

DIXIE DIGEST



www.alabama-als.org

June 2023

A Message from our President

Melissa Cooper, CAP, BW, HR, OM, PM, RM/PLS



Happy summer! A huge thank you to the gems of MLPA for a *groovy* annual meeting. It was a great weekend, and I appreciate each one of you who made my parents feel welcome. I was glad they were able to there and be a part of the installation. I am looking forward to an awesome year and am grateful for all our members, including those serving as officers and on a committee. If you have any ideas or suggestions, please let me know. BLSA has already started planning for our Fall Board Meeting, and I look forward to seeing you all then. I am also looking forward to attend the NALS Conference in Houston in August and will report on the conference at the AALS Fall Board Meeting. I hope you all have an awesome summer!

PRESIDENT ELECT

Sonia Smith, CLP



Wow what a Groovin' time we had just a little over a month ago! It was so great to see some of you at the AALS' 60th Annual Meeting in Saraland! For those of you who couldn't join us, we missed you!!! Thank you for entrusting me as your President Elect for the 2023-2024 term. I am excited for this ensuing AALS year. The AALS strategic plan remains the same, and I have attached it to my report herein. If you need a marketing brochure, please email me at ssmith@mcdowelknight.com and I will be glad to email you a pdf version or if need be, I am glad to drop physical copies in the mail. It can also be found on the AALS website. These are a great tool to have handy.

The AALS Faith Stevens Award remains in place, so Governors make certain you get your reports into the Dixie Digest by the deadlines.

I am excited for the NALS National Legal Education Conference in Houston August 21-23. The topics/agenda for this year's meeting I find very interesting, especially if you are in the civil litigation realm. You can find the agenda here: <https://www.nals.org/page/2023conference-agenda>. The Early Bird Registration Deadline is July 23 (cost \$359 per member) with a regular deadline of August 15 (cost \$409 per member) so get your registration in before mid-July to save \$50!!

NALS has done an excellent job of adding justification tools for its Members to explain the benefits in attending this year's meeting, I have attached them to my report, but they can be found here: <https://www.nals.org/page/2023conference>.

With our very own, Mr. Ed Clark, being a National Officer, it would be great to have a number of us in attendance in Houston. I hope AALS can do such!!

This year's AALS' charity is the Service Dogs of Alabama (<https://www.servicedogsalabama.org/>). This organization raises and trains service dogs for Veterans with PTSD, trains them to alert their owners of seizure onset, trains them to be facility dogs, assistance for those who are wheelchair bound, and helps those with Autism. We met Chairperson Caroline Sease last month and her companion that day, Essie. We have many ways we can contribute to this charity this year and I hope in many years to come! I am attaching what Caroline shared with us at Annual Meeting *as a separate document to the Dixie Digest*. It can also be found on the AALS webpage. The Service Dog report has some very personal stories within it. Do yourself a favor and take the time to read some of them.

I know BLSA is working hard on Fall Board and I look forward to seeing everyone then. Til then, let me know if you have any questions, and most importantly remember we are all GEMS!

VICE PRESIDENT

Julie Nims



It was great to see everyone at Annual Meeting. It is one that I will definitely remember and cherish. I cannot thank all the members enough for your support and faith in me as your President last year, I could not have done it without all of you. Thank you all for the beautiful and thoughtful gifts, I truly felt loved and spoiled. Now on to my VP report!

I am looking forward to serving as your Vice President/Membership Chairman. I am attaching the AALS 2023-2024 Membership Plan. Once again, I have made several changes to the plan this year, so be sure to take a look at it. If you have any suggestions/ideas, or if I can help any Chapter's Membership Chairman, please do not hesitate to contact me. Let's find more gems together and make this the best year yet. It takes a village, and we have a great one! I look forward to seeing everyone at the Fall Board Meeting. Hope you all have a blessed and safe Summer!

SECRETARY

Judy Whigham, PP, PLS



This officer is excited to be back on the board serving as AALS Secretary. For my first month in office I had the pleasure to join MLPA for their May meeting as part of the EC's Chapter Visitation. I also attended "Game Night" at Babs DeKeyser's house along with several MLPA members and had a lot of fun, good food and great fellowship. Now that I'm in the know, I'm looking forward to becoming a regular for Game Night. I am also looking forward to catching up with the Dallas gals and hopefully making a visit there before too long. I chose DCLSA as my second chapter for visitation and I am also interested in seeing how Selma is recovering from the January tornadoes and maybe taking another donation on my visit.

I have not received any correspondence since the First Board of Governors Meeting in April. I have submitted a first draft of the Minutes of the First Board of Governors Meeting to the EC for their review, so, a final version should be sent to the Governors very soon. I also want to remind everyone that I have AALS Logo stationery available to send electronically to anyone who makes a request. My email is jwhigham@joneswalker.com.

