



Maine State Bar
ASSOCIATION
Chartered in 1891

2025 ANNUAL REPORT



NOTORIOUS
MAINE CRIME in the Public Eye 1690-1940

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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.

Executive Director's Report



“2025 was a year that demonstrated both the continued relevance of the MSBA and the strong sense of community that exists within Maine’s legal profession.”

Angela P. Armstrong | Executive Director

The Maine State Bar Association had a busy and productive year in 2025, with progress across many of the programs and services that support our members and Maine’s legal community. The pages that follow highlight those efforts in greater detail. From improvements to member services to important conversations about the rule of law, 2025 was a year that demonstrated both the continued relevance of the MSBA and the strong sense of community that exists within Maine’s legal profession.

One important step forward was the modernization of the MSBA’s Lawyer Referral Service. Since 1972, the program has helped connect members of the public with Maine attorneys. In 2025, the service transitioned to the Qase platform, giving participating attorneys greater control over referrals and making the process more efficient for both lawyers and potential clients. The new system allows attorneys to review requests and select matters that align with their practice areas and availability, while improved matching tools help ensure referrals reach the attorneys best suited to assist.

During the year we also transitioned the MSBA’s membership cycle from an October–September fiscal year to a calendar-year cycle. While the change required careful planning behind the scenes, it better aligns membership with calendar-year budgeting, CLE reporting, and other MSBA programs, while simplifying the renewal process for members. We also introduced new membership categories to better accommodate attorneys working in the nonprofit sector and attorneys who wish to remain connected to the MSBA even though they are not licensed to practice in Maine.

The MSBA and our members also remained actively engaged in conversations about the rule of law. In October, hundreds gathered at Hannaford Hall at the University of Southern Maine for a public forum organized by Maine Lawyers for the Rule of Law. The event brought together leaders from across the legal community—including MSBA President Susan Faunce, Governor Janet Mills, Attorney General Aaron Frey, ACLU of Maine Legal Director Carol Garvan, and Harvard Law School Professor Noah Feldman—to discuss the role lawyers and judges play in protecting democratic institutions and fundamental rights.

2025 also included moments of celebration and transition within the MSBA team. Valerie Schriver, our Communications and Program Coordinator, marked 25 years with the Association—a milestone that reflects both her dedication and the lasting impact she has had on our programs and members. We also said goodbye to Suzzanne Doiron, our CLE Coordinator, and thank her for the many contributions she made to the success of our continuing legal education programs.

Looking back on the year, I am grateful for the many ways MSBA members continue to support this organization—by volunteering, mentoring, presenting, serving in leadership roles, and participating in our programs. Your engagement makes the MSBA’s work possible, and I hope you enjoy reading more about the many accomplishments of our community throughout this report.

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

Angela P. Armstrong
Executive Director

Staff

Executive Director
Angela P. Armstrong

DEPARTMENT DIRECTORS

CLE Director
James Westhoff

Communications Director
Kathryn A. Holub

Lawyer Referral Service Director
Celine Boyle

Membership Director
Molly Rogers

ADMINISTRATIVE SUPPORT STAFF

Administrative & CLE Coordinator
Suzzanne Doiron (left in Dec.)

Communications & Program Coordinator
Valerie Schriver

Membership Services Coordinator
Jennifer Altmiller

Office Administrator
Anja Mutschin

Sections & Committees Coordinator
Colin Marquis-Boutin

Board of Governors



President

Susan A. Faunce
Berman & Simmons PA
Lewiston



President Elect

Rachel D. Okun
Okun Law PLLC
Falmouth



Vice President

James B. Haddow
Petrucelli Martin & Haddow LLP
Portland



Immed. Past President

Jonathan M. Dunitz
Verrill
Portland



Treasurer

Cheryl J. Cutcliffe
Basham & Scott LLC
Brunswick



Governor: District Four (Sagadahoc & Lincoln)

Justin W. Andrus
Justin W. Andrus PLLC
Bath



Governor At-Large: Public Service Sector

Jason D. Anton
Office of the Attorney General
Augusta



Governor: District Nine (Penobscot)

Samantha D. Baker
Griffin & Jordan LLC
Orono



Governor: District Three (Cumberland)

Pawel Z. Binczyk
Fisher & Phillips LLP
Portland



Governor: District Six (Kennebec)

Teresa M. Cloutier
Cloutier Carrillo
Augusta



Governor: District One (York)

Jill S. Cramer
Bourque Clegg Causey & Morin LLC
Sanford



Governor: District Two (Oxford & Franklin)

Jason Dennis
Hastings Law Office PA
Fryeburg



Governor: BIPOC Lawyers Section

Asha A. Echeverria
Bernstein Shur
Portland



Governor: District Eight (Waldo & Knox)

Haley B. Hall
Camden Law LLP
Belfast



Governor: District Three (Cumberland)

Christopher Harmon
Garmey Law
Portland



Governor: District Seven (Somerset & Piscataquis)

Tonya H. Johnson
C.W. & H.M. Hayes
Dover-Foxcroft



Governor: District Ten (Hancock & Washington)

Zachary F. McNally
Hale & Hamlin LLC
Ellsworth



Governor: District Five (Androscoggin)

Sarah C. Mitchell
Skelton Taintor & Abbott
Lewiston



Governor: New Lawyers Section

Sanchita Mukherjee
Pine Tree Legal Assistance
Augusta



Governor: District Three (Cumberland)

John M. Ney, Jr.
Brock & Scott PLLC
Portland



Governor: District Eleven (Aroostook)

Neil J. Prendergast
NJP Law LLC
Fort Kent



Governor At-Large: In-House Counsel

Ronald W. Schneider, Jr.
University of New England
Biddeford
(June - Dec.)



Governor: Women's Law Section

Shea H. Watson
University of Maine
School of Law
Portland

Section Chairs

Administrative Law

Charles F. Dingman
Kozak & Gayer PA
Augusta

Alternative Dispute Resolution

Durward W. Parkinson
Bergen & Parkinson LLC
Kennebunk
(Jan.–July)

Humphrey H. Johnson
Appreciated Solutions LLC PA
Peaks Island
(Sep.–Dec.)

Read annual report [here](#).

Animal Law

Cassandra Morin
Desmond, Rand & Guerard PA
Westbrook

Bankruptcy & Reorganization Law

Shawn K. Doil
Verrill
Portland

Read annual report [here](#).

BIPOC Lawyers

Shamara S. Bailey
Bailey Law Firm PLLC
Patten
(Jan.–July)

Elyse M. Apantaku
Legal Services for Maine Elders
Augusta

Business Law

Robert C. Vanderpool
NextGen Law Group
Brunswick
(Jan.–Mar.)

Jevaun M. Quinn
cPort Credit Union
Portland
(Oct.–Dec.)

Cannabis & Hemp Law

Christine Baily
C Baily Law LLC
Arlington, MA

Read annual report [here](#).

Child Protective & Juvenile Justice

Vacant

Consumer & Financial Institution Law

Daniel J. Eichorn
cPort Credit Union
Portland
(Jan.–Mar.)

Crystal J. Anthony
Ancorum Credit Union
Bath
(Sep.–Dec.)

Read annual report [here](#).

Criminal Law

Robert J. Ruffner
Maine Indigent Defense Center
Portland

Read annual report [here](#).

Elder Law

Greta A. Atchinson
Lanman Rayne Nelson Reade
Falmouth
(Jan.–June)

Tracy B. Ferland
Lanman Rayne Nelson Reade
Falmouth
(June–Dec.)

Read annual report [here](#).

Environmental & Energy Law

Jeffrey A. Thaler
Preti Flaherty
Portland
(Jan.–Oct.)

Kevin Osantowski
Preti Flaherty
Portland
(Oct.–Dec.)

Family Law

Elizabeth J. Scheffee
Scheffee Law LLC
Gorham
(Jan.–Oct.)

Joseph Boisvert
Boisvert Legal LLC
Arundel
(Oct.–Dec.)

Read annual report [here](#).

Federal Practice

Eamonn Hart
Brann & Isaacson LLP
Lewiston
(Apr.–Dec.)

Government & Public Sector Law

Vacant

Health Law

Ragner Jaeger
Kozak & Gayer PA
Augusta

Immigration Defense

Jennifer F. Atkinson
Gallagher Villeneuve &
DeGeer PLLC
Damariscotta
(Sep.–Dec.)

Sara Fleming
Fragomen, Del Rey, Bernsen &
Loewy LLP
San Jose, California
(Sep.–Dec.)

Read annual report [here](#).

Insurance Practice Section

Brett R. Leland
Verrill
Portland

Intellectual Property

Andrew J. Zulieve
Zulieve Law LLC
Waldoboro
(Jan.–Aug.)

David Dyer
Harpowell
(Sep.–Dec.)

Read annual report [here](#).

International Practice

Adrian P. Kendall
Norman Hanson & DeTroy LLC
Portland

Labor & Employment

Steven J. Silver
Littler Mendelson PC
Portland

Martin Tartre
Employee Rights Group LLC
Portland

Read annual report [here](#).

