



Scott Harris speaking to more than 150 attendees of the New Hampshire Bar Foundation's 2025 Annual Dinner. Photo by Tom Jarvis

Bar Foundation Celebrates Civic Education, Service, and Legacy at 2025 Annual Dinner

By Tom Jarvis

More than 150 attorneys, judges, and community leaders gathered at the Manchester Country Club on October 9 for the New Hampshire Bar Foundation's (NHBF) 2025 Annual Dinner. The evening highlighted the Foundation's ongoing commitment to civic education, access to justice, and public service, while honoring distinguished members of the New Hampshire Bar for their contributions to the profession and the community.

NHBF Board Chair Scott Harris opened the evening by reaffirming the Foundation's mission as the charitable arm of the New Hampshire Bar. He reported that Leadership Banks' continued participation in the Interest on Lawyers' Trust Accounts (IOLTA) program helped the Foundation raise \$2.1 million this past year – nearly double the amount of recent years – to fund civil legal services and related programs statewide.

"As you all know," Harris said, "in the district courts where the most cases are filed in New Hampshire, 85 percent involve one or both parties who are unrepresented. Those dollars make a significant difference in our state."

Harris thanked the Foundation's Leadership Banks for their support and urged attorneys to consider banking their IOLTA funds with those institutions. He also recognized dinner sponsors without whose generosity, he said, "we would not be able to put on events like this to celebrate the important work

of the Foundation."

The program's first award presentation honored retired US Supreme Court Justice David H. Souter, who received the Frank Rowe Kenison Award posthumously. Harris described Justice Souter as "a hero to the Bar of the State of New Hampshire" and reflected on the award's legacy of recognizing individuals who make substantial contributions to the betterment of New Hampshire's citizens through the administration of justice, the legal profession, or the advancement of legal thought.

He then introduced former New Hampshire Attorney General Tom Rath, who presented the award and spoke about Justice Souter's profound influence on the law and his enduring respect for judicial independence.

"David loved the New Hampshire Bar," Rath said. "He never really left New Hampshire, even when he was working in Washington."

Rath recounted Justice Souter's appointment to the Supreme Court under President George H.W. Bush and reflected on the modesty and moral clarity that defined his life and work.

"His career – but more importantly, his life – is a model for what one person can do," Rath said. "I believe strongly that character, in the end, prevails."

Rath also spoke about Souter's deep civility and respect for others, qualities that, he said, were shaped by his New Hampshire upbringing and the collegial

DINNER *continued on page 10*

Bryan Gould Becomes 112th Justice of the New Hampshire Supreme Court

By Tom Jarvis

Bryan K. Gould, a longtime Concord litigator and shareholder at Cleveland, Waters & Bass, PA, was sworn in on September 18 as an associate justice of the New Hampshire Supreme Court, becoming the 112th justice to serve on the state's highest bench.

Justice Gould was nominated by Governor Kelly Ayotte and confirmed by the Executive Council on a 4–1 vote. The confirmation fills the seat vacated by retired Justice James Basset.

"Congratulations to Bryan Gould on his confirmation by the Executive Council today," Governor Ayotte said in a statement following the vote. "I know his exceptional qualifications will make him an excellent Supreme Court Justice, and all of New Hampshire will be better off with



someone of such exceptional integrity and character on the bench. I was proud to nominate Bryan and am confident he will uphold our Constitution and the rule of law every day he serves on the Court."

A Career Spanning Four Decades

Justice Gould brings 35 years of experience in New Hampshire law, with a

GOULD *continued on page 22*

Jack Crisp Steps Down as CLE Chair After More Than a Decade of Leadership

By Megan Koerber

After more than a decade of dedicated service, Jack Crisp is stepping down as chair of the New Hampshire Bar Association's Continuing Legal Education (CLE) Committee. A past president of the NHBA (1994–1995), Crisp's time on the committee is marked by steady leadership, thoughtfulness, and a deep understanding of the need for collaboration and continual education in New Hampshire's legal community.

A Unique Path to Law

Crisp's journey toward law began not in a classroom, but with his involvement in multiple social movements during his undergraduate years. He graduated from Boston University in 1972 with majors in phi-



Jack Crisp stands beside a print of his wife Sheri's painting of the Coos County Courthouse, on display at the New Hampshire Bar Center. Photo by Megan Koerber

losophy and political science. His college tenure was shaped by activism – he was very involved in the anti-war and civil rights movements and served as president of the

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Striving to Provide Engaging, Locally Focused Continuing Education

The legal profession demands lifelong learning. Laws evolve, ethical standards shift, and new technologies change how attorneys serve clients and manage their practices. To maintain high professional standards and uphold the integrity of the legal system, continuing education isn't just encouraged – it's required.

The New Hampshire Bar Association meets this need through its Continuing Legal Education (CLE) programs, which keep attorneys informed, skilled, and ethically grounded. Beyond satisfying hourly requirements, CLEs enhance legal competence, foster professional growth, strengthen community connections, encourage ethical practice, and promote access to justice in New Hampshire.

Meeting Mandatory Requirements

Under Rule 53 of the New Hampshire Supreme Court, all active attorneys must complete at least 12 hours of CLE each year, including two hours focused on ethics or professionalism. The NHBA's CLE programs help attorneys meet these obligations efficiently and reliably – and go well beyond compliance.

Developed by New Hampshire practitioners, for New Hampshire practitioners, the programs ensure the curriculum reflects real practice within the state's courts and communities. This local focus gives participants practical, immediately useful knowledge, while reinforcing a

President's Perspective



By Derek D. Lick

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shared professional culture.

Building Skills and Staying Current

CLEs are essential to maintaining competence in a constantly changing legal landscape. Through seminars on recent case law, workshops on advanced litigation techniques, and programs covering emerging fields like cybersecurity and data privacy, attorneys stay current and adaptable. Regular participation sharpens analytical and practical skills – benefiting clients and contributing to the overall quality of justice in the state.

Strengthening Community Connections

The NHBA's CLE programs also help strengthen relationships within the legal community. Many events are held live or in hybrid formats, bringing together lo-

cal judges and attorneys to share insights, discuss legal strategies, and build professional networks. In a close-knit legal community like New Hampshire's, these connections promote collegiality and co-operation that enhance the administration of justice.

Flexible and Affordable Options

Recognizing the demands on attorneys' time, the NHBA offers CLEs in live, webcast, and on-demand formats – allowing members to learn at their own pace and convenience. The CLE Club adds even more value, offering discounted rates that often cut the cost of full-day programs by more than half. This model makes ongoing education accessible, flexible, and affordable throughout the year.

Supporting the Bar

Each time you attend an NHBA CLE, you're also supporting the Bar itself. A significant portion of the Association's budget comes from CLE income, meaning your participation directly funds programs and services that benefit New Hampshire's legal community.

While national CLE providers may offer generic programming, the Bar Association is your local "Main Street" provider – one that knows your name and values your practice. Take advantage of these programs. It's a win-win, supporting your Bar while earning the education you need to stay sharp, connected, and compliant. ♦

NHBA Welcomes Stan Larsen

The New Hampshire Bar Association is pleased to welcome Stan Larsen as its new Information Technology Manager.

Larsen has a bachelor's degree in business studies from Southern New Hampshire University. He most recently worked as an IT manager at NFI North, a nonprofit human services organization. In that position, he managed cybersecurity, technology operations, and support services across multiple offices.

He also led several modernization projects, including cloud transitions,



the implementation of new communication systems, and security upgrades that helped improve efficiency and reliability. Prior to that, he worked in the private sector in IT roles focused on systems and network administration.

"I'm excited to join the Bar and to be part of a team that supports such an important professional community," says Larsen. "I look forward to helping strengthen our technology systems, learning from everyone here, and contributing to projects that make a real difference for our staff and members." ♦

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Bridging the Appellate Access-to-Justice Gap

By Connor Sakati

New Hampshire has a well-documented problem with access to justice.

The National Center on Access to Justice compiles an annual ranking of all states (as well as the District of Columbia and Puerto Rico) based on several variables measuring access to justice, including access to legal representation. In the most recent iteration of that ranking, Massachusetts ranked third, Vermont ranked 23rd, and Maine ranked 37th. New Hampshire ranked 49th – fourth from last. Indeed, one *New Hampshire Bar News* article reported that “[n]early 85 percent of cases in the circuit courts feature at least one unrepresented party.”

Access to justice is an issue at every level of the legal system, from circuit courts to the Supreme Court, and at every stage of litigation, from pre-complaint advising to post-judgment appeals. But the unavailability of adequate legal representation is particularly problematic at the appellate level. After all, successful appeals often involve sophisticated legal advocacy like detecting legal error or arguing for the extension of an existing legal rule. And, perhaps more importantly, appellate litigation has the potential for broad impact beyond the case in question, through the development of precedential rules.

Without legal counsel, many would-be appeals that contain meritorious, important legal issues may never surface and so may never be decided. If pro se litigants disproportionately occur in certain areas of law, case law in those areas of law may remain underdeveloped.

Through a properly designed appellate pro bono program, New Hampshire could expand legal representation while – at the same time – affording younger lawyers the opportunity to become appellate advocates. To bridge the appellate access-to-justice gap, many other jurisdictions have created appellate pro bono projects.

Some appellate pro bono projects serve supreme courts (the Nevada Supreme Court manages one such program). Others serve regional courts of appeals, such as the program operated



by the San Diego County Bar Association for pro se litigants in the California District Court of Appeal, Fourth Appellate District. And some federal courts of appeals (like the Second Circuit and the Ninth Circuit) sponsor pro bono appellate programs for their specific courts.

Though these programs are as diverse as the jurisdictions that have instituted them, most share a common dual mandate: providing pro se litigants with representation while also growing and diversifying the appellate bar. An argument in a state’s high court or the federal courts of appeals is a feather in the cap of any attorney, but it can be a particularly difficult one for a younger attorney to obtain.

An appellate bar often skews older and more experienced than a bar as a whole. Public and private firms (and their clients) can be loath to entrust a case-dispositive argument to a less-experienced attorney, especially because appellate litigation risks creating adverse precedent. At the same time, many younger attorneys would welcome the chance to participate in the law-creating appellate enterprise. After all, appellate litigation offers the opportunity to help develop and even change the law in a way most other kinds of litigation do not.

To fulfill this dual mandate of expanding access to appellate legal services while also helping build new appellate attorneys, appellate pro bono programs often contain two common features.

First, appellate pro bono programs are designed to maximize their educational value for participating attorneys. A program might match new attorneys with more experienced attorneys who offer advice, critique briefs, or moot their arguments. Additionally, some jurisdictions (like Nevada) will guarantee pro bono lawyers the opportunity to present oral argument in their assigned case. Guaranteed argument is a major factor that drives young attorney interest in taking these pro bono cases. And the Second Circuit ensures a large pool of attorneys can participate by limiting the amount of time any attorney may serve on the pro bono appellate panel.

Second, programs feature a body that serves a gatekeeping function. Not all pro se appeals are meritorious. Triaging to preserve scarce resources, gatekeepers identify potentially important or

ADVOCATES *continued on page 23*



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From Rescue Dogs to Legal Advocacy: Terri Pastori's Life of Service

By Kathie Ragsdale

Terri L. Pastori likes to foster things, whether they be rescue dogs, outdoor markets, or positive legal outcomes.

A founding member of Concord-based law firm Pastori | Krans, she is a seasoned employment law attorney, founding board member of the Derry Homegrown Farm and Artisan Market, and mom to four rescue dogs in addition to two human teenagers.

She is also a Bar stalwart, with numerous years of service on Bar committees and boards.

A native of Medford, Massachusetts, Pastori says she has known since elementary school that she wanted to be a lawyer, impressed by the ability of a family friend to help people navigate stressful times with legal representation.

She majored in criminal justice and psychology at UMass Lowell and went straight to Suffolk University Law School, quickly discovering that she preferred civil to criminal law, and graduating first in her class.

A clerkship at the New Hampshire Supreme Court ensued, followed by two years working for the McLane Middleton law firm.

"I was very lucky to work in the litigation department with so many high-caliber lawyers and learn the craft from them," she says.

From there, she went to the Boston firm of Peabody & Arnold for 13 years,



gaining more experience in employment law, becoming a partner, and commuting from her home in Derry. For a time, she loved the "perfect balance" of working in the city and coming home to "beautiful New Hampshire,"

but eventually found the commute did not leave enough time to spend with her husband and two growing children.

She went solo for two years in the Granite State, then joined Heather Krans to form Pastori | Krans in 2017.

Her focus remains on employment law and business litigation, and she represents both employees and employers. The work entails everything from negotiating employment agreements and policies, to quarterbacking investigations, to conducting wage and hour reviews, to representing clients before the Human Rights Commission or other agencies, or in court.

Pastori says she's drawn to that area of law.

"It's an area that touches most of our lives and really has an impact – people are either working for somebody or have employees," she says. "Employees have basic rights and employers have basic obligations, and I like being a problem solver – being able to coach them through that."

It's also an ever-evolving area of law

and Pastori recounts how, during COVID, "We were drinking out of the fire hose as employment lawyers because so much was changing, protecting the workforce. It was so fast-moving, and we had to keep up with it. It was really exciting. Right now, we're dealing with all of the changes with the administration and how that's impacting our workplaces."

Her work has won the admiration of colleagues like fellow employment attorney Charla Stevens, who has known Pastori for 20 years.

"Terri is a true champion for women, for the legal community, and for her home community of Derry," Stevens says. "In addition to being an excellent advocate for her communities and her clients, she is the consummate professional, always conducting herself with the civility and decency we should all emulate. When you get to know Terri, you make a lifelong friend. She is as encouraging and supportive a person as you could ever want in your life...I am proud to call Terri a friend and colleague."

McLane Middleton CEO Steven Camerino has known Pastori in a variety of roles. He was a partner at the firm when she was an associate, and when he left to run the New Hampshire Electric Cooperative, he was instrumental in hiring her to help the company navigate complicated litigation. Now back at McLane Middleton, he says the firm thinks so highly of Pastori's abilities that they occasionally refer cases to her.

"She's got the highest level of professionalism and is an excellent lawyer, involved in the Bar and her community," he says. "It's incredible how hard she works."

Pastori points to no particular cases as her most memorable, saying she likes "the full spectrum," ranging from "having a client call with a difficult employment situation and helping them work that through and come up with a solution they're happy with, the tools to talk to their boss, to the full-out, big, complex litigation, holding people accountable for their breaches of contract or the implementation of regulations."

Pastori says her work on behalf of the Bar is likewise rewarding.

She is a member of the NHBA's Committee on Cooperation with the Courts, served for years as a member of the New Hampshire Board of Bar Examiners, and is a member of the NHBA's Labor & Employment Law and Business Litigation Law sections.



Terri Pastori and husband Rick Labbe volunteer at the Derry Farmers Market, open weekly during the growing season. Courtesy Photo

She is a graduate of the Massachusetts Commission Against Discrimination Certified Train-the-Trainer Program for Preventing Harassment and Discrimination in the Workplace and Conducting Internal Discrimination Complaint Investigations.

BusinessNH Magazine has recognized her firm, which now has eight lawyers, as being among the state's "Best Companies to Work For" and "Top Women-Led Businesses."

Pastori is also a member of the Association of Workplace Investigators, Society for Human Resource Management, and the Human Resources Association of Greater Concord. She serves on the board of Waypoint, a nonprofit providing human services and advocacy, and is past chair of the Derry Economic Development Advisory Committee.

"I think as lawyers we have a really valuable skill set, and what we're able to contribute is pretty significant," Pastori says about volunteering. "I feel that I'm blessed in the sense that I've had a lot of good fortune in my life and it's my responsibility to give back to my community. We make the world a better place by giving back."

When not working or volunteering, Pastori loves to golf, ski, attend her son's sporting events or her daughter's plays and musicals with her husband, Rick Labbe, and "chase sunrises and sunsets." ♦

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NHWBA Honors Excellence and Legacy at 28th Annual Fall Reception

By Tom Jarvis

More than 130 attorneys, judges, and guests gathered on October 15 at the Barn at Bull Meadow in Concord for the New Hampshire Women's Bar Association's (NHWBA) 28th Annual Fall Reception.

NHWBA President Katherine Hedges opened the evening by thanking sponsors and members for their continued support of the organization.

"The New Hampshire Women's Bar Association's mission is to support the achievement of gender equity in the legal profession by promoting the advancement and interests of women through leadership, professional development, and education," Hedges said.

Reflecting on nearly three decades of the NHWBA's work, she noted that while women now make up a growing share of attorneys nationwide, leadership gaps persist.

"It is great to see how much progress has been made, but we know, however, that there's still a lot of work to be done – especially as it relates to women achieving equity and leadership roles in law firms and in the judiciary," she said.

Following her remarks, the evening turned to the presentation of two honors recognizing excellence and leadership among women in the Granite State's legal community.

The first honor, the Winnie McLaughlin Scholarship, was established through an endowment created by the NHWBA in partnership with the University of New Hampshire Franklin Pierce School of Law (UNH Law). The annual award supports a rising second-year law student who demonstrates academic achievement and a commitment to advancing women in the legal field or the broader community. The scholarship honors Agnes Winifred "Winnie" McLaughlin, the first woman admitted to practice law in New Hampshire in 1917.

This year's recipient, Bethany Hartt, is a 2L and Daniel Webster Scholar at UNH Law. Before law school, she worked with survivors of gender-based violence at WISE of the Upper Valley, a crisis center in Lebanon, New Hampshire.

In her acceptance remarks, Hartt spoke about community, mentorship, and gratitude.

"I feel so fortunate to be a law student in New Hampshire, and I so look forward to joining so many of you – and Winnie McLaughlin – in being barred in the state and ultimately practicing here," she said.

Hartt shared how the support of the



Lauren Noether speaking to more than 130 attendees at the NHWBA's 28th Annual Fall Reception. Photo by Tom Jarvis



Past and present Winnie McLaughlin Scholarship recipients in attendance at the 2025 NHWBA Fall Reception. From left: Ronelle Tshiela, Lyndsay Robinson, Bethany Hartt, and Heather Howell. Photo by Tom Jarvis



Past and present Marilla M. Ricker Achievement Award recipients in attendance at the 2025 NHWBA Fall Reception. From left: Maureen Raiche-Manning, Jennifer Parent, Lauren Noether, Hon. Susan Carbon, and Robin Melone. Photo by Tom Jarvis

state's legal community reaffirmed her sense of belonging.

"The email from the Women's Bar Association [about this scholarship] really reinforced a message I had gotten from members before, which was that I was capable, but more importantly, that they were here to support me," she said.

She also credited mentors across the legal community for helping her along the way, including attorneys at WISE, New Hampshire Legal Assistance, and Shaheen & Gordon, as well as professors at UNH Law.

"The people in this room go far beyond collegiality," said Hartt. "They are deeply generous, very accessible, and also very impressive – and I don't think that's replicated in other states. We're just so, so lucky."

Cornerstone Family Resources social worker Linda Juranty and former Belknap County victim-witness coordinator Barbara Belmont then took to the podium to present the NHWBA's highest honor, the Marilla M. Ricker Achievement Award.

Since 2000, this award has recog-



NHWBA President Katherine Hedges (left) presenting the 2025 Marilla M. Ricker Achievement Award to Lauren Noether. Photo by Tom Jarvis

nized women lawyers who have achieved professional excellence, paved the way for other women, or advanced opportunities for women in the legal profession. The award is named for Marilla Marks Ricker, who opened the New Hampshire Bar to women with her 1890 petition to the New Hampshire Supreme Court.

This year's honoree, Lauren Noether,



Bethany Hartt with her certificate recognizing her as the 2025 Winnie McLaughlin Scholarship recipient. Photo by Tom Jarvis

NHWBA continued on page 23



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Fifth Annual Women Judges Dinner Celebrates Camaraderie and Growing Representation on the Bench

By Tom Jarvis

Thirty-five members of the judiciary from across the state, including one retired marital master and one child support referee, gathered on October 22 at the Common Man in Concord for the Fifth Annual Women Judges Dinner.

Organized by Judges Susan Carbon and Tina Nadeau, the yearly event offers an informal opportunity for members of the bench to connect across all levels of the judiciary and to celebrate the increasing number of women serving in New Hampshire's courts.

"It is such a treat to have all the women from every court – or as many as we can gather – get together and celebrate our growing numbers," says Judge Carbon. "Having diversity on the bench sends a strong message of inclusivity to the public. We bring different life experiences and views to our work. So being able to gather and recognize that we are on the road to full representation in the judiciary matters. But beyond that, it is fun. Enjoying one another's company is a gift."

Judge Carbon opened the evening by welcoming attendees and recalling the origins of the gathering.

