Celebrating 40 years
1974 - 2014

NATIONAL FEDERATION of PARALEGAL ASSOCIATIONS Inc.
NFPA WORLD TOUR

Hosted By

1975 Rocky Mountain Legal Assistants Association (n/k/a Rocky Mountain Paralegal Association)
1976 Philadelphia Association of Paralegal Professionals (n/k/a Philadelphia Association of Paralegals)
1977 San Francisco Association of Legal Assistants (n/k/a San Francisco Paralegal Association)
1978 Minnesota Association of Legal Assistants (n/k/a Minnesota Paralegal Association)
1979 Atlanta Association of Legal Assistants (n/k/a Georgia Association of Paralegals)
1980 Los Angeles Paralegal Association
1981 D.C. Metropolitan Area Paralegal Association (n/k/a National Capital Area Paralegal Association)
1982 Kansas City Association of Legal Assistants
1983 Washington Association of Legal Assistants (n/k/a Washington State Paralegal Association)
1984 Manhattan Paralegal Association
1985 Chicago Association of Paralegal Assistants (n/k/a Illinois Paralegal Association)
1986 San Francisco Association of Legal Assistants
1987 Massachusetts Paralegal Association
1988 Dallas Association of Legal Assistants (n/k/a Dallas Area Paralegal Association)
1989 Oregon Paralegal Association
1990 Philadelphia Association of Paralegals
1991 Indiana Paralegal Association
1992 San Diego Paralegal Association
1992 Illinois Paralegal Association
1993 Western New York Paralegal Association
1994 Rocky Mountain Paralegal Association
1994 Kansas Legal Assistants Society (n/k/a Kansas Paralegal Association) and Kansas City Association of Legal Assistants
1995 Legal Assistants of New Mexico
1995 Maryland Association of Paralegals
1996 Paralegal Association of Central Ohio
1996 Columbia Legal Assistant Association (n/k/a Palmetto Paralegal Association)
1997 Minnesota Paralegal Association
1997 Arizona Paralegal Association
1998 Alaska Association of Legal Assistants (n/k/a Alaska Association of Paralegals)
1998 Dallas Area Paralegal Association
1999 New Orleans Paralegal Association
1999 Georgia Association of Paralegals
2000 Hawaii Paralegal Association
2000 Pittsburgh Paralegal Association
2001 National Capital Area Paralegal Association
2001 Paralegal Association of Rochester (cancelled due to events of 9/11)
2002 Indiana Paralegal Association
2002 Cleveland Association of Paralegals
2003 Rhode Island Paralegal Association
2004 Middle Tennessee Paralegal Association
2005 Paralegal Association of Southern Nevada
2006 Illinois Paralegal Association
2007 Tampa Bay Paralegal Association
2008 Arkansas Paralegal Association
2009 Oregon Paralegal Association
2010 Philadelphia Association of Paralegals
2011 Minnesota Paralegal Association
2012 Alaska Association of Paralegals
2013 Central Connecticut Paralegal Association
2014 Dallas Area Paralegal Association

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CELEBRATING 40 YEARS
Past, Present and Future

NATIONAL FEDERATION of PARALEGAL ASSOCIATIONS Inc.

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Once Upon a Time....

in the late 1960’s, the paralegal profession was born. In 1968, the American Bar Associations’ (ABA) House of Delegates, while meeting in Philadelphia, officially recognized the paralegal profession when it issued statements recommending the utilization of paralegals.

Representatives from eight paralegal associations met in Chicago in June 1974 to help the Los Angeles Paralegal Association and the San Francisco Paralegal Association fight against state certification in California. It was apparent that these separate paralegal organizations needed to keep abreast of policy and legislative developments nationwide, and, when advisable, speak with a unified voice on national issues.

