



ANNUAL REPORT 2024



Executive Director's Report

It is my privilege to present the Maine State Bar Association's 2024 Annual Report, marking my 20th year of service. Although the past year has been one of transition, we've also experienced a great deal of progress at Bar Headquarters. Sadly, we said goodbye to longtime team members CLE Director Linda Morin-Pasco and Deputy Executive Director Heather Seavey. We then promoted Molly Rogers to Membership Director and restructured our team to better serve our members. To that end, we introduced two new staff positions: Sections & Committees Coordinator, filled by Colin Marquis-Boutin, and Office Administrator, held by Anja Mutschin. We also welcomed Celine Boyle as LRS Director, James Westhoff as CLE Director, Jennifer Altmiller as Membership Coordinator, and promoted Suzanne Doiron to Administrative & CLE Coordinator. With the new structure and staff in place, our team has hit the ground running, ensuring that the MSBA continues to operate at the highest level of service and support for our members.



At the Board level, we were pleased to welcome Jason Dennis, Pawel Binczyk, Sarah Mitchell, Sanchita Mukherjee, Joseph Talbot, and Shea Watson as new Governors. Their leadership, along with that of President Jonathan Dunitz and the entire Board of Governors, has been instrumental in advancing our mission: *to uphold the honor, dignity, and professionalism of lawyers, enhance the skills and interests of our members, and support a fair and effective system of justice.*

Throughout 2024, we prioritized attorney wellness and mental health, a key initiative led by President Dunitz. We dedicated a *Maine Bar Journal* column to attorneys sharing their personal experiences with mental health and substance abuse, published a special spring issue focused on wellness, and integrated wellness themes into our Law, Business & Society Summit and Summer Bar Conference. Additionally, we actively participated in Well-Being Week in Law and engaged thought leaders through our Bar Talk series.

Beyond daily operations, the MSBA remains committed to long-term growth and innovation. In September, the Board of Governors and MSBA Directors gathered at Sebasco Harbor Resort to develop our next two-year strategic plan, guided by facilitator Chris Newbold of ALPS. This plan is built around member engagement, enhanced communication, and delivering tangible value to our members. At its core, it aims to foster stronger connections, leverage emerging technologies, and expand the benefits and services that support the evolving needs of legal professionals.

I am deeply grateful for the dedication of our Board, the leadership of President Dunitz, and the unwavering commitment of the MSBA staff. While the Board sets the long-term vision, it is our staff who bring it to life each day, ensuring that the MSBA remains a dynamic, forward-thinking resource for Maine's legal community.

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
(departed in Feb.)

DEPARTMENT DIRECTORS

CLE Director
James Westhoff (joined in Sept.)
Linda Morin-Pasco (retired in Aug.)

Communications Director
Kathryn A. Holub

Lawyer Referral Service Director
Celine Boyle (joined in Jan.)

Membership Director
Molly Rogers (promoted in April)

ADMINISTRATIVE SUPPORT STAFF

Administrative & CLE Coordinator
Suzanne Doiron (promoted in Aug.)

Communications & Program Coordinator
Valerie A. Schriver

Membership Services Coordinator
Jennifer Altmiller (joined in Sept.)

Office Administrator
Anja Mutschin (joined in Aug.)

Sections & Committees Coordinator
Colin Marquis-Boutin (joined in Aug.)

Board of Governors



President
Jonathan M. Dunitz
Verrill
Portland



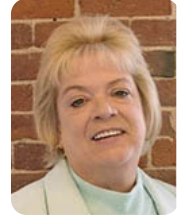
President Elect
Susan A. Faunce
Berman & Simmons PA
Lewiston



Vice President
Rachel D. Okun
Okun Law PLLC
Falmouth



Immed. Past President
Stacy O. Stitham
Brann & Isaacson, LLP
Lewiston



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 D. Baker
Gross, Minsky & Mogul, P.A
Bangor



**Governor: District Three
(Cumberland)**
Pawel Z. Binczyk
Bernstein Shur
Portland



**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: District Two
(Oxford & Franklin)**
Jason Dennis
Hastings Law Office, P.A
Fryburg



**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
Hayes Law Office
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
(Mar.–Dec.)



**Governor: New Lawyers
Section**
Sanchita Mukherjee
Pine Tree Legal Assistance
Portland



**Governor: Women's Law
Section**
Stacey D. Neumann
Murray Plumb & Murray
Portland
(Jan.–June)



**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 Three
(Cumberland)**
Joseph G. Talbot
Perkins Thompson
Portland



Governor: Women's Law Section
Shea H. Watson
University of Maine School of Law
Portland
(Aug.–Dec.)

Section Chairs

Administrative Law

Charles F. Dingman
Kozak & Gayer, PA
Augusta

Alternative Dispute Resolution

Durward W. Parkinson
Bergen & Parkinson LLC
Kennebunk

Read annual report [here](#).

Animal Law

Bonnie L. Martinolich
PretiFlaherty
Augusta
(Jan.–Mar.)

Cassandra Morin

Desmond, Rand & Guerard, P.A.
Westbrook
(Mar.–Present)

Bankruptcy & Reorganization Law

Shawn K. Doil
Eaton Peabody
Portland

Read annual report [here](#).

BIPOC Lawyers

Elyse M. Apantaku
Legal Services for Maine Elders
Augusta

Shamara S. Bailey

Bailey Law Firm, PLLC
Patten

Business Law

Robert C. Vanderpool
NextGen Law Group
Brunswick
(Oct.–Present)

Child Protective & Juvenile Justice

Vacant

Consumer & Financial Institution Law

Ryan F. Kelley
Pierce Atwood LLP
Portland
(Jan.–May)

Daniel J. Eichorn

cPort Credit Union
Portland
(May–Present)

Criminal Law

Robert J. Ruffner
Maine Indigent Defense Center
Portland
(Oct.–Present)

Elder Law

Greta A. Atchinson
Lanman Rayne Nelson Reade
Falmouth
(Mar.–Present)

Rachel M. Trafton

Maine Elder Law Firm
Bangor
(Jan.–Mar.)

Environmental & Energy Law

Jeff A. Thaler
Preti Flaherty Beliveau & Pachios LLP
Portland
(Oct.–Present)

Read annual report [here](#).

Family Law

Sean C. Rogers
Libby O'Brien Kingsley & Champion LLC
Kennebunk
(Jan.–Mar.)

Elizabeth J. Scheffee

Scheffee Law, LLC
Gorham
(Mar.–Present)

Read annual report [here](#).

Federal Practice

Vacant

Government & Public Sector Law

Vacant

Health Law

Ragner Jaeger
Kozak & Gayer, PA
Augusta
(June–Present)

Stephanie J. Mills

InterMed
Yarmouth
(Jan.–May)

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

Steven J. Silver
Littler Mendelson PC
Portland
(May–Present)

Martin Tartre

Employee Rights Group LLC
Portland
(Oct.–Present)

Stacey D. Neumann

Murray Plumb & Murray
Portland
(Jan.–June)

Shiloh D. Theberge

Bernstein Shur
Portland
(Jan.–April)

Read annual report [here](#).

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. Kuhn
Law Office of Allison Muir
Kuhns, LLC
Portland
(Jan.–Mar.)

Eamonn R. Hart

Brann & Isaacson LLP
Lewiston
(Mar.–Present)

Read annual report [here](#).

Real Estate & Title

Katherine C. Gibson
Camden Law LLP
Rockport

Read annual report [here](#).

