



**2023**

**ANNUAL  
REPORT**

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# Executive Director's Report



It is my privilege to submit the Maine State Bar Association's Annual Report for 2023. With the departure of long-tenured staff, the Association has evolved significantly over the past year. Staff at Bar Headquarters worked to streamline internal processes, meet the changing needs of the legal profession, focus on our two-year strategic plan, and keep pace with changing technology. The Association's leadership and staff focus our efforts so that they reflect the common goals embodied in our mission:

*The Maine State Bar Association promotes the honor, dignity and professionalism of lawyers, advances the knowledge, skills and interests of its members, and supports the public interest in a fair and effective system of justice.*

Despite the challenges of working with a small staff, we accomplished big things. I am particularly proud of our effort to launch CompCon: The Workers' Compensation Convention. This full-day training event is a must for attorneys, mediators, healthcare providers, as well as insurance and human resources professionals. We instituted new member recruitment initiatives, including a member referral credit program in which members who recruit a new member receive a \$50 credit. We also formed the Wellness Initiative Committee, Rural Practice Committee, and Internationally Trained Attorneys Task Force.

Behind the scenes, we began a comprehensive review of our bylaws, policies, and procedures, with the intent of streamlining and updating them. We also began an audit of our member benefits so that we can fine tune the products and services we offer our members. And we began evaluating how we provide CLE to attorneys. Rapidly advancing technology hasn't only impacted how we work in the office – and how you work in your law practice – but how we deliver our education programs.

Finally, I am grateful for the leadership of President Stacy Stitham and the entire Board of Governors, as well as the dedication of the MSBA staff. The Board charts much of the Association's long-term goals but it's the staff that keeps the MSBA running every day.

A handwritten signature in blue ink that reads "Angela P. Armstrong".

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**  
**Stacy O. Stitham**  
*Brann & Isaacson, LLP*  
 Lewiston



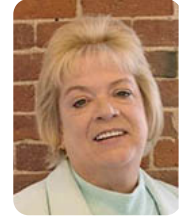
**President Elect**  
**Jonathan M. Dunitz**  
*Verrill*  
 Portland



**Vice President**  
**Susan A. Faunce**  
*Berman & Simmons PA*  
 Lewiston



**Immed. Past President**  
**Frank H. Bishop Jr.**  
*Hudson Cook LLP*  
 Portland



**Treasurer**  
**Cheryl J. Cutliffe**  
*Basham & Scott LLC*  
 Brunswick



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



**Governor: District Nine  
 (Penobscot)**  
**Samantha Baker**  
*Gross, Minsky & Mogul, P.A*  
 Bangor (June - Dec.)



**Governor: District Four  
 (Sagadahoc & Lincoln)**  
**Meegan J. Burbank**  
*Berry & Burbank*  
 Boothbay Harbor



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



**Governor: District One  
 (York)**  
**Jill S. Cramer**  
*Bourque Clegg Causey &  
 Morin LLC*  
 Sanford



**Governor: BIPOC Lawyers  
 Section**  
**Asha A. Echeverria**  
*Bernstein Shur*  
 Portland



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



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



**Governor: District Three  
 (Cumberland)**  
**Christopher Harmon**  
*Garmey Law*  
 Portland



**Governor: New Lawyers  
 Section**  
**Elizabeth T. Johnston**  
*Verrill*  
 Portland



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



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



**Governor: District Five  
 (Androscoggin)**  
**Michael S. Malloy**  
*The Malloy Firm*  
 Auburn



**Governor: District Seven  
 (Somerset & Piscataquis)**  
**Bry J. Martin**  
*Law Office of Bry Martin, LLC*  
 Dover-Foxcroft  
 (Jan. - July)



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



**Governor: Women's Law  
 Section**  
**Stacey D. Neumann**  
*Murray Plumb & Murray*  
 Portland



**Governor: District Three  
 (Cumberland)**  
**Rachel D. Okun**  
*Okun Law PLLC*  
 Falmouth



**Governor: District Eleven  
 (Aroostook)**  
**Neil J. Prendergast**  
*NJP Law, LLC*  
 Fort Kent



**Governor At-Large:  
 In-House Counsel**  
**Rebecca G. Talbert**  
*Woodard & Curran*  
 Portland



**Governor: District Nine  
 (Penobscot)**  
**Ezra A.R. Willey**  
*Willey Law Offices*  
 Bangor  
 (Jan. - May)

# Section Chairs

## Administrative Law

**Charles F. Dingman**  
Kozak & Gayer, PA  
Augusta

## Alternative Dispute Resolution

**Durward W. Parkinson**  
Bergen & Parkinson LLC  
Kennebunk

## Animal Law

**Bonnie L. Martinolich**  
PretiFlaherty  
Augusta

Read annual report [here](#).

## Bankruptcy & Reorganization Law

**Shawn K. Doil**  
Eaton Peabody  
Portland

## Tanya Sambatakos

Molleur Law Office LLC  
Biddeford

Read annual report [here](#).

## BIPOC Lawyers

**Elyse M. Apantaku**  
Legal Services for the Elderly  
Augusta

## Shamara S. Bailey

Bailey Law Firm, PLLC  
Patten

Read annual report [here](#).

## Business Law

**Nathaniel A. Bessey**  
Brann & Isaacson LLP  
Lewiston

## Child Protective & Juvenile Justice

Vacant

## Consumer & Financial Institution Law

**Ryan F. Kelley**  
Pierce Atwood  
Portland

## Criminal Law

**Kristine C. Hanly**  
Garmy Law  
Portland

## Elder Law

**Greta A. Atchinson**  
Lanman Rayne Nelson Reade  
Falmouth

## Rachel M. Trafton

Maine Elder Law Firm  
Bangor

## Environmental & Energy Law

**Scott L. Sells**  
The Sells Law Firm, LLC  
Portland

## Family Law

**Sean C. Rogers**  
Libby O'Brien Kingsley & Champion LLC  
Kennebunk

## Federal Practice

**Peter J. Brann**  
Brann & Isaacson  
Lewiston

## Government & Public Sector Law

Vacant

## Health Law

**Stephanie J. Mills**  
InterMed  
Yarmouth

## Insurance Practice Section

**Brett R. Leland**  
Verrill  
Portland

## Intellectual Property

**Andrew J. Zulieve**  
Zulieve Law, LLC  
Waldoboro

## International Practice

**Adrian P. Kendall**  
Norman Hanson & DeTroy LLC  
Portland

## Labor & Employment

**Stacey D. Neumann**  
Murray Plumb & Murray  
Portland

## Shiloh D. Theberge

Bernstein Shur  
Portland

## Litigation

**Timothy M. Kenlan**  
Berman & Simmons PA  
Lewiston

## Municipal Law

**Philip R. Saucier**  
Bernstein Shur  
Portland

## Matthew Tarasevich

Bernstein Shur  
Portland

## New Lawyers

**Allison M. Kuhns**  
Law Office of Allison Muir Kuhns, LLC  
Portland

## Real Estate & Title

**Katherine C. Gibson**  
Camden Law LLP  
Rockport

## Solo & Small Firm Vacant

## Tax Law

**Olga J. Goldberg**  
Pierce Atwood LLP  
Portland

## Trusts & Estates Vacant

## Veterans' Law Vacant

## Women's Law

**Emily P. Crowley**  
Curtis Thaxter  
Portland

## Katie R. Day

Motorola Solutions Inc.  
Windham

## Workers' Compensation

**Anne-Marie L. Storey**  
Rudman Winchell  
Bangor

## Norman G. Trask

Currier & Trask PA  
Presque Isle

# Committee Chairs

## Bylaws & Policies

**James B. Haddow**

*Petrucelli Martin & Haddow LLP  
Portland*

## Civics Education

**Jason D. Anton**

*Office of the Attorney General  
Augusta*

Read annual report [here](#).

