal Reporter, Legal Assistant Today, the Oregon State Bar Bulletin and OPA's Paragram.

Ms. King is a paralegal at Vestas, the world's leading wind turbine manufacturer, and works at the company's North American sales and service headquarters in Portland, Oregon.

Ms. King believes strongly in making the legal system available to everyone and has participated in many pro bono legal projects. She also regularly serves as a mentor for other paralegals and is considered a role model by many. During the period July 2004 to January 2006, Ms. King served as the Paralegal Program Director for the Pioneer Pacific College.

NFPA thanks CT Corporation, a Wolters Kluwer Business, for sponsoring this award.

K. PAEZLE´ HARRIS, RP, CLA and GEORGIA ASSOCIATION OF PARALEGALS RECEIVE NATIONAL AWARD FOR PROMOTION OF PARALEGAL ADVANCED COMPETENCY EXAM (PACE)

The [National Federation of Paralegal Associations](#) (NFPA) announced the selection of the Georgia Association of Paralegals (GAP) and its PACE Ambassador, K. Paezle' Harris, RP, CLA of Cox Communications, Inc. as recipient of the organization's 2008 PACE Ambassador Award. The award, sponsored by Altep, was presented on October 11th at NFPA's annual convention in Rogers, Arkansas.

The PACE Ambassador Award recognizes an NFPA member association that has made superior efforts to promote the Paralegal Advanced Competency Exam to its members and the legal community. The Georgia Association of Paralegals (GAP) has demonstrated its commitment to the advancement of the PACE exam by sponsoring PACE-related study groups, publishing articles about PACE in its monthly newsletter, The Paragraph, honoring all of its credentialed paralegals on its website www.gaparalegals.org, purchasing lapel pins for credentialed paralegal members of GAP, awarding merit-based PACE Scholarships sponsored by Gallo & Brown, LLC to GAP members, promoting the PACE Online Review Course offered by NFPA through its partnership with the American Institute for Paralegal Studies (AIPS), yearly participation at PACE Ambassador Conferences sponsored by NFPA, and by hosting the 2008 PACE Ambassador's Conference in Atlanta.

Paezle' speaks frequently about PACE at different roundtables and seminars, responds regularly to email requests for information, and keeps in touch with PACE Ambassadors nationwide in order to keep abreast of changing regulations and licensing updates. Paezle' recently invented a game for the monthly GAP Dinner Meetings called Are You Smarter than a JD? which consists of members competing against one another to answer mock PACE exam questions. Each member can utilize a veteran GAP member and/or RPs as a lifeline. Winners receive fee paid dinners at future GAP meetings.

Paezle' is a Certified Mediator and Georgia Neutral who obtained her Paralegal Certificate from the University of Georgia (UGA) and her Advanced Paralegal Certificate from the University of South Carolina (USC) through the Center for Legal Studies. Paezle' became a PACE Registered Paralegal in 2007 and a NALA Certified Paralegal in 2008. She is currently finishing a BS in Business Administration (Legal Studies Major) at Adams State College and plans to begin the Masters Degree Program in Paralegal Studies at George Washington University in 2009. *Paezle' is an active participant in Toastmasters International - Cox Communicators; a member of the Civitan International - Civitan Club of Atlanta; and, has been a part of the corporate paralegal group, LexisNexis Paralegal Advisory Group of Atlanta (PAGA), since 2006.*

NFPA INDIVIDUAL PRO BONO PUBLICO AWARD GIVEN TO NORTHERN VIRGINIA PARALEGAL

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Joanne B. Randa for the organization's 2008 Individual Pro Bono Publico Award. The award was presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

The Individual Pro Bono Publico award recognizes an individual practicing paralegal who has exhibited extraordinary dedication to delivery of quality legal services to a portion of the population that cannot afford to pay for legal services.

Joanne Randa is a Senior Paralegal with Cooper Ginsberg Gray, PLLC, located in Fairfax, Virginia. She is currently the Pro Bono Co-Chair of the Paralegal Association of Northern Virginia ("PANV"). PANV nominated Ms. Randa for this award because she exemplifies what pro bono publico is about - to genuinely serve those who have a need.