Solo & Small Firm

Allison M. Kuhns
Law Office of Allison Muir
Khuns LLC
Portland
(Oct.–Present)

Caitlin L. LoCascio-King

LoCascio-King Law LLC
Scarborough
(Aug.–Present)

Tax Law

Olga J. Goldberg
Pierce Atwood LLP
Portland

Trusts & Estates

Anya F. Endsley
Verrill
Portland
(Oct.–Present)

Veterans' Law

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

Women's Law

Emily P. Crowley
Curtis Thaxter
Portland

Elizabeth A. Kayatta

Berman & Simmons PA
Lewiston
(May–Present)

Katie R. Day

Motorola Solutions Inc.
Windham
(Jan.–April)

Read annual report [here](#).

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

Diversity

Vacant

Shoshana Cook Mueller

*North Yarmouth
(Jan.–Aug.)*

Executive

Jonathan Dunitz

*Verrill
Portland*

Executive Director Evaluation

Stacy O. Stitham

*Brann & Isaacson
Lewiston*

Finance

Susan Faunce

*Berman & Simmons PA
Lewiston*

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

Andre G. Duchette

*Taylor McCormack & Frame LLC
Portland
(Jan.–Oct.)*

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. Cutliffe

*Basham & Scott LLC
Brunswick*

Read annual report [here](#).

Nominating

Susan Faunce

*Berman & Simmons PA
Lewiston
(Oct.–Present)*

Jonathan M. Dunitz

*Verrill
Portland
(Jan.–Oct.)*

Rural Practice (Ad Hoc)

Zachary F. McNally

*Hale & Hamlin, LLC
Ellsworth*

Wellness Initiative

Teresa Cloutier

*Cloutier Carrillo
Augusta
(Mar.–Present)*

Jill S. Cramer

*Bourque Clegg Causey & Morin LLC
Sanford
(Mar.–Present)*

Jonathan M. Dunitz

*Verrill
Portland
(Jan.–Mar.)*

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.

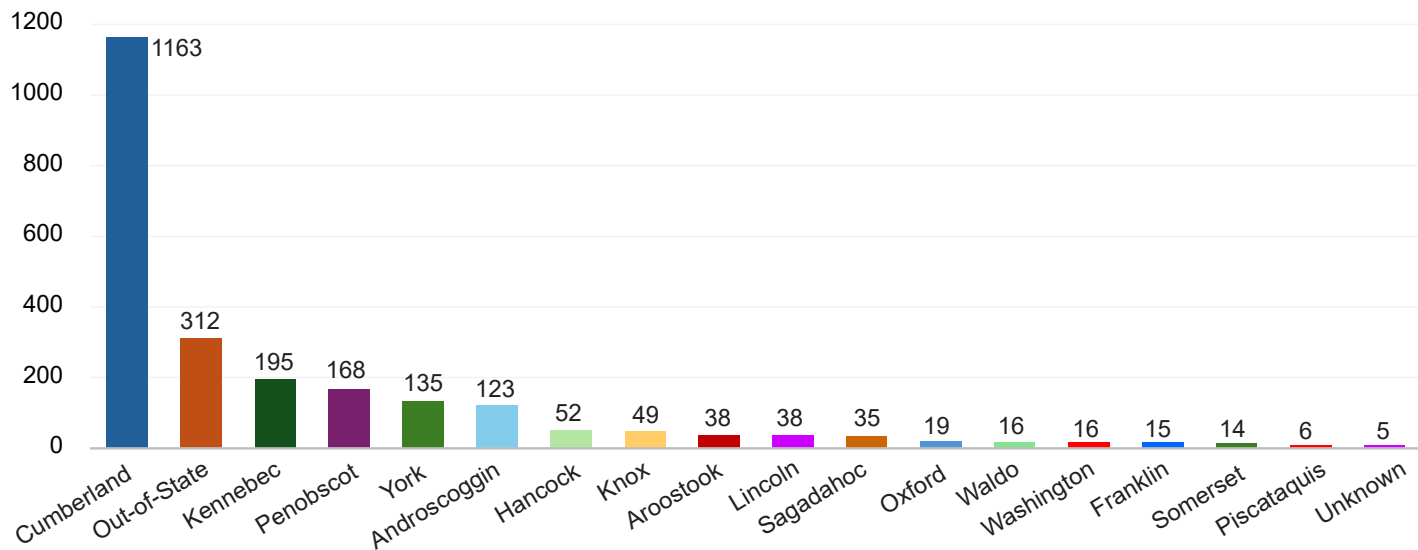
In partnership with its legislative counsel, James I. Cohen, Brody Haverly-Johndro, and Grady Hogan of Verrill, MSBA leadership keeps abreast of relevant issues and informs its members through regular legislative updates when the Legislature is in session.

The MSBA's 2024 Legislative Review & Response Committee included Executive Director Angela Armstrong and Governors Rachel Okun (chair), Meegan Burbank, Teresa Cloutier, Jim Cohen, Jonathan Dunitz, Haley Hall, Kristine Hanly, Zachary McNally, Neil Prendergast, and Stacy Stitham.

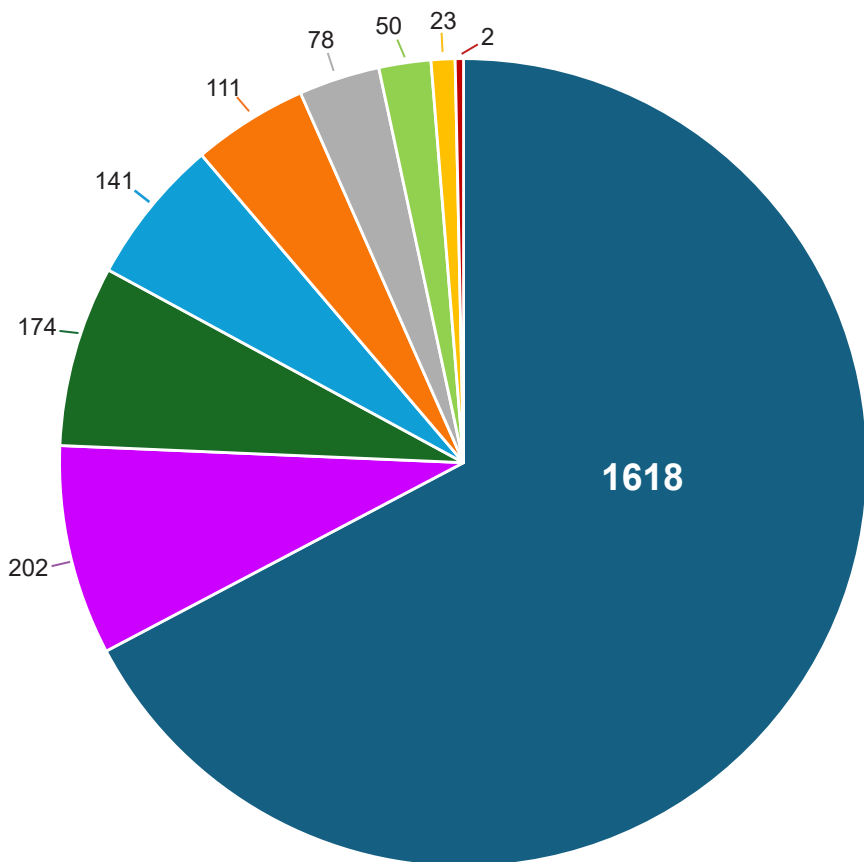
Legislative advocacy on behalf of the Association during 2024 focused on Maine's duty to provide and fund indigent legal services, and the modernization and consolidation of state court facilities. The MSBA provided testimony or responses to LDs 2214, 2219, and 2090, as well as provided testimony at two judicial confirmation hearings.