Litigation

Timothy M. Kenlan
Berman & Simmons PA
Lewiston

Municipal Law

Philip R. Saucier
Bernstein Shur
Portland
(Jan.–July)

Matthew Tarasevich
Bernstein Shur
Portland

New Lawyers

Paige Eggleston
Bernstein Shur
Portland

Read annual report [here](#).

Real Estate & Title

Carrie B. Cote
First American Title Insurance
Company
South Portland
(Jan.–Oct.)

Shannon M. Esty
Treworgy & Baldacci
Bangor
(Oct.–Dec.)

Read annual report [here](#).

Solo & Small Firm

Allison M. Kuhns
KuhnsStephens LLC
Portland

Caitlin L. LoCascio-King
LoCascio-King Law LLC
Scarborough

Read annual report [here](#).

Tax Law

Olga J. Goldberg
Pierce Atwood LLP
Portland

Trusts & Estates

Anya F. Endsley
Verrill
Portland

Read annual report [here](#).

Veterans' Law

Francis Jackson
Jackson & MacNichol
South Portland
(Oct.–Dec.)

Women's Law

Elizabeth A. Kayatta
Berman & Simmons PA
Lewiston

Letson D. Boots
Verrill
Portland

Read annual report [here](#).

Workers' Compensation

Anne-Marie L. Storey
Rudman Winchell
Bangor
(Jan.–Aug.)

Vacant

(Aug.–Dec.)

Committee Chairs

Bylaws & Policies

James B. Haddow

*Petruccelli 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 p. 8.

Diversity

Vacant

Executive

Susan A. Faunce

*Berman & Simmons PA
Lewiston*

Executive Director Evaluation

Jonathan M. Dunitz

*Verrill
Portland*

Finance

Rachel D. Okun

*Okun Law PLLC
Falmouth*

Read annual report [here](#).

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

Vacant

Read annual report on p. 21.

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

Christopher Harmon

*Garmey Law
Portland*

Membership

Cheryl J. Cutcliffe

*Basham & Scott LLC
Brunswick*

Read annual report [here](#).

Nominating

Susan Faunce

*Berman & Simmons PA
Lewiston
(Jan.–Sept.)*

Rachel D. Okun

*Okun Law PLLC
Falmouth
(Sept.–Dec.)*

Wellness

Teresa Cloutier

*Cloutier Carrillo
Augusta*

Jill S. Cramer

*Bourque Clegg Causey & Morin LLC
Sanford*

Legislative Advocacy

The Maine State Bar Association tracks legislation affecting legal practice, the administration of justice, and the public's fundamental rights. Ongoing review of current and proposed bills keeps section members informed about issues relevant to their areas of practice. In collaboration with its legislative counsel—James I. Cohen, Grady F. Hogan, and J. Sampson Hamilton of Verrill—MSBA leadership stays current on key developments and shares updates with members throughout the legislative session.

The MSBA's 2025 Legislative Review & Response Committee included Executive Director Angela Armstrong and Governors Rachel Okun (chair), Justin Andrus, Teresa Cloutier, Jim Cohen, Susan Faunce, Haley Hall, Kristine Hanly, Zachary McNally, and Neil Prendergast.

During 2025, the Association's legislative advocacy focused on Maine's ongoing responsibilities to fund and provide indigent legal services, as well as efforts to modernize and consolidate state court facilities. The MSBA submitted testimony or responses on LDs 1810, 1650, 1814, 1491, 1022, 1101, 921, 884, 530, 738, 210, and 209, and participated in nine judicial confirmation hearings.

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

Financial Position

Revenue

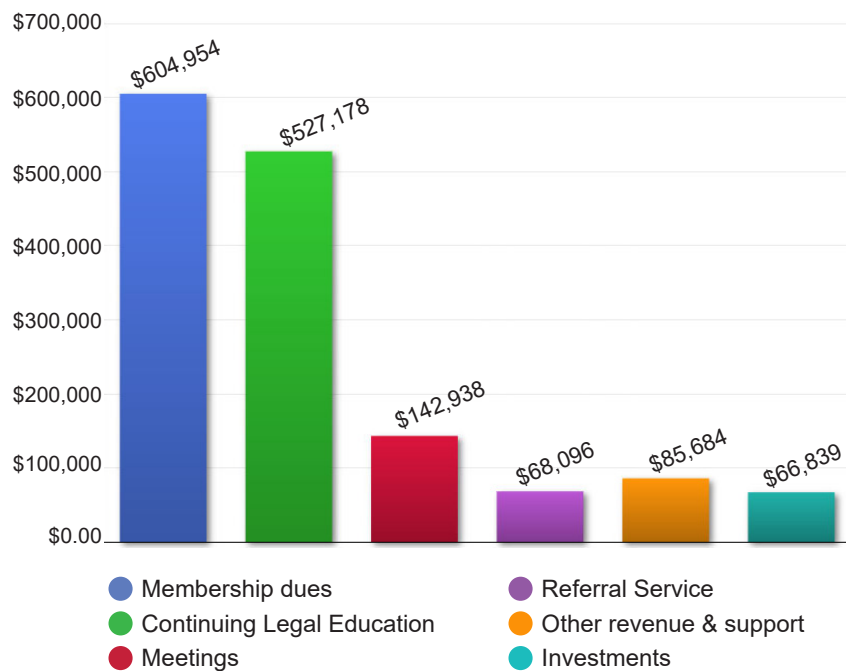
Operating Revenue & Other Support

Membership dues	\$604,954
Continuing Legal Education	\$527,178
Meetings	\$142,938
Referral Service	\$68,096
Other revenue & support	\$85,684

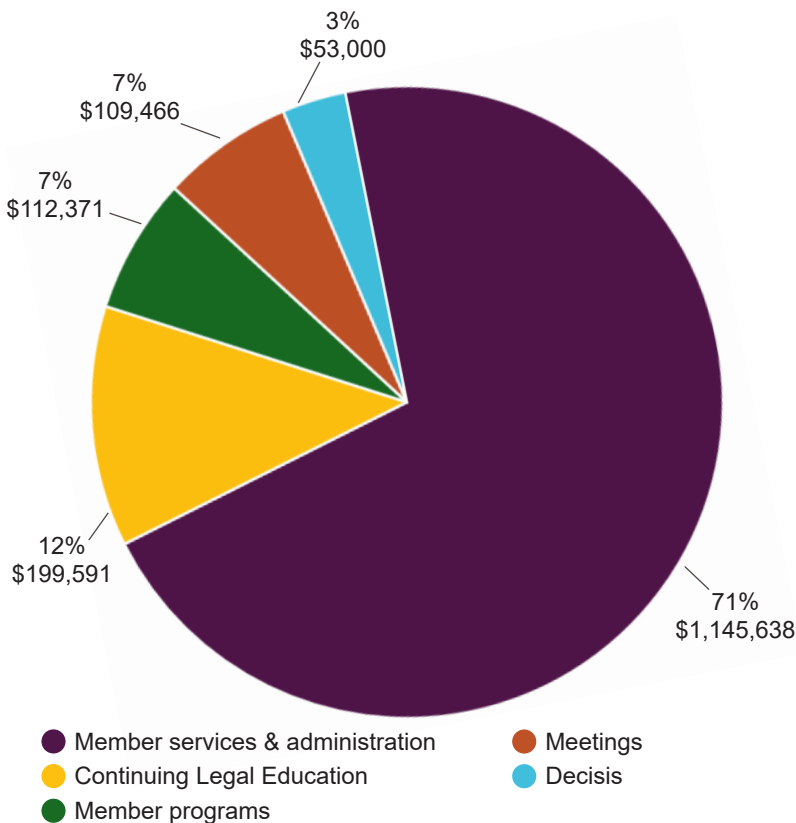
Non-Operating Activities

Investments	\$66,839
Total Revenue	\$1,495,689

2025 Revenue Sources



2025 Use of Funds



Expenses

Member services & administration	\$1,145,638
Continuing Legal Education	\$199,591
Member programs	\$112,371
Meetings	\$109,466
Decisis	\$53,000
Total Expenses	\$1,620,066

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

Read Investment Committee annual report [here](#).

Continuing Legal Education

In 2025, the Labor & Employment Law Section presented its 25th Annual Employment Law Update in May and the Elder Law and Trusts & Estates Sections co-hosted the Elder Law and Estate Planning Institute at the end of May. The MSBA also worked closely with Justice Donald Alexander and Attorney Chris Harmon of the CLE Committee to present a session on Attorney-Directed Voir Dire in October. And in November, the MSBA partnered with the University of Maine School of Law and the Maine Trial Lawyers Association to host the inaugural Deposition Skills College for 24 attorneys in November. The program was successful, and planning is underway for a second edition in 2026.

The CLE Committee and MSBA thank the Sections for presenting and co-sponsoring these programs and extend special appreciation to the members and speakers who devoted their time to developing materials and presenting. These efforts ensure attorneys receive the most current information to effectively serve their clients.