## Continuing Legal Education

**Erica A. Veazey**

*Pine Tree Legal Assistance  
Bangor*

Read annual report on pp. 7-9

## Diversity

**Shoshana Cook Mueller**

*North Yarmouth*

Read annual report [here](#).

## Executive

**Stacy O. Stitham**

*Brann & Isaacson  
Lewiston*

## Finance

**Jonathan M. Dunitz**

*Verrill  
Portland*

## Investment

**David Levesque**

*Law Office of David Levesque PA  
Damariscotta*

Read annual report [here](#).

## Judicial Evaluation

**Jill S. Cramer**

*Bourque Clegg Causey & Morin LLC  
Sanford*

Read annual report [here](#).

## Lawyer Referral Service

**Andre G. Duchette**

*Taylor McCormack & Frame LLC  
Portland*

## Legislative Review & Response

**Rachel D. Okun**

*Okun Law PLLC  
Falmouth*

Read annual report [here](#).

## Maine Bar Journal Editorial Advisory

**Daniel J. Murphy**

*Bernstein Shur  
Portland*

Read annual report [here](#).

## Medical-Legal

**Susan A. Faunce**

*Berman & Simmons PA  
Lewiston*

## Membership

**Cheryl J. Cutcliffe**

*Basham & Scott LLC  
Brunswick*

Read annual report [here](#).

## Nominating

**Jonathan M. Dunitz**

*Verrill  
Portland*

## Rural Practice (Ad Hoc)

**Zachary F. McNally**

*Hale & Hamlin, LLC  
Ellsworth*

## Uniform State Laws

**Paul W. Chaiken**

*Bangor*

## Wellness Initiative

**Jonathan M. Dunitz**

*Verrill  
Portland*

Read annual report [here](#).

# Legislative Advocacy

The Maine State Bar Association monitors legislation that impacts legal practice areas and is significant to the administration of justice and the fundamental rights of the public. Continuous review of existing and proposed legislation alerts section members to issues relevant to their practice areas. On a broader scale, legislative advocacy on behalf of the Association focused on Judicial Branch funding, financial incentives for attorneys providing indigent legal services, guardian ad litem compensation rates, composition of the judiciary as well as procedures for decision-making in the Law Court and eliminating residency requirements for District Court appointments.

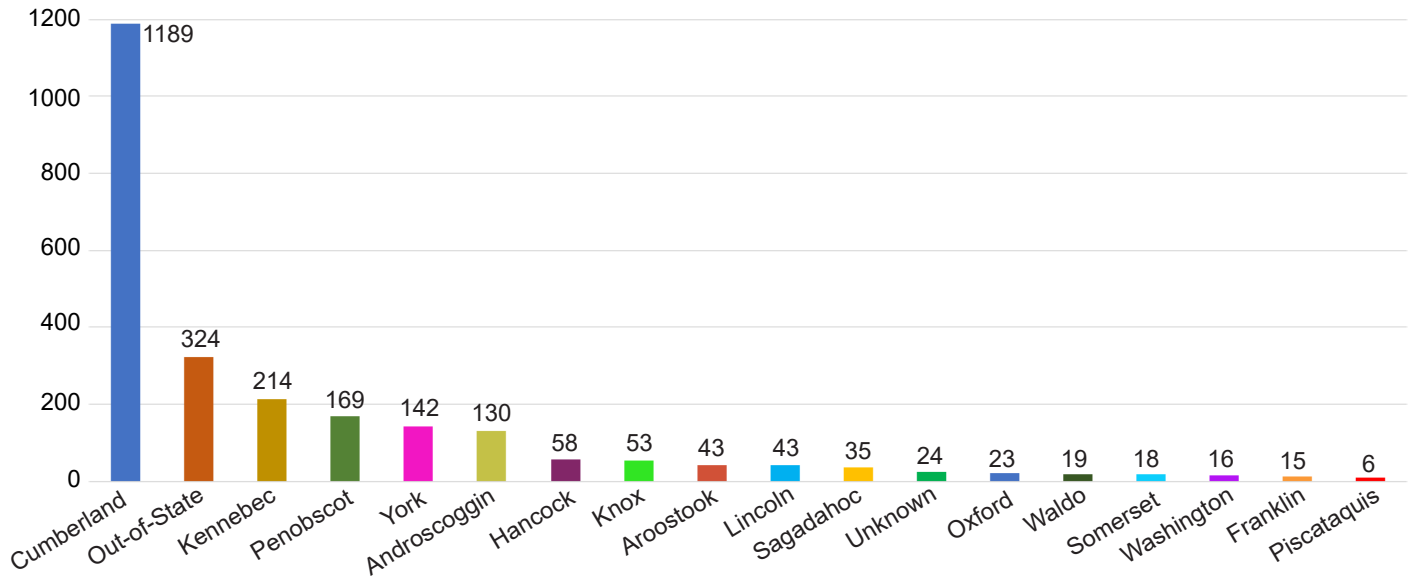
In partnership with its lobbyists, James I. Cohen and Brody Haverly-Johndro of Verrill, and Clara McConnell of Maine Street Solutions, MSBA leadership keeps abreast of relevant issues and informs its members through regular legislative updates when the Legislature is in session. The MSBA's 2023 Legislative Review & Response Committee included Executive Director Angela Armstrong and Governors Rachel Okun (chair), Frank Bishop Jr., Meegan Burbank, Teresa Cloutier, Jim Cohen, Jonathan Dunitz, Haley Hall, Kristine Hanly, Zachary McNally, Neil Prendergast, and Stacy Stitham.

In 2023, the MSBA provided testimony or responses to LDs 206, 243, 258, 564, 1192, 1462, and 1468, as well as provided testimony at several judicial confirmation hearings.

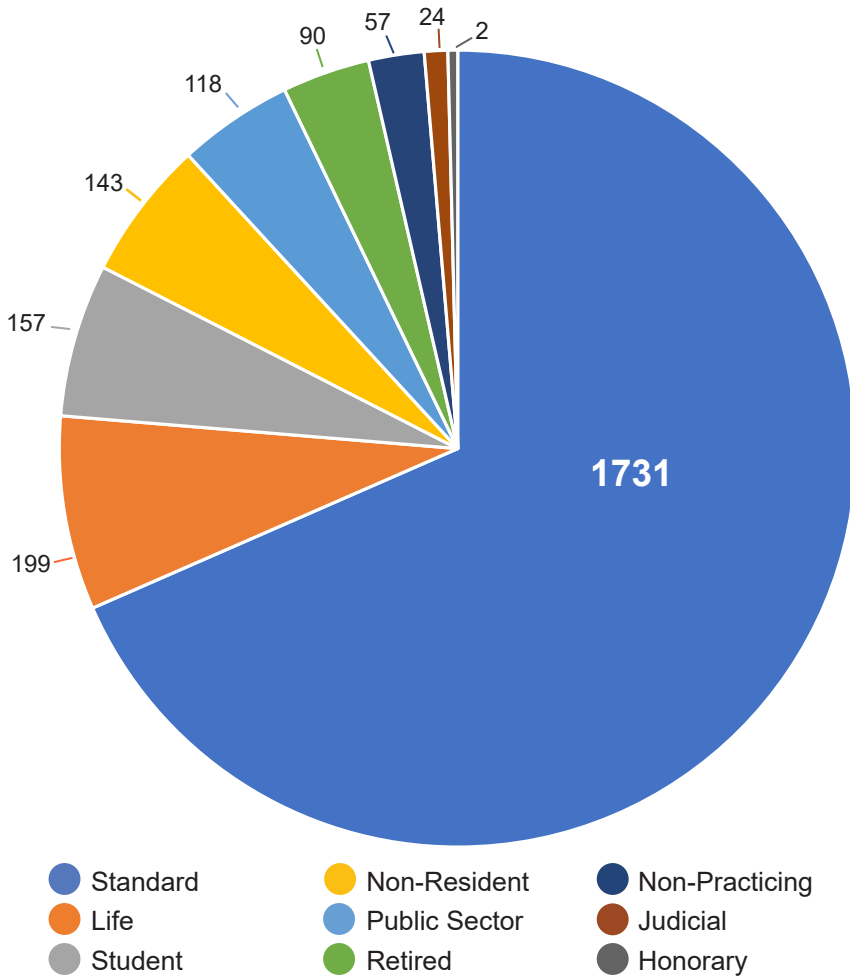
To review MSBA testimony, click [here](#).

