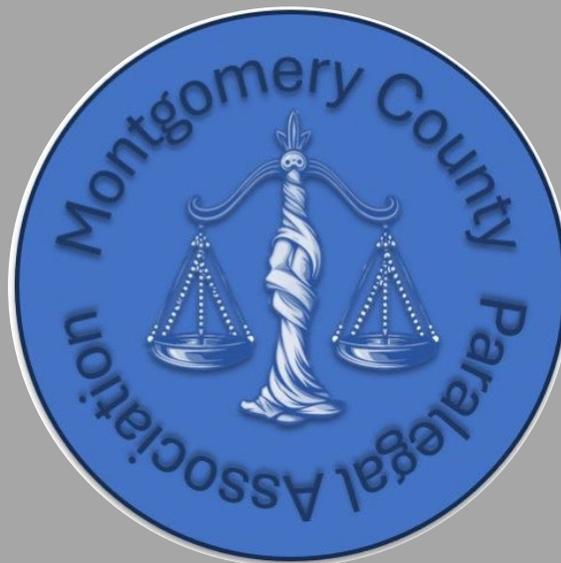


MCPA TODAY NEWSLETTER

The Official Publication of the
Montgomery County Paralegal Association



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EDITOR:
[VICTORIA MOLLOY](#)

PRESIDENT'S MESSAGE

Dear Members,

Welcome back from our summer hiatus! I hope you had the chance to enjoy time with family and friends, recharge your energy, and step away from the busy pace of our profession, even if only for a little while. The transition from summer to fall is always a natural time for reflection and renewal, and I am excited to share what lies ahead for our association.

Over the past few months, your Board and committees have been hard at work planning a calendar filled with educational opportunities, networking events, and initiatives that highlight the value of paralegals in today's legal environment. We recognize that our members come from diverse areas of practice and bring unique experiences to the table, and our goal is to provide programming and resources that meet you where you are...whether you are new to the profession, mid-career, or a seasoned paralegal.

This fall, you can look forward to:

- **Continuing Legal Education (CLE) programs** that not only keep us current with changes in the law but also sharpen the practical skills that set paralegals apart.
- **Networking opportunities** to connect with colleagues, exchange ideas, and expand your professional support system.
- **Leadership and volunteer opportunities** within our association, which are an excellent way to build confidence, develop new skills, and strengthen the paralegal profession as a whole.

As paralegals, we play a critical role in advancing access to justice and supporting the effective delivery of legal services. The work we do each day...whether in litigation, corporate practice, estate planning, or any other area...demonstrates our adaptability, professionalism, and commitment to excellence. Our association exists to recognize and support that work, while also providing a platform for growth and advocacy.

I invite each of you to get involved this season. Attend a program, join a committee, share your expertise, or mentor a newer paralegal who is just beginning their journey. Your participation not only enriches your own experience but also strengthens the collective voice of our association.

Thank you for your continued membership, your dedication to our profession, and your support of one another. I look forward to connecting with many of you at our upcoming events and working side by side to make this a productive and inspiring year for our association.

With gratitude and enthusiasm,



WHAT IS A COURT REPORTER?

A court reporter plays a vital role in the legal system by capturing every word spoken during hearings, trials, depositions, and other official proceedings. Using a stenotype machine or voice-writing technology, court reporters create a verbatim transcript that becomes the official record of the case. This record is relied upon by judges, attorneys, and parties to ensure accuracy in the judicial process and to preserve testimony for appeals or future reference.

Beyond the courtroom, court reporters also contribute their skills in other areas, such as providing real-time captioning for individuals who are deaf or hard of hearing, as well as transcribing important business or government meetings. Their unique blend of speed, precision, and confidentiality makes them indispensable to both the legal profession and the community at large.

Fun Fact:

To become certified, many court reporters must demonstrate the ability to type at speeds of **225 words per minute or more with near-perfect accuracy**. This level of skill takes years of practice and training, making court reporters some of the fastest and most accurate typists in the world!



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CALLING ALL PARALEGALS...

