

**Vermont Bar Association  
Board/Staff Retreat  
Tuesday June 20, 2023 @ AM  
Seyon Lodge State Park, Groton**

Present: Rich Cassidy, Judith Dillon, Eri Gallivan, Jordana Levine, Kevin Lumpkin, Andrew Manitsky, Judge Tim Tomasi, Ted Tyler, Alfonso Villegas.

Staff: Bob Paolini, Lisa Maxfield, Kim Velk, Paul Velk, Tom Barrett, Mary Ashcroft.

**1. Call to Order:** President Andrew Manitsky called the meeting to order at 9:30AM.

**2. Acceptance of Consent Agenda**

A. Minutes: Upon motion made, seconded, and unanimously approved, the minutes of the May 19, 2023 meeting were accepted as drafted.

B. Treasurer's Report: CFO Lisa Maxfield reported that LRS income continues to decline as it has for the past 2-3 years. Callers report that lawyers are telling them they are not taking on new cases. The staff continues to work to retain LRS panel members and recruit new ones. CLE income continues to be a strong revenue producer, running well ahead of budget projections. June is the busiest month as lawyers pick up CLEs needed for relicensing at the end of the month. Most of our webinars are sold out at 100 attendees each.

Lisa noted that there are a couple of more months in the VBA's fiscal year. She will be working with the Operations Committee soon to review a proposed budget to be presented to the VBA Board in July.

**3. Action**

A. Enrollments: Upon motion made, seconded and unanimously approved, the following were enrolled as VBA members: Legal Members: Gabriel Bedell, Robert Epstein, Michael Harris, William Hayes, Neil Kelly, Robert O'Kosky, Dayna Smith, Simonne Valcourt, Hannah Yindra and Heidi Guenther; Law School Graduate Member: Anthony Caccavo; Law Student Associate Member: Gabriela Peterson.

**4. Retreat Agenda:** The Board and Staff then engaged in retreat discussions of staff succession planning, VBA "message", engaging, developing and retaining young leadership, and succession planning resources for senior/retiring attorneys.

5. **Adjournment:** Upon motion made, seconded and unanimously approved, the meeting was adjourned at 3:00PM.

Respectfully submitted: VBA Staff