"Judge Tina Nadeau and I started this as a way to acknowledge and physically recognize the increasing number of women on the bench," she said. "For us in New Hampshire, it has been a relatively short period of time. Back in 1980, the year that I graduated and got my license, my husband worked with the American



Attendees of the Fifth Annual Women Judges Dinner. Seated, from left: Hon. Anna Barbara Hantz Marconi, Hon. Landya McCafferty, Hon. Kimberly Bacher, Hon. Susan Carbon, Hon. Melissa Countway, Hon. Geeti Roeeen, and Hon. Ellen Christo. Middle row, from left: Hon. Elizabeth Leonard, Hon. Patricia Quigley, Hon. Samantha Elliott, Hon. Xiorlivette Bernazzani, Hon. Amy Manchester, Hon. Suzanne Gorman, Hon. Kristin Spath, Hon. Barbara Maloney, Hon. Margaret-Ann Moran, Retired Marital Master Nancy Geiger, Child Support Referee Sheri Colligan, Hon. Sarah Christie, Hon. Lindsey Courtney, and Hon. Sandra Cabrera. Back row, from left: Hon. Lisa English, Hon. Jacalyn Colburn, Hon. Beth Kissinger, Hon. Michael Klass, Hon. Jacki Smith, Hon. Ellen Joseph, Hon. Elizabeth Paine, Hon. Susan Ashley, Hon. Talesha Saint-Marc, Hon. Laura Lombardi, Hon. Erin McIntyre, Hon. Jennifer Lemire, Hon. Polly Hall, and Hon. John Kissinger. Photo by Tom Jarvis

Judicature Society and put together the first national registry of women judges for the newly created National Association of Women Judges."

She then held up a very thin book, prompting laughter from the group.

"Getting everyone together is a fun and nice way to recognize the bench is

changing," she continued. "We are growing and becoming more diverse in many ways. We so rarely get just the circuit court together, let alone the circuit, superior, supreme, and federal courts. This is probably the only event of the year where we get judges from every court together. I also want to thank Michael Klass and

John Kissinger for coming again this year – having two men here is great."

True to tradition, Judge Carbon reminded attendees that the dinner is "a no-agenda meeting." She invited judges to stand by years of service, beginning with

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Judges Call for Attorneys to Take 169-C Cases as Children’s Counsel Law Phases In

By Tom Jarvis

Starting in January, courts will begin appointing counsel for more children in abuse and neglect matters under Senate Bill 463 (session year 2024), with phased requirements continuing through 2026. Circuit Court Judges Susan Ashley, Elizabeth Paine, and Sarah Christie say the bench will need a larger pool of lawyers ready to accept appointments.

Passed in 2024, SB 463 amends New Hampshire’s Child Protection Act to guarantee that children in institutional or state-operated care in abuse or neglect proceedings will be appointed legal counsel to represent their expressed interests. The law uses a phased schedule: children aged 14 to 17 in out-of-state or in-state placements will be entitled to counsel as of January 1, 2026. Those aged 12 to 13 in residential treatment programs will be entitled to counsel as of January 31, 2026, with younger children phased in by mid-2026. The law also gives courts broader discretion to appoint counsel in any dependency case, removing the prior requirement that appointments could only occur when a child’s wishes conflict with a guardian ad litem’s recommendations.

“Previously, and currently until January 1, the court has very limited authority to appoint attorneys for children in 169-C cases,” says Judge Ashley. “That limitation will end, and the court will have the discretion to appoint an attorney for any child, and they don’t have to be in disagreement with their guardian ad litem. That piece of the statute allows for a broad discretionary appointment for an attorney. There’s also another piece, which is mandatory appointment of an attorney if a child is either placed in a residential treatment program or DCYF is considering that placement.”

Expressed-Interest Representation

The judges emphasize that this expansion adds a new voice in a system that already appoints a guardian ad litem (GAL) to advocate for a child’s best interests. SB 463 centers the child’s expressed interests through counsel – interests that may diverge from a guardian’s recommendation.

“Right now, CASA [Court-Appointed Special Advocates] is appointed in every case – or if no CASA, then a non-CASA guardian ad litem – to represent the child’s best interests,” Judge Elizabeth Paine explains. “This is really about expressed-interest representation, so it



will be a different perspective in many of these cases than the parties and the statute have navigated previously.”

She notes the existence of attorney-client privilege as a structural difference.

“A critical piece of child representation is that the child and the attorney representing them have the privilege, whereas a GAL or CASA/GAL doesn’t,” she says. “So, it’s a completely different relationship.”

Judge Christie says this distinction matters in practice.

“Many times, kiddos don’t feel heard,” she says. “When we meet with them, it’s often with CASA but without the other parties present, because they want to tell us what they want but they’re afraid to share in open court. Sometimes they want somebody to say what they’re feeling in the courtroom, so they feel validated. It’s two diverse and very necessary roles – someone advocating for what they want, and someone advocating for what’s in their best interest. They may be two different things – it doesn’t mean one’s right and one’s wrong – but both need to be heard.”

The judges acknowledge that the expanded right to counsel will increase demand for qualified lawyers, many of whom already handle 169-C representation for parents. They say the courts hope to see more members of the Bar take an interest in this area of practice.

Training and Mentorship

“The New Hampshire Judicial Council has been great with resources, and the Court Improvement Project supports educational opportunities,” Judge Christie says. “The attorneys who do this work are always willing to answer questions. It’s a small community – everyone knows each other and works well together.”

Judge Ashley points to the Circuit Court’s *Protocols Relative to Abuse and Neglect Cases and Permanency Planning*, revised in 2023 by the Court Improve-

ment Project (CIP).

“The protocols cover child-protection cases soup to nuts,” she says. “By January, we’ll have protocols in place for these appointments. But Judge Christie’s point is well taken that when folks are looking to get into this work, the most valuable resource will be lawyers already experienced in representing parents and children in RSA 169-C cases.”

CIP Coordinator Tracie Gelbstein notes that the protocols are available on the New Hampshire Judicial Branch’s website. She adds that the Judicial Council process provides reliable payment for appointed counsel and has offered training opportunities.

“There’s certainty of payment because it’s court appointed,” Gelbstein says. “It’s also a great opportunity for newer attorneys to get into court, gain trial experience, and do rewarding work in a supportive environment.”

Commitment and Time

Judge Paine emphasizes the demanding pace of 169-C work.

“The timelines in these cases are prescribed by statute, and continuances are discouraged,” she says. “The focus has to be on getting these issues resolved. Overcommitting and taking too many cases won’t work. Attorneys need to be able to show up and be present for these kids.”

Judge Ashley expands on that point, noting that the work also requires persistence once an attorney takes a case.

“These cases can span a significant length of time – a year or more, while parents work to reunify within the statutory timeframes for permanency for children,” she says. “We’re looking for people who are inspired to do this work and stay the course.”

Challenging but Impactful Work

“It’s not work for the faint of heart,” Judge Christie says. “You’re dealing with

parents and children who’ve been involved in substance use disorders, physical and mental abuse, neglect – it’s heart-wrenching work. But it’s also deeply gratifying. Kiddos are appreciative, and you can feel the real impact of working with them.”

She recalls one client whose wishes diverged from CASA’s recommendations.

“It was a long, difficult case, but she went on to live a successful life with her other parent,” Judge Christie says. “It’s extremely gratifying to see that transformation.”

“For people on the fence, even an attorney willing to take on one case makes an impact,” Judge Christie says. “Once attorneys do it, I don’t think they’ll be disinclined to do it again – they’ll see the benefit and the impact they’ve made.”

Her point, echoed by Judges Ashley and Paine, is that participation doesn’t require a wholesale shift in practice or a years-long commitment to child protection work. Even one case, they say, can be transformative – not only for the child but for the attorney who takes it.

Judge Paine notes that the numbers from a recent report presented by the Office of the Child Advocate to the Children’s Oversight Commission tell the story.

“As of September 30, 2025, there were 227 kids in group care across all ages,” she says. “That’s not that many attorneys to make a huge difference. Even if everyone took one case, we’d have enough.”

The judges also emphasize that the work, while public service-oriented, is not purely voluntary. Pay rates have increased significantly in recent years, making these cases a viable part of an attorney’s practice.

“The hourly rate has increased quite a bit,” Judge Ashley says. “It was \$60 for a long time and is now \$125 an hour. That’s more than double in a short period of time, and it’s a big help in recruiting people.”

Looking Ahead

Judge Paine believes SB 463 will sharpen focus on getting children the help they need.

“It may help us hold people’s feet to the fire around resource provision,” she says. “We are always hoping to provide the resources that children need in these cases, and that extra voice can really help make a difference.”

Attorneys interested in accepting 169-C appointments for children or who have questions about representing children can email the CIP at nhjbcip@courts.state.nh.us. ♦

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UNH Law Celebrates Public Service at Duggan-Friedman Reception

By Bethany Hartt

The James E. Duggan and Bruce E. Friedman Reception, held at the University of New Hampshire Franklin Pierce School of Law (UNH Law) on October 23, was a celebration of public service.

Students, community partners, professors, and loved ones of the honored award and scholarship recipients filled the IP Atrium on the first truly crisp autumnal evening of the year.

Anna Brown, executive director of the Warren B. Rudman Center for Justice, Leadership & Public Service, opened the event with a report on the 2025 Rudman scholars. She shared that generous donors to the Rudman Center sponsored approximately 69 student-scholars this past summer. These students received funds for public service internships and provided over \$1 million in legal services and hundreds of volunteer hours in the community. Brown emphasized the ongoing necessity of dedicated public servants who “truly work for the people.”

UNH Law’s pride in public service is the legacy of the event’s two namesakes, New Hampshire Supreme Court Justice James Duggan and Bruce Friedman. Both men were UNH Law professors and stalwart advocates for pro bono legal services in the Granite State – Duggan on the criminal side and Friedman on the civil side.

Judge Jacalyn Colburn paid tribute to both Duggan and Friedman, whom she described as her friends and mentors.

Professor Friedman, whose name adorns the law school’s practice clinic, frequently took “unwinnable” cases because he believed so mightily in the power of advocacy. He worked tirelessly and cheerfully with those who were the most disenfranchised in society. Judge Colburn detailed how Friedman “lived his life with a bit of quirkiness,” and mentioned his love of community center basketball.



Inaugural Professor James E. Duggan Scholarship recipient Katie Burrows (left) stands with Professor Melissa Davis at the Duggan-Friedman Reception at UNH Law on October 23. Photo by Bethany Hartt

Judge Colburn also memorialized Justice Duggan, to whom she “owes [her] career” as a former public defender and now as a judge. She said she served on the Superior Court while Justice Duggan was on the bench at the New Hampshire Supreme Court, and he mirthfully told her one of his greatest career regrets was “never

being able to reverse [her] while he was on the Supreme Court.”

She also described Duggan as a pioneer in criminal defense and in representing the indigent in the Granite State, adding that he “never slept” and that any time he was not in court, he was at the law school.

David Stamatis of Parnell, Michels & McKay, PLLC, received the Bruce E. Friedman Pro Bono Award. In addition to his thriving private practice, Stamatis has devoted nearly 300 hours to pro bono work. Since 2020, Stamatis has consistently ranked among the top attorneys in total pro bono hours donated.

In his acceptance speech, he quoted Charlie Chaplin’s first speaking role in the 1940 film *The Great Dictator*: Chaplin’s monologue is just as prescient now as it was in 1940: “[m]ore than cleverness, we need kindness and gentleness.”

UNH Law Associate Dean and Professor Courtney Brooks, chair of the law school’s endowed scholarship committee, announced the recipient of the inaugural Professor James E. Duggan Scholarship. Established to honor Professor Duggan’s memory, the scholarship provides financial support to third-year law students pursuing careers as public defenders.

This year’s recipient, Katie Burrows, was recognized for her tenacious advocacy and impeccable judgment in handling cases through the law school’s Criminal Practice Clinic. After graduation, Burrows plans to join the New Hampshire Public Defender’s office in Laconia – Professor Duggan’s birthplace.

To contribute to the endowed scholarship fund, contact UNH Law Interim Director of Development Ellen Musinsky at ellen.musinsky@law.unh.edu. ♦

Bethany Hartt is a 2L and Daniel Webster Scholar at the UNH Franklin Pierce School of Law. After law school, she plans to practice in New Hampshire.

LOTHSTEIN GUERRIERO, PLLC



Ted Lothstein



Kaylee Doty-Johnson



Richard Guerriero



Oliver Bloom

Like most firms we usually send our staff home early on the day before Thanksgiving. How far back does this tradition go?

Apparently, very far! In one of the first mentions of the holiday in NH jurisprudence, in *Winslow v Smith* (1906), the jury received the case to begin deliberations at 3pm on the day before Thanksgiving. As soon as the jury got the case, “the presiding judge and counsel...left town,” leaving the jury to deliberate on their own (!), with instructions that if they reached a verdict before the judge returned on Monday, they should “seal it up and give it to the sheriff.”

The jury deliberated until 9pm on Thanksgiving-eve, and then gave their sealed verdict to the sheriff. But 5 days was apparently just too long to wait. Jurors raised a question about the governing law AFTER they provided their verdict, and ultimately, it was reversed.

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LAST CALL!

Award Nominations

- Vickie M. Bunnell Award for Community Service
- Distinguished Service to the Public Award
- Outstanding Service in Public Sector/Public Interest Law Award

The awards presentation will take place at the Midyear Meeting on February 20, 2026.

★ **Nomination Deadline is November 21** ★

Civics Boot Camp Inspires Inns of Court Members to Bring Lessons into Classrooms

By Tom Jarvis

The Daniel Webster-Batchelder American Inn of Court (the Inn) opened its 2025–26 season on October 8 with an evening dedicated to civics education, hosting a Civics Boot Camp presentation by US District Court Chief Judge Landya McCafferty, US Circuit Judge Seth Aframe, and New Hampshire Bar Association Civics and Law Outreach Coordinator Martha Madsen.

The training session, held at the Manchester Inn of Court, aimed to equip attorneys with tools and confidence to teach civics in local schools, particularly in underserved or geographically remote communities. More than 50 lawyers attended the event, which served as both a call to civic engagement and a practical guide for effective classroom outreach.

“The idea of Civics Boot Camp is to give lawyers a toolkit so they can be foot soldiers for civics,” says Chief Judge McCafferty. “If we inspire even one attorney to reach out to a school and teach a civics lesson, I consider it a huge success.”

Chief Judge McCafferty, who created the Civics Boot Camp program in partnership with Judge Aframe, says the federal court’s ongoing civics initiatives have increasingly relied on lawyers’ involvement, especially during periods when federal judges face outreach limitations during government shutdowns.

“I’ve never needed lawyers more than now,” she adds. “If federal judges can’t do civics outreach in their courtrooms during a shutdown, we need attorneys to jump in, visit schools, and take these lessons into classrooms.”

The Inn, which meets monthly from Oc-



Judge Seth Aframe and Chief Judge Landya McCafferty confer before their presentation on civics at the Manchester Inn of Court. Photo by Martha Madsen

tober through May, brings together judges, lawyers, and other legal professionals for continuing legal education and professional development. Each table group includes attorneys of varying experience levels and at least one judge, fostering mentorship and collegiality. This year, under the leadership of US District Judge Samantha Elliott, the Manchester-based Inn made civics outreach a key focus.

“We have for many years been proud of our community service,” says Judge Elliott. “Over the past two years, our executive committee has committed to expanding that engagement to include bringing civics education into underserved New Hampshire schools. The Civics Boot Camp was the perfect kickoff for our season and our civics ini-

tiative this year.”

Judge Elliott says the event provided an inspiring start, thanks to the preparation and energy of the presenters.

“Judges Aframe and McCafferty provided materials and gave us a tutorial on teaching civics in schools using specific case law and frameworks that engage students from middle through high school,” she says. “They set a high bar, but I am confident that our members are ready to match their energy.”

According to Judge Elliott, more than half of the Inn’s members signed up to teach civics in schools following the presentation, with several volunteering to join her in visiting classrooms in the North Country.

The Civics Boot Camp program began

in 2024 at the Warren B. Rudman US Courthouse in Concord, where Judges McCafferty and Aframe led its first session. Designed as a hands-on workshop, it provides lawyers with ready-to-use lesson plans and practical guidance for connecting with students. Each session introduces landmark cases such as *Tinker v. Des Moines* and *West Virginia State Board of Education v. Barnette*, along with a mock criminal case that allows students to take on the roles of prosecutors, defense counsel, and judge during a sentencing exercise.

Judge Aframe says the program was developed in response to both an opportunity and a need: many lawyers are eager to volunteer in schools but are unsure where to start.

“The goal of the event is to give pointers and ideas for how to make classroom visits go as well as possible – helping lawyers understand both how to do it and what to do when they’re there,” he says.

He also emphasizes the importance of reaching students earlier.

“We mostly teach civics in New Hampshire at the twelfth-grade level,” he says. “But by then, many students are already voters. Civics shouldn’t be something they encounter only at the very end of their education.”

The program also aims to show that civics education is about more than government structure – it’s about how people engage with one another in a democratic society.

“Law is adversarial by nature, but adversarial doesn’t mean uncivil. One of the great parts of our legal system is that we resolve disputes civilly. We learn to talk to each other about hard problems in ways that recognize

CIVICS continued on page 23

New England’s Perennial Powerhouse



Left to right: Robert M. Higgins, Krysia J. Syska, Andrew C. Meyer, Jr., Adam R. Satin, Nicholas D. Cappiello and William J. Thompson.

For the 17th consecutive year, Lubin & Meyer has again outperformed all other law firms in the region by obtaining 39 multimillion-dollar verdicts and settlements of \$1,000,000.00 or more in New Hampshire, Massachusetts and Rhode Island.

Founder Andrew C. Meyer, Jr. says, “Year after year, we remain the go-to law firm for medical malpractice and personal injury cases due to our success securing record-setting results that compensate victims, protect the public, and inspire change.”



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2022	34	5
2021	27	4
2020	28	8
2019	46	5
2018	33	8
2017	38	5
2016	38	8
2015	50	12
2014	31	6
2013	29	3
2012	26	6
2011	36	5
2010	21	5
2009	22	9
2008	25	8

* As published in *Massachusetts Lawyers Weekly* for years 2008-2019; as submitted to *Massachusetts Lawyers Weekly* for years 2020-2024.



■ DINNER *from page 1*

Bar that supported him.

“David did all these things, but he never forgot where he came from or who he was,” said Rath. “He was one of us. If you want to emulate anything he did, take from his life the sense of civility, decency, and respect.”

Pamala Custer, a veteran social studies teacher at Hanover High School, spoke next about the importance of civics education. Custer, whose courses include constitutional law, international relations, and sociology, emphasized the need to rekindle civic imagination among students.

“If we cannot imagine a thriving democracy grounded in the rule of law, then no wonder younger generations view democratic governance with cynicism,” Custer said. “We have to reignite their imagination – and I believe studying the law in high school is the way to do that.”

She highlighted her students’ experiences visiting federal and state courts and meeting with judges, including US District Court Judge Landya McCafferty and New Hampshire Supreme Court Chief Justice Gordon MacDonald. Custer shared how one student, inspired by a statistic MacDonald mentioned about unrepresented litigants, decided to pursue law school to “help fix” the problem of limited legal access – an example Custer called “powerful civics education.”

Harris returned to the podium afterward to outline several Foundation initiatives aimed at strengthening understanding of the legal system and supporting public service. He described the Law School for Legislators program, which helps lawmakers better understand the judicial branch and its role in family and civil law; the High School Civics Essay Contest, which last year drew more than 120 submissions from students across the state; and the Law School Loan Repayment Assistance Program, which helps public interest attorneys manage student debt. He also announced a new interactive, computer-based educational program being developed in partnership with the New Hampshire Supreme Court to illustrate the role of an independent judiciary.

Harris noted that the Foundation is seeking to raise funds for these projects, which together total more than \$200,000.

“If you give us a little money, we can do a little good,” he told attendees. “And the more money you give, the more good we can do.”

That spirit of generosity was already on display earlier in the evening. Before the program began, L. Jonathan Ross of Primmer, Piper, Eggleston & Cramer, PC, presented a \$5,000 donation check to the Bar Foundation to support its ongoing work, and a \$5,000 check to the Campaign for Legal Services – for a total of \$10,000.

Following his remarks, the program transitioned to Assistant Attorney General Brendan O’Donnell, who presented the Robert E. Kirby Award to Nicholas Chong Yen, senior assistant attorney general in the Criminal Justice Bureau. The award honors a young lawyer who demonstrates civility, courtesy, perspective,



Thirteen new Fellows were inducted into the Bar Foundation Fellows Program. From left, Kate Morneau, Hon. Lisa English, Tony Naro, Charla Stevens, Brian Garrett, Sarah Ambrogi, Hon. Dorothy Walch, Emma Sisti, Nina Gardner, Hon. N. William Delker, and Hon. Ellen Christo. Not pictured: Benjamin Folsom and Hon. David Burns. Photo by Tom Jarvis



Hanover High School teacher Pamala Custer discussing the importance of civics. Photo by Tom Jarvis



Attorney Tom Rath presents the 2025 Frank Rowe Kenison Award to Justice David Souter posthumously. Photo by Tom Jarvis



Nicholas Chong Yen receives the 2025 Robert E. Kirby Award. Photo by Tom Jarvis

and excellent advocacy.

O’Donnell, a longtime friend and classmate of Chong Yen, described him as “the perfect candidate for the spirit of the Kirby Award,” citing his professionalism, compassion, and kindness – even in high-stakes situations. He recounted a homicide case in which Chong Yen stepped in shortly before trial to ensure the victim’s family felt supported and represented.

