



PRO BONO & COMMUNITY SERVICE OVERVIEW

2024



Dear Friends & Colleagues,

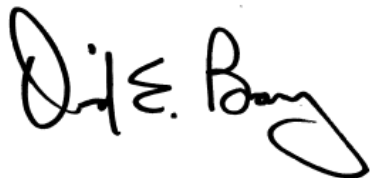
We are pleased to share highlights of Pierce Atwood's pro bono and community service efforts for 2024 in our 11th annual Pro Bono & Community Service Overview.

We are proud that our attorneys and staff continue to honor Pierce Atwood's deeply rooted ethic of public and community service. We embrace this tradition of giving back to those in need through a broad and varied range of pro bono and community service commitments.

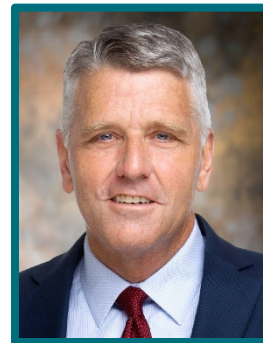
We recognize the barriers, financial and otherwise, that exist between so many in our communities and access to the legal system and consider it a privilege to help those in need gain access to justice. Our attorneys and staff also contribute to our communities in varied and important ways through public service and work done through non-profit and charitable organizations that share our commitment to making a difference.

We invite you to take a few moments to share in our work and accomplishments of the past year.

Sincerely,



David E. Barry, Managing Partner



2024 By the Numbers

1485 Pro bono legal service hours contributed

3975 Community service hours volunteered

40 Organizations received pro bono legal services

\$2.63 million Value of our pro bono & community service hours in 2024



Eleventh Annual Pro Bono & Community Service Awards

Each year, Pierce Atwood recognizes our attorneys and staff who have made outstanding contributions to our communities and to our firm. Our 11th annual Pro Bono & Community Service Awards Ceremony, held on March 25, 2025, recognized these efforts from 2024.

Lancaster Pro Bono Attorney of the Year

Named in honor of longtime partner Ralph I. Lancaster, Jr., this award is presented to the attorney who has contributed **the highest number of pro bono hours in a year**. Throughout his career, Ralph devoted countless hours providing pro bono service to low-income residents of Maine and to many nonprofit and charitable organizations.

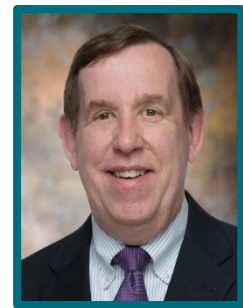


This year's recipient is Trusts & Estates attorney **Lawrence Hunt**, with 88.4 hours. The majority of Larry's pro bono hours were devoted to representing the nonprofit Cape Cod Center for the Arts in an appeal, joined by the Massachusetts Attorney General, of a probate court decision with significant implications for charitable trusts in Massachusetts.

McKusick Community Impact Award

Named after Vincent Lee McKusick, former Chief Justice of the Maine Supreme Judicial Court and Pierce Atwood attorney and friend for more than 50 years, the McKusick Community Impact Award recognizes one attorney and one staff member annually who have made **significant, positive impacts in their communities through pro bono and/or community service.**

Banking attorney **Scott Cammarn** demonstrates his deep commitment to community through his significant pro bono legal service for, and volunteer work with, Harpswell Neck (Maine) Fire & Rescue. Scott has provided pro bono counsel to this nonprofit volunteer fire and rescue service on matters including corporate governance, contracting issues, employment law, and administrative filings.

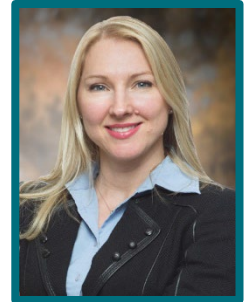


Beyond his dedicated pro bono service, Scott has volunteered as a Rescue Driver with the service since 2022, and in 2024 he became a licensed EMT, working multiple shifts each week responding to the needs of the Harpswell community.