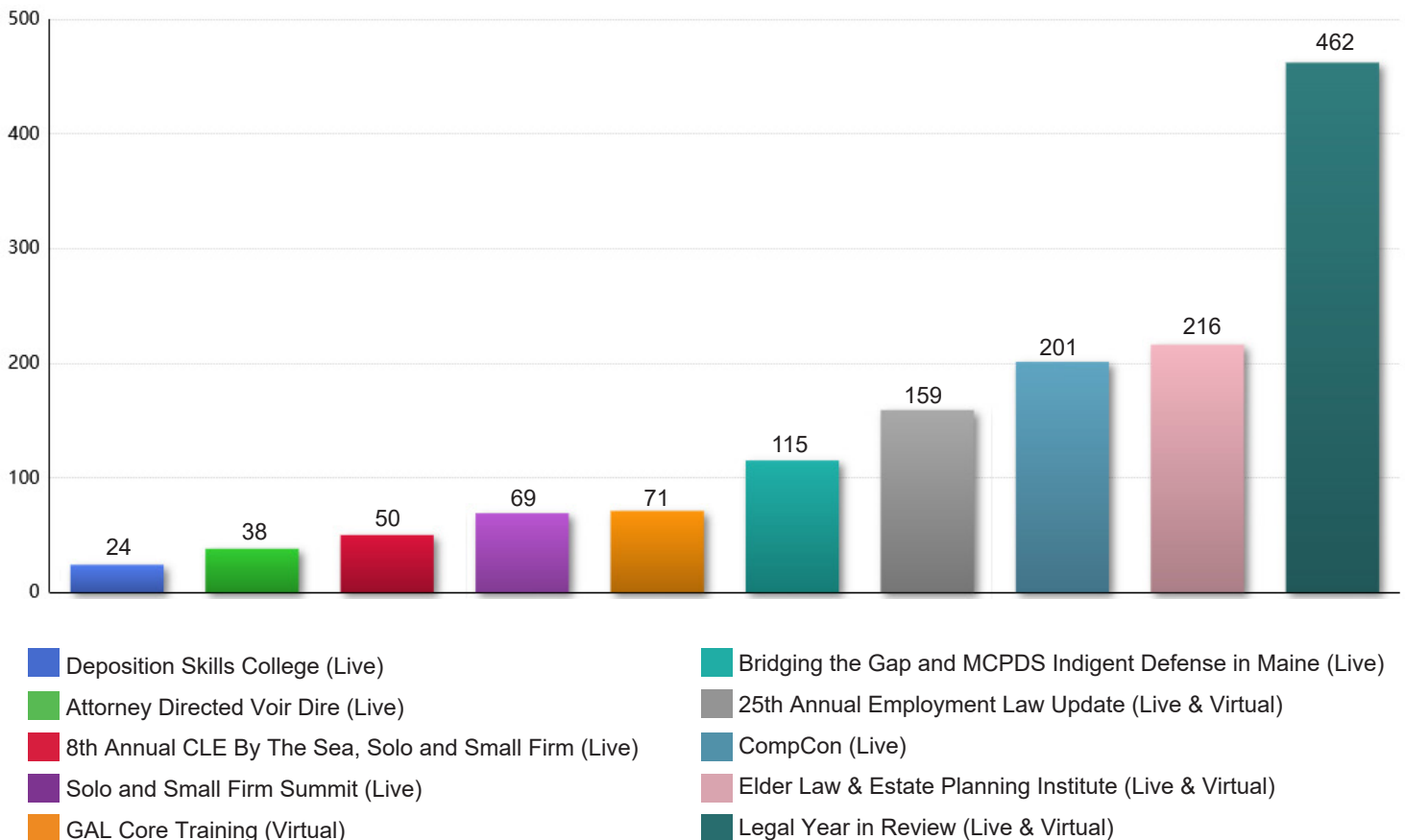
CLE also partnered with national speakers and multiple organizations, both in person and online, to deliver a wide range of educational programs. These partners included Mindbridge, Decisis, the Maine Commission on Indigent Services, InReach, WebCredenza, and CLE Webinars. National speakers included Stuart Teicher, Pasha Marlowe, Amy Wood, Cynthia Sharp and Becky Howlett, Barron Henley and Paul Unger, Dr. Gleb Tshipursky, and Paul Mellor.

In addition, CLE introduced new webinars featuring local speakers, which were well received. These included programs with Keith Richard of Archipelago on land use planning; Valerie Lovelace on the Maine Death With Dignity Act; Elizabeth Russell on copyright issues in marital and estate planning; and Rupali Sharma on reproductive rights law following the Dobbs decision.

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; Julia Teitel; Erica Veazey; and Debby L. Willis.

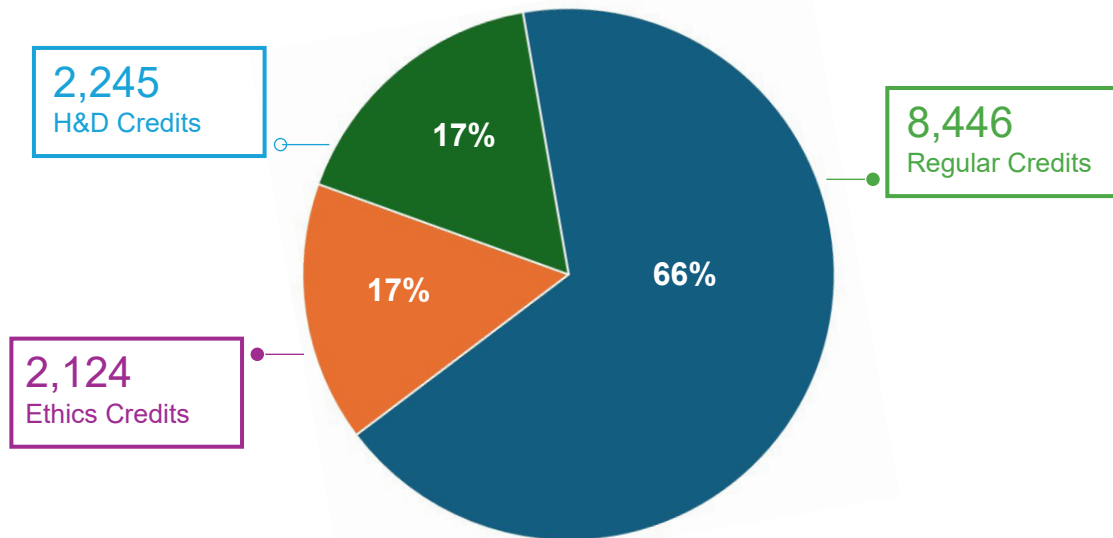
**CLE Programs Developed by MSBA CLE Committee
Live and Virtual Registration Numbers**



Continuing Legal Education (cont'd.)

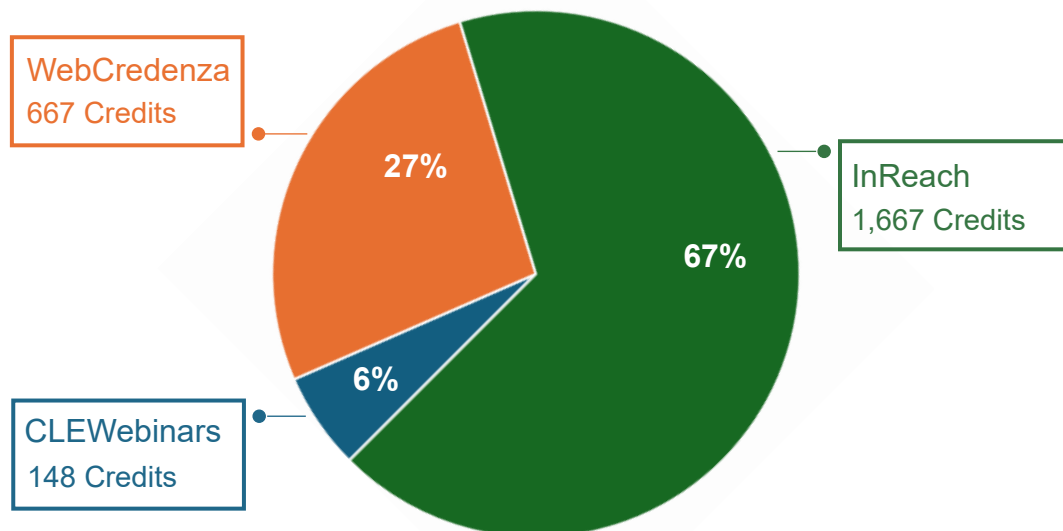
In 2025, CLE presented 414 programs that qualified for live credits, including 41 programs that provided attorneys the opportunity to earn the required live H&D credit and 132 programs that allowed them to earn the required ethics credit.

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



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

The Maine State Bar Association was pleased to offer self-study CLEs in a variety of formats designed to suit attorneys' schedules and learning styles as well. 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 review program proposals, financial operations, and the status of live programs being planned. The Committee works hard to develop high-quality educational programs while helping lawyers meet their mandatory CLE requirements. The CLE department is weathering the change of the departure of Suzanne Doiron at the end of the year, our CLE Coordinator who worked closely with James. The CLE Committee and MSBA wish Suzanne well in her future endeavors.