“Nick works hard, he does his job, and he does it well,” O’Donnell said. “But he never lets that get in the way of being courteous and kind to the people he’s dealing with.”

In his acceptance remarks, Chong Yen expressed gratitude to his colleagues, friends, and family.

“Traits like civility, courtesy, and perspective are not earned alone,” he said. “If there is anything I deserve in receiving this award, it’s owed to those I’ve had the honor of working with and practicing alongside.”

To conclude the evening, Harris announced the induction of 13 new Fellows into the New Hampshire Bar Foundation Fellows Program – an honorary organization of attorneys, judges, teachers, and community leaders who have demonstrated outstanding achievement and dedica-



L. Jonathan Ross (center) presenting two \$5,000 checks – one to the Bar Foundation and one to the Campaign for Legal Services to NHBF Executive Director Sarah Blodgett (left) and NHBF Chair Scott Harris. Photo by Tom Jarvis

tion to public service.

“Fellows support the aims of the Foundation through annual contributions, pro bono work, and participation in activities that advance the mission and work of the Bar Foundation,” Harris said.

The 2025 Annual Dinner celebrated the Foundation’s continued impact through its grants, educational programs,

and recognition of excellence in public service. The Bar Foundation thanks the attendees, sponsors, and donors for their continued support in strengthening justice for all.

Those wishing to contribute to the Bar Foundation’s ongoing work may do so at nhbar.org/new-hampshire-bar-foundation/annual-appeal. ♦

Judge Kimberly Chabot Receives CASA Judicial Service Award

By Tom Jarvis

Judge Kimberly Chabot was recognized with the 2025 Judicial Service Award, also known as Court-Appointed Special Advocates (CASA) of New Hampshire's Judge of the Year Award, during the organization's Annual Celebration on October 24 at the Manchester Country Club.

The award is presented annually to a judge whose outstanding contributions exemplify CASA's mission to ensure a child's best interests remain at the forefront and whose support promotes the success of CASA/guardian ad litem advocacy.

Judge Chabot was honored for her deep commitment to justice and the well-being of children and families. In more than three decades of service in New Hampshire – including her years as a pro-

secutor and her tenure on the Circuit Court – she has earned a reputation for compassion, integrity, and respect for the role of CASA advocates in child protection and juvenile cases.

"We were honored and delighted to be able to present Judge Chabot with the award," says CASA of New Hampshire President and CEO Marty Sink. "She is a remarkable human being. She has been an advocate for CASA, and we are grateful for that. She's shown outstanding commitment to the work of CASA, and to the inclusiveness of CASA advocates in her courtroom – treating them with re-



2025 CASA Judicial Service Award recipient Hon. Kimberly Chabot (center) with fellow judges at CASA's Annual Celebration. From left: Hon. Sarah Christie, Hon. Erin McIntyre, Hon. Kimberly Chabot, Hon. Susan Carbon, Hon. Susan Ashley, and Hon. Ellen Joseph. Courtesy Photo

spect and relying on them for information about what's in the best interests of the children who come before her." ♦

A Supreme Halloween Showing at Devine Millimet



Attorney Sarah Ambrogi (right) dressed as Ruth Bader Ginsburg and Legal Assistant Kim White dressed as Miss Trial. White crafted her bouquet of roses from attorney pleadings – symbolic of the many significant cases she and her colleagues have handled together through the years.

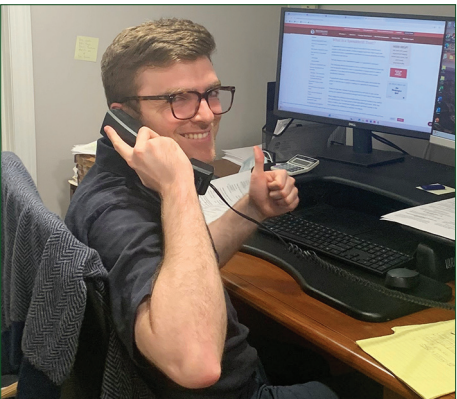
LawLine



Shawn Tennis (left) and William Noonan of Ward Law Group volunteering for LawLine on October 8. Courtesy Photo

The New Hampshire Bar Association thanks Ward Law Group for the very successful LawLine event held on October 8. Thanks to its efforts, 40 calls from residents across the state were answered on a wide range of topics, including Medicare, guardianship, collections, and restraining orders.

Our callers consistently express deep appreciation for the legal advice they receive, and the NHBA is immensely grateful for the continued support and participation of our volunteer attorneys each month.



LawLine is a free public hotline staffed by volunteer attorneys and offered on the second Wednesday of each month from 6 to 8 pm. Calls are forwarded through NHBA staff to preserve firm anonymity.

We are seeking volunteers for future LawLine events. If you're ready to make a difference this year, we would love to have you join us!

To learn more or to volunteer, please contact NHBA LawLine Coordinator Amanda Adams at aadams@nhbar.org. ♦

Correction to October Bar News Vol. 36, No. 5

In the article "Arb/Med/Arb: Innovation or Ethical Quandary?" on page 36, the citation at the end of the second paragraph should read: *(For a more detailed discussion of ADR, see N.H. Bar News, Vol. 35, No. 7, at 12 [Dec. 18, 2024].)*

New Admittees

The New Hampshire Bar Association welcomes the following individuals who were admitted at a ceremony on November 5, 2025:

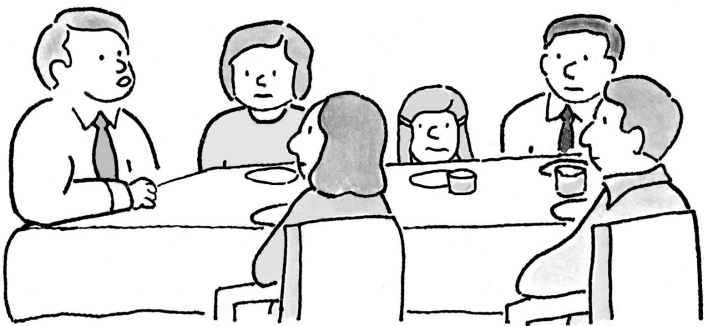
Murtaza Akhtar, Amanda Lynn Azarian, Spencer Everett Beck, Virginia Lin Belt, Charles Raphael Levy Bernstein, Lindsay Jean Buckley, Sumner Omar Camp-Martin, Neil Liam Carr, Matthew Gauthier Carrier, Roslyn K. Chavda, Katherine Claire Conard, Alyssa Marie Craig, Alexander Martin Craighead, Kevin Robert Dandrow, Colin Patrick Dean, Lillian Marie Denslow, Nicole E. Dion, Rachelle A. Doane, Chloe Isabel Dorst, Charles Edward Ecker, Avery Sage Ellis, Mary Victoria Fernandez, Dalton Lee Ford, Davis B. Freeman, Connor James George,

Nicholas Goodall Glover, Autumn Hunter Goldenberg, Kristen Marie Grogan, Cameron Paul Hebert, Derek Richard Hehman, Drew Thomas Hickey, Sarah Elizabeth Hill, Hadley Elizabeth Johnson, Steven James Kavalek, Mason Elliott Kaye, Elizabeth Shannon Manning, Colby Day Newsham, William Garrett Noonan, Isabell Grace Plotsker, Colette Leigh Polezonis, Joseph Donald Quinn, Anthony Martin Rethorst, Chad Patrick Rosander, Kayla Patricia Ryan, John Michael Shaffery, Heather Marie Soltis Taylor, Themis Nikitas Splagounias, Samantha Grace Surowiec, Rügen Zangl Taylor, Keagan Douglas Tolman, Zachary Michael Tresemer, Jennifer Gill Wilson, Victoria Lynn Yackel, Patrick Hunter Yehle, and Elizabeth Laura Zanetakos. ♦

Jest Is For All

by Arnie Glick

Myron, the Probate Lawyer, Was a Strict Host at Thanksgiving Dinner



GLICK

"Before we begin the meal, please be advised that the dessert pies will be held in trust until everyone has finished all of their cooked vegetables."

The Bar News Crossword by James P. Mulhern

Here are the answers to the Bar News Crossword from the October 2025 issue (Vol. 36, No. 5), along with a new puzzle. Did you fully solve the October crossword? Tell us how you did or give feedback at news@nhbar.org.

1	T	R	I	C	K
6	R	A	N	O	N
7	E	N	N	U	I
8	A	D	E	P	T
9	T	O	R	E	

ACROSS

- Legislative proposal
- Kayak cousin
- Caribbean nation approximately 15 miles off the coast of Venezuela
- Written legal argument
- Broadway backdrops

	1	2	3	4
5				
6				
7				
8				

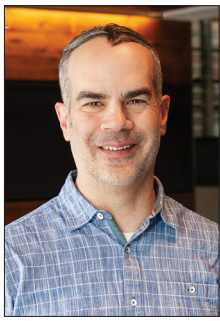
DOWN

- Ballet studio rail
- Language from which "kayak" originates
- Frontal and temporal, e.g.
- One that falls in the fall
- Taxis

Managing the Occasional Chaos of Clients and Colleagues

By John Horrell

Attorneys – especially solo and small-firm attorneys – are highly resilient and self-reliant professionals. But resilience and self-reliance sometimes come at a cost. While certain aspects of practice are controllable, clients and colleagues frequently create chaos. Left unaddressed, this chaos can strain relationships, leave you feeling overextended and burned out, and diminish your advocacy. Managing the chaos isn't just good for your well-being; it's an imperative for maintaining an ethical, sustainable, and successful practice.



Set Boundaries and Manage Expectations

Boundaries and realistic expectations safeguard your time, focus, and bandwidth. In setting boundaries and managing the expectations of clients and colleagues, be attentive to matters such as:

1. Your available hours. While clients and colleagues frequently expect you to be available around the clock, you can't be. Set regular hours when you're available, and avoid the temptation to stray from them unless it's a true emergency.

Just as clients and colleagues don't want you to disrespect their time, don't let them disrespect yours.

2. Outcomes. Every client wants to win, and colleagues working on the same side of a matter with you similarly hope for excellent work and great results. But so much of the law is unpredictable, and outcomes simply cannot be guaranteed or precisely predicted. Discuss this with clients and colleagues before predicting the results of cases and negotiations.

3. Behavior and Communication Styles. Do not tolerate threatening or unprofessional behavior or communication styles from clients, colleagues, or even people outside your firm. Do not tolerate harassment or aggressive or erratic behavior. Be congenial and dignified in your communications and professional interactions with others and expect the same from them.

Remember that boundaries don't have to be walls; they can be filters. They can keep out things that are unnecessarily draining and unproductive, and create space for you to focus and work on worthwhile matters.

Don't Internalize the Chaos

Attorneys are often the only buffer between their clients' crises and the legal system. But their chaos is not your chaos. So, try not to internalize it (admittedly, this is much easier said than done). Some strategies to avoid internalizing the chaos include:

1. Detaching empathetically. You can be compassionate without being entangled. Try to listen actively and validate reasonable emotions, but resist adopting your clients' and colleagues' emotional states. When presented with someone else's chaotic circumstance, try to remember that you can care without "carrying" the chaos yourself.

2. Being attentive to your inputs. Constant emails, phone calls, text messages, and docket alerts force your brain into a reactive state. When you need to focus and when you are outside of your available business hours, remember that you ultimately get to control when and how you monitor email, accept phone calls, respond to text messages, and other communications. Tuning out for a bit each day leaves you better equipped for any additional chaos tomorrow.

Solo and small-firm attorneys are more than just lawyers – we're counselors, business owners, and human beings. Managing the chaos by setting boundaries, managing expectations, keeping the chaos outside, and knowing when it's okay to walk away preserves your effectiveness and your purpose. ♦

John Horrell is a claims attorney for ALPS. Prior to joining ALPS, he spent nearly 19 years in private practice litigating civil cases in state and federal courts.

one to two years and continuing up to more than 30. Judge Carbon herself has served on the bench for 35 years since her appointment in 1990.

Among this year's attendees was Judge Geeti Roen of Afghanistan, who served as a judge before the Taliban's return to power in 2021. After spending more than two years in hiding, she and her family resettled in New Hampshire in 2023 with assistance from the International Association of Women Judges. She now advocates for Afghan women and children and supports local refugee families in the Granite State.

Following introductions, the evening continued with light trivia led by Judge Carbon. Judges who guessed the answers correctly received mini pumpkins decorated by Attorney Katie Mosher for the New Hampshire Women's Bar Association's Fall Reception the week before.

Through the answers, attendees learned that the total combined years of judicial service among those present – counting Judge Roen – amounted to 330, that Judge Amy Manchester was the only judge in the room sworn in on International Day of Women Judges, that the New Hampshire Supreme Court was originally located at 20 Park Street in a building shared with the New Hampshire State Library, and that the first female federal judge in the United States was Genevieve Rose Cline, appointed in 1928 to the US Customs Court (now the Court of International Trade) by President Calvin Coolidge. ♦

Professional Announcements

WELCOME NEW ATTORNEY: CHRISTOPHER J. NELSON



Christopher J. Nelson has joined the firm's Estate Planning & Administration practice group in our Manchester, NH office.

Shareholder Thomas J. Pappas commented, "We are very pleased to have Chris join us. He cares deeply about developing estate plans that are best for his client's needs. He brings to Primmer the dedication to client service for which Primmer is known, and allows us to continue to offer thoughtful, individualized and successful client estate work."

Chris Nelson can be reached at cnelson@primmer.com. For more information, visit his profile at www.primmer.com.

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We are thrilled to welcome Kayla Ryan to the firm as an Associate in our Corporate Department. Attorney Ryan previously worked with us both as a Summer Associate and as an Intern, and we are fortunate to now have her continue her career here at Devine Millimet.

As part of our Corporate Team, Kayla will join our Trusts & Estates practice group as well as assist with municipal bond work. We are excited to have her on board and look forward to her contributions to our team and clients.

603.695.8503
kryan@devinemillimet.com

Welcome!

KAYLA P. RYAN
ASSOCIATE

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William G. Noonan

We are excited to welcome William Noonan to the firm as an Associate in our Personal Injury & Workers' Comp practice groups. William previously worked with us over the Spring as part of the UNH School of Law - Legal Residency Program and as a Summer Law Clerk. We are happy to welcome him back.

William recently earned his Juris Doctor from UNH School of Law. His practice will focus on Personal Injury, Workers' Compensation and Employment matters.



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Welcoming Our New Attorneys



Attorney Murtaza Akhtar

Murtaza has joined the firm's Business Law and Family Law Groups. Before moving to the U.S., Murtaza received his first law degree from the University of Nottingham and practiced law in Pakistan for over a decade, where he advised on complex commercial transactions, including mergers and acquisitions and large-scale industrial projects. He received his J.D. from the DePaul University College of Law and now resides in the Upper Valley.

makhtar@shaheengordon.com · 603-448-4782 · 79 Hanover Street, Lebanon, NH 03766



Attorney Nick Mason

Nick joins the firm's Business Group, where he'll focus on transactional matters. He has over a decade of experience advising businesses of all sizes in contract negotiations, conflict resolution, and real estate transactions. Nick previously worked in-house at a large real estate investment trust, where he negotiated large-scale deals and trained other attorneys in contract analysis and dispute resolution. Before that, he held positions at private firms specializing in title services.

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Learn How to Use Decisis and Receive Free CLE Credit

By Misty Griffith

New Hampshire Bar Association members have free access to the Decisis legal research platform. Decisis provides an expansive library, which includes state and federal cases, statutes, court rules, and more. The platform has an easy-to-use interface and a reliable citator. Live customer support is available seven days a week. Decisis shares the same parent company as LexisNexis, one of the pioneers in online legal research. The goal of Decisis is to make legal research easier and more intuitive for attorneys.

To help members learn more about the platform and make the most of their legal research using Decisis, the NHBA will offer a free training, "Introducing Decisis: A Legal Research Tool for the New Hampshire Bar Association," on Tuesday, December 16, at noon.

This free virtual CLE will be taught by Ethan Basham, a licensed attorney in Ohio and a trainer for Decisis. Take advantage of the opportunity to ask questions by attending this live virtual training. Register for the CLE at member.nhbar.org/calendar/register/MzEyMw==.

Many members have switched to using Decisis since the NHBA began offering this member benefit in June, and feedback has been extremely positive. Attorneys have praised Decisis as "easy to navigate," "fast and accurate," and "user-friendly." One member described

their user experience saying, "I love that it allows natural language searches. Movement between cases is fluid and intuitive. (Decisis) switches from cases to statutes, etc., super easily. The history and returning to work after an interruption are nice."

Another member shared, "The format is easy to use and very intuitive. I was able to locate relevant cases at both the trial and appellate levels quickly and efficiently. I also like the format when cases are downloaded and/or printed for reference in court. The ability to highlight was helpful and means that I can identify what I want to stress without going back over the case, and without printing."

Currently, members have access to both Decisis and vLex/Fastcase. However, the vLex/Fastcase benefit will expire on December 31, 2026. Members are encouraged to familiarize themselves with the Decisis legal research platform during this time of transition.

The NHBA's decision to transition to Decisis was guided by extensive member feedback and insights from attorneys who participated in a pilot test group. While the typical annual fee for Decisis is \$1,740, the NHBA provides free access to Decisis as an exclusive member benefit. There are no paywalls and no hidden fees.

If you have any questions about Decisis, please contact NHBA Member Services Manager Misty Griffith at mg-griffith@nhbar.org or (603) 715-3227. ♦



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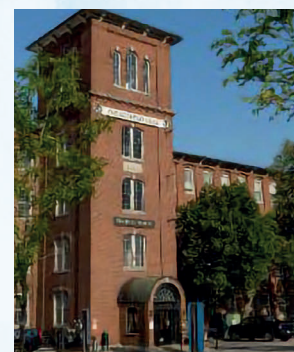
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CLEVELAND, WATERS AND BASS, P.A. EXPANDS ITS DOVER, NH OFFICE



Pictured left to right: Bridget Denzer, Esq.; Eliana Forciniti, Esq.; Daniel Tothill, Esq.; and Abigail Sykas Karoutas, Esq.

We are pleased to announce the expansion of our Dover office, now located in the historic Cocheco Mill Building in downtown Dover, NH! The firm first established its Dover office in 2022 to better serve Seacoast clients and businesses. The Dover office is led by Director and Shareholder Abby Sykas Karoutas, a Dover resident whose practice focuses on business law, business transactions, commercial real estate, and commercial lending. With the expansion, the firm also welcomes three attorneys to its Seacoast-based team.



Bridget Denzer, Director

Bridget assists clients with various civil litigation matters including probate and real estate litigation, as well as other real estate and trusts and estate matters.



Daniel Tothill, Of Counsel

Dan concentrates his practice on commercial lending, real estate, and business transactions, with extensive experience representing Certified Development Corporations (CDCs) in SBA loan programs.



Eliana Forciniti, Of Counsel

Eliana is an experienced trial lawyer focusing on personal injury, workers' compensation, and criminal defense, including appeals before the NH Supreme Court.

C|W|B

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Armand Hyatt

Armand Michael Hyatt passed away peacefully at his home in Amesbury, Massachusetts, on August 27. He centered his life around family, faith, and service – core values he maintained even while living valiantly with ALS (Lou Gehrig’s disease) since 2019.



Born and raised in Lawrence and Methuen, Massachusetts, Armand was the son of the late Wilbur and Angelina (Manzi) Hyatt. He is survived by his beloved wife of 48 years, Karen Ruebel Hyatt; their four children, Brett (husband Ian Scott) of Salem, Massachusetts; Wesley of Charlestown, Massachusetts; Attorney Wilbur (wife Mary) of Wayland, Massachusetts; and Attorney Sofia (husband Joe Slattery) of Portsmouth, New Hampshire; and their four grandchildren, Gavin (10), Armand (8), Dean (4), and newborn Felicity. He is also survived by six siblings and many nieces, nephews, godchildren, and cousins.

An endless source of fun, Armand could create joy from the simplest things – harmonica jam sessions, games at the beach, surfing, or shooting hoops – all cherished family memories.

Armand graduated from Central Catholic High School in 1969, earned his Bachelor of Arts from Boston College in 1973, and his Juris Doctor from the University of San Diego School of Law in 1976, where he received the American Association of Trial Lawyers Award for Outstanding Writings in Environmental Law. While in San Diego, he met Karen, with whom he built a life in the Merrimack Valley.

In 1976, Armand joined his father’s law practice in Lawrence, Massachusetts, and was admitted to the Massachusetts, New Hampshire, and California bars. His general practice included civil and criminal trial work, contract law, and real estate transactions. For most of his nearly 50-year career, his paralegals Diane Ranieri and Deborah Begley were invaluable colleagues and dear friends of the family.

Armand’s legal career reflected his belief that everyone deserves dignity, opportunity, and a place to call home. In 1986, he co-founded Lawrence CommunityWorks (LCW), serving as pro bono general counsel and as a continuous member of its board and executive committee from its inception until his passing. Since 1987, he also served as

general counsel to Salem Cooperative Bank in Salem, New Hampshire.

His legal, strategic, and personal contributions helped create more than 700 units of affordable housing and revitalize multiple urban renewal sites. Armand found fulfillment working alongside community organizers and took pride in being a hands-on leader – whether advocating tirelessly for clients or volunteering at riverbank clean-ups.

