



**DANIEL WEBSTER-BATCHELDER**  
**AMERICAN INN OF COURT**

**MEMBERSHIP HANDBOOK**  
**2023-2024**

**CHARTER NUMBER 192**



**DANIEL WEBSTER-BATCHELDER  
AMERICAN INN OF COURT**

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DANIEL WEBSTER-BATCHELDER  
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Dear Inn Members:

Welcome to the 2023-2024 Daniel Webster-Batchelder American Inn of Court. Our Inn again has earned Platinum status in the Achieving Excellence Program. Our returning members no doubt agree that our Inn certainly deserves that distinction. For our new members, you will soon come to learn this as well.

The Programming Committee has again outdone itself! On behalf of the programming committee, I wish to thank all the members who provided program suggestions in the end of the year member survey.

This season, and back by popular demand, our Inn will again have two ethics programs. Our November program is a joint meeting with the Charles C. Doe Inn in Durham. This November we will be heading there, and next November we will host the Doe Inn. The hope is that this becomes a November tradition. We are increasing our efforts in both Community Outreach and Diversity this year so please get involved as the opportunities present themselves.

I hope you enjoy this season of Inns of Court. As always, if you have any suggestions to make our Inn better, please do not hesitate to let me know.

Sincerely,

*Heather V. Menezes*

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Executive Director  
Daniel Webster-Batchelder AIC  
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DANIEL WEBSTER-BATCHELDER  
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## **THE HISTORY OF THE AMERICAN INNS OF COURT**

The American Inns of Court concept was the product of a discussion in the late 1970s among the United States' members of the Anglo-American Exchange of Lawyers and Judges, including Chief Justice of the United States Warren E. Burger and Judge J. Clifford Wallace of the U.S. Court of Appeals for the Ninth Circuit. Chief Justice Burger subsequently invited Rex E. Lee, then Dean of the J. Reuben Clark School of Law at Brigham Young University and later U.S. Solicitor General, and Dallin Oaks, then president of Brigham Young University and later justice of the Utah Supreme Court, to test the idea.

At the suggestion of Lee, a pilot program was entrusted to Senior U.S. District Court Judge A. Sherman Christensen, who shaped the idea into a workable concept. The first American Inn of Court was founded February 2, 1980 in the Provo/Salt Lake City area of Utah, and included law students from Brigham Young University.

Within the next three years, additional American Inns formed in Utah, Mississippi, Hawaii, New York, and Washington, D.C.

In 1983, Chief Justice Burger created a committee of the Judicial Conference of the United States to explore whether the American Inn concept was of value to the administration of justice and, if so, whether there should be a national organization to promote, establish and assist American Inns, and promote the goals of legal excellence, civility, professionalism, and ethics on a national level.

The committee reported to the Judicial Conference affirmatively on the two questions and proposed the creation of the American Inns of Court Foundation. The Judicial Conference approved the reports and, thus, endorsed the American Inn concept and the formation of a national structure.

In 1985, the American Inns of Court Foundation, with 12 Inns nationally, was organized to support the Inns and to promote the goals of legal excellence, civility, professionalism, and ethics on a national level. The establishment of the American Inns of Court Foundation was celebrated at a dinner in Salt Lake City in June 1985. Speakers at the dinner program included Judge Christensen, Judge Aldon J. Anderson, and Dallin Oaks.

The American Inns of Court movement has grown faster than any other organization of legal professionals. Today there are nearly 400 chartered American Inns of Court in 48 states, the District of Columbia, Guam, and Tokyo. There are more than 30,000 active members nationwide encompassing a wide cross-section of the legal community, including federal and state judges, lawyers, law professors, and law students.



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**THE HISTORY OF THE DANIEL WEBSTER-BATCHELDER AMERICAN INN  
OF COURT**

On June 11, 1993, the Daniel Webster American Inn of Court became the first chartered Inn of Court in New Hampshire. The Daniel Webster American Inn of Court was the 192<sup>nd</sup> Inn of Court nationally. The first meeting was held at the Bedford Village Inn on October 6, 1993.

