

PARA-PHRASES

WINTER EDITION

DECEMBER 2008

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PRESIDENT'S COLUMN

HELEN KELLY, R.P.



This year has been wonderful for the GLPA. Thank you for allowing me to serve as your president for the last two years. I only hope that the enthusiasm and momentum that I attempted to bring will continue. I want to say thank you to all of you and let everyone know they are important to our association and profession. So many activities this year and it would not have been this great without the incredible Officers and Board of Directors and the amazing membership.

The biggest project this year was the review of our association's by-laws. As you know, the GLPA is a member-driven association and due to the concerns of our members about membership qualifications an Ad Hoc Committee was appointed at the beginning of the year. This committee consisted of Debra Gibby, Linda Halter, Melanie Sennett, Vicki Howard, Janet Mitchell and I. The committee reviewed membership qualifications from over 15 states. A recommendation was made to the board keeping in mind that the GLPA is about promoting the paralegal profession through education. The active membership voted on the recommendations and effective October 2008 the GLPA has new membership qualifications pursuant to the Ninth Amended and Restated Bylaws. Thanks to Charity Foster, our secretary for overseeing the edits and keeping of the monthly minutes. I want to encourage all of our members to review the bylaws and see if there is a paralegal that you know qualifies to be a member, active or associate that would be a grand addition to this association. Our membership grew to 116 this year. Thanks to Terri Marksbury our vice president for taking care of all those applications and answering questions about membership. Let's see if 2009 can top 130!!

Another project was the unveiling of the GLPA Corporate Sponsorship. As you all know the GLPA has the amazing support of several local companies over the last 28 years. We are all so very grateful for their support. In an effort to give them the recognition and allow our association to offer more events, this program was developed. There are three levels: Diamond, Emerald and Sapphire. These sponsorships' run for one calendar year and allow the sponsor to host several different types of events, advertising in this wonderful publication and on our website along with so much more. We were all very excited when Action Court Reporters immediately responded and became our first Diamond Sponsor in July. VeBridge will become a Sapphire Sponsor in January. If any of you have any contacts or know of businesses that would like to become a corporate sponsor please talk to them and have them contact the Board. It would be great if we could have at least 2 at each level this next year.

Greater Lexington Paralegal Association

GLPA

Since 1980

HAPPY HOLIDAYS

I want to extend many thanks to Janet Mitchell and her committee for offering such wonderful monthly meetings and seminars this year. It is so exciting to see that we offered 16.00 total CLE hours. We also want to extend a special thank you to Dana Carter and her staff at the Fayette Circuit Court for their hospitality and assistance every month in addition to allowing us to have our Fall Seminar.

As we all know education is so important to the GLPA. We are so fortunate to have Sullivan University and Eastern Kentucky University so close to our home base of Lexington. Vicki Howard and her committee have held paralegal panels, socials, meetings at both campuses. Our student membership is growing as well as their involvement with our association. Thank you to Helen Bongard and Lynnette Noblitt and the rest of their staff for their support and encouragement to our profession.

One thing that our association is known for is our amazing involvement with the community. Each year the events grow. The GLPA was even a cover story in the May issue of the *Reporter* on all the community help we do. The Legalman Project, Bears on Patrol, Blood Drive, Catholic Action Center, Chrysalis House, Light the Night, Make a Wish Foundation, school supply drive, God's Pantry, and so much more. Thank you to all the members and their families that donated items, money and time. Thank you to Jessica Mullins for being the incredible organizer for all of this with her philanthropy committee.

On the national front, Lee Williams and Sonja Blackburn worked tirelessly with NFPA and our Region III director Mary McKay. We are so excited that Lexington will host the 2010 Region III meeting. On the state level, Vicki Howard worked so much with the KPA and CKPP in finalizing the Certified Kentucky Paralegal Program. So many thanks to Sharon Locker and Lee Williams for obtaining such awesome fundraising items and organizing all of the floral sales. Melanie Sennett kept on top of our job bank this year, Pam Sargent, RP was wonderful in helping with PACE, especially with the new version of the exam which rolled out in May. Leslie Taulbee and her newsletter committee have put together wonderful editions of *Paraphrases*. Mary Hackworth and her special events committee did an amazing job with "party planning". The social and special luncheons were wonderful to attend with tasty food, great company and awesome door prizes. And none of the above would have been possible without Lisha Stone making sure that the GLPA stayed within the strict budget confines of a non-profit association.

Please make sure you thank all of the law firms, attorneys, office managers, legal businesses and speakers that made the GLPA great in 08. Here's to our members in this New Year, may we continue to promote our profession and make it fine in 09.

SPECIAL EVENTS

MARY HACKWORTH, SPECIAL EVENTS CHAIR



The GLPA held their fall social on Thursday, October 2, 2008, at Saul Good Restaurant, Fayette Mall. Several members came out for some great food and drinks. We all had a wonderful time talking and networking.

The December Luncheon was held on December 3, 2008, at the Lexington Downtown Hotel and Conference Center. Several members and attorneys were in attendance for the presentation of awards, recognition of the 2008 Board members and introduction of the 2009 Board members. Again, we had some great food and outstanding door prizes. I would like to thank everyone who assisted me in gathering door prizes and helping me set up on the day of the luncheon, especially Brittney Wilson.

