DIXIE DIGEST

www.alabama-als.org **December 2023**

A Message from our President

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

Thank you all for your willingness to try something new. I thought the format for the AALS Fall Board Meeting went well. I do realize the Board Meeting ran longer than normal, and I appreciate everyone's patience as we tried to clean up the AALS governing documents. A big thank you to Babs DeKeyser for her hard work on those!

I want to thank Myra Beckham, PP, PLS for all she's done for AALS over the years, and especially for serving as Legal Education the first half of the year. Myra has resigned as Legal Education Chairman, and I am thankful for Natasha Whigham and Deborah Rutherford for volunteering to co-chair Legal Education for the remainder of the year. I also want to say a big thank you to Kayla Bassett, PLS for volunteering to serve as Nominations Chair. And of course, I am grateful for all of our members.

I attended BCALP's Bosses' Night in October at Oak Hollow and had a wonderful time. It was a very nice event, and I sincerely appreciated the invitation.

Thank you for allowing me the opportunity to attend the NALS Conference in Houston. The CLE was very good, with multiple sessions where it was hard to decide what session to attend. I enjoyed reconnecting with familiar faces and meeting new attendees as well. The NALS Board of Directors did not announce next year's date and location, as they were wanting feedback on this year's event before deciding on next year's dates. We will hopefully have information soon on the date and location.

Finally, I wish you all a joyous Christmas, and may 2024 be your best year yet!

AALS

Webpage: www.alabama-als.org

Facebook: www.facebook.com/aalsalabama

Twitter: https://twitter.com/aalsinfo

VICE PRESIDENT

Julie Nims

It was so great to see everyone at Fall Board Meeting. Thank you BLSA for such a great conference and meeting.

Hope everyone is staying well and had a great Thanksgiving.

Do not forget if you sponsor a new member, email me a copy of their application, and let me know you sponsored them and get into the Winter Board Meeting and Annual Meeting drawings!

We will be awarding the AALS Education Grant Award at the Winter Board Meeting. The information is included in the Dixie Digest and will be emailed to Chapter Presidents and Governors.

I hope everyone has a wonderful Christmas and Happy New Year! I cannot wait to see everyone at Winter Board meeting Atmore in January.

SECRETARY

Judy Whigham, PP, PLS

This officer is happy to report that since my August report I had the opportunity and pleasure to join MLPA members for "Game Night" at Babs DeKeyser's house in August and September. As always, we shared a meal and lots of laughs as we played an array of board games, dominoes, and such. I still have not had an opportunity to visit the Selma ladies but am hoping to do so before the Winter Board meeting if possible.

I have not received any correspondence since the Second (Fall) Board of Governors Meeting in September. I am working on minutes from the Fall meeting and will be sending those out this month or early January. As for the Winter meeting, I will also be sending out the 30-Day Notice in the coming weeks. I also want to remind everyone that I have AALS Logo stationery available to send electronically to anyone who makes a request. My email is jwhigham@joneswalker.com.

Please remember to send any updates to the AALS chapter officer rosters to NALS, with a copy to me, as well as President Melissa Cooper and President Elect Sonia Smith, as soon as possible so that updated rosters can be distributed to the governors. It is critically important that NALS has the current officer rosters for each AALS Chapter.

In that regard, if anyone needs a copy of the AALS EC and/or Chapter Officer rosters, please let me know and I can email/mail or fax them to you and can also send you an electronic Outlook contact for either of these groups upon request. I hope everyone had a happy Thanksgiving and I'm wishing everyone a very Merry and Blessed Christmas and looking forward to seeing everyone in January.

TREASURER

Ed Clark, PP-SC

If you have a request for reimbursement for officer or committee chair expenses or need the form to make the request, let me know. My email address is ebc@phm-law.com.

I hope everyone has a safe and happy holiday season this year. I look forward to seeing you at the Winter Board Meeting and Educational Conference in the New Year.

PARLIAMENTARIAN

Babs DeKeyser, PP, PLS

Included in the email with this Dixie Digest, are the revised bylaws and standing rules. We have one more bylaw change pending (Article X) - it was postponed/suspended at our Fall Board meeting and is supposed to come back up at Winter Board. I plan to ask that this proposed change be withdrawn at that time. I realized, after the making all the changes we made to bylaws and standing rules, that since several of the changes we voted on will not take effect until after annual meeting, more changes will need to be made to Manual of Procedures so we do not need to change Article X until after annual meeting.

