



DIXIE DIGEST

www.alabama-als.org

September 2021

A Message from our President

Sonia Smith, CLP



Hello AALS! What a phenomenal Fall Board Meeting we just had. Thank you MLPA for the wonderful CLE and entertainment! And, I was personally fond of PS Tacos -yum!

AALS made significant steps forward at our Fall Board Meeting with the passing of the changes in how its membership's voting for incoming officers occurs. As we "Lead the Way to a Brighter Future" it is important to make strides within our Association that progresses with today's ever-changing world. This progression allows AALS members who would not or could not attend in-person voting to have the opportunity to vote on our Association's incoming executive officers. As AALS now moves in a positive direction I'd ask that you'd be considerate and patient as the Nominations and Elections Committee does its best to incorporate the changes elected by our Members.

In looking ahead, specifically within the next month or so, I'd like to remind each Chapter that next year's AALS executive officer nominations will need to be considered. I can't stress enough how important each Members' time and talents are needed in order for this Association to grow and sustain!! Again, each and EVERY Members' time and talents are needed. If you are reading this and you have not attended a local or state meeting, you should! These meetings keep you in 'the know' and allow you to meet and rub elbows with so many. Not only do these meetings allow you to meet others but professional growth can be gained! Trust me when I say, you are missing out! If you are a Member who has been attending meetings, but you have been leery to step out of your comfort zone by holding an office or a place on a committee, let me assure you, if I can do it you can too! The members who have gone before you are like your personal cheerleaders, and they will be there to assist you with any doubts, questions or concerns you may have. Again, this Association needs you! More now than ever!! So how about it?!?! Take that step out of your comfort zone and attend a meeting or better yet, hold a position on a board or committee! No better time than the present!

Next week I travel to Detroit, Michigan to attend the 2021 NALS National Conference. I am thankful to have the opportunity to represent AALS as its President this year. The topics are spot-on with what is happening in today's world and I am looking forward to meeting the speakers and networking. These experiences allow me to grow on a personal and professional level and I will be forever indebted to AALS for sending me to this Conference. I'll do my best to post on our Facebook Page, so keep an eye out for them.

In upcoming events, the AALS Executive Committee is working on the details for our Winter Board Meeting/CLE Conference that will be in January 2022. As soon as information is confirmed we will pass it on to you. After assisting with this past Fall Board Meeting I'd like to remind everyone that times have changed when it comes to prices for hotel rooms, meeting spaces and food costs. With that being said, we may need to be more open-minded with eventually needing to increase our registration costs. Each chapter does its best to keep the registration for our meetings to under \$55, this is becoming a task and big feat so that we aren't in the red financially. I know every Chapter has had to plan our board meetings/CLE conferences and unless you have served on a committee that heads up these meetings, then you aren't aware how difficult finding a space that meets our needs and registration pricing. If you have not served on one of these committees, please think about helping your chapter next time, you'd get a better understanding of costs per person and what a task it can be.

In closing, I am confident as we "Lead the way to a Brighter Future" that each one of us positively contributes to this Association! Be the LIGHT that leads the way!

PRESIDENT ELECT

Julie Nims

I missed seeing everyone at the Fall Board Meeting, but heard MLPA did not disappoint and put on a great conference for everyone that could attend. I loved seeing all the pictures on Facebook and everyone in their pjs on Friday night.

A big thank you to everyone that brought donations for our AALS Charity, Military Parents Operation Support, SOW IT – Serving Our Warriors. I will be collecting items at Winter Board Meeting and Annual Meeting and will be taken all items/monies collected to our contact person, Rene' Bunch, and she will package all items and ship them to the soldiers.

I hope you all have had a great Summer and have an amazing Fall! If you have any questions, suggestions, comments, and/or concerns, please do not hesitate to reach out to me.

VICE PRESIDENT

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

It was wonderful to see everyone in Mobile at the AALS Fall Board Meeting and Education Conference. Congratulations to MLPA on a job well done!

Our membership numbers are down since Annual Meeting in April from 80 members to 74. AALS and the local chapters have much to offer members, so reach out to members whose dues are expiring and/or have expired and encourage them to continue their membership. Remind them of the benefits of membership – networking, education, and our AALS Pals! Also, invite someone from your office to your local meetings AND to Winter Board!

I look forward to seeing everyone in January!

CHAPLAIN

Vicki Lundy, PP, PLS

A Prayer for Peace in Relationships - By: Victoria Riollano

If it is possible, as far as it depends on you, live at peace with everyone. Romans 12:18

Live at peace with everyone.