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

MEMBERS BY COUNTY



MEMBERS



- Standard
- Non-Resident
- Non-Practicing
- Life
- Public Sector
- Judicial
- Honorary
- Retired

- 34 Section meetings, including events with **2,022** credits earned
- 25 Member benefits
- 29 Sections
- 19 Legislative Updates
3 Testimony submissions
- 10 Supplements published
- 14 Judicial evaluations
2 Confirmation hearings
- 8 Bar Talks
- 4 Editions of the *Maine Bar Journal* published

SOCIAL MEDIA

3096
Twitter
followers



1029
Facebook
followers

462

LinkedIn Group
members



Average Email
Open Rate
46%

Continuing Legal Education

In 2024, the Continuing Legal Education Committee oversaw another year of exceptional programming. In addition to presenting its flagship event, Legal Year in Review, CLE worked with the Labor and Employment Law Section to present its 24th Annual Employment Law Review in May. In addition, the Solo & Small Firm Section partnered with CLE to hold an in-person event, Thriving in a Solo/Small Firm workshop. 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 materials and speaking at these programs that provide attorneys with the most up-to-date information to best serve their clients.

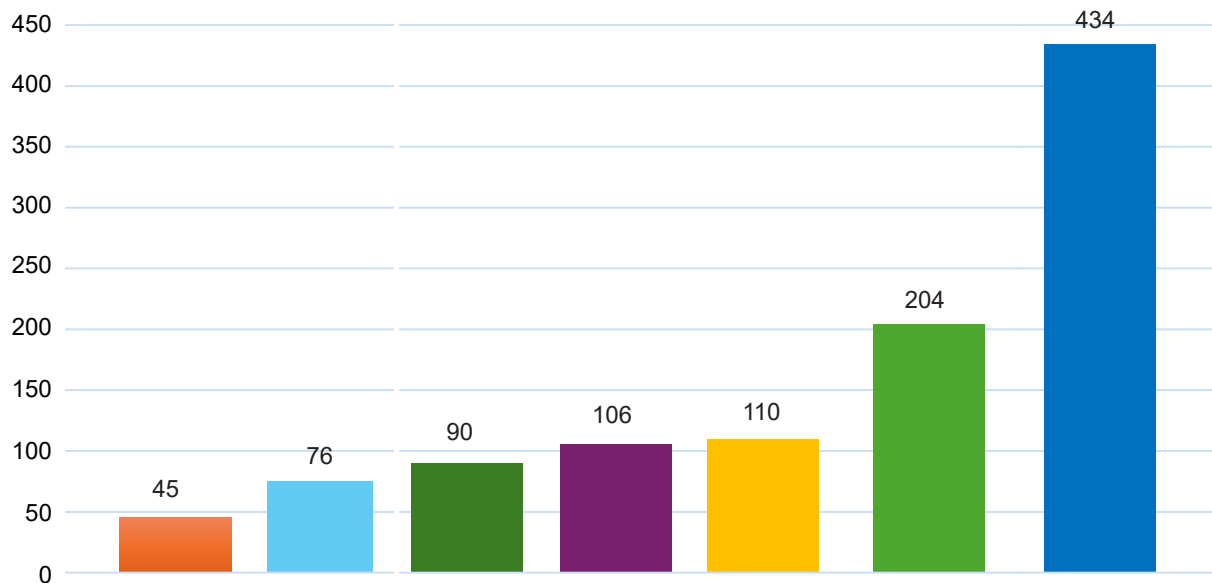
CLE partnered with multiple organizations and national speakers, both live and online, to bring many educational programs to our attendees. These include the U.S. Department of State, MindBridge, Decisis, Maine Commission on Indigent Legal Services, the Administrative Office of the Courts, InReach, WebCredenza, and CLE Webinars. National speakers included, Barron Henley and Paul Unger of Affinity Consulting, Amy Wood, Psy.D., Cynthia Sharp and Becky Howlett, Stuart Teicher, and the Greater Newburyport Bar Association.

In addition, the CLE Committee weathered a significant change in 2024 as long-time CLE Director Linda Morin-Pasco retired from the MSBA. The CLE Committee thanks Linda for her many years of dedicated service to MSBA membership and to the CLE Committee. The Committee looks forward to working closely with the new CLE Director, James Westhoff, whose enthusiasm for his new role is deeply appreciated.

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**

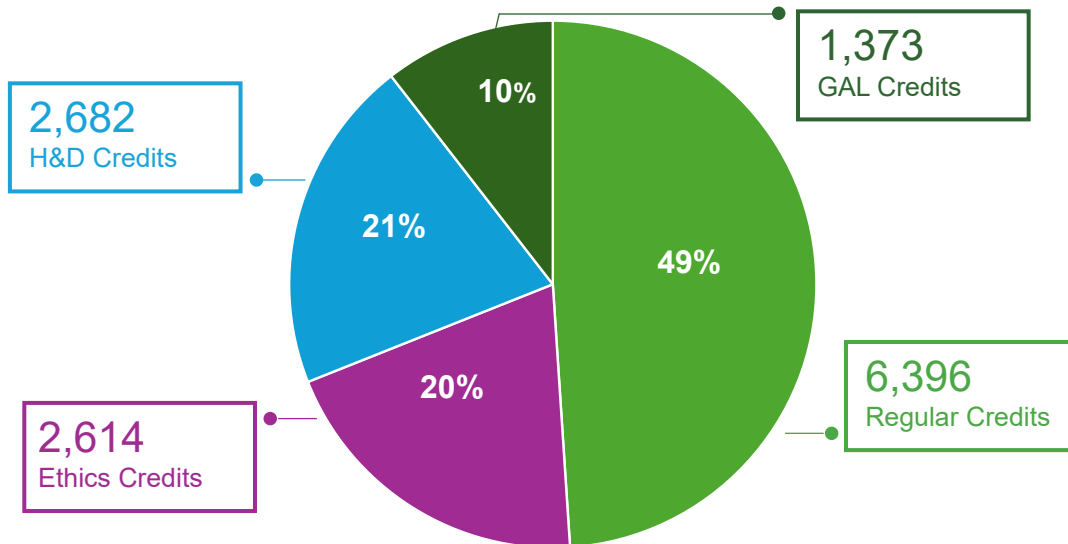


- 7th Annual CLE By The Sea, Solo and Small Firm (Live)
- Thriving in a Solo/Small Firm (Live)
- 2024 Bridging the Gap (Live)
- GAL Core Training (Virtual)
- 24th Annual Employment Law Update (Live & Virtual)
- CompCon (Live)
- Legal Year in Review (Live & Virtual)

Continuing Legal Education (continued)

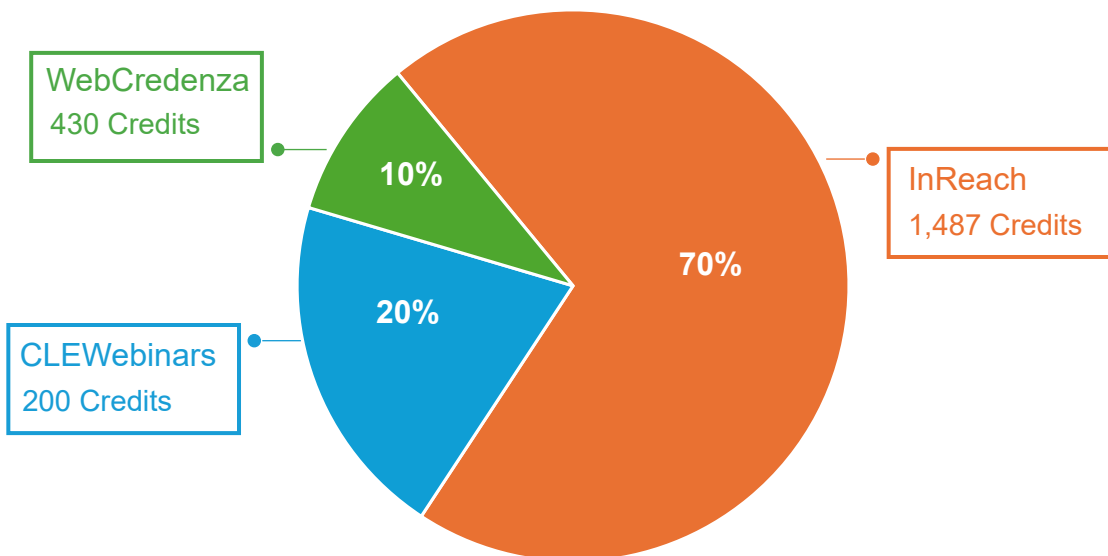
In 2024, CLE presented 412 programs that qualified for live credits, including 44 programs that provided attorneys the opportunity to earn the required live H&D credit and 134 programs that allowed them to earn the required ethics credit. Over 2,400 attorneys took advantage of these programs. Staff processed over 6,000 individual registrations, with attorneys earning over 13,000 credits at MSBA CLE live programs.