Thus, the National Federation of Paralegal Associations (NFPA) was established as the first national paralegal organization.
Founding associations:

Philadelphia Association of Paralegal Professionals
n/k/a Philadelphia Association of Paralegals

Atlanta Association of Legal Assistants
n/k/a Georgia Association of Paralegals

Chicago Association of Paralegal Assistants
n/k/a Illinois Paralegal Association

D.C. Metropolitan Area Paralegal Association
n/k/a National Capital Area Paralegal Association

Los Angeles Paralegal Association

Minnesota Association of Legal Assistants
n/k/a Minnesota Paralegal Association

Rocky Mountain Legal Assistants Association
n/k/a Rocky Mountain Paralegal Association

San Francisco Association of Legal Assistants
n/k/a the San Francisco Paralegal Association
1975 – First Annual Convention held in Boulder, Colorado
At the first Annual Meeting, the opening discussion included a “philosophical discussion of the goals and purposes of the Federation,” where it was emphasized that the “grass roots associations will determine the direction of paralegalism.”

1975 - 1976 – Executive Coordinator (n/k/a President) Sue Lin Chong
1976 Annual Convention – PHILADELPHIA, PA
National Paralegal Reporter was established.

1976 - 1977 – Executive Director (n/k/a President) Linnea Mitchell
1977 Annual Convention – SAN FRANCISCO, CA

1977 - 1978 – President Jeanne Kowalski
1978 Annual Convention – ST. PAUL/MINNEAPOLIS, MN
The NFPA Bylaws were amended, placing the voting control of the federation’s membership and governing body in “practicing paralegals” and creating the position of region directors to serve along with the elected officers of NFPA.

1978 - 1979 – President Nancy Siegel
1979 Annual Convention – ATLANTA, GA
Elected the first president, vice president, secretary and treasurer.
Adopted the Affirmation of Professional Responsibility.

1979 - 1980 – President Judith Current
1980 Annual Convention – LOS ANGELES, CA
Past president made an ex officio member of the board of directors.

1980 - 1981 – President Sandra Sabanske
1981 Annual Convention – WASHINGTON, DC
Created the NFPA Advisory Board.

1981 - 1982 – President Jane Lamont
1982 Annual Convention – KANSAS CITY, MO
Hired its first executive director, Sandra Sabanske.
Created the Legislative Committee.

1982 - 1983 – President Mary Moon
1983 Annual Convention – SEATTLE, WA
Approved its first representative to the ABA Paralegal Program Approval Commission.
Adopted a position on paralegal certification.
There were 53,000 paralegals in the U.S. (Source:BLS)
1983 - 1984 – President Joanne Polsinelli

1984 Annual Convention – NEW YORK, NY
Established NFPA’s Pro Bono Committee.

1984 - 1985 – President Laurie Roselle

1985 Annual Convention – CHICAGO, IL
Created a student membership category.
Formed a committee on the Expansion of Professional Responsibility to research and draft model legislation broadening paralegal job responsibilities.

1985 - 1986 – President Laurie Roselle

1986 Annual Convention – OAKLAND, CA
NFPA’s Profession Development Committee created a resource center to include information on statutory law, case law, and reports on issues important to paralegals.

1986 - 1987 – President Nancy Langer

1987 Annual Convention – BOSTON, MA
Formally adopted its definition of paralegal.
Adopted a mission statement.
NFPA has 10,000 members!
There were 61,000 paralegals in the U.S. (Source: BLS).
Average salary of paralegals was $22,000 (Source: NFPA Salary Survey).
Average salary for paralegals with 10 years experience was $25,200 (Source: NFPA Salary Survey).

1987 - 1988 – President Lu Hangley

1988 Annual Convention – DALLAS, TX
NFPA participates in the Conclave, consisting of representatives from NFPA, AAFPE (American Association for Paralegal Education), NALA, LAMA (now IPMA - International Practice Management Association) and SCOLA (now SCOP – ABA’s Standing Committee on Paralegals).

1988 - 1989 – President Lu Hangley

1989 Annual Convention – PORTLAND, OR
Formed Committee on the Delivery of Paralegal Services as a standing committee.
U.S. Department of Labor projects the paralegal profession will have a growth of 104% by the year 2000.
1989 - 1990 – President Jolene Miller
1990 Annual Convention – PHILADELPHIA, PA
Created a third vice-president position to handle outreach and education.
Appointed members of its National Salary Survey Committee.
*U.S. Supreme Court rules in favor of compensation for paralegal time in attorney fee awards in Missouri vs. Jenkins.*

1990 - 1991 – President Jolene Miller
1991 Annual Convention – INDIANAPOLIS, IN
Established special Mid-Year Meeting.
Discussed “non-exempt” status of paralegals and referred matter to Committee for further investigation.

