

NEW HAMPSHIRE BAR ASSOCIATION  
BOARD OF GOVERNORS' MEETING  
Thursday, December 18, 2025  
4:00pm

**LIVE WITH REMOTE OPTION**  
**Meeting Minutes**

Present for all or part of the meeting:

Board Members:

President Derek Lick, President-Elect Robert Lucic, Vice President Sarah Mattson Dustin, Past President Kate Mahan, Oliver Bloom, Gar Chiang, Jake Crabbs, Steven Dutton, Caroline Epperson, Kristin Fields, Geoffrey Gallagher, Chrissy Hanisco, Len Harden, Petar Leonard Kyle Robidas, Barry Schuster, Cathy Shanelaris, James Shepard, Charla Stevens, William Woodbury

NHBA Staff: Sarah Blodgett, Vince O'Brien, Jennifer McManus, Caitlin Dow, Debbie Hawkins, Holly Chandler

NHSC Liaison: Justice Patrick Donovan

ABA Delegates: Michael Iacopino, Jennifer Parent

Guests: James Shokal & James Mitkonis from Nathan Wechsler & Company, P.A.

A. Call to Order Derek Lick

President Derek Lick called the meeting to order at 4:03 p.m.

**REGULAR BUSINESS – CONSENT ITEMS**

B. Membership Status Changes Jennifer McManus

C. Minutes of September 26, 2025 Catherine Shanelaris

**ACTION**

On Motion to approve the consent item. Passed.

**EXECUTIVE SESSION**

D. **Executive Session** – Executive Director Performance Review Derek Lick

The board went into Executive Session at 4:00 p.m. for the purpose of discussing the Executive Director's performance evaluation and came out of Executive Session at 4:10 p.m..

## **PRESENTATION / DISCUSSION / ACTION ITEMS**

### **E. NHBA Audit Presentation - ACTION ITEM**

James Mitkonis & James Shokal,  
Nathan Wechsler & Company

Auditors James Mitkonis and James Shokal presented a PowerPoint overview of the audit process. The auditor's duty is to make sure there is no fraud and to express an opinion. They were able to perform the audit as expected. The draft was ready in September, which speaks to the readiness of the NHBA staff. There was excellent cooperation from the management team and bar staff. The audit will not be final until after the Bar Foundation audit is completed but they do not expect anything to change. The areas that were reviewed were Cash & Cash Equivalents, Accounts Receivable, Property and Equipment, Accounts Payable & Accrued Expenses, Long-Term Debt, net Assets, Revenue and Unpredictability Testing. The numbers have been consistent from year to year. The auditors explained the statement of activities. The biggest expense was wages and related personnel expenses. This makes up 60% of the expenses. Non operation gains and other changes had a big jump due to the NHBA's employee retention credit income, which was previously discussed with the Board. There was also increased interest income on our cash and other investments. The auditors explained that the depreciation number of \$62,273 is driven by Board and management estimates. It is simpler for non-profits. They also explained that they do not provide an audit opinion of internal controls but will advise on best practices. There is a material weakness on the ability to prepare GAAP (Generally Accepted Accounting Principles) compliant financial statements. This is common and occurs in about 90% of the audits that they do. The only way to avoid this is to have a CPA on staff. The auditors explained that the audit objective is to obtain reasonable – not absolute – assurance. Their required communication is if there are any new accounting adopted, or existing policies changed, corrections of errors or uncorrected misstatements, other information on documents containing audited financial statements and material alternative accounting treatments. If there were any of these things, they would have set up a meeting with the Board in advance. There was a question about the overlap with the New Hampshire Bar Foundation audit. The auditors explained that if the Association and the Bar Foundation financial statements were combined then it would be GAAP (Generally Accepted Accounting Procedures) compliant. The risk is that the New Hampshire Bar Foundation might have a lot of debt that the Association would be responsible for. It is not the case in this scenario. There would be transparency with the numbers that would exist if the two audits were combined into one. There would be better materiality control. Under one audit umbrella the Association and Foundation can still be split up and totaled separately on the balance sheet, which would result in one audit which would save money. There would still be two tax returns. The auditors explained that they presented a PowerPoint last year that showed a good example of how both could be presented together. There is also a reference document regarding reading non-profit financial statements on the Board reference page in the portal. President Derek Lick asked that we put an action item about combining the NHBF and NHBA audits on a Board agenda for the next spring, prior to the start of the next fiscal year so the Board can make a decision.