The objectives of the Daniel Webster Inn as set forth in the Charter were:

1. To be a membership of judges, lawyers, legal educators, and others as may be consistent with this Charter, to promote excellence in legal advocacy at the trial and appellate court levels.
2. To foster greater understanding of, and appreciation for the adversary system of dispute resolution in American law, with particular emphasis on ethics and professional standards of excellence.
3. To provide significant educational experiences that will improve and enhance the skills of lawyers as counselors and advocates and of judges as adjudicators and judicial administrators.
4. To promote interaction among members of all categories in order to minimize misapprehensions, misconceptions, and failures of communication that obstruct the effective practice of law.

5. To facilitate the development of law students, and recent law school graduates and less experienced lawyers as skilled participants in the American court system.
6. To build upon the genius and strengths of the common law and the English Inns of Court and to renew and inspire joy and zest in legal advocacy as a service worthy of constant effort and learning.
7. To promote collegiality among professionals and to transmit ethical values from one professional generation to another.

On May 1, 2002, the members of the Daniel Webster American Inn of Court merged with the William Batchelder American Inn of Court to form our current Inn.

Today, over twenty-five years after our original charter, the Daniel Webster-Batchelder American Inn of Court continues to uphold the principles set forth in our charter - and we have a pretty good time doing it!



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**THE MISSION OF THE AMERICAN INNS OF COURT**

The American Inns of Court inspire the legal community to advance the rule of law by achieving the highest level of professionalism through example, education, and mentoring.





# PROFESSIONAL CREED

*Whereas, the Rule of Law is essential to preserving and protecting the rights and liberties of a free people; and*

*Whereas, throughout history, lawyers and judges have preserved, protected and defended the Rule of Law in order to ensure justice for all; and*

*Whereas, preservation and promulgation of the highest standards of excellence in professionalism, ethics, civility, and legal skills are essential to achieving justice under the Rule of Law;*

*Now therefore, as a member of an American Inn of Court, I hereby adopt this professional creed with a pledge to honor its principles and practices:*

- ✧ I will treat the practice of law as a learned profession and will uphold the standards of the profession with dignity, civility and courtesy.*
- ✧ I will value my integrity above all. My word is my bond.*
- ✧ I will develop my practice with dignity and will be mindful in my communications with the public that what is constitutionally permissible may not be professionally appropriate.*
- ✧ I will serve as an officer of the court, encouraging respect for the law in all that I do and avoiding abuse or misuse of the law, its procedures, its participants and its processes.*
- ✧ I will represent the interests of my client with vigor and will seek the most expeditious and least costly solutions to problems, resolving disputes through negotiation whenever possible.*
- ✧ I will work continuously to attain the highest level of knowledge and skill in the areas of the law in which I practice.*
- ✧ I will contribute time and resources to public service, charitable activities and pro bono work.*
- ✧ I will work to make the legal system more accessible, responsive and effective.*
- ✧ I will honor the requirements, the spirit and the intent of the applicable rules or codes of professional conduct for my jurisdiction, and will encourage others to do the same.*





**DANIEL WEBSTER-BATCHELDER  
AMERICAN INN OF COURT**

**EXECUTIVE BOARD 2023-2024**

- A. President: Justice Gary Hicks**  
NH Supreme Court  
One Charles Doe Drive, Concord, NH 03301  
Tel: (603) 271-2646; Email: [ghicks@courts.state.nh.us](mailto:ghicks@courts.state.nh.us)  
Also: Community Outreach
- B. President-Elect: Hon. Samantha D. Elliott**  
United States District Court for the District of New Hampshire  
Warren B. Rudman Courthouse  
55 Pleasant Street  
Concord, NH 03301-3941  
Tel: (603) 225-1423; Email: [Samantha\\_elliott@nhd.uscourts.gov](mailto:Samantha_elliott@nhd.uscourts.gov)
- C. Executive Director: Heather Menezes**  
Shaheen & Gordon, PA  
180 Bridge Street, Manchester, NH 03104  
Tel: (603) 669-8080; Email: [hmenezes@shaheengordon.com](mailto:hmenezes@shaheengordon.com)  
Also: Programming, Community Outreach
- D. Secretary: Jen Pennington**  
Gleason Legal PLLC  
1838 Elm Street, Manchester, NH 03104  
Tel: (603) 518-8063; Email: [jen@glnh.law](mailto:jen@glnh.law)  
Also: Achieving Excellence, Community Outreach
- E. Treasurer: Geoffrey Gallagher**  
Sulloy & Hollis, PLLC  
9 Capitol Street, Concord, NH 03301-6310  
Tel: (603) 223-2816; Email: [ggallagher@sulloy.com](mailto:ggallagher@sulloy.com)  
Also: Programming, Survey

