

CIPA Connection

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Central Illinois Paralegal Association

An Affiliate of the National Association of Legal Assistants, Inc.

President's Message

The end is near – the end of my term as President, that is. It has been a year filled with both the new and the familiar. Lately, I have been reflecting with great satisfaction, upon all of the activity that has taken place this year. In January, the Executive Board outlined plans for increased activities for Association members, and a blend of social/networking meetings with those scheduled to provide the Continuing Legal Education hours required by NALA and sought after by our CLA/CP credentialed members. Soon after that first meeting, our Annual Seminar Committee began planning for the 2006 Annual Education Seminar. Those planning efforts, begun in February, came to fruition on September 15 when the Association welcomed our honored speakers and Central Illinois paralegals to a day of information, networking and good fellowship.

During the second quarter of 2006, we noted that our Job Bank activity had increased over 2005. The Job Bank Committee, chaired by Susan Wozniak, had several opportunities to provide service to both CIPA members and Central Illinois legal employers with notice of quality position openings. Access to the exclusive listings in the Job Bank is just one of many benefits of membership that CIPA members enjoy.

Our Scholarship Committee, led by Kathleen Weir, has experienced an infusion of fresh ideas and activity during the third quarter. Members will be hearing more about the availability of funding for a wider range of offerings in 2007.

Also new this year is our Pro Bono Committee, headed by immediate past president Ann Hill, CLA. CIPA has a long tradition of support for various pro bono activities in our members' home communities, but this is the first year that we have established a formal structure within which we will operate our own pro bono projects.

In the fourth quarter, we held our Annual Meeting of the Membership, and were pleased to welcome a distinguished speaker. Mr. Edwin Yohnka, Director of Communications for the American Civil Liberties Union of Illinois ("ACLU")

spoke on *Presidential Power and the System of Checks and Balances in the Bush Administration*. Our meeting was held on the campus of Illinois State University and Mr. Yohnka's presentation was featured in *The Vidette*, ISU's student newspaper. Also at the Annual Meeting, new officers for 2007 were elected, and several Bylaw revisions were voted upon by the membership. This is the first meeting in recent years in which formal Absentee Ballots and Voting Proxies were used. We had an excellent turn out! Members actively participated both in person or by proxy.

This space does not permit me to list all of the changes that the Association has experienced this year, nor does it allow me to individually list the many contributions made by all of our committees and members, both new and continuing. I have been proud to preside over the many, many activities we have enjoyed during 2006, and would like to thank the membership for your support of CIPA events. I would also like to thank the members of the 2006 Executive Board and the 2006 Committee Chairs for your tireless efforts to make CIPA a premier professional organization especially for paralegals. It has been my distinct pleasure to serve with you all.

Martha Ross, CP
President
Central Illinois Paralegal Association

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And much, much more ...

WELCOME to our Newest Members !!

Deborah Lane-Christian

Deborah has been employed in the Intellectual Property Department of Caterpillar, Inc. since February 2006. Prior to joining Caterpillar, Deborah was employed with Husch & Eppenberger, LLC for over four years in the area of Intellectual Property and Corporate Law. She holds a Bachelors Degree (1999) in Business Management from the University of Illinois at Springfield and is pursuing a Master's Degree in Business Communications. Deborah received her paralegal certificate from Illinois Central College in July 2005 and an Associates Degree in 1991.

Deborah has been married to her husband Mark for six years and she has two children, Jimmy and Michael and two almost grown teenage stepchildren, Noah and Markie. In her spare time, she enjoys home decorating/renovation, gardening, reading and working out. Her two most pressing goals in life are to ride her motorcycle to Sturgis and run a marathon.

Kathleen (Kathy) Berg

Kathy is employed at the Bloomington office of Prairie State Legal Services, a non-profit corporation providing free legal services to low income persons and senior citizens. She graduated from Illinois Central College in 1997 with a Paralegal degree. Kathy began working for Prairie State in July, 1997. She is the office manager, paralegal, and pro bono coordinator and wears any other "hat" that fits at the time.