If you're a **paralegal in and around Montgomery County, PA**, your expertise and skills are in high demand across several meaningful volunteer opportunities. Here are some great places to consider:

1. LEGAL AID OF SOUTHEASTERN PENNSYLVANIA (LASP)

Offers extensive volunteer opportunities for paralegals, both locally and remotely. You can assist with:

- Client intake and screening
- Drafting legal documents (briefs, forms, etc.)
- Legal research
- Preparing legal education materials
- Translating documents
- Supporting virtual clinics and remote projects (justiceimpactnetwork.org, [Legal Aid of Southeastern Pennsylvania](https://www.lasp.org))

LASP has specific ongoing needs in **Montgomery County**, including:

- Handling **simple, no-asset divorces**
- Representing clients in **custody conciliation conferences** (via Zoom)
- Staffing **legal clinics at Manna on Main Street** (fourth Thursday of the month in Lansdale)
- Assisting with **eviction hearings** through the EPIC (Eviction Prevention & Intervention Coalition) program across multiple courtrooms in Montgomery County ([Legal Aid of Southeastern Pennsylvania](https://www.lasp.org))

These are structured, impactful roles where your contribution can make a real difference in people's lives.

To get started, you can **register as a volunteer** via the LASP site, or directly reach out to the Montgomery County Pro Bono Coordinator:

Contact: Melina Dixon, Staff Attorney & Montgomery County Pro Bono Coordinator

Email: mdixon@lasp.org

Location: Norristown, PA (justiceimpactnetwork.org, [Legal Aid of Southeastern Pennsylvania](https://www.lasp.org))

2. MONTGOMERY VOLUNTEER LAWYERS PROGRAM (MVLV)

Provides an additional avenue for paralegal involvement. While the organization primarily offers free legal counsel to community members, they also facilitate volunteers supporting their operations.

To volunteer or learn more about how you might assist with MVLV's efforts, check out their "How to Volunteer" section on their site (montgomeryvlp.org).

3. YOUTH AID PANELIST – MONTGOMERY COUNTY DA'S OFFICE

If you're interested in juvenile justice, seeking **Youth Aid Panelists**. This role involves:

- Supporting restorative justice efforts
- Helping youth understand consequences while promoting accountability and community safety
- A background check is required (at no cost to the volunteer) ([Montgomery County PA](https://www.montgomerypa.gov))



These opportunities represent meaningful ways to use your paralegal skills to promote access to justice and support vulnerable individuals in Montgomery County.

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Fax: (215) 977-9806

Email: info@dennisrichman.com

ICYMI...

BY KELLY BRESADOLA

On March 29, 2025, Jennifer Echikson presented an engaging CLE titled “**LGBTQ+ 101 for Legal Professionals.**” Jenn, a paralegal with 20 years of experience primarily in family law, serves on the board of the Montgomery County Paralegal Association and holds several leadership roles within her community and the paralegal profession. We were thrilled to have her share her expertise with us.

Understanding LGBTQ+

Jenn began by defining LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning. She explained key terms, such as “transgender,” which describes an individual whose gender identity differs from the sex assigned at birth.

A Brief History of Pride

Jenn highlighted the origins of Pride Month, starting with the **Stonewall Riots** on June 28, 1969. During a police raid at the Stonewall Inn in New York City, patrons resisted, sparking six days of riots. The following year, the first pride march, then called **Christopher Street Liberation Day**, took place in New York City, with simultaneous marches in other cities.

On June 11, 1999, President Clinton issued a proclamation amending federal equal employment opportunity policy to prohibit discrimination based on sexual orientation and officially recognized June as **Gay and Lesbian Pride**

Month.

Jenn also discussed the **Pride Flag**, which debuted on June 25, 1975, with eight stripes (now six) and has evolved over time. She reviewed several pride flags, including the Lesbian, Bisexual, Pansexual, Asexual, and Transgender flags, explaining the significance of each color.

Pronouns and Inclusion

Jenn emphasized the importance of using correct pronouns, noting that ignoring someone’s pronouns can have a lasting impact. As legal professionals, we have a responsibility to create an inclusive environment. Many LGBTQ+ individuals face trauma in their daily lives, and our teams should strive to ensure they do not experience additional stress from legal interactions. Practical tips included asking about pronouns, sharing your own, and using appropriate terminology.

Resources

<https://nala.org/june-dei-paralegals-supporting-transgender-clients/>
<https://www.mentalfloss.com/posts/lgbtq-pride-flag-origins-history>
<https://lgbteachesco.org/>
<https://pflag.org/glossary>
<https://www.itspronouncedmetrosexual.com/>
<https://glaad.org/>
<https://sogiecenter.org/>
<https://www.them.us/story/the-complete-history-of-pride>
<https://msmagazine.com/2020/06/29/pride-was-a-riot-eight-defining-moments-in-pride-month-history/>
<https://queerintheworld.com/lgbt-progress-pride-flag/>
<https://www.hrc.org/resources/lgbtq-pride-flags>
<https://www.thetrevorproject.org/survey-2020/>
<https://www.thetrevorproject.org/resources/guide/a-guide-to-being-an-ally-to-transgender-and-nonbinary-youth/>
<https://freemomhugs.org/>

The Montgomery County Paralegal Association sincerely thanks **Jennifer Echikson** for her informative and thought-provoking presentation.