# MSBA By the Numbers

## MEMBERS BY COUNTY



## MEMBERS



41	Section meetings, including events with <b>1,820.5</b> credits earned
32	Silent Partner practice areas
26	Member benefits
29	Sections
31	Legislative Updates
25	Testimony submissions
10	Supplements published
12	Judicial evaluations
15	Confirmation hearings
5	Bar Talks
1	Magistrate evaluation
4	Editions of the Maine Bar Journal published

## SOCIAL MEDIA

**3,241**  
Twitter  
followers



**1,000**  
Facebook  
followers

**654**  
LinkedIn Group  
members



Average Email  
Open Rate  
**45%**

# Continuing Legal Education

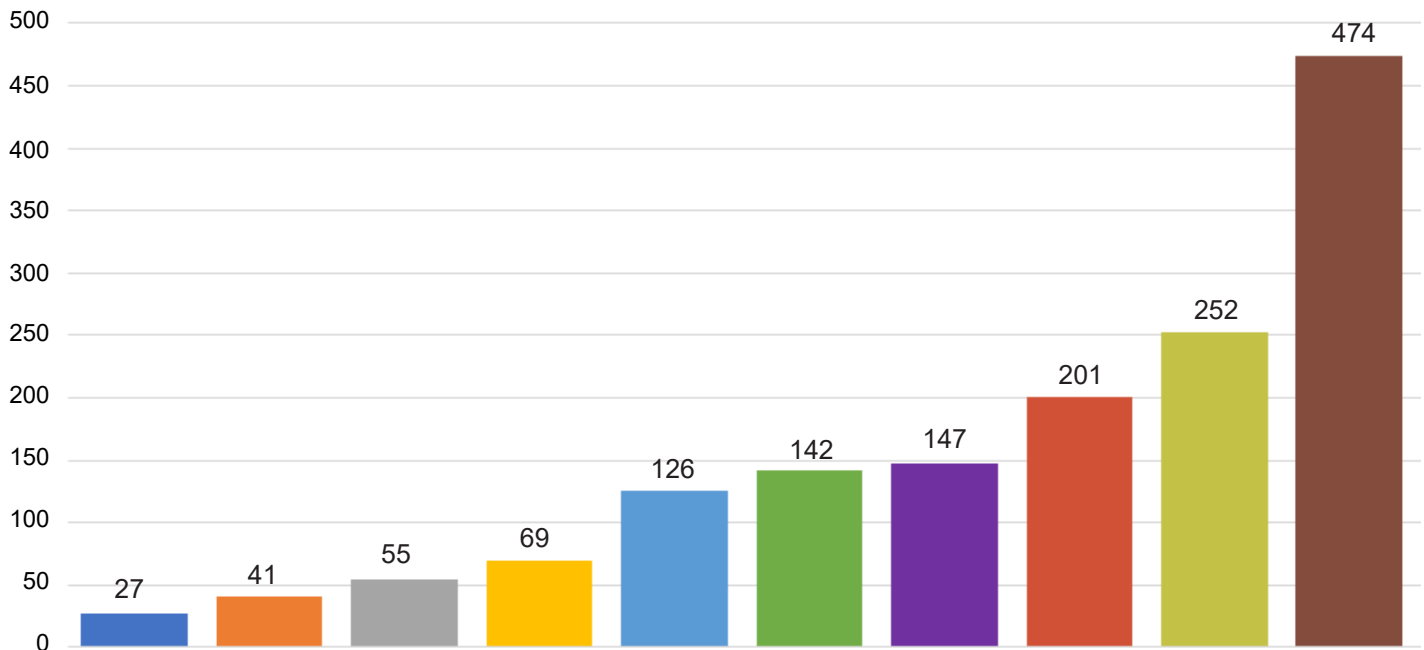
In 2023, the MSBA Continuing Legal Education Committee, in partnership with the MSBA Family Law and Real Estate & Title Sections, presented two Institutes at the Augusta Civic Center. The Labor & Employment Law Section also presented its annual update in April 2023 and the Bankruptcy Section presented its annual bankruptcy program in October of 2023. The CLE Committee thanks the Sections for presenting and co-sponsoring CLE programs during the year and especially thanks all the members and speakers who spent time developing, writing course materials, and speaking at these CLE programs that provide attorneys developing changes in the law to help them stay up-to-date and best serve their clients.

CLE partnered with multiple organizations and national speakers, both live and online, including Administrative Office of the Courts, Mindbridge, Battered Women's Justice Project in partnership with the Maine Coalition to End Domestic Violence, Maine Commission on Indigent Legal Services, InReach, WebCredenza, and CLE Webinars. National CLE providers and professional speakers also provided high-quality educational opportunities for CLE for members of the Bar Association and attorneys who practice in Maine. CLE partnered with Barron Henley and Paul Unger of Affinity Consulting; Amy Wood, Psy.D.; Greater Newburyport Bar Association; Cynthia Sharp and Becky Howlett; Teicher Professional Growth, LLC; and Marty Latz of Latz Negotiations.

## CLE Committee Members:

Hon. Donald G. Alexander; Karen E. Boston; Travis Brennan; Jennifer L. Frank; Michael H. Griffin; Hon. Thomas Humphrey; Kristin Murray-James; Kyle Noonan; Stacy Stitham; Erica Veazey; and Debby L. Willis.

**CLE Programs Developed by MSBA CLE Committee  
Live and Virtual Registration Numbers**

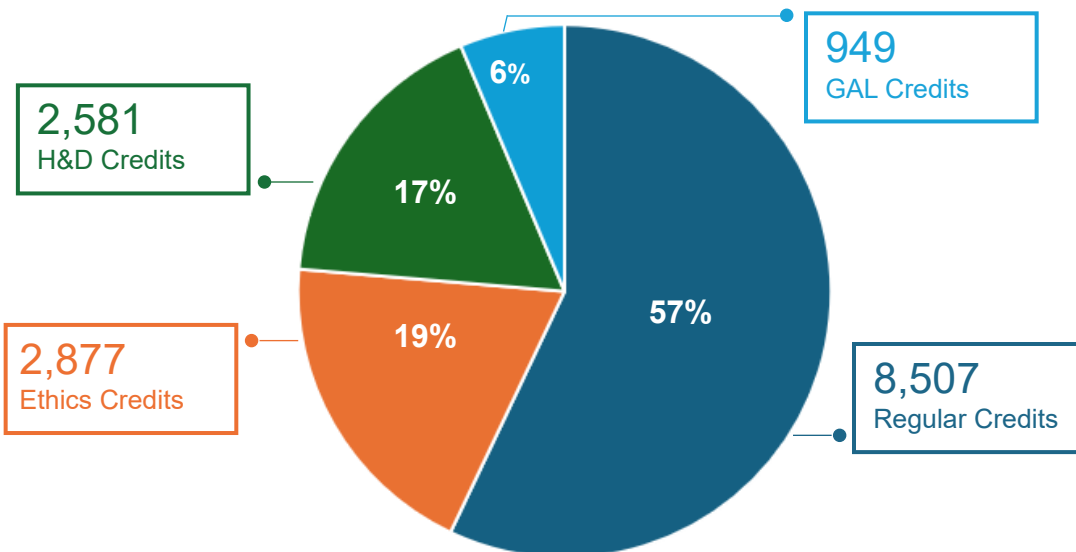


- Harassment, Discrimination & Bullying (Live)
- 6th Annual CLE by the Sea, NEW Solo and Small Firm (Live)
- GAL Core Training (Live & Virtual)
- MSBA Bankruptcy Summit (Live & Virtual)
- 2023 Bridging the Gap and MCILS Minimum Standards Training (Live)
- Family Law Institute (Live)
- 23rd Annual Employment Law Update (Live & Virtual)
- SAFeR for Legal Professionals (Live)
- Real Estate Institute (Live)
- Legal Year in Review (Live & Virtual)