I have always considered myself a friendly person. I am the friend who texts when I haven't seen you in a while and sets up meals when someone is in need. I do all that I can to be loyal and try to never be hurtful to those that I care about. At first glance, living at peace with everyone seems an easy task. Yet, as I reflect on my personal journey with people, I am confronted with the betrayals, heartaches, and even rejections that have brought more hurt than I could imagine. I have asked myself; how can I live at peace with the friend who talked poorly about me when I wasn't around? How can I be at peace with a family member who only talks to me when they need something? How can I be at peace with a person who treats those I love with disdain?

It is with great intention and a choice to forgive that helped me overcome these personal battles. However, living at peace is more than just being cordial when encountering the person you are irritable with. It took time and praying for those who hurt me to move forward from the pain experienced. When I took a moment to study the Greek word for "peace" found in Romans 12:18, I learned this word means to cultivate harmony. To cultivate means to intentionally prepare and develop. In other words, living at peace requires not just kind words or fake smiles but action that can purposely create a harmonious atmosphere for all.

As easy as it may sound, this can be the hardest thing to do when our heart is truly broken. I can imagine that, even Jesus, could relate to the pain of not being treated as he deserved. He was rejected as He healed the crowd, betrayed by His friend, and even put to death by His own people. Yet, in His dying breath, His words remind us of what it looks like to love beyond the pain.

Jesus said, "Father, forgive them, for they do not know what they are doing." Luke 23:34

My prayer today is that we would learn to forgive. We need to do all that we can to create atmospheres of peace. Perhaps the intentional phone call, the invite to coffee, or the text message to say, "I'm sorry" will open the door to a new start. Although your efforts won't always be seen or received, we can rest well knowing that we did all that was possible to reconcile with one another and walk in love. When we do so, we free ourselves from the burden of bitterness and can be an example to others who may be struggling as well.

Dear Lord,

Thank you for being a loving and forgiving God. I thank you for your example of how to live and walk in peace and forgiveness. I look forward to opportunities to live at peace with everyone. Although the world may teach me to hold a grudge, I choose to follow your way instead. Lord, search my heart, and show me any person that I may have negative feelings towards. I ask for wisdom on how to cultivate peace and walk free from bitterness. Give me a heart for those that I don't understand and help me to always walk in your love.

Help me to do my part in living at peace with everyone.

In Jesus Name. Amen



2021-2022

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CHAPTER REPORTS

BCALP - Baldwin County

Judy Whigham, PP, PLS



The following events occurred within the chapter since BCALP's last Governor's report in the May 2021 issue of the *Dixie Digest*.

The chapter meeting scheduled for May 20th was canceled as several members were unavailable to attend due to travel and other conflicts.

BCALP members met on June 17th for our regular meeting at Beef O'Brady's in Spanish Fort. Our speaker was the one and only, very highly esteemed, and all-around favorite member of the Bar, Wayne Doerr, Esquire (who also happens to be the husband of our very special member and BCALP Treasurer, Sandy Doerr)! Mr. Doerr is a fan favorite at BCALP and gave a very interesting presentation on *Constructive Possession of Illegal Drugs*. You might not think that would be an interesting topic, but, the way it was presented by Mr. Doerr, he had us all on the edge of our seats (no exaggeration here). We also learned a lot about Mr. Doerr and how he happened to come to Alabama, by way of Pennsylvania, in the first place, which was even more interesting than illegal drugs! There are many sides to him, indeed.

We were also honored to have Reneé Bunch at our June meeting, representing our chapter and state charity, S.O.W. (Support Our Warriors). Sadly, the very next morning we received devastating news from Reneé that her own son, Ronnie, a soldier in the U.S. Army, stationed at Fort Campbell, Kentucky, had been in a serious car wreck. Ronnie survived, but suffered very serious and permanent injuries, for which will take many months, and possibly longer, to recover and rehabilitate. Our thoughts and prayers are with Reneé, Ronnie, and his wife and children as they face an unknown and uncertain future, but one we know they have the strength, resolve, and faith to handle. Please remember the Bunch family in your regular prayers.

For our final piece of business of the meeting, the 2020-2021 Member of the Year Award was presented to our very special and much loved member, Julie Nims! 🟦 It is safe to say that Julie was taken completely by surprise, which was exactly what we were hoping for! But, it was no surprise to all of us because Julie is the epitome of a great member and friend, and so much more. No one deserves this award more than our sweet Julie.