Armand’s legacy of helping others will live on. The Armand Hyatt Scholarship Fund at LCW supports Movement City high school seniors and alumni in their post-graduation pursuits, and the Armand Michael Hyatt Apartments on Island Street in Lawrence provide affordable housing, youth programming, green space, and riverfront views for dozens of families.

Jane Kimmel

Jane Kimmel, age 69, of Canandaigua, New York, passed away on September 23 after a battle with cancer. Jane formerly lived in Concord and Honolulu, Hawaii. She was born in Lima, Ohio, completed her bachelor’s degree at Miami University of Ohio, and earned her JD at the University of New Hampshire Franklin Pierce School of Law.



Jane served as an officer in the United States Marine Corps from 1979 to 1983 and was stationed in Honolulu. She left active duty with the rank of captain and rose to the rank of major while in the reserves during the Persian Gulf War.

After attending law school, she served as an assistant county attorney in Hillsborough County for nine years. She then returned to Hawaii, where she worked in various legal settings, including disability rights, private practice, and serving as a contract and credentialing manager for a nonprofit healthcare insurance organization. Jane was a woman of many interests and talents. While in Hawaii, she became a licensed massage therapist, ran the Honolulu Marathon five times, and paddled outrigger canoes.

Jane’s parents were Joel and Rebecca Kimmel of Bluffton and Lima, Ohio. She is survived by her sister, Mary Kimmel of Canandaigua, New York; her brother, Alan Kimmel, and his wife, Pamela, of Busselton, Western Australia; and their two sons, Robert (Jaime) and Tom (Susannah), and

each of their two children, all of Western Australia.

Donations in Jane’s memory can be made to the following organizations:

Serenity House of Victor Comfort Care at serenity-house.org and the Wounded Warrior Project at woundedwarriorproject.org.

James O’Rourke, Jr.

James Peter O’Rourke, Jr. passed away unexpectedly on Saturday, October 4, in Dublin, New Hampshire.

The fourth of five children, “Jummer” was born on July 19, 1972, in Utica, New York, to James and Claire O’Rourke. He graduated from South Lewis Central School, where he was a strong student and homecoming king who excelled in football, wrestling, and baseball.

While obtaining a BA at Hamilton College, Jim forged lifelong friendships as a member of Delta Kappa Epsilon and met his future wife, Emily, whom he referred to as the love of his life. He later juggled a full-time sales job with night classes at the George Washington University Law School, obtaining his JD in 2003. As a member of the New Hampshire Bar, Jim served as a prosecutor and then a defense attorney specializing in criminal and family law.

Jim worked hard to emulate the coaches he so admired growing up. He coached numerous youth and high school football teams in Weare, Amherst, and Hillsborough. He loved mentoring young people, and he also brought a coaching mentality to his work as an attorney. An intense competitor (and Giants fan), Jim was also a hopeless romantic and a soft touch. His children knew he was the parent to ask for money. Anyone who followed his social media knew he loved live music, the beauty of nature, and old barns. He devoured books, had a self-deprecating sense of humor, and enjoyed sitting and shooting the breeze. He was a loyal friend to many, from all facets of his life.

Jim valued family above all else and was extremely close to his four siblings. He loved being an uncle and especially a dad. No matter how tired he was after work, he would change his clothes and play with the kids or pat their backs until they fell asleep. As they grew older, they appreciated him for being as much a friend as a father.

Jim is survived by his wife of 25 years,



Emily Valle O’Rourke, and their children, Joseph Liam O’Rourke and Thea Anne O’Rourke. He was predeceased by his parents, James and Claire O’Rourke. Jim is also survived by his siblings and their spouses, Tom and Edie O’Rourke of Boonville, Michael O’Rourke and Jeremy Carling of Redding, UK, Anne and Kyle Stephenson of Richmond, Virginia, and Pat and Ruth O’Rourke of Havertown, Pennsylvania, as well as 14 nephews and nieces and one great-niece.

In lieu of flowers, donations may be made to the Dublin School Nordic Center online at dublinschool.org/athletics/nordic-center.

Linda Sullivan Leahy

Linda Brumleve Sullivan Leahy, age 77, died on October 11 in Louisville, Kentucky, where she was born and raised.

She was a graduate of Sacred Heart Academy, the University of Kentucky, and the University of Kentucky Law School. Linda was a dedicated lawyer for nearly 50 years and practiced in Kentucky, South Carolina, and New Hampshire. Throughout her career, she defended the underserved and underappreciated as one of the first public defenders in Fayette County, Kentucky; ruled fairly and impartially as a domestic relations commissioner in Lexington, Kentucky; and provided zealous representation as a plaintiff-side employment lawyer in every state where she practiced.

At a national trial institute early in her career, she met another young public defender who practiced in New Hampshire. They reconnected later in life, married, and practiced law together in Penacook as Leahy and Leahy, PLLC, until they headed south for warmer weather.

Linda was devoted to her children and her faith. She was a parishioner of Christ the King in Lexington, Kentucky; St. Theresa Catholic Church in Henniker, New Hampshire; Stella Maris in Sullivan’s Island, South Carolina; and Epiphany Catholic Church in Louisville, Kentucky. She participated in Bible study, choir, sewing circles, and welcoming committees.

Linda inherited her passion for gardening and plants from her mother, Gene, and her love of cookies from her father, Cletus. She loved Elvis, Scrabble, margaritas, University of Kentucky basketball, her adopted Boston Bruins, Celtics, Red Sox, the ocean, and spending time with her family and friends.

In her last year, she traveled to Hawaii for her daughter’s 40th birthday; Puerto Rico with her “high school buddies”; St. Louis, Missouri, for college hockey’s Frozen Four; and took a river cruise with her best friend, Phyllis Robinson, from Memphis to New Orleans – always one to experience life to the fullest.

She is survived by her devoted husband, Peter “Scoop” Leahy; her sister, Nancy (Mark) Hill; her brother, Gary (Gail) Brumleve; her children, Daniel (Jenny) Sullivan and Margaret Sullivan; her stepchildren, Heather Gatnarek (Josh Jennings) and Sean Leahy (Audra Winn); and her grandchildren, Russell Sullivan, Hudson Sullivan, Esme Leahy, and Cyrus Leahy. She is also survived by numerous beloved,



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MEMORIAM *continued on page 18*

Where's the Beef? AI and the Transformation of Cybersecurity

By Ande Smith

Some of us are old enough to remember the 1980s-era burger-chain commercial featuring an inquisitive lady comparing patties at competing fast-food chains and asking that iconic question: “Where’s the Beef?” If that nice lady was a cybersecurity buff, she might ask that same question about how artificial intelligence has transformed cybersecurity today. Much like the commercial, the answer would probably be a little uncomfortable.

Early productization of AI has focused on automating threat detection and finding patterns through analysis of user and attack behavior. Ostensibly, these seem to underpin the next-generation anti-malware products that have proliferated, producing some truly impressive capabilities – now associated with managed detection and response – and marking clear improvements over their predecessors of the last decade.

Today, it is difficult to separate the hype that AI will bring magical powers to cybersecurity from the staid reality. Most cyber professionals, when confronted with product claims, are a bit jaded to say the least. But sales professionals know that the possibility of deeper insights – delivered



faster with automation that reduces labor costs – will keep us looking.

There are several key areas that lawyers and their clients must scrutinize to determine if investments are worth the money. Large language models, the most commonly used for generative support and analysis, are expensive. As with technology generally, there is significant risk that the possibilities outweigh the organizational capability to master, implement, and utilize the tools. Whether in the cyber context or other business pursuits, simple edicts to embrace AI must be paired with leadership focus on finding its value.

Determining investment value for cyber-enhanced products is often an inscrutable dilemma. What is under the hood, how well AI tools are trained, and the ability of the vendor to guide the customer in deriving value are difficult to ascertain during the sales cycle. As with most technology investments, looking for market leaders, leveraging your expert networks, and ensuring that technology is paired with the development of people and processes to derive value is key.

While admittedly a challenge, evaluation of a vendor should include gathering information about their training data and perhaps more importantly, the expertise and capabilities of their development team in building the associated models.

Another important area to consider is careful evaluation of the promise of labor savings. AI is often promoted as a means of automation and the associated reduction in

labor. Why have a team of expensive cyber professionals if AI will do all the thinking, analysis, and tactical responses? Rounds of layoffs in large businesses seem to point in this direction. But in this respect, AI opportunities, whether in products or leveraging internal processes, require a keen management eye on how well tasks can be transferred.

Training AI models does not necessarily lead to as good or better performance. Exuberance can lead to security reductions when the impacts on operations are not fully understood. Worse, the attrition of talent can lead to an over-reliance on AI performance, which is not yet warranted in the cyber domain.

Relatedly, when reviewing AI’s use in cyber processes, it’s important to consider the quality of model training and the scope of data available. AI efficacy is as affected by the *garbage-in, garbage-out* data problem as it is in financial or marketing analysis. Using limited data sets or poorly configured training can lead to little if any improvement or worse – create a false sense of security.

Similarly, those developing AI models are dependent on their team’s expertise to properly train and craft the models. To do so, staff need to both understand the constantly changing threat environment and clearly define what AI should do to help. This is a considerable challenge for all but the largest organizations and can be very dependent on the presence of a key individual who can navigate both.

When key managers or leaders are less engaged in this work, it is easy for early results to create a false sense of optimism that a problem is solved, or a process optimized. This can lead to over-reliance and can exacerbate a lack of understanding about the quality and efficacy of the implementation. Whereas a suboptimized practice in marketing is noticeable through other feedback mechanisms (e.g., customer comments or dents in sales), problematic choices in cyber implementation of AI can lead to far more serious consequences.

Savvy organizations use AI to create agentic processes that string simpler AI tasks together. Rather like creating a meal from small plates and appetizers, success often derives from deconstructing complex tasks to components and using targeted AI interventions. Such an approach can be cost-effective, as these smaller interventions to perform routine cybersecurity tasks rely more on cheaper, simpler small language models and not the full-sized, expensive ones. These approaches are often accessible to existing teams without the intervention of expensive consultants.

Focusing on developing these efficiencies may not yield vast cost or labor savings. Indeed, it may simply enhance a team’s effectiveness and provide opportunities to expand the scope of activities for deferred or higher-priority work. These cyber uses of AI mirror the general experience in these early days of AI adoption

BEEF *continued on page 18*

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■ CRISP *from page 1*

student union. He also helped raise funds for the launch of a daily campus newspaper and collaborated with its first editor.

Once Crisp decided on law as his career path, he knew he wanted his law school experience to stand out.

"I was in the third class to graduate from Franklin Pierce Law Center," Crisp recalls. "The uniqueness of FPLC appealed to me, as did the opportunity to be part of something that was and would become special."

Crisp's legal career spans 47 years, beginning with a small firm in Exeter. In less than a year, he transitioned to the Rockingham County Attorney's Office and then to Berlin, where he joined another small firm before launching his own practice. As a solo attorney in Berlin, Crisp faced the challenges of limited mentorship – an experience that would lead him to champion the NHBA's CLE program.

"I did not have a mentor," he says. "I learned to be a better attorney by attending Bar Association CLE programs at the Highway Hotel in Concord. That hotel is long gone, [but] since that time, I have strongly supported and believed in the importance of the Bar Association's CLE program."

A Decade of CLE Leadership

Crisp's tenure as CLE Chair has been marked by adaptability and a desire to make the CLE program as meaningful as possible. He led the committee through significant changes in legal education due to the COVID-19 pandemic, adjusting to new ways attorneys connect and learn.

"As the types of learning have evolved with technology and cultural trends, we tried to adapt how, when, and in what format pro-

grams are presented. [We started] offering programs at different times during the day, and for different lengths of time," he says. "We also recognized that many Bar members are opting to watch programs at times convenient to their schedules as opposed to the date the programs are presented. I think it is unfortunate that members don't come in person as much, though. We lose some of the collegiality that has existed in the past."

NHBA Director of Professional Development Vince O'Brien notes that Crisp's leadership was vital during challenging times.

"Jack's steady leadership sustained the CLE Committee's mission and helped ensure that meaningful, practical learning opportunities remained available to New Hampshire lawyers," he says. "He led with thoughtfulness, collaboration, and an inclusive approach that engaged attorneys from every corner of the Bar."

When asked how he measures success in volunteer leadership roles, Crisp says, "[Success] means providing New Hampshire attorneys with the kind of learning that they need to be good or great lawyers serving their clients and protecting their clients' interests. We have also tried to engage our members with more thought-provoking program topics and presenters. I hope Bar members have benefited from the programs and enjoyed being together in person when the programs are presented."

Recognition and Impact

Crisp's contributions have earned him several honors, including an award from the New Hampshire Paralegal Association, the NHBA's Vickie Bunnell Award for Community Service, and 603 Legal Aid's Bruce Friedman Pro Bono Service Award. Notably, the American Bar Association recognized the NHBA for a solo and small firm

program Crisp developed during his tenure as NHBA president.

"Jack's leadership of the CLE Committee has strengthened our Bar in ways that will be felt for years to come," says NHBA Executive Director Sarah Blodgett. "From navigating the rapid shift to remote programming during the pandemic to continually asking how we can better serve solo and small-firm lawyers across every corner of the state, he has kept the focus on meaningful, practical education. We are deeply grateful for Jack's service to the NHBA and for his unwavering commitment to helping New Hampshire attorneys better serve their clients and communities."

Reflecting on his time as chair, Crisp says what he enjoyed most about the role was the sense of community.

"[I enjoyed] the opportunity to teach, work with the Bar staff, and spend time with colleagues," Crisp says. "Working with the Bar staff has been a wonderful experience. They are a dedicated, professional group

of people who work every day to make life better for New Hampshire attorneys."

Crisp's steady leadership has left a lasting mark on the CLE Committee and the wider Bar community.

"We extend our sincere thanks to Jack for his dedicated service and impactful leadership," says O'Brien. "We wish him the very best and look forward to his continued involvement in the life of our Bar."

A New Chapter

As the CLE Committee turns the page, the NHBA welcomes Cathy Shanelaris as its new chair.

"Cathy is a dynamic and thoughtful leader who brings energy, experience, and a strong commitment to professional development," says O'Brien. "She's an excellent attorney, deeply engaged with her colleagues and the Bar, and a natural fit for this role. We are excited for her guidance and the continued growth of NHBA CLE under her leadership." ♦

■ MEMORIAM *from page 16*

lifelong friends.

The family celebrated Linda's life with a funeral Mass and celebration in Louisville, Kentucky, on November 7 and requested donations to local animal shelters in Linda's honor.

Raymond Taylor

Raymond William Taylor, a devoted husband, father, and grandfather, passed away peacefully on July 24.

Born on March 14, 1948, in Pittsfield, Massachusetts, Ray was the middle son of the late Charles William and Ernestine Emma (Bence) Taylor. A graduate of Pittsfield High School, he earned degrees from the University of Massachusetts (BA in Mathematics, 1969; M.Ed., 1971), Boston College Law School (JD, 1974), and the Supreme Court's Court Executive Development Program (1996), becoming a Fellow of the Institute of Court Management.

Ray began his career as a high school math teacher in Amherst, Massachusetts, before practicing law in Boston. He went on to serve New Hampshire for more than 40 years – first at the Office of Legislative Services (1974–1976) and later as Deputy Clerk and Clerk of the Rockingham County Superior Court (1976–2015).

His contributions extended far beyond the courtroom. Ray served 30 years on the



New Hampshire Supreme Court Advisory Committee on Rules and six years on the NHBA's Special Committee on Civil Procedure. He was a longtime member of the Rockingham County Bar Association, serving on its board of directors and as secretary, and was part of the founding committee of the Charles C. Doe American Inn of Court, where he later served as administrator. In 2024, he celebrated 50 years as a member of the New Hampshire Bar.

Ray also gave generously to his community, coaching youth sports and serving as president of his neighborhood association. An accomplished pianist and trumpeter, he cherished music, books, films, and travel. He and his wife, Janet, especially loved their trips to Acadia National Park and Bar Harbor. Despite a lifelong spinal condition, he climbed Mount Katahdin three times – a feat that exemplified his quiet determination.

Ray and Janet shared nearly 50 years of marriage filled with family, friendship, and adventure. He took great pride in the lives of his children, Jill and Ray Jr., and adored his grandchildren. His greatest joy came from time spent with family – whether celebrating milestones or sharing everyday moments.

Ray is survived by his wife, Janet; daughter Jill Story and her husband Brian of Haverhill, Massachusetts, and their children Jacqueline, Brian, Jr., and Alexandra; son Raymond W. Taylor, Jr. of Austin, Texas, and his daughter, Mila; brothers Robert and Richard (Susan Towley); and many extended family members and friends.

Quiet, thoughtful, and deeply kind, Ray will be remembered for his humility, integrity, and compassion.

Donations may be made in his memory to the Dana-Farber Cancer Institute at dana-farber.org. ♦

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■ BEEF *from page 17*

and experimentation that yield incremental gains.

AI hype includes the claim that we are in the biggest transformation since the Industrial Revolution. That is a bold claim, but it is certainly true that a world of opportunities has opened before our eyes. The cybersecurity domain is in stride with the rest of the business world as it explores those opportunities.

Organizations are experimenting and learning how the analytical breakthroughs that comprise AI can be applied to evolve our work and, in this case, our security, against

technology-driven attacks. With luck and some focused work, all organizations can find benefits from these changes. ♦

A member of the New Hampshire and Maine Bars, Ande Smith is president and founder of Deer Brook, an IT solutions and cybersecurity firm specializing in the higher-education sector. Deer Brook provides cybersecurity, IT advisory, and technology implementation services to a range of private and government organizations, including the higher education community and the defense industrial base, as a CMMC-Registered Professional Organization. He can be reached at asmith@deer-brook.com and deer-brook.com.



CONTINUING LEGAL EDUCATION GUIDE

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NOVEMBER 2025

WED, NOV 19 – 9:00 a.m. – 4:30 p.m.
Business Organizations & Choice of Entity Law in New Hampshire
• 365 NHCLE min., incl. 60 ethics min.
• Concord – NHBA Seminar Room/Webcast

DECEMBER 2025

TUE, DEC 2 – 12:00 p.m. – 1:00 p.m.
Complying with NH's Parental Medical Leave Law
• 60 NHCLE min.
• Live Webcast

TUE, DEC 9 – 12:00 p.m. – 1:00 p.m.
Traps for the Unwary: Real Estate
• 60 NHCLE min.
• Live Webcast

WED, DEC 10 – 8:30 a.m. – 4:45 p.m.
Practical Skills for New Admittees – Day 1
• Concord – Grappone Conference Center

THU, DEC 11 – 8:30 a.m. – 12:00 p.m.
Practical Skills for New Admittees – Day 2
• Concord – Grappone Conference Center

WED, DEC 17 – 12:00 p.m. – 1:00 p.m.
Traps for the Unwary: E-Filing
• 60 NHCLE min.
• Live Webcast

THU, DEC 18 – 9:00 a.m. – 4:15 p.m.
Child Support 2025: Law, Practice & Policy in Transition
• 345 NHCLE min., incl. 30 ethics min.
• Concord – NHBA Seminar Room/Webcast

JANUARY 2026

TUE, JAN 13 – 12:00 p.m. – 1:30 p.m.
Navigating New Hampshire's Treatment Courts
• 90 NHCLE min.
• Live Webcast

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How to Register

All registrations must be made online at

<https://nhbar.inreachce.com/>

(if you missed any of the previously held programs,
they are now available ON-DEMAND)

WED, JAN 21 – 12:00 p.m. – 2:00 p.m.
Traps for the Unwary: Probate
• 120 NHCLE min.
• Live Webcast

WED, JAN 28 – 12:00 p.m. – 1:00 p.m.
Traps for the Unwary: Business Corporations & Other Entities
• 60 NHCLE min.
• Live Webcast

THU, JAN 29 – 9:00 a.m. – 12:15 p.m.
Collateral Consequences All Lawyers Need to Know About Servicemembers & Veterans
• 180 NHCLE min.
• Live Webcast

THU, JAN 30 – 12:00 p.m. – 1:00 p.m.
Representing Victims of Domestic Violence
• 60 NHCLE min.
• Live Webcast

FEBRUARY 2026

FRI, FEB 6 – 12:00 p.m. – 3:15 p.m.
Clarity & Credibility: Writing Skills for the Next Generation of Lawyers
• 180 NHCLE
• Live Webcast

FRI, FEB 20
Midyear Meeting 2026
• Manchester – DoubleTree by Hilton

WED, FEB 25 – Time TBD
Remembering David Souter
• Credits TBD
• Concord – NHBA Seminar Room/Webcast

MARCH 2026

TUE, MAR 3 – Time TBD
Sexual Harassment
• Credits TBD
• Concord – NHBA Seminar Room/Webcast

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APRIL 2026

THU, APR 9 – 9:00 a.m. – 4:30 p.m.
Insurance Law 201
• 360 NHCLE min.
• Concord – NHBA Seminar Room/Webcast

FRI, APR 10 – 9:00 a.m. – 4:00 p.m.
Adoption Law
• 335 NHCLE min.
• Concord – NHBA Seminar Room/Webcast

FRI, APR 17 – Time TBD
Circuit Court Judicial Forum
• Credits TBD
• Concord – NHBA Seminar Room/Webcast

WED, APR 22 – Time TBD
Statutory Interpretation
• Credits TBD
• Concord – NHBA Seminar Room/Webcast

MAY 2026

FRI, MAY 15 – Time TBD
Mechanics Liens
• Credits TBD
• Concord – NHBA Seminar Room/Webcast

Collateral Consequences All Lawyers Need to Know About Servicemembers & Veterans

Thursday, January 29, 2026

9:00 a.m. – 12:15 p.m.
180 NHCLE min.
Live Webcast

Collateral consequences for veterans and servicemembers often include unintended impacts on their military careers, extending beyond the immediate legal penalties. In this CLE, we will tackle questions like "should my client testify about alleged misconduct in a civil case?" "what are their rights" "how does this outcome impact benefits" and "why is an honorable discharge so important?"

