



Law in Motion

Message from the President...
By Debbie Reber

The year is

rushing by and the SBPA has been busy at work --- and we're not slowing down!

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The Springtime MCLE Conference in Ventura in late March was quite interesting for those of you attending, but it was also a rousing success!! The joint efforts of the VCPA and the SBPA paid off handsomely with many new faces among the large crowd that attended. The speakers were well received and did excellent jobs providing us with needed and useful information for our MCLE credits. My thanks goes especially to the VCPA conference coordinators, Vivian Christiansen and Laura Orlando, and to our own Josefina Martinez who spearheaded much of the actual behind-the-scenes preparation. For those of you attending, you were able to garner 5 MCLE credits for the day's events, which will help significantly toward your required total. The Grand Prize Winner of two (2) tickets to Disneyland, graciously donated by Parasec, of Sacramento, was won by Carol Minkin, of Ventura. Other fabulous prizes donated and given away for which we were very thankful and grateful were from: Joe's of Santa Barbara, Fresco!, of Santa Barbara, Hardin & Coffin, LLP, Tommie Josephson (our *own* Program Chairperson), and Santa Barbara Adventure Boot Camp, from Oxnard.

I would like to reiterate the importance of our knowledge of Section 6450 of the California Business and Professions Code that relates to your field of practice as a paralegal. Failure to meet these MCLE requirements not only reflects on you in your

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Message from the President...

By Debbie Reber

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position as a paralegal, but can impact on the award of paralegal fees by the Courts. Again, if your firm and/or employer is not aware of these requirements, please make an effort to educate him/her/them on this very important aspect of our legal profession.

This is a "special thanks" to all of our members who have graciously taken the time out of their busy schedules to be interviewed by the UCSB paralegal students which, as part of their curriculum requirement, is to interview a practicing paralegal as to why they are a paralegal --- in addition to many other questions. I have done this a couple of times and have found it very rewarding and enlightening, and I'm so pleased to have so many volunteers who immediately step up to the plate to assist these up and coming students going into our field! This is a wonderful opportunity to impress upon these "future" SBPA members of just why you love and enjoy your paralegal position. Thanks!!!

For the second year in a row, the SBPA is proud to be a co-sponsor with the SBLSA in their first, second annual Law Bowl on May 16th, at Zodo's Bowling & Beyond, in Goleta to benefit the Fighting Back's Teen Court of Santa Barbara as part of Law Week in Santa Barbara, sponsored by the Santa Barbara County Bar Association. This event hopes to bring awareness to the Teen Court program which is a creative approach to the juvenile justice system as an early intervention for first-time offenders outside of the traditional juvenile system. The "Teen Court" is operated by the teens themselves. For more information on "Teen Court" please click on

this link to further your own education: www.cadasb.org/en/fighting-back/teencourt.html. The SBPA will again be sponsoring a lane at Zodo's and providing monogrammed t-shirts (designed by *Shirts n' Gifts* of Desert Hot Springs, CA) for the team with the financial backing/sponsorship of both Mullen & Henzell, LLP and Legal Bea. Our "team" will be comprised of the young people involved in Teen Court. Encourage your firms/employers to support the cause by sponsoring a lane, donating raffle prizes for the teens, and any other means of financial assistance or donations that they are able and willing to provide. It's such a worthy cause and calls attention to just how great a community can be in supporting the Teen Court. I will have to toot my own firm's horn, too, by saying that Price, Postel & Parma, LLP, will be sponsoring a lane once again this year! Check out our web site or that of the Santa Barbara Legal Secretary's Association-SBLSA - (<http://sblegalnet.com/Index.html>) who spearhead this event. I hope to see many of the SBPA members out in force on Saturday, May 16th, to not only support the Teen Court and its members, but also to promote SBPA. It's fun for all!!!

I'm pleased to let you all know that we now have **fifty-two (52!)** members which is a significant increase over last year. We welcome all new members and hope that this influx of new blood and ideas will provide more enthusiasm and creativity to the organization. As I've previously said, not only is the networking aspect invaluable, but the value gained in acquiring new acquaintances and friendships are a result that is well worth the effort. The SBPA continues to grow and with all of the members' help, we can make a

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M e s s a g e f r o m t h e P r e s i d e n t . . .
B y D e b b i e R e b e r

(Continued from page 2)

stronger voice for our profession in California by your commitment to the association and your volunteer efforts on the association's behalf. Supporting the SBPA by your attendance at our luncheon meetings and the many events sponsored and co-sponsored by the SBPA only serve to further our professional commitment to our involvement and service to the community. For more information on membership with the SBPA, please contact Elizabeth Seidel at eseidel@mullenlaw.com.