When I accepted the position of Special Events Chair, I wondered if I was up to the challenge of what all is involved with preparing for a special event. I must say I have enjoyed planning each event this year and enjoyed having the opportunity to provide some fun and exciting outings for the members of our association. I would like to thank my firm, Fowler Measle & Bell, PLLC, for supporting me as the GLPA Special Events Chair and allowing me the time I needed to work on planning each event. They truly are an outstanding firm! Being Special Events Chair has on some occasions been very time consuming, but every minute was worth the final outcome. I hope everyone has enjoyed the Special Events this year, I know I did!!

veBridge
Connecting People with Information

**SPECIAL THANKS TO THE
FOLLOWING SUPPORTERS OF THE
SPECIAL EVENTS THIS YEAR**

Action Court Reporters

Barbara Todd, Avon Representative

Beth Kelly, Arbonne Consultant

Carolyn's Crown & Glory/Carolyn Dunn

Comedy Off Broadway

Elk Creek Vineyard

Jennifer Ernest, Massage Therapist

Katy Massaro, Mary Kay Consultant

Kentucky Employers Mutual Insurance

Kentucky Music Hall of Fame

Lynn Imaging, Connie Moore

Marriott Griffin Gate Resort

Darlene Partin, Longaberger

Saul Good

Shawna West, Massage Therapist

Sullivan University

The Disney Store

Two Bettys Retro

Bubalo, Heistand and Rotman

Buffalo Trace Distillery

Chase Legal

Cherry Blossom Golf Club

Dunkin Donuts

Fowler Measle & Bell, PLLC

Joseph Beth Booksellers

Keeneland

KPA, Janet Fiandaca

Kornick & Associates

Macy's

Melissa Gayheart, Attorney

Porter Paints

Season's Salon & Spa

Starbucks

The Sporting Tradition/Orvis

Theresa's Grinders

A decorative banner with a light blue background. The words "Thank You" are written in a large, elegant, blue cursive script across the center. On either side of the text, there are blue decorative flourishes consisting of scrolls and floral-like patterns.

PHOTOS FROM ANNIVERSARY LUNCHEON



*Full-Service
Reporting
and
Video*



ACTION
COURT REPORTERS

- Certified Reporters & Videographers
- Real-time Transcription
- Certified Digital Video Depositions
- Transcript & Video Synchronization
- Site Visits/Accident Reconstruction
- Full-Service Video Production
- Conference Room



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2008 GLPA STUDENT RELATIONS

VICKIE HOWARD, STUDENT RELATIONS CHAIR

It has been a great year assisting the GLPA as the Student Relations Chair. I have met some wonderful people and enjoyed the position greatly. Thank you to all those who assisted and participated with the committee this year. I look forward to seeing you at upcoming GLPA socials and student events!

There were two student socials held at Madison Gardens in Richmond for ECU students and both were fun. Michelle Hoffman, the ECU student who won this year's KPA Scholarship, attended both, and it was great to meet her and her fellow 'future paralegals'. I also had the opportunity to meet several students who were new to the program and inform them about the GLPA. ECU has a wonderful program and the school, instructors and students are a valuable asset to the GLPA!

Sullivan was also very accommodating this year by hosting seminars and a CLE luncheon. As some of you may know, this year's GLPA Scholarship recipient was Misako Takai, who is completing her post-baccalaureate certificate. I was formally introduced to her at the Annual Luncheon this December and she is already a great attribute to the paralegal community. Congratulations to both Michelle Hoffman and Misako Takai on their achievements and best of luck in the future!

Bonnie Hudgin assisted with paralegal discussion panels held at ECU this year and is the new Student Relations Chair. She's an ECU graduate and works at Greenbaum, Doll & McDonald in Lexington. The student relations committee can always use assistance and if you haven't volunteered for a committee with your renewal, please consider how you may assist with panels and socials to inform the students in our area of the benefits of the GLPA.

I wish you all a wonderful holiday season and a happy New Year!



PARALEGAL SPOTLIGHT: MASAKO TAKAI
LESLIE TAULBEE, NEWSLETTER CHAIR

The recipient of the 2008 GLPA Scholarship is Misako Takai. Misako is originally from Japan. She came to the United States in 1999 to study International Relations. After graduating with a Bachelors Degree in International Studies she moved to Kentucky to work. In between she has lived New York and Washington D.C., but Misako says she likes living in Kentucky best of all. Misako is fluent in English, Japanese, and Dutch. Ms. Takai is currently completing her paralegal post-baccalaureate certificate at Sullivan University but will soon be graduating.

Misako is working at Stoll Keenon & Ogden as an intern but in a matter of weeks she will begin working at the firm full-time. Her duties include preparing employment-based nonimmigrant visa petitions and consular applications for investors, translate and edit client questionnaires and correspondence for Japanese clients, and researching and preparing memoranda on federal statutes and regulations on immigration related issues.

Misako believes her diversified background helps her to understand how important immigration issues are for clients. When clients thank her for her assistance she feels honored and inspired to help others. She has just recently joined the GLPA and is excited to get to know other members.

Congratulations Misako! We are excited to have you as a new member and wish you the best of luck. A copy of Misako's winning essay is following this article.

VISIT www.lexingtonparalegals.com FOR OTHER GLPA INFORMATION

I came to the United States nine years ago to attend college to study International Relations. I had always been interested in and concerned about ongoing world issues such as human trafficking, ethnic conflicts, and growing disparity in wealth between industrialized nations and developing nations. I had hoped that I could somehow take part in solving international issues by working in an international organization like the United Nations. However, living and studying in the U.S. made me realize how little I knew about those issues and made me question what it actually means to “solve” any problem.