Kathy has lived in Bloomington with her husband, Gary since 1993. She has two daughters that reside nearby and enjoys spending time with her two grandsons.

Please help us welcome our new members by introducing yourself at the next monthly meeting. **WELCOME TO CIPA!!**



CIPA in the News

CIPA's Annual Meeting was held on Tuesday, October 10, 2006 at Illinois State University's Schroeder Hall. The meeting was covered by ISU's student newspaper, *The Vidette*. The article was published in the October 12th edition, on page 6, and contains a photo of our speaker, Ed Yohnka, and a quote from President-elect Crystal Thomas. A copy has been preserved in the CIPA archives.

Minutes of the Annual Meeting can be found on page 4 of this edition.

LEXICOGRAPHICAL LESSONS

One of the key tools of the legal profession is the gift of words. Whether we are dealing with attorneys, judges, or other legal assistants, we establish ourselves by appropriate use of vocabulary in both written and oral communication. Take some time to familiarize yourself with a broad array of words, know their meaning and use them correctly. Here are a few to get you started!

Abrogate *v* to abolish or annul by authority; put down

Axiom *n* a universally recognized principle or rule of law; a generally accepted or common saying

Capricious *adj* inclined to change one's mind impulsively; erratic; unpredictable

Denigrate *v* To belittle, or to attack the character or reputation of, defame, disparage

Fortuitous *adj* happening by fortunate accident or chance

Gregarious *adj* sociable; outgoing; enjoying the company or other people. Form a group with others of a same kind

Articles of Dissolution. A document that a dissolving corporation must file with the appropriate governmental agency, usually the secretary of state, after the corporation has settled all its debts and distributed all its assets.

Case of first impression. A case that presents the court with issues of law that has not previously been decided in that jurisdiction.

Ex facto. Apparently; evidently; facially. From or in consequence of a fact or action.

Jus tertii. The right of a third party; the doctrine that, particularly in constitutional law, courts do not decide what they do not need to decide.

Selections and definitions from Anne Curtis, *Word Smart for the GRE*, [New York, Random House, Inc. 2003] and Garner, *Black's Law Dictionary* (2nd Pocket Ed. 1996)

** UPCOMING SEMINARS AND CLE OPPORTUNITIES **

Probate Process from Start to Finish for Paralegals –

Ramada Inn & Conference Center on Brandywine Drive in Peoria on January 8, 2007. Registration fee is \$259. (NALA CLE Credit .06; NFPA credit 6.0 including .5 hour of ethics)

Scheduled speakers: Cynthia A. Carlon - Carlon Law Firm
Mary A. Corrigan - Vonachen, Lawless, Trager & Slevin
Thomas A. Jennings – Livingston, Barger, Brandt & Schroeder
Clayton J. Patterson – Dunn, Willard, Arkell & Bugg

Visit www.ipe-sems.com for more information.

President's 2006 Annual Meeting Report to the Membership

The 2006 Annual Meeting of the Membership was held on October 10, 2006 on the campus of Illinois State University in Normal, Illinois. The guest speaker for the evening was Mr. Edwin C. Yohnka, Director of Communications for the American Civil Liberties Union of Illinois, who spoke on the topic of presidential powers. Following his remarks, Mr. Yohnka received a number of interesting questions to which he provided salient remarks. The presentation was covered by a reporter and photographer from The Vidette, Illinois State University's student newspaper. Remarks and reactions to the presentation were solicited from the members for the paper's article, which was printed in the Vidette's October 12, 2006 edition. A copy of that issue will be placed in the Association's archives.

At the conclusion of Mr. Yohnka's presentation, the Annual Meeting was called to order by President Martha Ross, CP. Attendance in person and proxies submitted by those members absent were noted for the minutes. An announcement regarding upcoming NALA programs was made.

The first order of business was the vote on each proposed revision of the Bylaws. The results of that vote are as follows:

Item A – Proposal to change the named positions of the Executive Board

Recommendation by the Executive Board: not recommended for approval.

Results: This item did not pass. Therefore, the proposed change will not be made to the Bylaws at this time.