For our July 15th regular meeting we met at Ivey's in Robertsdale. Lisa Hall, a certified independent trainer with Root Motive, was our speaker, who gave an interesting presentation entitled *Reach Your Potential*. Before the meeting date, Ms. Hall had sent us all emails with a special link that opened a questionnaire that we completed, which then gave us the results of our personality traits using a special color coding system, which is used to help one to know where their personality strengths and weaknesses are and how to focus on personal development of ourselves and in our treatment and dealings with others, as well as our careers and everyday life. We all enjoyed learning our own unique "color codes" and each other's as well! I think the program must be flawed, however, because I really don't think I am a **RED** personality! After all, a **RED** is motivated by power and they always want their own way. Anyone who knows me can tell you that power does not motivate me...but a delicious jelly doughnut does! 😊 Actually, I ran fairly even between **Red**, **Blue** and **Yellow**, but was a few points higher in the **RED** category! It was great fun and enlightening, and, hopefully, we can use the information for self-improvement. After all, the biggest room in the world is Room for Improvement!

During the business portion of our meeting it was decided that our August meeting would be pushed up to August 17th in order to give us time to discuss any matters pertaining to the Fall Board of Governors meeting coming up later in the same week. For that reason, we also decided not to have a speaker at the August meeting. We also discussed finding alternative meeting space for future meetings. With our group growing smaller these days we decided we could meet almost anywhere and we would not need a private room setting if we don't have a speaker. As long as we can sit close together we can conduct our business portion of the meeting, so, we decided to do something on those lines for the August meeting and possibly other meetings until attendance picks up.

On August 11th, we received news from Vice President Julie Nims that her mother, Ella Nims, was in a serious car accident. Miss Ella suffered multiple fractures in her neck, back, and ribs and underwent surgery on her right foot and ankle and has been in a special back brace to help in the healing of her spine and vertebrae, plus a neck brace. She is now in a rehab facility and recovering slowly but surely. Many prayers have gone up for Miss Ella, as well as Julie and the Nims family. We wish Miss Ella a speedy and complete recovery and ask that AALS members keep the Nims family in their prayers.

We met on August 17th for our regular meeting at Baumhower's Victory Grille in Daphne. We did not schedule a speaker; however, we did have two guests, Miss Bryanna Sandell, the daughter of our member, Debbie Sandell, and their house guest Miss Andie Finch. We were able to all sit together at one table and conducted our business, mostly discussing our attendance at the upcoming AALS Fall Board of Governors Meeting. We also decided to cancel our annual Boss's Night Banquet for the second year in a row considering the uptick in Covid cases, especially with the Delta variant. We did conduct one very important piece of business – The BCALP Annual Scholarship in the amount of \$500 was awarded to (*drum roll, please...*) Miss Bryanna Sandell! Congratulations to Bryanna and the Sandell family for this exciting news!

BCALP had a good showing of members for the AALS Fall Board of Governors Meeting held in Mobile, which included wonderful CLE and some long-overdue face-to-face meetings with our colleagues and friends, as well as a fun Pajama Party and Trivia game on Friday night, which, by the way, our team, the L.A. ThinkerZ ended in second place! (L.A. for Lower Alabama, of course! 😎)

Along with everyone else in the State, we all prepared for Hurricane Ida in our own way. From the reports received so far, everyone in BCALP appears to have weathered the storm fairly well. We pray that our other AALS members are all okay and safe.

Our next meeting is scheduled for September 16th and over the coming months we will focus on revising our chapter's Bylaws and Standing Rules to bring them up to date to include pandemic protocols, and similar situations, including electronic meetings and such, as well as alternative means of voting for non in-person voting options. Fun times, right! Until next time, stay safe everyone.



BLSA – Birmingham

Myra Beckham, PP, PLS



BLSA has enjoyed a nice summer by having our business meetings at various restaurants around Birmingham.

It was wonderful to see all our AALS friends at the Fall Board Meeting and Education Conference. A lot of good legal education was offered. Mobile did an amazing job and we all enjoyed the conference because of their hard work! The board voted to start electronic voting for officers.



DCLSA - DALLAS COUNTY

Harriet Piper

Cheri Loyd and I attended AALS Fall Board Meeting August 20-21, 2021, in Mobile at the Hampton Inn & Suites Mobile I-65. It was a very convenient and comfortable location where the staff were friendly and helpful. Thanks, MLPA for a great meeting packed with great CLE.

Lots of C-L-E but there was also lots of F-U-N! And it started Friday night at the Pizza and PJ party. It was good for a laugh just to see all those ladies, who are usually in business dress, in their sleepy-time wardrobes plus it was very comfortable partying in our jammies eating pizza.