Lastly, and very important, please remember to send any updates to the AALS chapter officer rosters to NALS, with a copy to me, as well as President Melissa Cooper and President Elect Sonia Smith, as soon as possible so that updated rosters can be distributed to the governors.

If anyone needs a copy of the AALS EC and/or Chapter Officer rosters, please let me know and I can email/mail or fax them to you, and can also send you an electronic Outlook contact for either of these groups upon request. Looking forward to seeing you in the Fall.

TREASURER

Ed Clark, PP-SC



If you need to be paid for an expense, please submit your form for payment. If you need a copy of the expense form, please contact me at ebc@phm-law.com.

I would like to thank the members for their thoughts and prayers over the last month. Mom is home now and doing much better. She has a long recovery ahead of her, but she is determined to improve.

I look forward to seeing AALS members in Houston and at the Fall Board meeting.

PARLIAMENTARIAN

Babs DeKeyser, PP, PLS



I am happy to serve as your Parliamentarian this year. I am working on some changes to both bylaws and standing rules. They are not quite ready yet. I hope to have them complete within the next few weeks and will send them out to you when they are ready.

It was good to see everyone in April and I look forward to seeing everyone at our fall board meeting. Enjoy your summer!

CHAPLAIN

Alison Schemmer, PP, PLS



Isaiah 54 is a chapter of God's salvation in the Old Testament. It references three things: a barren woman given a family, a lonely wife whose marriage is restored, and a poor city made wealthy and secure. They were verses all directed to the Jews who were coming out of captivity from Babylon and God was giving them hope.

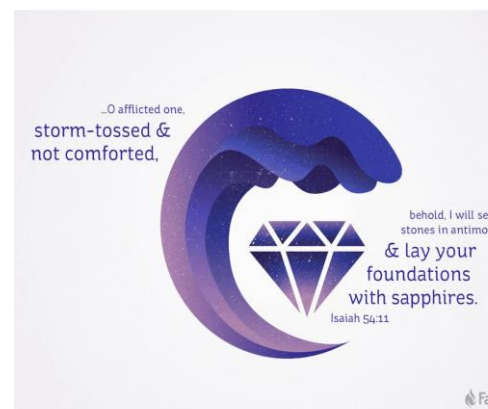
The verses which caught my attention specifically are 10-12:

10 For the mountains may depart and the hills be removed, but my steadfast love shall not depart from you, and my covenant of peace shall not be removed," says the Lord, who has compassion on you. 11 "O afflicted one, storm-tossed and not comforted, behold, I will set your stones in antimony, and lay your foundations with sapphires. 12 I will make your pinnacles of agate, your gates of carbuncles, and all your walls of precious stones."

We are not here to pray to be lifted from this world. We are here to be the agents through which this world is transformed into the kingdom

of heaven. My prayer for AALS is that we each contribute the gems of ourselves and of new members to help beautify and strengthen the walls and foundation of AALS. That we look to the Lord our God – Father, Son and Holy Spirit – with love for Him and for each other, and for the hope He brings us each day as we walk with Him.

Jeremiah 29:11 **For I know the plans I have for you,** declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future. Amen.



AALS Member of the Year

Teresa Moore, PP, PLS

I was so very honored to have received the AALS Member of the Year Award in 2022. Our judges reviewed the nominations and selected our winner.

Below is a brief selection from the chapter's nomination letter:

My nominee strives daily to be the best at what she does, no matter what she does. Sharing knowledge and talents with others is a strength my nominee brings to the table. She is a mentor to our chapter and the state association. Knowledgeable on many subjects, she will share her life experiences and knowledge with those around her. Her calming voice guides others. Coming into this profession as a young lady, she has dedicated her career to the legal profession. Her hard work made it possible for her to achieve multiple certifications. Her willingness to help others work towards certification or professionalism has been constant. Using her work experiences to show others that certification/professionalism is possible if you desire to achieve it by working hard and never giving up. If she does not know the answer to a question, she will work until a solution is there and then share what she discovered with other members of the Association.

It was my honor to announce Debby Holmes, PP, PLS of BLSA as the recipient of the 2023 AALS Member of the Year.



Webpage: www.alabama-als.org

Facebook: www.facebook.com/aalsalabama

Twitter: <https://twitter.com/aalsinfo>

LEGAL EDUCATION

Myra Beckham, PP, PLS



The Fall Board Meeting will be hosted by BLSA. Registration and details will be sent out at a future date. The CLE Award application and rules are in this issue of the Dixie Digest. I hope you will consider applying—remember to get your application in 30 days prior to the board meetings.