The Paralegal Shortage

BY VICTORIA MOLLOY

Over recent years, the legal profession has witnessed a growing concern: a decline in the availability and retention of qualified paralegals. This trend not only disrupts operational workflows but also shifts traditional responsibilities upward to associates, a dynamic that is both costly and unsustainable.

Data-Driven Snapshot of the Paralegal Landscape

Employment Levels and Forecast

Despite widespread perceptions of continued demand, the U.S. Bureau of Labor Statistics (BLS) projects **no growth in employment for paralegals and legal assistants between 2024 and 2034**, with only replacement-level openings (approximately **39,300 annual opportunities**) expected primarily due to turnover or exits such as retirement.

Compensation Trends

The median annual wage for paralegals in August 2025 for the Philadelphia area stood at **\$70,000**, moderately above the overall U.S. median wage of **\$55,000**. However, compensation varies significantly by experience:

Meanwhile, the National Association for Law Placement (NALP) reports that the **median salary for first-year law firm associates in 2023 reached \$200,000**, a 21% increase over two years.

Educational Pipeline

Data from Data USA indicates that in 2023, approximately **9,694 paralegal degrees** or certificates were awarded—a 7.6% decline from prior years. This decline reflects reduced enrollment and program availability over time.

Underlying Causes of the Paralegal Shortage

Stagnant or Declining Educational Outputs

The contraction in paralegal program graduates suggests fewer entrants into the profession, tightening the candidate pool for law firms.

Compensation Disparities and Career Ceiling

With associates now commanding six-figure salaries, the wage gap between paralegals and attorneys has widened. Many paralegals report limited opportunities for advancement or competitive pay to offset stress and workload disparities.

Technological Substitution and Unrealistic Expectations

Advancements in automation and AI have led firms to anticipate reductions in support staffing. Yet while tools streamline repetitive tasks, they cannot replace the nuanced judgment and procedural know-how that experienced paralegals provide.

Burnout, Turnover, and Generational Shifts

Many paralegals cite high stress and limited professional recognition as key reasons for attrition. Meanwhile, younger professionals increasingly prioritize career mobility, remote work flexibility, and advancement potential—amenities often absent in traditional paralegal roles.

Supply-Demand Disconnection

Although BLS projects static job growth, **nearly 39,300 annual openings** suggest continued demand—largely tied to attrition and replacement—indicating a disconnection between market needs and retention/influx of talent.

Consequences

With paralegals becoming scarcer, associates are increasingly tasked with responsibilities historically within the

paralegal purview—such as discovery preparation, file organization, drafting routine filings, and trial logistics. This shift:

- **Increases billing costs**, because associates bill at significantly higher hourly rates than paralegals.
- **Reduces operational efficiency**, as associates are less trained in the administrative mechanics of case management.
- **Elevates risk of burnout**, given associates’ dual burden of high-level legal work and administrative tasks.

Recommendations for Firms

To address the shrinking paralegal function and avoid unsustainable reliance on associate time, firms should consider the following:

1. **Reevaluate Compensation and Incentives**
Benchmark paralegal compensation against other industries offering similar skill-based roles and adjust to attract and retain top talent.
2. **Establish Clear Career Progression Paths**
Create roles such as “Senior Paralegal,” “Paralegal Manager,” or specializations in areas like litigation technology or e-discovery to promote retention.
3. **Position Paralegals as Strategic Assets**
Advocate internally and to firms’ leadership that paralegals are not merely cost-saving tools but essential and billable contributors to client outcomes.
4. **Leverage Technology to Amplify—not Replace—Expertise**
Employ AI and automation to enhance administrative efficiency, but ensure senior paralegals still oversee quality control and substantive workflow.
5. **Develop Targeted Recruitment Efforts**
Partner with institutions offering paralegal programs, invest in externship opportunities, and consider sponsoring certifications (e.g., through NALA or ABA-approved programs).
6. **Offer Flexibility and Remote Work Options**
Align paralegal roles with evolving professional expectations—flexible hours, hybrid models—especially in light of positive remote work impacts reported across legal support staff.

