It is my pleasure to submit the Annual Report for 2022. The Association’s membership, leadership, and staff worked consistently to meet the goals embodied in our mission to promote the honor, dignity, and professionalism of lawyers; advance the knowledge, skills and interests of its members; and support the public interest in a fair and effective system of justice. We have continued to adapt to meet the evolving needs of our members, the profession, and the community through education, legislative advocacy, and a host of exclusive member benefits.

After two years of work constrained by the coronavirus pandemic, the MSBA’s staff and board were thrilled to hold the Summer Bar Conference in June and Legal Year in Review in November as in-person events. It felt terrific to gather, reconnect with old friends and make new ones. In September, the MSBA made a significant change to its roster of member benefits when it moved to the Decisis™ platform for legal research. Decisis is a next-generation library that offers a streamlined, easy-to-use interface and a robust support team. Members approved amendments to the Association’s bylaws and charter, as well as the addition of a 23rd governor to the board who represents the BIPOC Lawyers Section. The Board of Governors and senior staff attended a two-day strategic planning retreat in September to create a two-year strategic plan that will guide the Association toward growing membership and advancing the legal profession. In October, the MSBA reintroduced evaluations of Family Law Magistrates, which will be conducted at the completion of every magistrate’s fifth year of employment and every five years thereafter. These evaluations are in addition to the annual judicial evaluations.

Of particular note was the retirement of Administration and Finance Director Lisa A. Pare, following a 47-year career at the MSBA. We miss her vast experience and institutional knowledge, but I’m happy to report that she has come back for visits throughout the year. And, following the passing of the MSBA’s second executive director, Edward M. Bonney, the MSBA’s Past Presidents and the University of Maine School of Law Foundation led the charge to create the Edward M. Bonney Rural Practice Fellow Scholarship. Bonney served the bar association for 25 years and was a dedicated public servant.

Finally, I am grateful for the leadership of President Frank Bishop and the entire Board of Governors, as well as the dedication of the MSBA staff. Their commitment to the MSBA – its members and mission and the legal community in Maine – is strong and is reflected in their work.

Angela P. Armstrong
Executive Director

Staff

Executive Director
Angela P. Armstrong

Deputy Executive Director
Heather L.S. Seavey

DEPARTMENT DIRECTORS
Communications Director
Kathryn A. Holub
Lawyer Referral Service Director
Rachel V. MacArthur
CLE Director
Linda Morin-Pasco

ADMINISTRATIVE SUPPORT STAFF
CLE Coordinator
Mindy Coates
Communications & Program Coordinator
Valerie A. Schriver
Membership Services Coordinator
Molly E. Rogers
Board of Governors

President
Frank H. Bishop Jr., Esq.
Hudson Cook LLP
Portland

President Elect
Stacy O. Stitham, Esq.
Brann & Isaacson, LLP
Lewiston

Vice President
Jonathan M. Dunitz, Esq.
Verrill
Portland

Immediate Past President
Kelly W. McDonald, Esq.
Murray Plumb & Murray
Portland

Treasurer
James B. Haddow, Esq.
Petruccelli Martin & Haddow LLP
Portland

Governor At-Large: Public Service Sector
Jason D. Anton, Esq.
Office of the Attorney General
Augusta

Governor: District Three (Cumberland)
Cheryl J. Cutliffe, Esq.
Basham & Scott LLC
Brunswick

Governor: District Six (Kennebec)
Teresa M. Cloutier, Esq.
Cloutier Carrillo
Augusta

Governor: District Three (Cumberland)
Frederick B. Finberg, Esq.
The Bennett Law Firm
Portland

Governor: District Five (Androscoggin)
Susan A. Faunce, Esq.
Berman & Simmons PA
Lewiston

Governor: District Eight (Waldo & Knox)
Haley B. Hall, Esq.
Camden Law LLP
Camden

Governor: District Seven (Somerset & Piscataquis)
Tonya H. Johnson, Esq.
C.W. & H.M. Hayes, P.A.
Dover-Foxcroft

Governor: New Lawyers Section
Elizabeth T. Johnston, Esq.
Verrill
Portland

Governor: District Two (Oxford & Franklin)
Jennifer F. Kreckel, Esq.
Kreckel Law PA
Rumford

Governor: District Ten (Hancock & Washington)
Zachary F. McNally, Esq.
Hale & Hamlin, LLC
Ellsworth

Governor: District Eleven (Aroostook)
Neil J. Prendergast, Esq.
NJP Law, LLC
Fort Kent
(Aug. - Dec.)

Governor: Women’s Law Section
Stacey D. Neumann, Esq.
Murray Plumb & Murray
Portland

Governor: District Three (Cumberland)
Rachel D. Okun, Esq.
Okun Law PLLC
Presque Isle
(Jan. - Aug.)

Governor At-Large: In-House Counsel
William E. Saufley, Esq.
Residential Mortgage Services, Inc.
South Portland

Governor: District Eleven (Aroostook)
John W. Tebbets, Esq.
Tebbetts Law Office, LLC
Presque Isle

Governor: District Nine (Penobscot)
Ezra A.R. Willey, Esq.
Willey Law Offices
Bangor
Section Chairs

Administrative Law
Charles F. Dingman, Esq.
Kozak & Gayer, PA
Augusta

Alternative Dispute Resolution
Durward W. Parkinson, Esq.
Bergen & Parkinson LLC
Kennebunk

Animal Law
Michael R. Bosse, Esq.
Bernstein Shur
Portland

Margaret E. Gallie, Esq.
South Portland

Read section annual report here.

Bankruptcy & Reorganization Law
Shawn K. Doil, Esq.
Eaton Peabody
Portland

Tanya Sambatakos, Esq.
Molleur Law Office LLC
Biddeford

Read section annual report here.