On a cold snowing day in New York, I was walking hastily toward a coin laundry. It was an exceptionally cold day. I noticed just before entering the coin laundry that there were several Latino men standing outside in line. Standing tightly next to each other to keep their warmth and cheer, they were chatting something in Spanish. I wondered. What are they doing in this cold? Inside the coin laundry were Latino mothers with their small kids doing laundry. Something clicked in my head. Those men outside were waiting to be picked up for day labor. I had thought until that moment that I was studying international relations to understand what causes international issues and what I could probably do to help solve those issues. That day, however, made me realize that those “issues” that seemed important to me had never been my own issues. How could I, growing up in a wealthy country called Japan, fully understand and help solve world issues?

The United States is comprised of people from all over the world. Tens of thousands of people come into the country to flee from oppressive governments, ethnic conflicts, religious oppressions, and illegitimate prosecutions. This country provides hope to those people that they can live in this country without fear. They can express themselves, build wealth, and grow their family. My expectation as paralegal is to help these people acquire legal status in the United States. I have finally found my way to take part in solving world issues.

WHAT IN THE WORLD HAS THE BOARD BEEN UP TO? CHARITY FOSTER, SECRETARY

I would like to take this opportunity to say thank you for allowing me to serve as your Secretary for the past year. I have learned a lot about the GLPA and how this organization can help all the paralegals in Lexington. I look forward to serving as your Secretary next year and hope to continue my service with the GLPA for several years to come. I encourage all members to become involved and help out in any way you can. REMEMBER, THE GLPA IS YOUR ORGANIZATION!!

Below is a brief list of several things the Board is has worked on and will continue to work on in the upcoming months. For more detailed information, please see reports and announcements in this publication by the individual officers and committee chairs. If you would like to learn more, please do not hesitate to contact any board member or committee chair.

- * There have been several updates to the website including updates to the members area. Log on to www.lexingtonparalegals.com to check out the changes.
- * GLPA is continuing to support the Legalman. If you would like to donate any items, please contact philanthropy@lexingtonparalegals.com.
- * Pro Bono opportunities are continuing to be investigated. More information on those opportunities will be forthcoming.
- * The Board hosted the Annual Awards Luncheon on December 3, 2009 at the Lexington Downtown Hotel & Convention Center. We hope that all who attended enjoyed the event.
- * GLPA still has merchandise for sale. The items for sale are listed on the GLPA website. If you are interested in any of the items, please contact boardatlarge@lexingtonparalegals.com.
- * The 2009 GLPA Board of Directors have been announced. Look for more information regarding the new officers in this issue of the Newsletter.

I will end with a quote from a famous American writer, Dr. Seuss:

*"I have heard there are troubles of more than one kind.
Some come from ahead and some come from behind.
But I've bought a big bat. I'm all ready you see.
Now my troubles are going to have troubles with me!"*

I wish everyone a very Merry Christmas and A Happy New Year!

PARALEGAL BURNOUT

Submitted By Lisha Stone

It is a well known fact that the practice of law is a stressful profession. Even though paralegals are not authorized to practice law, we are so closely involved with attorneys and clients that we cannot possibly escape the accompanying headaches. One should not confuse the weariness that we can sometimes feel from the stress with burnout. If you can take a vacation and return refreshed and ready to get back to work, you are most likely not suffering burnout, just overwork. However, if you dread going into the office every morning, you may be suffering from burnout and need to make some changes to correct your situation.

With pressures due to timelines, court deadlines, demanding attorneys, expectant clients, and billable hour goals which sometimes seem completely unattainable, the possibility of paralegal burnout is inevitable. In addition to those aforementioned stumbling blocks a market seemingly saturated with paralegals competing for jobs, a nationwide economic crisis and law firms that hire or promote unqualified or undegreed persons for paralegal positions. Is it any wonder paralegals suffer burnout and sometimes even leave the profession?

However, before you start scouring the help wanted ads for a new career, there are ways to combat burnout and the desire to desert your chosen field. One way to avoid the stresses of the job is to crosstrain or practice in more than one area of the law. For instance, my primary area of practice is estate planning and administration. But I also frequently assist our real estate department and other attorneys when needed.

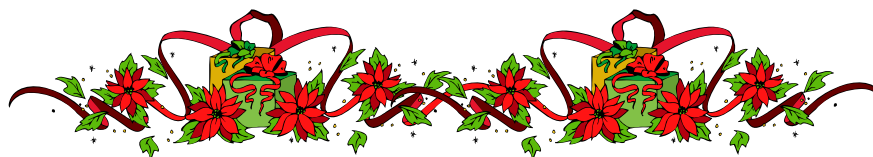
No matter which area of law is considered your primary focus, you can always offer your assistance to attorneys in other areas. Even if you know little about the area, chances are, either the attorney or another paralegal will appreciate your eagerness to assist and help you to understand what you can do to help them. I had never worked in litigation, but because of a lawsuit involving a substantial estate with which I was involved, I was able to make myself an invaluable part of the team handling the litigation. It was not only beneficial to the litigation attorney, it showed him what true paralegals are capable of doing and it was an exciting learning experience for me.

Another thing that helps me avoid burnout is the diversity of my area of practice. Along with preparing the documents necessary to probate an estate, I also prepare the Federal Estate Tax Returns and Kentucky Inheritance Tax Returns when required, draft Deeds transferring real property, deal with insurance companies and assist with transferring brokerage and bank accounts. I have formed corporate entities, dealt with creditors in bankrupt or insolvent estates, and inventoried homes and offices. I frequently communicate with clients, bankers, brokers, court clerks and other attorneys. Take it upon yourself to learn all you can about your specific area.

