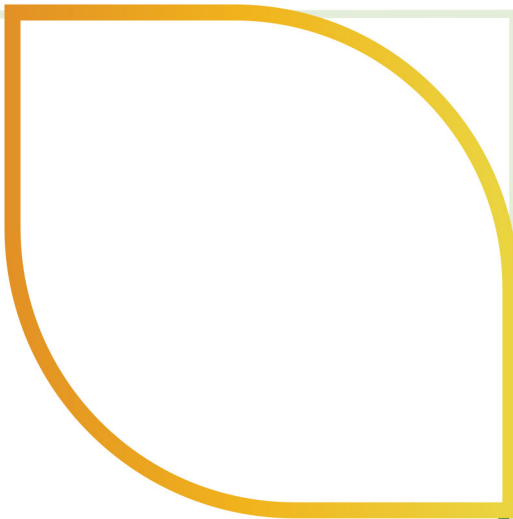




**Foundation of the  
Association of  
Legal Administrators**

*advancing knowledge, creating opportunities, touching lives*



**2024-2025**

# **IMPACT REPORT**

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## Foundation of the Association of Legal Administrators

*advancing knowledge, creating opportunities, touching lives*



The Foundation of the Association of Legal Administrators is the Heart of ALA. Our mission is to help educate, mentor and inspire current and future legal management professionals in inclusive ways that foster the development and increase awareness of the profession within the legal industry and our communities.

Since its inception in 1981, the Foundation has contributed over a quarter-million dollars in grants, programs and sponsorships to support its mission and strategic objectives. Today, the Foundation is recognized as a 501(c)(3) nonprofit organization.

Throughout the past year, we've been hard at work redefining its direction, refocusing our efforts and increasingly finding ways to be impactful in the legal management industry. This report highlights the achievements and the progress the Foundation has made during this time.

### 2024-2025 Board of Trustees



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#### **VICE PRESIDENT**

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#### **EXECUTIVE DIRECTOR**

Eryn Carter, CAE



#### **ALA PRESIDENT-ELECT AND TRUSTEE**

Travis C. Armstrong, CLM,  
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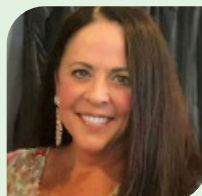
#### **SECRETARY**

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(May 2024-December  
2024)



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Frederick J. Esposito, Jr.,  
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#### **TRUSTEE**

Emily C. Spehar  
(January 2025-  
April 2025)

# 2024–2026 STRATEGIC DIRECTION

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## Engagement:

Draw people into the Foundation to enhance their overall experience within ALA.

- Interacting with the Foundation is easy, fun and meaningful.
- Information about the Foundation is readily available, consistent and visible.
- Donors are consistently recognized and appreciated.



## Impact:

Expand the value and scope of all initiatives so the ALA community and other key audiences know who we are and what we do.

- Build relationships with organizations to promote the Foundation's initiatives.
- Increase opportunities for participation in the Foundation's initiatives.
- Cultivate a culture in which members, business partners, and program participants are able to form lasting connections with the Foundation.



## Endurance:

Shape and define a legacy that others will recognize and remember by honoring the past and celebrating the future.

- Create opportunities to honor those who have made meaningful contributions to ALA.
- Build robust governance policies and procedures to strengthen the Foundation's organizational structure and capabilities.
- Ensure that the Foundation remains vibrant and future-focused.