BIPOC Lawyers
Carlos Diaz, Esq.
Cumberland County District Attorney
Portland

Thomas L. Douglas, Esq.
Douglas McDaniel & Campo LLC PA
Westbrook

Business Law
Vacant

Child Protective & Juvenile Justice
Vacant

Consumer & Financial Institution Law
Ryan F. Kelley, Esq.
Pierce Atwood
Portland

Criminal Law
Kristine C. Hanly, Esq.
Hanly Law, LLC
Portland

Elder Law
Sarah Ranger, Esq.
Maine Elder Law
Bangor

Rachel Trafton, Esq.
Maine Elder Law Firm
Bangor

Read section annual report here.

Environmental & Energy Law
Scott L. Sells, Esq.
The Sells Law Firm, LLC
Portland

Family Law
Vacant
(Jan. - Apr.)

Vanessa H. Bean, Esq.
Maine Public Utilities Commission
Augusta
(May - Dec.)

Federal Practice
Karen F. Wolf, Esq.
Verrill
Portland
(Jan. - Mar.)

Vacant
(Apr. - Dec.)

Government & Public Sector Law
Vacant

Health Law
Stephanie J. Mills, Esq.
InterMed
Yarmouth

Nicholas A. Snyder, Esq.
InterMed
Yarmouth

Read section annual report here.

Insurance Practice Section
Vacant

Intellectual Property
Andrew J. Zulieve, Esq.
Skelton Taintor & Abbott
Waldoboro

International Practice
Adrian P. Kendall, Esq.
Norman Hanson & DeTroy LLC
Portland

Labor & Employment
Shiloh D. Theberge, Esq.
Bernstein Shur
Portland

Laura White, Esq.
White & Quinlan LLC
Kennebunk

Litigation
Timothy M. Kenlan, Esq.
Berman & Simmons PA
Lewiston

Municipal Law
Philip R. Saucier, Esq.
Bernstein Shur
Portland

Matthew Tarasevich, Esq.
Bernstein Shur
Portland

New Lawyers
Elizabeth T. Johnston, Esq.
Verrill
Portland

Real Estate & Title
John M. Kirk III, Esq.
Schaeffer Douglas Title LLC
South Portland

Read section annual report here.

Solo & Small Firm
Vacant

Tax Law
Olga J. Goldberg, Esq.
Pierce Atwood LLP
Portland

Trusts & Estates
Vacant

Veterans Law
Vacant

Women's Law
Alexis G. Chardon, Esq.
Terry Garmey & Associates
Portland

Katie R. Day, Esq.
Motorola Solutions Inc.
Windham

Workers Compensation
Anne-Marie L. Storey, Esq.
Rudman Winchell
Bangor

Norman G. Trask, Esq.
Currier, Trask & Dunleavy
Presque Isle

Review the entire financial report here.
The Maine State Bar Association advocates for its members and the public. Regular ongoing review of existing and proposed legislation alerts section members to issues relevant to their practice areas. Legislative advocacy on behalf of the Association as a whole focused on adequate funding for the Judicial Branch, increased pay for attorneys representing indigent Mainers, advocating for changes to rules for notarial acts, input regarding the incorporation of probate courts into the Judicial Branch, and access to justice for rural Mainers.

In partnership with its lobbyists, James I. Cohen of Verrill and Clara McConnell of Maine Street Solutions, MSBA leadership keeps abreast of relevant issues and informs its members through regular legislative updates when the Legislature is in session. The MSBA’s 2022 Legislative Review & Response Committee included Executive Director Angela Armstrong and Governors Rachel Okun (chair), Frank Bishop Jr., Meegan Burbank, Teresa Cloutier, Haley Hall, Kristine Hanly, Kelly McDonald, Zachary McNally, Neil Prendergast, and Stacy Stitham.

In 2022, the MSBA provided testimony or responses to LDs 2023, 1995, 1950, 1924, 1926, as well as provided testimony at judicial confirmation hearings.

To review MSBA testimony, click here.
MSBA By the Numbers

MEMBERS BY COUNTY

<table>
<thead>
<tr>
<th>County</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cumberland</td>
<td>1220</td>
</tr>
<tr>
<td>Out-of-State</td>
<td>320</td>
</tr>
<tr>
<td>Kennebec</td>
<td>225</td>
</tr>
<tr>
<td>Penobscot</td>
<td>193</td>
</tr>
<tr>
<td>York</td>
<td>147</td>
</tr>
<tr>
<td>Androscoggin</td>
<td>144</td>
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<tr>
<td>Hancock</td>
<td>63</td>
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<tr>
<td>Knox</td>
<td>56</td>
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<tr>
<td>Aroostook</td>
<td>43</td>
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<tr>
<td>Lincoln</td>
<td>40</td>
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<tr>
<td>Unknown</td>
<td>35</td>
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<tr>
<td>Sagadahoc</td>
<td>33</td>
</tr>
<tr>
<td>Oxford</td>
<td>24</td>
</tr>
<tr>
<td>Waldo</td>
<td>22</td>
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<tr>
<td>Somerset</td>
<td>21</td>
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<tr>
<td>Washington</td>
<td>15</td>
</tr>
<tr>
<td>Franklin</td>
<td>14</td>
</tr>
<tr>
<td>Piscataquis</td>
<td>8</td>
</tr>
</tbody>
</table>

MEMBERS

- Standard: 1809
- Life: 148
- Public Sector: 169
- Non-Resident: 112
- Non-Practicing: 2
- Retired: 2
- Judicial: 75
- Honorary: 25
- Section meetings, including events: 398.75 credits earned
- Silent Partner practice areas: 32
- Member benefits: 30
- Sections: 29
- Legislative Updates: 24
- Testimony submissions: 17
- Supplements: 12
- Judicial evaluations: 11
- Confirmation hearings: 12
- Bar Talks: 8
- Magistrate evaluations: 6
- Editions of the Maine Bar Journal published: 4