# Continuing Legal Education (continued)

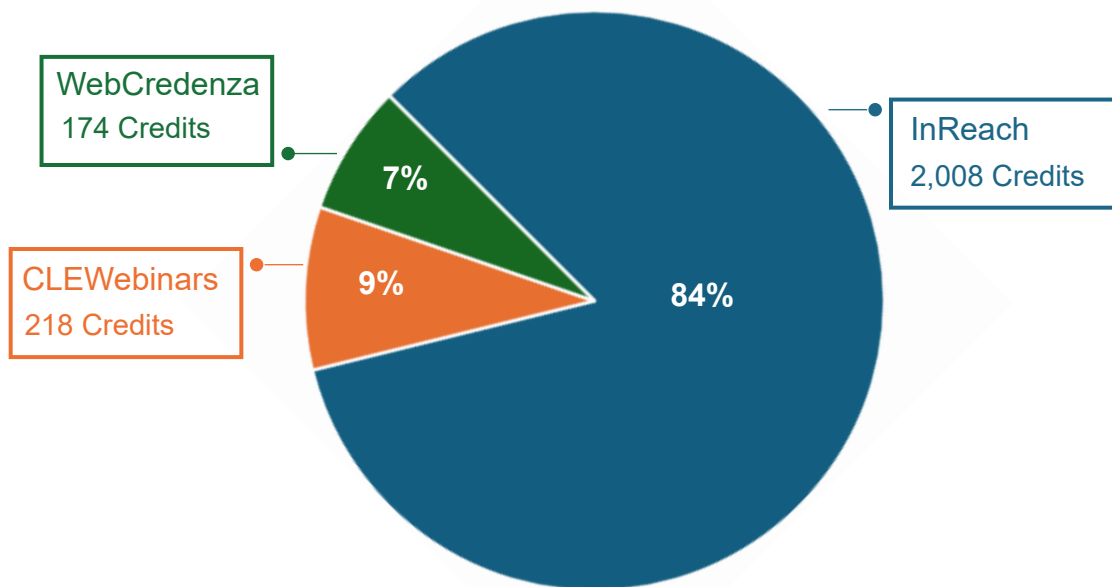
In 2023 CLE presented 372 programs that qualified for live credits, including 42 programs that provided over 2,150 attorneys the opportunity to earn the required live H&D credit. Staff processed over 5,944 individual registrations, with attorneys earning over 13,900 credits at MSBA CLE live programs.

Breakdown of live credit categories earned at programs presented by MSBA CLE:



In addition to the live programs, MSBA CLE offers multiple platforms for attorneys to earn self-study credits throughout the year including InReach, WebCredenza, and CLE Webinars. InReach online programs are developed from recordings of Maine State Bar Association CLE programs and are available on OnDemand or downloadable CEtoGO Podcast format. Attorneys earned 2,400 self-study credits online.

The Maine State Bar Association is pleased to offer these self-study CLEs in a variety of formats designed to suit attorneys' schedules and learning styles. Attorneys can obtain practical knowledge, learn useful tools, and earn CLE credits to enhance their practice.



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. Mindy Coates, CLE Coordinator for 13 years, retired in June of 2023. Molly Rogers stepped in to handle multiple CLE staffing responsibilities. The CLE Committee is grateful for efforts of CLE staff, including Linda Morin-Pasco (CLE Director), Mindy Coates (CLE Coordinator) and Molly Rogers (Membership & 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. All MSBA staff play a crucial role in all aspects and success of CLE.

# Continuing Legal Education (continued)

## Faculty Demographics for CLE Presentations

### Gender

Female: 79  
Male: 59  
Prefer Not to Answer: 3

### Years of Experience

5 years or less: 8  
6-10 years: 12  
11-15 years: 21  
16-20 years: 34  
21-25 years: 17  
26-30 years: 19  
31-35 years: 10  
36-40 years: 11  
41-45 years: 11

### Military Status

None: 121  
Veteran: 7  
Prefer Not to Answer: 8

### Identify as a Member of the LGBTQ+ Community?

No: 107  
Yes: 15  
Prefer Not to Answer: 13

### Ethnicity/Race

American Indian or Alaska Native: 2  
Multi-Racial/Other: 2  
White: 113  
Other: 3  
Prefer Not to Answer: 15

## Event Exhibitors

ABA Retirement Funds  
Allen / Freeman / McDonnell Agency  
AMETROS  
Androscoggin Bank  
AV Technik  
Cross Insurance  
Cross Insurance – Benefits Division  
Decisis  
Dow Wealth Management, LLC  
First American Exchange Company  
First American Title  
IWP (Injured Workers Pharmacy)  
LexisNexis  
Liberty Mutual Insurance  
Maine Army National Guard  
Maine Assistance Program for Lawyers & Judges  
Maine Bar Foundation

Maine Justice Foundation  
Maine State Bar Association Lawyer Referral Service  
Maine State Bar Association Membership Benefits  
Maine Volunteer Lawyers Project  
MaineGeneral Medical Center Workplace Health  
Merrills Investigations & Security  
Norman Hanson DeTroy  
Northern Light Work Health  
Old Republic Title  
Pine Tree Legal Assistance  
Rehab Without Walls  
Saco Bay Orthopaedic & Sports Physical Therapy  
SafetyWorks! Maine Department of Labor  
State of Maine Commission on Indigent Legal Services  
Synernet MaineHealth

# Winter & Summer Bar Conferences

The Winter Bar Conference was held Jan. 25-27 at the Westin Portland Harborview with sessions also offered via Zoom. In addition to a variety of practice-specific CLE sessions, we offered a training session on Decisis, which we had recently adopted for our members-only legal research tool. We also offered sessions on issues and priorities facing the Judicial Branch and the new UMaine School of Law facility. Jonathan Shapiro, a writer, producer, and former U.S. Attorney, delivered a keynote address on the art of storytelling for lawyers. The Summer Bar Conference was held once again at the Harborside Hotel, Spa & Marina in beautiful Bar Harbor from June 26-28. This family-friendly meeting included an evening with Phil Smith, a magician, comedian, and mentalist, as well as a variety of wellness activities offered throughout the week. We also presented the John W. Ballou Award to Christine Hastedt, recognized our newest Life Members, and graduated the Leadership Academy Class of 2023.