Item B – Notice of Meetings

Recommendation by the Executive Board: recommended for approval.

Results: This item passed. Therefore, the proposed change will be made to the Bylaws at this time.

Item C – Call and Notice of Social Meetings

Recommendation by the Executive Board: recommended for approval.

Results: This item passed. Therefore, the proposed cosmetic change from "social" to "special" will be made to the Bylaws at this time.

Item D – Dues

Recommendation by the Executive Board: recommended for approval.

Results: This item passed. Therefore, the proposed prorated dues schedule will be added to the Bylaws at this time.

Item E – Application for Membership

Recommendation by the Executive Board: recommended for approval.

Results: This item passed. Therefore, the proposed cosmetic change to the wording of this section will be made to the Bylaws at this time.

Item F – Appointment of Committees

Recommendation by the Executive Board: not recommended for approval.

Results: this item did not pass. Therefore, the proposed change will not be made to the Bylaws at this time.

Item G – Mileage Reimbursement For Speakers

Recommendation by the Executive Board: recommended for approval.

Results: this item passed. Therefore, the proposed change will be made to the Bylaws at this time.

The second order of business was the election of officers for the 2007 term. Following a secret ballot by the members present, and verification of the proxies and absentee ballots timely submitted, the results of the election are as follows:

President	Crystal Thomas
President-elect	Gale L. Grant
2nd Vice President	Kathleen Weir
Secretary	Elizabeth Woodard
Treasurer	Jacalyn B. McKinnis, CLA
NALA Liaison	Debra D. Taylor

The 2007 Executive Board will assume their duties following the Installation of Officers ceremony in December.

Under Other Business, a reminder was given by First Vice President Amber J. Lilly, CLA that the November meeting will be held on the campus of Midstate College in Peoria and that reservations for this meeting are recommended. Dinner will be provided by Mr. Mark Wiltse, Director of the Paralegal Program at Midstate College. The program will be provided by Tom Higgins, Esq., Director of the Paralegal Program at Illinois Central College in Peoria.

The Treasurer, Jackie McKinnis, CLA, distributed the Association's current itemized Treasurer's report to the members present.

There being no other business to come before the assembly, the meeting was adjourned. The official meeting minutes will be available from Secretary Elizabeth Woodard following their ratification at the October Executive Board meeting.

Respectfully Submitted: Martha Ross, CP, CIPA President



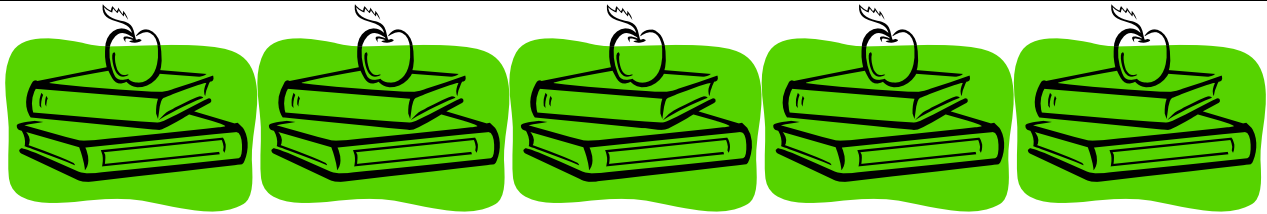
Motion to Dismiss! No, Motion for Summary Judgment! Which one?

Any paralegal working in state litigation has certainly dealt with either Motions to Dismiss or Motions for Summary Judgment. A party responding to a complaint will certainly try to use one of these measures before having to file a formal Answer. However, one must be careful in determining which motion or defense is applicable to a particular situation. Remember, you are setting the record for a possible appeal.

I recently came across the following reference that provides a rather simple, yet very helpful, breakdown of each motion allowed under the Illinois Code of Civil Procedure. This may give you some insight as well.