FUNDING

Marva Dean Little, PP, PLS

Deborah Rutherford, Co-Chairmen



We are thrilled to be Co-Chairmen of the Funding Committee for the 2023-2024 year. We are brainstorming to come up with some wonderful ideas for auction items. Be sure to tune in to the next issue of the Dixie Digest to see what we have planned for the year.

CERTIFICATION

Kristi Skipper, PP-SC

Certification is a worthy goal that can enhance your career. I would love to talk to you about certification. Please reach out and let me help you chart your path!



If you have not already obtained a NALS certification, I would encourage you to seriously consider working toward this goal. NALS certification exams provide a standardized assessment of your knowledge and abilities. Obtaining certification builds confidence and improves comprehension. Certification will give you an enhanced opportunity for employment. Recertification helps keep legal support professionals updated on trends in the legal industry. NALS certifications are a great way to advance in the legal field. Earning a nationally recognized credential is a sound investment and a great way for legal support professionals to distinguish themselves within the legal support industry.

AALS is proud to have a partnership with the law magnet program at Booker T. Washington Magnet High School (BTW) in Montgomery, Alabama. As part of their curriculum, these students can take the ALP exam as a Career Readiness Indicator. Four BTW students took the ALP exam on May 20, 2023. This is the second class of examinees through the high school career and technical education program. The students reported that they felt good about the exam, and the instructor believes that most of them passed. They have not yet received their results, but we hope to celebrate with them soon!

The new law instructor at BTW, Dr. Cory Creel, began teaching the law students well into the first semester, so he had quite the learning curve. He has done a great job of getting caught up so he can prepare the students for the exam. He is very excited to be able to start the new school year in the fall with a better understanding of the ALP exam and what to expect. We look forward to great things from Dr. Creel and his students!

Please let me know if you have any questions about certification. I am happy to help you find the **GEMS** of certification!

DIXIE DIGEST PATRONS 2023 - 2024



Marva Dean Little, PP, PLS	BCALP
Gina Harbison, PP, PLS	BCALP
Judy Whigham, PP, PLS	BCALP
Myra Beckham, PP, PLS	BLSA
Melissa Cooper, CAP, BW, HR, OM, PM, RM/PLS	BLSA
Debby Holmes, PP, PLS	BLSA
Teresa Moore, PP, PLC	BLSA
Harriet Piper	DCLSA
Barb Hanley	MALS
Kristi Skipper, PP	MALS
Danielle Baker, ACP	MLPA
Amy Bennett	MLPA
Babs DeKeyser, PP, PLS	MLPA
Janet C. Mosley, PP, PLS	MLPA
Alison Schemmer, PP, PLS	MLPA
Talley Brathovd, PP, PLS	NOCA
Susan Turner, PLS	NOCA

Barbara Malone, PP, PLS
In Memorium

MALS Members

Lee Owen d/b/a 440 Investigations



FINDING GEMS FOR AALS
Gathering (Networking), Education
& Membership Strategies

2023-2024 AALS DIXIE DIGEST PATRON AD

Name: _____

**Name on Ad
(if different):** _____

Chapter: _____

Address: _____

Phone: **Work:** _____ **Ext.:** _____

Home: _____ **Cell:** _____

E-mail: _____

Alt. E-mail: _____

Please use a separate form for each ad; however, one check may be used for multiple ads if mailed together in the same envelope. Make check payable to AALS (\$10 per ad) and send with form to:

Debby Holmes, PP, PLS
c/o Duke Law Firm
1572 Montgomery Highway
Suite 205
Birmingham, AL 35216-4520



CHAPTER REPORTS

BCALP - Baldwin County

Deborah Rutherford



EVERYONE, PLEASE WELCOME MADYSON GATLIN AS OUR NEWEST BCALP MEMBER. MADYSON WORKS FOR ATTORNEY MARY PILCHER in FAIRHOPE, ALABAMA.

On March 23, 2023, BCALP had a business meeting only at California Dreaming in Spanish Fort.

Our Installation of Officers for the 2023-2024 term was held on April 20, 2023 at the Original Oyster House in Spanish Fort. Congratulations to Judy Whigham, PP, PLS – President, Gina Harbison, PP, PLS – Vice President, Marva Dean Little, PP, PLS – Secretary, Sandra Doerr, ALP – Treasurer, Deborah Rutherford – Governor, Julie Nims - Parliamentarian and Marva Dean Little, PP, PLS – Chaplain. At our meeting, BCALP members voted to donate \$500 to the North Baldwin Animal Shelter located in Bay Minette, Alabama.