Conclusion

The evidence is clear: the paralegal profession faces a contraction in supply and a stagnation in firm-level growth. In response, associates are increasingly absorbing paralegal functions—a development that raises costs, reduces efficiency, and heightens workload pressures. Unless law firms invest strategically in the paralegal pipeline, the role may effectively become extinct, with associates bearing the consequences.

By recognizing paralegals as critical, valuable professionals and implementing thoughtful retention, compensation, and technological support strategies, firms can preserve this essential role—and ensure continued operational excellence and fiscal prudence.

Verified Sources

1. Employment Levels and Forecast (Paralegals & Legal Assistants)

- The U.S. Bureau of Labor Statistics projects **0% job growth** for paralegals and legal assistants from 2024 to 2034, with approximately **39,300 replacement openings annually**, primarily due to turnover and retirements [Bureau of Labor Statistics](#).

2. Median Pay for Paralegals

- National median annual wage for paralegals and legal assistants was **\$61,010** in May 2024 [Bureau of Labor Statistics](#).
- For the Philadelphia area, as of **August 26, 2025**, ZipRecruiter reports:
 - **Average annual wage: \$60,273**
 - **25th percentile: \$48,400**
 - **75th percentile: \$69,100**

- **90th percentile (top earners): \$80,726** [ZipRecruiter](#).
- Glassdoor data as of **September 2025** shows:
 - **Median total pay in Philadelphia: \$65,270**
 - **25th percentile: \$52,803**
 - **75th percentile: \$81,288** [Glassdoor](#).
- By industry in Philadelphia:
 - **Insurance: \$79,245**
 - **Legal services: \$69,384**
 - **Government & Public Administration: \$56,780**
 - **Nonprofit & NGO: \$54,032** [Glassdoor](#).

3. Median Salary for First-Year Associates

- The National Association for Law Placement's 2023 Associate Salary Survey reports:
 - **Overall median first-year associate base salary** (as of January 1, 2023): **\$200,000**, up **21.2%** from 2021 [NALP](#).
- As of January 1, 2025:
 - Overall median still **\$200,000**.
 - In the largest firms (over 700 lawyers): **\$215,000**.
 - Some firms offer **\$225,000**, though not industry-wide [ReutersLegal.io](#).
- Mid-sized firms (2025 data):
 - **51-100 attorneys:** \$155,000–\$175,000
 - **101-250 attorneys:** \$170,000–\$190,000
 - **251-500 attorneys:** \$180,000–\$200,000 [LeanLaw](#).

4. Educational Pipeline (Paralegal Degrees Awarded)

- DataUSA shows that in 2023, **Eastern Gateway Community College awarded 350 paralegal degrees**, the highest among institutions [Data USA](#).
- Also, the **public 2-year sector** accounted for **4,947 paralegal completions** in 2023 [Data USA](#).
- Broader data (DataUSA Legal profile) indicates **97,164 legal graduates** in 2023, with growth of **3.4%** over 2022; **14%** of these became paralegals/legal assistants [Data USA](#).
- CollegeFactual's data (2020–21) shows **10,611 paralegal degrees awarded**, a **6.3% increase** over the prior year [College Factual](#).

Citations

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5. National Association for Law Placement. (2025, May). *Hiring Trends and Associate Salaries [Including \$215,000 median in large firms]*. Retrieved May 2025.
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9. CollegeFactual. (2021). *2023 Legal Assistant/Paralegal Degree Guide*. Retrieved 2025.

**Know A Paralegal or Student Who Would Benefit From Joining MCPA?
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(NFPA)•Subscription To The National Paralegal Reporter, The
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NEW MEMBERS:

Eric Schopf

**MCPA welcomes paralegals from neighboring counties
that do not have their own association.**

ATTENTION!!! Credential Renewal Reminder

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NFPA CRP Certified Registered Paralegals

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**Are your credentials expiring in
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NOW is the time to submit your renewal application and proof of CLEs.

For more information, visit:

RP and CRP – www.paralegals.org or Pa.C.P. – www.keystoneparalegals.org

Through the Montgomery County Paralegal Association's
Student Mentoring Committee
Students and Newly Minted Paralegals are invited
on Saturday, October 18, 2025 at 11:00 a.m.
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Please RSVP to victoriaplakismolloy@gmail.com for the Zoom link.

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Closing Statements as a Paralegal in the Legal Setting

WHO WE ARE

OFFICERS



*Victoria Molloy, Pa.C.P.—President
Eastburn and Gray, P.C.*

Victoria “Vic” Molloy is a senior paralegal at Eastburn and Gray with over two decades of experience. A graduate of Manor College, Vic has spent the majority of her career supporting attorneys in Bucks County, but her expertise extends throughout PA, NJ, and internationally, having also provided legal assistance while living on a military base overseas. Vic’s diverse background includes experience in litigation at the local, state, federal, appellate, and Supreme court levels and proficiency in a wide range of practice areas, including estate planning, employment discrimination, municipal law, school law, and special education law.