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 2,100 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 focus on program proposals and the financial operations of the CLE department and to develop opportunities that continue to meet the goal of providing high-quality educational programs and helping lawyers in meeting their mandatory CLE requirements. James Westhoff replaced Linda Morin-Pasco in September after she retired in August of 2024. Suzanne Doiron was promoted to Administrative & CLE Coordinator. The CLE Committee is grateful for the many years of service that Linda provided the CLE department and to the staff of the MSBA, as the entire staff plays a crucial role in all aspects of the CLE department.

Continuing Legal Education (continued)

Faculty Demographics for CLE Presentations

Gender

Female: 95
Male: 74
Prefer Not to Answer: 4

Years of Experience

5 years or less: 11
6-10 years: 15
11-15 years: 19
16-20 years: 21
21-25 years: 7
26-30 years: 15
31-35 years: 9
36-40 years: 9
41-45 years: 7

Military Status

None: 120
Veteran: 7
Prefer Not to Answer: 13

Identify as a Member of the LGBTQ+ Community?

No: 112
Yes: 15
Prefer Not to Answer: 23

Ethnicity/Race

American Indian or Alaska Native: 3
Multi-Racial/Other: 6
White: 120
Prefer Not to Answer: 31

Event Exhibitors

Allen/Freeman/McDonnell Agency
AMETROS
Arcadia Settlements
AV Technik
Berman & Simmons PA
Bernstein Shur
ClaimData Software
Corvel
Cross Insurance
Decisis
Dow Wealth Management LLC
Drummond Woodsum
Genex Services
IMPAXX
JuryDat, LLC
LexisNexis Legal & Professional
Maine Assistance Program for Lawyers & Judges
Maine Community Foundation
Maine Commission on Indigent Legal Services

Maine Department of Labor - SafetyWorks!
Maine State Bar Association Lawyer Referral Service
Maine State Bar Association Membership Benefits
Maine Volunteer Lawyers Project
MaineGeneral Medical Center Workplace Health
Marcum LLP
Mascoma Bank
Norman Hanson Detroy
Northern Light Work Health
Opinion Focused
Pierce Atwood LLP
Pine Tree Legal Assistance
RJ Goan & Associates
Saco Bay Orthopaedic & Sports Physical Therapy
The Bennett Law Firm PA
Verrill Law
Windham Group
ZetrOz System

Bar Conferences

Maine Law, Business & Society Summit: Portland & Virtual

In January 2024, the Maine State Bar Association (MSBA) and the Portland Regional Chamber of Commerce (PRCC) partnered to host the inaugural Maine Law, Business & Society Summit. This event brought together lawyers and business leaders from across Maine to address critical issues including the impacts of artificial intelligence, data security risks, #MeToo compliance, and workforce challenges.

The Summit offered CLE opportunities for attorneys, with efforts to extend certification credits to human resources professionals as well. Faculty included leading voices from Maine's top institutions in law and business. Sessions encouraged collaboration across industries and sparked important conversations about strengthening Maine's future.



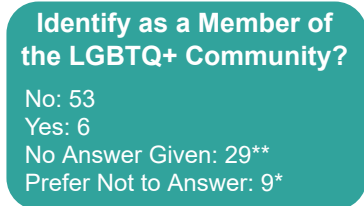
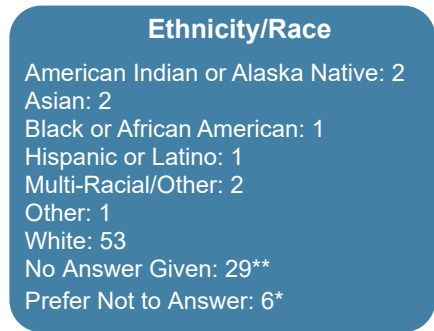
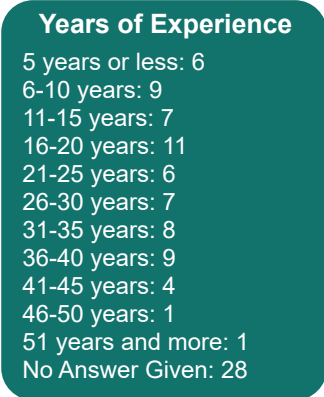
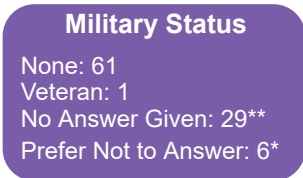
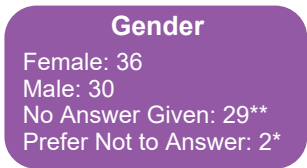
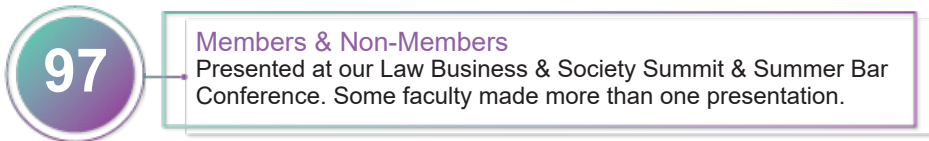
2024 Summer Bar Conference: Bar Harbor

In June 2024, the Maine State Bar Association (MSBA) welcomed members to Bar Harbor for the annual Summer Bar Conference, held at the Harborside Hotel, Spa & Marina. The conference combined professional development with opportunities to enjoy Maine's coast, beginning with a reception honoring our newest Life Members.

Attendees earned up to eight CLE credits across a wide range of topics, including real estate, family law, succession planning, AI, social media, ethics, and even space law. A plenary session on Women Lawyers as Leaders highlighted our ongoing focus on harassment and discrimination (H&D) education. We also launched a dedicated well-being track, featuring sessions on occupational, intellectual, social, and emotional wellness, with expert speakers from Maine and across the country.