# OUR INITIATIVES

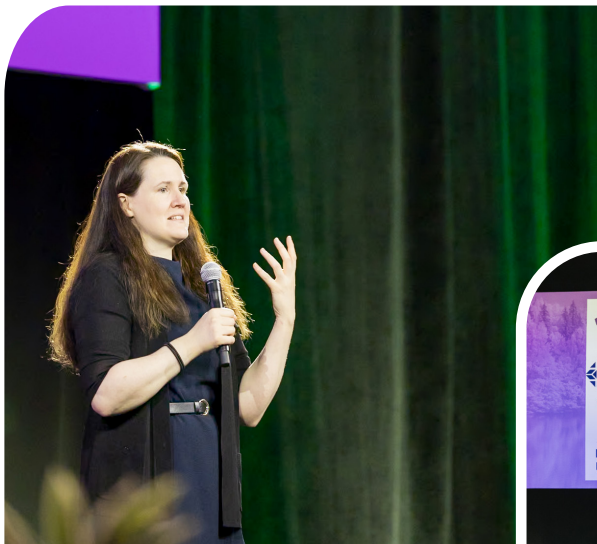


## David W. Brezina Memorial Session

Each year at ALA's Annual Conference & Expo, the Foundation sponsors the David W. Brezina Memorial Session by bringing a speaker who personifies the spirit of community, professional ethics, personal fortitude and high personal standards of human civility that David represented in both his professional life and his personal struggles.

We kicked off our organizational year at ALA's 2024 Annual Conference & Expo in Aurora, Colorado where Liz Murray shared her compelling story. The child of drug-addicted parents who routinely ate from dumpsters and sought refuge at all-night subway stations to survive, Liz Murray was homeless at age 15 — and fending for her life. Determined not to be defined by her circumstances, she earned her high school diploma in just two years and won a scholarship to Harvard University. Murray is the subject of Lifetime Television's Emmy-nominated original film, *Homeless to Harvard*. Today, as Co-Founder and Executive Director of The Arthur Project, she advocates for underserved youth and works to end generational poverty through relationship-based learning.

We are grateful that this session was sponsored in part by Centerbase, whose support made this session possible.



**LIZ MURRAY**  
David W. Brezina Memorial Session  
2024 Annual Conference & Expo, Aurora, Colorado





## Silent Auction and Shout Outs

Our Silent Auction is also held every year in conjunction with ALA's Annual Conference. We hold this auction online, so anyone can bid on items, even if they do not attend conference. Some items of note included a Coach purse, a Kindle Paperwhite, and a New York City weekend getaway. In 2024, we raised \$17,235.

We also maintained our tradition of the "Shout Out" tree at our booth in the Exhibit Hall. Here we invite attendees to stop by and donate to leave a message to a fellow attendee and hang on our tree. We then let that member know they received a message so they could stop by and see the nice things that the ALA community has said about them! This is always a hit at the conference and a great way to give to the Foundation and to uplift our community.



Exhibit Hall, 2024 Annual Conference & Expo, Aurora, Colorado



## Student Legal Career Scholarship Program

The Foundation always has an eye toward students as the future of the legal profession. With this in mind, we award scholarships every year to students who we believe are destined to make a great impact. We are looking for juniors and seniors in an accredited college/university curriculum, as well as those currently pursuing an administrative career in the legal industry – including legal management, paralegal studies or another legal support function. These individuals may apply to receive a scholarship up to \$15,000.

In 2024, we awarded scholarships to the following students:



**Claire Griffin**, Colorado State University Global



**Josette Garcia**, Arizona State University







## Susan L. French Emerging Leader Fellowship Program

The Susan L. French Emerging Leader Fellowship Program was originally established by GLJ Benefit Consultants in memory of former ALA President Susan L. French. Susan's commitment to professionalism, dedication to the advancement of law firm administration, development of future leaders and record of long-term service to ALA is truly the foundation of this program.

In 2019, the fellowship program was developed to assist ALA members who have a strong desire to enhance their personal and professional leadership skills. Participants in this impactful two-year fellowship program are provided with leadership coaching, mentorship training, and complimentary registration to ALA's Chapter Leadership Institute, as well as the opportunity to continue evolving the developmental offerings. In 2024, we expanded our yearly cohort to three recipients.