1991 - 1992 – President Merle Isgett, RP
1992 Spring Convention – SAN DIEGO, CA
1992 Fall Convention – CHICAGO, IL
Created a Director – Communications and Marketing.
Drafted a Model Code of Ethics and Professional Responsibility.
Endorsed the implementation of regulation of all paralegals on a state-by-state basis.

1992 - 1993 – President Merle Isgett, RP
1993 Annual Convention – BUFFALO, NY
Adopted Model Code of Ethics and Professional Responsibility.
Rules of order were suspended to discuss, as a whole, the regulation agenda topic – 92M-1 – Adopted.
AAfPE President Sharon Pope gave the eulogy for the late Honorable William R. Robie.
The first William R. Robie Award was presented to Laurie Roselle.
*John Grisham mentions paralegals in his novel “The Client.”*

1993 - 1994 – President Diane L. Soroko Gallo
1994 Annual Convention – DENVER, CO
Adopted the Strategic Long-Range Plan.
Established an ad-hoc committee to study the pros and cons of exempt/non-exempt status of paralegals.
1994 -1995 – President Mary Thomas, RP  
1994 Fall Convention – KANSAS CITY, MO  
1995 Spring Convention – ALBUQUERQUE, NM  
NFPA members decide to create a proficiency-based examination, later named the Paralegal Advanced Competency Exam (PACE).  
Approved a plan to establish a Foundation to receive net income generated by PACE, with the intent that the funds will be utilized exclusively for the expansion of the paralegal profession.  
Adopted a grandfathering eligibility criteria for PACE.  
The ad-hoc committee on exempt/non-exempt status of paralegals reported that paralegals surveyed expressed a 50/50 split.  
Adopted model legislation which provided for the recoverability of paralegal time at market rates in an attorney’s application for fees.  
Approved the Model Act for Paralegal Licensure.  
NFPA has 59 member associations, of which 55 are voting associations.

1995 - 1996 – President Mary Thomas, RP  
1995 Fall Convention – ANNAPOLIS, MD  
1996 Spring Convention – COLUMBUS, OH  
Adopted minimum education criteria for future paralegals.  
Created the PACE Foundation designation (FAPP).  
Adopted PACE Character and Fitness Criteria.  
Created a student dues membership category and set student dues at a rate of $5.00 less than the NFPA dues for a non-student member of a member association.

1996-1997 - President Sue Kaiser  
1996 Fall Convention – CHARLESTON, SC  
1997 Spring Convention – MINNEAPOLIS, MN  
Inaugural First Timer’s Meeting was held.  
Extended grandfathering period for PACE.  
Changed the PACE credential to “PACE Registered Paralegal.”  
Adopted Disciplinary Rules.  
Determined that the quorum established at the beginning of the policy meeting shall be deemed to be the quorum for the entire meeting and that members constituting a quorum need not remain continuously throughout the session.

Susan Kligerman Dougherty, RP elected president at 1997 convention in Minnesota - term completed by Kathy Mehle
1997-1998 - President Kathey Mehle  
1997 Fall Convention – SCOTTSDALE, AZ  
1998 Spring Convention – ANCHORAGE, AK  
Adopted NFPA’s Character and Fitness Policy.  
Approved a bylaw amendment to change “Past President” to “Board Advisor.”

1998-1999 – President Robin Solomon  
1998 Fall Convention – FORT WORTH, TX  
1999 Spring Convention – NEW ORLEANS, LA  
Adopted a distance learning policy.  
Created a new region – Region V.

1999-2000 - President Sally Andress, RP  
1999 Fall Convention – ATLANTA, GA  
2000 Spring Convention – HONOLULU, HI  
Amended Model Code of Ethics and Professional Responsibility to include statement regarding pro bono.  
Amended Bylaws to provide for the election of the Education Coordinator and the ABA Approval Commission Representative.  
Produced the Award winning video “Paralegals: Enhancing Practice, Professionalism and Profitability.”  
Delegates voted to return to holding only an Annual Meeting each year.