Thank you to MLPA for an unforgettable AALS 60th Annual Meeting and Educational Conference. I think we all had a groovy time. BCALP members that were in attendance were: Deborah Rutherford, Marva Dean Little, PP, PLS, Gina Harbison, PP, PLS, Julie Nims, Judy Whigham, PP, PLS, and Natasha Whigham. I want to give a special thanks to AALS 60th President, Julie Nims, for a wonderful year. Julie you were an awesome President and we are so very proud of you. Welcome to the “Has Been Club”.

On May 18, BCALP held its monthly meeting at the Original Oyster House in Spanish Fort. Natasha Whigham’s boss, N. Stewart Hanley, was our guest speaker. Attorney Hanley spoke about Federal Filing, Appointments and Procedures.

I hope everyone has a wonderful Summer and I look forward to seeing my AALS PALS at Fall Board Meeting in September.

BLSA – Birmingham

Myra Beckham, PP, PLS



BLSA members enjoyed attending the Annual Meeting in Saraland. Melissa Cooper, CAP, BW, HR, OM, PM, RM/PLS, Kayla Bassett and I served as Delegates. There were great speakers and good legal education sessions. If you did not attend the party on Friday night, you missed a treat. The host chapter did an outstanding job. We wish to express our thanks and appreciation to outgoing President Julie Nims and her board for an amazing year. We all pledged our support to incoming President Cooper, and her board and look forward to a wonderful year under her leadership.

Congratulations to BLSA’s member, Debby Holmes, PP, PLS, on being named Member of the Year and to New Member of the Year, Rebecca Naron. Also, we congratulate our AALS Scholarship winner, Jacob O’Barr. The resolution created and read by Judy Whigham, PP, PLS, at the end of the meeting was delightful and on point.

We learned before Annual Meeting that the newly elected NALS Treasurer was BLSA Vice President, Ed Clark, PP. Congratulations, Ed.

BLSA is looking so forward to hosting the Fall Board Meeting. Details on the meeting will be forwarded once they are finalized.

DCLSA - DALLAS COUNTY

Harriett Piper, Governor Pro Tem

“Summertime and the living is easy...” Remember that song? Well, it is summertime but the living is not easy. Not if you have as much to do as I do. So many projects, so little time. My #1 project this summer is napping. I try to do it regularly but with all I have to do I just grab a nap when I can. They became indignant at the office when I stretched out in reception area on the couch. They actually became abusive when I started snoring!

One can tell from all my napping that we have not had a lot of chapter activity since Annual Meeting so one of my other summer projects has been cleaning and purging our chapter's files. Lots of good and great memories. I came across the puzzle below used at a meeting and, as part of our chapter's report, I'd like to share it. **PLEASE NOTE:** Only one of our members failed the test because I can't follow directions!

CAN YOU FOLLOW DIRECTIONS?

Sure, you can. Or can you? You have only two minutes to follow these directions.

Name _____

1. Read everything before doing anything.
2. Put your name on the upper left-hand corner of this paper.
3. Circle the word “name” in sentence two.
4. Draw five small squares in the upper right-hand corner of this paper.
5. Put an “x” in each square.
6. Put a circle around each square.
7. Over the title write “yes.”
8. Put a circle around each word in sentence No. 5.
9. Put an “x” in the lower left-hand corner of this paper.
10. Draw a triangle around the “x” you just put down.
11. Draw a rectangle around the word “paper” in sentence No. 4.
12. Call out your first name when you get to this point in your paper.
13. If you think you have followed directions up to this point in the test call out, “I have.”
14. Count out loud in normal speaking voice backwards from ten to one.
15. Now that you have finished reading, do only sentences one and two.

Upcoming Holiday Schedule:

Jun 6 - Tues D-Day

Jun 14 - Wed Flag Day

Jun 18 - Sun Fathers' Day

Jun 19 - Mon Juneteenth

Jun 21 - Wed Summer Solstice Season

July 4 – Tues Independence Day

Aug 6 - Sun Friendship Day

Aug 19 - Sat National Aviation Day

Aug 21 - Mon Senior Citizens Day

Aug 26 - Sat Women's Equality Day 2023

MLPA – Mobile

Alison Schemmer, PP, PLS



Wow! It has been a busy Spring for MLPA!

We were busy getting ready for Annual Meeting and took time out to have our monthly meeting downtown at Crockmires! S. Joshua Briskman, Esq. spoke to us regarding appointments to represent defendants in Federal Criminal cases. There is a lot more to that area of the practice of law than meets the eye! We recommend you finding someone in your area to speak on this subject!

April really ramped up! We were very blessed to have Chris McDonough, Esq., Assistant District Attorney from the Mobile County District Attorney's office to speak to us in April and he brought his assistant Abby Mason as well as Fiji, the Service Dog for the District Attorney's Office. Fiji was a perfect guest and attends court with adult and child victims of crime! Mr. McDonough actually spoke to us regarding Civil Forfeitures of assets connected with crimes or criminal activity. But, we hope he comes back to talk about Fiji! We also installed our 2023-2024 MLPA Officers at that meeting! Congratulations to our 2023-2024 EC!