SOCIAL MEDIA

- Twitter followers: 3,270
- Facebook followers: 958
- LinkedIn Group members: 830

Average Email Open Rate: 42%
Email Contacts are +585 people
This was an exciting year for CLE as the MSBA Continuing Legal Education Committee was able to again develop and offer programs at live venues including the Hilton Garden Inn in Freeport, Augusta Civic Center, and Blue Ocean Event Center in Massachusetts. More than 750 individuals registered for these live programs, providing the opportunity to network and re-connect with colleagues and friends. More than 650 registered for the hybrid versions of these programs, demonstrating the continuing appeal of remote participation in CLE programming. CLE continues to partner with multiple organizations, national CLE providers, and professional speakers to bring high-quality and educational CLE to members of the Bar Association and attorneys who practice in Maine. CLE partnered with the Administrative Office of the Courts; Barron Henley, Esq., and Paul Unger, Esq. of Affinity Consulting; Amy Wood, Psy.D.; the Greater Newburyport Bar Association; Mindbridge; CLEwebinars; Webcredenza; and Teicher Professional Growth, LLC.

The CLE Committee thanks the Elder Law, Real Estate & Title, and Labor & Employment Law Sections for presenting or co-sponsoring CLE webinars during the year and especially thanks all our speakers who spent time developing, writing course materials and speaking at these CLE programs.

CLE Committee Members:
Continuing Legal Education (continued)

CLE staff processed over 5,743 individual registrations from approximately 2,700 attorneys. Attorneys earned over 14,000 credits at MSBA CLE programs. Additionally, the CLE department presented 35 CLE programs that were approved for H&D credits in 2022. Breakdown of all credit categories earned includes:

Total Live Credits Earned at CLE Programs

- 2,830 Ethics Credits (20%)
- 2,291 H&D Credits (16%)
- 8,535 Regular Credits (61%)
- 400 GAL Credits (3%)

In addition to live credits earned through MSBA CLE programs and co-sponsored programs in 2022, 1,544 courses were purchased by attorneys who earned more than 2,720 online self-study credits available through InReach, CLE Webinars, and Webcredenza online platforms.

MSBA CLE programs teach to various levels of expertise for both new and more experienced attorneys, with new programs added regularly. The CLE Committee meets several times a year to focus on program proposals and the financial operations of the CLE department, and to develop opportunities that continue to meet its goals of providing high-quality educational programs and assisting lawyers in meeting their mandatory CLE requirements.

The CLE Committee is grateful for efforts of CLE staff including Linda Morin-Pasco, CLE Director, and Mindy Coates, CLE Coordinator, in managing all phases of the CLE department and assisting and responding to MSBA members and attorneys, as well as helping the Committee accomplish its goals. Linda and Mindy both play a crucial role in all aspects of CLE programming and management.

Faculty Demographics for CLE

Gender
- Female: 84
- Male: 60
- Prefer Not to Answer: 2

Military Status
- None: 123
- Veteran: 2
- Prefer Not to Answer: 13

Years of Experience
- 5 years or less: 10
- 6-10 years: 22
- 11-15 years: 30
- 16-20 years: 23
- 21-25 years: 14
- 26-30 years: 18
- 31-35 years: 13
- 36-40 years: 15
- 41-45 years: 09

Identify as a Member of the LGBTQ+ Community?
- No: 113
- Yes: 9
- Prefer Not to Answer: 16

Ethnicity/Race
- American Indian or Alaska Native: 4
- Black or African American: 1
- Multi-Racial/Other: 1
- White: 116
- Other: 2
- Prefer Not to Answer: 14
The pandemic continued to pose safety concerns around large public gatherings, so the MSBA held its Winter Bar Conference virtually. The event included an update about the Judicial Branch from Chief Justice Valerie Stanfill; an MSBA Annual Business Meeting, including amendments to the MSBA’s charter and bylaws; and a variety of CLE sessions that addressed substantive areas of law as well as ethics and harassment and discrimination. By summer, though, we were confident in our ability to hold a safe in-person meeting. The Summer Bar Conference, held at the Harborside Hotel, Spa & Marina in Bar Harbor, featured a three-part seminar on issues related to indigenous and tribal law in Maine. Additionally, 21 CLEs addressing a wide variety of substantive and practical topics were offered, as well as a champagne toast, a dinner cruise on Frenchman Bay, and presentations of the John W. Ballou and Caroline Duby Glassman Awards.

<table>
<thead>
<tr>
<th>Winter Bar Conference (Virtual)</th>
<th>Summer Bar Conference (In-Person)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registrants</td>
<td>Registrants</td>
</tr>
<tr>
<td>251</td>
<td>152</td>
</tr>
<tr>
<td>Faculty</td>
<td>Faculty</td>
</tr>
<tr>
<td>43</td>
<td>50</td>
</tr>
<tr>
<td>Credits Awarded</td>
<td>Credits Awarded</td>
</tr>
<tr>
<td>965.5</td>
<td>975.25</td>
</tr>
</tbody>
</table>

**Faculty Demographics**

87 Members & Non-Members Presented at our Winter & Summer Bar Conferences. Some faculty made more than one presentation.

### Gender
- Female: 40
- Male: 25
- No Answer Given: 18**
- Prefer Not to Answer: 4*

### Military Status
- None: 60
- No Answer Given: 20**
- Prefer Not to Answer: 7*

### Identify as a Member of the LGBTQ+ Community?
- No: 53
- Yes: 5
- No Answer Given: 20**
- Prefer Not to Answer: 9*

### Years of Experience
- 5 years or less: 8
- 6-10 years: 14
- 11-15 years: 13
- 16-20 years: 4
- 21-25 years: 4
- 26-30 years: 8
- 31-35 years: 7
- 36-40 years: 7
- 41-45 years: 4
- 46-50 years: 2
- No Answer Given: 16*

### Ethnicity/Race
- American Indian or Alaska Native: 3
- Asian: 1
- Multi-Racial/Other: 1
- White: 55
- No Answer Given: 20**
- Prefer Not to Answer: 7*

*Prefer not to answer: This number represents the members who selected the field indicating they preferred not to answer the question.