Ms. Randa volunteers a great deal of her personal time to the Fairfax Uncontested Divorce Clinic for Legal Services of Northern Virginia. The mission of Legal Services of Northern Virginia is to provide legal services to low-income, elderly or disabled individuals, who without such assistance might face the loss or deprivation of a critical human need, such as shelter, food, medical care or family stability.

THOMSON WEST SCHOLARSHIPS GIVEN TO COLORADO AND DISTRICT OF COLUMBIA PARALEGALS

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Kathleen Nolan as the recipient of the organization's 2008 Thomson West \$3500 scholarship and LaVerne Scott as the recipient of the \$1500 scholarship. The awards were presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

Kathleen Nolan of Lakewood, Colorado is a student at Arapahoe Community College in Littleton, Colorado. She is pursuing an Associate's degree and a Certificate in Paralegal Studies. Kathleen expects to graduate in the Fall of 2009. Ms. Nolan is currently the business manager for the Colorado Association of Libraries.

LaVerne Scott of Capitol Heights, Maryland is pursuing a Bachelor's degree in Business Management and a Paralegal Certificate at The Catholic University of America - Metropolitan College located in Washington, DC. Her expected date of graduation is May 2012. Ms. Scott is also full time employed with Holland & Knight LLP in Washington, DC.

NFPA is a non-profit professional organization representing more than 11,000 paralegals and is headquartered in Edmonds, WA. NFPA's core purpose is the advancement of the paralegal profession. NFPA promotes a global presence for the paralegal profession and leadership in the legal community.

NFPA thanks Thomson West for sponsoring these two NFPA scholarships.

NFPA PARALEGAL OF THE YEAR AWARD GIVEN TO MASSACHUSETTS PARALEGAL

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Cynthia Quinn as the recipient of the organization's 2008 Paralegal of the Year Award. The award was presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

The Paralegal of the Year award is given to an individual whose on the job achievements have contributed to the expansion of the paralegal profession, including contributions to her employer and colleagues and the paralegal profession in general.

Cindy Quinn is the current President of the Massachusetts Paralegal Association ("MPA") and has both led and served the MPA members for the last five years. Cindy has served MPA as the Assistant Clerk (1999), Clerk (2000-2001) and Vice President (2002-2003).

Ms. Quinn has been employed since 2001 with Choate, Hall & Stewart as a Senior Real Estate Paralegal in Boston, Massachusetts. She received a Paralegal Certificate from Middlesex Community College in 1993.

NFPA thanks CT Corporation, a Wolters Kluwer Business, for sponsoring this award.

PHILADELPHIA PARALEGAL CHOSEN AS OUTSTANDING LOCAL LEADER

The National Federation of Paralegal Associations, Inc. (NFPA) has selected Renee Mazzeo as the organization's 2008 Outstanding Local Leader. The award was presented at NFPA's Annual Convention in Rogers, Arkansas, October 9-12, 2008.

The Outstanding Local Leader award is given to an individual who has promoted interest and participation in the activities of his/her local association and has been recognized by the legal community as a professional dedicated to the advancement of the legal profession.

Ms. Mazzeo has been a member of the Philadelphia Association of Paralegals ("PAP") since 2000. She started out helping the Public Relations/Marketing Committee (PRMC). PRMC provides a liaison to the Philadelphia Bar Association, and presents yearly achievement awards to PAP members. Renee also assisted with planning for PAP's exhibition booths at the Pennsylvania Governor's Conference for Women, an event held in Philadelphia in 2005 and 2007. Ms. Mazzeo was awarded with the Leadership Award in 2004 for her work in 2003 with PRMC.

In 2003, Ms. Mazzeo was also a key participant in planning of the Association's 30th Anniversary celebration. Working with the Professional Development Committee, she has also been involved in selecting the winner for the Association's Annual Scholarship, given in memory of past President Joan Weldon. Ms. Mazzeo also takes responsibility for the Association's Legalmen Project. She is currently serving on the 2010 NFPA Convention Committee. As a Board member, her dedication to the profession and association shows in her never-ending willingness to help, assist and volunteer. Even with her busy schedule, she still finds time to attend national and local legal functions to promote the profession and the Association.

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