Faculty Demographics

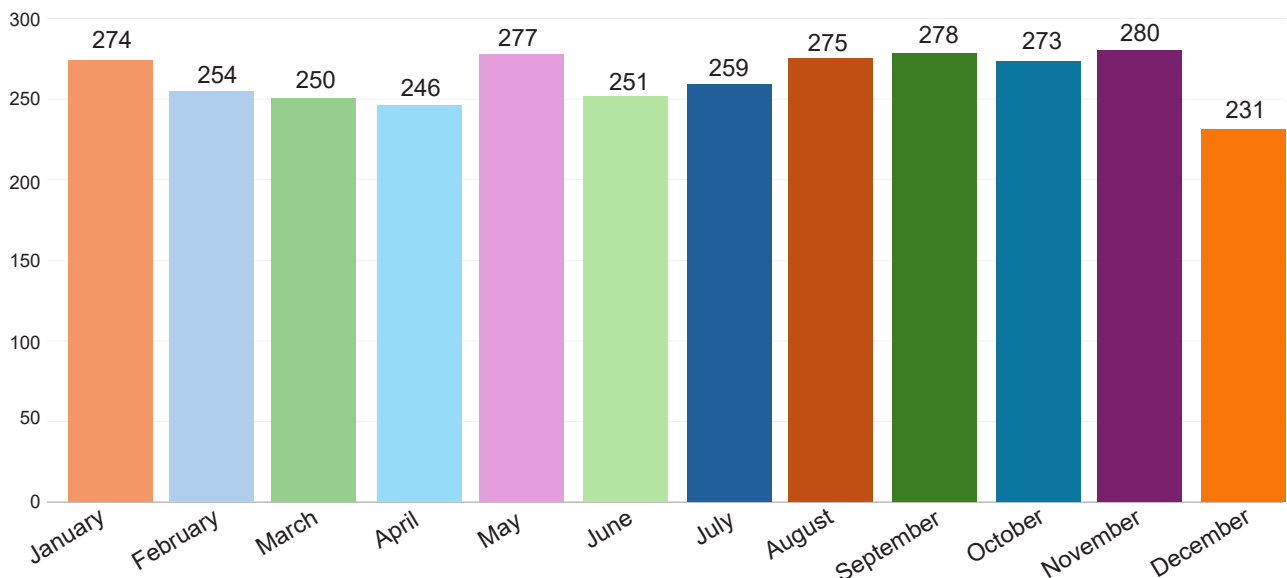


* **Prefer not to answer:** This number represents the members who selected the field indicating they preferred not to answer the question.
** **No answer given:** This number represents the members who did not answer the question at all.

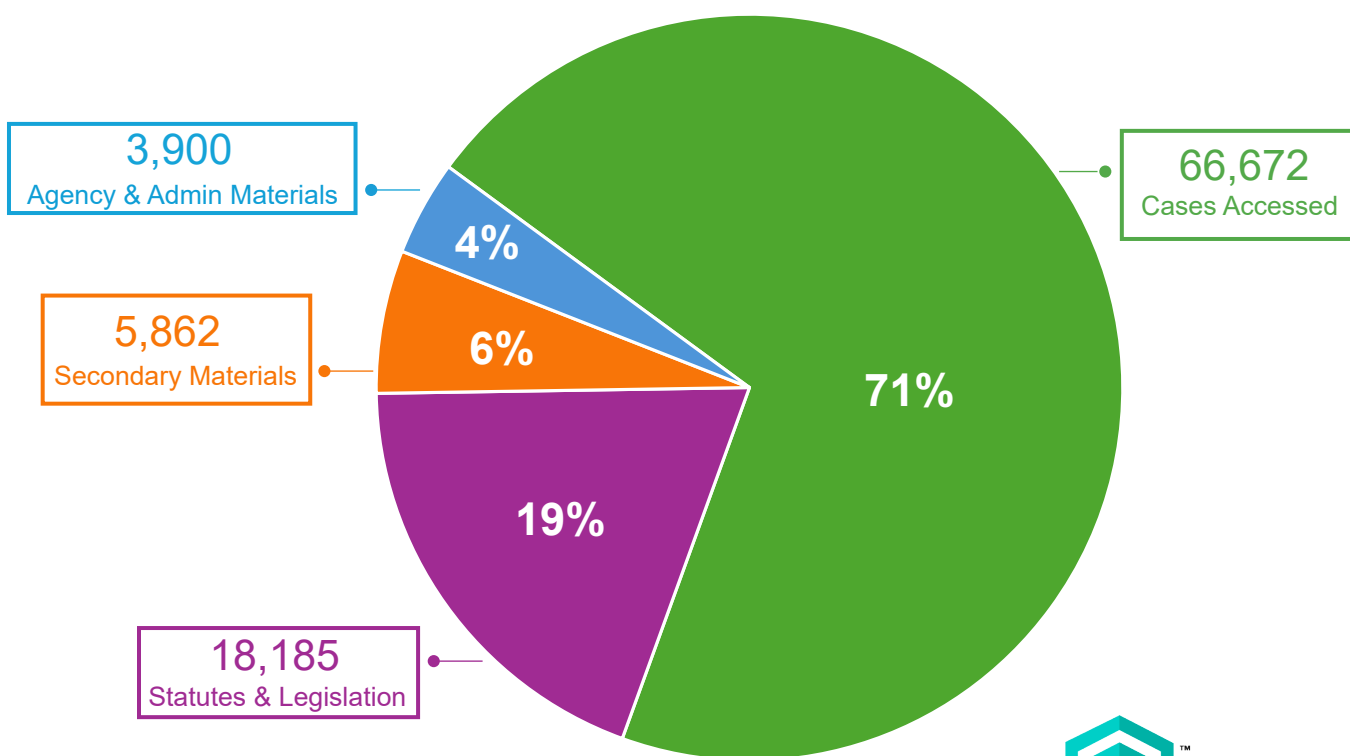
Decisis Online Legal Research

Now in its third year, the MSBA continues to provide members with complimentary access to Decisis™, a cutting-edge legal research platform built with bar associations in mind. Decisis delivers a user-friendly experience, comprehensive access to primary caselaw, and a trustworthy citator—all in one streamlined tool. As the third bar association to team up with Decisis, the MSBA offers this platform as an exclusive member benefit, at a value of \$1,740 per year. Members have praised Decisis for its speed, reliability, and responsive customer support, making it a preferred choice for efficient legal research.

USERS BY MONTH



CONTENT ACCESSED



Diversity Committee

In 2024, the primary focus of the Diversity Committee was the Task Force regarding Maine Bar admission for internationally trained attorneys. The resolution stated that the Task Force would undertake to: (a) understand barriers facing internationally trained attorneys when considering practicing in Maine, (b) review Maine's process in the context of processes from other states, (c) consider potential rule changes, (d) identify other necessary supporting initiatives such as potential legal education programming or funding, and (e) deeply engage with internationally trained attorneys in Maine to develop and maintain collaborative relationships that would extend beyond this Task Force. Unlicensed, internationally trained attorneys aspire to provide legal services in areas where there is a demonstrated need for additional legal capacity in Maine. But, there is a constellation of barriers that make licensure in Maine difficult for internationally trained attorneys. These barriers include licensure process complexity, cost, and English proficiency. With intentionality and collaboration, Maine can reduce or eliminate these barriers to leverage this untapped pool of legal talent. The Task Force examined ways to counter these barriers and hopes to implement efforts to help support change.



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



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



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



Xi Chen
*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*
President Elect

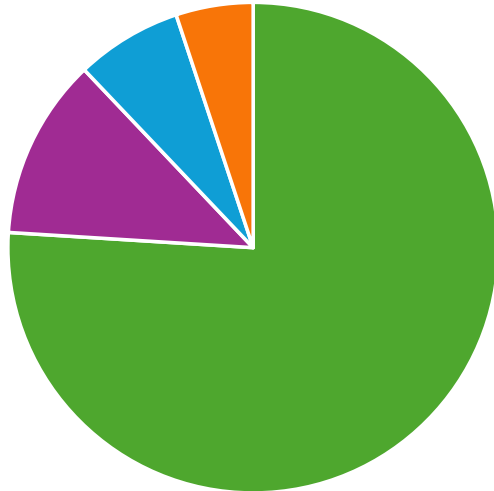


Shoshana C. Mueller (Chair)
*Bernstein Shur
Portland
(Jan. - June)*

MSBA Diversity: Member Demographics

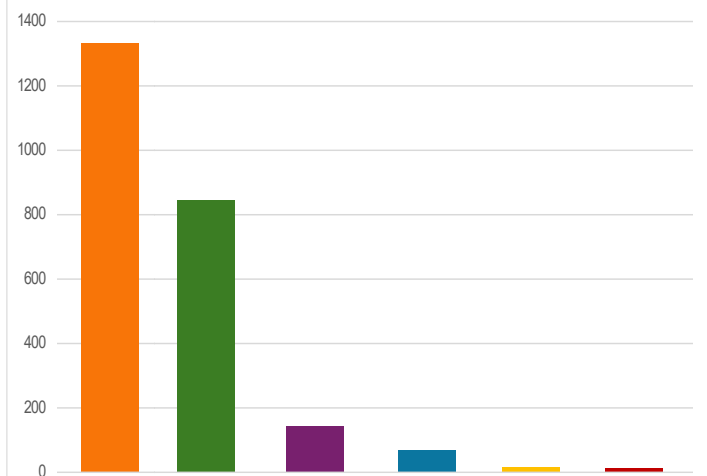
The MSBA is committed to fostering learning and leadership opportunities for all members, with a strong emphasis on diversity, equity, and inclusion. To support this commitment, the MSBA gathers demographic data from its members and CLE faculty. Providing this information is entirely optional. Respondents may choose to skip any question or select "Prefer not to answer," and both options are respectfully acknowledged.