- 1) a defendant's [735 ILCS 5/] 2-615 motion admits the truth of the facts alleged in support of the claim but denies the legal sufficiency of those facts;
- 2) a defendant's [735 ILCS 5/] 2-1005 motion (summary judgment) admits the legal sufficiency of the claim but denies the truth of the facts alleged; and
- 3) a [735 ILCS 5/] 2-619 motion admits both the truth of the facts alleged in support of the claim and the legal sufficiency of the claim but raises affirmative matters, which it asserts defeat the claim, and as to those affirmative matters, there is no admission of either truth or sufficiency.

See 4 *Illinois Practice* § 41.2 cited in *Barber-Colman Co. v. A & K Midwest Insulation Co., et al*, 236 Ill.App.3d 1065, 1075, 603 N.E.2d 1215, 1223, 177 Ill.Dec. 841, 849 (5th Dist. 1992).



Another Year – Another Success!

The 17th Annual CIPA Educational Seminar was held on September 15th at Eastland Suites Hotel & Conference Center in Bloomington. By all accounts, it was a smashing success! Co-Chairs Amber J. Lilly, CLA, and Chris Thomas deserve not only a round of applause but a standing ovation for their many months of dedicated work. It is often said in the meeting-planning industry that the overall success of a function is based, in part, on the lack of complaints. The harder one works in advance “behind-the-scenes” - the better the function. These ladies deserve our sincere thanks and appreciation.

The speakers were inspiring, knowledgeable, and authorities in their respective fields. President Martha Ross opened the seminar with a lovely welcome address. Keynote Speaker Alan L. Sternberg, Associate General Counsel for State Farm, made a passionate plea for us to consider providing our time and talent for *pro bono* work. Don C. Hammer, a partner with the firm of Hayes, Hammer, Miles & Cox, LLP, provided an extraordinary discourse on legal research.

Todd E. Bugg, a partner in the law firm of Dunn, Willard, Arkell & Bugg, provided sample real estate contracts and walked us through a typical closing. William A. Allison, a solo practitioner in Bloomington, enlightened the audience on constitutional law.

Forensic Scientist David A. Metzger, who is with the Illinois State Police Forensic Science laboratory in Springfield, gave a fascinating, engaging oration complete with a Power Point presentation, on the explanation of what DNA is and how it is tested and used in as evidence in court.

We were also treated to an impromptu instruction of the latest in Westlaw technology by their representative, John Roach.

Vendors Lexis-Nexis and Westlaw, along with CIPA, provided additional informative and educational material to the event. Certainly a highlight for the attendees was the door prize drawing and the raffle. Raffle ticket sales added over \$240 to the CIPA coffers.

I, for one, had a tremendous day. It was filled with good friends, good food, and lots of enlightening material.

Debi D. Taylor
NCLA





Where Does All the Time Go? By: Deborah Lane-Christian

"The challenge is not to manage time, but to manage ourselves." Stephen Covey

It is a typical Monday morning and once again I try to get my priorities straight. Reviewing the week ahead in my personal day planner, I first need to review my husband's erratic schedule before I can schedule my own priorities.

Before developing my planner, I often felt frustrated because I was unable to find time to do the things that were important to me. Working out, having dinner with my husband, lunch with a friend or reading a good book never ended up on my "to do" list. Therefore, I would eliminate a few events and prioritize others. Basically, I just rearranged everything which was not effective time management.

How did I learn to manage my time? By categorizing everything for one week and logging the actual time spent on planned tasks, interruptions and unexpected phone calls. I was able to see how much time I was spending in "crisis mode."

In his book, *The 7 Habits of Highly Effective People*, Stephen R. Covey states that to manage our lives effectively we must organize our schedules to meet six important criteria: coherence, balance, focus, a "people" dimension, flexibility and portability.

Coherence in planning means that there is harmony, unity with your goals, priorities and plans. When planning you want to keep a sense of balance in your life to prevent neglecting your health, family, professional and personal development. Planning the week ahead is an effective crisis management tool and provides greater balance. By focusing on the week ahead, you can still adapt your schedule and prioritize on a daily basis.

To have a "people" dimension is to think in terms of effectiveness in dealing with people. Is there a task at work that could be easily be delegated? Could someone else take your pet to the vet?