Even though your formal educational experience may be behind you, never cease to seek knowledge. Keep abreast of developments in your area and yet do not be afraid to try something new. Offer your services to attorneys and paralegals outside of your work group. Step outside of your comfort zone. Take advantage of each and every educational opportunity available to you. Attend the monthly CLE luncheons and periodic seminars offered by the GLPA and other organizations such as NBI and IPE. Attend the Kentucky Paralegal Association Conference held every year in the Fall. There are always many different sessions on different topics.

Finally, if you just cannot stand the thought of staying in your present position any longer, remember that as a paralegal, you have many employment options. Whether it be a solo practitioner, a small law firm, a mega-size law firm, court system, private company or large corporation, hospital, state or local government or even a college or university, just to name a few, paralegals have so many choices.

Avoid burnout by branching out, continuing to educate yourself, network and become friends with other paralegals, and most importantly, find your niche or maybe even make your own niche. You are a paralegal. You can do just about anything and you can certainly navigate around those occupational hazards.



JOB BANK

MELANIE SENNETT, JOB BANK CHAIR

As the Job Bank Chair for the last two years, I hope that I have helped members find paralegal positions and I hope that I have helped employers fill positions with qualified paralegals. Mary Hackworth, the current Special Events Chairperson (who did a great job this year!) will be your Job Bank Chair for 2009. I am sure Mary will assist in any way she can in finding positions and filling them. Please notify her of any opportunities of which you become aware.

As of the date of writing this, there are no positions posted in the Job Bank on the GLPA website. However, please continue to check the GLPA website for positions in the future. A new position could be posted at any time!

In the coming year, it is going to be more important than ever that we keep our eyes and ears open for positions in the paralegal field and assist one another in filling these positions. Any ideas from members are greatly appreciated regarding finding and obtaining information on positions. We need to continue to assist each other and take advantage of networking opportunities.

Thank you for letting me be of service to you and I hope everyone has a great 2009!

PHILANTHROPY 2008
JESSICA MULLINS, PHILANTHROPY CHAIR



The GLPA will continue to support The Legalman Project. We have now been assigned LN2 Sharai M. Smith who is from Lexington, Kentucky.

We are asking for the following suggested items for the care packages:

Hygiene

Antibiotic Ointment	Chapstick/lip balm/Carmex
Sunscreen (Bull Frog is good)	Bug Repellent (with deet)
Face cleaner	Eye drops/Saline
Liquid hand sanitizer/Baby wipes	Foot/body powder (Gold Bond)
Deodorant	Shampoo/Conditioner
Tooth Brush/Toothpaste	Nose spray/nose drops
Hand/Body Lotion	Band-aids, Mole Skin
Soap	Mouth Wash
Nail Clippers	Dental Floss
Tums/Rolaids	Tylenol/Aspirin
Q-Tips	Toilet paper

Food

Single serving pasta	Ready to heat soups
Lunchables	Ramon Noodles
Powdered Power-aide/Gator-aide or sweetened Kool-aide/Tang	Tuna Kits
Granola bars/Cereal Bars	Fruit Roll-ups
Raisins	Beef Jerky (no pork)
Applesauce	Fruit/Pudding Cups
Cereal (individual servings)	Chex Mix

Snacks

Hard Candy (no chocolate-it melts)	Snack Mix
Chips/Cookies/Crackers/ Pretzels	Microwave Popcorn
Sunflower seeds	Pop Tarts
Gum	Aqua drops
Rice Kristy Treats	Peanuts in a shell
Jelly Beans	Snack Cakes
	Licorice

Misc.

Condiments (salt/pepper/sugar/coffee supplies)
Lemonade mix/Ice Tea mix (individual packets)

Cough drops
Dice/travel games
Books/magazines
Zipper Ziploc bags - small & large
RainX
Mini Flashlight
Puzzle Books
Paperback Books (novels)

Stationery/envelopes/stamps/pens
Individual instant coffee bags
Tylenol, Ibuprofen & Allergy medicine
Instant cameras
Small sewing kits
Travel Games
Stress Balls

Do not send any adult/religious material, alcohol, pork or playing cards. Do not send gag items or anything that might offend the Legalman. You may also check www.usps.com/supportingouttroops/maillingrestrictions.htm to determine if any additional items are being restricted.

We are asked to have the packages in the mail the last two weeks of the month. Please have all items to Jessica Mullins. You may bring them to the monthly meeting for collection. During July, September, and November we will be sending a large amount of cards to all the legalman that are stationed in Iraq and Afghanistan. Please address all cards to "Dear Legalman".



Bears on Patrol

We have been collecting teddy bears for the Bears on Patrol program. Bears on Patrol is a cooperative effort between Kosair Charities and local law enforcement agencies to provide patrol cars with teddy bears and other stuffed animals. These stuffed animals and bears are used by officers throughout Kentucky and Southern Indiana to comfort young children exposed to traumatic situations. These "loving friends" comfort children when their world is compromised and help put smiles back on their faces. Thanks to the generosity of caring individuals, more than 100,000 bears have been distributed.

To date the members of the GLPA have collected more than 157 bears. We have contacted the Lexington Police Department to have them dropped off.



Dress for Success

As we did last year, the GLPA collected a number of suits and clothing and the items were donated to the Chrysalis House.