- F. Program Chair: Anna Cole**  
Drummond Woodsum  
670 N. Commercial Street, Suite 207, Manchester, NH 03101  
Tel: (603) 792-7412; Email: [acole@dwmlaw.com](mailto:acole@dwmlaw.com)
- G. Chair of Scholarships: Jack Crisp**  
The Crisp Law Firm, PLLC  
15 N. Main Street, Suite 208, Concord, NH 03301  
Tel: (603) 225-5252; Email: [jack.crisp@crisplaw.com](mailto:jack.crisp@crisplaw.com)  
Also: Programming
- H. Membership Chair: Judge Andrew Schulman**  
NH Superior Court  
One Granite Place, Ste N400, Concord, NH 03301  
Tel: (603) 271-2030; Email: [aschulman@courts.state.nh.us](mailto:aschulman@courts.state.nh.us)  
Also: Programming, Mentoring
- I. Mentor Chair: J. Daniel Marr**  
Hamblett & Kerrigan PA  
20 Trafalgar Square, #505, Nashua, NH 03063  
Tel: (603) 883-5501; Email: [dmarr@hamker.com](mailto:dmarr@hamker.com)  
Also: Programming, Community Outreach
- J. Achieving Excellence Chair: Kelleigh Murphy Gleason**  
GleasonLegal PLLC  
1838 Elm Street, Manchester, NH 03104  
Tel: (603) 782-5029; Email: [kelleigh@glnh.law](mailto:kelleigh@glnh.law)  
Also: Diversity
- K. Community Outreach Co-Chair: Pierre Chabot**  
Devine Millimet & Branch, PA  
111 Amherst Street, Manchester, NH 03101  
Tel: (603) 695-8780; Email: [pchabot@devinemillimet.com](mailto:pchabot@devinemillimet.com)
- L. Community Outreach Co-Chair: Samuel Garland**  
NH Attorney General, Civil Bureau  
33 Capitol Street, Concord, NH 03301  
Tel: (603) 271-3650; Email: [samuel.garland@doj.nh.gov](mailto:samuel.garland@doj.nh.gov)

- M. Diversity Co-Chair: Sean Locke**  
NH Attorney General, Criminal Bureau  
33 Capitol Street, Concord, NH 03301  
Tel: (603) 731-6884; Email: [sean.locke@doj.nh.gov](mailto:sean.locke@doj.nh.gov)
- N. Diversity Co-Chair: Jacqueline Leary**  
McLane Middleton PA  
900 Elm St, PO Box 326, Manchester, NH 03105-0326  
Tel: (603) 628-1178; Email: [Jacqueline.leary@mclane.com](mailto:Jacqueline.leary@mclane.com)  
Also: Programming
- O. Board Member: Ned Sackman**  
Bernstein Shur  
670 N. Commercial St Ste 108, Manchester, NH 03105  
Tel: (603) 665-8844; Email: [nsackman@bernsteinshur.com](mailto:nsackman@bernsteinshur.com)  
Also: Programming, Mentoring, Membership
- P. Board Member: Judge John Kissinger**  
NH Superior Court  
One Granite Place, Ste N400, Concord, NH 03301  
Tel: (603) 271-2030; Email: [jkissinger@courts.state.nh.us](mailto:jkissinger@courts.state.nh.us)  
Also: Programming
- Q. Board Member: Elizabeth Ewing**  
Wadleigh Starr & Peters PLLC  
95 Market Street, Manchester, NH 03101  
Tel: (603) 206-7286; Email: [ewing@wadleighlaw.com](mailto:ewing@wadleighlaw.com)  
Also: Programming, Diversity