California's Paralegal Day will be celebrated on Friday, June 26th this year. We have plans for a "special Happy Hour outing" at Endless Summer at the gorgeous Santa Barbara Harbor on that evening instead of our usual luncheon meeting to celebrate our day of recognition. *Stayed tuned for more information as it becomes available on our web site and via email --- just place this date on your calendar and plan to attend!!!!*

The California Alliance of Paralegal Associations (CAPA) will be having it's Annual Conference in Long Beach this year on June 27th. It will be held on the Queen Mary and if you've not scouted out this opportunity yet, please do so on our web site (<http://www.sbparalegals.org/index.shtml>) or review the details on CAPA's own website (<http://www.caparalegal.org/>). It looks to be not only very educational, but an extraordinary amount of fun as well. It's a great opportunity to meet other paralegals and people in the legal field from around the state.

We look forward to the remainder of this year with enthusiasm --- and hope that you all will attend the SBPA luncheon meetings, the events associated with the SBPA and in general, to just take the opportunity get to know your fellow paralegals. After all, it's YOUR organization and we welcome all new ideas for events, programs and/or fund raisers to promote the SBPA or other worthy causes. Contact any of the Board Members should you have any questions or suggestions. We strive to be the best that Santa Barbara has to offer and we cannot do that without your support, ideas, time, effort and enthusiasm. I am proud of this organization and its members! You should be proud of yourself for the great work that you do! Congratulations! Keep it up!!!

*Deborah L. Reber, President, Santa
Barbara Paralegal Association*

SPRINGTIME MCLE CONFERENCE

MARCH 28, 2009



Keynote
Speaker
Judge Brian
E. Hill

Tommie
Josephson
and Barbara
Liss



2009 C A L E N D A R

<p>JANUARY</p> <p style="font-size: 48pt; font-weight: bold;">X</p>	<p>FEBRUARY</p> <p style="font-size: 48pt; font-weight: bold;">X</p>	<p>MARCH</p> <p style="font-size: 48pt; font-weight: bold;">X</p>
<p>APRIL</p>	<p style="text-align: center;">MAY</p> <p>14- SBPA Luncheon—TBA</p> <p>16- 2nd Annual Law Bowl to Benefit Teen Court event at Zodo's from 12:30pm-2:30pm (SBLSA)</p> <p>16- 50th Anniversary Grand Celebration, 5:30 pm, Sunken Garden of the Courthouse (Legal Aid Foundation)</p> <p>25- Memorial Day (Court Holiday)</p>	<p>JUNE</p> <p>26— HAPPY HOUR in honor of Paralegal Day at Endless Summer, 5pm-7:30 pm, more information to come (members only)</p> <p>27- Paralegal Day</p> <p>27- CAPA Conference: Treasures of Success, hosted by OCPA (Queen Mary, Long Beach)</p>
<p style="text-align: center;">JULY</p> <p>3- Independence Day (Court Holiday)</p> <p>8-11—NALA's 34th Annual Convention in the Gaslamp District of San Diego</p>	<p>AUGUST</p>	<p>SEPTEMBER</p> <p>7- Labor Day (Court Holiday)</p> <p>15- SBPA Luncheon</p>
<p style="text-align: center;">OCTOBER</p> <p>12- Columbus Day (Court Holiday)</p>	<p style="text-align: center;">NOVEMBER</p> <p>11- Veteran's Day (Court Holiday)</p> <p>17—SBPA Luncheon—TBA</p> <p>26- Thanksgiving (Court Holiday)</p> <p>27- Day after Thanksgiving (Court Holiday)</p>	<p>DECEMBER</p> <p>25- Christmas (Court Holiday)</p>

How Can Paralegals Survive and Thrive in New Work Situations?

By Vicki Voisin, ACP

Whether you're new to the profession or you have years of experience as a paralegal, you may find yourself working in an unfamiliar practice area. You may be 'learning by fire' and not feeling confident about how you're getting the job done. You may not have enough contact with your supervising attorney or feel like you're bothering him/her with constant questions. Even if you're not working in a new practice area, there are always new rules and procedures that you need to figure out.