Continuing Legal Education (cont'd.)

Faculty Demographics for CLE Presentations

Gender

Female: 81
Male: 34

Years of Experience

5 years or less: 21
6-10 years: 9
11-15 years: 20
16-20 years: 29
21-25 years: 9
26-30 years: 7
31-35 years: 6
36-40 years: 4
41-45 years: 6

Military Status

None: 85
Veteran: 4
Prefer Not to Answer: 9*
No Answer Given: 38**

Identify as a Member of the LGBTQ+ Community?

No: 75
Yes: 3
Prefer Not to Answer: 9*
No Answer Given: 29**

Ethnicity/Race

American Indian or Alaska Native: 2
Multi-Racial/Other: 3
White: 120
Other: 3
Prefer Not to Answer: 9*
No Answer Given: 21*

* **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.

Event Exhibitors

A special thank you to our 2025 event exhibitors for bringing energy and connection to our CLE programs. Their willingness to engage with members helped foster relationships and add depth to the overall experience.

AFC American Family Care®
Allen/Freeman/McDonnell Agency
ALPS Legal Malpractice Insurance
AMETROS
AV Technik
Back In Motion® Physical Therapy LLC
Coreverity
Cross Insurance
Decisis™
ExamWorks
IMPAXX
Kids Chance of Maine
8am™ LawPay
Legal Food Hub (Conservation Law Foundation)
LexisNexis Legal & Professional
Maine Department of Labor SafetyWorks!

Maine State Bar Association Lawyer Referral Service
Maine State Bar Association Membership Benefits
MaineGeneral Medical Center Workplace Health
Merrill's Investigation & Security Service
Morrison Mahoney LLP
OneCall
OurFamilyWizard®
Paradigm
Porter Investigative Resources
PracticePanther®
Prime Consulting
sam® Wearable Ultrasound
Verisk
VRS Disability Management
Windham Group

Continuing Legal Education (cont'd.)

Diversity: CLE Presentations

In 2025, the MSBA continued its efforts to promote diversity, equity, and inclusion by offering twenty seminars—some presented multiple times—to help attorneys meet their required Harassment and Discrimination (H&D) CLE credits. These programs encouraged open dialogue, supported both professional and personal growth, and addressed important issues of respect and professionalism in the practice of law. Each program qualified for CLE credit under the Maine Rules of Professional Conduct and focused on recognizing and avoiding harassment and discriminatory communication or conduct. Topics included harassment or discrimination based on race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, and gender identity.

- A “Boys’ Club” No More: Advice for Women Attorneys Facing Harassment and Discrimination in the Practice of Law (Winter Bar Conference)
- ADA Accessibility & Interpreters (Bridging the Gap)
- Creating an Inclusive and Accessible Online Presence (Solo & Small Firm Summit)
- Discovering Implicit Biases in Jury Selection (Webinar)
- Elimination of Bias: Combatting Age Bias in the Legal Field (Webinar)
- Harrassment Prevention Managers’ Essential Duty to Act: What Lawyers Need to Know (8th Annual CLE by the Sea)
- How Understanding Cognitive Biases Leads to a More Just Legal System (Webinar)
- Killers of the Flower Moon: The Osage Murders (Webinar)
- Learn Mindfulness to Curtail Implicit Bias and Make Ethical Decisions (Webinar)
- Neurodiversity in the Workplace (25th Annual Employment Law Update & stand-alone Webinar)
- No Cap: Gen Z’s Approach to Work-Life Balance Totally Slaps! (Winter Bar Conference)
- Pee-Wee Herman and Legal Bias Against Gays (Webinar)
- Practical Tips and Strategies to Combat Implicit Biases in Law Firms and Society (Webinar)
- Stuart Travels to Alabama to Teach About Diversity and Inclusion (Webinar)
- Understanding the Neuropsychology of Implicit Bias (Webinar)
- Universal Trauma-Informed Law Practice Is Best Practice: Practical Tools That Boost Results, Increase Job Satisfaction, and Reduce Liability in a Swiftly Tilting World (Summer Bar Conference)
- What Every Attorney Should Know About Ableism: Combating Disability-Based Discrimination & M.R. Professional Conduct 8.4. (Legal Year in Review)
- What MLK’s Letter from a Birmingham Jail Teaches About Inclusion in the Law (Webinar)
- Why Women Attorneys Get Paid Less: What’s Gender Bias? (Webinar)

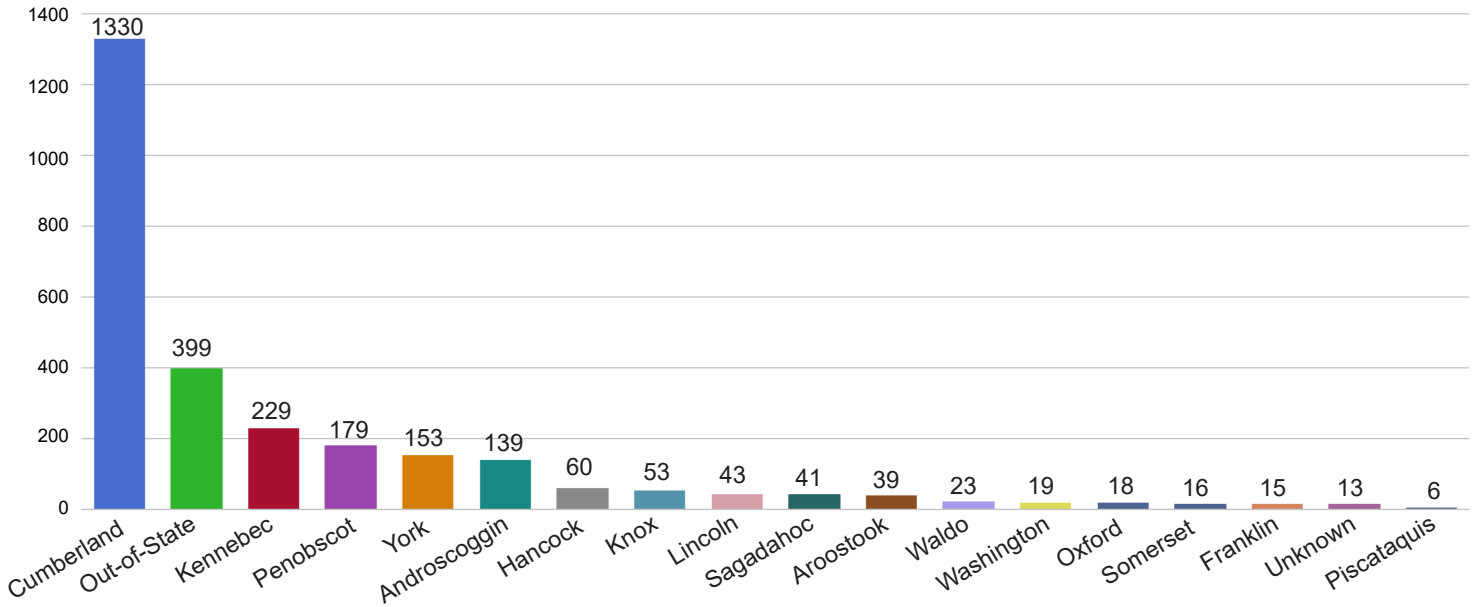
Annual Partners

We extend our sincere gratitude to our 2025 annual partners, whose generous support helped make the year’s programs and events possible. Their continued commitment allows the MSBA to deliver meaningful opportunities, strengthen the legal community, and advance our mission. We are proud to collaborate with organizations that share in our vision.

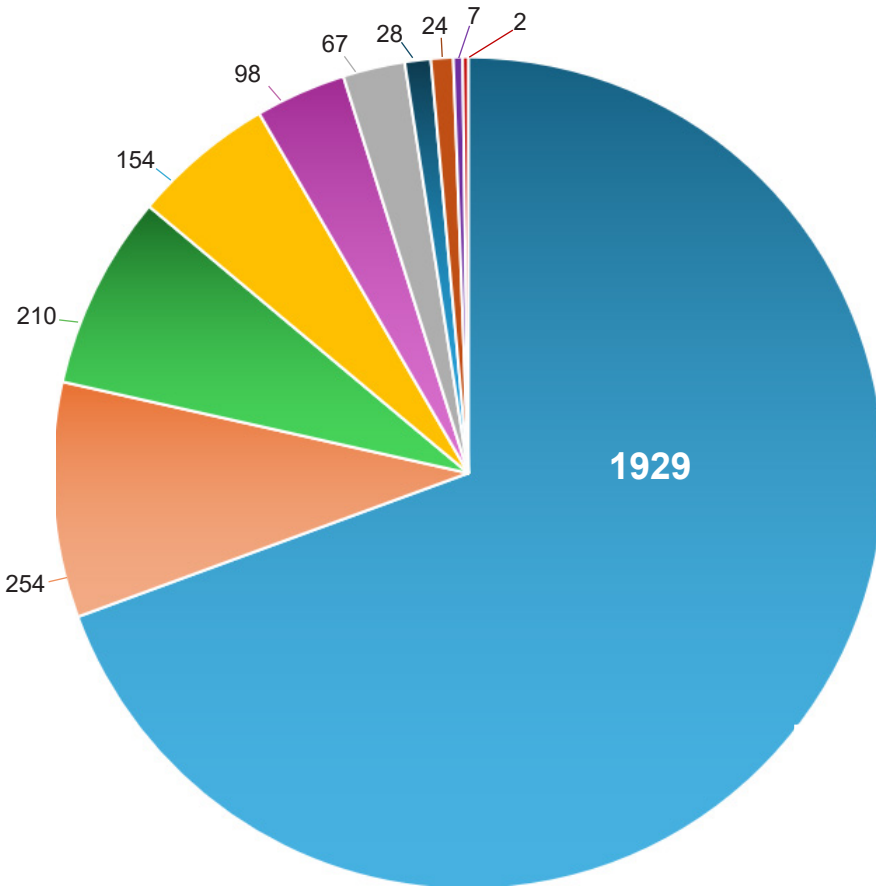


Membership

Members by County



Members



62	Section events, with 471.5 credits earned
31	Member benefits
31	Sections
27	Legislative Updates
14	Testimony submissions
12	Supplements published
14	Judicial evaluations
9	Confirmation hearings
3	Bar Talks
4	Editions of the <i>Maine Bar Journal</i> published