Christmas Pajamas

Pajamas were collected and donated to foster children in connection with Thursday's Child. As well as money collected from the Yardsale to purchase toys for these children during the holidays. Many of these children live in shelters and don't have pajamas.



Operation Christmas Tree

A Christmas tree was purchased and requested that it be sent to our legalman during the holidays. The cost of a tree including lights, decorations, and shipping is \$25. This will help make the holiday season brighter for those who are away from home serving our country. A total of 5000 trees were donated.

CONGRATULATIONS 2008 AWARD WINNERS

College Scholarship WINNER
MISAKO TAKAI-SULLIVAN UNIVERSITY

SCHOLARSHIP RUNNER-UP
AMELIA CONWAY-MOREHEAD STATE

PACE SCHOLARSHIP
VICKI HOWARD

OUTSTANDING SPEAKER
CYNDI HALL
DET. WAYNE THORNTON

OUTSTANDING LAW FIRM
BUBALO, HIESTAND & ROTMAN

OUTSTANDING ATTORNEY
SHEILA HIESTAND

DON E. EPPLER COMMITMENT AWARD
HELEN K. KELLY, RP

PRESIDENT'S AWARD
VICKI HOWARD

KPA
VICKIE HOWARD, KPA LIAISON

As the year is coming to a close and the days are much shorter, it makes one reflect on the events of the year. The KPA Board has had their share of triumphs and tribulations this year, but as with everything, change is constant. The Certified Kentucky Paralegal Program was approved this year, but still faces challenges as to the leadership and CKPP, Inc. Board. Barbie Mullins, Helen Kelly and I, along with other interested paralegals will be discussing the status of certification at the transitional Board meeting in January. Our new GLPA Liaison, Sharon Locker, will have more information to pass along regarding status in the next year.

The KPA Conference, hosted by the Louisville Association of Paralegals (LAP) was once again a great success. A big THANK YOU to the LAP for putting it all together. Next year's conference will likely be held in Paintsville, with the 2010 conference to be held in Lexington. Congratulations to the KPA Scholarship recipient, Michelle Hoffman, a student at EKU. Her winning essay is posted in the November edition of *One Voice* on the KPA site. Kudos are also in order for the GLPA's Sharon Locker, whose winning t-shirt design is now available for purchase on the KPA's site, also.

Elections are over and the 2009 KPA Board is ready to go! The following is a listing of the Officers and Committee Chairs:

President	Barbie Mullins
Vice President	Helen Kelly
President-Elect	Vicki Howard
Secretary	Sharon Locker
Treasurer	Paula Peters
Professional Development Chair	Pam Byerly
Education Chair	Lisha Stone
Membership Chair	Nicole Baker

We all look forward to working hard and promoting the paralegal field. If you have any concerns or suggestions, please feel free to contact either me, or one of the Board members and we will be happy to assist. I can be reached via e-mail at [Vicki.Howard@ ag.ky.gov](mailto:Vicki.Howard@ag.ky.gov). Please visit the KPA Web site at www.kypa.org for updated information, newsletters and membership directory.

There are many changes on the horizon and your input is greatly appreciated – the membership IS the KPA.

Happy Holidays and my best to all!

PACE Yourself

PACE RP AMNESTY PERIOD

The PACE Standards Committee has approved a one-time amnesty period effective immediately through the end of April 2009. During this limited time, any former RP who has not timely renewed can submit a renewal application without having to petition the PACE Standards Committee for a waiver. Expired RPs who wish to take advantage of the amnesty period must meet the following criteria:

1. **Renewal Form and Fees:** Submit a renewal form to NFPA Headquarters and pay the required renewal fee of \$25. The former RP will also be responsible for payment of the late fee penalty of \$25 and the renewal fee(s) for any renewal periods during which they should have, but did not renew. The renewal form can be downloaded from the NFPA website at http://www.paralegals.org/associations/2270/files/PACE_Affidavit_of_Continuing_Education.pdf.

See example below for fee calculation.

2. **Continuing Legal Education Requirements:** Any expired RP wishing to take advantage of this opportunity must also include Continuing Legal Education (CLE) credits for all missing renewals along with the renewal application. The amount of CLEs required to renew within this amnesty period will be dependent on how many renewal periods the expired RP missed. See example below for calculation of CLE hours requirement. NFPA approved CLEs will be accepted provided they were taken any time between the time of the last renewal and April 30, 2009. Please note that all CLEs submitted must have been provided by an NFPA approved provider or that approval has been obtained from the CLE Coordinator. The NFPA PACE Coordinator-Renewals cannot approve your CLE requests!

3. **Expiration Date:** The renewal period will extend for two years from the date of the last scheduled (but missed) renewal. The amnesty will put the RP back on the original renewal schedule with the renewal. See example below.

4. All requests for RP reinstatement under this Amnesty Period must be postmarked on or before April 30, 2009. Any former RP who has not timely renewed after this period will have to provide a compelling reason why he/she failed to timely renew.

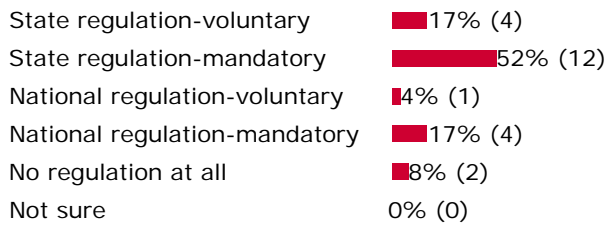
Example: Assume that you are an RP who last renewed in 2004 but did not renew in 2006 or 2008 - your credential is now expired and you may not use the RP or PACE Registered Paralegal title. To become current, all you need to do during this amnesty period is pay \$75 (\$25 for the late fee, and \$25 for each renewal missed – 2006 and 2008) and provide evidence of 24 hours of CLE (with 2 hours of that in Ethics) (12 hours each two year period with at least one hour in Ethics each renewal period) and complete a renewal application. Your renewal would bring your registration current with an expiration date of your PACE Anniversary date in 2010.