Here are twelve tips that will help you survive these situations and thrive in your career:

Just like the cable company, adopt the habit of 'bundling.' Try saving all the questions you need to ask the attorney and present them all at once. It's tough to flag down a busy person and they don't like frequent interruptions that take them away from their work. If you can schedule one or two fifteen minute meetings (say, first thing in the morning and perhaps immediately after lunch), you may find a more willing listener.

Does your state have guidelines for the utilization of paralegals? If so, be sure you have a copy and then discuss the guidelines with your

employer. Tell him/her that you really like your job and you like working for him/her but you feel there are some areas where you feel uncomfortable and could he/she help you with those. If your employer doesn't know that you need this help, he or she can't provide what you need. (Remember that the American Bar Association offers Guidelines for the Utilization of Paralegal Services and so does the National Association of Legal Assistants.)

Be sure you are getting the supervision that is required for nonlawyer staff. Remember that the attorney is to review your work before it leaves the office and that nonlawyers cannot sign pleadings or correspondence that offers legal advice.

Familiarize yourself with the court rules for your state and your local jurisdiction. Know where to find requirements and time frames for any filings you'll be doing. It's your responsibility to know this for calendaring and for planning when work needs to be done.

Are there similar older or closed files you can follow? They would give you great ideas for procedure that's

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How Can Paralegals Survive and Thrive in New Work Situations?

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been followed in the past, documents that have been drafted, and correspondence that's been sent. Be sure to ask the attorney if there is another file you can follow or another client with similar issues.

Make the court staff your new best friends. They are usually happy to help with procedure and they may have checklists and forms you can use. Be sure to treat them with respect and be lavish with your thanks.

Create your own procedures manual. This should include forms, checklists, contact lists, and helpful Web sites. The more systems you can put in place, the smoother your transition into this new practice area will be.

Seek out continuing education opportunities, especially in the new practice area. You should consider certification and advanced certification. There are also a number of online courses (remember that The Paralegal Mentor offers a few that might work) that should be convenient for you to attend.

Take an active role in paralegal forums. Two good ones are provided by [Paralegal Gateway](#) and by [Legal](#)

[Assistant Today](#). [NALA](#) also provides a good forum for members. The paralegals who post on those venues are very generous with their expertise and advice. They will generally share forms and their knowledge of procedure.

Join local, state and national professional associations. After you've joined, become an involved member: go to meetings, run for office, join in discussions and educational events. This will provide chances for networking with other paralegals who do the same work you do. Professional newsletters and journals offer lots of articles that may help you with your situation.

Find a mentor. Ask someone who has experience in the practice area to help you learn the ropes. Again, most paralegals are incredibly generous with their time and their expertise.

Use social media as a resource. Establish accounts on [LinkedIn](#), [Facebook](#), and [Twitter](#), provide a professional profile and dive in. Be sure to join whatever groups work for you, too. This is a great way to ask questions, locate resources and learn about educational opportunities. Just remember that whatever you post on

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CALIFORNIA ALLIANCE OF PARALEGAL ASSOCIATIONS
PRESENTS
TREASURES OF SUCCESS
JUNE 27, 2009



Hosted by:
Orange County Paralegal Association
All Aboard!
Queen Mary, Long Beach, California

7:30 – 8:30 a.m.	Registration, Continental Breakfast & Networking
8:30 – 9:00 a.m.	Welcome
9:15 – 10:15 a.m.	Morning Sessions
10:15 – 12:00 p.m.	Exhibitor Viewing/(Networking)
12:00 – 1 00 p.m.	Lunch; (Exhibitor Door Prizes)
1:00 – 1:30 p.m.	Keynote Speaker
1:45 – 2:45 p.m.	Afternoon Sessions
3:00 – 4:00 p.m.	Ethics
4:30 – 6:00 p.m.	No Host Cocktail Party

-----tear here

REGISTRATION FORM

Please RSVP by mailing registration form to: Carolyn Yellis, ACP, 619 N. Zeyn Street, Anaheim, CA 92805 (or register online at www.caparalegal.org) NAME: _____

CLA/CP ___ ACP ___ RP ___ Esq. ___ Other ___
___ member (\$155.00) ___ non – member (\$175.00) ___ student \$95.00

Early Bird Special:

member (\$135.00) ___ non-member (\$155.00) ___ student (\$75.00) By 05-15-08

Association: _____

CREDIT CARD EXP. DATE: _____
CREDIT CARD#: _____ (VISA/MAST-circle one)

An additional fee of \$4.00 is charged for use of a credit card.