## Winter Bar Conference, Portland & Virtual



## Summer Bar Conference, Bar Harbor



## Faculty Demographics



### Members & Non-Members

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

### Gender

Female: 23  
Male: 23  
No Answer Given: 11\*\*  
Prefer Not to Answer: 2\*

### Military Status

None: 44  
Veteran: 1  
No Answer Given: 11\*\*  
Prefer Not to Answer: 3\*

### Identify as a Member of the LGBTQ+ Community?

No: 39  
Yes: 4  
No Answer Given: 11\*\*  
Prefer Not to Answer: 5\*

### Years of Experience

5 years or less: 3  
6-10 years: 5  
11-15 years: 10  
16-20 years: 5  
21-25 years: 4  
26-30 years: 6  
31-35 years: 8  
36-40 years: 4  
41-45 years: 1  
46-50 years: 2  
No Answer Given: 11\*\*

### Ethnicity/Race

American Indian or Alaska Native: 2  
Multi-Racial/Other: 2  
White: 40  
No Answer Given: 11\*\*  
Prefer Not to Answer: 4\*

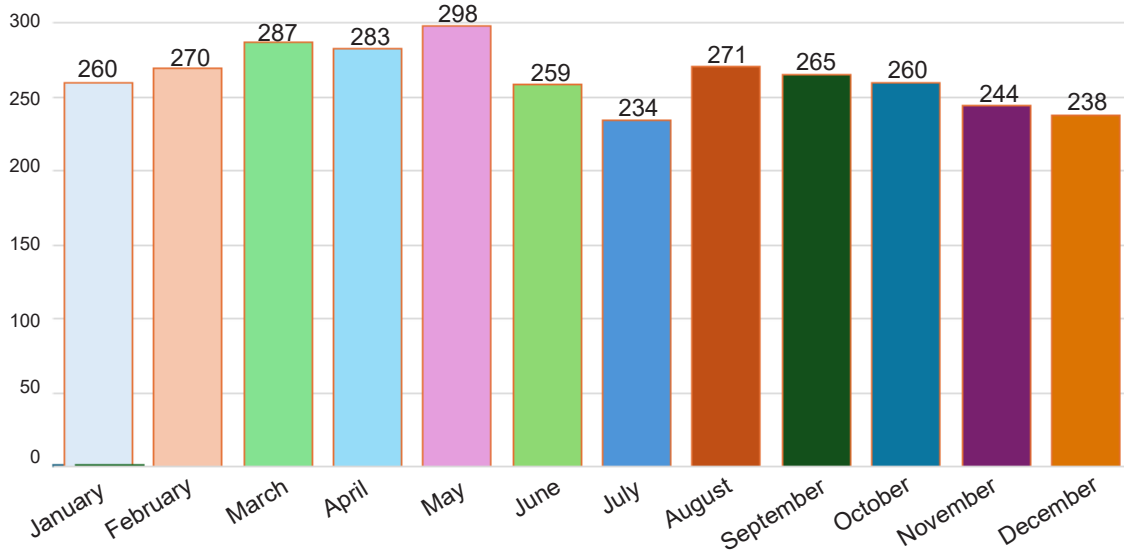
\* **Prefer not to answer:** This number represents the members who selected the field indicating they preferred not to answer the question.

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

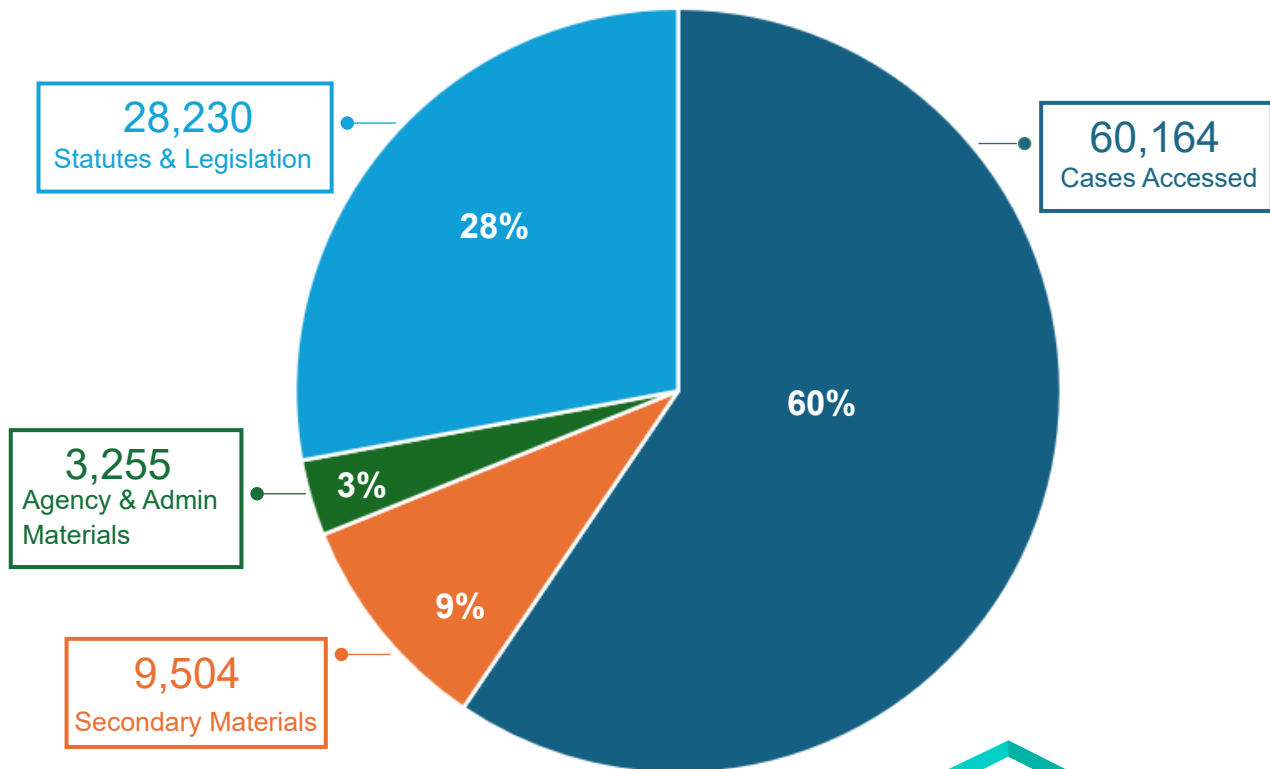
# Decisis Online Legal Research

This was the first full year MSBA offered complimentary access to Decisis™ for its legal research. Decisis is 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 its faster, more efficient and reliable research solution.

## USERS BY MONTH



## CONTENT ACCESSED



# MSBA Diversity

## Diversity Committee

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.



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



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



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



**Frank H. Bishop Jr.**  
*Hudson Cook LLP  
Portland*  
**Immediate Past President  
Board of Governors**



**Xi Chen Esquire**  
*Office of the Attorney General  
Augusta*



**Thomas L. Douglas**  
*Douglas McDaniel & Campo LLC PA  
Westbrook*



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



**Aria Eee**  
*Board of Overseers of the Bar  
Augusta*



**Susan A. Faunce**  
*Berman & Simmons PA  
Lewiston*  
**Vice President  
Board of Governors**



**Shoshana C. Mueller (Chair)**  
*Bernstein Shur  
Portland*

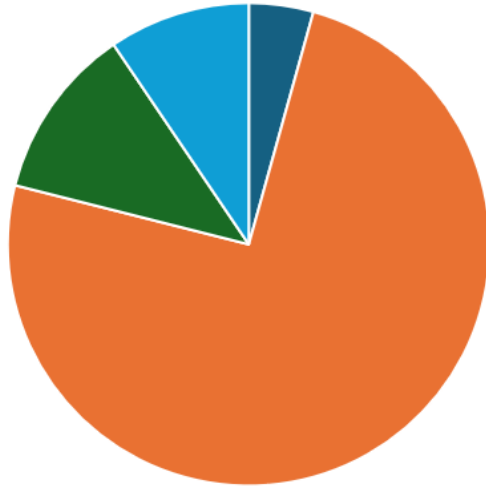


**Stacey D. Neumann, Esq**  
*Murray Plumb & Murray  
Portland*  
**Women's Law Section Representative  
to the Board of Governors**

# MSBA Diversity: Member Demographics

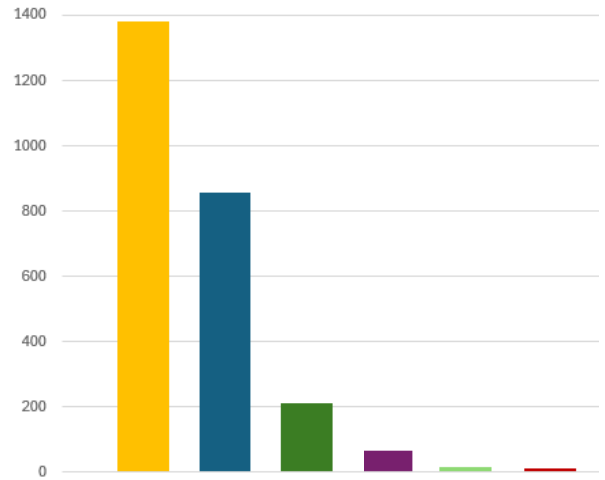
The MSBA strives to provide learning and leadership opportunities for its members, which includes emphasis on diversity, equity, and inclusion (DEI). The MSBA collects demographic information about its members as well as CLE faculty. The information is not mandatory, so the MSBA provides an opportunity 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?