Hope everyone has a wonderful and safe Merry Christmas and Happy New Year. Hope to see you at Winter Board Meeting.

CHAPLAIN

Alison Schemmer, PP, PLS

In 2005, I had the privilege of being my church's interim Choir Director for four months until we hired a permanent director. That put me in charge of the Christmas Cantata that year! I wrote devotionals for the choir for each Wednesday night that we practiced prior to the cantata and they were based on the songs in the cantata. This is one of those devotionals. May the Christ of Christmas dwell in your hearts this Christmas and always!

Come, Messiah King Medley/Come, Messiah King Finale

Come O Come, Messiah King
Promised Son, Sent to Redeem Us
One by One
So We May Tell
The Wonders of Your Matchless Love
Emmanuel

- Emmanuel -
- God With Us -
God?
With us?
Why on earth would God want to be with us?
On Earth!
With us!
God in heaven!
No - wait - not in heaven -
Here - on earth!
It must be love - matchless love - His grace - our salvation.
Why else would God leave his throne and his kingly crown and come to earth for us?
Makes you want to shout it to the mountain tops - to go tell it on the mountain, over the hills and everywhere, that Jesus Christ is Lord.
And, yet - It is so very personal -
He died for you - and you - and you - and me and each individual human that ever lived
And he comes to us one by one - quietly, gently, knocking on the door of our hearts - tap, tap, tap (or in some cases - bing, bong - depending on the individual circumstances) - he never resorts to breaking and entering - he doesn't pick the lock or break down the door, or send in an Angel S.W.A.T. team to force us out of our sinful hiding places - he just patiently knocks and waits -
Waits for us to open the door and invite him in to all the corners, nooks and crannies of our lives.
He's here - right now - tonight - he's the promised one who in turn promised us that when two or three are gathered in his name he will be there, too.
And he was sent here to redeem us - one by one -
So, come o come, Messiah King, Promised Son, sent to redeem us - one by one - so we may tell the wonders of your matchless love - Emmanuel - God with us.

FUNDING

Marva Dean Little, PP, PLS
Deborah Rutherford, Co-Chairmen

Let's do **POT LUCK** for our theme for Winter Board meeting. Did you get the gift you wanted for Christmas? If not, bring it. Do you have a New Year's resolution you want to share? If so, bring it. Do you plan to sleep more, drink more, exercise more, cook more, shop more, play more games? Bring your creative and fun ideas to the auction table.

CERTIFICATION

Kristi Skipper, PP-SC

What are you waiting for? Obtaining a NALS certification demonstrates career commitment, builds credibility, showcases skills, and opens the doors of opportunity to enhance your career in the legal industry. NALS offers three unique certifications and four legal designations dedicated to the legal services profession.

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

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

NALS Mission

engage | inspire | enhance | promote

Engage legal professionals on their terms.

Inspire legal professionals to want more.

Enhance the careers of legal professionals.

Promote legal professionals and the legal support industry.

DIXIE DIGEST PATRONS
2023 – 2024

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

Barbara Malone, PP, PLS
In Memorium

MALS Members

Lee Owen d/b/a 440 Investigations

Veritext Legal Solutions

FINDING GEMS FOR AALS

Gathering (Networking), Education & Membership Strategies

2023-2024 AALS DIXIE DIGEST PATRON AD

Name: _____

Name on Ad (if different): _____

Chapter: _____

Address: _____

_____

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

Home: _____ **Cell:** _____

E-mail: _____

Alt. E-mail: _____

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

Debby Holmes, PP, PLS
582 South Forrest Drive
Birmingham, AL 35209

CHAPTER REPORTS

BCALP - Baldwin County

Deborah Rutherford

EVERYONE, PLEASE WELCOME ANGEL HOOD and ASHLEY SLAUGHTER AS OUR NEWEST BCALP MEMBERS.

It was a very hot summer, but BCALP members stayed active, despite the heat.

On August 17th we met for a business meeting only at the Original Oyster House. A favorite place for this chapter to meet.

We met on September 7th at the Original Oyster House and were pleased to have as our guest speakers the Honorable Don Davis, Probate Judge of Mobile County, and the Honorable Harry D'Olive, Jr., Probate Judge of Baldwin County, who gave an in-depth presentation on the new Notary Law. We had a great crowd from both Baldwin and Mobile counties, including many first-time visitors and non-members, and everyone enjoyed hearing from the judges.