We then got our groove on and headed to Saraland, Alabama for AALS 2023 Annual Meeting and Educational Conference – 60 years young! Happy Anniversary, AALS! Thanks to all of you who attended and helped us have a groovin' great time as we had some awesome CLE, danced, ate, got pics in the VW Bus, reconnected with old and new friends, especially our Sisters-in-Law from Mississippi, and remembered the AALS members who helped us to get where we are!

May brought us Lee Owen of 440 Investigations to speak at our luncheon meeting. Lee was also an Exhibitor at Annual Meeting so it was great to reconnect with him and hear about his investigation experiences and practices in greater detail! We also had AALS Secretary Judy Whigham and her guest with us – thanks for visiting us, Judy and come back soon!

We hope you all have a safe and relaxing summer!

MALS – Montgomery

Kristi Skipper, PP-SC, PLS



The members of MALS had a groovy time at the AALS Annual Meeting hosted by Mobile! Thanks to Sonia Smith, CLP and the members of Mobile LPA for a great meeting filled with networking, education, food and FUN! They presented a hard act to follow!

We have already been brainstorming with our friends in NOCA for our next Annual Meeting to try to at least match the fun we had this year. We have come up with some pretty cool ideas, so hopefully we will achieve our goal! I hope you'll make plans to join us next April!

We are hoping to meet at least once in the summer months for CLE and networking. President Hanley has come up with some very interesting CLE topics, and we are excited to invite our friends from BTW to attend this meeting.

Speaking of BTW, four students took the ALP exam on May 20th. We are excited to see these students tackle the exam, and we are anxiously awaiting their results. We are hopeful

that we will be able to award these students with an ALP pin at our summer meeting.

Everyone have a safe summer!



Webpage www.nals.org

Facebook www.facebook.com/NALSpace

Twitter twitter.com/NALStweet

NALS Mission

engage | inspire | enhance | promote

Engage legal professionals on their terms.

Inspire legal professionals to want more.

Enhance the careers of legal professionals.

Promote legal professionals and the legal support industry.

NALS OF CENTRAL ALABAMA

Talley Brathovd, PP, PLS

Thank you Mobile for an AWESOME Annual Meeting in Saraland, Alabama! It was great to revisit the days gone by. What a wonderful ride down memory lane on the VW bus too. The topics of legal education were varied and community oriented. The speakers well knowledgeable and on top of their game making keeping us all up to date and well informed of the latest information.

Congratulations to our newly elected and installed board. We look forward to the upcoming year! Thank you to our outgoing board members for your service and dedication to AALS during the past year. Everything is very much appreciated!

NALS of Central Alabama encourages everyone to stay connected and enjoy the many benefits offered by our association. Have a safe and fun filled summer and hope to see you all at Fall Board Meeting!

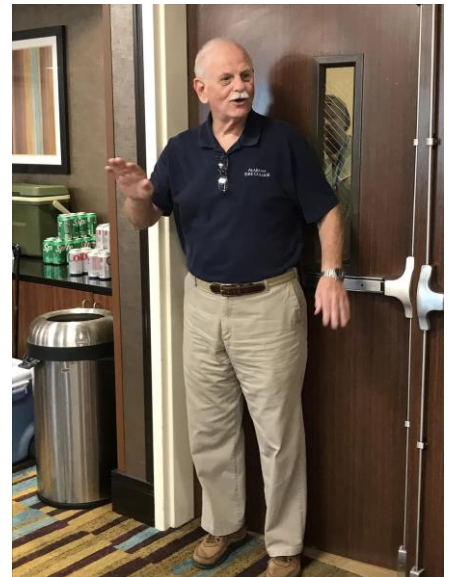
A few memories from Annual Meeting 2023 – Saraland, AL



Dani, Sonia and Babs



Barb



Mark Schemmer aka Honey



Harriett



Judy & Natasha



Brittany & Julie



2023 National Conference Benefits Worksheet

This worksheet is designed to help you explain how attending this year's conference will benefit you and your firm, and is intended to help with providing solid, personalized justification for the time and expense of your attendance.

Use these examples as a guide for completing the table below:

Your firm's current need:	How attending will help meet that need:
Improve the legal support team's capabilities	Many education sessions covering actionable information from thought-leaders and industry peers. Up to 15 CLE hours available.
Gain insight into how other law firms are addressing obstacles	Hours of networking events that allow important connections to be established and developed with industry colleagues and business partners.
Evaluate new products and services serving the business of law	Top vendors of products and services to our industry will be available onsite for demonstrations and to answer questions.