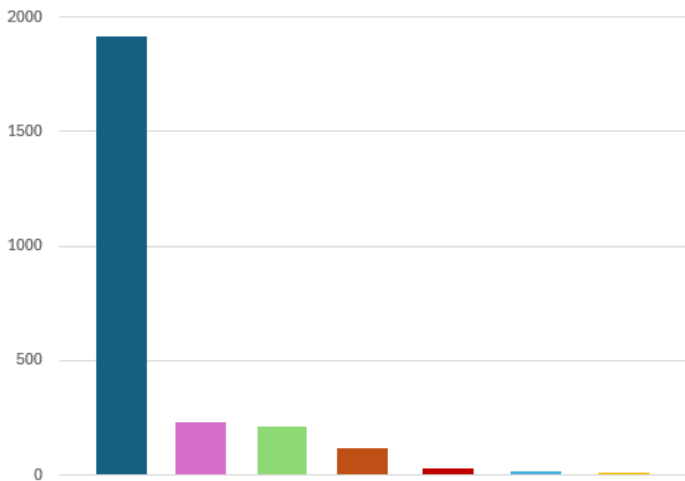
■ No: 75% (1881)  
■ Prefer Not to Answer: 12% (292)\*  
■ No Answer Given: 9% (239)\*\*  
■ Yes: 4% (109)

## Gender



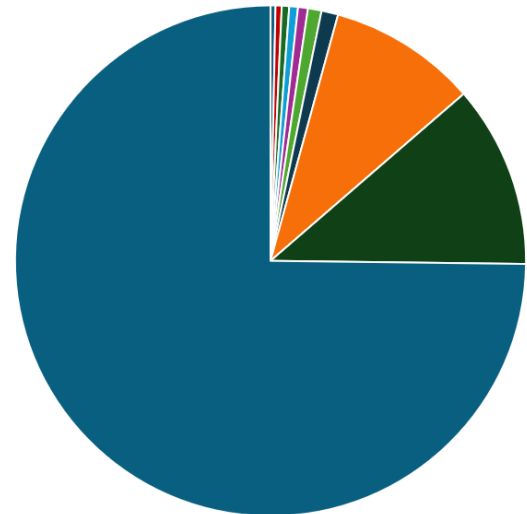
■ Male: 55% (1382)  
■ Female: 34% (858)  
■ No Answer Given: 8% (210)\*  
■ Prefer Not to Answer: 3% (64)\*\*  
■ Non-binary: 0% (6)  
■ Transgender: 0% (1)

## Military Status



■ None: 76% (1918)  
■ No Answer Given: 9% (234)\*  
■ Prefer Not to Answer: 9% (211)\*\*  
■ Veteran 5% (119)  
■ Retired: 1% (32)  
■ Reserve: 0% (6)  
■ Active: 0% (1)

## Race/Ethnicity



■ White: 76% (1912)  
■ Prefer Not to Answer: 12% (295)\*\*  
■ No Answer Given: 10% (240)\*  
■ Multi-Racial/Other: 1% (23)  
■ Asian: 1% (20)  
■ Hispanic or Latino: 0% (11)  
■ American Indian or Alaska Native: 0% (10)  
■ Black or African American: 0% (7)  
■ Other: 0% (2)  
■ Native Hawaiian or Other Pacific Islander: 0% (1)

\* **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.

**Section Chairs:** Elyse M. Apantaku and Shamara S. Bailey

### Gender

Female: 15  
Male: 16  
No Answer Given: 2\*\*  
Prefer Not to Answer: 1\*

### Identify as a Member of the LGBTQ+ Community?

No: 24  
Yes: 3  
No Answer Given: 3\*\*  
Prefer Not to Answer: 4\*

34  
Members

### Ethnicity/Race

American Indian or Alaska Native: 3  
Asian: 8  
Black or African American: 3  
Hispanic or Latino: 7  
Multi-Racial/Other: 4  
White: 5  
No Answer Given: 3\*\*  
Prefer Not to Answer: 1\*

### Military Status

None: 28  
Veterans: 2  
No Answer Given: 3\*\*  
Prefer Not to Answer: 1\*

## 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. The next award will be presented in 2024.

**Section Chairs:** Emily P. Crowley and Katie Day

### Gender

Female: 159  
Male: 1  
No Answer Given: 2\*\*  
Prefer Not to Answer: 4\*

### Identify as a Member of the LGBTQ+ Community?

No: 129  
Yes: 13  
No Answer Given: 2\*\*  
Prefer Not to Answer: 22\*

### Ethnicity/Race

American Indian or Alaska Native: 2  
Asian: 3  
Hispanic or Latino: 1  
Multi-Racial/Other: 3  
White: 138  
No Answer Given: 2\*\*  
Prefer Not to Answer: 17\*

### Military Status

None: 148  
Veterans: 3  
Retired: 1  
No Answer Given: 2\*\*  
Prefer Not to Answer: 12\*

166  
Members

\* **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: CLE Presentations

In 2023, the MSBA provided 42 programs (some shown more than once) 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.

- Accessibility Under Titles II and III of the Americans With Disabilities Act (ADA), Maine State Court Accessibility, and Best Practices for Working With Interpreters (2023 Summer Bar Conf.)
- Battling Gender Bias: How Sexual Predators Escape Punishment (Webinar)
- Cultural Competency: Managing Bias (GAL Core Training)
- Diversity, Equity & Inclusion in Law Practice (Webcast)
- Elimination of Bias - Combating Age Bias in the Legal Field (Webinar)
- Harassment and Discrimination Issues in Real Estate Practice (Real Estate Institute)
- Harassment, Discrimination & Bullying as Viewed Through the Film "The Master" (2023 Winter Bar Conf.)
- How Bill Cosby and Other Sexual Predators Escape Punishment (Webinar)
- Identifying & Combating Gender Bias (Webinar)
- Implicit Bias and Microaggressions in Law Firms (23rd Annual Employment Law Update)
- Integrating Anti-Bias Practices (Webinar)
- Learn Mindfulness to Curtail Bias and Make Ethical Decisions (Webinar)
- Moving Beyond Diversity: Understanding Neuropsychology of Implicit Bias (Webinar)
- Practical Tips & Strategies to Combat Implicit Biases in Law (Webinar)
- Rule 8.4(g) in 2023: Why is Racial Discrimination not Reported among Maine Lawyers? (2023 Legal Year in Review)
- The Lawyers Behind the Data: Racial and Ethnic Diversity and Inclusion in the Maine Bar (2023 Summer Bar Conf.)
- The Neuropsychology of Implicit Bias and Mitigation (Webinar)
- Unconscious Bias & The Importance of Diversity & Inclusion (6th Annual CLE by the Sea: NE Solo & Small Firm Conf.)
- When There are Nine - Sexual Bias in the Legal Profession (Webinar)
- Why Female Attorneys Get Paid Less (Webinar)

## Bar Talk

Bar Talk continued to offer periodic 30-minute Zoom briefings with MSBA President Stacy Stitham and ED Angela Armstrong to inform members about legal news and resources that benefit their practices and well-being. 2023 guests included:

- Gerald Petruccelli, James Tierney & Hon. Daniel Wathen
- Hon. Jessie Gunther, Ginger Davis & Margaret McGaughey
- John Hudak, Dir. Of Maine Office of Cannabis Policy & Scott Lever, Founder & Principal of Lever Consulting
- Catharine MacLaren of Northern Light Health, Michael Mahoney of L.L. Bean & Emily Schorer of The Jackson Laboratory
- Zachary McNally of the Rural Access to Justice Task Force, Justice Andrew Mead of the Maine Supreme Court & Erika Kranz of the UMaine School of Law



# Lawyer Referral Service

Since 1972, The Lawyer Referral Service (LRS) has helped the people of Maine find qualified attorneys to meet their legal needs and helped provide Maine attorneys with a cost-efficient way to build business. As one of only 70 referral services across the country to meet the American Bar Association standards for referral services, the LRS is authorized to use the logo and slogan “The Right Call for the Right Lawyer.”