**DANIEL WEBSTER-BATCHELDER  
AMERICAN INN OF COURT**

**2023-2024 MEETING DATES AND LOCATIONS**

<b>Date</b>	<b>Location</b>
Wednesday, October 4, 2023	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104
Wednesday, November 1, 2023	Three Chimney's Inn 17 New Market Road, Durham, NH 03824
Wednesday, December 6, 2023	The Hotel Concord 11 S. Main Street, Concord, NH 03824
Wednesday, January 3, 2024	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104
Wednesday, February 7, 2024	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104
Wednesday, March 6, 2024	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104
Wednesday, April 3, 2024	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104
Wednesday, May 1, 2024	The Puritan Conference & Event Center 245 Hooksett Road, Manchester, NH 03104

5:30 p.m. – Networking

6:00 p.m. – Presentation

7:00 p.m. - Dinner

DANIEL WEBSTER-BATCHELDER AMERICAN INN OF COURT  
2023-2024 Table and Programming Assignments

<p><b>Table 1</b> <b>OCTOBER 4, 2023</b> The Puritan, Manchester (Circuit Court Judges' Roundtable)</p> <p>Judge John Kissinger Jack Crisp* Andrew Piela Kelleigh Gleason Elizabeth Hurley Sean Locke Christina Muniz Jessica King</p>	<p><b>Table 2</b> <b>NOVEMBER 1, 2023</b> Three Chimneys Inn, Durham (Joint Inns With The Charles Doe Inn)</p> <p>Judge Daniel Will Heather Menezes* Debbie Makris Bryan Clickner Samuel Garland Matthew Burrows Sara Crisp Christine Hilliard</p>	<p><b>Table 3</b> <b>DECEMBER 6, 2023</b> Hotel Concord, Concord (Atty/Client Privilege In The Corporate Context)</p> <p>Judge Samantha Elliot Anna Cole* Paul Mistovich Lisa Snow Wade Kirk Simoneau Tony Naro Laura Del Camp Ben Chapman</p>	<p><b>Table 4</b> <b>JANUARY</b> The Puritan, Manchester (Liens, Attachments &amp; Writs of Execution)</p> <p>Justice Patrick Donovan Geoff Gallagher* Mike Delaney Tim McLaughlin Pierre Chabot David Stamatidis Jennifer Ramsay Autumn Kish</p>
<p><b>Table 5</b> <b>FEBRUARY</b> The Puritan, Manchester (Practical Skills Grab Bag)</p> <p>Hon. Andrew Schulman* Judge John Curran Ted Lothstein Clara Lyons Jeff Odland Beth Deragon Lyndsay Robinson Katie Mosher</p>	<p><b>Table 6</b> <b>MARCH</b> The Puritan, Manchester (Joint Representation &amp; Waivers)</p> <p>Judge Andrea Johnstone Ned Sackman* Donna Marie Cote Mark Knights Matthew Delude Jacqueline Leary Shannon Mulholland Anthony Galdieri</p>	<p><b>Table 7</b> <b>APRIL</b> The Puritan, Manchester (Appealing Admin. Agency Decisions)</p> <p>Justice Gary Hicks Judge Mark Attorri Elizabeth Ewing* Heather Krans Kathleen Mahan Brendan O'Donnell Emily Peterson Shea Sennett</p>	<p><b>Table 8</b> <b>MAY</b> The Puritan, Manchester (Pro Bono—Contesting Evictions)</p> <p>Judge Kimberly Chabot Judge Elizabeth Leonard Daniel Marr* Jonathon Shirley Anne Jenness Rory Parnell Sarita Pickett</p>

\*Programming Committee Member



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**PRESENTATION GUIDELINES**

**Time:** The program should be 1 hour, including all discussion and wrap-up.

**Format:** Creative formats are highly encouraged! Examples of Inn programs that have been done successfully are: parodies based on television/movie/musicals, quiz or game shows, skits, film clips, debates, role play/courtroom demos, or anything but “talking heads!” Justice Hicks played a speed bump in one skit. The point is – have fun and be creative.

**Discussion:** The key to a program that meets the goals of the Inn is to engage the members in conversation/discussion of the issues so Inn members get the benefit of the various levels of experience of the Inn members.

**Written materials:** Written materials are essential for CLE credit. Materials should not simply consist of relevant authority. There must be some original content created for the presentation. This does not have to be an onerous task. For example, scripts for skits are considered to be original content created for the program. Also consider the use of “cheat sheets” and “helpful hints” type of lists that members can consult after the program. Brief summaries of case law for the key cases on a topic can also be quite useful.