Harpswell's Rescue Chief wrote: "Pierce Atwood's assistance on important administrative issues such as these effectively has freed up our resources so we can better focus on the delivery of medical and fire services to the Harpswell community. For this, we are very grateful."

McKusick Community Impact Award

For the past 13 years, Manager of Trust Operations **Nicole Bezanson** has raised funds from the community to provide pampering gift bags to the residents at Through These Doors (formerly the Family Crisis Shelter), Cumberland County's domestic violence resource center. The staff at the shelter are always excited to see the gifts, and they present them by hand to each resident. Sometimes, the staff distributes the bags to the residents' children, so they have something special to give their parent.



In connection with this fundraising effort, every spring Nicole authors a letter of petition to The Mary Kay Ash Foundation in support of a grant request prepared by Through These Doors. In 2023, because of this partnership, Through These Doors was awarded a \$20,000 grant, to be used to expand their residential accommodations. This is another step toward being able to support more women in need of a room at the shelter.

Nicole's dedication to the gift bag project provides a tangible showing of community support for the women of Southern Maine struggling through dangerous living situations, and the Mary Kay Ash Foundation grant supports the good work of the shelter.

Scribner Firm Impact Award

Named for longtime former partner Fred Scribner, whose legacy endures through the firm's commitment to the community, its employees, and the law, this award is given annually to one attorney and one staff member who **work to keep pro bono and community service top of mind throughout the firm.**

Business and bankruptcy attorney **Sonia Buck** works passionately to promote and expand the work of Pierce Atwood's Maine Pro Bono Eviction Defense Team. Team members complete the Pine Tree Legal Assistance Eviction Defense Project Training, and then provide legal support to low-income tenants facing eviction. Sonia created an Eviction Defense Toolbox to house forms, trainings, and tools to support team members' efforts, and has served as a role model, mentor, and cheerleader to colleagues seeking to join the team and help expand the impact of this important work.



In 2024, Sonia worked on five eviction defense matters, helping families and individuals navigate these vulnerable situations.



Legal assistant **Stephanie Clarke** demonstrates initiative, professionalism, and enthusiasm in facilitating multiple Pierce Atwood pro bono and community service initiatives – and volunteers her own time.

Steph coordinated a Pierce Atwood team of attorneys and staff to volunteer, for the third consecutive year, with Junior Achievement of Maine's "Economics for Success" financial

literacy program at Gorham Middle School. Not only did Steph handle the logistics and preparatory steps, she also volunteered her time as a member of the Pierce Atwood team, introducing seventh grader students to financial literacy concepts.

In addition, Steph is the frontline coordinator for the Maine Pro Bono Eviction Defense Team. In this role, she handles incoming new matter intake and supports the placement of these matters within the team. Steph brings enthusiasm and compassion to this important work.

Pro Bono Successes

In 2024, our longtime pro bono partner the **Legal Food Hub** brought us a matter that demonstrated once again the type of team effort typical of Pierce Atwood.

Cultivating Community is a food systems nonprofit based in Portland. Their programs include two learning farms that provide land access to growers from immigrant, refugee, and asylum-seeking backgrounds. They were seeking legal help to write a “lease” for a caretaker who can live on-site in exchange for 10 hours of farm chores per week.

Real estate attorneys **Emma Collins** and **Peg Smith** led the effort, which also involved employment attorney **Katy Rand** and banking attorneys **Ryan Kelley** and **Sonia Buck**.



Real estate attorney **Eben Adams** served as pro bono counsel to **Camp Susan Curtis** in connection with the camp’s purchase of an abutting parcel of forest land. The transaction allowed the camp to substantially expand the space where it serves economically disadvantaged youth every summer.



Pro Bono Successes

2024 saw the successful resolution of two long-running pro bono asylum cases.

Our client C.N. fled his home country in 2013 after being abducted by military forces as a teenager and forced into training to serve as a child soldier. Eleven years later, C.N. received a grant of asylum with the support of a cross-disciplinary team of attorneys and staff led by Business attorney **Emily Cooke**.