Other questions you may want to consider when developing your planner include the following: How flexible is your planner? Is it tailored in a way that is most effective for you? Can you carry your organizer with you? You may want to keep your planner at your side in order to always have important information within your reach.

I realized I had a choice about how to live my life, about how to spend my time. I decided that I could either continue with the way things were and hope they got better, or I could do something about it. It is important to stop and take a close look at what is actually taking your time so you can determine where changes can and should be made. By taking a realistic look at how your time is spent, you can get a clear picture of how you have defined your priorities.

Covey, Stephen R., *The 7 Habits of Highly Effective People*, 1989, Fireside, pps. 146-182.



A Retrospect of the 31st Annual Convention

By: Peter Paoli

On the morning of July 26, 2006, Tampa Bay awoke to a beautiful sunrise while paralegals set off to the Tampa Marriott Waterside & Marina to be a part of NALA's 31st Annual Convention. The convention gave attendees the opportunity to educate themselves on the services available from over 30 exhibitors from throughout the country with displays in the foyer and gallery. Numerous NALA affiliates also had displays, letting everyone know a little about themselves. I am certain CIPA will have such a display at future conventions.

The conference opened with remarks by NALA's 17th president, CIPA's own Debra J. Monke, ACP, immediately followed by a Keynote Address from the Honorable William F. Downes, Chief Judge of the District of Wyoming. Judge Downes' presentation, "Musings of a Country Judge on Life, Law and Love." Consider the history of a man who came to understand early on the fragileness of life as a volunteer hospital orderly, before seeing first hand as a Marine Lieutenant witnessing the horrors of Vietnam. These events served to better his understanding of the world and people around him, an understanding that guided his rationale of the law, which in turn guided his career all the way to the bench.

Day 1: Morning led to the first day of classes, selected according to my specialty. Following was the All Convention Luncheon in the Waterside's Grand Ballroom. The noon event placed the attendees within their respective districts, giving all of us a chance to meet fellow paralegals from close geographic locations and develop networks and relationships that will continue to grow in the spirit of NALA. I, myself, had the opportunity to meet the candidate for (and now current) Region 5 Director, Cheryl Snider, ACP.

Day 2: The second morning was also spent in classes, but later a significant group of attendees met for the NALA 2006 Membership Forum. Presentations were made by the various NALA officer candidates, and gifts presented by the Exhibitors. (With great enthusiasm I proudly displayed my toy sand pail and shovel as a carry-on item for my return flight to Chicago!) This session provided time to note the sense of volunteerism that has established our national organization for over three decades.

Day 3: After a third morning of classes, we continued on to the 31st Annual Meeting Election and Introduction of Officers and Regional Directors. The meeting was beneficial, as I got to meet representatives from other affiliates, including the editor of an affiliate's newsletter from Orange County, California. Attendees were privileged to meet the new president of NALA as well as witness the installation of the current officers. The convention closed out Saturday morning with classes, and for many us, a rush to the airport.

The convention was not only a great opportunity to earn CLE credit but also a chance to network with others in our profession. NALA introduced the new advanced track for paralegals through the ACP program, elected a new Board to the organization, and allowed us to meet many of the former leaders in the organization. If the opportunity allows, I would strongly recommend everyone attend the 2007 convention, being held at the Sheraton New Orleans Hotel.





Unauthorized Practice of the Law

By: Deborah Lane-Christian

At a graduation party this summer, I was introduced to a gentleman who immediately proceeded to tell me about his dilemma with a fence that his neighbor installed. He told me he thought the chain-link fence was unattractive and wanted to know if I could give him some legal advice to have his neighbor's fenced removed or replaced. I told him that I could not give him legal advice since I am not an attorney.

This situation falls in the gray area of unauthorized practice of the law by nonlawyers that may overstep the boundaries into the practice of law. The unauthorized practice of law includes the following: giving legal advice by explaining to a client his legal rights, recommending a course of action and its probable outcome as well as drawing up and interpreting legal documents to a client.