A member of MCPA for more than a decade, Vic has served on the Board for the last two years, leading several committees. Her greatest passion lies in mentoring students and new paralegals, guiding them through training and professional development.

Vic resides in Montgomeryville with her husband, two sons, and their charming, bowtie-clad dogs.



*Jennifer Kozlowski—Vice President
Materese Family Law, P.C.*

Jennifer “Jen” Kozlowski earned her associate’s degree in paralegal studies in 2011 from Lehigh Carbon Community College. She has worked in a variety of areas of law, including real estate, estates, and juvenile dependency, before finding her home in Matarese Family Law. She joined MCPA in 2020 and has been on the Board since 2022. Outside of work, Jen enjoys various hobbies, including sewing, crocheting, competitive shooting, spending time with her husband, amazing friends, and all things Eagles.



*Trista Davis —Treasurer
Grim, Beihn & Thatcher, P.C.*

Trista Davis is a Trust and Estate Paralegal at Grim, Biehn & Thatcher, P.C. She attended Central Pennsylvania College, completing the Paralegal Program. Trista lives in Douglassville with her husband and two children.



*Kelly A. Bresadola – Secretary
Liberty Mutual Insurance Company*

Kelly is a paralegal at Liberty Mutual Insurance Company. She does insurance defense work. Kelly has been a Montgomery County Paralegal Assoc member for 4 years and part of the planning committee for the last 3 years. She lives in Montgomeryville with her husband and 2 of her 3 children

DIRECTORS



Jamie Bittner
Karpf, Karpf & Cerutti, P.C.

Jamie Bittner holds a Bachelor's degree from Saint Joseph's University in 2023 and a Paralegal Certificate from Villanova University in 2024. She currently works as a litigation paralegal in Bucks County at Karpf, Karpf & Cerutti. Outside of work, Jamie enjoys spending quality time with her family, staying active through exercise, reading, and tackling challenging puzzles.



Jennifer L. Echikson, Pa.C.P.
Materese Family Law, P.C.

Jennifer "Jenn" Echikson holds a Bachelor of Science degree in Paralegal Studies from Peirce College. Jenn has nearly 20 years of experience specializing in family law and has been a key member of Materese Family Law since its founding. Before joining MFL, she worked in the family law departments of several respected Greater Philadelphia-area firms, including Dischell Bartle Dooley, Weber Gallagher, and Wolf Block.

Jenn is deeply involved in the paralegal community. She serves as MCPA's Secondary Delegate to the National Federation of Paralegal Associations (NFPA). Jenn is a founding Board member and Vice-President of the Family Law Paralegals of Pennsylvania (FLPP), where she also holds the role of Membership Chair. She is FLPP's primary delegate to the Keystone Alliance of Paralegal Associations and serves as the organization's Secretary. Jenn is also a member of NFPA's Diversity, Equity, & Inclusion Committee.

Beyond her professional work, Jenn is passionate about community involvement. She is an Area Leader for Free Mom Hugs of Pennsylvania and serves on the Board of the LGBT Equality Alliance of Chester County. Additionally, she is on the leadership team of PFLAG West Chester/Chester County and serves as Secretary for Soroptimist International of Phoenixville.



Kelly Lightcap, Pa.C.P.
Bennett, Bricklin & Saltzburg LLC

Kelly Lightcap is a Paralegal at the law firm of Bennett, Bricklin & Saltzburg LLC in its Blue Bell office. She is a graduate of the Villanova paralegal program and has been working in insurance defense since 2012. Kelly previously served the Association as Vice President and Treasurer. In her spare time, she is an avid runner. She lives in Royersford with her husband Brian, 2 sons Tony and Robin, and their cat Emmett.



Denise L. Wallace, Pa.C.P.
Pitcairn Trust Company

Denise Wallace serves as the Manager of Corporate & Fiduciary Legal Services and Corporate Secretary for Pitcairn Trust Company, a multi-family office, investment advisor, and trust company. She received her paralegal certification from Pennsylvania State University and has been a Montgomery County Paralegal Association member since 2010. Denise lives with her husband, Ken, and their two pups in Bucks County.



Jennifer E. Yost
Dischell, Bartle & Dooley, P.C.