Then after choosing teams, which was nothing but, if you're at our table you're on our team, we played pub trivia. And all I've got to say about that is, in my long career as a pub patron I never had to name all nine Supreme Court Justices! But at the last moment -- pulling from I don't know where and putting us over the top to win -- Debby Holmes shouted out Gorsuch! And, for her efforts, Debby was nicknamed "the tramp" – just saying.

A sad note in closing. In the Membership report Dallas County's member total has dropped to five. A longtime member did not renew due to the demands of work and starting her own business. She was a valued member and will be missed.

MLPA – Mobile

Michelle Potter



MLPA had a wonderful time planning for AALS Fall Board which was held August 20-21, 2021. It was great seeing everybody and we look forward to Winter Board.

In June 2021, MLPA welcomed Rick LaTrace at the Alabama Court Reporting office where he spoke about Immigration.

In July 2021, MLPA met at Alabama Court Reporting where Rachel Stubbs, Revenue Manager, and Adam Bourne, Deputy Commissioner, spoke about New Business licensing requirements. In August, 2021, MLPA celebrated another birthday at Crockmiers.

MALS – Montgomery

Kristi Skipper, PP-SC, PLS



Can you believe it's almost *FALL*? The members of MALS are ready for football, and cooler weather!

On June 21st, we met in person for the first time since the pandemic at Mellow Mushroom downtown, and it was so wonderful to be together! We had lots of business to handle, so we did not have a speaker but enjoyed networking and catching up.

In July, we gathered in person for a summer social at my house. We were delighted to have AALS Vice President, Melissa Cooper, join us! We had a wonderful time on the patio soaking in the evening sun while we enjoyed refreshments and each other's company.

We had a lunch meeting in August at the law firm of Melton, Espy & Williams. Members brought donations for the AALS charity and discussed plans for the fall.

On September 10th, I will be giving a presentation to the legal studies students at Booker T. Washington Magnet High School entitled, "What is NALS and Why Do I Need the ALP?" We are hopeful that this will generate some interest in membership. We are looking forward to our fall membership drive with the students and will begin our collaboration with them soon!



We plan to meet in person again in September. More than half of our members have been attending our meetings, and we are working to increase our membership. Wouldn't it be awesome if we outgrew our meeting space? We are praying that COVID numbers will decrease so we can continue meeting in person. Y'all stay safe and we hope to see you soon!

NALS OF CENTRAL ALABAMA

Talley Brathovd, PP, PLS

Fall Board was wonderful! Mobile LPA did an outstanding job providing interesting CLE, food and fun! Thank you MLPA for a meeting well done!

The speakers were awesome and informative with such a variety of legal education. We even got to experience 'chair yoga' to help relieve us from those long hours of sitting behind a desk! The highlight of the weekend had to be the PJ Party with trivia—what fun—and where did MLPA find all those questions?!? It was great!

NALS Events Calendar*

September, 16, 2021

NALS 2021 NALS Annual Education and Networking Conference (Romulus, Michigan)

September 25, 2021

NALS of Lansing – 5th Annual September Sing Golf Outing

October 1, 2021

2021 Online Exams for: CLP/PLS, ALP and PP

October 10, 2021

2021 NALS Cour Observance Week

October 16, 2021

NALS of Pennsylvania – Fall Education Conference

*Please check the NALS website (nals.org) for details and registration information.

NALS of Central Alabama encourages everyone to stay connected and enjoy the many benefits offered by our association.

The members of NALS of Central Alabama are looking forward to and hoping to see everyone at the Winter Board Meeting. Fall is almost here and the holidays are right around the corner. We hope you have a safe and Blessed season full of joy and peace for all!



NALS
the association for legal professionals

engage
inspire
enhance
promote

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presents...

Driving the Soul of Legal Professionals

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In Person: Detroit, Michigan
Sheraton Detroit Metro Airport
September 16-18, 2021

Virtual:
October 2, 2021



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<https://www.facebook.com/aalsalabama/>

AALS 2021-2022 CHARITY

Military Parents Operation Support, SOW IT-Serving Our Warriors

HOW WE WORK:

Military Parents Operation Support, SOW IT-Serving Our Warriors came into being on April 11, 2019 with one military mom's vision of a group whose mission would be to send care packages to deployed troops not receiving mail. Our members are from all over the States and its territories, and we send to deployed troops all over the globe.