We had a group of members who traveled North in late September for the Fall Board Meeting in Hoover. BLSA hosted a wonderful conference, with great CLE, yummy food, and of course, networking with AALS members is always a highlight.

On October 10th, we met for a business meeting only at the Original Oyster House to finalize our plans for our Bosses' Night Banquet.

BCALP members hosted our Thirtieth Annual Bosses' Night Dinner and Award Banquet on October 24th at Oak Hollow Farm. Everyone had a great time. We were especially honored to have AALS President, Melissa Cooper in attendance, as well as MLPA members Babs DeKeyser, Sonia Smith, and Danielle Baker. The 2023 Boss of the Year was awarded to Natasha Whigham's previous boss, the Honorable Edward C. Blount, Jr, who is the former Judge of Drug and Veterans Court in Mobile County and currently serves as Court Magistrate with the Strickland Youth Center in Mobile County.

On November 14th our chapter met for a business meeting only at Cozumel Mexican Grill in Loxley to finalize plans for hosting the Winter Board Meeting in January and other unfinished business.

As per BCALP tradition, we will not have a December meeting but will have our annual After Christmas Party in January and will have a brief meeting during that gathering.

BCALP members would like to wish everyone a very Merry Christmas and a Happy New Year.

We look forward to seeing everyone in January at Winter Board in Atmore, Alabama.

BLSA – Birmingham

Kayla Bassett

Happy Holidays! I hope everyone had a great Thanksgiving.

BLSA had a great time hosting the AALS Fall Board Meeting in September. Thanks to everyone who attended. We hope everyone had a good time and learned at least one thing from our wonderful speakers.

Wishing you all a Merry Christmas. See you in January.

MALS – Mongtomery

Kristi Skipper, PP-SC, PLS

It has been a quiet fall for MALS, and now we are busy getting ready for the holidays! This month, the members of MALS will host our annual Christmas party and dirty Santa ornament swap. We look forward to this fun event every year!

Our elves have been busy searching for the perfect location for AALS Annual Meeting in April, and we are planning to present more detailed information to you at the Winter Board Meeting in January. Please make plans to attend – you don't want to miss the CLE, networking, and FUN that we have in store for you!

We hope you all have a wonderful, safe holiday season and we look forward to seeing you in January!

DCLSA - DALLAS COUNTY

Harriett Piper, Governor Pro Tem

Things have been relatively quiet in Dallas County since we were with ya'll at the Fall Board Meeting. Things are gonna pick up because Christmas and the Holiday Season are here. Well, it's my most favorite time of the year and I thought I would dig up a little info and send ya'll some Christmas knowledge to put answers under your tree.

First bit of knowledge: Alabama was the first state to officially recognize Christmas in 1836. Ain't we special! Next, I found information about the language of Christmas and, since words are a legal assistant's forte, here's some trivia to use when you're *forte-ing*!

The English term *Christmas* ("mass on Christ's day") is of fairly recent origin. The earlier term *Yule* may have derived from the Germanic *jōl* or the Anglo-Saxon *geōl,* which referred to the feast of the *winter solstice*. Corresponding terms in other languages – *Navidad* in Spanish, *Natale* in Italian, *Noël* in French – all probably denote nativity.

In the Northern Hemisphere where we are, at the *winter solstice,* December 21 or 22, the sun travels the shortest path through the sky and that day therefore has the least daylight and the longest night. (I just threw this bit of trivia in for myself—I didn't know!)

And this last one is a special answer I found to the question 'what is Christmas'? Christmas is an annual festival and celebrated on 25th of December in the honor of Jesus Christ who taught the path of peace and harmony to people. This is an occasion for people to meet their loved ones, leave behind all their worries and come together for merry-making.

…….. to all a good night!

MLPA – Mobile

Alison Schemmer, PP, PLS

Happy everything – Thanksgiving, (Merry) Christmas and New Year; new Friends, newborn babies, successful recoveries from surgeries and injuries, vacations and staycations! Awesome Fall Board Meeting and successful NALS Educational Conference – it's been a busy four months for us all!