The LRS is overseen by a committee and governed through bylaws which set forth the purpose of the service. These bylaws establish: the LRS Committee and its supervisory responsibilities; requirements for membership; and funding for and general running of the program. Since 2018, the LRS program has been operated through the web-based platform Community.Lawyer, a free program that was built through a social impact incubator.

2023 was a year of change and transition for the Lawyer Referral Service. Long-time program director, Rachel MacArthur, resigned from her position in September of 2023. Although recruiting for a new program director began promptly upon receipt of Director MacArthur’s resignation, a candidate for the position was not identified before the end of the year. We were pleased to welcome attorney Celine Boyle as our new LRS director in mid-January of 2024.

Due to the difficulty in finding a new program director and the inability of the system to properly function without dedicated staff, the LRS service was placed into hiatus from October of 2023 through February of 2024. During the months that the program operated in 2023, according to the information entered by member attorneys and compiled through the Community Lawyer platform, there were 1021 requests for attorneys. This represents 798 less requests than the prior year. Of these requests, 544 resulted in consultations, and 161 of those requests resulted in engagements. The accompanying chart identifies the areas of law in which LRS consumers needed legal assistance: the top categories included family law, bankruptcy law, consumer law, and criminal law.

The LRS is funded through three pathways: funds collected through \$25.00 referral payments; funds collected through a set percentage on any fee exclusive of costs in excess of a set minimum threshold collected for legal service (currently set at \$200.00) for each LRS caller who retains counsel; and LRS membership fees for attorneys who wish to participate in the program who are not MSBA members.

In the fiscal year of October 1, 2022 through September 30, 2023, the LRS collected fees in the amount of **\$98,019.33**. Program expenses during that same time period were \$68,609.01, leaving a net income of \$29,410.32.

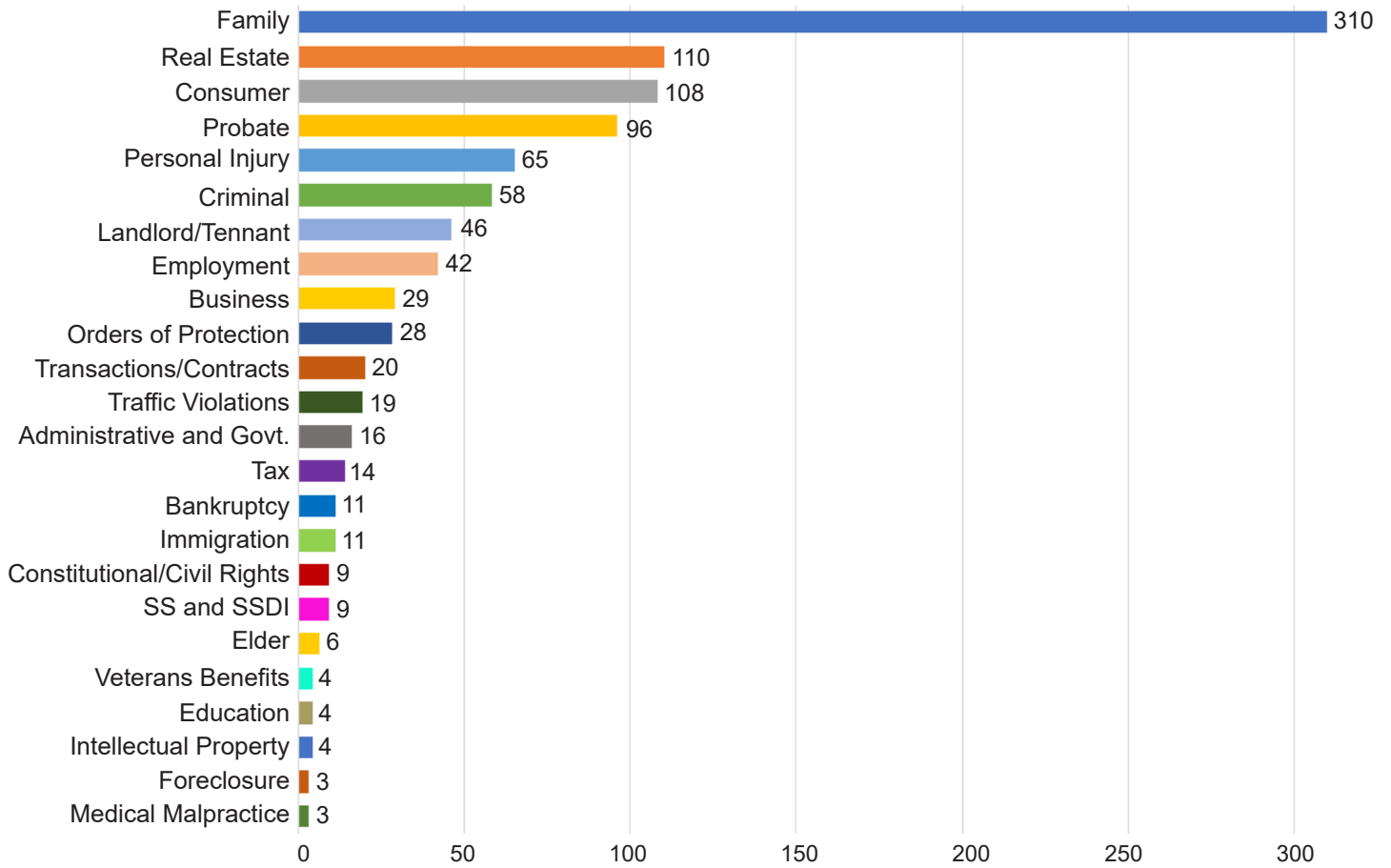
In 2022, the Board of Governors voted that membership in the Maine State Bar Association (MSBA) automatically qualifies MSBA members to reap the benefits of participation in the LRS, assuming they meet all program requirements. This benefit is a popular success, and current MSBA members will continue to have the benefit of joining our lawyer panels and receiving screened referrals without having to pay a program fee.

## Fees Collected by LRS from October 1, 2022, to September 30, 2023

DATE	Application Fee	% Retained Fees	Membership Fee	Total
October 2022	\$2525.00	\$9070.72	\$300.00	\$11,614.47
November 2022	\$2750.00	\$1953.63	\$200.00	\$4,828.63
December 2022	\$2250.00	\$8190.94	\$100.00	\$10,515.94
January 2023	\$3750.00	\$5745.00	\$0.00	\$9,445.73
February 2023	\$3800.00	\$5400.57	\$100.00	\$9,250.57
March 2023	\$3150.00	\$9690.33	\$0.00	\$12,715.33
April 2023	\$3075.00	\$2617.08	\$0.00	\$5,642.08
May 2023	\$2750.00	\$1300.20	\$0.00	\$4,025.20
June 2023	\$3775.00	\$7665.23	\$0.00	\$11,415.23
July 2023	\$2825.00	\$6269.91	\$0.00	\$9,253.91
August 2023	\$3575.00	\$1256.75	\$0.00	\$4,756.75
September 2023	\$2075.00	\$2605.49	\$0.00	\$4,555.49
<b>Total Fees</b>				<b>\$98,019.33</b>