**Audience Considerations:** Keep in mind that your audience includes many new practitioners and others whose practice areas may not touch upon the program topic. To ensure that everyone gets the most out of the program, consider providing a primer in advance or giving a five-minute explanation of the subject matter of the program, which you can be creative about.

**Planning/Involvement:** Each table will develop its own method of planning and implementing the program. Each table member should have some meaningful responsibility with regard to the preparation and presentation of the program.



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### **ATTENDANCE POLICY**

Regular attendance at meetings is vital to the Inn experience. However, the Executive Board understands that circumstances may arise that could prevent a member from attending every meeting. Members are permitted a maximum of two (2) absences per Inn season. Regardless of membership level, if a member is unable to attend a meeting, he/she/they should arrange for a substitute to attend the meeting in the place of that member.

The member shall provide notice to the Inn Secretary as soon as possible that he/she/they is unable to attend the meeting and, if a substitute has been arranged, the name of the substitute. If a substitute cannot be found, please notify the Inn Secretary who will offer an invitation to prospective members on the Waitlist.

**This Attendance Policy will be strictly enforced. A member who violates the attendance policy may not be invited back to attend for the upcoming Inn season.**





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**GUEST POLICY**

The Inn's programs are primarily for the members' benefit. However, members may on occasion invite guests. Members who wish to invite guests must provide notice to the Inn Secretary as soon as possible, who will determine whether there is sufficient space for the guest's attendance. Notice should be provided to the Inn Secretary no later than 2 weeks prior to the scheduled meeting. The Executive Board reserves the right to refuse guest attendance if, for example, the Executive Board finds that the guest policy is being abused.

The cost for a guest to attend a meeting is \$60. Payment should be made by providing the Inn Secretary with a check payable to The Daniel Webster-Batchelder American Inn of Court at or before the scheduled meeting.

This policy does not apply to a guest who is: (1) attending a meeting as a substitute for a member who cannot attend; or (2) actively assisting the presenting table with their presentation. Guests in the foregoing circumstances do not need to pay \$60 to attend the meeting, but the member who is inviting the guest should provide the Secretary with the name of the guest as soon as possible.



DANIEL WEBSTER-BATCHELDER  
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**MEMBERSHIP CATEGORIES**

The Daniel Webster-Batchelder American Inn of Court has several membership categories:

**Masters:** Masters are (1) judges; and (2) attorneys who have been practicing law for 11 years or more.

**Barristers:** Barristers are attorneys who have been practicing law between 6 and 10 years.

**Associates:** Associates are attorneys who have been practicing law five years or less.

**Law Students:** Law Students are current students at UNH School of Law.

*N.B. Time spent working as a judicial law clerk after law school graduation is considered practicing law for the purpose of determining membership categories.*

**Emeritus Members:** Emeritus Members are selected by the Executive Board. An Emeritus member must have served at least 5 years as a master.

**Honorary Members:** Honorary Members are selected by the Executive Board. Consideration for selection is to be based upon distinguished service to the bench or bar, furtherance of Inns of Court objectives, or other noteworthy achievements.

**Alumni Members:** Alumni Members are members who have participated in the Inn as active members, but who elect to discontinue their memberships, are in good standing at the time of such election, and who notify the Inn through one of its officers that they wish to assume Alumni status.



DANIEL WEBSTER-BATCHELDER  
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**EMERITUS AND ALUMNI POLICY**

In addition to the four categories of active membership (Masters, Barristers, Associates, and Law Students), the Inn recognizes three categories of less-active membership: Emeritus, Honorary, and Alumni members. After the last program of each Inn year, the Executive Board will solicit from all of that year's members a decision regarding whether they will continue as active members, or will seek Emeritus or Alumni status. At that time, the Executive Board may also solicit nominations for Honorary Members from the active members.

**Emeritus Members:** Members who have served as active Masters for at least five (5) years may request Emeritus status. Membership as Emeritus Member may be conferred by two-thirds' affirmative vote of the Executive Board of the Webster-Batchelder Inn. Such membership status may be granted on the basis of long and distinguished service to the Inn. Emeritus Members will retain such membership status for life if they so desire. Any person who has been granted Emeritus status may be reinvited to serve again in an active capacity.