Registration fees are transferable but not refundable.

ROOM RESERVATIONS: Room reservations may be made on a first come, first served basis by calling the Hotel's reservation line, (562) 432-6964. Please reference "CAPA" (California Alliance of Paralegal Associations) when making your reservations to receive the conference room rates of \$129.00 double or king beds - plus applicable taxes, until May 27, 2009. All room rates, and other amenities are the sole responsibility of the Attendee.



GOVERNOR ARNOLD SCHWARZENEGGER

June 27, 2009

California Alliance of Paralegal Associations

Greetings to everyone gathered to celebrate California Paralegal Day at your twenty-first annual Educational Conference.

I commend paralegals for your dedication to your profession in our Golden State. Through your efforts, you provide valuable support to attorneys and strengthen the legal field. Your expertise has had a positive impact on many across our state, and you have a crucial role in our justice system. Thank you for your outstanding work on behalf of your fellow Californians.

Please accept my best wishes for a fantastic event and every continued success.

Sincerely,

A handwritten signature in black ink, reading "Arnold Schwarzenegger".

Arnold Schwarzenegger

NEWS & ADS



BUY YOUR RAFFLE TICKET TODAY FOR \$1 PER TICKET

There will be prizes from each paralegal association associated with CAPA and the drawing will be held at the CAPA June Conference: Treasures of Success on June 27, 2009. The winners must not be present to win. To purchase your tickets, contact Deb Reber at dr@ppplaw.com

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If you would like to post your advertisement on the SBPA website and have it published in the SBPA newsletter, please e-mail your advertisement to Sandra Biesinger at sb@ppplaw.com and mail your payment to SBPA, Post Office Box 2695, Santa Barbara, CA 93120. The cost is \$125 for January through December and the newsletter is published every other month. Your advertisement should be in a .jpg format and can be up to 4" by 4".

NEWS & ADS



SBPA LUNCHEONS

All luncheon membership meetings are held at Santa Barbara Bank & Trust, located at 1021 Anacapa Street, Santa Barbara. The cost of the catered buffet luncheon is \$18 for members and \$20 for non-members.

Please note that the cost of the luncheon is for the CLE credit and the food is gratuitous. If you would like to attend the meeting, please RSVP to Tommie (tjosephson@hardincoffin.com). Every person in attendance must pay the member or non-member fee, whether you wish to eat or not. When you make your reservation, please indicate if you would like to eat lunch.



Postage price increase asks for your 2 cents

As of May 11, it will cost you another 2 cents to send a first class letter.

Stamps for 1-ounce letters will jump in price from 42 cents to 44 cents. Prices for other types and sizes of mail will change also.



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NEWS & ADS



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- New Media and the Guilds
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- The Military Family
- Immigration: A-to-Zs of H-1Bs
- Asbestos Litigation
- Navigating the Environmental Maze
- Inadvertently Disclosed Privileged Documents

Member Exchange Presentations

- International Transactions
 - Catherine R. Durgin, ACP
 - Mary L. Theroux, ACP
- Social Networking: Not Just for Kids
 - Vicki Voisin, ACP

Affiliates Exchange

- Increasing Your Association's Visibility in Your Community
 - San Diego Paralegal Association
- How to Organize a Successful and Profitable Seminar with Emphasis on Review for the CLA/CP Exam
 - Tennessee Paralegal Association

Details at www.nala.org (Register Online)

1516 South Boston, Suite 200 • Tulsa, OK 74119 • 918.587.6828 • www.nala.org

Quality Time

Sometimes the best way to spend time is to invest it in yourself.

Advanced
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Visit www.nala.org and click on "Advanced Certification" for details.

NALA NEWS

How do

you like our new look? Earlier this month, a new NALA web site went “live.” Take a look – and let us know what you think. We will continue to add sections and additional material during the coming months. This is just the beginning!

One of the features of the site is now you can enter your NALANet login on the home page. This will allow you to enter the members only area with just one log in. No problem if you forget to do this on the home page, the NALA Net area also has a login.

Several deadlines are coming up that you don't want to miss!

President's and Founders' Award Nominations due April 1

Now is the time to start thinking about those exceptional people you have met through your involvement in NALA! April 1 is the deadline. For details, please visit Members' Area/2009 Annual Meeting Information/2009 Awards Program (<http://www.nala.org/mbrawards.aspx>). This is a terrific way to honor those who have done so much for our profession.