August - Birthday Meeting – MLPA is 63 years young! We are so grateful to our current members and those who have gone before us to make possible the opportunities we have through AALS and our sister chapters! MLPA hosted a Chinese Auction for Service Dogs Alabama. As part of that effort, Chris McDonough, Esq., from the Mobile County District Attorney's Office along with Service Dog Figi, spoke to us regarding how service dogs are used in the DA's office. I would highly recommend your chapter checking out this same thing in your area – it is very inspirational!

September – Ben Heinz, Esq. - Motor Vehicle Accidents – From Insurance Policy to Trial
We also had MLPA members attend the NALS Educational Conference in Houston, TX. Kudos to our Sonia Smith, CLP who, on behalf of MLPA, applied for and won a NALS Educational Grant which MLPA will apply to technology enhancement for our chapter! Whoo Hoo! You go girl!

October – Donna Henderson from Veritext was our guest speaker and talked to us about the major changes in court reporting before, during and after Covid. She also showed us how to use the current equipment by showing us how to record our name on the machine!

November - Matt Green, Esq. is in private practice in Mobile and is a Municipal Court Judge. However, he was our speaker on a very unique topic - he told us he story of the Battle House Honor Killing which occurred in the early 20th Century and connected the dots between the major participants in that drama and current day folks in the local Mobile County/Baldwin County community/legal community known to us. Talk about fascinating local legal history! MLPA sponsored a Thanksgiving Project in November for the Dumas Wesley Community Center which supports women and their children who are victims of domestic violence and/or other violent crimes. We collected cash and gift cards for clothing and shoes for children and food for the families who are supported by the Center.

We wish you all a very blessed Christmas and can't wait to see you all at Winter Board Meeting! HO, HO, HO!

NALS OF CENTRAL ALABAMA

Talley Brathovd, PP, PLS

Hope everyone enjoyed a Happy Thanksgiving!

Fall Board meeting was a wonderful time with all the great legal professionals from around the state of Alabama! What a great turnout folks and we missed those of you who were unable to attend. I'm so looking forward to Winter, and I'm so slow is rolling in fast,

Thank you to all for the CLE, the hotel was exceptional and the food was yummy!! I would really like to hear more about the progress on the electric vehicle battery industry especially into the insurance litigation. Because I sure is coming fast if isn't here already—where have I been?!?!?

Lots of things coming up so be sure and check the NALS website at NALS.org for all the details!

NALS of Central Alabama wish each and every one a very Blessed and Merry Christmas and Happy New Year! Safe Travels and happiness with family and friends. Be well and hope to see you all in January!

ANNUAL MEETING 2024 INFO
April 26-27

AALS Strategic 2023-2024 Plan
Strategies to Accomplish AALS Goals

I. KNOWLEDGE MANAGEMENT GOAL

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

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

II. PROFESSIONAL COMMUNITY GOAL:

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

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

III. MARKETPLACE RELEVANCE GOAL:

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

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

IV. ORGANIZATIONAL EFFECTIVENESS GOAL:

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

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

AALS
RULES AND REGULATIONS FOR
CONTINUING LEGAL EDUCATION AWARD

Number of Required Credits

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

Initial (Original) Applications

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

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

Renewal Applications

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

Filing Procedures

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

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

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

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

Time Prerequisites

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

Verification/documentation

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

APPLICATION FOR CONTINUING LEGAL EDUCATION
AWARD OR RENEWAL

(Read Rules and Regulations Carefully Before Completing this Application)

TYPE OR PRINT:

Name of Applicant: _____

Address of Applicant: _____

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

Application is for:

_____ Original

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

Period Covered _____ through_____20__.
(Period covered must be within two years of application date)

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

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

Dated this: ____ day of _____, 20__.

TOTAL CREDIT HOURS: _____

_____
(Signature of Applicant)

RETURN FORM, ATTACHMENTS, AND FEE TO:

Deborah Rutherford
AALS LEGAL EDUCATION Co-CHAIR
218 N. Alston St.
Foley, AL 36535
(251) 233-3866
drutherford@cwalawfirm.com

FINDING GEMS FOR AALS

Gathering (Networking), Education & Membership Strategies

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

Membership Goals:

Recruit; Retain; Recognize!!!

Focus: Reach out and interact.

We are only limited by our ability not to.

Chapter Incentives:

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

Member Incentives:

First Timers: Drawing for $20.00 AALS Bucks to be used at the next board meeting on the AALS Funding Auction, drawing to be held at each board meeting.

The member that sponsored the first timer will also receive $20.00 AALS Bucks to be used at the next board meeting on the AALS Funding Auction. Member must be present to receive the incentive.