Jennifer "Jen" Yostr earned her paralegal certificate from Villanova in 2015 and has experience in litigation, estate planning, and administration work. Jennifer has been a family law paralegal at Dischell Bartle & Dooley since 2022. Outside the office, she loves reading a good book, taking her dog, Tucker, for long hikes, and spending time with family and friends.

COMMITTEES & POSITIONS

<p>BAR LIAISON</p>	<p><i>Kelly Bresadola</i> kabresadola@yahoo.com</p> <p>Acts as a key connection between the paralegal association and local, county, or state bar associations. Attends bar association meetings when appropriate, shares relevant updates with members, and promotes the visibility and professionalism of paralegals within the legal community. May also work on joint initiatives and events that foster collaboration between attorneys and paralegals.</p>
<p>CERTIFICATION & ACCREDITATION COORDINATOR</p>	<p><i>Tracey L. Barnes, RP, Pa.C.P.</i> tbarnes@dbdlaw.com</p> <p>Ensures that continuing legal education (CLE) events offered or sponsored by the association meet state and/or certifying body requirements for accreditation. This role involves submitting required documentation, maintaining records of approved CLE sessions, and assisting in the issuance of certificates of attendance for participants. Responsible for promoting professional certification and credentialing among members by providing information and resources on the PACE (Paralegal Advanced Competency Exam), CRP™ (Core Registered Paralegal™), and Pa.C.P. (Pennsylvania Certified Paralegal) programs. This position offers guidance on exam eligibility, study materials, and application procedures, and encourages continuing education and credential advancement.</p>
<p>COMMUNITY OUTREACH</p>	<p><i>Dana Jorna, Pa.C.P.</i> djorna@kanepugh.com</p> <p>Dedicated to advancing the paralegal profession by fostering community engagement and promoting access to justice. This committee coordinates volunteer and pro bono events that allow members to give back through meaningful service, both within the legal system and in broader community initiatives. Committee responsibilities include:</p> <ul style="list-style-type: none"> Organizing and hosting volunteer opportunities and outreach programs in collaboration with local legal aid organizations, nonprofits, and community groups. Identifying and sharing external community events where paralegals can contribute their skills and knowledge to support underserved populations. Promoting a positive and professional image of paralegals through consistent engagement in charitable, civic, and educational activities. Encouraging member participation in pro bono work and fostering partnerships that connect paralegals with attorneys and legal service providers. Raising awareness about the value of paralegals in public service and helping bridge the justice gap through community-based legal support. <p>Through its efforts, the Community Outreach and Pro Bono Committee not only strengthens community relationships but also highlights the vital role paralegals play in supporting access to justice and upholding the integrity of the legal profession.</p>
<p>EVENTS PLANNING</p>	<p><i>Kelly Bresadola</i> kabresadola@yahoo.com</p> <p>Organizes educational and social events that support the professional development, networking, and engagement of association members. This committee plays a vital role in fostering a sense of community within the association and enhancing member involvement through well-coordinated programming. Committee responsibilities include:</p> <ul style="list-style-type: none"> Planning, coordinating, and managing seminars, workshops, and continuing legal education (CLE) events that provide valuable knowledge and skills relevant to the paralegal profession. Organizing social functions, including networking mixers, holiday gatherings, recognition events, and other member-focused activities that strengthen professional relationships and camaraderie. Collaborating with speakers, sponsors, venues, and vendors to ensure successful and well-attended events. Promoting events through appropriate communication channels and assisting with event registration, logistics, and follow-up. Ensuring a diverse calendar of events that reflects the interests and needs of the membership while encouraging participation and inclusion. <p>Through its efforts, the Events Planning Committee helps create a vibrant, connected, and professionally enriched environment for paralegals at all stages of their careers.</p>
<p>JOB OPPORTUNITY COORDINATOR</p>	<p><i>Victoria Molloy, Pa.C.P.</i> vmolloy@eastburngray.com</p> <p>Collects and distributes current job postings relevant to paralegals via the association's listserv, website, or newsletter. Maintains strong connections with the legal community to stay informed about employment trends and opportunities.</p>
<p>KEYSTONE ALLIANCE DELEGATES</p>	<p><i>Primary: Kelly Bresadola</i> kabresadola@yahoo.com <i>Secondary: Gail Sayer</i> gsayer@obrlaw.com</p> <p>Represents the association at the Keystone Alliance of Paralegal Associations, which unites paralegal groups across Pennsylvania. Attends meetings, votes on matters affecting the profession statewide, and reports back on Alliance initiatives, legislative issues, and shared resources that impact the association and its members.</p>
<p>HOSPITALITY & PUBLIC RELATIONS</p>	<p><i>Denise Wallace</i> d.wallace@pitcairn.com</p> <p>Responsible for creating a welcoming and inclusive environment at association events. Duties may include arranging refreshments, greeting attendees, managing event logistics such as check-in and name tags, and assisting with the coordination of speaker or guest gifts. This role handles the personal touches and behind-the-scenes details that ensure events run smoothly and contribute to the overall warmth and professionalism of the association's activities.</p>
<p>MARKETING & PUBLIC RELATIONS</p>	<p><i>Kelly Lightcap, Pa.C.P.</i> lightcap@bbs-law.com</p> <p>Promotes the visibility, reputation, and value of the paralegal association both within the legal community and to the broader public. This committee plays a key role in strengthening the association's brand, increasing member engagement, and supporting financial sustainability through sponsorship and advertising efforts. Committee responsibilities include:</p> <ul style="list-style-type: none"> Soliciting sponsorships from law firms, legal service providers, educational institutions, and other relevant organizations to support association events, programs, and initiatives. Securing advertisements for the association's newsletter and other publications helps offset costs and generate revenue. Developing and implementing marketing strategies to promote the association's mission, activities,