If you are not sure of your RP status, please contact NFPA Headquarters to find out your current status and the number of missed renewals. You can also check your wallet-sized RP card to determine the date of your next renewal. If you have specific questions about the amnesty, or how many CLEs and the fee that you will owe to come current, please contact Ann Price, RP at vpdp@paralegals.org.

Please note that this is a rare opportunity for recalcitrant RPs. This also has implications for those who are no longer practicing paralegals who might have let their credential lapse. These people might otherwise be eligible for RP Emeritus status but in order to become an RP Emeritus a paralegal must be an RP in good standing at the time the request is made.

Ann W. Price, RP
Vice President & Director of PACE
National Federation of Paralegal Associations vpdp@paralegals.org
PACE—The Standard For Excellence™
NFPA – The Leader of the Paralegal Profession®

What do you think about the Regulation of Paralegals?

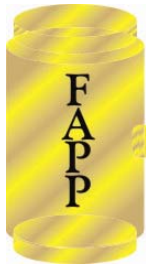


Total number of votes: 23

2009 GLPA BOARD

President	Lisha Stone	<i>Frost Brown Todd</i>
Vice President	Melanie Sennett	<i>Wyatt Tarrant & Combs</i>
Secretary	Charity Foster	<i>Kentucky Employers Mutual Insurance</i>
Treasurer	Natalie Ward	<i>Frost Brown Todd</i>
NFPA Representative	Lee Williams	<i>Woodward Hobson & Fulton</i>
NFPA Representative	Vicki Howard	<i>Kentucky Attorney General's Office</i>
KPA Liaison	Sharon Locker	<i>Frost Brown Todd</i>
PACE Ambassador	Pamela Sargent, RP	<i>Bridgeport Medical</i>
Board at Large	Sharon Locker	<i>Frost Brown Todd</i>
Board at Large	Linda Halter	<i>Sturgill, Turner, Barker & Moloney</i>
Special Events Chair	Jessica Mullins	<i>Ward, Hocker & Thornton</i>
Philanthropy Chair	Lynn Whitson	<i>Savage Elliott Houlihan Moore Mullins & Skidmore</i>
Student Relations Chair	Bonnie Hudgin	<i>Greenbaum, Doll & McDonald</i>
Job Bank	Mary Hackworth	<i>Fowler, Measle & Bell</i>
Newsletter Editor	Leslie Taulbee	<i>Henry Watz Gardner & Sellars, PLLC</i>
Past President	Helen Kelly, RP	<i>Bubalo, Hiestand & Rotman</i>





Foundation for the Advancement
of the **Paralegal Profession**
Empowering and Promoting Paralegals™

Reply to:

Kathleen K. Miller, RP
NFPA Coordinator
PO Box 5
Reedsport, OR 97467
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(541) 271-2107 Fax
Email: MillerRP@presys.com

Foundation for the Advancement of the Paralegal Profession

The Foundation for the Advancement of the Paralegal Profession (the Foundation or FAPP) resulted from the desires of the member Associations of the National Federation of Paralegal Associations (NFPA) to create a repository for the profits from the Paralegal Advanced Competency Exam (PACE) to be administered by an independent organization. Through NFPA the Foundation became the benefactor of the PACE proceeds. The Foundation's mission is to promote and advance the professional and educational standards of paralegal professionals. The Foundation's board of directors is comprised of three paralegals, one paralegal educator (who is not an attorney), one attorney, one expert in nonprofit corporation finances, and one consumer advocate.

The Foundation was incorporated in Pennsylvania in 2006 and it completed its organizational tasks in 2007. In 2008 it has (1) filed for nonprofit status with the IRS by filing a 501(c)(3) application, (2) filed for a trademark for the tagline "Empowering and Promoting Paralegals," (3) chosen a logo design, and (4) adopted financial policies and procedures.

The Foundation will develop programs to fulfill its purposes, which include the following:

- (1) To promote higher professional standards within the paralegal profession;
- (2) To increase competency among paralegal professionals by sponsoring and conducting educational seminars and classes;
- (3) To sponsor publications devoted to issues relating to the paralegal profession; and
- (4) To serve as a resource for the public and private sector interested in the paralegal profession.

**NATIONAL FEDERATION OF PARALEGAL
ASSOCIATIONS ANNOUNCES
2008-2009 BOARD OF DIRECTORS**

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

JUST FOR FUN

Everything You Always Wanted to Know About Paralegals, But Were Afraid to Ask! Tips from Paralegals on Utilizing your Paralegal Better by Helen M. Federline

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!



**GLPA'S TREASURER'S SUMMARY
NOVEMBER 2008**

CENTRAL BANK ACCOUNT

Balance as of October 2, 2008 **\$3,707.61**

TOTAL DEPOSITS **475.30**

TOTAL DISBURSEMENTS **1,573.32**

BALANCE AS OF OCTOBER 31, 2008 **\$2,609.59**

DUPREE FUND

Balance as of October 31, 2008 **\$5,588.53**

TOTAL ASSETS **\$8,198.12**

MEMBERSHIP APPLICATION
GREATER LEXINGTON PARALEGAL ASSOCIATION, INC.
Member of the National Federation of Paralegal Associations (NFPA)

Please type or print clearly. All information must be completed exactly as you wish it to appear in our membership files and directory. An incomplete application will be returned. Please make checks payable to the GLPA.