Our 2024 fellowship recipients were:

- ★ **John Beyer**, Operations Manager, Newmeyer & Dillion LLP
- ★ **Carole J. Gandra**, Firm Manager, Telios Law PLLC
- ★ **Ryan Hill**, Head of Finance & Accounting, BraunHagey & Borden LLP



**For me, this program has opened the door to lifelong connections and friendships, imparted additional knowledge that fuels the continued success in my career and provided me with tools to be a better servant leader.**



**Ryan Hill**

Head of Finance & Accounting, BraunHagey & Borden LLP



***Learn more at [alanet.org/about-foundation](https://alanet.org/about-foundation).***



# OUR NEW PROGRAMS

This year, we debuted two new programs:



## Growing Seeds Program

This new program provides financial support (seed money) to members and chapters working to develop an idea and make it a reality to benefit the legal management profession. Applicants are encouraged to be creative and design a project or initiative that aligns with the Foundation's Mission Statement, will resonate with your target audience and will produce your desired outcome.

The inaugural recipients of the newly revamped Growing Seeds program were the Arizona Chapter and the Cyber Chapter.

The Arizona Chapter's project title is the Legal Administrators Training Program and Implementation Seminar. The training program aimed to support legal administrators as they equipped aspiring legal assistants with the essential skills and knowledge required to excel in the legal field. The seminar demonstrated to legal administrators how they can implement the program at their firms.

The Cyber Chapter's project was a blog/vlog aimed at legal administrators on best practices, administrative efficiencies, legal news/updates and personal stories with engaging blog/vlog episodes. While there are many resources available to managing partners, there are fewer resources for legal managers including Chief Executive Officers, Chief Financial Officers, etc., and this project aimed to help remedy that. The materials were produced monthly by Chapter Board members and were open to members and even guests/business partners to participate via interviews, panels, etc.

Any member in good standing actively developing an inclusive, formalized project or initiative that is representative of the Foundation's mission may apply to receive seed money to launch the initiative.

Seed money awarded will not exceed \$1,000 and may be less contingent upon the number of applications received and approved for funding.





## Corporate Donor Program

In 2025, we launched our new Corporate Donor Program to provide corporations an opportunity to establish and build their support of educational, leadership development, and inspirational initiatives. Aligned with our Mission, this program is designed to complement and expand corporations' charitable activities and impact the growth and sustainability of the legal administrator profession.

Thank you to our 2025 participants:



**Centerbase**

The Center of your firm. The Base of your success.

VISIONARY



**AssuredPartners**

CHAMPION



**BigHand**

**eLe<sup>o</sup>ment**



**INTAPP**

**IST**



ADVOCATE



**CBRE**

**Consilio**



**FIRSTLEGAL**



Innovative Computing Systems



An Aon Company

FRIEND

Interested in becoming a corporate donor? Contact [foundation@alanet.org](mailto:foundation@alanet.org).





## Tribute Cards

Sending a tribute card is a great way to support the Foundation — we'll send a hand-written note to whoever you choose with a special personalized message. In response to the strong desire of ALA members to honor members who have passed, we have upgraded our cards to say both "In Honor of" and "In Memory of." You can send a tribute card by making an online donation and indicating that it is for a tribute card — this will bring you to another page where you will write your message.



**As a longtime ALA volunteer at both the chapter and international levels, the honor to serve as a Foundation Trustee has personally provided me with an opportunity to grow as a servant leader, foster new professional relationships and learn from and engage with fellow volunteers and members.**



**Karen Michelle Beasley**  
Administrator, Thompson Miller, P.A.





# FISCAL YEAR 2024 BY THE NUMBERS

## INCOME:

**\$26,250** in Corporate Contributions

**\$8,745** in Individual Contributions

**\$6,175** in Chapter Contributions

**\$17,235** from our Silent Auction

## GIVING:

**\$17,846** of Scholarship Funds Awarded

**\$7,893** of Fellowship Funding

**\$18,000** Speaker Fees

The Foundation is thriving now more than ever, and it's thanks to our generous donors. We look forward to finishing out the year strong and continuing to fulfill our mission as the Heart of ALA.

*Thank you*  
 *for Your Continued Support!*

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