2000 - 2001 - President Sally Andress, RP  
2000 Fall Convention – PITTSBURGH, PA  
2001 Spring Convention – WASHINGTON, DC  
Adopted a policy that it is in the best interest of the entire paralegal profession that no suspended or disbarred attorney work in the capacity and/or hold the title of paralegal or engage in or perform any substantive work.”

2001 - 2002 – President Lee Davis  
2001 Fall Convention – ROCHESTER, NY  
Cancelled due to the tragic events of September 11.  
2002 Spring Convention – INDIANAPOLIS, IN  
Adopted a policy that all NFPA members should aspire to 12 hours of CLE each year, to include 1 hour of ethics.  
Elevated the Director of Membership to the Vice President and Director of Membership.  
Reaffirmed that “paralegal” is the preferred term for this profession.
2002-2002 – President Laurie Mansell Reich, RP
2002 Fall Convention – CLEVELAND, OH
Produced the video
“Leveraging with Paralegals: Setting the PACE of the Future.”
Created Pro Bono Award.
Adopted revisions to the conflict of interest provision in the Bylaws.

2002-2003 – President Karen Belcher, RP
2003 Annual Convention – NEWPORT, RI
Submitted public comment to the Department of Labor regarding proposed revisions to the Fair Labor Standards Act (FLSA) regarding exempt/non-exempt status of paralegals.
Created a membership category for members of the Armed Forces.

2003-2004 – President Dianna (Smiley) Noyes, RP
2004 Annual Convention – NASHVILLE, TN
Approved delegate voting by electronic transmission/email.

2004-2005 – President Dianna (Smiley) Noyes, RP
2005 Annual Convention – LAS VEGAS, NV
Created the position of Vice President and Director of PACE.
Adopted a position on legal document preparers.
Adopted a position on outsourcing.
Revised the Bylaws to provide for two-year staggered terms for the officers of NFPA.
First nine care packages packed and mailed to Navy Legalmen/Military Paralegals.

2005-2006 – President S. Kristine Farmer, RP
2006 Annual Convention – CHICAGO, IL
Adopted Diversity Statement.
Adopted a position statement on Short-term Paralegal Programs.
Adopted a policy to actively promote regulation of the paralegal profession.
NFPA members voted to designate May as Pro Bono Month.

2006-2007 – President Anita G. Haworth, RP
2007 Annual Convention - TAMPA, FL
Created a military sustaining membership-at-large category.
Created “emeritus” category for PACE Registered Paralegals.
Created a membership category for international paralegals.
Adopted a revised Model Plan for Paralegal Licensure.
2007-2008 – President Anita G. Haworth, RP
2008 Annual Convention - ROGERS, AR
Established the position of Vice President and Director of Marketing.
Adopted the goals of the 2003 Strategic Plan.
Adopted Model Plan for Voluntary Paralegal Regulation as a
generic, easily adaptable model for voluntary paralegal regulation.
Amended the Conflict of Interest Policy.
Established a committee for the purposes of investigating,
establishing and recommending a plan for an entry-level competency examination.

2008-2009 – President Georgette M. (Lovelace) Pecoraro, RP
2009 Annual Convention – PORTLAND, OR
Approved the development and implementation of a basic
proficiency test for the paralegal profession that would
not be either state specific nor practice area specific.
Changed the title of Vice President and Director of PACE to
Vice President and Director of Paralegal Certification.

2009-2010 – President Georgette M. (Lovelace) Pecoraro, RP
2010 Annual Convention – CHERRY HILL, NJ
Adopted name and logo for basic proficiency test: Paralegal CORE Competency Exam (PCC Exam).
Adopted “CORE Registered Paralegal (CRP)” as the designation for the PCC Exam.
Established an ad-hoc committee to research and explore the possibility of changing the
Department of Labor’s definition/designation of exempt/non-exempt status of paralegals.

2010-2011 – President Tracey L. Young, RP
2011 Annual Convention – BLOOMINGTON, MN
Exempt/Non-Exempt Committee presented its report,
which recommended that no action should be taken
with respect to contacting the Department of Labor.