Now it's your turn:

Your firm's current need:	How attending will help meet that need:

Re: 2023 NALS National Conference — August 21 – 23, Houston, Texas

[DATE]

Dear [APPROVING MANAGER'S NAME],

I respectfully request your approval to attend the 2023 NALS National Legal Education Conference taking place August 21 – 23 in Houston, TX. Below I have outlined the direct benefits to [COMPANY/DEPARTMENT NAME] that my attendance would bring.

The NALS National Legal Education Conference has earned a reputation as the leading industry event for legal support professionals featuring intensive learning, networking, and discovery of the latest trends, technologies, and developments in our industry.

The educational program has many in-depth presentations from influential and thought-provoking speakers. I am particularly interested in attending [TRACK/SESSION NAMES], which are especially relevant to my work in [AREA OF SPECIALTY].

In addition to the educational sessions, there are several vendors that I plan to visit at the conference, including [EXPAND ON VENDORS YOUR ORGANIZATION WILL BE EVALUATING.] Meeting these vendors will help us evaluate the latest offerings that could help us be more competitive and run our office more efficiently.

The 2023 NALS National Conference also offers solutions to immediate challenges that [COMPANY/DEPARTMENT NAME] is facing that I have identified below:

[INSERT BENEFITS WORKSHEET TABLE HERE]

I appreciate that my attendance represents an investment of time and money, including Aug 21-23 being considered work-related, professional-development time. Below you will find a breakdown of expected costs and my plan for keeping expenses to an absolute minimum:

[INSERT BUDGET WORKSHEET HERE]

Please note that early bird **registration ends July 23, 2023**. To take advantage of the early bird discount, I would greatly appreciate your response by <insert date>.

Thank you in advance for your consideration. Please let me know if you have any questions.

Sincerely,

<Your Name>



AALS Strategic 2023-2024 Plan Strategies to Accomplish AALS Goals

I. KNOWLEDGE MANAGEMENT GOAL

AALS will provide the opportunity for continuing legal education, certification, information, and training.

- Develop products and education programs to meet the needs of members and the legal community.
- Establish a technology plan to provide more efficient delivery of services to members.
- Explore and develop the use of the latest technological media for delivery of education, certification, information, and training.
- Provide training and information to assist state and local associations in offering quality educational programs.

II. PROFESSIONAL COMMUNITY GOAL:

AALS will be an inclusive and accessible association adapting to changes in the best interest of its diverse membership, the legal profession, and the public. AALS Members will serve the public interest by their adherence to a Code of Ethics and professional standards.

- Develop methods to involve members, chapters, and states in creating an awareness of the need for educated, competent, and skilled legal professionals.
- Develop methods of communicating the benefits of AALS membership to current members, former members, and potential members and their employers.
- Market to all members the value of one association with multi-level benefits and connections.
- Promote the AALS Code of Ethics and Code of Professional Responsibility through membership awareness and enforcement.
- Identify images and perceptions of NALS and the legal services profession within the legal community and create strategies to improve negative images and reinforce positive images.
- Develop methods to promote bar relations and recognition within the legal community.
- Develop methods to promote relationships with paralegal students.
- Broaden the diversity of AALS membership.
- Develop a more comprehensive member recognition program to reflect member involvement on the local, state, and national levels.

III. MARKETPLACE RELEVANCE GOAL:

AALS will ensure recognition of the need for educated, competent, and skilled legal professionals, as well as fostering increased networking opportunities at local, state, and national levels.

- Establish ongoing needs and trends assessment processes to drive decisions.
- Partner with common interest groups to keep abreast of trends and issues.
- Develop methods to involve members, chapters, and state associations in creating awareness of the need for educated, competent, and skilled legal professionals.
- Develop methods of communicating the benefits of AALS membership to current members, former members, and potential members and their employers.
- Market to all members the value of one association with multi-level benefits and connections.
- Identify images and perceptions of AALS members' adherence to the AALS Code of Ethics and create action plans to improve awareness within the legal community.
- Develop methods of communicating and educating the public and legal community about the adherence of our members to the AALS Code of Ethics.
- Identify images and perceptions of AALS and the legal service professionals within the legal community and create strategies to improve negative images and reinforce positive images.
- Develop methods to promote bar relations and recognition within the legal community.
- Develop methods to promote relationships with paralegal students.
- Educate the legal community and the general public about the need for educated, competent, and skilled legal professionals.

IV. ORGANIZATIONAL EFFECTIVENESS GOAL:

AALS will be respected, well managed, and financially stable.