Attorneys have an ethical responsibility to prevent unauthorized practice of law under Article VIII of the Illinois Rules of Professional Conduct, Rule 5.3. Responsibilities Regarding Nonlawyer Assistants. Paralegals are regulated directly by laws on the unauthorized practice of law by nonlawyers. Therefore, the attorney is responsible for the work product and ethical conduct of a paralegal supervised by him and must provide direction to that paralegal. Failure by the attorney to provide adequate supervision of nonlawyer staff can result in disciplinary penalties and even disbarment.

Even though the Rules of Professional Conduct and Guidelines do not regulate paralegals, it does not relieve a paralegal of her obligation to behave ethically. Paralegals who are members of national, state and local paralegal associations are required to follow the Codes of Ethics of those associations. These codes are similar to the requirements governing the ethical conduct of lawyers.

It is important that paralegals familiarize themselves with the ethical constraints that govern them and review the codes by these associations. When in doubt, ask your managing attorney for guidance. Remember that you may relay legal advice from your managing attorney but you cannot give legal advice on your own. (See, www.nala.org, www.paralegals.org and www.abanet.org/legalservices/paralegals).



The Personal Benefits of Volunteer Work

By: Gale Grant

I would like to take this opportunity to share with everyone my thoughts on volunteer work and benefits that can result from being a part of pro bono services.

My first experience in volunteer work was to assist the South Side Mission in Peoria delivering meals on Christmas morning. Since many of the areas scheduled for meal delivery were in low income residential areas, it was mandatory that all women have a male companion with them as they delivered. I was fortunate enough to have my oldest son with me, who had also volunteered to give up his Christmas morning, to help me in our attempt to try and bring some degree of happiness and fulfillment to individuals who might otherwise have been forgotten. We delivered several meals that morning, often to the elderly, who were extremely grateful to have a hot meal to enjoy on Christmas Day.

I then volunteered for a Habitat for Humanity Women Build project. This was a project I had long wanted to be a part of, but my former employment schedule had not allowed me the freedom to pursue volunteer work on the weekends. This home was unique in that it was constructed entirely by women. It was truly amazing to see so many women unite together to bring joy to a family. On this day, walls were constructed for the basement and the roof was nailed on.

Recently, I participated with many members of CIPA in the Prairie State Legal Services fundraiser that was held in Bloomington. This was a great time and I was happy to have been a part of the evening. As we all know, Prairie State is an organization that provides pro bono services to individuals who would otherwise be unable to afford legal representation.

In addition, I have, through my employment, become involved with a pro bono project that was recently established. Our project has received a tremendous amount of support and we are fortunate to have already successfully provided pro bono services to several individuals.

I recently shared my thoughts on why we should volunteer to provide pro bono legal services. Quite often we, as individuals, wish our daily lives could be better. We wish for a nicer home, fewer bills, or a better car. In comparison, an individual needing pro bono service is not worried about a nicer home, but may be worried about who can help them as they face eviction from their residence. We often hear about the elderly having to make a choice between prescription medication and food. Their being able to afford a Power of Attorney for Healthcare and/or Property is a luxury they would otherwise be unable to afford without the assistance of pro bono services. In addition, perhaps someone who is the sole support of a family is frightened by the prospect of having to appear alone before a judge to try and explain why he or she did not have car insurance, when in reality, paying for the car and the gas needed to get to work to earn a living, is all they could afford. Having the comfort of an attorney standing beside you in this instance is immeasurable.

Pro bono legal service is the one area where you are assured that 100% of your donation goes to help those less fortunate, because you are the donation. I often tell people that I cannot sell them a good feeling—it must be experienced. I know many of you already have the passion to volunteer and provide pro bono services and I hope you will continue to actively pursue and encourage this much needed service and experience with me the good feeling it brings.

Paralegals Making a Difference

Author: Ann Hill, CLA

Over the past year or so, several CIPA members have expressed an interest in community service projects. In concert with that request, the Pro Bono Committee was established. This year the Committee's focus is to establish a pool of legal assistants willing to partner with local attorneys in providing pro bono services. I am happy to say that the pro bono program is progressing behind the scenes and a pool of volunteers have already offered to assist. We hope to bring forth information on this new program in the near future.