Faculty

Coda D. Campbell, Campbell Law, PLLC

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Learn@Lunch Series

Complying with New Hampshire's Parental Medical Leave Act

Tuesday, December 2
12-1 pm
60 NHCLE min.

Complying with New Hampshire's Parental Medical Leave Law is essential for every employer, HR professional, and attorney advising businesses in the state. This timely CLE will provide a clear overview of the law's requirements, its relationship to federal leave protections, and the practical steps needed to ensure compliance.

Traps for the Unwary: Real Estate

Tuesday, December 9
12-1 pm
60 NHCLE min

This program will cover Title Standards, Registries, Recording Requirements, Electronic Recording, Mortgages, Title Insurance, Condominiums, Purchase and Sale Agreements, Transfer Tax, and more.

Traps for the Unwary: E-Filing

Wednesday, December 17
12-1 pm
60 NHCLE min

This Learn at Lunch series seminar will provide an overview of Technical Support, E-Filing Rules in New Hampshire Courts, Supreme Court e-Filing, Trial Courts, and more.

Traps for the Unwary: Probate

Wednesday, January 21
12-2 pm
120 NHCLE min.

This program will provide an overview of Assets, Disclaimers, Federal Estate Tax Return (Form 706), Filing Requirements and Other Important Dates, Tax Identification Numbers, First and Final Accounts, and Income Tax Considerations, Sale of Real Estate, Wills, and more.

Traps for the Unwary: Business Corporations & Other Entities

Wednesday, January 28
12-1 pm
60 NHCLE min.

This program will provide an overview including Who is Your Client, The Decision to Incorporate, Articles of Incorporation, Corporate Name, Incorporators Registered Agent, Bylaws, Organizational Meeting, Shareholders' Agreement, The Role of Legal Counsel for a Corporation, Be Clear on the Attorneys' Responsibility, Stock Issuances, Corporate Governance, S Corporations Status, Limited Liability Companies, Corporate Transparency Act (CTA), and more.

Representing Clients of Domestic Violence

Thursday, January 30
12-1 pm
60 NHCLE min.

This seminar will provide attendees with essential knowledge and practical strategies for effectively representing victims of domestic violence across three critical areas: protective orders, divorce proceedings, and parenting cases.

Business Organizations & Choice of Entity Law in New Hampshire

Co-sponsored w/the NHBA's Labor & Employment Law Section

Wednesday, November 19, 2025

9:00 a.m. – 4:30 p.m.
365 NHCLE min., incl. 60 ethics min.
NHBA Seminar Room/Webcast

Join fellow New Hampshire attorneys for a comprehensive, full-day CLE exploring the formation, governance, taxation, and ethical considerations of key business entities in the Granite State. From partnerships and corporations to benefit corporations and LLCs, this program offers a practical, in-depth review of organizational structures, owner rights and duties, key governing documents, and the latest statutory developments. The afternoon session will highlight critical distinctions in New Hampshire's LLC Act and common pitfalls in operating agreements. We'll also cover professional responsibility issues that arise in entity formation, including conflicts of interest, confidentiality, and equity ownership in clients. Whether you are advising startups, established businesses, or nonprofit ventures, this program provides the tools and insights to strengthen your practice and better serve your clients.

Faculty

Amanda L. Nelson, Program Chair, Artium Amore, PLLC, Dover

John R. DeWispelaere, McLane Middleton Professional Association, Manchester

Madeline S. Lewis, McLane Middleton Professional Association, Manchester

Kristin A. Mendoza, Abridge Law, PLLC, Nashua

NHLAP Wellness Workshop Series Available OnDemand

A Timely Conversation: Civil Discourse & a Curiosity Mindset

60 NHCLE min.

In today's legal landscape, fostering a culture of civil discourse is more essential than ever. Join presenters Dakota Thunder Wilson, Jill O'Neill, Mark Durso, and Rebecca Sanborn, as they discuss this and other closely related topics.

Lawyer Wellness: Overcoming Burnout, Managing Stress & Healing from Compassion Fatigue & Trauma

60 NHCLE min.

This seminar focuses on attorney wellness: overcoming burnout, managing stress, and healing from compassion fatigue and trauma.

Mindful Drinking & Sober Living

60 NHCLE min.

This seminar includes an honest conversation about questions someone might have surrounding their own alcohol use; an effort to start learning more about the early warning signs of problematic drinking and alcohol's impact on all aspects of life.

For more information or to register, visit <https://nhbar.inreachce.com>

Child Support 2025: Law, Practice & Policy in Transition

Co-sponsored with the NHBA's Family Law Section

Thursday, December 18, 2025

9:00 a.m. – 4:15 p.m.

345 NHCLE min., incl. 30 ethics min

NHBA Seminar Room/Webcast

As New Hampshire approaches the next four-year review of its child support guidelines, this timely program brings together the state's most experienced family law practitioners and agency professionals to dissect the latest developments in law, policy, and practice. Attendees will gain practical insights into how recent statutory changes and Supreme Court decisions are reshaping enforcement, modification, and calculation of support obligations. Whether advising clients with complex income streams or navigating the Division of Child Support Services, this program delivers the clarity, context, and strategies practitioners need to confidently manage today's most challenging child support cases.

Faculty

Jack P. Crisp, Jr., Program Chair, The Crisp Law Firm, PLLC, Concord

Susan N. Brisson, NH DHHS-DCYF, Concord

Jessica L. Ecker, Weibrecht & Ecker, PLLC, Dover

Nicole A. Forbes, Orr & Reno, Concord

Kelleigh C. Gleason, Gleason Law, Manchester

Clarity & Credibility: Writing Skills for the Next Generation of Lawyers

Friday, February 6, 2026

12:00 p.m. – 3:15 p.m.

180 NHCLE min.

Live Webcast

Good writing is good lawyering. Yet for many lawyers, writing remains one of the most time-consuming and anxiety-producing parts of practice. Even the strongest legal analyses fall flat if they are buried in cluttered prose or confusing structure. Led by Professor Michael Blasie, this course brings modern legal writing to life by focusing on clarity, organization, and persuasive technique to help attorneys elevate their writing. Drawing on principles from cognitive science, years of experience, and plain language, participants will learn how to craft analyses that engage senior lawyers, clients, and judges; communicate complex ideas with precision; and highlight the most compelling aspects of their cases.

Faculty

Michael Blasie is the nation's foremost expert on plain language laws. He focuses on laws that regulate legal document design. His research is at the forefront of the plain language and legal design movements. Professor Blasie complements this research with extensive international experience including serving as the former dean of KIMEP University School of Law and a Fulbright Specialist Scholar in Turkey. He has presented dozens of times internationally in eight countries, including serving as a keynote speaker at the 2023 Plain Language Association International Conference in Argentina.

Navigating New Hampshire's Treatment Courts

Tuesday, January 13, 2026

12:00 p.m. – 1:30 p.m.

90 NHCLE min.

Live Webcast

The United States has the highest incarceration rate on the planet. It is 5x the worldwide average, yet our approach to resolving criminal cases does little to reduce crime or to address the underlying causes of crime. The traditional approach of continued escalating jail and prison sanctions ensures that individuals remain in the criminal justice system without the tools necessary to remain active in recovery from substance use and mental health issues. Those leaving prison after having served 1 or 2 years reoffend at a rate of 70%. In contrast, individuals graduating from treatment court reoffend at a rate of 25%. Learn about how treatment courts can change lives, reduce crime, and save money. Treatment courts use evidence-based programs and combine intensive supervision and accountability with treatment. This approach has been empirically proven to change behavior for lasting recovery. Not only does this approach return individuals to the community as contributing members, but it significantly reduces crime and keeps our communities safer. Please join us for an engaging program that will open your mind to improved ways of thinking about crime and punishment.

Faculty

Hon. Tina L. Nadeau, NH Superior Court (ret.)

Adoption Law

Co-sponsored with the NHBA's Family Law Section

Friday, April 10, 2026

9:00 a.m. - 4:00 p.m.

335 NHCLE min.

NHBA Seminar Room/Webcast

This program will give participants an understanding of the complexities of adoption law and equip attorneys with the knowledge and resources needed to guide clients through each stage of the adoption process. Participants will gain an understanding of the legal, ethical and procedural issues involved in private, agency, interstate, and relative adoption. Topics include: understanding the different types of adoption; analyzing the roles of different parties; ethical considerations and avoiding conflicts of interest; ensuring compliance with applicable federal laws.

Faculty

Christine M. Hanisco, Program Co-Chair, Life Stages Law, PLLC, Concord

Lisa Ura Bollinger, Program Co-Chair/CLE Committee, Black, LaFrance & Bollinger, LLC, Nashua

Lisa M. Bianco, Bianco Professional Association, Concord

Caitlyn Bickford, NH DHHS-DCYF, Concord

Randi L. Bouchard, NH DHHS-DCYF, Concord

Kristine Pries, Adoptive Families for Children, Concord

Kimberly A. Shaughnessy, Shaughnessy Allard, Attorneys at Law, Bedford

Karen M. Shea, Manchester

For more information or to register, visit <https://nhbar.inreachce.com>

practice that has included commercial and appellate litigation, constitutional law, municipal law, election law, land use disputes, and environmental cases.

He earned his undergraduate degree from Utah State University in 1980 and his law degree from the University of Utah College of Law in 1984.

"I didn't have any family members who had practiced law," he says. "But I took a constitutional law class in undergrad and found that way of thinking very appealing."

After six years of practice in Nevada, he moved to the Granite State in 1990, joining the Concord law firm that later became Brown, Olson & Gould before moving to Cleveland, Waters & Bass in 2012.

He says what has kept him engaged in the profession over the decades is its variety and its purpose.

"Each time you have a case, you're learning something different," says Justice Gould. "I find that very interesting. I also enjoy using what I've learned to help people and help businesses achieve their goals."

Experience in Public Service

In addition to his private practice, Justice Gould has served in state government, including as Special Counsel to Governor Craig Benson and as Special Counsel to the Executive Council on several occasions. Among his most memorable cases, he says, was a constitutional challenge involving the separation of powers.

"I represented Governor Benson and the Executive Council in connection with a statute that would have changed the way the Chief Justice of the Supreme Court is selected – from nomination and appointment

to a rotating chief justiceship among the sitting justices," he recalls. "On behalf of the Governor and Council, we challenged that as a violation of the separation of powers. We got a 5-0 decision holding that it was unconstitutional."

Justice Gould continues: "Lawyers live for cases like that – fascinating cases that require a lot of historical research into how the constitutional provisions evolved. Those kinds of cases where you have to study the Constitution and the origins of its provisions go well beyond a civics understanding – they deepen your appreciation for the genius behind our constitutional structure and how important it is to preserve that."

Those experiences, he says, deepened his respect for constitutional limits and the separation of powers.

"It's crucial for the powers of the three branches to remain separate," he says. "Each branch should vigorously protect those rights from intrusion by the others."

Commitment to the Profession

Justice Gould's long-standing involvement in Bar service also helped shape his perspective. He served for five years on the New Hampshire Bar Association's Ethics Committee and more than 30 years on its Dispute Resolution Committee.

"Interacting with those lawyers while working on the Ethics Committee gave me a much deeper understanding of the ethical rules," he says. "Hearing them describe, from their own experience, the purpose of those rules was very enlightening."

He notes that his time on the Dispute Resolution Committee – which assists in mediating conflicts between attorneys and clients – was equally valuable.

"Getting both sides to the point where they can agree is one of the more important

things lawyers can do," he says. "Most of the time it works – it's a very effective way of resolving disputes."

From Advocate to Justice

Although Justice Gould had long considered judicial service, the opportunity came unexpectedly.

"I've always been interested in it, but for years it was not something I actively pursued," he says. "I was actually serving on the Governor's Judicial Selection Commission when she contacted me and said she'd like me to consider applying. After discussing it with my family, we decided to give it a try."

The shift from private practice to the Supreme Court has brought a steep learning curve, but Justice Gould credits his fellow justices for making the process smoother through their support and collaboration.

"It's a significant transition," he says. "It's not the kind of job someone can really teach you – you have to do it. The justices here have been terrific at helping me. The good working relationship among the judges makes it a lot easier."

Judicial Philosophy

Justice Gould describes himself as a textualist who focuses on the original meaning of laws and constitutional provisions.

"What I'm interested in is the intent of the framers and the constitutional conventions that adopted the language," he says. "I have a strong conviction that if you depart from that as a judge, you're no longer upholding the will of the people. Under the law, we look principally at the language of the statute. The objective is to know what the original intent was and what the text means."

Beyond questions of interpretation,

Justice Gould emphasizes the importance of impartiality and maintaining objectivity on the bench.

"When you practice law as long as I have, you learn to set aside your own personal views," he says. "If you can't, then you can't be effective. When opposing counsel is getting all bent out of shape about something, that's really being self-indulgent. The role of the lawyer is to represent the client and not to give in to personal feelings or emotions. As a judge, if the Legislature has made a decision about something and I disagree with it on policy grounds, that's irrelevant to my job. My job is to uphold the will of the people as expressed through the Legislature."

If a matter overlaps closely with his prior work, he says, the appropriate course is clear: "If [cases] are closely enough related, then I would recuse myself. That's the principal safeguard."

Consensus and Collegiality

Justice Gould speaks highly of the collaborative nature of the New Hampshire Supreme Court, contrasting it with other appellate bodies.

"The Court really does try to achieve consensus in its decisions, more than other appellate courts," he says. "In my experience, you don't see many dissents here. You don't even see many concurring opinions. Institutionally, what the Court strives to do is reach consensus on what the controlling law may be. There have been disagreements, but they're handled civilly. That's the culture of the New Hampshire Supreme Court."

He adds that the camaraderie among his colleagues has exceeded his expectations.

"The justices are all working in tandem – it doesn't mean we always agree, but even when we disagree, it's done in a very civil way," he says. "It doesn't become personal at all, and that's a good thing for the state of New Hampshire."

A Humbling Responsibility

Justice Gould says the weight of the appointment struck him most during the confirmation process.

"They say this kind of thing makes you humble – they're right," he says. "When you think about how much trust is being reposed in you by the governor, the Executive Council, and the Judicial Selection Commission, the responsibility begins to weigh on you."

As he looks ahead to his time on the bench, Justice Gould says his goal is simple but foundational.

"If I can leave the Court confident that I've been able to set aside my personal beliefs and upheld the law, applying it consistently with the original intent of the people who drafted it, I'll be very content," he says. ♦

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has been an advocate for women and victims of violence throughout her life and career. Noether's early activism began as an undergraduate at the University of Maine, where she successfully challenged a ban on women athletes' access to new training equipment – a Title IX effort that received national attention and inspired her path toward law and justice.

After serving as an AmeriCorps VISTA volunteer for the Blackfeet Nation in Montana, Noether earned her law degree from Franklin Pierce Law Center in 1982. She went on to serve as a prosecutor for more than 30 years, including nearly 14 years as Belknap County Attorney – the first woman to hold that office. She was elected six times before later serving as a Senior Assistant Attorney General at the New Hampshire Department of Justice.

Known as both a formidable litigator and a compassionate advocate for victims, Noether played a key role in founding the Greater Lakes Child Advocacy Center and New Beginnings Against Violence in Laconia.

In her remarks, Noether reflected on the meaning of connection, community, and service.

"Like most women – probably including Marilla Ricker – I didn't set out or strive to be a first," she said. "I just wanted to learn and practice my craft and hopefully make a difference in the world in some small way."

She credited her parents, who were Holocaust survivors, for instilling values of courage and perseverance:

"My parents survived the Nazis through World War II and would never

think of squandering anything – least of all opportunities and connection," she said.

Her speech emphasized unity and purpose in the profession.

"We find ourselves in the most polarized times I have ever witnessed," she said. "Yet the humanity we share outweighs our differences. The home we share – this beautiful Earth – binds us all, too. We really do have common goals and common aspirations at the most basic level. When we work toward those goals together, we achieve amazing things."

Noether concluded by calling on attendees to engage meaningfully in their communities.

"Find a way to contribute to building community and connectedness," she urged. "Don't be deterred by seemingly concrete obstacles – they're all illusions that can be lifted through relationships and connectedness."

The 2025 Fall Reception was both a celebration and a reminder of the ongoing pursuit of equality in the legal profession. As the NHWBA looks ahead to its 29th year, its members remain committed to honoring the legacy of pioneers like Ricker and McLaughlin while supporting the next generation of women lawyers.

"The NHWBA is proud to host its Fall Reception annually to recognize impressive women who are advancing the interests of women in the legal profession and the progress that has been made, including during our 28 years of existence, while also allowing us time to reflect on the work still to be done," said Hedges after the event. "It is an evening of celebration that leaves our attendees inspired by the women who broke barriers for us and motivates us to continue to strive for gender equity within the Bar." ♦

meritorious cases and match those cases with pro bono attorneys. Gatekeepers can be members of the state or local bar associations' appellate sections. In other jurisdictions, judges themselves identify cases where an attorney may assist the court in deciding the case, and reach out to the pro bono program to assign an attorney from their pro bono panel.

The New Hampshire Bar should strongly consider implementing an appellate pro bono program. The path forward is well-trodden, and several jurisdictions, small and large, have successfully and sustainably done so. Those jurisdictions could offer New Hampshire advice on program design and implementation.

The American Bar Association has also published a *Manual on Pro Bono Appeals Programs*, which catalogs how different jurisdictions have set up their own programs (and on which the author relied heavily when writing this article). An appellate pro bono program would help Granite Staters unable to afford legal counsel navigate their state's supreme court. And, when properly designed, such a program would allow attorneys to build appellate skills sooner in their careers, giving all attorneys the opportunity to gain experience advocating in the appellate courts. ♦

Connor Sakati is a New Hampshire-barred attorney. He works at the California Attorney General's Office, completed a clerkship for Justice Pickering of the Nevada Supreme Court, and serves as a judge advocate in the US Army Reserve. His views are his own, and not those of any institutional affiliations.

the other person's point of view and seek compromise. Those are essential lessons for living in a plural society."

The NHBA's Civics and Law Outreach Department, led by Madsen, serves as the bridge between attorneys and schools seeking civics enrichment. Madsen, who previously spent a decade with NH Civics, matches volunteer lawyers with classrooms and provides logistical support.

"I am honored and delighted that the Daniel Webster-Batchelder American Inn of Court invited us to speak about best practices for lawyers engaging with students and classrooms," Madsen says. "I am always inspired by Judges McCafferty and Aframe, and tonight was no different. Many lawyers present signed up, indicating they want to participate. I am grateful for the passion and interest of lawyers in supporting civics and law education in our state. Thanks to all, and especially to Judge Elliott for the outreach and support."

Judge Elliott says she hopes that participation in Civics Boot Camp and similar programs will help sustain civics education across the state.

"We can protect our rights only by exercising them," she says. "Civics education provides our citizenry with the proficiency necessary to do that. These civics workshops provide young people with the courage, knowledge, and skills to engage in civil and reasoned debate on issues. That is a core competency our democracy cannot live without."

For more information on the Daniel Webster-Batchelder American Inn of Court, visit inns.innsocourt.org.

To learn about volunteer opportunities in civics education, contact NHBA Civics and Law Outreach Coordinator Martha Madsen at mmadsen@nhbar.org. ♦



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Family Law & Children's Law

Mindfulness in Family Law Counseling

By Nicole Forbes

Family law matters, including divorce and parenting cases, are often stressful and emotionally charged points in a client's life. As family law practitioners, we are fortunate to assist clients as they navigate these processes to achieve outcomes that work for them and their families. In doing so, these cases often require attention to various issues that touch on the most important parts of clients' lives: their children, their well-being, finances, livelihoods, and businesses.

This requires family law lawyers to provide legal advice and support for the client to make informed decisions on these issues. Often, that means providing clients with resources and other support that are not legal in nature, such as mental health and financial resources.

Though these outside resources can be immensely important in assisting a client in decision-making and fact-gathering, they cannot fully address the



heightened emotional nature of family law.

For example, the average divorce client not only needs to make these decisions to go through the process, but may also be plagued by complicated or difficult co-parenting relationships, financial uncertainty, the challenge of envisioning a new future, coping with changing fam-

ily dynamics, and, overall, struggling to deal with new realities that come with the divorce process.