- Utilize effective/efficient methods of communication among leaders, members, and NALS Resource Center staff to forge a collaborative partnership.
- Establish ongoing needs and trends assessment processes to drive decisions.
- Partner with common interest groups to keep abreast of trends and issues.
- Assess governance to ensure flexible and timely decision-making processes are in place.
- Provided ongoing education for staff and volunteers to promote team effectiveness.
- Develop and provide information and training for growth and maintenance of chapter and state associations.
- Establish a technology plan to provide more efficient delivery of services to members.
- Explore and develop the use of the latest technological media for delivery of education, certification, information, and training.
- Allocate resources based on information obtained through member needs assessments and surveys.

AALS

RULES AND REGULATIONS FOR CONTINUING LEGAL EDUCATION AWARD

Number of Required Credits

A minimum of 30 hours in continuing education program courses is required to qualify for the Continuing Legal Education Award. Of those 30 hours, 2 hours must be in ethics. A credit hour is 60 minutes. The award shall consist of a certificate issued by the association which attests to the educational accomplishment of the member.

Initial (Original) Applications

Any member may apply for the initial award when the requirements have been completed. Application shall be made on the form approved by the association. Only continuing education courses completed during the two-year period immediately preceding the date of the application will be considered in determining whether the requirements have been met.

The award or any renewal thereof shall be issued at any Board meeting during the year of this Association. Deadline to apply is 30 days prior to the Board meeting. When the original award certificate is issued to a member, it is valid for a two-year period beginning on the date of issuance. Incentive given, if applicable, is also valid for a two-year period beginning on the date of issuance.

Renewal Applications

During the period of validity of the award, it is anticipated that the member will continue to earn the credits needed for renewal of the award. Credit hours for renewal may be earned from date of last application. A member may apply within six (6) months prior to expiration for issuance of an updated certificate for a two-year renewal. The thirty (30) day application deadline also applies for renewals.

Filing Procedures

All applications for the award shall be forwarded to the AALS Legal Education Committee Chair and approved by the AALS Legal Education Counsel, whose decision shall be final.

To apply for the initial (original) award, forward to AALS Legal Education Committee Chair, the application form, \$15.00 processing fee, and supporting documentation.

To apply for the renewal award, forward to AALS Legal Education Committee Chair, the application form, a \$10.00 processing fee, and supporting documentation.

Any member filing a false report of education activities may be subject to disciplinary proceedings for engaging in unethical conduct under the NALS Bylaws and Standing Rules.

Time Prerequisites

Credit shall be given for programs at least 30 minutes in length. Programs of less than 30 minutes' duration will not be considered for this award. In all categories, photocopies of certificates, transcripts or other verification of attendance must be attached to the application.

Verification/documentation

Copies of certificates, manuscripts, registration forms with canceled checks, articles, letters signed by chapter officers, etc., may be used for verification of attendance and must be included with the application. Send (via U. S. mail or e-mail) photocopies of documentation – **not the originals** – because the materials are not returned.

**APPLICATION FOR CONTINUING LEGAL EDUCATION
AWARD OR RENEWAL**

(Read Rules and Regulations Carefully Before Completing this Application)

TYPE OR PRINT:

Name of Applicant: _____

Address of Applicant: _____

Name of Chapter: _____ Member-at-Large: _____

Application is for:

_____ Original

_____ Renewal (date on last certificate: _____ 20__)

Period Covered _____ through _____ 2023

(Period covered must be within two years of application date)

I have completed the minimum credit hours of educational activities required for CLE Award or Renewal as verified by the attached documentation.

I certify that the information furnished is, to the best of my knowledge, complete and accurate.

Dated this: _____ day of _____, 2023.

TOTAL CREDIT HOURS: _____

(Signature of Applicant)

RETURN FORM, ATTACHMENTS, AND FEE TO:

Myra Beckham, PP, PLS
AALS LEGAL EDUCATION CHAIR
1118 Highland Lakes Cir.
Birmingham, AL 35242
(205) 999-7493
Myrabeckham@bellsouth.net



FINDING GEMS FOR AALS

Gathering (Networking), Education & Membership Strategies

We are looking forward to an amazing year and to finding GEMS for AALS with Melissa Cooper, CAP, BW, OM, PM, RM/PLS, President. With each member's help, we can retain members and add some new ones along our journey this year. We are off to finding all the special GEMS for AALS, this is one journey you do not want to miss.

Membership Goals:

Recruit; Retain; Recognize!!!

Focus: *Reach out and interact.*

We are only limited by our ability not to.