Our group currently consists of almost 500 parents, family members and active duty. Our primary goal is to get much needed toiletries and food items to as many deployed troops as possible. We have sent over 15,000 care packages to date and we are still going strong!

Our addresses come from military parents, sometimes the deployed troops themselves, and Commanders or Chaplains who have found our page. We do not see the color of the uniform, and we send to all branches. As a Christian founded group we pray, we ask for prayer, and we send cards to anyone needing a little encouragement.

HOW OUR PROCESS WORKS:

A parent, immediate family member or someone in the Chain of Command (Commander, 1st Sergeant, Chaplain, etc.) contacts one of our page Admins with a name and address, perhaps a specific need. The Admin posts on our page "Moms on Deck" and those who can send a package will respond with "PM me", "Hit me up", or similar response. The Admin then sends the name and address directly to the member, who takes on the responsibility of sending a package periodically to that troop until he/she re-deploys or returns home.

Each address usually has 10 or more members who send, depending on the size of the requestee's unit. All packages are shared so the number of troops who are blessed with each package is actually unknown. No member knows which other members are involved with a specific address except the requestee, so each care package holds a wide variety of toiletries, snacks, games, books, etc.



HOW WE MAKE A DIFFERENCE:

Only parents, immediate family of active military, including Guard and Reserve, or active military may join our Facebook group. Each member is required to send at least one care package every 3 months, but may send cards anytime and of course, pray. We do not give out these addresses to anyone, ever. To do so is cause to be removed from the group as this is a flagrant and unacceptable security violation, and we guard our troops' security as if each one was our own child. We practice security at all levels: Personal (PerSec), Operational (OpSec), Communications (CommSec), and Information (InfoSec).

HOW YOU CAN HELP:

We invite you to support our efforts with contributions of toiletries, snacks and food, books/games/magazines, and postage donations. Please contact me for a more detailed list of what we send. The postage for each large Flat Rate Priority Mail is \$20.40, and postage is always needed. We do not accept or send pork products or aerosols, Items or cards with glitter is never sent because of the security risk it poses for our troops who conduct night missions.

You can find our page on Facebook and we welcome you to check out our public posts. Sometimes, but mostly not, we receive a note, a card, a picture, or an email from someone who has been blessed by one of the packages. Our goal, however, is to send each package with prayer and the absolute Faith that God will get that package to the person who needs it most.

Thank you for your support, and please remember to pray for all our Troops: protection for wherever they may be, courage for the tasks they may be asked to perform, comfort for whatever situation they may find themselves in and for them all to return home safely, whole in mind, body and spirit.



ITEMS YOU CAN DONATE FOR CARE PACKAGES

Suggested care package items
No Aerosol cans or glass items

Snacks: Healthy snack bars: fruit and nut bars, protein bars, fiber bars and power bars. Tuna-pouches, crackers, peanut butter and jellies, beef sticks and beef jerky. Cookies, candies, gum, mints and cough drops. Fruit cups, pudding cups, applesauce cups, and jello cups. Dried fruit, seeds, trail mixes and raisins. Hearty soups, stews, chili, instant soups and mac and cheese. Any Drink mixes; energy mixes, gatorade drink mixes, hot chocolate mixes and drink juice pouches. Instant coffee, creamer, honey, sugar packets and teas.

Toiletries: Baby wipes, all in one shampoo with body wash, soaps, and hair products. Oral hygiene products. Foot and body powders, underarm deodorant, shaving gels, razors and boot inserts. Ointments, female hygiene products, Midol and Tylenol. Black or dark green socks and hand-warmers. Moisturizers and sunblock lotions.

Playing cards, reading material, puzzle books, adult coloring books, color pencils and markers.

SOW IT

Our Mission is to support deployed servicemen and women not receiving mail. Proudly honoring and appreciating our warriors by sending care packages and letters to all Branch service members.



Registered Trademark

On Facebook:

**"Military Parents Operation Support,
Sow It - Serving Our Warriors"**

Roxanne W. Martino
zanadumansion@yahoo.com

Kathy P. Ward
Wardmotorco@aol.com

Sara Bogler
sarabogler@yahoo.com

Rene Bunch
d.renebunch@hotmail.com

A Kay Liming
akliming@comcast.net

**God Bless and
Thank you for
your service.**



AALS Leading The Way To
A Brighter Future...

Melissa Cooper, CAP, OM, PM, RM / PLS
AALS Membership Chair
scrapbookskippy@yahoo.com
(205) 218-8410 (cell)

Another adventure has begun, and we are looking forward to a brighter future under the leadership of President Sonia Smith, CLP.