**No answer given: This number represents the members who did not answer the question at all.
Last fall, MSBA members gained complimentary access to Decisis™ — a next-generation legal research platform designed specifically for bar associations that offers a streamlined, easy-to-use interface, a full library of primary caselaw, and a reliable citator. The MSBA was the third bar association to partner with Decisis to offer access to its platform as an exclusive benefit of membership, valued at $1,740 annually. Decisis has a responsive customer support team and feedback shows that members prefer the faster, more efficient and reliable research solution. To ease the transition, MSBA partnered with Decisis to offer comprehensive training for its members throughout the fall. Decisis replaced Casemaker, which was bought out by Fastcase earlier in 2022.

Decisis offered MSBA members a variety of training options as part of the transition from Fastcase last fall. In addition, the MSBA was pleased to have Decisis representatives exhibit at Legal Year in Review and present a training session at Bridging the Gap.
The Diversity Committee is charged with analyzing the diversity and inclusivity of the Association and recommending changes to improve both while addressing the effects of historic prejudices and discrimination. The Committee’s goal is to help the Association achieve a diverse membership and leadership with a focus on historically underrepresented populations. Approximately half of the Committee includes members of the Board of Governors, while the other half is represented by members of historically underrepresented populations. A staff liaison also retains a seat on the Committee. The Committee makes recommendations to the Board of Governors of strategies to reach equitable representation of all groups, with a particular focus on those underrepresented populations. The Committee also considers recommendations and feedback provided by the BIPOC Lawyers Section, the Women’s Law Section, and other groups relating to diversity, cultural or accountability issues.

**Diversity Committee**

Jason D. Anton, Esq.
*Office of the Attorney General*
*Augusta*
*Public Service Sector Governor*

Angela P. Armstrong
*Maine State Bar Association*
*Augusta*
*Staff Liaison*

Shamara S. Bailey, Esq.
*Bailey Law Firm, PLLC*
*Patten*

Frank H. Bishop Jr., Esq. (Interim Chair)
*Hudson Cook LLP*
*Portland*
*President*
*Board of Governors*

Thomas L. Douglas, Esq.
*Douglas McDaniel & Campo LLC PA*
*Westbrook*
*Co-chair of the BIPOC Lawyers Section*

Asha A. Echeverria, Esq.
*Bernstein Shur*
*Portland*
*BIPOC Lawyers Section Representative to the Board of Governors*

Aria Eee, Esq.
*Board of Overseers of the Bar*
*Augusta*

Susan A. Faunce, Esq.
*Berman & Simmons PA*
*Lewiston*
*District 5 Governor*

Deborah Ibonwa, Esq.
*Maine Equal Justice*
*Augusta*

Kelly W. McDonald, Esq.
*Murray Plumb & Murray*
*Portland*
*Immediate Past President*
*Board of Governors*

Shoshana C. Mueller, Esq.
*Bernstein Shur*
*Portland*

Stacey D. Neumann, Esq.
*Murray Plumb & Murray*
*Portland*
*Women’s Law Section Representative to the Board of Governors*
MSBA Diversity: Member Demographics

The MSBA strives to provide learning and leadership opportunities for its members, which includes emphasis on diversity, equity, and inclusion (DEI). The MSBA collects demographic information about its members as well as CLE faculty. The information is not mandatory, so the MSBA provides an opportunity for respondents to indicate that they prefer not to answer a question or to skip an answer entirely. Both are noted below.

Do you identify as a member of the LGBTQ+ Community?

- No: 72% (1899)
- Yes: 4% (97)
- Prefer Not to Answer: 12% (303)*
- No Answer Given: 12% (324)**

Military Status

- None: 73% (1916)
- Veteran: 5% (128)
- Retired: 1% (33)
- Reserve: 0% (5)
- Prefer Not to Answer: 9% (221)**
- No Answer Given: 12% (319)*

Race/Ethnicity

- White: 72% (1922)
- Hispanic or Latino: 7% (13)
- American Indian or Alaska Native: 6% (10)
- Black or African American: 6% (6)
- Other: 4% (2)
- Multi-Racial/Other: 9% (24)
- Asian: 7% (14)
- Native Hawaiian or Other Pacific Islander: 4% (1)
- Prefer Not to Answer: 11.4% (304)**
- No Answer Given: 12.3% (327)*

Gender

- Male: 55% (1445)
- Female: 32% (831)
- Non-binary: 0% (6)
- Transgender: 0% (2)
- Prefer Not to Answer: 10% (274)*
- No Answer Given: 12% (324)**

* Prefer not to answer: This number represents the members who selected the field indicating they preferred not to answer the question.

** No answer given: This number represents the members who did not answer the question at all.
MSBA Diversity: Sections

BIPOC Lawyers Section

The Black, Indigenous, and People of Color (BIPOC) Lawyers Section is open to members of the MSBA who identify as BIPOC or who wish to support its mission of providing support, mentoring, networking education, and fellowship for Maine’s BIPOC legal community, addressing the unique issues faced by Maine attorneys of color, and increasing diversity in the Maine Bar.