Simple mindfulness suggestions can go a long way toward addressing this gap, providing clients with the appropriate space and mindset to make thoughtful decisions that complement other outside resources.

Lawyers are not therapists and cannot provide those types of services. Similarly, no one can regulate another's nervous system.

That being said, in counseling clients, we provide advice on how to make informed decisions. It is hard, if not impossible, for clients to do that if they are too emotionally unregulated, distracted, and/or worried about the unknown to think clearly.

As a result, the attorney-client relationship can suffer, alternative dispute resolution processes can be frustrated or completely break down, and litigation can become more reactive and overall create a lengthier and therefore more costly process that, arguably, does not benefit anyone involved.

In plain terms, mindfulness is the practice of being present and self-aware. Science suggests mindfulness practices can reduce anxiety and stress, improve focus, and increase resilience. For family law clients, these benefits can help them be better prepared for their case, adjust to the legal process, better assess case options and settlement offers, be proactive rather than reactive, reduce unnecessary conflict, and build a strong attorney-client relationship.

Overall, this should achieve more efficient case progression and better case outcomes consistent with the client's goals. Clients may feel more empowered and less overwhelmed.

Five strategies can go a long way toward helping clients manage stress, make well-reasoned decisions, and feel more comfortable in the legal process.

1. Goal setting is important for most family law clients not just for the process itself but for what they want their life to look like after the case ends. When done mindfully and intentionally, a client can form better goals. Keeping goals in mind throughout the process can help a client make better decisions as they reflect and adjust their decision-making to stay aligned with their initial thoughts. Focusing on that high-level thinking helps re-

COUNSELING *continued on page 30*



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Understanding a 'Gray Divorce'

By Sean Leonard

A question posed to me earlier this year was: "What comes to mind when you think about New Hampshire demographics?" My response? "Old and white." This certainly got a chuckle from the group.



However, my comment was confirmed by our presenter, who showed that New Hampshire's largest age groups were 60 to 64 and 55 to 59; both were the only cohorts with over 100,000 people living in the Granite State (see US Census Bureau, Population Estimate Program, July 1, 2023).

New Hampshire has an aging population. How does this impact the family law practitioner? Well, we must become familiar with the ins and outs of a "gray divorce." A gray divorce is generally defined as a divorce between spouses, typically over 50, after a long-term marriage. Based on my experience, here are some tips when dealing with a gray divorce.

Why?

There are a few reasons for a gray divorce, but these are the most common that I've seen. First, the children have grown up and are out of the house. Often, the home is centered around raising children.



Parents run here and there because of their children's activities. Once the children are gone, the couple realizes that they have grown apart. Second, the dreaded midlife crisis: one party looks back on their life, has regrets, and wants to make a drastic change. Third, people are living longer, and they cannot be assured that death will be their way out of a bad marriage (you'd be surprised how often I've heard this over the years). Finally, there is the burden that one party shoulders when caring for an ailing spouse.

Finances

Generally speaking, couples in gray divorces have more wealth. They've

been able to save and invest throughout the marriage. Additionally, they've been able to pay off the debts accumulated in the early part of the marriage. However, in a gray divorce, one or both parties may not be able to recover as easily because there is less time due to an impending retirement, and the retirement accounts will be equitably divided.

Long-Term Marriage

While New Hampshire has not adopted a bright-line rule that 10 years or more constitutes a long-term marriage, the length of the marriage is considered in its analysis of the property settlement. *In the Matter of Mackesy-Boyle*,

2025 WL 263399 (N.H. Jan. 22, 2025) (quoting *In the Matter of Bowman*, No. 2021-0353 (non-precedential order at 2), 2022 WL 18446936 (N.H. Sept. 16, 2022)).

New Hampshire has also concluded that a long-term marriage exceeding 20 years, during which spouses worked and lived in jointly owned homes, supports an equal division of those homes. *Rahn v. Rahn*, 123 N.H. 222, 224-25 (1983).

Health Issues

As mentioned, we are living longer, which leads to a different set of issues we need to be aware of. These issues would affect clients with diminished capacity. According to the National Institutes of Health, the number of dementia and Alzheimer's cases is projected to double in the coming decades because of the aging population (see 2024 Alzheimer's Disease Facts and Figures).

Every attorney should understand that our Rules of Professional Conduct affect representation when a client's mental capacity is in question (see New Hampshire Rules of Professional Conduct Rule 1.14).

Adult Children

Family involvement in any divorce should put a practitioner on notice. When dealing with adult children, particularly when the client has diminished capacity, I suggest being on high alert at

GRAY continued on page 30

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The Role of Court-Appointed Special Advocates

By Marty Sink

CASA – or Court-Appointed Special Advocates – recruits, trains, and supervises a statewide network of volunteers. These dedicated people provide children and youth with trauma-informed, best-interest advocacy in child protection cases. Under New Hampshire law, the court must appoint each child in the child protection system a CASA guardian ad litem (GAL) or a private GAL if a CASA GAL is not available.

CASA of New Hampshire (CASA NH) vets potential volunteers through an extensive application and interview process, including background screenings. Once accepted, they complete a comprehensive 40-hour core training and attend additional in-service educational opportunities throughout the year. Volunteer GALs are supported by professional advocate supervisors and three staff attorneys who assist statewide.

The role of a CASA GAL is to make recommendations to a judge on what they believe to be in a child's best interests. CASA GALs meet with children at least once a month, getting to know them and



the important people in their lives, including family, teachers, and health professionals. CASA GALs typically have only one or two cases, allowing them to dedicate the time needed to gather information for their court reports and recommendations, providing judges with a complete picture of each child's situation.

While many other adults may come and go from a child's life, a CASA GAL is a consistent, stable presence. The CASA GAL becomes the historian of the case and is often the one with the most com-

prehensive knowledge, enabling them to make better-informed recommendations.

CASA GALs come from all backgrounds, and while no prior experience in law or social work is required, attorneys and former attorneys bring valuable insight to the role. Not all CASA GALs are retired – about 40 percent of our 664 active GALs work full time. Although Brian Quirk, a partner at Shaheen & Gordon, is a new CASA NH board member, he has a long history with the organization.

"I became a CASA board member

because I was familiar with the important work that CASA does, from being a CASA volunteer for several years," says Quirk. "I saw firsthand what an important role CASA plays in representing kids in abuse and neglect proceedings."

He's connected to CASA in yet another way: his mother-in-law is a current advocate.

"My mother-in-law chose to become a volunteer advocate after retiring and has found it to be incredibly meaningful, giving her further purpose while making a big difference in the lives of the kids she represents," he says.

Quirk adds that while retirement can certainly make the work easier, he believes practicing attorneys can fit these cases into their schedules.

"I would encourage current lawyers, whether they're nearing retirement or not, to consider becoming a CASA volunteer and use their skills to represent kids going through the most difficult times of their lives," says Quirk. "Lawyers can work these cases into their normal workload, and it can be incredibly rewarding and beneficial."

Being a volunteer advocate isn't the only way attorneys and firms can support CASA. Firms around the state, like McLane Middleton, have provided CASA support in several ways.

"McLane Middleton has a long his-

CASA continued on page 31

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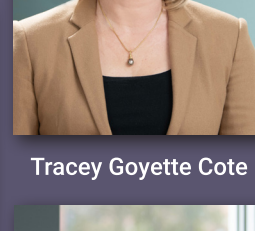
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2025 Legislative Update: Domestic Violence

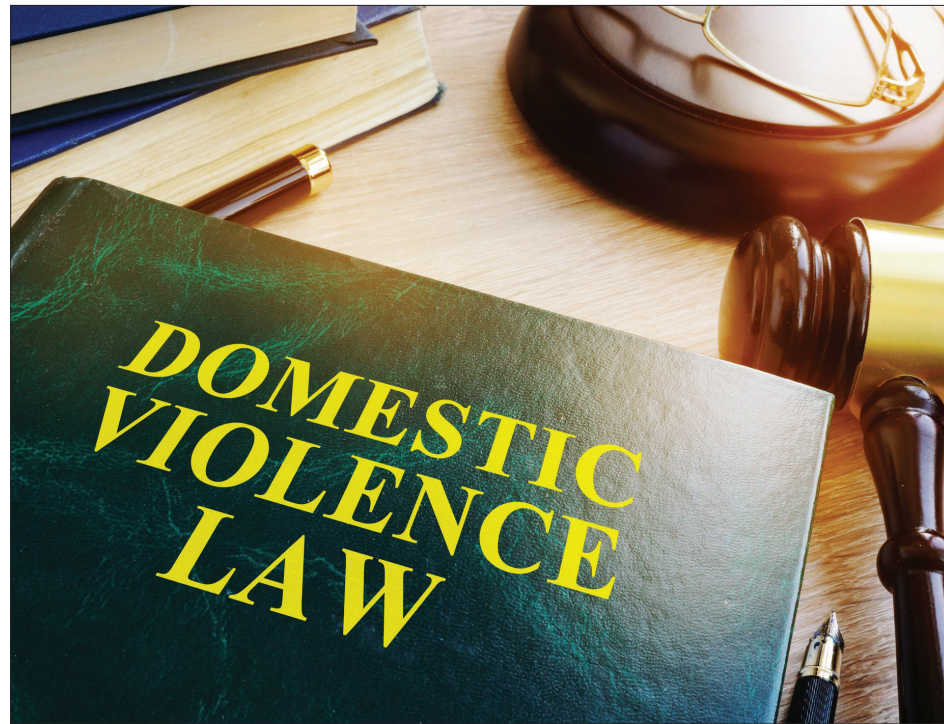
By Jay Markell

With the horrific murder of Marisol Fuentes at the hands of her husband, Michael Gleason, Jr., and his subsequent suicide, domestic violence has been brought into the public consciousness again. The nature of the problem is very serious. While murder is relatively rare in New Hampshire, it has been estimated that 50 percent of all homicides in the state are related to domestic violence.

An October 14 report by the Attorney General's Office reviewed several factors that led to this tragic episode and what could have been done to prevent it. The report also created a newly formed Domestic Violence Fatality Review Committee.

Included in the many recommendations is the wider use of Lethality Assessment Programs, in which law enforcement officers ask victims of abuse a series of questions to assess the level of danger an alleged abuser presents.

Also mentioned in the report are action steps dealing with bail, conditions of release, preventive detention, enhanced statistics gathering, communica-



tions, and additional steps prosecutors, law enforcement, and the judiciary can take.

Domestic Violence Statute

To obtain an order of protection under New Hampshire RSA 173-B (Protection of Persons from Domestic Violence), a plaintiff must make an initial showing, by a preponderance of the evidence, that

abuse has occurred through the commission of or attempted commission of at least one predicate criminal offense.

The offenses are: assault or reckless conduct under RSA 631:1-631:3; criminal threatening under RSA 631:4; sexual assault under RSA 632-A:2-632-A:5; interference with freedom under RSA 633:1-633:3-a; destruction of property under RSA 634:1-634:2; unauthorized

entry under RSA 635:1-635:2; harassment under RSA 644:4; or cruelty to animals under RSA 633:8.

Second, a plaintiff must show the defendant "represents a credible threat to the safety of the plaintiff." Unless the plaintiff has amended the petition in a timely manner, a plaintiff may only testify as to what he or she has written in the petition.

Coercive Control

Coercive control refers to any pattern of behavior an abuser employs to dominate a partner and limit their freedom. The pattern of conduct can include, but is not limited to, a defendant's intent to threaten, harass, intimidate, isolate, coerce, or compel compliance, which causes a plaintiff to fear for his or her physical safety.

Such tactics can include the following: isolating the plaintiff from friends, relatives, or other sources of support; depriving the plaintiff of basic needs; controlling, regulating, or monitoring a plaintiff's activities, communications, movements, finances, economic resources, or access to services, including through technological means; compelling the plaintiff to engage in specific conduct, including but not limited to criminal conduct; or any single act intended to accomplish the above, aimed at

VIOLENCE *continued on page 31*

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Building a Stronger Divorce Team: The Role of Financial and Lending Professionals

By Meredith Lasna and
Kathleen Davidson



Lasna



Davidson

Divorce is a life-altering event, and clients navigating it often face uncertainty, anxiety, and stress. While attorneys provide critical legal guidance, clients also benefit from a broader support network – including family members, therapists, and financial professionals. For attorneys, connecting clients early to Certified Divorce Lending Professionals (CDLPs) and Certified Divorce Financial Analysts (CDFAs) can be a strategic move that empowers clients to make informed decisions about their future.

CDLPs specialize in helping divorcing individuals explore mortgage solutions when one party wishes to keep the marital home. Carol Zink-Mailloux of Waterstone Mortgage in Concord describes involving a CDLP as a “no-brainer” for attorneys. While most people are familiar with refinancing and buyouts,



CDLPs can explore additional options such as mortgage assumption, keeping both parties on the mortgage post-divorce, or equity buyouts using other assets.

If the client has not worked recently or expects their financial situation to improve over time, a CDLP can help explore refinancing with a co-signer. To start the conversation with a CDLP, Zink-Mailloux suggests that the individual have an idea of their financial picture, how much equity is in the home, and their comfort level with a new budget. CDLPs can also

advise divorcing clients on structuring a settlement to increase the likelihood of refinance approval. For example, receiving alimony over time may help a client qualify for a mortgage more easily than a lump-sum property settlement. These professionals help clients feel more secure in their housing decisions.

CDFAs provide comprehensive financial planning and are specially trained in the financial aspects of divorce. CDFAs such as Janice Berner, a financial advisor with Baystate Financial in Exeter, and Monica Ann McCarthy of Northeast

Divorce Settlement Consultants, LLC, in Portsmouth, help clients and attorneys understand the financial impact of divorce and make sound decisions.

CDFAs can ease financial stress, especially for clients who were kept in the dark about household finances or relied on their spouse for investment decisions. They also provide reassurance about post-divorce lifestyle and financial stability.

Engaging with a CDFA early means they can assist with all aspects of a case. They help clients organize assets and liabilities, prepare marital balance sheets, and complete Rule 1.25-A disclosures, including the financial affidavit. As part of the team approach, Berner provides OneDrive access to the attorney for all financial documents she gathers.

McCarthy described not only doing the legwork by gathering the financial information from the client and sending it to the attorney, but also acting as a liaison between the attorney and an anxious client who may have questions but doesn't want to reach out too often. This can ensure that everyone is on the same page.

CDFAs also assist with discovery requests and are adept at identifying missing information, especially in cases involving complex compensation structures, benefit plans, or self-employment. They review and analyze financial data and explain it in clear terms.

TEAM *continued on page 32*



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New Law Expands Right to Counsel for Child Victims of Abuse and Neglect

By Lisa Wolford

There has been no greater privilege in my 23-year legal career than representing children who are victims of abuse and neglect.

My child clients typically experience emotional and behavioral dysregulation as the result of complex trauma. Because they've grown up under constant threat of emotional, psychological, and often physical harm, their executive functioning skills are delayed. They're prone to demonstrate the kinds of behaviors that have been modeled to them – behaviors that also have helped them get their needs met amid the continual toxic stress of highly dysfunctional households – swearing, threatening, and lashing out at people and property.

Earlier this year, I sat in a team meeting with a client and a half dozen child welfare professionals involved in my client's child protection case. I'd worked with this child for more than two years, through several placement changes, including harmful stays in residential institutions.

At the beginning of the meeting, some of the other adults around the table joked about the many times my client had



yelled and screamed at them. My client and I looked at each other.

"That's never happened to me," I said. "Not once."

This was not an exaggeration: Never in the course of the dozens of client phone calls, client meetings, team meetings, and court hearings I'd had with this child had my client treated me with anything other than kindness, thoughtfulness, and respect.

This isn't because I'm a child whisperer. It's because, as this child's attorney, I had been the one adult in their life who consistently advocated exclusively for

what *they* wanted – for their actual, expressed legal interests – at every opportunity I had.

What child victims of abuse and neglect want most is connection with their siblings and other relatives – and the normalcy and stability that living with family and attending their local school provides. And since data and research make clear that this is what's best for children, it is never hard for me to argue that what my clients want is also what is in their *best* interests.

By law, my child protection clients are parties to their RSA 169-C cases –

complex legal proceedings that have a profound impact on the course of their lives. These proceedings afford children a range of state and federal rights, including special rights regarding educational stability and academic progress. But unlike the other parties to their cases, who are represented by or have access to lawyers, child victims of abuse and neglect in New Hampshire have long been denied the legal representation necessary to understand, enforce, and realize those rights.

That changes on January 1, thanks to Senate Bill 463, the bipartisan product of steadfastly child-focused legislators and the advocacy of a coalition of nonprofits, including the Children's Law Center of New Hampshire, New Hampshire Legal Assistance, Disability Rights Center – NH, Waypoint, and New Futures.

The new law gives judges the discretion to appoint counsel for victims of abuse and neglect any time legal representation will benefit the child. It makes that appointment mandatory when a child is in institutional placement or at risk of such placement.

Let's back up. New Hampshire's child welfare system consists of three types of core legal proceedings: Children in Need of Services (CHINS), delinquency, and child protection. Although the system is inaptly designed to divvy kids up between these categories, there is little difference among these children. Across categories,

COUNSEL *continued on page 32*



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■ COUNSELING *from page 24*

- duce stress and distraction associated with smaller issues that do not always move the case forward.
2. Sometimes taking a breath or a brief pause can help clients stay present in the moment and reduce stress. It gives them space to process the information they are relaying or come down from heightened emotions in a conversation or event. Suggesting deliberate pauses for a client operating in the process is also helpful. For example, advising a client to sleep on a response to a co-parent for non-time-sensitive issues may avoid reactive responses that could impact their case or frustrate co-parenting.
 3. Finding space from their case can help clients better show up in the process – in how they interact with their lawyer, how they interact with the opposing party, and how they make decisions. This could be as simple as advising a client to take a break from their case for the weekend (after assuring them that you and your office have it covered) or suggesting the client do something you may know they enjoy, such as exercising, spending time in nature, reading, or meditating.
 4. Mindset shifts relate to adjusting a belief or attitude to alter thought patterns and enhance emotional control. This can be a helpful tool to redirect clients to more positive thinking so they can feel more comfortable in the process and better understand issues

and the policy behind certain aspects of the law. For example, a common mindset shift in cases with co-parenting issues is to frame parenting time as the child's time with their parent, rather than the parent's time, to create a more child-centric perspective.

5. Visualization can help a client be more present and grounded to better show up in the process. For example, most family law clients have never been to a court or through a mediation session. In helping a client prepare, a lawyer can explain the process and what the client can expect, including security at the courthouse and where to sit in the courtroom.

Family law attorneys are uniquely positioned to assist clients in moving through a difficult and personal time to ideally set them up for success after divorce, a parenting dispute, or other family law matter, and to live a life consistent with their high-level goals for the process.

That path requires strategic and proactive decision-making. Adding simple suggestions on mindfulness to the counseling of family law clients can lead to a more thoughtful discussion that allows clients to make better-reasoned decisions leading to better outcomes for them and their families. ♦

Nicole Forbes is a director and the Family Law Practice Group Leader at Orr & Reno, PA, where her practice focuses on complex New Hampshire family law matters, including high-net-worth divorces.

■ GRAY *from page 25*

all times. You must remember who the client is.

The worry becomes whether the child(ren) is looking out for their future inheritance rather than what is best for your client. The last thing a lawyer needs is warring children angling to be the sole or primary beneficiary of one parent's estate.

Alimony

In my experience, alimony has been the most common battleground in a gray divorce. How do you correctly calculate a fair amount for alimony? On the one hand, you may have a party who is retired, in poor health, with limited employability, and a high need for income.

On the other hand, you may have a party who is on the verge of retirement, has limited opportunities for future income or capital acquisition, and has little in terms of income amount and sources.

Do you do term alimony or lump-sum alimony? There is no easy formula you can punch in to figure out alimony. However, you will have to spend a reasonable amount of time determining what is fair.

Retirement Accounts and Social Security

The division of retirement accounts will be just as critical as the alimony calculation. If your client or the opposing party is old enough that mandatory

withdrawals from the retirement accounts are required, you must analyze them. In doing so, understand the tax implications of dividing the retirement accounts. If you don't know a tax attorney or CPA, I suggest getting to know one soon, because the division is a problem you don't want to overlook.

In a similar vein, if a party is receiving Social Security during the divorce, you must factor it into your analysis. With Social Security, there are two issues. Generally, it cannot be divided (*see* Social Security Act, 42 U.S.C. § 407(a)).

You may be able to address it through other avenues, such as property division or alimony. However, a party can receive a spouse's Social Security if the marriage lasted 10 years or longer before the divorce is finalized (*see* Social Security Act, 42 U.S.C. § 404.331).

Ultimately, these tips are, at a baseline, good practice; some will need to be explored on a case-by-case basis because gray divorce is not a cookie-cutter practice. Spend extra time getting to know your client and the opposing party. Understand the needs of the case more than the wants of the case, and you'll be able to find a solution to the problems presented. ♦

Sean Leonard is an associate in the Family Law Group at McLane Middleton. He assists clients in a variety of family litigation matters, including divorce, child custody, child support, and post-divorce issues. He can be reached at sean.leonard@mclane.com.