Membership Sponsor	For every member that you sponsor, your name will go into a drawing for one full scrip ticket (not to exceed $135.00) to 2024 Annual Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing. The cutoff for entries into the drawing will be 10 days prior to the Annual Meeting. The winner will be drawn at the annual meeting, and they will be reimbursed for their script ticket to Annual Meeting (not to exceed $135.00).
Fall Board	For every member that you sponsor from May 1, 2023, to 10 days before the Fall Board Meeting, your name will go into a drawing for a $25.00 check to be drawn at the 2023 Fall Board Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.
Winter Board	For every member that you sponsor from the Fall Board Meeting to 10 days before the Winter Board Meeting, your name will go into a drawing for a $25.00 check to be drawn at the 2024 Winter Board Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.
Annual Meeting	For every member that you sponsor from the Winter Board Meeting to 10 days before Annual Meeting, your name will go into a drawing for a $25.00 check to be drawn at the 2024 Annual Meeting. You must email me the new member's membership application to jnims@raineslawfirm.com in order to have your name put into the drawing.

Member Recognition:

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

Attendance Award

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

FINDING GEMS FOR AALS

Gathering (Networking), Education & Membership Strategies

Things To Do

_____ Call, text and/or email a member that has not attended a few chapter meetings.

_____ Send a card to a member that has not attended several chapter meetings and let them know they are being thought of and missed.

_____ Display the AALS pamphlet at your office.

_____ Talk to someone about AALS and your local chapter at least once a month.

_____ Wear your Certification Pins.

_____ Display your Certificates and Logo Items.

_____ Pray for one another.

_____ HAVE A GREAT DAY!!

An Association of NALS, Inc.

AALS MEMBERSHIP AND/OR EDUCATION GRANT
AWARD AMOUNT $250.00

Believing that membership growth and providing quality legal education is one of the fundamental values of our association, AALS shall grant one membership and/or education grant per year.

This grant promotes membership growth and/or legal education opportunities to the members of AALS on the local chapter level. The AALS Membership and/or Education Grant shall be $250.00. Each chapter may submit a written request for consideration for this grant. All written submissions must be received by the Vice President ten (10) days before the AALS Winter Board Meeting. All submissions may be made by email or by USPS. A written description of the project, the number of participants expected, and a budget for the project should be included in the application. The application should include the name of the chapter, name, address, etc., for a contact person, and other grant money received for the same project, if any. All applications received after the deadline will be deemed disqualified.

No chapter may receive the AALS Membership and/or Education Grant two consecutive years in a row. The winner of the Grant will be announced by the Vice President during the Board of Governors Meeting at the Winter Board Meeting.

PROCEDURES:

1. The Vice President will send notice to the chapter governors of the deadline for submission of grant applications.
2. The Vice President will notify the governor and president of the chapter if their submission is not received promptly.
3. The Vice President will present all submissions to the Executive Committee at the Executive Committee meeting held before the Winter Meeting for consideration and selection of a recipient chapter. If a submission is disqualified due to failure to meet the submission requirements, the Vice President will inform the EC of the disqualification.
4. The EC will vote for one recipient chapter of the Grant.
5. Once a winner is selected, the Vice President will announce the winning recipient chapter and present the check during the Board of Governors Meeting at the Winter Board Meeting.
6. The Vice President will request funds from the Treasurer prior to the Winter Board Meeting.

If the Executive Committee deems no chapter submission met the grant guidelines, the grant will not be awarded, and the designated funds will be returned to the association's account. No chapter may receive the AALS Membership and/or Education Grant two consecutive years in a row.

The recipient chapter of the grant will give AALS credit in all advertising and registration used for the chapter's Membership and/or Education event noting AALS as a sponsor of the event. The Vice President shall be informed of the date, time, and location of the chapter's Membership and/or Education event once the event is scheduled. The Vice President will inform the association of the Membership and/or Education event and encourage attendance of all AALS members.

Failure of the recipient chapter to host the described Membership and/or Education event within a 24-month period after receipt of the grant will forfeit the grant, and the chapter will surrender the grant funds in the amount of $250.00 to the AALS Treasurer and the funds will be deposited in the association's account from which it was originally written.