In 2022, the BIPOC Lawyers Section introduced the “Profiles in Diversity” column in the Maine Bar Journal. The three columns published are attached to the end of this annual report.

Section Chairs: Carlos Diaz, Esq., and Thomas Douglas, Esq.

Women’s Law Section

The Women’s Law Section (WLS) works to engage in activities that promote the advancement and support of women in the profession of law and in the community, to develop educational programs to, among other things, address discrimination against women lawyers and the unique problems they encounter in pursuing their professional careers, and discrimination against women generally in all areas of the law, and to advance issues of interest to women in the legal environment.

The WLS proudly presents the biennial Caroline Duby Glassman Award to a woman who is a member of the Maine Bar and who has demonstrated excellence in helping to remove barriers and advance the position of women in the profession or community; worked to educate the Bench, the Bar, or the public on the status of women in the profession; and/or has acted as a role model for younger or less experienced women lawyers. In 2022, Aria Eee, Executive Director of the Board of Overseers of the Bar received the Glassman Award.

Section Chairs: Alexis Chardon, Esq., and Katie Day, Esq.

* Prefer not to answer: This number represents the members who selected the field indicating they preferred not to answer the question.

** No answer given: This number represents the members who did not answer the question at all.
In 2022, the MSBA provided 35 programs for attorneys to earn their required H&D credits with programs focusing on diversity, equity, and inclusion. In addition to providing opportunities for open dialogue and community and personal growth, these programs qualified for CLE credit in the recognition and avoidance of harassment and discriminatory communication, or conduct related to the practice of law as set out in the Maine Rules of Professional Conduct. Qualifying topics include harassment or discriminatory communication or conduct on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, or gender identity.

- Avoiding Bias in Mediation (2022 Summer Bar Conf.)
- Avoiding Harassment & Discrimination: Continuing the Conversation: Live & Virtual (2022 Legal Year in Review)
- Battling Gender Bias: How Sexual Predators Escape Punishment: Webinar
- Colonial Racism in Maine State Indian History (2022 Summer Bar Conf.)
- Diversity, Equity & Inclusion in Law Practice: Webcast
- Elimination of Bias - Combating Age Bias in the Legal Field: Webinar
- Cultural Competency: Managing Bias: Webinar (GAL Core Training)
- How to Maintain A Diverse Legal Workforce: Webinar
- Identifying & Combatting Gender Bias: Webinar
- Integrating Anti-Bias Practices: Webinar
- Learn Mindfulness to Curtail Implicit Bias & Make Decisions: Webinar
- LGBTQ Equity: Legal Developments and Continuing Challenges (2022 Winter Bar Conf.)
- Maine’s Relationship in Tribal Nations (2022 Summer Bar Conf.)
- Maine State Bar Association Diversity, Equity, and Inclusion Report: Live & Virtual (2022 Legal Year in Review)
- Me Too: Sexism, Bias & Sexual Misconduct in the Legal Prof.: Webinar
- Moving Beyond Diversity: Understanding Neuropsychology of Implicit Bias: Webinar
- Practical Tips & Strategies To Combat Implicit Biases In Law: Webinar
- Unconscious Bias & the Importance of Diversity & Inclusion (5th Annual CLE by the Sea: NE Solo & Small Law Firm Conf.)
- What the Blues Teach About Bias and Inclusion in the Law: Webinar
- “When There are Nine” - Gender Bias in the Legal Prof: Webinar

Bar Talk is a 30-minute monthly briefing with the current MSBA president and ED Angela Armstrong to keep you informed about news and events in Maine’s legal community. Implemented during the statewide shutdown at the beginning of the coronavirus pandemic, Bar Talk remains a useful tool for engaging and informing MSBA members. Bar Talk takes place via Zoom. Guests during 2022 included:

- Dean Leigh I. Saufley, University of Maine School of Law
- Secretary of State Shenna Bellows
- U.S. Attorney Darcie McElwee
- Nirav D. Shah, Maine CDC
- Justin Andrus, Maine Commission on Indigent Legal Services
- Dan Griffith, Decisis
- Kristin Murray-James, Maine Assistance Program for Lawyers & Judges
- Chief Justice Valerie Stanfill
- Attorney General Aaron Frey
The Lawyer Referral Service (LRS) has been helping members of the public find the right lawyer for their legal needs and location for 50 years. The service is one of only 70 across the country to meet the American Bar Association standards, and authorized to use its logo and slogan, “The Right Call for the Right Lawyer.” Attorneys who join LRS can develop their clientele and enhance their reputation. In 2022, the MSBA’s Board of Governors voted to eliminate the annual membership fee for attorneys who already belong to the MSBA. Attorneys who are not members of the MSBA continue to be eligible to join LRS for a fee. LRS continues to use the CommunityLawyer platform, which is a valuable asset in making referrals anytime and anywhere.

Mission Statement
The mission of the Lawyer Referral Service is to provide the public with referrals to qualified attorneys who will provide an initial brief consultation without charge. To fulfill its mission, the service embraces attendant responsibilities toward both callers and attorneys. These responsibilities include:

- Helping callers determine whether a referral to an attorney is the most appropriate action at the time;
- Providing callers, when possible, with suitable suggestions for legal information resources;
- Directing callers of limited means to other sources of assistance and support;
- Ensuring that all referrals understand that the attorneys will charge reasonable fees for any work beyond the initial 30-minute consultation; and
- Notifying attorneys of referrals made to them, with information regarding the issues as presented after a conflict of interest check (if needed).

Committee Members:
James A. Clifford, Esq.; Eric N. Columber, Esq.; Andre G. Duchette, Esq. (chair); Salvatore Savatteri, Jr., Esq.; and Steve Smith, Esq.