The Board went into a brief Executive Session to hear comments from the auditors and then came back into regular session.

**ACTION**

On Motion to accept the NHBA FY 2025 audit. Passed. Unanimously.

F. Treasurer’s Report – **ACTION ITEM**

Geoff Gallagher/Jennifer McManus

Director Blodgett stated that Controller Jennifer McManus has been doing an incredible job, she has been looking at things with fresh eyes and we are lucky to have her. President Derek Lick stated that the auditors were complimentary about Director Sarah Blodgett as well. Treasurer Geoffrey Gallagher stated that there has not really been any substantial change in this month’s Treasurer’s Report. There was a hiccup for the LRS \$25 fee program that was introduced. It was only done for about 14 days because the database could not handle the processing needed. There is a \$1,400 line item in the financial statement that will be returned to those people who paid because of this internal issue.. That line item will come off in a couple of months. Right now CLE programs are down, they are trying to pump up the numbers and there has been talk about reaching out to the public sector attorneys to see how CLE can help them. Vice-President Sarah Mattson Dustin asked whether the NHBA has policies governing the management of its reserves .Controller Jennifer McManus stated that the one of the funds needs to be reassessed, they are about 5 years old. The operating reserve is based off our operating financials. There is no policy that addresses these reserves, but the decision to create it was presented to the Board The condominium reserve was a Board vote, and could be combined with operating reserve. The Board reserve is in a regular bank account (this is referred to as the capital reserve). Executive Director Sarah Blodgett thinks this will be a worthwhile project to look at the reserves and create a policy.

**ACTION**

On Motion to approve the Treasurer’s report as presented. Passed unanimously.

G. Gender Equality Committee – Proposal for New Action – LGBTQ Event – **ACTION ITEM**

Executive Director Blodgett explained that the Board has received request for a new initiative for a legal networking LGBTQ Event. Meredith Lasna is available on Zoom if anyone has questions. This is very similar to a program that they did last year. There can be disclaimer language added to the event, as we do in our CLE programs. There was discussion on how this is a good fit with what committee hopes to achieve.

**ACTION**

On Motion to approve the LGBTQ Legal Networking Event with the condition that expenses not exceed the amount budgeted. Passed unanimously.

H. Ethics Proposal – ICYMI Pieces – **ACTION ITEM**

Geoff Gallagher

Treasurer and Ethics Committee Member Gallagher explained that this proposal highlights information that the Ethics Committee has come across which may be of interest to members of the bar. There is an example in today’s board materials. These pieces are not intended to opine on ethics rules, but to curate resources. There would be no representation that the Ethics Committee is endorsing these pieces. This is different than the corners and opinion pieces authored by the Ethics Committee They could come out either monthly or quarterly. The Ethics Committee wanted to run it by Board of Governors as they thought it would be a good benefit to the Bar. The Ethics Committee vets and votes on them. There was a discussion about putting a caveat at the top stating that these are a sampling of topics of interest. There should be evenhandedness in the pieces, like case commentaries in the Bar News, but without the commentaries. There was a suggestion to call it Developments

in Ethics, not an update from the Ethics Committee so that it doesn't look like it's coming from the Ethics Committee.

**ACTION**

On Motion to approve the Ethics Proposal – ICYMI Pieces subject to State Delegate Jennifer Parent and Treasurer Cathy Shanelaris' recommendation to make it seem less like an opinion and more like a curation along with changing the name so that it does not look like it is coming from the Ethics Committee. Passed unanimously.