Chapter Incentives:

Fall Board Meeting	Drawing for \$15.00 among Chapters with 5% increase.
Winter Board Meeting	Drawing for \$20.00 among Chapters with 10% increase
Annual Meeting	Drawing for \$25.00 among Chapters with 15% increase

Member Incentives:

First Timers:	Drawing for \$20.00 AALS Bucks to be used at the next board meeting on the AALS Funding Auction, drawing to be held at each board meeting. The member that sponsored the first timer will also receive \$20.00 AALS Bucks to be used at the next board meeting on the AALS Funding Auction. Member must be present to receive the incentive.
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Membership Sponsor	For every member that you sponsor, your name will go into a drawing for one full scrip ticket (not to exceed \$135.00) to 2024 Annual Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing. The cutoff for entries into the drawing will be 10 days prior to the Annual Meeting. The winner will be drawn at the annual meeting, and they will be reimbursed for their script ticket to Annual Meeting (not to exceed \$135.00).
Fall Board	For every member that you sponsor from May 1, 2023, to 10 days before the Fall Board Meeting, your name will go into a drawing for a \$25.00 check to be drawn at the 2023 Fall Board Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.
Winter Board	For every member that you sponsor from the Fall Board Meeting to 10 days before the Winter Board Meeting, your name will go into a drawing for a \$25.00 check to be drawn at the 2024 Winter Board Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.
Annual Meeting	For every member that you sponsor from the Winter Board Meeting to 10 days before Annual Meeting, your name will go into a drawing for a \$25.00 check to be drawn at the 2024 Annual Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.

Member Recognition:

Milestone Award	5-year Membership Increment Award/Certificates – recognize members reaching 5-year membership milestones.
Attendance Award	Drawing to be held among members attending 1 st , 2 nd , and 3 rd Board Meetings (seminars inclusive) for a \$50.00 check.

Attendance Award

Member Attendance:	Drawing to be held among all chapters attending. Whichever chapter's name is drawn at each board meeting will receive \$50.00.
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FINDING GEMS FOR AALS

Gathering (Networking), Education & Membership Strategies

Things To Do

- _____ Call, text and/or email a member that has not attended a few chapter meetings.
- _____ Send a card to a member that has not attended several chapter meetings and let them know they are being thought of and missed.
- _____ Display the AALS pamphlet at your office.
- _____ Talk to someone about AALS and your local chapter at least once a month.
- _____ Wear your Certification Pins.
- _____ Display your Certificates and Logo Items.
- _____ Pray for one another.
- _____ HAVE A GREAT DAY!!

COMMITTEE APPOINTMENTS 2023-2024

COMMITTEE	CHAIR/CO-CHAIR	EMAIL
Annual Meeting & Educational Conf. 2024 (MALS & NOCA Hosting)	Kristi Skipper, PP-PC, PLS	kristiskipperpp@gmail.com
Audit Committee (2022-2023 Books)	Gina Harbison, PP, PLS Alison Schemmer, PP, PLS Talley Brathovd, PP, PLS	gharbison@pci-nsn.gov aks6451@aol.com dtalleyb@gmail.com
Audit Committee (2022 Annual Meeting)	Debby Holmes, PP, PLS Talley Brathovd, PP, PLS Harriet Piper	debby@assetlaw.com dtalleyb@gmail.com harrietpiper@yahoo.com
Bar Liaison	Deborah Harper, PP	deborah.harper@alabar.org
Bylaws, Standing Rules & Procedures Manual	Babs DeKeyser, PP, PLS	babs.dekeyser@att.net
Certification	Kristi Skipper, PP-PC, PLS	kristiskipperpp@gmail.com
Corporate Sponsors	Ed Clark, PP-SC	ebc@phm-law.com
Dixie Digest Patron Ads	Debby Holmes	debby@assetlaw.com
Dixie Digest	Margaret Dawson, PLS	thistldome@gmail.com
Finance	Ed Clark, PP-SC	ebc@phm-law.com
Funding	Deborah Rutherford Marva Dean Little, PP, PLS	drutherford@cwalawfirm.com marvadean@oakhollowfarm.net
Installation	BLSA Members	myrabeckham@bellsouth.net
Legal Education	Myra Beckham, PP, PLS	myrabeckham@bellsouth.net
Marketing	Sonia Smith, CLP	ssmith@mcdowellknight.net
Member of the Year	Debby Holmes	debby@assetlaw.com
Membership	Julie Nims,	jnims@raineslawfirm.com
NALS Connection Committee	Teresa Moore, PP, PLS	tmoore@burr.com
New Member of the Year	Rebecca Naron	
Nominations & Elections, Credentials		
Resolutions	Judy Whigham, PP, PLS	jwhigham@joneswalker.com
Scholarship	Kayla Bassett, PLS	kjbassett55@outlook.com
Scrapbook	Sonia Smith, CLP	ssmith@mcdowellknight.com
Strategic Planning	Sonia Smith, CLP	ssmith@mcdowellknight.com
Technology	Danielle Baker	danielle@longandlong.com
Web Page	Margaret Dawson, PLS	thistldome@gmail.com