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



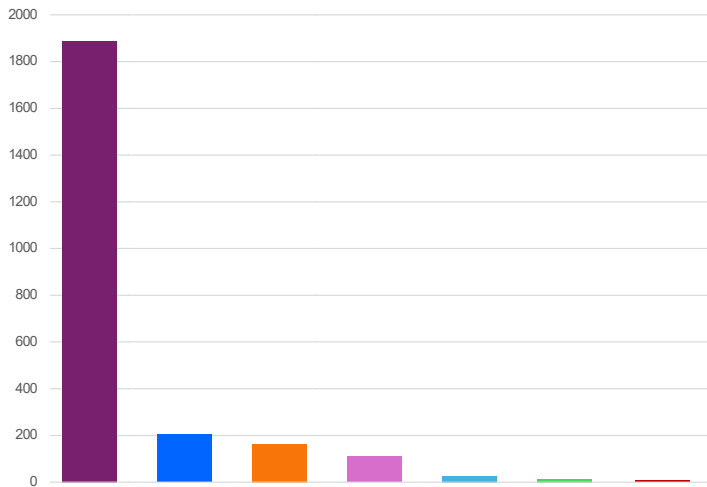
■ No: 76% (1823)
■ Prefer Not to Answer: 12% (286)*
■ No Answer Given: 7% (1823)**
■ Yes: 4% (122)

Gender



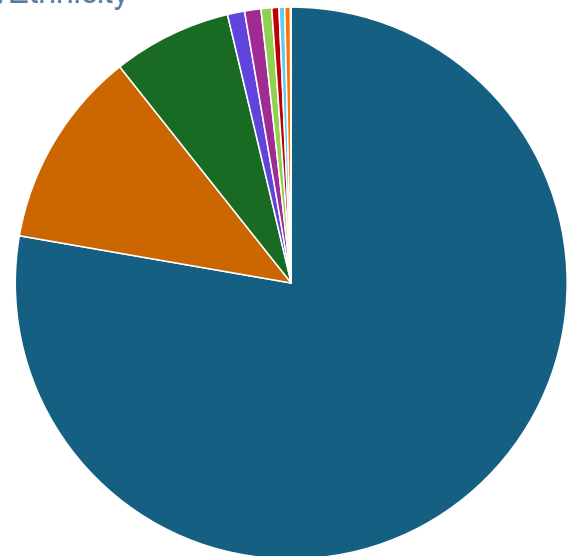
■ Male: 55% (1333)
■ Female: 35% (846)
■ No Answer Given: 6% (142)*
■ Prefer Not to Answer: 3% (70)**
■ Non-binary: 1% (7)
■ Transgender: 0% (1)

Military Status



■ None: 76% (1888)
■ Prefer Not to Answer: 9% (203)**
■ No Answer Given: 9% (163)*
■ Veteran 5% (110)
■ Retired: 1% (27)
■ Reserve: 0% (7)
■ Active: 0% (1)

Race/Ethnicity



■ White: 78% (1865)
■ Prefer Not to Answer: 12% (278)**
■ No Answer Given: 7% (167)*
■ Multi-Racial/Other: 1% (24)
■ Asian: 1% (23)
■ Hispanic or Latino: 1% (15)
■ American Indian or Alaska Native: 0% (10)
■ Black or African American: 0% (8)
■ Other: 0% (8)
■ 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 & Shamara S. Bailey

Gender

Female: 14
Male: 14
No Answer Given: 2**
Prefer Not to Answer: 1*

Identify as a Member of the LGBTQ+ Community?

No: 23
Yes: 4
No Answer Given: 2**
Prefer Not to Answer: 2*

31
Members

Ethnicity/Race

American Indian or Alaska Native: 2
Asian: 9
Black or African American: 3
Hispanic or Latino: 6
Multi-Racial/Other: 4
Other: 1
White: 3
No Answer Given: 2**
Prefer Not to Answer: 1*

Military Status

None: 26
Veterans: 2
No Answer Given: 2**
Prefer Not to Answer: 1*

Women's Law Section

The Women's Law Section (WLS) continues its commitment to promoting the advancement and support of women in the legal profession and the broader community. The Section engages in activities and educational programs that address discrimination against women lawyers and the unique challenges they face in their careers, as well as broader issues of gender equity under the law. WLS also advocates on issues of importance to women in the legal environment.

In 2024, the WLS proudly presented 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 the status of women in the profession; and/or serving as a role model for women lawyers. This year's award recipient was Dawn M. Pelletier. The next Glassman Award will be presented in 2026.

Section Chairs: Emily P. Crowley, Katie R. Day & Elizabeth A. Kayatta

Gender

Female: 140
Transgender: 1
No Answer Given: 2**
Prefer Not to Answer: 3*

Identify as a Member of the LGBTQ+ Community?

No: 110
Yes: 14
No Answer Given: 3**
Prefer Not to Answer: 19*

Ethnicity/Race

American Indian or Alaska Native: 2
Asian: 4
Hispanic or Latino: 1
Multi-Racial/Other: 3
White: 118
No Answer Given: 3**
Prefer Not to Answer: 15*

Military Status

None: 132
Veterans: 3
No Answer Given: 3**
Prefer Not to Answer: 8*

146
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 2024, the MSBA continued its commitment to promoting diversity, equity, and inclusion by offering eighteen seminars (with some programs presented multiple times) to help attorneys meet their required Harassment and Discrimination (H&D) CLE credits. These programs fostered open dialogue, encouraged community and personal growth, and addressed critical issues of respect and professionalism in the practice of law. Each program qualified for CLE credit under the Maine Rules of Professional Conduct, focusing on the recognition and avoidance of harassment and discriminatory communication or conduct. Topics covered included harassment or discrimination based on race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, and gender identity.

