



**Foundation of the
Association of
Legal Administrators**

advancing knowledge, creating opportunities, touching lives

2025–2026

IMPACT REPORT





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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.

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2024–2026 STRATEGIC DIRECTION



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 2025 Annual Conference & Expo in Nashville, Tennessee, where Allison Massari shared her powerful "Be the One:™ Cultivating Expansive Thinking and Radical Appreciation of Others" keynote. An international keynote speaker, executive coach, entrepreneur and celebrated storyteller, Allison inspired and empowered our conference attendees with tools to ignite passion, perseverance and well-being in both their professional and personal lives.

The Foundation is grateful to have Centerbase as the sponsor for this session as part of the Corporate Donor Program.



Allison Massari
David W. Brezina Memorial Session
2025 Annual Conference & Expo, Nashville, Tennessee





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 the conference. Some items of note included Le Creuset bakeware, a Coach tote bag, and our always-popular registration and hotel package to the next ALA Annual Conference & Expo. In 2025, we raised \$20,346.

We also maintained our tradition of the "Shout Out" tree at our booth in the Exhibit Hall. Here we invite attendees to donate and leave a message to a fellow attendee to 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 back to the Foundation and uplift our community.



Jessica L. VanTroost at the Exhibit Hall, 2025 Annual Conference & Expo, Nashville, Tennessee



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 \$10,000.

In 2025, we awarded a combined total of \$15,000 to the following students:



Shahzaad Ausman, Arizona State University



Mindy Ballard, University of Central Florida



Rosary Unate, St. Mary's University

In addition to direct financial assistance, we began offering recipients a year of complimentary ALA membership at the International and Chapter levels, as well as personalized mentorship from an experienced ALA member.





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.



It's hard to put into words how much these relationships have meant to me. I've spent my entire career in the legal world, but the Fellowship is the first time I've truly felt like I belonged.

Chrystal D. Bradshaw

Administrative Services Manager, Ward and Smith, P.A.

Our 2025 fellowship recipients were:

- ★ **Chrystal D. Bradshaw**, Administrative Services Manager, Ward and Smith, P.A.
- ★ **Erika A. Leavitt**, Regional Human Resources Manager, Pillsbury Winthrop Shaw Pittman LLP
- ★ **Kevin Malesic Roberts**, IP Manager, DLA Piper LLP



Learn more at alanet.org/about-foundation.



Growing Seeds Program

This 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 their target audience and will produce their desired outcome.

The 2025 recipients were:



Kevin S. Lee, FMP, JD, MDiv



Golden Gate Chapter

ALA member Kevin S. Lee, FMP, JD, MDiv, created a project titled, "*Pathways to Leadership: Bridging Paralegal Studies to Legal Administration.*" This initiative aims to build a talent pipeline by connecting students in De Anza College's Paralegal Studies Program with experienced legal administrators from the Silicon Valley Chapter of ALA based in California. Through mentorship, exposure and professional development, the project will encourage students to consider careers in legal management and prepare them to become future leaders in the legal profession.

The Golden Gate Chapter is developing the Bridge to the Future Scholarship Program to support students from underserved and underrepresented communities in San Francisco and the surrounding Bay Area. The program seeks to promote awareness of the legal administration profession and foster a pipeline for future chapter membership and leadership. The scholarship offers comprehensive professional development opportunities, including ALA membership, mentoring sessions and access to shared resources.

Any ALA chapter or individual 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

The Corporate Donor Program provides 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 2026 participants:



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element



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Interested in becoming a corporate donor? Contact foundation@alanet.org.



OUR NEW INITIATIVE:



CLM Support

The Foundation is proud to support ALA's Certified Legal Manager (CLM)[®] credential as part of our mission to educate and inspire current and future legal management professionals. We are committed to lowering the barriers to certification by offering scholarships to cover the cost of the exam fee for anyone wishing to take their career to the next level.

These scholarships are intended for members for whom the exam fee would be a barrier to access certification. Any ALA member who is paying out of pocket for their exam is eligible to apply for a scholarship, whether it is their first time sitting for the exam or if it is a retake.

To ensure a fair chance across all demographics and circumstances, applications are kept confidential by ALA staff and recipients are selected at random.

For the Fall 2025 CLM exam, the Foundation awarded \$7,406 in exam fee scholarships to 16 members.



This scholarship directly supports my goal of earning the CLM by helping offset exam preparation and testing costs. Ultimately, obtaining the CLM will position me to be a stronger leader, mentor and strategic partner within my organization, while contributing to the broader legal management community. More importantly, it's an investment in my growth as a leader and in my ability to bring greater value to my firm.

Fall 2026 CLM Exam Fee Scholarship Recipient



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.

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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