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■ CASA *from page 26*

tory of supporting charities, including those involving children,” says McLane Middleton Director Bill Glahn, a CASA NH board member. “Attorneys at the firm have written Supreme Court briefs on a pro bono basis, supported CASA individually, and regularly participated in fundraising events such as On Tap for CASA.”

Glahn continues: “There are many opportunities to serve these vulnerable children – from financial support and pro bono legal services to volunteering as a court-appointed special advocate. CASA supports the most vulnerable children in our communities. Involvement in CASA combines my interest in and concern for children, and CASA’s support for children through the legal system. Put simply, the work CASA does is too important not to do, and not to support.”

CASA NH is grateful for the depth of legal experience on our board of directors, which also includes Sabrina Dunlap, the director of government relations at Anthem Blue Cross Blue Shield.

“CASA NH is an exceptional organization, from the staff to the many volunteers who devote their time serving as CASAs, and it is a privilege to serve as a board member,” says Dunlap. “The work of CASA is at times heartbreaking and at times heartwarming, but the stability and advocacy CASAs provide children in extremely difficult situations is always a reminder of how essential CASA is for the state’s most vulnerable children. I am honored to play a small part in this orga-

nization and support its vital work.”

CASA NH Board Co-Chair and Cooper Cargill Chant Director Paul Chant says he joined the board initially knowing very little about the organization.

“I quickly learned the immense impact CASA has on more than 1,000 children every year,” he says. “Most of these children have been removed from their homes due to a combination of factors including substance misuse, physical violence, or severe neglect. In this legal wilderness, children have one voice that speaks wholly for their best interests – and that is the volunteer advocate who CASA provides.”

The result of CASA’s careful recruitment, thorough training and professional supervision of volunteers, he adds, is that “most judges in this state recognize that when they have a case where a decision must be made for a child, the opinion of the CASA advocate is the one opinion driven solely by the child’s best interests.”

In addition to volunteering, Chant notes that there are other ways for firms and attorneys to support CASA.

“On the recruiting end, firms can raise awareness about CASA by hosting events in their community, and lawyers can write about CASA in their local newspapers,” he says. “Finally, there are ample opportunities to financially support CASA through event sponsorship, which provides firms with valuable recognition. Our firm supports CASA in any way we can.” ♦

Marcia (Marty) Sink of Manchester is the CEO and president of CASA of New Hampshire, which she founded in 1989.

■ VIOLENCE *from page 27*

a child, relative, or animal belonging to the plaintiff.

In *Coercive Control* by Evan Stark, PhD, research showed that 60 to 80 percent of female abuse survivors experienced coercive control along with physical violence and the emotional abuse associated with it. The Domestic Violence Prevention Society in Canada found that over 95 percent of domestic violence victims experience coercive control.

It is important to emphasize that the elements listed above are not in and of themselves criminal acts. A bill that mentioned coercive control but did not elaborate on the details was previously introduced into the House of Representatives, though it failed to pass.

Other jurisdictions have incorporated coercive control elements into their domestic violence statutes. For example, Washington state statute RCW 7.105.010 incorporated the concept into law, effective July 1, 2022.

The Massachusetts abuse protection statute, General Law Chapter 209-A, added the concept with definitions effective September 18, 2024.

As Alysia Santo pointed out in her August 28 article, *How Coercive Control is Expanding Domestic Abuse Laws in Several States*, the National Council of Juvenile and Family Court Judges added the concept to model legislation it promotes for state lawmakers to adopt.

Other states that have either passed such laws or are considering them are California, Connecticut, Maine, and

New York.

That said, coercive control and its relationship to incidents of domestic violence may play an important part in predicting whether defendants present a credible threat to a plaintiff’s physical safety.

They may also assist a fact finder in deciding whether to issue orders of protection in cases where witness credibility is in question.

To be sure, challenges do remain, as highly manipulative parties may try to seize control in the courts and put spin on a case. But that said, evidence of coercive control can save victims of domestic violence from serious physical harm or worse.

Courts can use the concept of coercive control as a supplement to any of the criminal predicates that exist in the present statute to better assess the nature and extent of a threat that a defendant poses to a plaintiff.

If a bill passes that adds these elements to the statute, the safety of victims will be enhanced. Courts familiar with lethality assessments may find the concepts presented here a significant aid in properly and effectively addressing the needs of domestic violence victims while balancing the rights of defendants. ♦

Jay Markell is a senior attorney at Family Legal Services in Concord, and a State Representative from Rockingham District 18, serving on the Child and Family Law Committee as well as the Health, Human Services, and Elder Law Committees. He has submitted legislation dealing with this topic.



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■ TEAM *from page 28*

CDFAs participate in mediation sessions to help break down proposed property divisions. McCarthy and Berner use financial modeling tools that account for market fluctuations, giving clients a realistic view of their post-divorce financial situation and budget. This helps clients understand spending habits and what assets they can keep.

CDFAs can help ensure that protections are in place – such as life insurance or beneficiary designations – should the spouse paying alimony and/or child support pass away or become disabled. With her tax background, Berner also provides information on the tax implications of a particular asset split.

In appropriate situations, McCarthy prepares reports supporting proposed settlements, demonstrating to the opposing side that a specific amount would provide sufficient financial support. She also helps attorneys assess discounts on asset values due to lack of marketability or minority ownership.

Post-divorce, Berner and McCarthy can continue to work with clients by of-

fering investment services and account management. Clients often feel more confident knowing that they are receiving investment and budget management services from someone who knows their financial situation.

Berner charges a flat rate for divorce-related services. McCarthy works on retainer and bills hourly, making their services a potentially cost-effective investment.

CDLPs and CDFAs like Zink-Mailloux, Berner, and McCarthy provide critical support for divorcing clients. Their expertise helps clients feel informed and empowered as they make decisions and plan for life after divorce.

They can be found at carolzhomeloans.com, janice-berner.com, and ndsccllc.com. ♦

Meredith M. Lasna and Kathleen A. Davidson are litigators with Pastori | Krans in Concord. Meredith's practice is focused on family law, employment law, and commercial litigation. Kathleen's practice is focused on family law and employment law, including conduct of workplace investigations. They can be reached at mlasna@pastorikrans.com and kdauidson@pastorikrans.com.

"Clients often feel more confident knowing that they are receiving investment and budget management services from someone who knows their financial situation."

■ COUNSEL *from page 29*

they typically grow up in intergenerational poverty and experience intergenerational trauma. Indeed, these kids often are involved in more than one type of child welfare proceeding and, quite literally, are the same child across different types of cases.

Children in CHINS and delinquency proceedings have long had the right to counsel. In 2021, the legislature made clear that even after a CHINS or delinquency case is technically resolved, a child who is "placed outside his or her home" in the matter is entitled to ongoing legal representation. Why? Because consistent with all that data and research, the General Court appropriately found that:

[t]he state's removal of a child from the home is one of the most significant actions it ever undertakes. Such interventions are associated with the risk of a number of negative consequences for the child and the public, including:

- (a) The weakening of protective connections with parents, other family, school, and community.
- (b) Exiting school before high school graduation.
- (c) Homelessness.
- (d) Future delinquency and adult criminal involvement.

The new law extends this basic due process right to child victims of abuse

and neglect whom the State sends or intends to send to residential institutions – the same institutions to which children in CHINS and delinquency cases are sent. Removing children from their parents' custody doesn't save them if they are further traumatized by life in institutions and suffer the poor outcomes in adulthood that institutionalization portends.

As it grows, the Children's Law Center of New Hampshire will extend its interdisciplinary model of representation to children at the center of abuse and neglect cases statewide. But to make the right to counsel work now, we need your help.

If you're an attorney in private practice, please accept an appointment to represent a child victim of abuse and neglect.

If you're worried about getting up to speed in the law, don't be. In 2025, the Children's Law Center partnered with the New Hampshire Judicial Council to provide eight-and-a-half hours of free, MCLE-eligible training focused on representing children in child welfare proceedings. Recordings and materials are available upon request, and another half-day training is in the works for early 2026.

In addition, Children's Law Center lawyers are always available to consult on these cases.

When you represent a child in an abuse and neglect case, they will no doubt express to you what my client said to me: "It's just good to have a lawyer by your side whose only job is to support you." ♦

Lisa Wolford is the executive director of the Children's Law Center of New Hampshire, a legal services nonprofit.



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October 2025

Education Law

**Appeal of Pittsfield School District
No. 2024-0445**

October 17, 2025

Affirmed

- Did the State Board err in ruling that RSA 194-D required a resident school district to pay the tuition for district students to attend an open enrollment school outside the resident district regardless of whether the sending district has adopted the provisions of RSA 194-D?

The respondent parents lived in the Pittsfield school district with their child. Their child applied to and was accepted to a school outside of the district, Prospect Mountain High School. The district superintendent indicated that the district would not pay tuition for the student to attend Prospect Mountain because the district's voters did not adopt RSA chapter 194-D.

The respondents appealed that determination to the school board. The district's school board also denied the respondents' request for their child's tuition to attend Prospect Mountain to be paid by the district. The respondents appealed to the New Hampshire State Board of Education. Following a hearing, the hearing officer recommended that the State Board uphold the school board's decision.

The respondents then requested oral argument at the State Board. The State Board rejected the hearing officer's determination and held that RSA 194-D required the district to pay the student's tuition at an open enrollment school outside the resident district regardless of whether the resident district had adopted the statutory provisions. The district's motion for rehearing was denied, and the district then appealed that denial.

Following the appeal, the statute at issue, RSA 194-D, was amended by the legislature.

The Court held that a sending district is required to pay tuition under RSA 194-D:5, I to an open enrollment school, even if the sending district has not adopted an open enrollment school program under RSA 194-D:3, I.

The Court explained that the legislature's amendment to RSA 194-D:5

clarified that a sending district is responsible for paying a resident student's tuition to a receiving district that has been authorized as an open enrollment school regardless of whether the sending district has chosen to adopt an open enrollment school program.

Therefore, the Court affirmed the State Board's ruling and held that under RSA chapter 194-D, a sending school district is required to pay tuition to an open enrollment receiving school in another district even if the sending district has not adopted an open enrollment program under RSA 194-D:3.

Soule, Leslie, Kidder, Sayward & Loughmann, PLLC, of Wolfeboro (Barbara F. Loughman on the brief) for the petitioner. Gibson, Dunn & Crutcher, LLP, of Washington, DC (Matt Gregory and Victoria C. Granda on the brief) and Cornerstone of Manchester (Ian B. Huyett on the brief) for the respondents.

Personal Injury Law

Randy Ball v. Roman Catholic Bishop of Manchester & a.

No. 2024-0606

October 15, 2025

Affirmed

- Whether the trial court erred in determining that the application of RSA 508:4-g to revive a time-barred personal action alleging sexual assault and related offenses would be an unconstitutional retrospective application of the law?

On August 18, 2023, the plaintiff filed a complaint alleging that when he was a child in the mid-1970s, he was sexually abused by a priest who served as the camp director of Camp Fatima. Camp Fatima was managed, maintained, operated, and controlled by the defendant, the Roman Catholic Bishop of Manchester (also formerly known as the Diocese of Manchester).

The trial court granted the defendants' motion to dismiss the claim as barred by the statute of limitations.

The trial court based its ruling on the fact that the plaintiff failed to pursue his claim before the limitations period expired in 1986 and that applying RSA 508:4-g, which was enacted in 2020, to remove the previously expired limitations period, would violate Part I, Ar-

At a Glance Contributor



Sarah E. Lavoie

Partner at
Burns, Bryant, Cox,
Rockefeller & Durkin
Dover, NH

ticle 23 of the New Hampshire Constitution.

The trial court denied the plaintiff's motion to reconsider and the plaintiff appealed.

On appeal, the plaintiff argued that the constitutional prohibition against retrospective laws under Part I, Article 23 of the New Hampshire Constitution must yield because RSA 508:4-g would be a reasonable exercise of the legislature's police power. The defendants argued that applying the statute to a time barred claim would be unconstitutional under Part I, Article 23 of the New Hampshire Constitution.

The Court explained that although a statutory provision that reduces or enlarges the statute of limitations has to do only with the remedy for existing rights and there is no constitutional bar to applying it retrospectively; however, once a statute of limitations has run, it is a vested right that cannot be removed by legislative enactment.

The plaintiff also argued that the Court should overrule its prior precedent establishing that a defendant has a vested right to rely on the statute of limitations defense once the limitations period has run.

On this issue, the plaintiff argued that the Court should overrule or limit this precedent to recognize that there can be no vested right to a statute of limitations defense in actions based on sexual assault.

The Court found that the stare decisis factors did not allow it to overrule longstanding precedent establishing that a defendant has a vested right in a statute of limitations defense once the limitations period has run.

The plaintiff also argued that the Court should apply a balancing test under which a plaintiff's right to recover should outweigh a defendant's vested right in a statute of limitations defense.

The Court disagreed and affirmed the trial court's ruling that Part I, Article 23 precludes application of RSA 508:4-g to revive a plaintiff's time-barred claim.

McLane Middleton, Professional Association, of Manchester (Scott H. Harris on the brief and orally and Jesse J. O'Neill on the brief only) and Seeger Weiss, LLP, of Ridgefield Park, New Jersey (Stephen A. Weiss on the brief only) for the plaintiff. Shaheen & Gordon, PA, of Concord (Olivia F. Bensinger on the brief and orally and James J. Armilay, Jr on the brief) for the defendant.

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17	18	19	20	21	22	23
24	25	26	27	28		

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Pursuant to Supreme Court Rule 54(6), as amended, the Supreme Court hereby appoints the Honorable Ellen V. Christo to the position of Chief Judge of the Circuit Court, to serve a term commencing October 14, 2025, and expiring July 1, 2029.

Issued: October 10, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



Pursuant to Supreme Court Rule 54(2), as amended, the Supreme Court hereby appoints Circuit Court Judge Christopher M. Keating to the position of State Court Administrator, to serve a five-year term commencing October 14, 2025, and expiring October 13, 2030.

Issued: October 10, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



Pursuant to Part II, Article 73-a of the New Hampshire Constitution and Supreme Court Rule 51(6)(c), the Supreme Court of New Hampshire adopts the following amendment to court rules.

I. Supreme Court Rule 54

(This amendment repeals the current version of Rule 54 and replaces it with new text.)

1. Amend Supreme Court Rule 54 as set forth in Appendix A.

Effective Date

The amendment shall take effect on October 14, 2025.

Date: October 10, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



In Case No. LD-2024-0014, In the Matter of Anna Barbara Hantz Marconi, Esquire, the court on October 9, 2025, issued the following order:

On October 21, 2024, the court received a case-initiating filing from the Attorney Discipline Office (ADO), which included copies of indictments charging the respon-

dent, Anna Barbara Hantz Marconi, with: (1) attempt to commit improper influence, a felony; (2) criminal solicitation (improper influence), a felony; (3) official oppression, a misdemeanor; (4) criminal solicitation (official oppression), a misdemeanor; (5) obstructing government administration, a misdemeanor; and (6) two counts of criminal solicitation (misuse of position), misdemeanors. Pursuant to Supreme Court Rule 37(9)(i), when an attorney is charged with any felony, “the court shall take such actions as it deems necessary, including but not limited to the suspension of the attorney.” The ADO’s filing recommended an interim suspension pursuant to this provision.

On October 23, 2024, the respondent filed in this case an assented-to motion to accept the recommended suspension of her right to practice law for a time period co-extensive with her administrative leave as a Supreme Court justice, as had been ordered on July 25, 2024, and October 17, 2024. We granted the assented-to motion on October 31, 2024; the respondent has been suspended from the practice of law since then.

On October 7, 2025, the criminal case that gave rise to this lawyer-discipline matter was resolved with the respondent’s conviction on one class B misdemeanor count of criminal solicitation (misuse of position) and with the State’s notice of *nolle prosequi* as to all other charges. As a result, the orders of July 25, 2024, and October 17, 2024, concerning the respondent’s administrative leave as a Supreme Court justice were rescinded on October 7, 2025. The order rescinding the administrative leave concluded with the following sentence: “Should she be reinstated to the practice of law in case no. LD-2024-0014, *In the Matter of Anna Barbara Hantz Marconi, Esquire*, Justice Hantz Marconi may resume her judicial duties at the court. See *In re Mussman*, 113 N.H. 54, 57 (1973).”

On October 8, 2025, the court issued an order sustaining the suspension pending input from the ADO and the respondent on whether the offense of conviction was a “serious crime” as defined by Supreme Court Rule 37(9)(b). In response to that order, the respondent filed an Assented-To Motion to Lift the Interim Suspension of Justice Hantz Marconi’s Right to Practice Law Pursuant to Rule 37(9)(i). The ADO takes the position that the offense of conviction is not a “serious crime” as defined by Supreme Court Rule 37(9)(b). The ADO concludes that there is presently no basis to maintain an interim suspension.

The respondent’s conviction requires this court to determine whether criminal solicitation (misuse of position) constitutes

a “serious crime” as defined by Supreme Court Rule 37(9)(b). Rule 37(9)(b) defines “serious crime” as “any felony and any lesser crime a necessary element of which, as determined by the statutory or common law definition of such crime, involves interference with the administration of justice, false swearing, misrepresentation, fraud, deceit, bribery, extortion, misappropriation, theft, or an attempt or a conspiracy or solicitation of another to commit a ‘serious crime.’”

If the respondent’s conviction is a “serious crime,” Supreme Court Rule 37(9)(d) directs us to maintain the respondent’s suspension as an attorney and to “institute a formal disciplinary proceeding by issuing an order to the attorney to show cause why the attorney should not be disbarred as a result of the conviction.” In contrast, “[u]pon receipt of a certificate of conviction of an attorney for a crime not constituting a ‘serious crime,’ the court shall refer the matter to the attorney discipline office for such action as it deems appropriate.” Supreme Court Rule 37(9)(e).

Criminal solicitation has the following statutory elements: “A person is guilty of criminal solicitation if, with a purpose that another engage in conduct constituting a crime, [she] commands, solicits or requests such other person to engage in such conduct.” RSA 629:2, I. As relevant here, the “penalty for criminal solicitation is the same as that authorized for the crime that was solicited.” RSA 629:2, IV. Misuse of position has the following statutory elements: “No executive branch official or classified employee shall . . . [u]se his or her position with the state to secure privileges or advantages for himself or herself, which are not generally available to governmental employees, or to secure governmental privileges or advantages for others to which they are not otherwise entitled.” RSA 21-G:23, II. Misuse of position is a misdemeanor. See RSA 21-G:34, I.

We conclude that criminal solicitation (misuse of position) is not a “serious crime” because it does not include, as a necessary element, interference with the administration of justice, false swearing, misrepresentation, fraud, deceit, bribery, extortion, misappropriation, or theft. Accordingly, we lift the respondent’s interim suspension and reinstate her to the practice of law, effective immediately.

As noted above, once this court determines that an attorney has committed a crime that falls outside the definition of “serious crime” – as is the case here – “the court shall refer the matter to the attorney discipline office for such action as it deems appropriate.” Supreme Court Rule 37(9)(e). Accordingly, this matter is referred back to the ADO for such action as it deems appropriate.

As the matter before the court only implicates the attorney disciplinary system and the respondent’s license to practice law, nothing in this order shall be construed to impede or interfere with any action, if any, of the Judicial Conduct Committee.

Nadeau, J., retired superior court chief justice, Howard, J., superior court chief justice, and Ruoff, St. Hilaire, and Klass, JJ., superior court justices, all specially assigned under RSA 490:3, concurred.

ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



ADM-2025-0019, *In the Matter of Keri E. Sicard, Esquire*

The court on October 22, 2025, issued the following order:

On October 20, 2025, the Attorney Discipline Office filed a motion to vacate suspension. Attached to the motion was a “NOTICE TO RESCIND LICENSE REVOCATION,” issued by the Bureau of Child Support Services. The motion is granted. The suspension of Attorney Keri E. Sicard from the practice of law in New Hampshire is vacated, effective immediately. See RSA 161-B:11.

This order is entered by a single justice (Donovan, J.). See Rule 21(7).

ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



In accordance with RSA 541-B:3 and :4, the Chief Justice of the Supreme Court reappoints retired Superior Court Justice Kenneth C. Brown to serve as a member and chairman of the Board of Claims. Judge Brown is reappointed to serve a six-year term commencing October 28, 2025, and expiring on October 27, 2031.

Issued: October 27, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



Pursuant to Part II, Article 73-a of the New Hampshire Constitution and Supreme Court Rule 51, the Supreme Court of New Hampshire adopts the following amendments to court rules.

I. Supreme Court Rule 36

(This amendment expands Rule 36 eligibility to include persons who have submitted applications for admission to the New Hampshire bar by transferred Uniform Bar Examination score or by motion without examination.)

1. Amend Rule 36 as set forth in Appendix A.

II. Rule 30(a) of the New Hampshire Rules of Criminal Procedure

(This amendment clarifies the requirement in Rule 30 concerning the signing “under oath” and filing of the violation of probation and supporting statement of facts.)

1. Amend Rule 30(a) as set forth in Appendix B.

Effective Date

The amendments shall take effect on December 1, 2025.