SOCIAL MEDIA

3126
X followers



1128
Facebook followers

586

LinkedIn Group members



Average Email Open Rate
53%

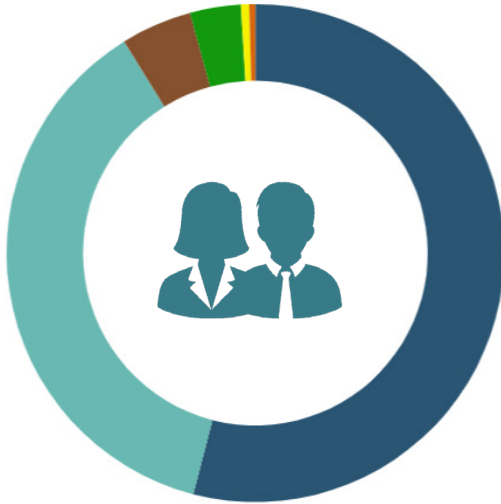
- Standard
- Public Sector
- Out-of-State
- Honorary
- Student
- Retired
- Judicial
- Life
- Non-Practicing
- Non-Profit

Membership (cont'd.)

Demographic Snapshot

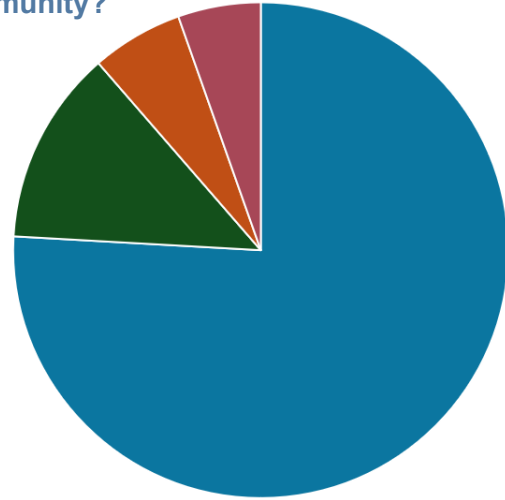
The MSBA is committed to fostering learning and leadership opportunities for all members, with a continued emphasis on diversity, equity, and inclusion. In support of this commitment, the MSBA collects voluntary demographic information from members. Providing this information is entirely optional; respondents may skip any question or select "Prefer not to answer," and both choices are fully respected.

Gender



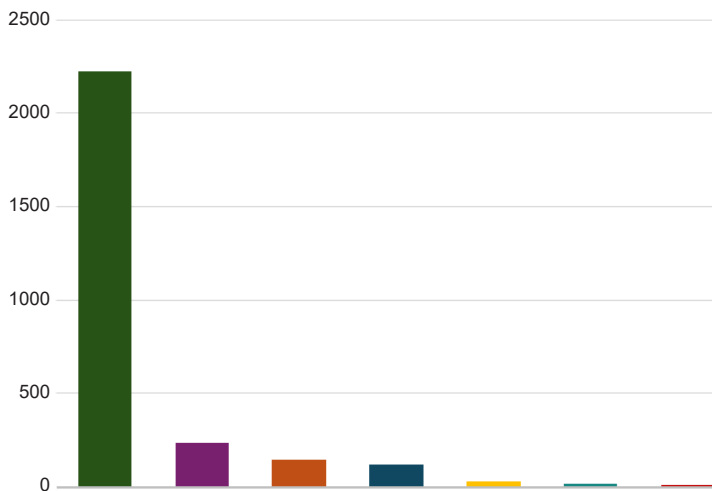
Male: 54% (1507)
 Female: 37% (1036)
 No answer given: 5% (129)**
 Prefer not to answer: 3% (92)*
 Non-binary: 1% (10)
 Transgender: 0% (1)

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



No: 76% (2106)
 Prefer not to answer: 13% (353)*
 Yes: 6% (166)
 No answer given: 5% (150)**

Military Status

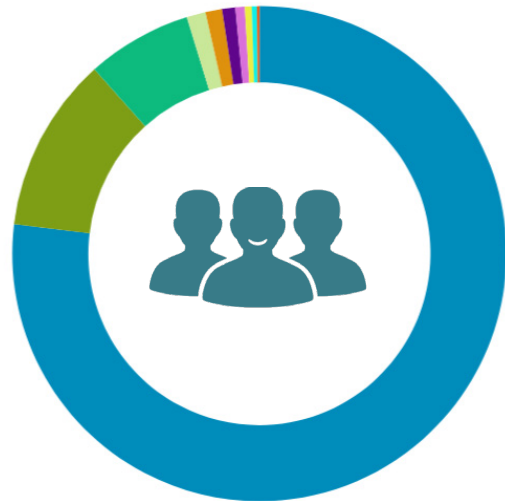


None: 80% (2224)
 Prefer not to answer: 9% (236)*
 No answer given: 5% (146)**
 Veteran: 4% (122)
 Retired: 1% (32)
 Reserve: 1% (13)
 Active: 0% (2)

* **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.

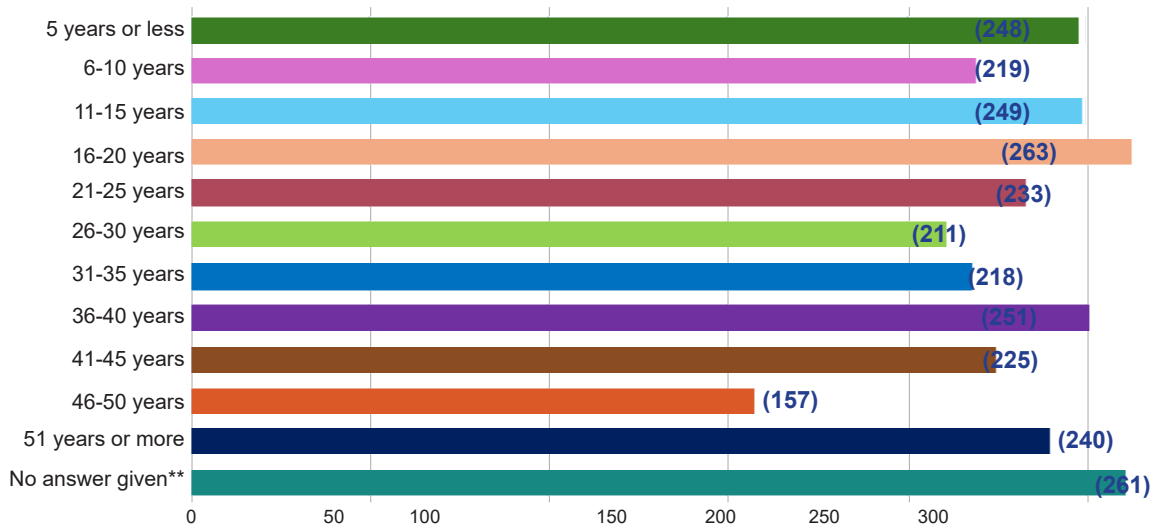
Race/Ethnicity



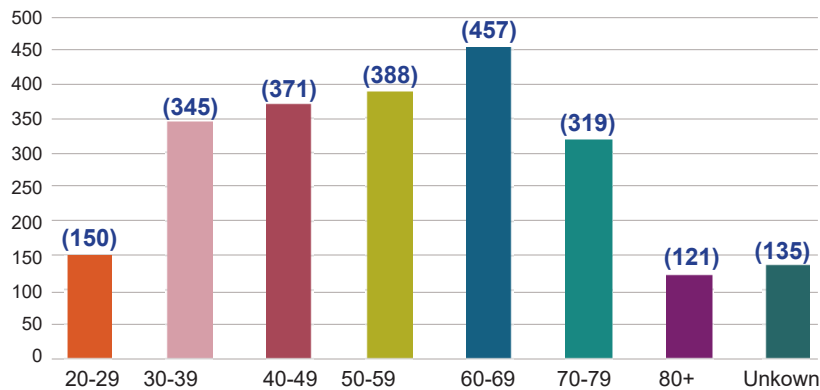
White: 79% (2181)
 Prefer not to answer: 12% (332)*
 No answer given: 5% (149)**
 Asian: 1% (30)
 Multi-Racial/Other: 1% (26)
 Hispanic or Latino: 1% (21)
 Black or African American: 1% (15)
 American Indian or Alaska Native: 0% (11)
 Other: 0% (9)
 Native Hawaiian or Other Pacific Islander: 0% (1)

Membership (cont'd.)