I. Appointment to fill Sullivan County Vacancy

Derek Lick

President Lick explained that they have a great candidate to fill the Sullivan County vacancy. Hillsborough South County Governor Naro referred him. His name is Attorney James Eager. He is with the Assistant Sullivan County's Attorney's Office and has had a military career, went to UNH Law School through the Daniel Webster program. He is a relatively new lawyer and is willing to serve. It will be good to have an attorney from the public sector on the Board.

**ACTION**

On motion to approve the appointment to fill the Sullivan County Vacancy. Passed.

J. Discussion – Special Committee on Attorney Wellness

Sarah Blodgett

Director Blodgett referenced the Boudreau case regarding wellness initiatives which has made the Board more thoughtful about activities of this committee as we are a mandatory bar. This committee does not have a charge right now and she believes that there needs to be a charge created. Director Blodgett will meet with the full committee in January and draft a charge for review at the Board of Governors January meeting. President Lick asked Justice Donovan about the Court's position on wellness. Do they view it as appropriate from the bar? Justice Donovan commented that he thinks the Court would look favorably upon that. Governor-At-Large Stevens added that they have been looking for a charge and would need help from the Board with the direction their work should take. It would be great for Director Blodgett to attend the January meeting with her thoughts and hopes that it will be made a permanent committee.

K. Discussion – Request for amendment to NHBA Bylaws – **ACTION ITEM**  
Article II, Section 7, Limited Active Membership Status for unpaid volunteer pro bono service

Sarah Blodgett

Director Blodgett spoke about this request which would broaden the scope of what attorneys can do under this limited status other than the current rule on civil legal services. She does not believe that we are in the position to bring it forward at this time. The Committee on Lawyer Referral Services will be asking for a bylaws change so that inactive attorneys be able to participate in the Free Legal Answers program. She thinks it makes sense to put a subcommittee together and look at the attorney licenses and the types of pro bono work. There was a discussion that we have an obligation to make sure that pro bono attorneys provide high caliber, high quality of service. The three organizations that offer Pro Bono services hold malpractice insurance and have controls in place. The biggest concern is the possible lack of malpractice insurance from the pro bono attorney along with protecting the public, unskilled attorneys can do tremendous damage to client. There was a discussion on expanding the organizations beyond the current three that attorneys with

this status can work for. Governor-At-Large Hanisco stated that she would like to see it expanded beyond the current three organizations as it is hard for the public to access legal assistance. Vice President Mattson Dustin has always understood this rule to have more of a reporting function than a limiting function, she agrees that it could be expanded with minimal risk.

**ACTION**

On motion to deny the request for the reasons stated above. Passed with two abstentions, Cheshire County Governor Oliver Bloom and Vice President Sarah Mattson Dustin.

L. Policy on CLE Scholarship Sarah Blodgett/Vince O'Brien

This will be moved to future Board Meeting Agenda.

**M. INFORMATIONAL ITEMS REQUIRING REVIEW BUT NO ACTION**

Ethics Corner Article – Prosecutor and Pro Se Defendants

N. Adjournment

The meeting was adjourned at 5:39 p.m.

Respectfully submitted,

*Holly S. Chandler*

Holly S. Chandler for Catherine E. Shanelaris, Secretary

**New Hampshire Bar Association**  
**Membership Status Changes**  
**Presented to the Board of Governors December 18, 2025**  
**Status Changes November 14, 2025 - December 9, 2025**