_____ **Renewal if 2008 member** (Please complete name, address, and employer information)
_____ **New Membership** (Please complete all information)

Name _____ Title _____

Home address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____ Work Fax No _____

Employer _____ Business Address _____

City _____ State _____ Zip _____ Email Address _____

PREFERRED MAILING ADDRESS: _____ Home _____ Office _____

Type of Membership: (Check One)

1. **ACTIVE \$75.00 Annual Fee** Areas of Specialization _____
 Full-Time RP Certified _____ Yes _____ No
 Part-Time
 Temporary
2. **STUDENT (non-voting) \$30.00 Annual Fee**
Attending Paralegal Program Offered at _____
Expected Date of Completion _____
3. **OTHER (Check One)**
 Associate Member **\$50.00 Annual Fee**
 Sustaining Member **\$150.00 Annual Fee**
 Adjunct Member **\$80.00 Annual Fee**

ALL NEW MEMBERS PLEASE COMPLETE

WORK EXPERIENCE: (Begin with Current Employer)

Employer	Address	Title	Dates of Employment
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_____	_____	_____	_____
_____	_____	_____	_____

Post High School Education:

_____	_____	_____	_____
_____	_____	_____	_____

Other Associations which you hold membership:

_____	_____	_____	_____
_____	_____	_____	_____

BE AN ACTIVE GLPA MEMBER

Interested in being on a committee? Please check below. (Note: You may be called upon to serve)

____ Continuing Legal Education ____ Philanthropy ____ Newsletter ____ Student
____ Special Events ____ Fund-raising Activities ____ PACE ____ NFPA

■ Have you ever been convicted of a felony? ____ No ____ Yes
■ Have you ever been disbarred from the practice of law? ____ No ____ Yes

The Purposes of GLPA are:

- Encourage fundamental educational programs and training to promote continuing legal education;
- Cooperate with the Kentucky Bar Association, the local Bar Associations, the Kentucky Paralegal Association, as well as the National Federation of Paralegal Associations to promote high standards of professionalism;
- Promote ethics and comply with the ethical code of responsibility adopted by the Association;
- Inform paralegals of developments in the paralegal profession and act as a forum for exchanging ideas and disseminating information;
- Encourage the expanded utilization of paralegals in all aspects of the legal profession;
- Further promote the working relationship between paralegals and attorneys in law offices, government agencies, corporations, and other institutions; and
- Increase the awareness of the public, the Judiciary, and the legal community of the scope of paralegal responsibilities.

\$20.00 of your membership fee goes to NFPA. All GLPA members receive the *National Paralegal Reporter* and the NFPA Newsletter.

Important GLPA By-Laws

1) Criteria for Membership: All membership applications must be reviewed according to the Association’s Bylaws and §3.5 (C) of the Bylaws of NFPA. Pursuant to our Association’s Bylaws, as of the date of the application: the Association has the authority to investigate any questionable membership application submitted to the Board; Attorneys not eligible to practice law in any state, whether by suspension or disbarment, are not eligible for membership in this Association; and any individual convicted of a felony is not eligible for membership in the Association. In addition, as of the date of the application: **Active Member.** Any person who is currently employed as a paralegal or performing substantial paralegal duties under the supervision and direction of a licensed attorney, with attestation of said attorney and has: a. A bachelor’s degree in paralegal studies from an ABA accredited institution or a paralegal studies program that is not ABA approved but meets the substantive legal studies requirements pursuant to the ABA guidelines; or b. An associate’s degree in paralegal studies from an ABA accredited institution or a paralegal studies program that is not ABA approved but meets the substantive legal studies requirements pursuant to the ABA guidelines; or c. A bachelor’s degree and/or an associate’s degree in any field, plus a minimum nine month certification in paralegal studies or a certificate from an ABA accredited institution in paralegal studies; or d. A bachelor’s degree in any field plus three (3) years of substantive paralegal experience performing substantive paralegal tasks under the supervision and direction of a licensed attorney. Said experience must be attested to by the paralegal’s supervision attorney and verified by the membership committee; or e. Has earned the distinction of Registered Paralegal (R.P.) or Certified Paralegal (C.P.) As accredited by NFPA or NALA and is in good standing. As of the approval date of the Seventh Amended and Restated Bylaws any applicant who has previously been a member of the GLPA under the minimum five (5) years’ continuous work experience requirement shall be grandfathered into the association and become an active member of same. Active members shall be entitled to vote in elections and on matters presented to the membership and serve on the Board of Officers and Directors. **Associate Member.** a. Anyone who meets Active Membership requirements, but no currently employed as a paralegal or performing substantial paralegal duties under the supervision and direction of a licensed attorney; b. Any Active Member that becomes retired from the paralegal profession; c. Any person that has four (4) years of substantive paralegal experience on or before December 31, 2000 and is currently employed as a paralegal or performing substantial paralegal duties under the supervision and direction of a licensed attorney, with attestation of said attorney. Associate members shall not be permitted voting privileges and shall not be eligible to serve as officers or directors of the Association. **Student Member.** Any student who is enrolled full-time or part-time in a paralegal studies program at an ABA accredited institution or a paralegal studies program that is not ABA approved but meets the substantive legal studies requirements pursuant to the ABA guidelines and is in good standing with the program. Student members shall not be permitted voting privileges and shall not be eligible to serve as officers or directors of the Association. **Sustaining Members.** Any law firm, corporation, law related business, institution or paralegal educator interested in supporting the Association may, upon payment of special dues as determined by the Board of Directors, become a sustaining member of the Association. Sustaining members shall not be permitted voting privileges and shall not be eligible to serve as officers or directors of the Association. **Adjunct Members.** Any person who is a member of another paralegal association, excluding college-related student associations. Adjunct members shall not be permitted voting privileges and shall not be eligible to serve as officers and directors of the Association.