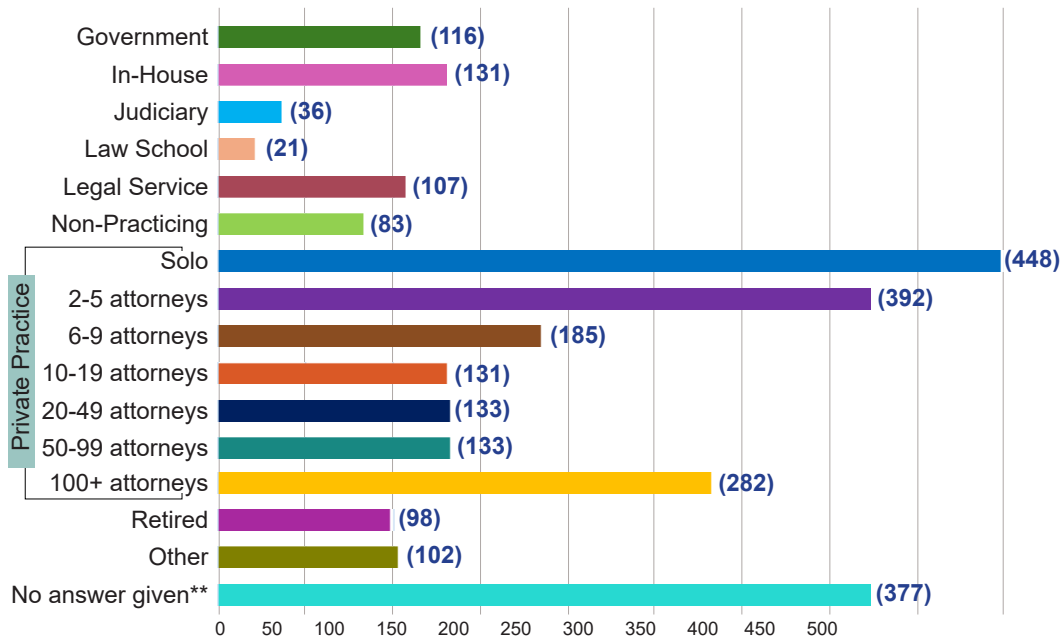
Years of Practice



Age Group



Type of Practice



Membership (cont'd.)

Diversity: Sections

BIPOC Lawyers Section

The Black, Indigenous, and People of Color (BIPOC) Lawyers Section welcomes MSBA members who identify as BIPOC as well as those who support its mission. The Section works to provide support, mentoring, networking, education, and community for Maine's BIPOC legal community, address issues uniquely affecting attorneys of color in Maine, and promote greater diversity within the Maine Bar.

Section Chairs: Elyse M. Apantaku & Shamara S. Bailey

Gender

Female: 17
Male: 16
Prefer Not to Answer: 1*
No Answer Given: 2**

Identify as a Member of the LGBTQ+ Community?

No: 28
Yes: 4
Prefer Not to Answer: 3*
No Answer Given: 1**

36
Members

Ethnicity/Race

American Indian or Alaska Native: 3
Asian: 10
Black or African American: 4
Hispanic or Latino: 7
Multi-Racial/Other: 4
Other: 1
White: 4
Prefer Not to Answer: 2*
No Answer Given: 1**

Military Status

None: 31
Veterans: 2
Prefer Not to Answer: 2*
No Answer Given: 1**

Women's Law Section

The Women's Law Section (WLS) remains dedicated to advancing and supporting women in the legal profession and the broader community. The Section sponsors programs and activities that address discrimination against women lawyers and the unique challenges they encounter in their careers, as well as broader issues of gender equity under the law. The WLS also advocates on matters affecting women in the legal workplace.

The Section awards the biennial Caroline Duby Glassman Award to a distinguished member of the Maine Bar who has demonstrated a strong commitment to advancing the status of women in the profession or community, educating the Bench, Bar, or public about issues affecting women in the profession, and/or serving as a role model for women lawyers. The next Glassman Award will be presented in 2026.

Section Chairs: Letson D. Boots & Elizabeth A. Kayatta

Gender

Female: 152
Male: 1
Transgender: 1
Prefer Not to Answer: 5*
No Answer Given: 3**

Identify as a Member of the LGBTQ+ Community?

No: 121
Yes: 16
Prefer Not to Answer: 22*
No Answer Given: 3**

Ethnicity/Race

American Indian or Alaska Native: 3
Asian: 6
Black or African American: 1
Hispanic or Latino: 1
Multi-Racial/Other: 3
White: 129
Prefer Not to Answer: 16*
No Answer Given: 3**

Military Status

None: 147
Veterans: 3
Prefer Not to Answer: 9*
No Answer Given: 3**

162
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.

Membership (cont'd.)

50-Year Life Members

The Maine State Bar Association annually recognizes attorneys whose 50 years of "faithful and meritorious service to the Bar have contributed substantially to the honor and dignity of the profession." In 2025, the MSBA bestowed life member status upon the following attorneys:

Paul W. Chaiken, *Bangor*
Thomas Danylik, *Biddeford*
Leo J. Delicata, *Portland*
John P. Doyle, *Portland*
Arthur H. Dumas, *Sanford*

Mark E. Dunlap, *Falmouth*
Donald R. Furman, *Biddeford*
David R. Hastings III, *Fryeburg*
Richard A. Hull III, *Biddeford*
Phillip E. Johnson, *North Augusta, SC*

Philip J. Moss, *Cape Elizabeth*
Swift Tarbell III, *Brookfield, CT*
Danny W. Thornhill, *York*
James E. Tierney, *Lisbon Falls*
Lucinda E. White, *Freeport*

Sustaining Members

The MSBA offers grateful thanks to these members, whose additional support in 2025 made possible some of the work of the Association on behalf of the lawyers and residents of our state.

The Hon. Donald G. Alexander
Albert G. Ayre
Suzanne Saunders Barrett
Randall Bates
Henri A. Benoit II
Benjamin I. Bornstein
Deborah Aronson Bornstein
James M. Bowie
Paul W. Chaiken
Patrick C. Coughlan
Ronald J. Cullenberg
Cheryl J. Cutliffe
Thaddeus Von Day
Joel A. Dearborn Sr.
Jonathan M. Dunitz
Susan A. Faunce
Thomas B. Federle
Donald R. Furman
Peter C. Gamache
Alonzo Garcelon
Mark Joseph Gillis
Matthew S. Goldfarb
Ward I. Gaffam
Kristin A. Gustafson
Francoise M. Haasch-Jones
William S. Hanley
Alan M. Harris
Bruce M. Harris
Edwin A. Heisler

Barry J. Hobbins
David D. Horn
Francis Jackson
Neil D. Jamieson Jr.
Phillip E. Johnson
Rendle A. Jones
Russell A. Kelm
Robert W. Kline
Robert L. Knupp
Barry L. Kohler
Jennifer L. Kruszewski
Robert A. Laskoff
Mary Susan Leahy
David Levesque
Michael J. Levey
The Hon. Kermit V. Lipez
Sumner H. Lipman
Dennis L. Mahar
The Hon. Donald H. Marden
James L. McCarthy
The Hon. Andrew M. Mead
The Hon. Mary Michaela Murphy
Peter L. Murray
James P. Nadeau Jr.
John E. Nale
Kenneth M. Nelson
The Hon. Stephen D. Nelson
Rachel D. Okun
The Hon. Alan C. Pease

Thomas P. Peters II
Ted Pierson
Jonathan S. Piper
Neil J. Prendergast
William D. Robitzek
Smilie G. Rogers
Robert J. Rubin
Robert J. Ruffner
Dean Leigh I. Saufley
William E. Saufley
Sonja B. Selami
Lendall L. Smith
Gregory E. Snow
The Hon. Valerie Stanfill
Stacy O. Stitham
Brian Patrick Sullivan
John David Thomas
Sean Turley
Richard Y. Uchida
Scott Webster
Jason Weiner
Tanna B. Whitman
Ezra A. R. Willey
N. Laurence Willey Jr.
Debby L. Willis
Steven F. Wright

The Law Office 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. As established by the MSBA's Board of Governors, an individual Sustaining Membership is \$100 in addition to a member's regular dues.

Winter Bar Conference

Westin Portland Harborview

The Winter Bar Conference opened with a Celebration of Women in the Law dinner featuring keynote speaker Lauren Rikleen, who addressed the importance of advancing women in the profession and strengthening multigenerational leadership. With both in-person and virtual sessions available, the conference ensured broad access to timely topics including paid family and medical leave, cybersecurity, artificial intelligence, and developments across multiple legal fields.