Each Emeritus Member will be assigned to a table. The Emeritus Members will be included on email strands, organizational meetings, and social or networking events hosted by the Inn or the individual table to which the Emeritus Member is assigned. These members are not required to participate in the planning or presentation of the program but are encouraged to feel free to bring their thoughts and experience to the issues addressed by the Program. Emeritus Members shall be under no obligation to pay dues, attend meetings or participate in other programs of the Inn, but will enjoy all privileges of active membership except the right to vote. Emeritus Members will be obligated to pay for the cost of any dinner attended. Emeritus Members will also be required to send notice of their intention to be at a particular meeting when the notice goes out reminding the general membership of an upcoming meeting. This is so a seat can be reserved at their assigned Table.

**Alumni Members:** Alumni Members are members who have participated in the Inn as active members, but who elect to discontinue their memberships, are in good standing at the time of such election, and who notify the Inn through one of its officers that they wish to assume Alumni status. Alumni Members will be listed as alumni in the Inn's membership directory and will be provided access through the Webster-Batchelder Inn to the written CLE materials prepared in connection with each monthly meeting. Alumni Members will be invited to participate in social events outside the monthly meetings and community outreach efforts conducted by the Inn. Alumni Members may also be included in Inn communications and events at the discretion of the Executive Board. Alumni Members are encouraged to nominate new members who would complement the Webster-Batchelder membership goals and Diversity Policy. Alumni Members may not attend monthly meetings, except as an invited guest of an active Inn member, and shall not have the right to vote.

The Executive Board may include Alumni members in communications about general activities and news events concerning the Inn, and may invite Alumni members to re-join the Inn subject to the requirements of active membership. Active members shall be encouraged to maintain communications and relationships with Alumni members for the purpose of disseminating information about Inn activities and to encourage ongoing professional relationships.

**Honorary Members:** Honorary Members may be elected in perpetuity subject to the discretion of the Executive Board. Nomination can be made by Active, Emeritus, or Alumni Members to the Executive Board and upon a two-thirds vote of the Executive Board. Consideration for selection is to be based upon distinguished service to the bench or bar, furtherance of Inns of Court objectives, or other noteworthy achievements. Honorary members shall be under no obligation to pay dues, attend meetings or participate in other programs of the Inn, but will have all other privileges of membership.



**DANIEL WEBSTER-BATCHELDER  
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**COMMUNITY OUTREACH PROGRAM**

As part of its commitment to make a meaningful difference in the lives of others, the Daniel Webster-Batchelder American Inn of Court maintains an active community outreach program. As part of our community outreach program, our Inn has partnered with New Hampshire's Legal Service Corporation grantees, Domestic Violence Emergency Project (DOVE), and 603LegalAid. The goal is to provide services in support of these vital organizations, both legal and clerical, as part of a nationwide pilot program between Legal Service Corporation and the American Inn of Court Foundation.

The Inn is also committed to pursuing other community outreach activities.

Since 2014, our Inn has coordinated and participated in a speed mentoring program at the University of New Hampshire School of Law. In the speed mentoring program, participating attorneys from our Inn answer student questions on various mentoring topics, including achieving academic success, work-life balance, identifying and developing a practice area, and establishing and maintaining client relationships. The Inn participates in this speed mentoring activity on an annual basis sometime in October/November.

Since 2016, our Inn has participated in an annual Toys for Tots gift drive.

Since 2021, our Inn has participated in both a drive to raise funds for The Children's Trust Fund each October, as well as a book drive for the Manchester Public Schools every Spring.

Additional opportunities will be taking place during the 2023/2024 season.



**DANIEL WEBSTER-BATCHELDER  
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**DIVERSITY POLICY**

The Daniel Webster-William Batchelder American Inn of Court (“Webster-Batchelder Inn”) founded in 1993 has consistently followed practices which are intended to foster a diverse membership but, until now, has not formally established a Diversity Policy. As judges and members of the New Hampshire Bar Association, the members of the Webster-Batchelder Inn are sworn to uphold the law, including the New Hampshire Constitution Bill of Rights, which guarantees: “Equality of rights under the law shall not be denied or abridged by this state on account of race, creed, color, sex or national origin.” N.H. Const. Pt. I, Art. 2. Maintaining a membership with a wide-range of ethnicity, gender, age, experience, backgrounds, viewpoints, and practice areas, also fosters “excellence in professionalism, ethics, civility, and legal skills” upon which the American Inns of Court movement was founded. Creating this environment encourages members to work within the justice system and the wider community to support equality and dignity for every individual.