2) Membership Dues: The renewal of annual dues shall be payable on December 1 and shall be received no later than February 1 of the following calendar year. No dues will be accepted after October 15 for the current year but will be applied to the following year. Members who join the Association during the calendar year and prior to October 15 shall pay the entire amount of the annual dues.

Signature: _____ Date: _____

» **SILPADA**[®]

find yourself in it™

Kathy Chaney ~ Silpada Designs Representative
www.mysilpada.com/kathy.chaney (To view catalog)
859-361-4600 kathleen.chaney@insightbb.com

WHY HOST A SILPADA DESIGNS STERLING SILVER JEWELRY SHOW?

Here are the many benefits of hosting a Silpada Designs home show:

Hostess Incentives:

- With 10 orders or more totaling \$500 or more you receive 30% in FREE jewelry.
That's \$150 or more in FREE jewelry!!
- With 6 orders totaling \$300 or more you receive 20% of sales in FREE Jewelry.
That's at least \$60 FREE!
- You will get \$25 for hosting a show with 3 orders totaling \$150 or more.
- If we book 2 parties off your show, you receive an additional \$50 in FREE jewelry after they have had their shows!
- **I do all the work...** all you have to do is provide your guest's addresses. I mail out the invitations and pay for postage and Silpada ships the jewelry directly to your guests!

This will be the easiest, most fun party you will ever have! **There is no formal sales presentation**, no pressure to buy. Just a fun, "Girls Night Out" trying on great sterling silver jewelry!

It's easy to gather your guest list!

- Think of your social circle: neighbors, family, friends, church members, Bunko friends and co-workers. I promise to make this the easiest show you've ever hosted!

Very little work preparing your home or office:

- This is the best part. No need to spend a lot of money on food or cleaning. Your guests will be busy trying on jewelry, not eating you out of house and home! Your guest's eyes will be on the fabulous jewelry and not on how clean your floors are!

You and your friends will have a great time with no pressure!

Silpada's philosophy is to have a fun ladies night out trying on great jewelry. If you would like to earn FREE jewelry spending time with your friends, contact me to set a date for your home show!

2008 GLPA BOARD MEMBERS

<p><u>President</u> Helen K. Kelly, R.P. Bubalo, Hiestand & Rotman, PSC 1344 South Broadway Lexington, KY 40504 859-519-1756</p>	<p><u>Vice President</u> Terri A. Marksbury Fowler, Measle & Bell, PLLC 300 W. Vine St., Ste. 600 Lexington, KY 40507 859-252-6700 ext 174</p>	<p><u>Job Bank Chairperson</u> Melanie Sennett Wyatt, Tarrant & Combs, LLP 250 W. Main Street, Ste. 1600 Lexington, KY 40507 (859) 288-7626</p>	<p><u>KPA Liaison & Student Relations</u> Vicki Howard Office of Atty General 1024 Capital Center Dr e Frankfort, KY 40601 502-696-5326</p>
<p><u>Treasurer</u> Lisha Stone Frost Brown Todd, LLC 250 W. Main St., Ste. 2700 Lexington, KY 40507 859-244-3287</p>	<p><u>Secretary</u> Charity Foster KEMI 250 W. Main St., Ste. 900 Lexington, KY 40507 859-425-7800 ext 1257</p>	<p><u>Special Events Chairperson</u> Mary Hackworth Fowler, Measle & Bell 300 W. Vine St., Ste. 600 Lexington, KY 40507 859-252-6700 ext 143</p>	<p><u>CLE Chairperson</u> Janet L. Mitchell Jackson & Kelly 175 E. Main Street Lexington, KY 40507 859-288-2823</p>
<p><u>Philanthropy Chairperson</u> Jessica Mullins Ward, Hocker & Thornton, PLLC 333 W. Vine Street, Ste. 1100 Lexington, KY 40507 (859) 422-6000</p>	<p><u>PACE Ambassador</u> Pamela Sargent, RP Acquisitions Specialist BridgePoint Medical, LLC 354 Waller Avenue Suite 150 Lexington, KY 40504 859.260.8576 - Phone</p>	<p><u>Newsletter Chairperson</u> Leslie G. Taulbee Henry, Watz, Gardner, & Sellars, PLLC 401 West Main St., Ste. 314 Lexington, KY 40507 859-253-1320</p>	<p><u>NFPA Representative & Board At Large</u> Lee Williams Woodward, Hobson & Fulton P.O. Box 1720 Lexington, KY 40588 859-244-7100</p>
<p><u>Board-at-Large</u> Sharon C. Locker Frost Brown Todd, LLC 250 W. Main St., Ste. 2700 Lexington, KY 40507 859-244-7557</p>	<p><u>NFPA Representative</u> Sonja Blackburn Kentucky Bar Association 514 W. Main Street Frankfort, KY 40601 502-564-3795</p>		