Faculty	Registrants	Sponsors
46	170	20
In-Person Credits	Virtual Credits	
978.5	427.25	

Sponsors & Exhibitors

Allen/Freeman/McDonnell Agency
 Air National Guard
 ABA Retirement Fund
 Berman & Simmons
 Cross Insurance
 FasterOutcomes
 KidsFirst
 Opinion Focused

Annual Partners

8am™ LawPay
 Allen/Freeman/McDonnell Agency
 ALPS Legal Malpractice Insurance
 CLIO®
 Cross Insurance
 Decisis™



FACULTY DEMOGRAPHICS

Gender

Female: 24
 Male: 18
 Prefer Not to Answer: 0*
 No Answer Given: 4**

Ethnicity/Race

Asian: 1
 Hispanic or Latino: 1
 Other: 1
 White: 36
 Prefer Not to Answer: 3*
 No Answer Given: 4**

Identify as a Member of the LGBTQ+ Community?

No: 35
 Yes: 2
 Prefer Not to Answer: 5*
 No Answer Given: 4**

Years of Experience

5 years or less: 2
 6-10 years: 8
 11-15 years: 9
 16-20 years: 4
 21-25 years: 1
 26-30 years: 5
 31-35 years: 3
 36-40 years: 5
 41-45 years: 3
 46-50 years: 1
 51 years and more: 0
 No Answer Given: 5**

* **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.

Summer Bar Conference

Harborside Hotel, Spa & Marina, Bar Harbor

The Summer Bar Conference in Bar Harbor blended professional development, community-building, and relaxation. True to the event's hallmark, it offered a family-friendly atmosphere with activities for all ages.

Faculty **Registrants** **Sponsors**
38 **141** **14**

In-Person Credits
898.75

Entertainment
 Live Music: Caribbean Chris
Sponsored by Okun Law
 Photo Booth
Sponsored by Berman & Simmons

Sponsors & Exhibitors
 Allen/Freeman/McDonnell Agency
 Closinglock
 Berman & Simmons
 Cross Insurance
 Decisis™
 Dow Wealth Management, LLC
 Okun Law PLLC
 OpinionFocused
 Royer Advisors & Accountants

Annual Partners
 8am™ LawPay
 Allen/Freeman/McDonnell Agency
 ALPS Legal Malpractice Insurance
 CLIO®
 Cross Insurance
 Decisis™



FACULTY DEMOGRAPHICS

Gender

Female: 13
 Male: 15
 Prefer Not to Answer: 1*
 No Answer Given: 9**

Ethnicity/Race

American Indian or
 Alaska Native: 1
 Asian: 1
 Hispanic or Latino: 1
 White: 20
 Prefer Not to Answer: 6*
 No Answer Given: 9**

Identify as a Member of the LGBTQ+ Community?

No: 20
 Yes: 2
 Prefer Not to Answer: 7*
 No Answer Given: 9**

Years of Experience

5 years or less: 2
 6-10 years: 2
 11-15 years: 5
 16-20 years: 6
 21-25 years: 4
 26-30 years: 2
 31-35 years: 3
 36-40 years: 4
 41-45 years: 1
 46-50 years: 1
 51 years and more: 0
 No Answer Given: 8**

* **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.

Membership (cont'd.)

Notable Highlights

- Held Celebration of Women in the Law Dinner at the Winter Bar Conference
- Aired three live editions of Bar Talk hosted by Susan Faunce & Angela Armstrong
 - ABA President Bill Bay on the rule of law
 - Justice Andrew Mead and Magistrate Judge Karen Wolf on new pro bono CLE program
 - Attorney Jim Bowie on how to respond to a Bar complaint
- Held two Mocktails & Cocktails hosted by the Membership Committee at Après in Portland
- Secured attorney volunteers for medical malpractice panels
- Supported Maine Law students during Reading Weeks with puppies and snacks in the spring and pizza and chair massages in the fall
- Created two new sections: Cannabis & Hemp Law and Immigration Defense
- Partnered with Maine Historical Society for an evening viewing of “Notorious: Maine Crime in the Public Eye, 1690-1940”
- Attended Wellness Resource Fair & Alumni Resource Fair at Maine Law
- Represented the MSBA at the Alpha Legal Foundation Law & Society Symposium
- Updated Classification of Members Policy to include new Non-Profit and Out-of-State memberships
- Updated Maine Title Standards 310 & 902
- Funded NLS social and networking events, including Axes & Apps and the Summer Social
- The following attorneys—Matthew Altieri, Samantha Baker, Matthew Bowen, Cheryl Cutliffe, Jed Davis, Jim Haddow, Vincent LoConte, Samuel Sherry, Liz Stout, Tara Walker, and Christiane Williams—collectively sponsored 37 candidates across 17 swearing-in ceremonies in 2025.
- In October 2025, the Leadership Academy welcomed 14 fellows as part of the Class of 2026, who are set to graduate at the Summer Bar Conference in June 2026. This program is made possible through the generosity of our 2025 Leadership Academy scholarship sponsors: Berman & Simmons, Bernstein Shur, Brann & Isaacson, Norman Hanson & DeTroy, Pierce Atwood, and Verrill.
- 31 Member Benefits were available in 2025, including new or reinstated offerings such as Avis Car Rental, Budget Car Rental, Farmers Insurance Savings, MetLife Pet Insurance, access to the LexisNexis AI Legal Resource Page, Lenovo Savings Program, ODP Business Solutions, UPS shipping discounts, ALA Downeast Attorney and Support Staff Compensation & Benefits Survey Report, and NPP discounted products.



Mocktails & Cocktails



NLS Summer Social



Maine Historical Society

Award Recipients

John W. Ballou Award



Diane C. Cavanaugh

MSBA Student *Pro Bono* Award



Kaci Alexis Alley

Family Law Achievement Award



Magistrate Andrea Najarian

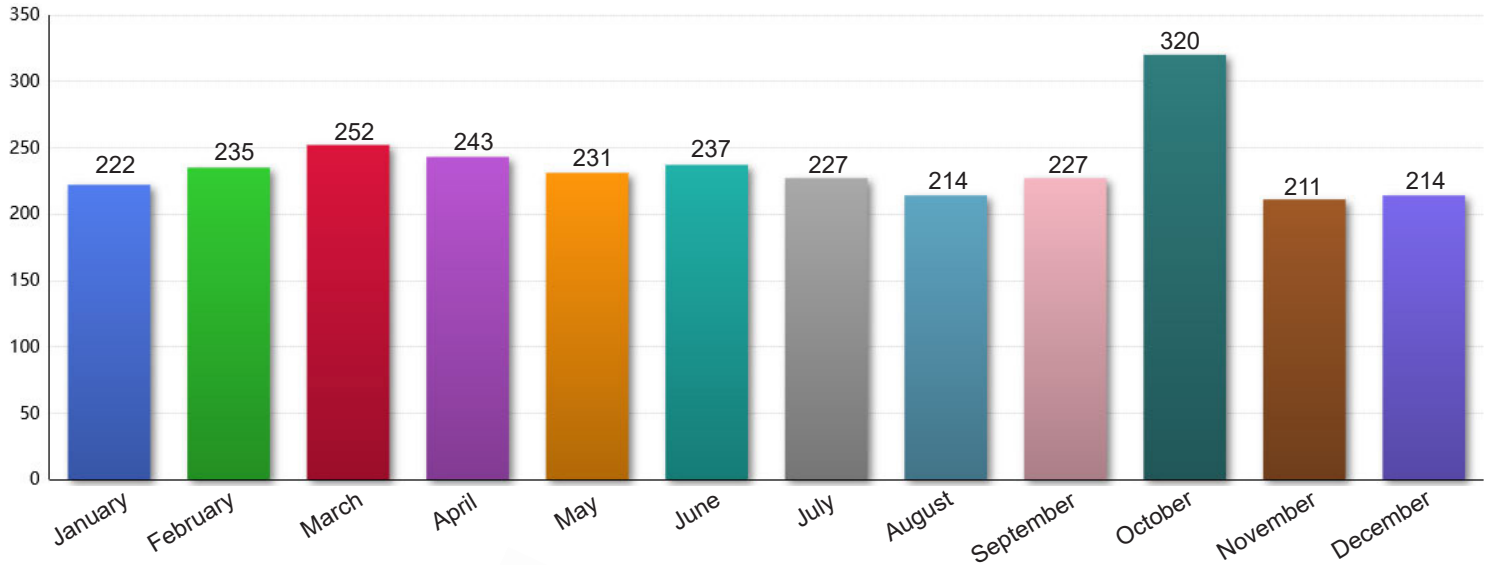
Membership (cont'd.)