LEAP Applications Due May 9, 2009

The NALA Professional Development Committee is now accepting applications for the LEAP class of 2010. The application is on the NALA web site. Visit Members' Area/LEAP for details! (<http://www.nala.org/LEAP.aspx>)

2009 Elections Underway

The nomination period has closed. Candidates for the NALA Board of Directors 2009-2010 will be announced in the May issue of Facts & Findings and on the web site. This will be the first year that all members will vote for all candidates for the Board of Directors. If you are unable to attend, please remember you may appoint another NALA member to serve as your proxy and vote on your behalf at the annual meeting. Any NALA active member may serve as a proxy except the NALA President. A form for your use in designating your proxy was included in the January Career Chronicle edition of Facts & Findings and is on the NALA web site (<http://www.nala.org/anmtmembers.aspx>). The designation of proxy must be received by the NALA Secretary and Credentials Chair by June 10, 2009. Don't pass up this important opportunity – now your vote counts even more!! You will be voting for all NALA officers, and all director candidates, not just the director candidates from your region.

NALA NEWS

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Annual meeting plans are shaping up!

The 2009 NALA annual meeting (<http://www.nala.org/convention.aspx>) promises to be among the best we've ever offered. In addition to the popular Mock Trial Institute, we are also featuring a Human Resources Institute and Essential Skills Track. The educational program also includes sessions for those working in Family Law, Entertainment Law, Immigration, Asbestos Claims, and Environmental Law. In addition, with the economic stresses of today, we recognize how important it is to give back to the community hosting us. Throughout the convention, we will be collecting donations for US troops through California Defenders of Freedom. A list of suggested items will be sent to all convention registrants.

NALA Campus LIVE! will be winding down in May – check out the list of courses on www.nalacampus.com for details and last minute registration!

And ... don't forget, a new Advanced Paralegal Certification program on Trademarks was launched earlier this month! The APC Board informs us that Personal Injury will be the next course to become available!

NALA

To contact NALA about this newsletter, write to nalanet@nala.org or call NALA Headquarters.

April Henderson, NALA LIAISON

2009 Upcoming NALA CLA/CP Testing Dates

Examination Date	Application Deadline	Late Application Filing Deadline
July 24-25, 2009	May 15, 2009	May 30, 2009
December 4-5, 2009	October 1, 2009	October 16, 2009

Change... Do It or You're Done!

by Vicki Voisin, ACP

Change is in the air!
Whether

it's the advent of Spring or the current political campaign, it seems like everyone is talking about change. Change is always good, any time of the year. In fact, I believe that once you stop changing you're just done...there will be no more personal growth in your life. Now, I'm not necessarily talking about drastic changes like a quitting your job, leaving your spouse, or moving to Peru. I am talking about making small changes that will keep you fresh and content with your current job and your career.



Do you feel like you've painted yourself into a corner? Do you feel like you're stuck in a rut? Well, nothing happens to the rut you're stuck in unless you make the changes necessary to get out. If you continue to do the same thing in the same way, you'll get the same results. It's time to make a few small changes that will get you out of that rut. Here are some tips:

Clear the decks! Or, rather, clear your desk! Piles of papers and gobs of Post-It notes keep you from doing your best work. With all the clutter on your desk, you waste time looking for files and memos. Throw away what you can and then file the rest. Working in a clear, organized space will make you feel better instantly.

Set goals! Decide what you want to do and where you want to go. Then figure out the steps you need to take to get there. You would never eat a 12" sub sandwich in one gulp, but bite by bite that sandwich will disappear. Setting short term goals to reach your long term goal is the only way to make sure you keep yourself on track. Put those goals on your calendar so that you will make time to do them. I have another example. Say you want to see 'Wicked' this coming August 2nd. But you say to yourself, "I don't know if I can do that. What if something else comes up?" So you do nothing. Guess what...August 2nd will come and go and you will not have seen 'Wicked.' If you had put that event on your calendar, purchased your tickets and made travel plans, you would be in for a terrific experience on August 2nd. If not, you'll be at home watching 'I Love Lucy' re-runs.

Challenge yourself! Think of something challenging that you want to do before you wake up on the wrong side of the grass. This should be something that is out of your normal routine...something that is a stretch for you. Would that be sky diving? A trip to Morocco? Learning Italian? Once you've chosen your challenge, plan the steps you must take to make it happen. You simply

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Change... Do It or You're Done!