Membership Goals:

1. Retain current members

Reach out to inactive members
Remind members of the benefits – networking, education, certification, etc.
Check your rosters, and contact members whose dues are about to expire or who have expired to remind them they matter to the chapter

2. Increase membership

Reach out to past members to find out why they are no longer members;
invite them to rejoin
Invite a friend from work to a meeting, and invite them to join
Talk to friends/coworkers who are members of another organization and find out what their organization does to recruit and retain members, and send this information to Melissa Cooper
Membership is not just the responsibility of the AALS or chapter vice presidents – it is EVERYONE'S job
GOAL – 100 members by April 2022

Chapter Incentives:

Fall Board Meeting	Drawing for \$30 among Chapters with 5% increase
Winter Board Meeting	Drawing for \$40 among Chapters with 10% increase
Annual Meeting	Drawing for \$50 among Chapters with 15% increase

Member Incentives:

First Timers:	Drawing for \$10 off regular board meeting (expiration date on certificate) at each meeting.
New Member 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 2022 Annual Meeting. The new member's membership application must be emailed to Melissa Cooper at scrapbookskippy@yahoo.com in order to have your name put into the drawing. The cutoff for entries into the drawing will be March 1, 2022. The winner will be notified via email and their scrip ticket to Annual Meeting (not to exceed \$130.00) will be paid.

Member Recognition:

Milestone Award	5-year Membership Increment Award/Certificates – recognize members reaching 5-year membership milestones.
First Timers Award	Drawing to be held at Annual Meeting among members who attended their first Board Meeting at Fall Board, Winter Board, and Annual Meeting for a \$25 check
Perfect Attendance	Drawing to be held at Annual Meeting among members who attended ALL THREE Board Meeting (Fall Board, Winter Board, and Annual Meeting) for a \$25 check

Things EVERYONE Can 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

Contact members whose dues are about to expire or who have expired to remind them they matter to the chapter

Display the AALS pamphlet at your office and share it with non-members you meet

Wear your Certification Pins

Display your certificates and logo Items

Reach out to past members to find out why they are no longer members; invite them to rejoin

Invite a friend from work to a meeting, and invite them to join

Talk to friends/coworkers who are members of another organization and find out what their organization does to recruit and retain members, and send this information to Melissa Cooper

Share your ideas for chapter growth with other chapter presidents/vice-presidents

Pray for our members and for our association



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.

COMMITTEE APPOINTMENTS 2021-2022

COMMITTEE	CHAIR/CO-CHAIR	EMAIL
Annual Meeting & Educational Conf. 2021 (BLSA Hosting)	Ed Clark, PP-SC Melissa Cooper, CAP-OM, PLS	ebc@phm-law.com scrapbookskippy@yahoo.com
Audit Committee (2021-2022 Books)	Sandra Doerr, ALP (Chair) Debbie Rutherford Teresa Kelly, PP, PLS	tinysmud@aol.com drutherford@ctalawfirm.com tkel@bellsouth.net
Audit Committee (2021 Annual Meeting)	Debby Holmes, PP, PLS (Chair) Vicki Lundy, PP, PLS Talley Brathovd, PP, PLS	debby@assetlaw.com vicki.lundy@phelps.com dtalleyb@gmail.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	Brittany Nims	brittbrakk@gmail.com
Dixie Digest	Margaret Dawson, PLS	thistldome@gmail.com
Finance	Cheri Loyd	cheriloy31@gmail.com
Funding	Cheri Loyd Danielle Baker	cheriloy31@gmail.com danielle@longandlong.com
Installation	Marva Dean Little, PP, PLS	mdlittle@bellsouth.net
Legal Education	Debbie Amsbaugh (Chair) Melissa Cooper, CAP-OM, PLS	damsbaugh@loperlawllc.com scrapbookskippy@yahoo.com
Marketing	Julie Nims	jnims@rainslawfirm.com
Member of the Year	Vicki Lundy, PP, PLS	vicki.lundy@phelps.com
Membership	Melissa Cooper, CAP-OM, PLS	scrapbookskippy@yahoo.com
NALS Connection Committee	Ed Clark, PP-SC	ebc@phm-law.com
New Member of the Year	Debbie Amsbaugh	damsbaugh@loperlawllc.com
Nominations & Elections, Credentials	Susan Turner, PLS Harriet Piper - Teller Teresa Moore, PP, PLS - Teller	sturner2748@gmail.com harrietpiper@yahoo.com tmoores@burr.com
Resolutions	Judy Whigham, PP, PLS	jwhigham@joneswalker.com
Scholarship	Myra Beckham, PLS	myrabeckham@bellsouth.net
Scrapbook	Melissa Cooper, CAP-OM, PLS	scrapbookskippy@yahoo.com
Strategic Planning	Julie Nims	jnims@rainslawfirm.com
Technology	Margaret Dawson, PLS	thistldome@gmail.com
Web Page	Margaret Dawson, PLS	thistldome@gmail.com



An Association of NALS, Inc.