AALS 2024-2025 OFFICERS
SAMPLE BALLOT

In accordance with the provisions of ARTICLE V, Section 4(c) of the Bylaws of AALS, an Association of NALS, Inc., the following SAMPLE BALLOT is submitted for consideration by AALS members:

PRESIDENT

Julie Nims ( )

_____ ( )

JULIE NIMS:

Julie has worked in the legal profession for 26 years. She has been a member of NALS, AALS and BCALP since January 2003. She currently works for Raines Law Firm.

Julie has served on the BCALP board ever since becoming a member and has served on every committee numerous times over the years.

Her service with AALS includes: AALS Treasurer (twice), AALS Vice President, AALS President-Elect, AALS President, and currently is AALS Vice President. She has served on the Annual Meeting Committee, Fall Board Meeting Committee, Winter Board Committee, Finance Committee, Audit Committee, Dixie Digest Patron Ads Committee, Ways and Means Committee, Nominations and Elections, Credentials Committee, Scholarship Committee, and Student Member Liaison Committee.

SECRETARY

Kristi Skipper, PP ( )

_____ ( )

KRISTI SKIPPER, PP:

Kristi has been a member of NALS since 2002. She obtained the ALS certification in 2003, the PLS certification in 2004, the Professional Paralegal certification in 2008, and the Specialty Certificate in Law Office Management in 2017. After spending the first few years of her career working for private law firms, Kristi worked for the Alabama State Bar for 11 years. She is currently the Contract Administrator for Paragon Construction in Montgomery.

Kristi has served her local chapter as an officer and/or committee chairman every year since becoming a member. She has served in every office except Treasurer on the local level. She currently serves as a mentor and resource for the Booker T. Washington Magnet High School law program.

Kristi has served AALS as President and Treasurer (two terms) and has served on numerous committees.

Kristi served on the NALS Marketing Committee for two years and served on the NALS Think Big! Task Force – Region 6 Team. She has volunteered as a NALS Certification Exam Administrator and served as a “Professor

of Marketing" at NALS University during the Professional Development Conference in Tulsa in 2009. Kristi is currently working with NALS to develop a student membership level.

Kristi was awarded the 2022 NALS Volunteer of the Year, and has received the NALS CLE Award, AALS New Member of the Year Award, AALS Member of the Year Award, AALS CLE Award, and several AALS awards for membership recruiting. She received the MALS Member of the Year Award in 2005 and 2009.

She has attended three NALS Professional Development Conferences, two NALS Education Conferences & National Forums, four NALS Region 4 meetings, and is a consistent attendee of AALS meetings.

TREASURER

Ed Clark, PP-SC ( )

_____ ( )

ED CLARK, PP-SC:

Ed has been an AALS member since 2001, Certified Professional Paralegal in 2016, and renewed in 2021, with Specialty Certification in Civil Litigation in 2019. Ed has been an active member and participant in BLSA, AALS, and NALS during his membership.

BLSA: BLSA Governor (3 years); BLSA Vice President (10 years); BLSA President-Elect; BLSA President, numerous committees.

AALS: AALS President, AALS President-Elect, AALS Vice President AALS Treasurer (4-yrs), numerous committees.

NALS: NALS Board of Directors, NALS Treasurer, NALS Conference Committee, NALS Technology, Membership, Membership Experience, Education Committees, Grassroots-Level Think Tank; Governance Task Force, Chapter Reimaging Task Force.