Decisis: Users by Month

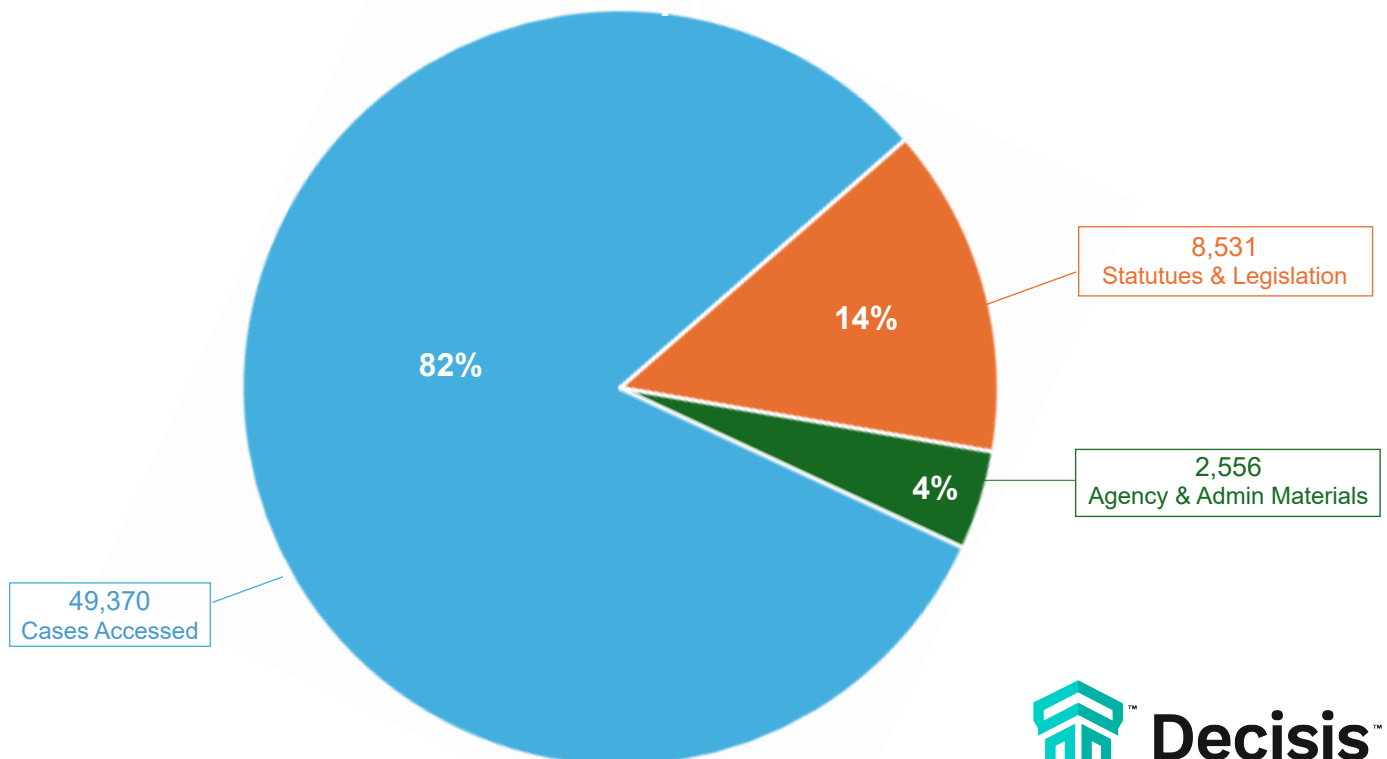
In 2025, the MSBA continued to provide members with complimentary access to Decisis™, a cutting-edge legal research platform designed specifically for bar associations. With its user-friendly interface, comprehensive caselaw coverage, and reliable citator, Decisis remains a valuable tool for efficient, high-quality legal research.

Nearly 600 members relied on Decisis throughout the year, with an average of 260 users each month. Notably, nearly twice as many cases were accessed in 2025 compared to the previous year—highlighting the platform's growing importance to our members' daily practice.

Valued at more than \$1,800 annually, Decisis is offered at no additional cost as part of MSBA membership, reinforcing our commitment to delivering meaningful, cost-saving benefits to Maine's legal community.



Decisis: Content Accessed in 2025



Lawyer Referral Service

This was a pivotal year for the Lawyer Referral Service as we joined a new referral platform, became recertified by the American Bar Association, and upgraded our program to become more accessible to attorneys while clarifying what services we offer to the public.

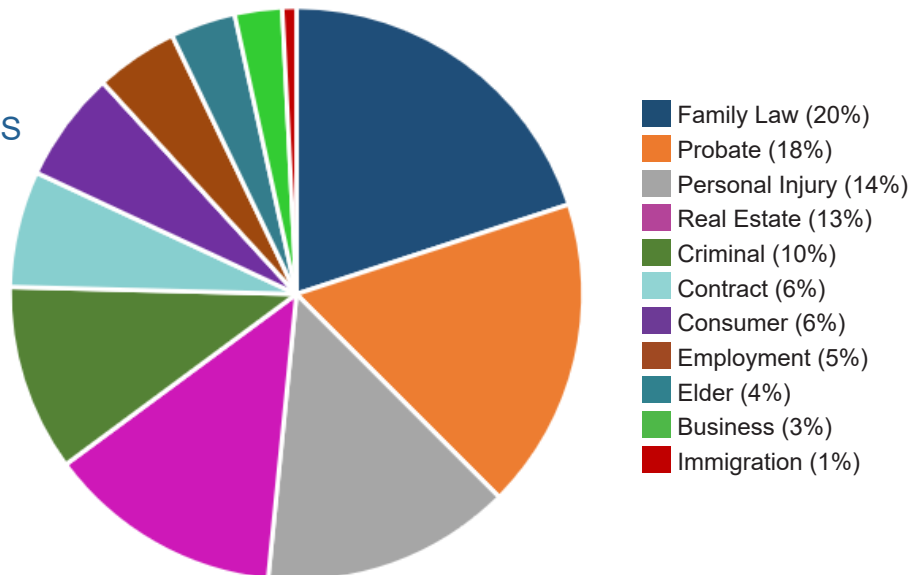
The transition to a new referral platform was mandated by the planned obsolescence of the prior platform, Community Lawyer, by December 2024. After evaluating standalone and integrated referral platforms, we selected Qase as it best matched our current needs, while also providing support for us to grow. The move to Qase met our program goals of streamlining lawyer search and referral workflows and automating collection of referral fees when lawyers bill their clients. The transition also provided an opportunity to revisit the structure of our program, as well as our communications to the public, and to the courts and legal aid organizations.

In March 2025, the LRS transitioned to Qase as its referral platform. Implementing Qase included training sessions for our lawyer members on how to accept and decline cases, view referral details, report case status, and make automated payments through the program. Early program adopters qualified for one CLE credit for completing our training sessions. Although there were initial challenges, for the most part the platform worked as expected and our attorney panel members managed the new program with ease. Other changes to benefit our attorney members included keeping LRS membership free for MSBA members, allowing attorneys to exempt a greater portion of their initial fee, \$350.00 prior the 10% referral fee being collected by the MSBA, and enabling attorneys to review and accept or decline cases solely based on the application information.

From the public's perspective, notable changes included only being able to apply to the LRS through our online application process, which is available 24/7, as opposed to handwritten intake forms or telephone referrals. The LRS does not accept phone calls. Applicants to the LRS were informed that questions are answered through email at LRS@mainebar.org. The most meaningful change involving the public was that they were only charged the \$35.00 application fee if they spoke with an attorney; otherwise, their matter was declined and the pending charge on their credit card was released.

This "only charged if you speak with an attorney policy" was implemented to increase the participation of attorneys in the LRS by maximizing the likelihood that the applicants with whom they were engaging matched their practice areas, as well as to increase public satisfaction with the LRS and decrease the amount of refunds the public sought. Historically, there are two streams of income for the LRS: application fees, and the 10% of attorney fees collected when an attorney accepts a LRS generated case. Our theory was that the amount of attorney fees generated from the self-selected cases would offset, if not exceed, the amount of uncollected application fees. While the amount of refunds to the public decreased, the anticipated set-off of more referral fees collected, as indicated below, has not yet materialized. By the end of fiscal year 2024-2025, expenses exceeded income by \$5,791.00. As we approach the one-year anniversary of Qase, our focus is on building our attorney roster. We are particularly focused in our high interest referral areas to provide more attorney caseload capacity, which should result in more referral fees. As detailed below, since adopting Qase in March, the LRS received and processed more than 1657 requests for attorney referrals. The breakdown of types of matters for which the public is seeking attorneys is as follows:

Top Areas in Which People Request LRS Attorneys



We welcome attorneys to participate in the LRS, which is provided as a no cost benefit to our MSBA members and is available to non- MSBA members for an annual fee of \$300.00. We are particularly interested in expanding our attorney panels in the areas of family law, criminal law, probate, and real estate, especially in the mid and northern parts of the state.

Lastly, in addition to the above, the LRS provides direct assistance to members of the public seeking help with small claims matters. Small claim applicants can contact us via email and schedule a phone conference with us to ask questions and for assistance with court procedures. As the jurisdictional amount in small claims court increases to \$10,000 in 2026, it is anticipated that the public will seek even more help with their claims. We look forward to the coming year and our continued improvement to our program and service to the public.