	<p>and benefits of membership. Creating promotional materials and coordinating outreach to ensure strong attendance at seminars, events, and community programs. Managing the association's presence across various platforms (such as newsletters, social media, and websites) to maintain a consistent and professional image. Building and nurturing relationships within the legal community to increase awareness of the association and the vital role paralegals play in the legal profession.</p> <p>Through its efforts, the Marketing and Public Relations Committee enhances visibility and fosters valuable partnerships to ensure the long-term growth, influence, and success of the association.</p>
MEMBERSHIP	<p><i>Tracey L. Barnes, RP, Pa.C.P.</i> tbarnes@dbdlaw.com</p> <p>Plays a vital role in the growth and vitality of the paralegal association by actively recruiting new members, supporting current members, and ensuring accurate and up-to-date membership records. This committee is responsible for managing the full membership lifecycle, encompassing outreach, application, retention, and engagement.</p> <p>Committee responsibilities include:</p> <ul style="list-style-type: none"> Actively recruiting new members through outreach efforts, promotional campaigns, and participation in professional and community events. Distributing, receiving, and processing membership applications in accordance with the association's bylaws and eligibility requirements. Welcoming new members and providing orientation materials to help them become actively involved in the association. Maintaining and updating the membership directory to ensure accuracy and accessibility for internal use and member networking. Overseeing the creation and distribution of the association's informational brochure and other materials that highlight the benefits of membership. Collaborating with other committees to promote member involvement in events, continuing education, and community initiatives. Monitoring membership trends and feedback to support retention strategies and improve the overall member experience. <p>Through its efforts, the Membership Committee helps cultivate a strong, connected, and diverse community of paralegal professionals dedicated to advancing the profession.</p>
NEWSLETTER	<p><i>Victoria Molloy, Pa.C.P.</i> vmolloy@eastburngray.com</p> <p>Produces the association's official publication, which serves as an essential communication tool for members. This committee provides timely, relevant, and informative content on issues affecting the paralegal profession, as well as updates on association news, events, and initiatives.</p> <p>Committee responsibilities include:</p> <ul style="list-style-type: none"> Publishing a regular newsletter that features articles, announcements, interviews, and legal updates relevant to paralegals and the broader legal community. Gathering and curating content on national, state, and local legal developments, professional trends, and continuing legal education opportunities. Highlighting association activities, such as upcoming events, member achievements, committee updates, and board announcements. Soliciting contributions from members, legal professionals, educators, and sponsors to ensure diverse and engaging content. Editing and formatting submissions to provide clarity, consistency, and professionalism in presentation. Distributing the newsletter to the membership and stakeholders via digital or print formats and maintaining an archive for future reference. Collaborating with other committees to promote initiatives and ensure alignment with the association's mission and goals. <p>Through its efforts, the Newsletter Committee keeps members informed, engaged, and connected while fostering a stronger and more unified paralegal community.</p>
STUDENT AFFAIRS & MENTORING	<p><i>Victoria Molloy, Pa.C.P.</i> vmolloy@eastburngray.com</p> <p>Dedicated to supporting aspiring paralegals by providing valuable resources, guidance, and opportunities designed to foster their professional growth and successful entry into the paralegal field. This committee serves as a bridge between students, educational institutions, and the broader paralegal community.</p> <p>Committee responsibilities include:</p> <ul style="list-style-type: none"> Offering mentorship programs that connect experienced paralegals with students and recent graduates to provide career advice, skill development, and professional support. Coordinating workshops, panel discussions, and informational sessions tailored to students' needs, including resume building, interview preparation, and understanding ethical standards in the legal profession. Collaborating with local colleges, universities, and paralegal programs to promote awareness of the association and its resources among students. Providing information about internship, volunteer, and job opportunities to help students gain practical experience and build professional networks. Organizing social and networking events specifically for students to connect with peers, mentors, and potential employers. Advocating for student interests within the association to ensure their needs and perspectives are incorporated into programming and policies. Creating and distributing materials such as brochures or guides that highlight the pathways to a successful paralegal career and the benefits of association membership. <p>Through these efforts, the Student Affairs and Mentoring Committee plays a crucial role in cultivating the next generation of paralegals, empowering them to thrive professionally and contribute meaningfully to the legal community.</p>
NFPA DELEGATES	<p><i>Primary: Dana Jorna, Pa.C.P.</i> djorna@kanepugh.com <i>Secondary: Jennifer Echikson, Pa.C.P.</i> jenn@mflpa.com</p> <p>Serves as the liaison between the association and the National Federation of Paralegal Associations (NFPA). Represents the association at NFPA meetings, votes on national matters, and communicates developments related to certification, regulation, and best practices. Keeps members informed on national trends, benefits, and opportunities available through NFPA membership.</p>
SOCIAL MEDIA & WEBMASTER	<p><i>Christopher Gregg, Pa.C.P.</i> cgregg@kanepugh.com</p> <p>Manages the association's online presence to ensure consistent, professional, and engaging communication across digital platforms. This committee plays a key role in keeping members informed, promoting the association's activities, and enhancing visibility within the legal community.</p> <p>Committee responsibilities include:</p> <ul style="list-style-type: none"> Regularly updating the association's LinkedIn and Facebook Fan Page with timely and relevant content, including event reminders, committee news, and association announcements. Highlighting and thanking sponsors through social media "shout-outs" to acknowledge their support and strengthen partnerships. Sharing news and developments within the legal profession that are of interest to paralegals, such as case law updates, regulatory changes, CLE opportunities, and job-related tips. Promoting member