Referrals per Month

Fiscal Year 2021-2022
Notable Highlights

The MSBA proudly hosted or supported the following efforts:

- BIPOC Lawyer seat added to the Board of Governors
- Virtual Winter Bar Conference
- Return to in-person events including: Institutes, Section events, CLEs and Summer Bar Conference
- Transition from Fastcase to Decisis
- 2022-2023 Leadership Academy
- Tri-Professional golf tournament
- Published diversity report
- Three updates to Maine Title Standards (201, 206 & 706)
- $6,000 donated to Maine High School Mock Trial Program
- $6,000 donated to Rural Practice Fellowship
- Law Day Essay & Poster Contest
- Section Leadership & Legislative meeting
- Judicial evaluations
- Family Law Magistrate evaluations
- Addition of new member benefits: Androscoggin Bank, Farmer’s Insurance, and Decisis

MSBA Award Recipients

Caroline Duby
Glassman Award:

Aria Eee

Family Law
Achievement Award:

Hon. Daniel Driscoll

John W. Ballou Award:

Charles F. Dingman

Charles C. Soltan

50-Year Life Members:

- Waldemar G. Buschmann, Sidney, ME
- Joseph G. Carleton, Jr., Kittery, ME
- James F. Day, Bath, ME
- Paul R. Dionne, Lewiston, ME
- Charles B. Doleac, Portsmouth, NH
- John L. French, Brunswick, ME
- Jerome B. Goldsmith, Yarmouth, ME
- Robert S. Hark, Portland, ME
- William C. Henderson, II, FPO AE, Armed Forces
- Fred Hopengarten, Lincoln, MA
- The Honorable Thomas E. Humphrey, Portland, ME
- Russell A. Kelm, Southwest Harbor, ME
- David B. Losee, Camden, ME
- Paul T. Pierson, Dedham, ME
- Robert J. Rubin, Rockport, ME
- Gregory E. Snow, Rockport, ME
- Richard A. Spencer, Portland, ME
- Richard H. Spencer, Jr., Portland, ME
- Sidney S. Thaxter, Portland, ME
- Roger R. Therriault, Bath, ME
- Henry W. Trimble, III, Charleston, SC
- Calvin E. True, Bangor, ME

Sponsors

Allen / Freeman / McDonnell
Agency

ALPS
A Family Of Professional Service Companies

Cross Insurance

Androscoggin Bank

Clio

LawPay
CREDIT CARD PROCESSING
MSBA Financial Position

Revenue

<table>
<thead>
<tr>
<th>Operating Revenue &amp; Other Support</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$668,415</td>
</tr>
<tr>
<td>Continuing Legal Education</td>
<td>$532,062</td>
</tr>
<tr>
<td>Meetings</td>
<td>$104,630</td>
</tr>
<tr>
<td>Referral Service</td>
<td>$101,659</td>
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<tr>
<td>Other revenue &amp; support</td>
<td>$62,708</td>
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</table>

Non-Operating Activities

<table>
<thead>
<tr>
<th>Investments</th>
<th>($76,547)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$1,392,927</td>
</tr>
</tbody>
</table>

2022 Revenue Sources

- Membership dues: $668,415
- Continuing Legal Education: $532,062
- Meetings: $104,630
- Referral Service: $101,659
- Other revenue & support: $62,708
- Investments: ($76,547)

Total Revenue: $1,392,927

2022 Use of Funds

- Member services & administration: $922,722 (71%)
- Continuing Legal Education: $137,411 (9%)
- Member programs: $115,507 (11%)
- Meetings: $60,049 (5%)
- Fastcase/Decisis: $59,076 (4%)

Total Expenses: $1,294,765

Review the entire financial report [here](#).

Read Investment Committee Chair David Levesque's annual report [here](#).
Sustaining Members of the Maine State Bar Association

The MSBA offers grateful thanks to these members, whose additional support makes possible some of the work of the Association on behalf of the lawyers and residents of our state.

2021-2022 Sustaining Members:

The Honorable Donald G. Alexander  Blair A. Jones  William D. Robitzek
The Honorable John R. Atwood  E. Mary Kelly  Robert J. Ruffner
Joseph M. Baldacci  Samuel C. Kilbourn  Leigh I. Saufley
Henri A. Benoit, II  Robert W. Kline  Richard M. Simpson
Benjamin I. Bornstein  Robert L. Knupp  Gregory E. Snow
Deborah A. Bornstein  Gene R. Libby  Alton C. Stevens
James M. Bowie  Elizabeth Littlefield  Brian P. Sullivan
James W. Brannan  William W. Logan  Scott Webster
Paul W. Chaiken  Dennis L. Mahar  Laura White
Brian L. Champion  James L. McCarthy  Tanna B. Whitman
Eric N. Columber  The Honorable Andrew M. Mead  Debby L. Willis
Thaddeus V. Day  John R. Miller, Jr.  Robert G. Wilson IV
Joel A. Dearborn, Sr.  Douglas A. Morgan  Steven F. Wright
Paul R. Dionne  Paul J. Morrow Sr.  Law Offices of Joe Bornstein
Diane Dusini  William L. Neilson
Paula H. Elkins  Kenneth M. Nelson
Emily Gaewsky  The Honorable Stephen D. Nelson
Peter C. Gamache  Christopher Northrop
Kristin A. Gustafson  Timothy J. O’Brien
Brian C. Hawkins  The Honorable Alan C. Pease
Barry J. Hobbins  Thomas P. Peters, II
The Honorable D. Brock Hornby  Jonathan S. Piper
The Honorable Andrew M. Horton  Robert F. Preti
Maris Hubbard  Jane S. Pyne
Phillip E. Johnson  Mitchel J. Roberge

Sustaining memberships permit MSBA members to make additional commitments to the Maine State Bar Association. As established by the MSBA's Board of Governors, an individual Sustaining Membership is $100 in addition to a member's regular membership dues.
A CONVERSATION WITH:

SUSAN FAUNCE

The Maine Bar Journal recently asked Susan Faunce, a partner at Berman & Simmons, about her life and experience practicing law in Maine.