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cannot learn Italian overnight. Also, forget the excuses. Never say, "I can't do that. It will take too long and I'll be (you insert the number that's holding you back) years old before I'm finished!" I have news for you, you will (hopefully!) be 30...40...50...60...or whatever number you're thinking. You might as well reach the age and have completed your challenge as get there and have regrets because you didn't. Nothing is impossible if you put your mind to it and plan the steps you must take to climb your mountain.

Ask for what you want! I'll let you in on a little secret...I didn't have a reserved seat for the Richlin v Chertoff oral arguments. It would have been very easy to just wring my hands and decide to stay home because I wasn't even sure I would get in the building. Instead, I stood in line for two hours on a chilly March morning and slowly inched toward the door. The oral arguments were to begin at 10:00 a.m. As that time approached, I could see I wasn't going to get in. Instead, I was given the opportunity to move to the line of people who could watch for just five minutes. That was better than nothing (even though I was calculating that for five minutes in the court room, the trip would cost me about \$300 per minute!) so I moved and was with the first group inside. When I sat down, I was totally awed by the Court and the voices of the Justices, but I couldn't see them very well. Then I noticed one empty seat just across from me. The Marshalls were patrolling the room and looked like they'd throw me out if I even crossed my eyes. But when one walked by

me I asked (very quietly!) if I could move to the empty seat. His response? "If you move to that seat, you have to stay for the whole hour!" Yes! I asked for what I wanted and I got it. Never hesitate to ask for what you want. What do you have to lose? You'll be surprised how often it works.

Look for the good in people! It's very easy to see other's faults, but it's healthier to see the good things. Every person has a story. Every person has something interesting to offer. Acknowledge at least one positive quality in everyone you meet during a day. The negatives will slip away and you will find more joy in your day.

Exercise! Golly, how many times have you heard that? But it's true! You need to exercise not only to keep your body strong, but also to keep your mind healthy. You will do your best thinking and problem solving while you take a brisk walk. Try to make exercise a priority.

Have you noticed a recurring theme here? Each of these changes requires that you work on yourself and your way of thinking. It is so important that you maintain your sense of humor, that you have fun, and that you always be learning something new. Taking a risk once in a while is mandatory. Work on those goals, make some long-term plans, smile at your neighbor, and I'll bet you will find you're no longer stuck in your rut. That said, I have one more point to make.

Evaluate your situation! In the beginning, I said I was not advocating any drastic changes. But think about this: You probably

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Change... Do It or You're Done!

by Vicki Voisin, ACP

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have an idea where you want your career to go. Think where you were five years ago and then where you want to be in five years. Are things going as you had hoped? Are you on a path that will get you to where you want to be in five years? Are you earning what you deserve? Hopefully your answers will be 'Yes.' If not, you may need to make more than a few small changes.

Your Assignment: Take ten minutes to assess that rut you think you may be stuck in and make a list of five things you would

like to do by the end of the year. Then determine what steps you have to take to reach those goals, to make those things a reality. Next, schedule the steps on your calendar. By the end of the year, you'll not only be out of your rut, but you'll be marching down the road singing a happy tune.

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Vicki Voisin, also known as The Paralegal Mentor, publishes the bi-weekly ezine 'Strategies for Paralegals Seeking Excellence' where she offers tips for paralegals and others who want to create lasting success in their personal and professional lives. Get tips and information at no cost at www.paralegalmentor.com.



How Can Paralegals Survive and Thrive in New Work Situations?

By Vicki Voisin, ACP

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these sites can be viewed by everyone so keep everything you do on a professional level.

Your challenge: When you catch yourself saying, "Holy Moly...what do I do now?" take a step back, analyze the situation, and decide which of the above tips will work for you. You will probably find more than one. Then, step by step, learn all about the new practice area or the new procedure. Before you know it,

you'll be offering tips and advice to other paralegals.

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Vicki Voisin, "The Paralegal Mentor", delivers simple strategies for paralegals and other professionals to create success and satisfaction by achieving goals and determining the direction they will take their careers. Vicki spotlights resources, organizational tips, ethics issues, and other areas of continuing education to help paralegals and others reach their full potential. She publishes a bi-weekly ezine titled **Strategies for Paralegals Seeking Excellence**. More information is available at www.paralegalmentor.com

2009 OFFICERS AND COMMITTEE CHAIRS

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If you are interested in serving on the board, please contact Deborah Reber. If you have comments, questions, or articles to submit for the newsletter, please email them to Sandra Biesinger. Thank you.



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