<b>Bar ID</b>	<b>Name</b>	<b>Old Status</b>	<b>New Status</b>	<b>Effective Date</b>
334	Attorney Nicholas D. Brown	Active	Inactive Retired	11/30/2025
394	Attorney Emily S.J. Bernheim	Active	Inactive Retired	11/24/2025
430	Attorney Kenneth P. Anderson	Active	Inactive Retired	10/07/2025
706	Attorney Thomas C. Dunnington Jr.	Active	Inactive	03/24/2025
759	Attorney Patrick J. Enright	Active	Inactive	11/24/2025
792	Attorney Thomas A. Ficarra	Active	Inactive	11/26/2025
803	Attorney Angelo R. Fisichella	Active	Inactive	10/11/2025
1815	Attorney Peter William Mosseau	Active	Inactive	11/21/2025
2656	Attorney Brien L. Ward	Active	Resigned	11/08/2025
4134	Attorney James G. Walker	Active	Resigned	11/25/2025
5568	Attorney Glenn Robert Milner	Active	Suspended	11/25/2025

6819	Attorney Jane Anne Cummings	<b>Active</b>	<b>Suspended</b>	11/24/2025
9367	Attorney Lee Alan Perselay	<b>Active</b>	<b>Suspended</b>	11/25/2025
12109	Attorney Peter M. Jankowski	<b>Active</b>	<b>Suspended</b>	11/24/2025
12153	Attorney Laura A. Sanford	<b>Active</b>	<b>Suspended</b>	11/25/2025
279660	Attorney Douglas Lamar Ringer Jr.	<b>Active</b>	<b>Inactive</b>	11/14/2025
13867	Attorney Carol E. Willoughby	<b>Honorary Inactive</b>	<b>Deceased</b>	12/01/2025
14780	Attorney John Lisnik Jr.	<b>Honorary Inactive</b>	<b>Deceased</b>	11/24/2025
14929	Major Jennifer Sawyer Norvell	<b>Honorary Inactive</b>	<b>Deceased</b>	11/25/2025
16836	Attorney Sean M. Fitzgerald	<b>Inactive Retired</b>	<b>Active</b>	11/24/2025
18392	Attorney J. Patrick Dulany	<b>Inactive Retired</b>	<b>Deceased</b>	11/17/2025
18646	Attorney A. Rebecca Murray	<b>Inactive Retired</b>	<b>Suspended</b>	11/26/2025
19290	Attorney Kristin E. Scaduto	<b>Inactive Retired</b>	<b>Suspended</b>	11/20/2025
20115	Attorney Kevin J. Madden	<b>Inactive Retired</b>	<b>Suspended</b>	12/02/2025
20529	Attorney Linda B. Sullivan Leahy	<b>Inactive Retired</b>	<b>Suspended</b>	10/11/2025
266290	Attorney Camden Deane Hillas	<b>Inactive</b>	<b>Active</b>	11/24/2025
267990	Attorney Scott Edward Richardson	<b>Inactive</b>	<b>Active</b>	11/30/2025
271999	Attorney Waylon Darnell Jones	<b>Inactive</b>	<b>Active</b>	11/24/2025
273718	Attorney Bailey Miranda Sanchez	<b>Inactive</b>	<b>Active</b>	11/18/2025
275387	Attorney Amy Beth Royal	<b>Inactive</b>	<b>Active</b>	11/26/2025
276318	Attorney Jeremy Philip DaCruz	<b>Inactive</b>	<b>Inactive Retired</b>	11/21/2025
277042	Attorney Monica Elizabeth Garcia	<b>Inactive</b>	<b>Suspended</b>	11/12/2025
277410	Attorney James Henry Richard	<b>Inactive</b>	<b>Suspended</b>	11/25/2025
277981	Attorney Bryan William Fenn	<b>Inactive</b>	<b>Suspended</b>	11/24/2025
277992	Attorney Ronald Wayne Lanton III	<b>Inactive</b>	<b>Suspended</b>	10/16/2025
278048	Attorney Alexandra Marie Campbell	<b>Inactive</b>	<b>Suspended</b>	11/18/2025
280759	Attorney Michael Terrence Raymond	<b>Resigned</b>	<b>Deceased</b>	12/02/2025