What led you to come to Maine to begin or further your career?
I was born in South Korea and lived there for the first five years of my life. We moved to California when we moved to the U.S. My dad was from Maine, so I lived here the majority of my life. After briefly living in Massachusetts and Morocco, I realized how much I love the way of life here in this state.

Describe your proudest careers moment, or a moment that helped define who you are as a BIPOC lawyer.
I don’t believe I had one single defining moment. Instead, I have had a variety of interactions with clients, attorneys, and judges that influenced me throughout my career. Being surrounded by other women and lawyers from diverse backgrounds has helped me to appreciate the unique perspective I have as a BIPOC lawyer.

If you weren’t an attorney, what would you be?
A doctor.

What motivated you to become an attorney?
My dad and mom divorced when I was young. At the time, my mom barely spoke English and was new to Maine. I went with her to all the court proceedings. My mom had a female attorney, and I was in awe. To me, being a lawyer meant that you had the power and responsibility of being a voice for someone in need.

What book, website, or other resource would you recommend to MSBA members interested in BIPOC issues and why?
Join the MSBA BIPOC Lawyers Section! Being able to connect with people and share good and bad experiences in the legal profession is a valuable resource.

How would you say law school prepared you to deal with the issues of race and anti-racism issues in your career, if at all?
Unfortunately, I don’t think law school prepared me at all. I grew up in a culture of assimilating. Diversity was not discussed as it is today. When I first began my career, I was surrounded by mostly Caucasian men. I encountered some challenging moments being an interracial female trial attorney. I was told on more than one occasion that I “did not look like an attorney” despite being dressed professionally. I never knew how to respond to these kinds of statements other than proving myself through my actions. Fortunately, I work with some incredibly supportive attorneys at Berman & Simmons who encouraged me throughout my career.

What might someone be surprised to know about you?
I really enjoy hip-hop – ’90s hip-hop in particular.

How does your MSBA membership keep you connected to the legal community?
MSBA, whether at a CLE, at the summer bar meeting or another event, allows me to interact with attorneys in the bar who I don’t have occasion to meet while practicing day to day.

What is anti-racism, and how would you encourage an attorney to engage in anti-racism?
Anti-racism is about being open-minded and trying to understand and have compassion for people’s unique backgrounds.

What advice do you have for a new BIPOC lawyer considering a career in Maine?
Don’t be discouraged by the lack of diversity you may first perceive if you are new. If you take the time to make connections, you will discover that there are many people who want to hear your story.
A CONVERSATION WITH: SHAMARA BAILEY

The Maine Bar Journal recently asked Shamara Bailey, a solo practitioner in Patten, about her life and experience practicing law in Maine. This is the first in a series of periodic profiles featuring members of the Maine State Bar Association.

What led you to come to Maine to begin or further your career?
I first came here to attend Law School. As a veteran, I was offered an in-state tuition scholarship if I attended the law school in Portland. Following graduation, I decided to stay.

Describe your proudest career moment, or a moment that helped define who you are as a BIPOC (Black, Indigenous, and People of Color) lawyer.
I once worked at a law firm where the owner told me, “If you had dreads, I would not have hired you because dreads are nasty and always look unkempt. Black football players with dreads should not be allowed to play in the NFL because their dreads are nasty, and they should all have buzz cuts.” I resigned from that job immediately. I used those racist remarks as motivation to eventually start my own law practice. This has been the proudest career moment for me thus far as a BIPOC lawyer.

If you weren’t an attorney, what would you be?
I’d be a medical doctor.

What motivated you to become an attorney?
Growing up in Jamaica, it was my dream to move to the United States. My parents were already living here, and I wanted to reunite with them. The first attempt by my father for our reunification in the United States was unsuccessful. On the second attempt, he hired an immigration attorney, and his efforts were successful. It was then at the age of 12, I decided I wanted to become an immigration attorney to help families like mine.

What book, website, or other resource would you recommend to MSBA members interested in BIPOC issues and why?
The New Jim Crow by Michelle Alexander. Tears We Cannot Stop by Michael Eric Dyson. 13th (documentary film) on YouTube. Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II by Douglas A. Blackmon and The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein. Each of these books help readers understand how racial violence has been legitimized through the criminal justice system and through discriminatory legislative policies. There is a facade that once slavery was abolished, Black people were freed. The authors show how slavery was redesigned through the criminal justice system. Currently, Maine is the whitest state and when it is not, it is usually the second whitest state in the United States. A 2020 survey by the Board of Overseers of the Bar and the Maine State Bar Association revealed that 99 percent of its members are white, and the state only had 29 practicing attorneys who identified as BIPOC. It could be said that a lot of white attorneys in Maine have limited exposure and interaction with Black people, Black history, and Black culture. For those who are interested in BIPOC issues, these books are about Black people, history, and culture. Additionally, the authors explain why white people should not be satisfied with the status quo in our culture as racism is a threat to democracy.

How would you say law school prepared you to deal with issues of race and anti-racism issues in your career, if at all?
Professor Anthony Farley, of Albany Law School, did an excellent job preparing myself and my BIPOC classmates on what to expect and how to deal with race and anti-racism as BIPOC attorneys. The class Prof. Farley taught, The New Jim Crow, focused on racism within the judicial system. All books required for the course were written by BIPOC authors, some who are attorneys. The authors shared stories of racism they faced in the legal profession and how they navigated around the racism they faced within the profession. One book that was most impactful for me during the course was, Justice While Black: Helping African-American Families Navigate and Survive the Criminal Justice System by Robbin Shipp. It was impactful.
for me because the author, a former defense attorney, provided practical advice to Black families on how to navigate through the justice system during a time of crisis.