In considering a commitment to community service projects, it is important to ask why CIPA would want to get involved in community service projects, some of which would be outside the realm of the legal profession. There are many reasons that come to mind. Certainly, it is a way to give back to the community. It is also a way to help the needy. Volunteerism generates good publicity for the association and its members. Ultimately, volunteerism, whether in the form of a group effort or on an individual basis, **makes a difference in the lives of those served.**

As we move through the organization process of establishing a formal pro bono program, I believe that it is important to recognize that our volunteerism need not be limited to legal services. In addition to volunteering legal services, we should consider volunteering for local charity groups, children's foundations, PATH, the Chamber of Commerce, community fundraisers, bar associations, men and women's shelters, CASA, adult literacy programs, homeless shelters and others. Of course, the extent of CIPA's involvement will be limited depending on the number of members willing to commit to service. CIPA members must also consider that there are already a wide variety of volunteer service opportunities already in place throughout the community. Therefore, as a group, members should try to identify the greatest needs of the community and put their resources where members feel they will be most effective.

During the 2006 Annual NALA Conference, I attended a session on community volunteerism led by Lupe Acosta of the Louisiana State Paralegal Association ("LSPA"). Acosta reported on the numerous activities of the Louisiana association. For example, LSPA hosted a Justice Grillin' hamburger cook off and charged \$5.00 for "all you can eat." LSPA held a benefit for a fellow paralegal diagnosed with MS. The association participates in Pro Bono Clinics and has offered services to people in the community. Legal Assistants hosted pro se divorce clinic to collect information and take it to the attorneys. The association hosted a Bone Marrow drawing and a donor registration drive was conducted in Lafayette. The association has participated in Law Day activities, served as a vendor for Downtown Alive, hosted lunches and seminars that were open to the public and feature speakers on topics of interest to the public such as elder law. The association has volunteered to staff the local law library on the one day a month that it is open to the public. They have also participated in salary/compensation surveys, adopt-a-family, and adult literacy programs. They have provided speakers on mentoring, participated in fundraisers to help a deceased Legal Assistant's family with medical expenses, offered scholarships to paralegal students, prepared and submitted amicus briefs, supported Latin American cultural support groups that promote the adoption of children by families of the same culture, and served on communities dedicated to meeting the needs of women. LSPA maintains a directory of community services and facilities. They act as a clearinghouse of information on services. They support a Healing House and members go through structured training as a prerequisite for grief support work. The association has also formed CLA study groups.

Acosta advises that it is imperative that the association recognize its volunteers. LSPA publicizes the names of volunteers and provides gifts and plaques to major contributors. LSPA members recognize that there are limitations to the amount of support a group of paralegals can provide. In recognition of those limitations, the association has partnered with the local Bar Association to host a Joint Association/Bar luncheon during the pre-Christmas Season and to host back-to-school clothing drives.

CIPA is certainly small in numbers when cast alongside the Louisiana State Paralegal Association, but CIPA can be proud that in our first venture toward more active community service, we now have eight members serving on the Pro Bono Committee: I am currently chairing the Committee and have been blessed with seven volunteers: **Alisa Todd, Carol Anne Hager, Carol Koos, Diana G. Holderby, Gale Grant, Lynnette Boundy and Martha Ross.** In addition, the following Legal Assistants have already joined me in volunteering to accept pro bono assignments: **Jackie McKinnis, Chris Thomas, Carol Hager, Diana Holderby, Liz Woodard, and Martha Ross.**

I hope that our program will be up and running before the year's end. The Committee invites all of you to attend our meetings and welcomes suggestions for Community Service projects. The Pro Bono Committee will be meeting in September to discuss the Pro Bono Program and consider the future direction of the Committee. Be sure to watch for future announcements. Please consider volunteering to serve on the Pro Bono Committee during the coming year. It may take an army to move a mountain, but it takes just one caring person to make a difference in the lives of others. And, as Uncle Sam would say, "We need you"