The memberships of the Webster-Batchelder have voted to adopt a formal written Diversity Policy in order to formalize its commitment to the constitutional mandates and to make the long standing practices of the Inn clear and transparent to members, prospective members, the New Hampshire Bar Association, and the public at large. To that end, the Diversity Policy will be posted on the Webster-Batchelder Inn website. The Webster-Batchelder Inn of Court commits to the following practices:

1. Membership shall not be denied to any person on account of race, creed, religion, sex, age, disability, national origin, sexual orientation, or any other characteristic protected under the laws of the State of New Hampshire or the United States of America.
2. The Executive Board will review the membership rolls of the Inn annually to assess the diversity of the members. New Inn members will

be invited to fill openings with the goal of maintaining diversity of membership. In addition to its effort to maintain a diversity of personal characteristics, the Executive Board will also consider the following additional characteristics when evaluating the balance of diversity within the membership:

- a. time in practice,
  - b. practice areas,
  - c. firm size,
  - d. public vs. private employer, and
  - e. geographic location of practice.
3. Existing Inn members are encouraged to submit nominations for new members who fit these criteria.
  4. The Executive Committee members are nominated and elected based on leadership skills and commitment to the Inn and to reflect the diversity of the Inn membership.
  5. In order to ensure that economic factors will not impede the diversity of the Inn membership, the Inn provides scholarship assistance to support lawyers from diverse backgrounds or practice areas with membership costs.
  6. The Inn's community outreach programs will be aimed at diverse segments of our community.
  7. Table assignments will be made by the membership committee each year with the goal of balancing diversity at each table and with an effort to minimize the overlap of table members who have sat together at the same table in the prior two years.



DANIEL WEBSTER-BATCHELDER  
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**MENTORSHIP PROGRAM**

Sharing experiences and insights between experienced attorneys and newer members of the New Hampshire Bar is a core principle of the American Inns of Court. In addition to practical, skills-oriented programs, personal interaction in mentoring relationships is a unique benefit of Inn membership. Mentoring is a time honored tradition and a cornerstone of the American Inns of Court. The Inn aims to promote, establish, and support successful mentoring experiences. This is of great importance in our rapidly changing legal profession.

The Daniel Webster-Batchelder American Inn of Court's Mentorship Program will assist members in developing high standards of professionalism based upon internalized principles of appropriate behavior consistent with the legal professions' core values.

**Definitions:**

“**Newer members of the New Hampshire Bar**” or “**mentee**” shall include those Inn members with (a) less than five years of total experience or (b) less than two years of experience practicing in New Hampshire. The latter category should include experienced attorneys who are new to practicing in New Hampshire.

“**Mentors**” shall include either Barristers or Masters with a great appreciation for our Inn and the New Hampshire Bar Association and who are willing to volunteer their time to guide newer members.

**Guidelines:**

- 1) The Inn mentorship program should be available to all newer members of the New Hampshire Bar Association that demonstrate interest and complete the required Expectations of Acknowledgement (attached).



- 2) It is preferred that the mentee and mentor are from the same table.
- 3) Mentees should be encouraged to attend the new member orientation.
- 4) The mentee and mentor should strive to meet in person over dinner or otherwise close in time to the first Inn meeting in October and should be available to discuss generic practice related and ethical issues, without reference to any particular case.
- 5) The mentor and mentee shall strive to have contact at least monthly not including the monthly Inn meetings.
- 6) The mentor-mentee relationship shall last for one year and extend beyond the eight-month Inn season.
- 7) Members with less than (a) three years of total experiences; or (b) less than one year of New Hampshire experience should have the option of shadowing one of the Inn's judges for a day at a mutually agreeable time.<sup>1</sup> Ordinarily, this should be the judge from the member's table. However, if it is more appropriate for the member to shadow a different judge in a different courthouse for a day, that can be arranged.

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<sup>1</sup> To participate in a judicial shadowing, the mentee must sign the Confidentiality Agreement and Release of Conflicts.