Issued: October 29, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



In accordance with Supreme Court Rule 42(I)(a), the Supreme Court, without the participation of Justice Anna Barbara Hantz Marconi, appoints Attorney Samuel Garland to the Board of Bar Examiners for a three-year term commencing immediately and expiring on November 12, 2028.

Issued: November 13, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire



Following consultation with the supreme court and the council of chief judges, the chief justice hereby establishes an indigency verification task force. The task force shall examine and make recommendations for improving the process to ensure that accurate eligibility determinations are made when appointing counsel pursuant to RSA chapters 604-A, 169-B, 169-C, 170-C, 464-A,

135-C, 135-E, and other New Hampshire statutes authorizing the appointment of legal counsel for those unable to afford counsel. The task force's examination shall include:

1. A comprehensive comparative assessment of indigency verification in other states' courts.
2. Discussions with New Hampshire executive branch agencies.
3. Development of a pilot program for enhanced indigency verification in

the New Hampshire court system.

The task force shall be led by Supreme Court Associate Justice Melissa B. Countway and comprised of the following additional members: Superior Court Chief Justice Mark E. Howard; Circuit Court Chief Judge Ellen V. Christo; Superior Court Administrator Jennifer Haggan; Senior Circuit Court Administrator Heather S. Kulp; Superior Court Clerk Abigail Albee (Belknap County and Carroll County); and Circuit Court Clerk Pa-

mela G. Kozlowski (Lebanon and Haverhill).

The task force shall present a report to the supreme court no later than February 10, 2026.

Issued: November 13, 2025
ATTEST: Timothy A. Gudas
Clerk of Court
Supreme Court of New Hampshire

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We are seeking an experienced attorney with a genuine interest in estate planning and probate law to join our respected Trusts & Estates practice. The ideal candidate has experience drafting estate plans, administering trusts and estates, and counseling clients through all stages of life and legacy planning. This is an excellent opportunity for a lateral attorney seeking a long-term home within a well-established firm that values collaboration, community, and quality of service. Our Trusts & Estates team is trusted for thoughtful and personalized guidance on sensitive matters.

The successful candidate will be licensed in New Hampshire (or eligible for admission) and have three to five years of experience in estate planning and probate administration. Strong drafting, communication, and organizational skills are essential, as is the ability to manage client matters independently while working collaboratively with colleagues. Experience with elder law, tax planning, or business succession is a plus.

This position offers meaningful client engagement, the opportunity to contribute to a thriving practice, and the support of an experienced team. DTC Lawyers provides competitive compensation and comprehensive benefits, generous paid time off, firm holidays, and ongoing professional development support.

Qualified candidates should submit a cover letter and resume to: careers@dtclawyers.com

All inquiries will remain confidential.



LEGAL ASSISTANT/PARALEGAL

Lewis Builders Development, Inc. is seeking a full-time legal assistant/paralegal to assist Legal Counsel in a wide-ranging role with paralegal and administrative responsibilities, including real estate, corporate and regulatory matters. Ideal candidate must be efficient, organized, work independently and possess attention to details.

3-5 years relevant experience

Visit www.lewisbuilders.com/careers

ASSISTANT COUNTY ATTORNEY GRAFTON COUNTY ATTORNEY'S OFFICE



The Office of the Grafton County Attorney currently has a full-time position available for a highly motivated attorney. An Assistant County Attorney is primarily responsible for appearing in and prosecuting felony cases in Superior Court, as well as conducting legal research, drafting and filing motions as well as being a collaborative member of our overall prosecutorial team. Other responsibilities include discussing legal aspects of criminal cases with police and community relations in general. Applicant must have a Juris Doctor Degree and be a member in good standing of the NH Bar. We are flexible with telework options.

COME JOIN OUR TEAM!

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For complete position details, visit our website and apply online:

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Or in person at: Grafton County Human Resources, 3855 Dartmouth College Hwy.,

North Haverhill, NH 03774 • (603) 787-2034

E.O.E.



ATTORNEYS AT LAW

Labor and Employment Attorney Manchester, New Hampshire

Drummond Woodsum's Manchester, NH office is seeking an attorney to join our labor and employment law practice group. We are a tight-knit team that provides labor and employment counseling to public, private, and Tribal Nation employers. We provide advice on all aspects of the employer/employee relationship, including workplace discrimination, ADA compliance, state and federal wage and hour laws, workplace misconduct, collective bargaining, and grievance administration. We also represent clients in state and federal courts, before federal and state agencies, and in labor arbitration. Our team is frequently called upon to provide training on employment law topics to supervisors and employees.

This position is open to qualified applicants who have excellent academic credentials, research, writing, interpersonal, and analytical skills, and who are able to balance client advocacy with compassion and understanding. Applicants with 0-2 years of experience and a strong interest in labor and employment law are encouraged to apply. We are invested in the success of all our associates and will provide training, mentoring, and resources to support your development as a labor and employment practitioner. New Hampshire bar admission is not required, but strongly preferred.

Drummond Woodsum has a firm culture that emphasizes client service, collaboration and collegiality, and a respect for work-life balance. In addition to being a great place to work, we are also fortunate to be based in northern New England, one of the most beautiful areas of the country.

Drummond Woodsum offers a competitive compensation and benefits package, which includes medical, dental, and disability insurance, a retirement plan and paid parental leave. We are committed to diversity and inclusion in our hiring practice and encourage qualified candidates of all backgrounds to apply. Please send your cover letter and resume to hr@dwmlaw.com. All inquiries are held in the strictest confidence. No phone calls, please.

Drummond Woodsum is an equal opportunity employer that does not discriminate on the basis of race, religion, color, national origin, sex, veteran's status, age, disability, sexual orientation, gender identity, genetic information, creed, citizenship status, marital status, or any other characteristic protected by federal, state or local laws. Our Firm's policy applies to all terms and conditions of employment. To achieve our goal of equal opportunity, Drummond Woodsum makes good faith efforts to recruit, hire and advance in employment qualified minorities, females, disabled individuals and covered veterans. EOE M/F/V/D



ATTORNEYS AT LAW

Business/Corporate Attorney Portland, Maine

Drummond Woodsum seeks an attorney to join its business services practice at its Portland, Maine office. This position will involve a broad range of work, including mergers and acquisitions, debt and equity financings, securities laws matters, and other commercial transactions. The ideal candidate will be responsible for providing expert legal advice on corporate and commercial matters, including corporate governance and contract issues, as well as drafting, reviewing, and negotiating a variety of contracts and agreements.

Candidates must have outstanding academic credentials, excellent research and writing skills, a strong work ethic, and the ability to manage and work well on a team. A minimum of 5 years of prior experience is required. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

Drummond Woodsum is a full-service law firm with more than 100 attorneys and consultants providing a wide range of services for our nationwide client base, which ranges from some of the nation's largest corporations to small start-up companies, financial institutions, Tribal Nations and Tribal enterprises and individuals. We recognize that our greatest asset is our people so we have intentionally created an environment where personal and professional growth are encouraged and fostered through mentorship and a respect for work-life balance. Drummond Woodsum offers a generous benefits package including a choice of medical plans with wellness reimbursements, life insurance, short and long-term disability insurance, 401(k)/Profit Sharing plan, on-site covered parking, and more. We look forward to hearing from you.

Drummond Woodsum is an equal opportunity employer that does not discriminate on the basis of race, religion, color, national origin, sex, veteran's status, age, disability, sexual orientation, gender identity, genetic information, creed, citizenship status, marital status, or any other characteristic protected by federal, state or local laws. Our Firm's policy applies to all terms and conditions of employment. To achieve our goal of equal opportunity, Drummond Woodsum makes good faith efforts to recruit, hire and advance in employment qualified minorities, females, disabled individuals and covered veterans. EOE M/F/V/D



GENERAL PRACTICE ASSOCIATE

Robust Strafford County law firm seeks Attorney, preferably with experience, who desires a community commitment with a law firm engaged in the general practice of law in the areas of personal injury, workers compensation, commercial transactions, civil litigation, family law and estate planning and administration. Salary commensurate with experience.

Email: brian@coolidgelawfirm.com



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603-889-5959

Commercial Real Estate and Corporate Associate

Gottesman & Hollis is seeking a motivated attorney with 0–2 years of experience to join our established commercial real estate, transactional practice and small business corporate practice. The ideal candidate has strong writing, communication, and organizational skills, with an interest in transactional and development work.

- Licensed or eligible for admission in New Hampshire.
- Competitive salary and benefits.

Please submit your resume and a brief cover letter to ehartigan@nh-lawyers.com.



Family Law Attorney

Morneau Law, a steadily growing Nashua firm, is seeking a family law attorney with 4-7 years' experience to join our team. The right candidate would have an interest in collaborative law as well as litigation. Someone who is dedicated to giving back to the community and a self-motivated team player would thrive in our position. We pride ourselves on providing compassionate, client-centered representation and maintaining a collaborative, supportive work environment.

We are a community-focused and team-based firm with an emphasis on the work/life balance that includes the opportunity for a flexible schedule and hybrid schedule. We provide a collegial and upbeat work environment with many perks to be appreciated by a new member to our team. Salary is commensurate with experience and qualifications.

What we offer:

- Competitive compensation and benefit package.
- Supportive, collegial team with dedicated paralegal and administrative assistance.
- Opportunities for professional growth and leadership within the firm.
- Modern office space in downtown Nashua with advanced legal technology (Clio platform).
- Meaningful work in a firm that values integrity, community, and balance.

If you're ready to join a forward-thinking firm that values both excellence and humanity in family law, we'd love to hear from you.

Job Type: Full-time

Benefits:

- Professional development assistance
- 401(k)
- Health insurance
- Retirement plan
- 401(k) matching
- Paid time off
- Dental insurance
- Flexible schedule

Apply to: employment@morneaulaw.com and emily@morneaulaw.com



Municipal Attorney

Manchester, NH

Drummond Woodsum seeks an attorney with 1-3 years' litigation experience to join its expanding municipal law practice at its Manchester, New Hampshire office. Our municipal practice group uses a team-based approach to advise town, city, county and other local governing bodies on land use, zoning, environmental, subdivision and land use permitting matters, as well as matters involving New Hampshire's right-to-know law, elections, real estate, property taxation, municipal finance, labor and employment, and litigation. Our attorneys frequently appear before the circuit, superior, and supreme courts, as well as state administrative tribunals, and the federal court.

Candidates must have outstanding academic credentials, excellent research, writing and courtroom skills, a strong work ethic, and the ability to work well on a team. Prior experience in municipal, land use, and/or real estate law is a plus, but not required. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

Drummond Woodsum is a full-service law firm with more than 100 attorneys and consultants providing a wide range of services for our clients, which range from some of the nation's largest corporations to small start-up companies, financial institutions, Tribal Nations and Tribal enterprises, municipalities, school districts, and individuals. We recognize that our greatest asset is our people, so we have intentionally created an environment where personal and professional growth are encouraged and fostered through mentorship and a respect for work-life balance. Drummond Woodsum offers a generous benefits package including a choice of medical plans with wellness reimbursements, life insurance, short and long-term disability insurance, 401(k)/Profit Sharing plan, and more. We look forward to hearing from you.

Drummond Woodsum is an equal opportunity employer that does not discriminate on the basis of race, religion, color, national origin, sex, veteran's status, age, disability, sexual orientation, gender identity, genetic information, creed, citizenship status, marital status, or any other characteristic protected by federal, state or local laws. Our Firm's policy applies to all terms and conditions of employment. To achieve our goal of equal opportunity, Drummond Woodsum makes good faith efforts to recruit, hire and advance in employment qualified minorities, females, disabled individuals and covered veterans. EOE M/F/V/D



Tax Attorney

Portland, Maine

Drummond Woodsum seeks an attorney to join its tax law practice full-time at its Portland, Maine office. The ideal candidate will possess experience in a wide-range of transactional tax matters including mergers, acquisitions, financing, and investment. Candidates should also have experience with partnership and corporate taxation. Experience with stock options, phantom, deferred compensation and/or international taxation is a plus. Our tax practice is dedicated to delivering comprehensive guidance on federal, state, and Indian tax law issues that emerge during the structuring of strategic, commercial, and financial transactions. Candidates with experience in these areas are encouraged to apply.

Candidates must have outstanding academic credentials, excellent research and writing skills, a strong work ethic, and the ability to manage and work well on a team. Maine bar admission is strongly preferred, and 4-5 years of prior experience is preferred, but excellent candidates with less experience may be considered. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

Drummond Woodsum is a full-service law firm with more than 100 attorneys and consultants providing a wide range of services for our clients, which range from some of the nation's largest corporations to small start-up companies, financial institutions, Tribal Nations and Tribal enterprises, municipalities, school districts, and individuals. We recognize that our greatest asset is our people so we have intentionally created an environment where personal and professional growth are encouraged and fostered through mentorship and a respect for work-life balance. Drummond Woodsum offers a generous benefits package including a choice of medical plans with wellness reimbursements, life insurance, short and long-term disability insurance, 401(k)/Profit Sharing plan, on-site covered parking, and more. We look forward to hearing from you.

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MCLANE MIDDLETON

CORPORATE ATTORNEY

McLane Middleton, Professional Association a leading New England-based law firm, is seeking a Corporate Law Attorney to join our growing corporate practice. This position will afford you the opportunity to take on new responsibilities, work with and learn from some of the region's leading corporate lawyers, work directly with clients, and be provided with the resources to develop your professional skills.

The ideal candidate should possess 2 to 5 years of general corporate experience and a strong interest in corporate law. The candidate will be adept at collaborating with partners and clients in representing and advising closely held businesses, including entity formation and structuring, corporate governance, contract drafting and negotiating, mergers, acquisitions and other strategic transactions.

Self-starters looking for career advancement and business development opportunities are encouraged to apply. The qualified candidate will have prior private firm experience and will demonstrate the ability to manage billable hour requirements and maintain accurate timekeeping records.

Options for a hybrid work schedule combining in-office and remote work are available. The candidate must possess excellent academic credentials from an accredited law school with strong analytical abilities, excellent client service, as well as strong communication and writing skills.

We offer a collegial team environment, professional development and personal satisfaction in a fast-paced work environment. Qualified candidates must be admitted to the New Hampshire or Massachusetts Bar, or have the ability to waive in. Other bar memberships are a plus. Competitive compensation and benefits package offered.

Built on over 106 years of experience, McLane Middleton helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement.

McLane Middleton's Corporate Department brings over ten decades of corporate law experience. We represent clients across a broad spectrum of size, complexity, and industry, with their most important corporate law issues, including business formation, corporate governance, complex agreements, capital raising, securities offerings, executive compensation, mergers, acquisitions, and other strategic transactions. Our experience, combined with our industry knowledge, positions us to identify innovative solutions to complex issues.

Qualified candidates should send a cover letter, resume, transcript and writing sample to: Jessica Boisvert, Manager of Professional Recruiting and Retention, jessica.boisvert@mclane.com.

MCLANE MIDDLETON

TRUSTS & ESTATES ATTORNEY

McLane Middleton, Professional Association, is seeking a Trusts and Estates Attorney to join our active and expanding Trusts and Estates Department. McLane Middleton has one of the largest Trusts and Estates departments in New England. This is a unique opportunity to work alongside some of New England's most highly-skilled Trusts and Estates attorneys.

The ideal candidate should possess a strong academic record and excellent written and oral communication skills, with 7+ years of experience in estate planning, tax planning, and trust and estate administration. Experience in New Hampshire trust law and asset protection planning is a plus. Ideally, the candidate would have prior experience working directly with high net-worth individuals and families and their advisors on designing and implementing personalized estate plans, and tax-efficient and estate and wealth transfer strategies, including transfer of closely-held business interests to irrevocable trusts. Equally important is the ability to manage a preexisting volume practice while working alongside a team of skilled professionals.

McLane Middleton has a strong tradition over its 106-year history of deep involvement by its employees in the communities where they work and live. The firm itself is an active participant in the community as well, supporting numerous charitable, business and professional associations. The firm helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement. We offer a collegial team environment, professional development, and personal satisfaction in a fast-paced and motivating work environment. Competitive compensation and benefits package offered.

Qualified candidates should send cover letter and resume to: Jessica Boisvert, Manager of Professional Recruiting and Retention, jessica.boisvert@mclane.com.

MCLANE MIDDLETON

REAL ESTATE ASSOCIATE

McLane Middleton, Professional Association is seeking a talented and driven Real Estate Attorney to join our ranks.

The ideal candidate will have 2 to 4 years of relevant commercial real estate experience and a strong interest in real estate law. Experience representing owners and developers in connection with the acquisition, ownership, financing, development, leasing, and sale of real estate is highly valued. Residential real estate experience is also desirable.

The successful candidate will have prior experience in a private law firm setting and will demonstrate the ability to manage billable hour requirements and maintain accurate timekeeping records. We are looking for a self-starter who is motivated to advance their career and take an active role in business development. An interest in networking, marketing, and client development is essential. Candidates who are eager to contribute to a collaborative real estate practice are encouraged to apply.

New Hampshire Real Estate experience is required; Massachusetts experience is a plus. This position would be based out of our Manchester, New Hampshire office. Options for a hybrid work schedule combining in-office and remote work are available. The candidate must possess excellent academic credentials from an accredited law school with strong analytical abilities, excellent client service skills, as well as strong communication and writing skills.

We offer a collegial team-focused environment, support for professional development and professional satisfaction in a fast-paced work environment. Qualified candidates must be admitted to the New Hampshire Bar or have the ability to waive in. Other bar memberships are a plus. Competitive compensation and benefits package offered.

Built on over 106 years of experience, McLane Middleton helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement. We encourage you to consider joining our team!

Qualified candidates should send a cover letter, resume and law school transcript.

All submissions kept confidential.

Jessica Boisvert, Manager of Professional Recruiting and Retention, Email: jessica.boisvert@mclane.com

The Division for Children, Youth and Families is seeking Child Protection Attorneys Positions available in Laconia and Conway

The DCYF Legal Team is a dynamic group of experienced child protection attorneys and their legal assistants, stationed around the state, who work in partnership with the New Hampshire Attorney General's Office to seek judicial protection for children subjected to abuse or neglect. The focus of our work is on the immediate protection of the child and strengthening, whenever possible, families to eliminate abuse and neglect in the home.

We offer paid training, competitive salaries (\$72,930.00 - \$101,490.00), and a comprehensive benefits package.

Requirements: J.D. from an accredited law school, N.H. Bar membership, a driver's license and/or access to transportation for statewide travel, and four years' experience in the practice of law. Recent graduates are encouraged to contact Attorney Deanna Baker, Legal Director to discuss if an exception may be requested for years of experience.

How to APPLY: Please submit your letter of interest, resume and application by visiting: www.nh.gov Careers (tab on upper right), Finding a Job - NH State Government Job Opportunities, Search for Job Opportunities and enter "DCYF Staff Attorney" in the Job Title field.

For questions about this position, please contact Attorney Deanna Baker, Legal Director at (603) 419-0491, deanna.baker@dhhs.nh.gov.

SVU Prosecutor

The Hillsborough County Attorney's Office seeks Special Victims' Unit (SVU) Prosecutor

The successful candidate will have trial experience in a criminal justice capacity with victim involved cases. Our SVU prosecutors are among the best. We have also developed a core of Litigation Paralegals to support prosecution involving some of our most vulnerable populations.

The Hillsborough County Attorney's Office is the largest prosecution unit in the State. Our prosecutors are expected to build relationships with law enforcement agencies, the courts, other state and federal partner agencies, and private non-profits that support our mission. Grant writing experience is a plus as we are routinely trying to expand the capabilities of our SVU to combat sexual assault and domestic violence.

The successful candidate must be admitted to practice in New Hampshire or eligible to be admitted by motion. To apply, send your resume' and cover letter to: Hillsborough County Attorney's Office at pamela.cummings@hcnh.gov.

Hillsborough County is an equal opportunity employer and does not discriminate on the basis of political affiliation, race, creed, religion, national origin, age, sex, sexual orientation, or disability.

ADMINISTRATIVE PROSECUTOR

The State of New Hampshire Office of Professional Licensure and Certification (OPLC), Division of Enforcement seeks full-time Administrative Prosecutor.

The Administrative Prosecutor will be responsible for prosecuting administrative cases against licensees, preparing legal documents, and collaborating with investigators. Day-to-day tasks include conducting legal research, drafting pleadings and motions, presenting cases at hearings, and ensuring compliance with relevant laws and regulations.

The ideal candidate will have a Juris Doctorate from an accredited law school and at least 4 years' experience in the active practice of law.

Candidate must be an active member of the New Hampshire Bar Association and in Good Standing.

Please send cover letter and resume to Office of Professional Licensure and Certification, 7 Eagle Square, Concord NH 03301, Attn: Michele Battaglia, Chief Administrative Prosecutor or via email at michele.a.battaglia@oplc.nh.gov.

For a full job description, please visit the State of NH's job posting and search for Job ID # 48183, <http://das.nh.gov/jobsearch/Employment.aspx>



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March 18, 2026	March 2, 2026	March 9, 2026
April 15, 2026	March 30, 2026	April 6, 2026
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July 15, 2026	June 29, 2026	July 6, 2026
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February 20, 2026

Doubletree by Hilton, Manchester, NH