- ADA Accessibility (Legal Year in Review and Bridging the Gap)
- Battling Gender Bias (Webinar)
- Law, Business & Society in a Post Affirmative Action World (Maine Law, Business & Society Summit)
- Discovering Implicit Biases in Jury Selection (Webinar)
- Elimination of Bias-Combatting Age Bias in the Legal Field (Webinar)
- How Bill Cosby & other Sexual Predators Escape Punishment (Webinar)
- Identifying & Combatting Gender Bias (Webinar)
- Insight into the Vital Role of Diversity, Equality, and Inclusion in Legal Practice (7th Annual CLE By the Sea)
- Learn Mindfulness to Curtail Implicit Bias & Make Decisions (Webinar)
- Mental Health Conditions In the Workplace: Discrimination and Accommodations (24th Employment Law Update)
- Practical Lessons in Diversity, Equity & Inclusion (Webinar)
- The Impact of Parenthood on Gender Equity in the Legal Profession (Webinar)
- The Neuropsychology of Implicit Bias and Mitigation (Webinar)
- The Osage Murders and How Attorneys can Combat Bias (Webinar)
- What the Mississippi Delta Teaches About Bias in the Legal Profession (Webinar)
- What The Song of the Century Teaches About Inclusion in the Law (Webinar)
- Why Women Attorneys Get Paid Less (Webinar)
- Women Lawyers as Leaders: Leveraging Mentorship to Disrupt Gender Bias (Summer Bar Conference)

Bar Talk

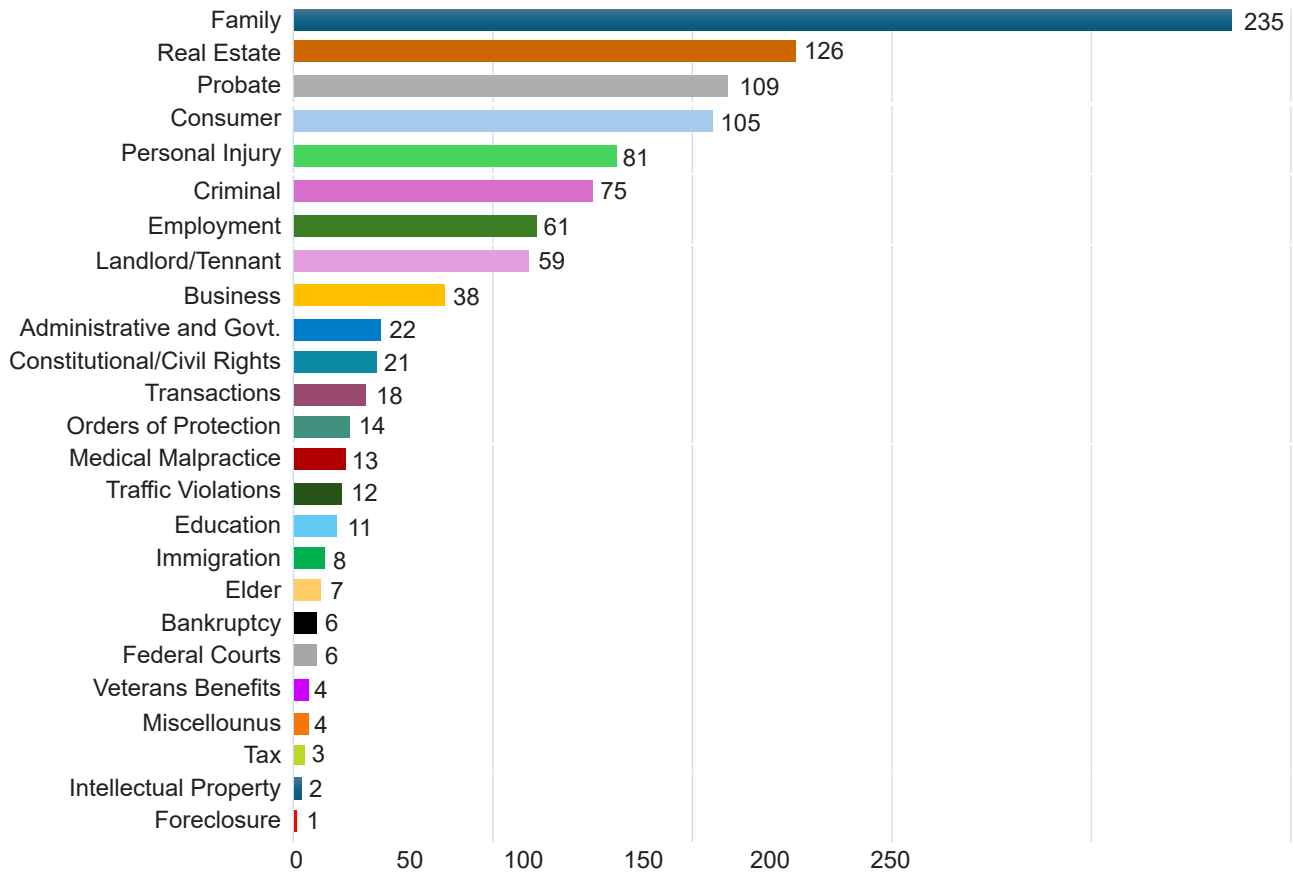
The MSBA's Bar Talk Zoom series, led by President Jonathan Dunitz and ED Angela Armstrong, continued in 2024 with a focus on legal news, resources, and well-being. While Bar Talk has traditionally informed members about legal developments, this year's guests also explored the five dimensions of wellness—physical, spiritual, career and intellectual, social, and emotional—as defined by the Institute for Well-Being in Law. 2024 guests included:

- Jonathan Dunitz, 2024 MSBA President & Quincy Hentzel, Portland Regional Chamber of Commerce
- Julia Teitel, Maine Assistance Program & Aria Eee, Board of Overseers of the Bar
- Sam Keltos, MEMIC
- Laura Ligouri, Mindbridge
- Jim Billings, Maine Commission on Public Defense Services
- Kim Ringler, Ringler Law Firm & Paula Shagin, Green Button Counseling
- Marcia Levy, UMaine Law School
- MSBA Executive Committee 2025: Susan Faunce, Rachel Okun, Jim Hadow & Cheryl Cutliffe



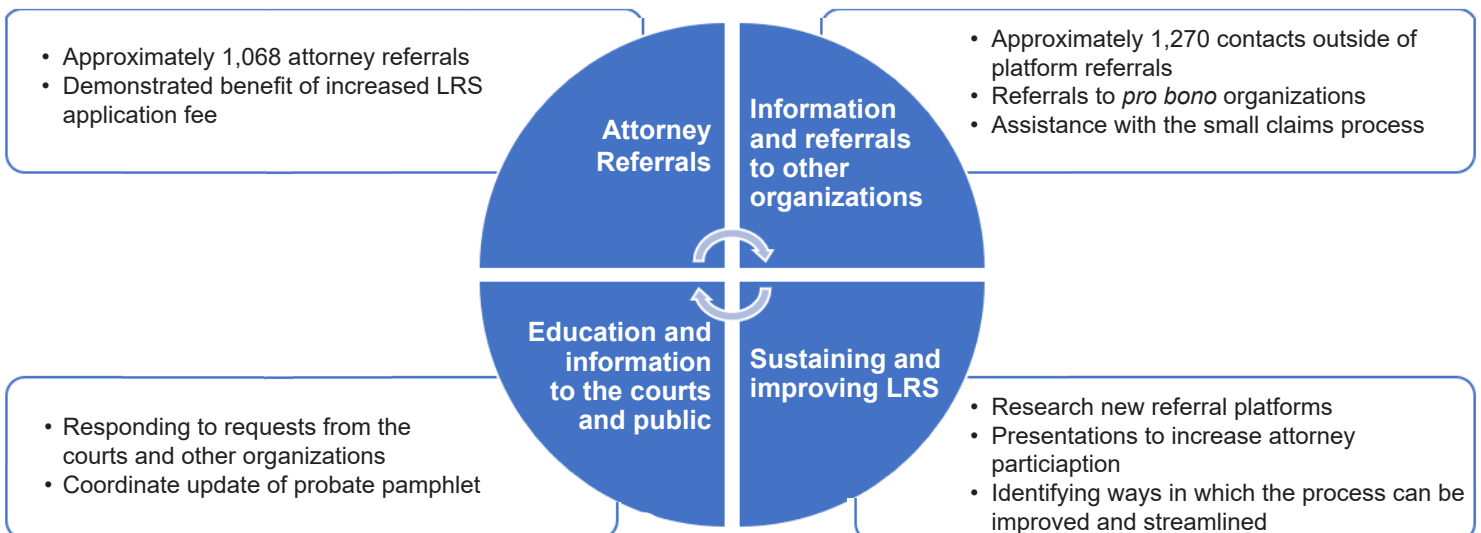
Lawyer Referral Service

This was a pivotal year for the Lawyer Referral Service (LRS). After being without a director and closed for a number of months in the last quarter of 2023, and re-opening in the spring of 2024, the public demonstrated its need for access to and connection with attorneys. Over 1,060 attorney referrals were achieved in the following practice areas:



The anticipated revenue goal of \$90,000.00 was not met as the service earned \$69,399.59, but this shortfall was offset by a corresponding decline in anticipated expenses of \$67,800.00 to actual expenses of \$52,439.95. This resulted in income over expenses of \$16,959.64, prior to inclusion of association subsidized expenses.