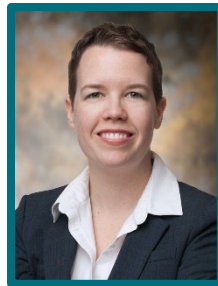
Our client F.T. fled his home country in 2018 after being kidnapped by security forces in the middle of the night, detained and tortured, and told by the military police he would be killed due to his political affiliations. After a treacherous journey and years of delays, F.T., supported by a team led by litigation attorney **Melanie Conroy**, finally had his day in court, where he recounted the painful details of his persecution, torture, and separation from his loved ones, culminating with a grant of asylum.



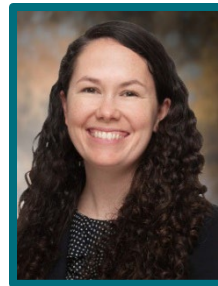
Katahdin Counsel 2024

The Katahdin Counsel Recognition Program was launched in 2012 by the Maine Supreme Judicial Court to recognize members of the Maine bar who have dedicated 50 or more hours in a reporting period to providing pro bono legal services to indigent clients.

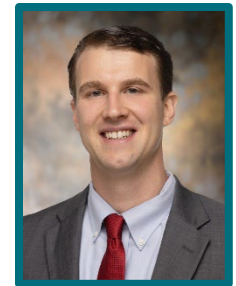
For the reporting year ending June 30, 2024, three Pierce Atwood attorneys qualified to earn distinction as Katahdin Counsel.



Emily Cooke



Kellie MacDonald



Joseph Shagoury

Janet D. Eustis Memorial Volunteer Time-Off Program

Our **Janet D. Eustis Memorial Staff VTO Program** was launched in 2014. Staff members are entitled to use one paid day off each year to volunteer for a nonprofit organization of their choice. In 2024, 22 staff members contributed 155 hours of volunteer time through this program.

Janet Eustis was a Pierce Atwood legal assistant for 15 years. Her commitment to community inspired everyone who knew her, and her selflessness reflected the best of our firm's tradition of service.

Community Service

Our **Charitable Giving Committee** announced the Portland office's partnership with Preble Street, which provides accessible, barrier-free services to empower people experiencing problems with homelessness, housing, hunger, and poverty.

The partnership kicked off in June with a successful food drive for their Food Security Hub in South Portland. In December, we followed with a successful collection drive for winter coats and gear.



Above, Charitable Giving Committee members, L to R: **Amanda Fisk**, **Michelle Pottle**, **Cindy Shove**



Above, Charitable Giving Committee members, L to R: **Joyce Tabenken**, **Bev Doucette**, **Carolyn Evans**, **Maria Gaetani**

Community Service

Our Washington, DC office has a long-standing volunteer relationship with **Anne Beers Elementary School** in Southeast DC. Pierce Atwood shares a school partnership with Faegre, Drinker, Biddle's DC office through the **Public School Partnership Program of the Washington Lawyers' Committee for Civil Rights and Urban Affairs**.

In January, we sponsored and attended the Anne Beers Elementary School **Scripps Spelling Bee**. More than 25 students in grades 1-5 participated in a tight contest that came down to several rounds of head-to-head spell-offs between the last two finalists.



Our DC office partner-in-charge **Randy Rich** reprised his role as the pronouncer, and DC office manager **Natalie Huddleston** curated gift bags for the participants.



As part of our long-standing relationship with Anne Beers Elementary, the DC office invited the whole firm to participate in a children's coat drive for students in need of winter coats.



Community Service

Pierce Atwood's annual **Day of Community Service** is a much-loved tradition, when attorneys and staff leave the office together for a day to work on service projects for deserving charitable organizations.

In September, a team from our Providence, Rhode Island office volunteered at **The Hotel for Homeless Dogs** in Cumberland, Rhode Island. They spent a fun and rewarding morning walking, playing, and bathing their new furry friends.