**What might someone be surprised to know about you?**
I was a part of a security element for Oliver North during his visit to the Philippines where I was deployed. Also, it is said that it is almost impossible to kill a bamboo plant, and yet, one died on my watch.

**How does your MSBA membership keep you connected to the legal community?**
I am a part of several sections within MSBA, those groups allow me to interact with other attorneys I would not normally interact with daily.

**What is anti-racism, and how would you encourage an attorney to engage in anti-racism?**
I agree with Malini Ranganathan who defined anti-racism as, "taking stock of and eradicating policies that are racist, that have racist outcomes." The first step for the attorney is to acknowledge that racism exists and comes in many forms. I would encourage any attorney to speak up when they encounter racism. And most importantly, serve as an avenue of education.

**What advice do you have for a new BIPOC lawyer considering a career in Maine?**
I would advise the new BIPOC lawyer to connect with other BIPOC attorneys who have been practicing in Maine for insights.
What led you to come to Maine to begin or further your career?
It was a lifestyle choice. My wife and I grew up in a small town in western Massachusetts and enjoy the four seasons of New England living. Pursuing a legal career in Portland offered a blend of “small town” lifestyle, with some “big city” amenities, in a four-season setting. When we made the decision to move here, however, we did not realize that Maine frequently provides a bonus “fifth season” of mud.

Describe your proudest career moment, or a moment that helped define who you are as a BIPOC lawyer.
While I was on the District Court bench, I persuaded several BIPOC college students who expressed an interest in the law to come work as interns in the District Court. I felt a strong commitment to these internships because it exposed these students to the legal profession in a way that they would not get otherwise. Three of those interns went on to attend law school and enter the practice of law. Seeing their personal growth and professional progress has been a very rewarding and fulfilling experience. My only regret from the endeavor was that I was unable to convince any of these interns to pursue their legal careers here in Maine.

If you weren’t an attorney, what would you be?
Based on my group insurance claims management and sales experience with Prudential Insurance following college, I think it is likely I would be a group insurance claims administrator.

What motivated you to become an attorney?
Growing up in the 1960s, I watched the boycotts, sit-ins, civil disobedience protests, rallies, and marches that occurred during the Civil Rights Movement. Over time, my attention was increasingly captivated by the court battles regarding the scope and effect of newly passed federal laws, battles which directly touched the lives of my family and other persons of color. Those events shaped my impression of both lawyers and the courts and fostered my view of how both are powerful forces that can positively impact peoples’ lives. That impression stuck with me through college and during my work at Prudential Insurance. In fact, while I worked in group sales and support at Prudential, the part of the job I enjoyed the most was the contract interpretation required to answer policyholders’ questions about how unusual claims would be treated under the group insurance policy. Ultimately, a college classmate, who had just graduated from law school, convinced me to pursue a law degree.

What book, website, or other resource would you recommend to MSBA members interested in BIPOC issues and why?
Fortunately, today there is an ever-increasing number of resources focusing on BIPOC issues. I would recommend the following two websites based on: (1) their recognized tradition of advocacy, scholarship, and perspective, (2) their breadth of information and available materials, and (3) their content’s “immediacy and relevance”:

- The Leadership Conference on Civil and Human Rights (https://civilrights.org/): The Leadership Conference has existed since the 1950s at the forefront of the fight for equal opportunity and social justice in the United States. The website offers commentary, fact sheets, reports, legislative testimony, action alerts, scheduled events, and podcasts.

- National Museum of African American History & Culture (https://nmaahc.si.edu/): The Museum was established pursuant to an Act of Congress to promote and highlight the contributions of African Americans. It opened in 2016 as the nineteenth museum of the Smithsonian Institution and is the only national museum devoted exclusively to the documentation of African American life, history, and culture.
How would you say law school prepared you to deal with the issues of race and anti-racism issues in your career, if at all?
Attending law school served to alleviate lingering concerns from past experiences about having to make concessions to other people’s preconceptions of where and what kind of work I could do. So, law school really afforded me the opportunity to pursue a professional career in the place and manner of my choosing. Also, early in my career, law school provided me the wherewithal to venture into pro bono work on race-related issues in matters including employment, housing, juvenile justice, and small business development.

What might someone be surprised to know about you?
I have been at the right place during the right time on a few different occasions. For instance, I have had the good fortune to meet and talk with the Jackson Five, Count Basie and Ella Fitzgerald, Stevie Wonder, and Secretary of State Colin Powell.

How does your MSBA membership keep you connected to the legal community?
My membership helps me stay informed on issues and concerns related to practicing law in Maine. In addition, it allows me to interact periodically with attorneys outside of the areas of the state where I routinely work.

What is anti-racism, and how would you encourage an attorney to engage in anti-racism?
Anti-racism is a melding of a person’s commitment to treat people of all races fairly and equitably with a commitment to proactively oppose racist conduct that the person sees. As racist conduct is often subtle, recognition of such conduct is a crucial first step. Developing one’s recognition skill will likely require self-education through reading and relationship building.

What advice do you have for a new BIPOC lawyer considering a career in Maine?
I believe that greater diversity in the Maine bar and bench is critical to the evolution of the law in Maine, the perception of the fairness of our legal system, and the maintenance of our citizens’ trust in and respect for the law. Consequently, I submit that the need for that increase of diversity in Maine’s bar and bench creates a tremendous opportunity for BIPOC lawyers to embark on interesting and challenging careers in Maine and provides them with a profound opportunity to be powerful and positive forces in lives of the citizens of this state.