# Lawyer Referral Service (continued)

Referrals by Matter Type



## MSBA Award Recipients

### 2023 John W. Ballou Award



Christine Hastedt

### 50-Year Life Members:

George F. Burns, *Portland, ME*  
Coley G. Coyne Jr., *Auburn, ME*  
Stephen F. Dubord, *Vero Beach, FL*  
William P. Dubord, *Waterville, ME*  
Gregory J. Farris, *Gardiner, ME*  
Hon. Peter J. Goranites, *Portland, ME*  
Robert E. Hirshon, *Ann Arbor, MI*  
George S. Isaacson, *Lewiston, ME*  
Joseph M. Kozak, *Augusta, ME*  
Bernard J. Kubetz, *Bangor, ME*

S. Peter Mills, III, *Skowhegan, ME*  
Roderick R. Rovzar, *Portland, ME*  
Ellsworth T. Rundlett III, *Portland, ME*  
John J. Sanford, *Camden, ME*  
James J. Shirley, *York, ME*  
Hon. Warren M. Silver, *Dedham, ME*  
Lendall L. Smith, *Westbrook, ME*  
Charles W. Smith Jr., *Biddeford, ME*  
Joseph L. Steinberger, *Rockland, ME*  
Lawrence J. Zuckerman, *Gray, ME*

## Leadership Academy Class of 2023

John E. Belisle, *Augusta, ME*  
Nicholas J. Bernate, *Portland, ME*  
Christopher C. Boots, *Lewiston, ME*  
Shannon M. Flaherty, *Augusta, ME*

Eamonn R. Hart, *Lewiston, ME*  
Kady S. Huff, *Bangor, ME*  
Ragner Jaeger, *Augusta, ME*  
Whitney A. Lallas, *Portland, ME*

Patrick W. Lyons, *Ellsworth, ME*  
Patrick I. Marass, *Portland, ME*  
Melissa L. Martin, *Augusta, ME*  
Kelsey C. Olesen, *Bangor, ME*

## 2023 Leadership Academy Scholarships Sponsors

**BERMAN &  
SIMMONS**  
TRIAL ATTORNEYS

**Eaton  
Peabody**  
Attorneys at Law

**PretiFlaherty**

**BERN  
STEIN  
SHUR**

**RUDMAN • WINCHELL**  
COUNSELORS AT LAW

## 2023 MSBA Sponsors

**A** LLEN / FREEMAN / McDONNELL  
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A Family Of Professional Service Companies

**Decisis**

**Clio**

**LAWPAY**  
CREDIT CARD PROCESSING

# MSBA Financial Position

## Revenue

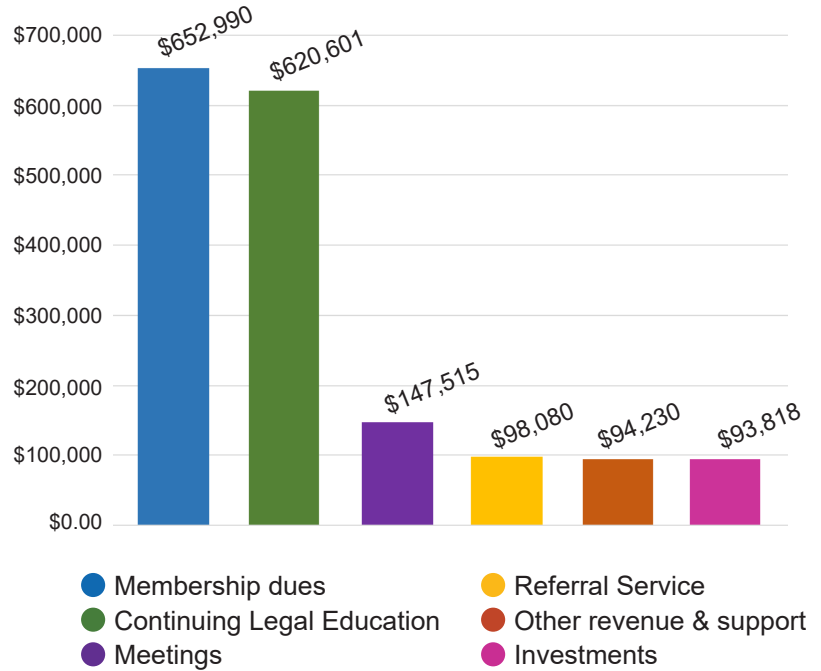
### Operating Revenue & Other Support

Membership dues	\$652,990
Continuing Legal Education	\$620,601
Meetings	\$147,515
Referral Service	\$98,080
Other revenue & support	\$94,230

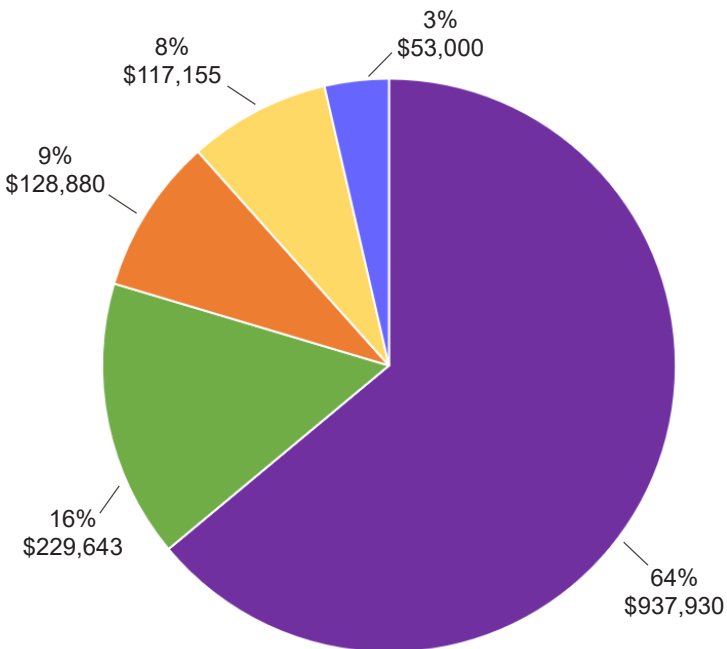
### Non-Operating Activities

Investments	\$93,818
<b>Total Revenue</b>	<b>\$1,707,234</b>

## 2023 Revenue Sources



## 2023 Use of Funds



## Expenses

Member services & administration	\$937,930
Continuing Legal Education	\$229,643
Member programs	\$128,880
Meetings	\$117,155
Decisis	\$53,000
<b>Total Expenses</b>	<b>\$1,466,611</b>

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

Read Investment Committee Chair David Levesque's annual report [here](#).

- Member services & administration
- Continuing Legal Education
- Member programs
- Meetings
- Decisis

# 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.*

## **2022-2023 Sustaining Members:**

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Hon. John R. Atwood  
Randall Bates  
Henri A. Benoit, II  
Benjamin I. Bornstein  
Deborah A. Bornstein  
James M. Bowie  
Michael S. Bowser, Jr.  
James W. Brannan  
J. David Canarie Jr.  
Paul W. Chaiken  
Brian L. Champion  
John D Clifford  
Eric N. Columber  
Meghan E. Connelly  
Thaddeus Von Day  
Joel A. Dearborn, Sr.  
Jonathan M. Dunitz  
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Carl R. Griffin, III  
Kristin A. Gustafson  
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Tyler J. Smith  
Gregory E. Snow  
Stacy O. Stitham  
Brian Patrick Sullivan  
Scott Webster  
Tanna B. Whitman  
Debby L. Willis  
Steven F. Wright

Law Offices of Joe Bornstein

The Sustaining Membership category permits MSBA members to make additional financial contributions to the Maine State Bar Association. These contributions help the MSBA maintain affordable dues, fund capital expenditures, and develop and implement programs to provide additional member benefits. Sustaining Members are recognized online and in the Maine Bar Journal.

*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.*