COMMITTEE APPOINTMENTS
2023-2024

COMMITTEE	CHAIR/CO-CHAIR	EMAIL
Annual Meeting & Educational Conf. 2024 (MALS & NOCA Hosting)	Kristi Skipper, PP-PC, PLS	kristiskipperpp@gmail.com
Audit Committee (2022-2023 Books)	Gina Harbison, PP, PLS Alison Schemmer, PP, PLS Talley Brathovd, PP, PLS	gharbison@pci-nsn.gov aks6451@aol.com dtalleyb@gmail.com
Audit Committee (2022 Annual Meeting)	Debby Holmes, PP, PLS Talley Brathovd, PP, PLS Harriet Piper	debby@assetlaw.com dtalleyb@gmail.com harrietpiper@yahoo.com
Bar Liaison	Deborah Harper, PP	deborah.harper@alabar.org
Bylaws, Standing Rules & Procedures Manual	Babs DeKeyser, PP, PLS	babs.dekeyser@att.net
Certification	Kristi Skipper, PP-PC, PLS	kristiskipperpp@gmail.com
Corporate Sponsors	Ed Clark, PP-SC	ebc@phm-law.com
Dixie Digest Patron Ads	Debby Holmes	debby@assetlaw.com
Dixie Digest	Margaret Dawson, PLS	thistldome@gmail.com
Finance	Ed Clark, PP-SC	ebc@phm-law.com
Funding	Deborah Rutherford Marva Dean Little, PP, PLS	drutherford@cwalawfirm.com marvadean@oakhollowfarm.net
Installation	BLSA Members	myrabeckham@bellsouth.net
Legal Education	Deborah Rutherford Natasha Whigham	drutherford@cwalawfirm.com natasha@hanleylawmobile.com
Marketing	Sonia Smith, CLP	ssmith@mcdowellknight.net
Member of the Year	Debby Holmes	debby@assetlaw.com
Membership	Julie Nims,	jnims@raineslawfirm.com
NALS Connection Committee	Teresa Moore, PP, PLS	tmoore@burr.com
New Member of the Year	Rebecca Naron	
Nominations & Elections, Credentials	Kayla Bassett	Kjbassett55@outlook.com
Resolutions	Judy Whigham, PP, PLS	jwhigham@joneswalker.com
Scholarship	Kayla Bassett, PLS	kjbassett55@outlook.com
Scrapbook	Sonia Smith, CLP	ssmith@mcdowellknight.com
Strategic Planning	Sonia Smith, CLP	ssmith@mcdowellknight.com
Technology	Danielle Baker	danielle@longandlong.com
Web Page	Margaret Dawson, PLS	thistldome@gmail.com

AALS Winter Board Meeting and Education Conference
January 26-27, 2024
Wind Creek Casino & Hotel
303 Poarch Rd.
Atmore, AL

Registration (circle option):

A B C D E F G H I

MEMBERS:

A.	Full (both days)	$ 0	(break and lunch Friday included)
B.	Friday only	$ 0	(break and lunch included)
C.	Saturday only	$ 0	
D.	Saturday Board Meeting	$ 0	
E.	ZOOM attendance (full)	$ 0	

NON-MEMBERS:

F.	Full (both days)	$ 0	(break and lunch Friday included)
G.	Friday only	$ 0	(break and lunch included)
H.	Saturday only	$ 0	
I.	Saturday Board Meeting	$ 0	

THIS IS A NO COST MEETING. WE JUST NEED TO KNOW HOW MANY ATTENDEES TO PLAN FOR. LOOK FORWARD TO SEEING YOU IN ATMORE!

HOTEL RESERVATION DEADLINE: January 12, 2024
Reservation Information: Thursday, January 25, 2024 – Single King Accommodations $89.00 plus 8% Tax; Double Queen Accommodations $109.00 plus 8% Tax. Friday, January 26, 2024 – Single King Accommodations $139.00 plus 8% Tax; Double Queen Accommodations $159.00 plus 8% Tax. Please call 1-866-946-3360 to book. Mention Block Code: AALS Winter Board Meeting.

Meeting Registration Deadline Friday, January 12, 2024

Name for badge _____

Certification(s) _____ Chapter _____

Address: _____

Email address:_____

Email or mail registration to: Deborah Rutherford, AALS Legal Education Co-Chair
218 N. Alston Street, Foley, AL 36535; (251) 233-3866 drutherford@cwalawfirm.com

AALS Educational Conference and Winter Board Meeting

January 26-27, 2024
Atmore, Alabama
CLE AWARDED 6.0 hours

FRIDAY, JANUARY 26, 2024

9:30 am – 10:00 am	Registration
10:00 am – 11:30 am	**Domestic Violence** Honorable Michelle M. Thomason Presiding District Judge, Baldwin County
11:30 am – 1:00 pm	Lunch
1:00 pm – 2:30 pm	**The Case of Charles Boyington - An Innocent Man and a Mighty Oak** Mary S. Palmer of the Historic Mobile Preservation Society
2:30 pm - 3:00 pm	Break
3:00 pm – 4:30 pm	**The Treasure Island Naval Station – The Toxic Legacy of a California Naval Base** Speaker: Brian Lockwood, Esq.

SATURDAY, JANUARY 27, 2024

8:30 am – 9:00 am	Registration
9:00 am – 10:30 am	**TBA** TBA
10:30 am – 11:00 am	Break
Immediately Following The Break	Third Board of Governors Meeting