2011-2012 – President Tracey L. Young, RP
2012 Annual Convention – ANCHORAGE, AK
Moved Pro Bono Month from May to October to coincide
with the American Bar Association (ABA) Celebration
of Pro Bono, effective in 2013.
Adopted a compilation of NFPA’s Regulation Policies in a single document.
Adopted special election procedures to fill vacancies on the Board of Directors (other than
President) by the electronic voting of the membership.
Elected first male president.
2012-2013 – President Robert S. Hrouda, RP
2013 Annual Convention – HARTFORD, CT
Designated the first week of May as Ethics Week.
Created an ad-hoc committee to draft a position statement consistent with NFPA policies pertaining to disbarred or suspended attorneys working as paralegals.
Created an ad-hoc committee to research the feasibility of producing a comprehensive “State of the Profession Report.”

2013-2014 – President Robert S. Hrouda, RP
2014 Annual Convention – DALLAS, TX
NFPA Celebrates 40 years as *The Leader of the Paralegal Profession*®

**And So . . .**

. . . forty years have come and gone. The paralegal profession has made great strides over the years; however, we still have many other hurdles to overcome.

NFPA remains true to its founders’ grass roots philosophy as it continues its efforts to advance the paralegal profession.

The Federation exists because of our founders’ efforts and the efforts of many NFPA members who have given their time and talents over the years to make NFPA the organization it is TODAY! *NFPA – The Leader of the Paralegal Profession*® . . . since 1974!
1974
Yearly Inflation Rate USA: 11.3%
Dow Jones Industrial Average: 616
Average Cost of new house: $34,900
Average Monthly Rent: $185
Cost of a gallon of Gas: 55 cents
Average cost new car: $3,750
Federal Minimum wage: $2.00 hour
First class stamp: 10 cents
US Population: 214 million

(www.thepeoplehistory.com)

2014
Yearly Inflation Rate USA: 2.1%
Dow Jones Industrial Average: 16,838
Average Cost of new house: $331,400
Average Monthly Rent: $1083
Cost of a gallon of Gas: $3.52
Average cost new car: $32,556
Federal Minimum wage: $7.25 hour
First class stamp: 49 cents
US Population: 317 million

Thank you . . .

NFPA would like to thank the sponsors of our 40th Anniversary Celebration

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NFPA would also like to thank the following past presidents for their time and effort in serving on the 40th Anniversary Committee:

Georgette M. Pecoraro, RP (Chair)
Tracey L. Young, RP
Anita G. Haworth, RP
Dianna Noyes, RP
Robin Solomon

Special thanks to S. Kristine Farmer, RP for creating the NFPA pictorial history.
Major News Stories from 1974 include Pocket calculators for sale for first time; offices start using a very primitive word processor that resembles a typewriter; Lucy hominid skeleton 3 million years old is discovered; gasoline shortages and price increases throughout the world; 55 MPH Speed Limit imposed; Richard Nixon forced to resign after the Watergate Scandal; Patricia Hearst, 19-year-old daughter of publisher Randolph Hearst, kidnapped by Symbionese Liberation Army; MRI Scanner (Magnetic Resonance Imaging) developed.

Popular Films
- The Sting
- The Exorcist
- Papillon
- Herbie Rides Again
- Blazing Saddles
- The Great Gatsby
- Serpico
- Death Wish
- The Godfather, Part II
- Murder on the Orient Express

Popular TV Programs
- Kung Fu
- The Price Is Right
- The Waltons
- Kojak
- Last of the Summer Wine
- The Six Million Dollar Man

Popular Musicians
- ABBA
- David Bowie
- Carpenters
- Alice Cooper
- Deep Purple
- Genesis
- Grateful Dead
- Joni Mitchell
- Van Morrison
- Queen
- Minnie Riperton
- Supertramp
- Jethro Tull
- Barry White
- Stevie Wonder
DTI Takes Your Challenges Seriously

The professionals at DTI know what it is like to go above the norm. Day in and day out they take client challenges seriously and produce the best services and results around. DTI provides solutions that enable our clients to focus on their core competencies and remain competitive in today’s legal landscape.

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