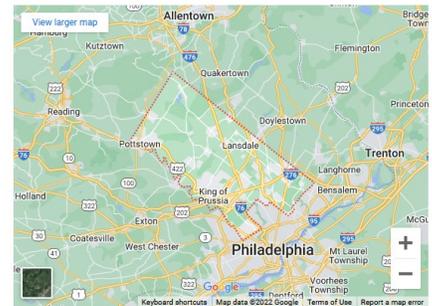


	<p>achievements, milestones, and involvement to foster engagement and recognition within the association. Collaborating with other committees to amplify association initiatives, increase event attendance, and encourage volunteer participation. Monitoring social media activity and trends to ensure content remains engaging, professional, and aligned with the association’s mission and values. Exploring additional platforms or digital outreach strategies to expand the association’s reach and attract new members.</p> <p>Through its efforts, the Social Media Committee maintains a dynamic and informative social media presence, while supporting the association’s goals of community building, professional development, and advocacy for the paralegal profession.</p> <p>Maintains and updates the association’s website to ensure accuracy, functionality, and user-friendly navigation. Responsibilities include posting announcements, events, newsletters, and job opportunities, as well as coordinating with committee chairs to keep all web content current and aligned with branding and professional standards.</p>
<p>STUDENT LIAISON</p>	<p><i>Pierce College:</i> <i>Erica Rubenstein</i></p> <p><i>Bucks County Community College:</i> <i>Hannah Marty</i></p> <p><i>Lansdale School of Business:</i> OPEN POSITION</p> <p><i>Villanova University:</i> <i>Jamie Bittner</i></p> <p>Acts as the point of contact between the association and local paralegal students or academic programs. Encourages student involvement in the association, communicates opportunities for mentoring, networking, and education, and ensures student perspectives are represented in planning and decision-making. Often collaborates with the Student Affairs & Mentoring Committee.</p>

WHERE TO FIND US

MONTGOMERY COUNTY PARALEGAL ASSOCIATION
P.O. Box 1765
BLUE BELL, PA 19422

Click [here](#) to email MCPA directly.



Website: www.montcoparalegals.org

: www.facebook.com/MCPParalegals?ref=settings

: www.linkedin.com/in/mcpa-paralegals-79034b70/

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