Areas on which the LRS focused its efforts this year included expanding its attorney base, exploring ways to streamline its process, and investigating new referral platforms. The referral platform we had used for several years, Community Lawyer, was unsupported and was slated to become inoperable by December of 2025. Steps were taken to investigate other referral platforms as we evaluated how to improve and streamline our service. A new referral management platform will be implemented in early 2025. The LRS has been certified by the American Bar Association as meeting the ABA standards for Lawyer Referral, and will be applying for recertification in 2025.

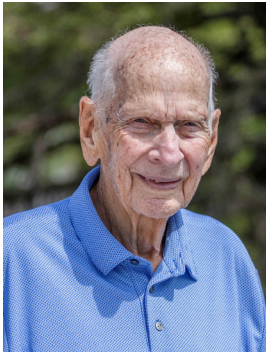


2024 Notable Highlights

- 3 Section Leadership Meetings (Orientation, Budget & Legislative)
- 2 updates to Maine Title Standards (312 & 707)
- 2 new staff hired in Membership Department
- Created Cannabis & Hemp Law Working Group to explore creation of a new section
- Attended Maine Law Student Organization Fair during fall orientation
- Supported Law School students during “reading week” by providing 15-minute table massages and pizzas
- Provided sponsors for new admittees at swearing-in ceremonies

MSBA 2024 Award Recipients

John W. Ballou Award



George Hale

Caroline Duby Glassman Award



Dawn M. Pelletier



Alicia Rea

50-Year Life Members:

John B. Cole, Esq., *Lewiston, ME*

Nathan Dane, III, Esq., *Little Deer Isle, ME*

Virginia E. Davis, Esq., *South China, ME*

Gary Goldberg, Esq., *Portland, ME*

Michael H. Griffin, Esq., *Orono, ME*

Horace W. Horton, Esq., *Portland, ME*

Andrew Ketterer, Esq., *Norridgewock, ME*

Barry L. Kohler, Esq., *Westbrook, ME*

John C. Lightbody, Esq., *Portland, ME*

Thomas B. Wheatley, Esq., *Ellsworth, ME*

2024 MSBA Annual Sponsors



MSBA Financial Position

Revenue

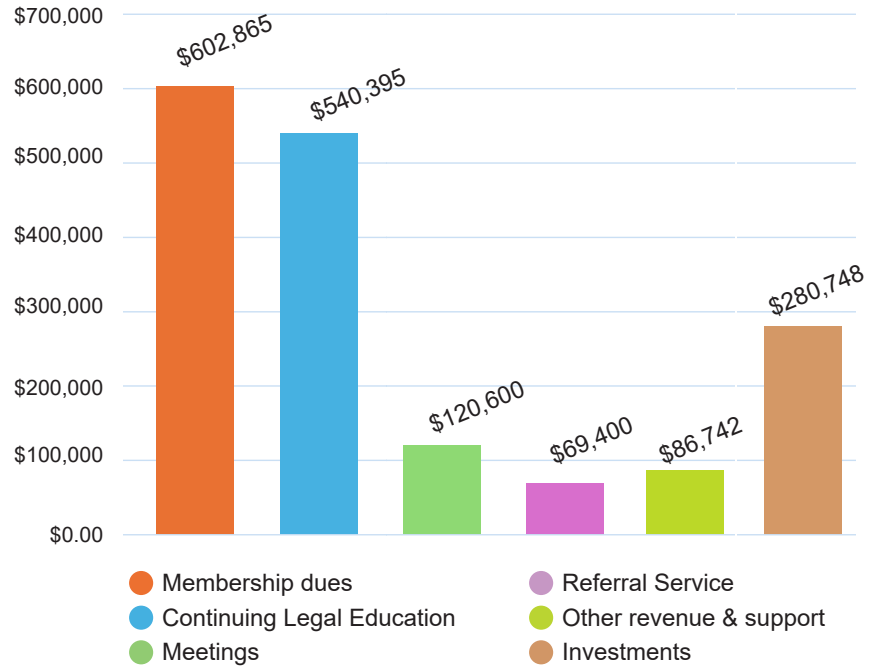
Operating Revenue & Other Support

Membership dues	\$602,865
Continuing Legal Education	\$540,395
Meetings	\$120,600
Referral Service	\$69,400
Other revenue & support	\$86,742

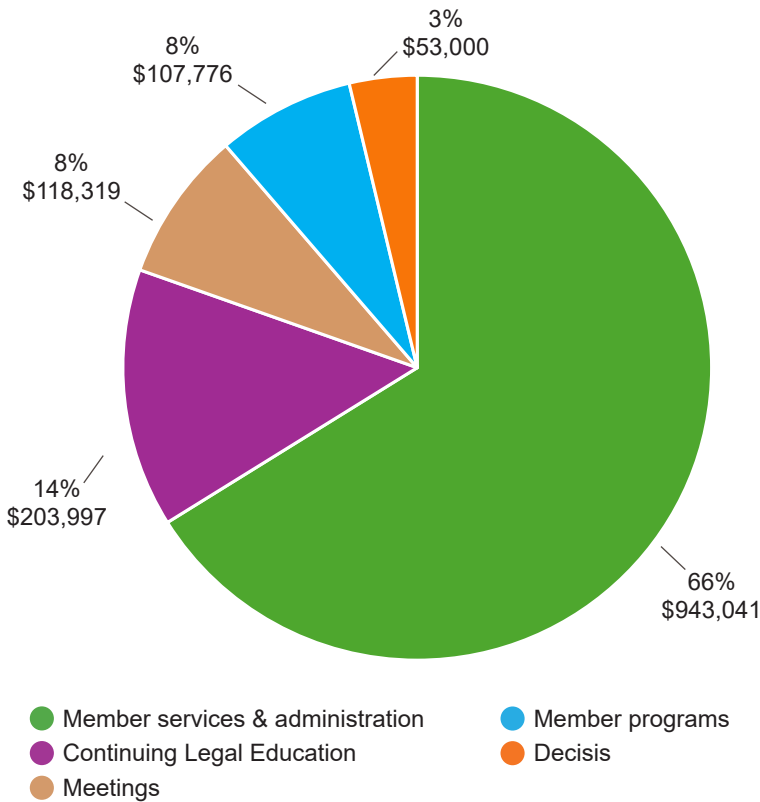
Non-Operating Activities

Investments	\$280,748
Total Revenue	\$1,700,750

2024 Revenue Sources



2024 Use of Funds



Expenses

Member services & administration	\$943,041
Continuing Legal Education	\$203,997
Meetings	\$118,319
Member programs	\$107,776
Decisis	\$53,000
Total Expenses	\$1,426,133

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.

2023-2024 Sustaining Members:

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Erin Anderson
Albert G. Ayre
Henri A. Benoit, II
Benjamin I. Bornstein
Deborah Aronson Bornstein
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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.