JULIE NIMS

2021-2022 PRESIDENT-ELECT

P.O. Box 453

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251-752-4770

jnims@raineslawfirm.com



May 1, 2021
First Board of Governors Meeting
Fairhope, AL

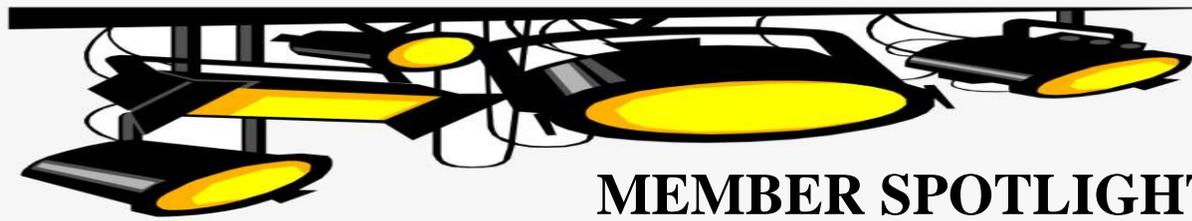
AALS

LEADING THE WAY TO A BRIGHTER FUTURE

I take great honor in serving as your President-Elect and am looking forward to helping in Leading the Way to a Brighter Future this year!

Several goals that I would like to accomplish over the next year include:

- Promote the association, its strengths and its resources to legal community throughout the State of Alabama.
- Continue to implement a social media plan which includes some of the following:
 - ✦ Post messages/news and events to the AALS Facebook page;
 - ✦ Encourage members to post about AALS to their own Facebook page;
 - ✦ Post video interviews of members;
 - ✦ Post member spotlights;
 - ✦ Post about benefits of membership;
 - ✦ Continue to post news & events;
 - ✦ Continue to explore Instagram & Twitter accounts;
 - ✦ **Chapters** who do post ANY of the above - let me know!!
As an **incentive** to each **Chapter** the Chapter with the most posts between our meetings will **receive \$50.00!!**
- Continue to build on the relationships with colleges/schools that offer legal studies programs;
- Cultivate relationships with local Bar Associations;
- Continue to expand our connections with the Local Bar Associations and Solo/Small Firm Sections;
- Focus on areas of the state where interest in NALS & AALS have been expressed.
- Implement and continue to revise and develop the AALS Strategic Plan to meet the goals of AALS;
- Partner with the Membership Chair to promote AALS to potential new members;
- Promote unity and professionalism throughout AALS and the legal community; and,
- Be motivated and inspired – **WE CAN ALL HELP ALLS LEAD THE WAY TO A BRIGHTER FUTURE!!**



MEMBER SPOTLIGHT

Let's Talk About – *Sandra Doerr, ALP*

by Judy Whigham

I was so excited when Margaret told me she wanted to highlight Sandra Doerr, ALS, in the current *Dixie Digest* Member Spotlight. Sandy, as she is known to everyone, has been a member of BCALP since 1998, however, I didn't transfer my membership from Mobile to BCALP until around 2008, so, I've only known Sandy well for just under 15 years, but it has been more than enough time to tell everyone what a special person she is and how she leaves a lasting on everyone who knows her, and I say that even though she's not originally from the South, but, she's such a lovely, down to earth person, she has definitely adopted all the good things about being a Southerner, and all the Southerners who know Sandy, including myself, have adopted her right back! That said, I don't think she will ever lose her Pennsylvania accent, but, who cares, we love her anyway, y'all!

One thing that has always impressed me about Sandy is how she quickly volunteers to do any task in the chapter, especially things that require extra legwork and effort to get them done – the kinds of tasks most of us don't eagerly volunteer for but wait to see if someone else will take it on. And it never fails that Sandy chimes in that she will take care of it, and she never does anything in a sub-par fashion. No, not Sandy; she goes the extra mile and puts her unique, elegant, fun, and personal touch on everything she does. I am always amazed when she shows up for the Boss's Night Banquet with such ginormous baskets of candy for the auction. I mean, they are over the top! And she does the same thing when she does baskets for the Chinese Auctions at AALS meetings. You can always tell when Sandy has had a hand in anything.