Community Service

Pierce Atwood bankruptcy attorney **Ryan Kelley** is a longtime volunteer with financial literacy program **Junior Achievement of Maine (JA)**. As he has done for many years, Ryan served as a mentor in JA's Titan Challenge, an entrepreneurship competition for high school students. The 2024 Titan Challenge was held on April 11 at locations across Maine. Ryan served as mentor to a team from South Portland High School throughout the day of the competition.

In the 2023-2024 academic year, nearly 350 students from 31 high schools participated. The program connects classroom learning to real-world applications, as students apply math and technology concepts, as well as soft skills, to strategize, collaborate, and think like CEOs. The competition provides students with the opportunity to network with community and business mentors, be immersed at a business or college campus, and learn about job opportunities and degree programs as they make the important connections from what they are learning in school to a future career path. Pierce Atwood has been a sponsor of the competition for the last four years.



Coming Together for Our Community



To celebrate Pride month in June, our **Equity, Diversity & Inclusion Committee** organized a Pride-themed ice cream social in our Portland office. The committee raffled off a gift card to an LGBTQ-owned café/bar in Portland for direct donations to EqualityMaine, the largest and oldest LGBTQ+ organization in Maine.

Partner Organizations

PRO BONO LEGAL SERVICE PARTNERS

603 Legal Aid	Maine Homeless Legal Project
Court Appointed Special Advocates (CASA)	New Hampshire Legal Assistance
Immigrant Legal Advocacy Project (ILAP)	Pine Tree Legal Assistance
Kids in Need of Defense (KIND)	Political Asylum and Immigration Representation Project (PAIR)
Legal Food Hub, A Project of the Conservation Law Foundation	Volunteer Lawyers Project (Maine)
Legal Services for the Elderly (Maine)	

PRO BONO LEGAL SERVICE RECIPIENT ORGANIZATIONS (*partial list*)

Animal Welfare Society	Greek Orthodox Metropolis of Boston
Brixham Montessori Friends School	Hale Education, Inc.
Camp Susan Curtis/Susan L. Curtis Foundation	Harpswell Neck Fire & Rescue, Inc.
Cape Cod Center for the Arts	International Church of Lawrence
Coalition Center for Environmental Sustainability (CC4ES)	Lasagna Love, Inc.
Congregation Beth Elohim	Maine Gun Safety Coalition Foundation
Cultivating Community	Organization for Refugee & Immigrant Success
Dirigo Sea Farm	Peace Ridge Sanctuary
Drikung Mediation Center, Inc.	Portland Rugby Football Club
Eastern Frontier Educational Foundation, Inc.	The SPATA Foundation
Everett Community Growers	Strawbery Banke Museum, Inc.
Falmouth Memorial Library	The Summit Project
A Far Cry Inc.	Support the Pink House, Inc.
Friends of Jack Foundation	Temple Isaiah
	Unified Asian Communities

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

Alzheimer's Association	Make-A-Wish Maine
American Heart Association	Miss Maine Scholarship Program, Inc.
Aubrielle's Hope	Muskie Fund for Legal Services
Blueprint Maine	The Nemasket Group
Boston Bar Foundation	New England Legal Foundation
Building for Good	New Hampshire Campaign for Legal Services
Caritas Communities	Northern Light Health Foundation
Catholic Charities Maine	Olympia Snowe Women's Leadership Institute
Center for Grieving Children	Palaver Strings Inc.
Children's Museum & Theatre of Maine	Portland Firefighters Local No. 740
Discovering Justice	Roger Williams University
Dream Big!	Side x Side, Inc.
The Gamm Theatre	Susan L. Curtis Foundation
Girls on the Run-Maine	The Telling Room
Greater Boston Legal Services	University of Maine School of Law
Immigrant Legal Advocacy Project	University of Southern Maine Foundation
In Choro Novo	Washington Lawyers Committee for Civil Rights and Urban Affairs
Junior Achievement of Maine	Women's Foundation of Boston
Kids First Center	Worthley Pond Association
Maine Children's Cancer Program	
Maine Gun Safety Coalition	
Maine Island Trail Association	
Maine Justice Foundation	
Maine Medical Center	