Sandy is incredibly dedicated with everything she does. I can only think of a time or two that she didn't make it to an AALS meeting, and on those times, it was unavoidable and she was looking after a family member or something admirable like that. And speaking of family, Sandy loves and is devoted to her family beyond measure. She's married to Wayne Doerr, Esq., and they have the most loving and devoted relationship. She talks about her children and grandchildren with such love and excitement and pride, and when seeing her children with her it is obvious they return that same love and devotion right back to her! I feel especially connected to Sandy because we both have a son named Tim, so, how could I not adore her and think she's brilliant! ☺



And, for anyone who doesn't already know, Sandy and Wayne are actually both from Pennsylvania. According to Gina Harbison, Wayne and Sandy kind of knew each other already because Sandy worked in the court system. However, Sandy had to meet with Wayne on a legal matter for her Dad, and the meeting was in a bar (right! LOL!). Gina says that it was at this meeting that Wayne asked Sandy out, but he left before getting her answer! Can you say "just a little confident"! Seriously, if he left before getting her reply, it doesn't sound like Sandy was playing hard to get, but whatever the special magic was that night, it worked! They have been happily ever after ever since.



Gina Harbison, PP, PLS, and BCALP Parliamentarian, has known Sandy for more than 20 years and definitely qualifies as someone who can describe Sandy to those of us who may not know her quite as well. Here's what Gina had to say about Sandy:



Sandra Doerr, ALS, a/k/a Sandy, is hard to describe. Some might think that is a derogatory thing to say, however, I think it is a compliment. Sandy is a unique individual and if you do not know how to take her, you might be offended! I can say this because when I first met her, dare I say, "I WAS OFFENDED"! It was our Yankee and Southern Girl personalities not quite congealing... haha! Don't worry, the feeling was mutual! I decided to give it a second try and so did she! We are so very glad that decision was made on both our parts!



With Sandy, there is no question where you stand. Since inviting Sandy to join BCALP in 1998, we formed first, a tolerance of one another; second, a friendship; and finally, a sisterhood.

Sandy is a very loyal person. Sandy is very dedicated to the association and always willing to do whatever is needed aside from giving a speech (Ha). Once Sandy lets you in her circle, you are in for life, as she lives and loves, unconditionally.



Sandy is committed to her family and is someone who knows her limits and will let you know. Sandy loves animals and is an avid advocate for the local animal shelter. Of course, there is no one like her "Rhett"!

I also have some of her famous quotes, but they are not appropriate for this article!

BCALP and AALS is very fortunate to have Sandy as a member since 1998. Over the years, Sandy has been there for members that have gone through some tough times and have helped members celebrate some great times. Sandy has persevered through some rough waters and overcame. She is a tenacious and strong woman, and I am proud to consider her family!



BCALP's President, Marva Dean Little, PP, PLS, had some really great comments on Sandy. She, like Gina, has known Sandy for more than two decades. She imparted these kind words on our friend Sandy:

We definitely hit the jackpot the day Sandy Doerr joined BCALP! From day one, she hit the ground running, working very hard doing whatever was needed to make our chapter the best that it could be. That devoted and caring member is still working hard 23 years later. She has served as BCALP President, and for many years, has served as our Treasurer, an office she currently holds. Besides being a very dedicated and caring member, Sandy is a wonderful friend to her fellow members and everyone with whom she comes in contact. She is such a fun person to be around and will go out of her way to make sure everyone is having a good time. She is so thoughtful and always remembers special occasions with cards, or sometimes a text to let you know she is thinking of you. We often refer to our AALS family as our extended family and that is definitely because of people like Sandy. She is such a blessing!

One more tidbit about Sandy – according to Debbie Rutherford, another BCALP member and longtime friend and fan of Sandy, she said never call her in the mornings until you know she's had her coffee! That sounds like good advice, possibly based on personal experience!

There are so many wonderful things still unsaid about Sandy, but I think you get a sense of how special she is and how special she makes others feel when she's around. I know that she has always been especially kind to me over the years and truly concerned about me or someone I care about when I was going through difficulties or needed to share a burden. I count it a special blessing to know Sandy and to call her a friend and part of our extended BCALP and AALS family.

Sandy is a one-of-a-kind lady and if you don't know her yet, well, now you do, or, at least you know about her, so, make it official and stop by and say hello and introduce yourself at the next AALS meeting. I will bet she plans to be there!

