

News Brief

Lawyers Concerned for Lawyers, Minnesota's Lawyers Assistance Program
Free and confidential services provided by lawyers & judges for members of the legal profession

NOVEMBER 2002

UPCOMING LCL PRESENTATIONS

Chemical Dependency and Mental Health in the Legal Community, which provides 2 hours of Elimination of Bias credit will be presented state-wide by LCL over the next three months. Dates, times, and locations will be forthcoming by letter and email and available on our website.

UPCOMING EVENTS

Dec. 20 LCL Grand Opening and Holiday Celebration – Friday afternoon in our new office, following the Membership Meeting.

SUPPORT GROUPS

LAWYERS AA:

- Mpls. Lawyers AA— Tues./Thurs., 12:00 p.m. (MSBA office);
- St Paul Lawyers AA— Mon., 12:15 p.m (Ramsey County Court House);
- Other AA Meetings— Fri., 7:00 a.m. at Perkins on France & 494 and Mon., 12:00 p.m at Silver Spoon on 67th and Penn Ave.;

LAWYERS MENTAL HEALTH SUPPORT GROUP: 1st & 3rd Thurs, 6:30 p.m (MSBA office, Mpls).

NOTICE: A *Lawyer's Mental Health Therapy Group*, a *Lawyer's Mental Health Support Group in St. Paul* and a *Women Lawyer's Therapy Group* are being started now that we've moved into the new space. Please call the LCL office for more information or if interested in participating. (See related article.)

UPCOMING NOON LCL MEETINGS

(Please let the office know if you would like to receive e-mail reminders of the membership meetings and the opportunity to order a box lunch. There is also a deli on site with sandwiches, salad bar, and soup.)

- Dec. 20 Friday: Dan Griffin, Court Chemical Dependency Services Analyst, will present on the Supreme Court's effort to improve the judicial system's response to chemical dependency. This is a broad program that impacts many facets of law.
- Jan. 15 Wednesday.
- Feb. 19 Wednesday (please note that last month's NewsBrief misstated the dates for February and March.
- Mar. 19 Wednesday.

GRAND OPENING OF LCL'S NEW OFFICE SPACE

We thought that the new office space (not to mention the new programming, new volunteer, and new outreach efforts) deserved a little celebration. 'Tis the right season, too!

So, on Friday afternoon, December 20 (same day as our membership meeting), LCL will be hosting an open house at its new office space in Court International, Suite 313N. Office tours, dessert, and conviviality are available. Please come and help us kick off this new chapter in LCL's efforts to reach out and help attorneys suffering with chemical and mental health issues.

Clinical Director's Update

by Brenda Kittilson

What an exciting time to have come on board as LCL staff! Lots has happened in a very short time. We are finalizing arrangements for facilitator training, so that the Mpls. and St. Paul groups will be working in sync with each other. As soon as we've completed that training, the St. Paul group is ready to begin. Our plan is to have it on the 2nd and 4th Tuesday evenings, beginning at 6:30 PM, in our LCL office. By alternating weeks with the Mpls. group, anyone who has a scheduling conflict with one can attend the other.

We have made significant progress in developing the women lawyers therapy group. We think it will be called the "Life Balance Group" to reflect a positive focus. We're hoping to begin as early as Thursday, January 9th. There will be 8 weekly sessions, on Thursdays, noon – 1:30 PM, in the LCL office conference room. We'll be getting information out to women lawyers via our mailing to the entire bench and bar and the Minnesota Women Lawyers' newsletter. This group will be offered at no cost. Please contact myself or Emil at the LCL office for additional information or to sign up.

I've been told there is strong interest in getting a co-ed lawyers therapy group going as soon as possible. In response, we are in the process of organizing that program and are ready to register interested individuals. At least initially, it will be co-facilitated by myself and Steve Gordon of TEAM, Inc.

All of this work has been a wonderful collaborative effort with Emil, Steve Gordon, Joan Bibelhausen, Judy Rush, Chuck Steffey, Thom Gmeinder, and others. Thanks to all!



LAWYERS ASSISTANCE PROGRAM OF LCL

LCL (651) 646-5590

or (866) 525-6466

TEAM, Inc. (651) 642-0182

or (800) 634-7710

DEVELOPMENTS IN LCL

There have been several new developments with LCL since our last newsletter. This includes information related to our move, new programming, and public awareness events.

THE MOVE

We've moved into our new space at Court International, which is at the intersection of University Avenue and Highway 280 (S.W. quadrant, same building as The Egg and I Restaurant).

Those of you who had the opportunity to visit our minute office in the bowels of the Bigelow Building can appreciate the joy of being on the third floor with windows to the outside world.

Since the size of our offices has increased substantially, we've obtained almost completely different office furniture. Although this may sound extravagant, please note that we did not bring along the credenza that needed an auto jack to stay upright, we've gotten real tables and chairs to replace the fold up kind, and we're getting rid of the desk with a broken leg (no, we didn't shoot it). All of the furniture has been purchased used, except the beautiful executive office set which was generously donated to LCL by William Ahlberg. We received a lot of help for this move from Wayne Johnson. Also, Paul Van Valkenburg has been working as our historian, reviewing documents to see if they are worth keeping (we've gotten rid of a ton of paper).

We still have more work to do to get the office ship shape, but it is a labor of love because of the wonderful environment LCL is now providing.

NEW PROGRAMMING

As this goes to print, final touches are being put on additional mental health programming. This includes an additional co-ed support group in St. Paul, a therapy group for women attorneys, a co-ed attorney therapy group, and the initial presentation for a women attorneys' education and support group. (Please see Brenda's article for more information.) Information about this programming will be in the mailing to the entire bench and bar that will be going out in the very near future.

PUBLIC AWARENESS

We've begun to work with a new web site developer and host to do a complete make over of our web site. The Social Law Library in Boston provides those services at reasonable rates and due to our mission and non-profit status, LCL's membership fee was waived. The Social Law Library developed the web site for the Massachusetts LCL. We intend to have significantly more content on addiction and mental health impairments on our site, however. Our intent is to continue to build this resource over time, after the initial redesign work is completed.

Our C.L.E. course, Chemical Dependency and Mental Health Issues in the Legal Community has been presented several times to law related organizations and, in a modified version, to all three (3) law schools that offered classes on professional responsibility this semester. (We expect to be in the University of St. Thomas Law School next semester.) It has been very well received and will now be presented at the conference room in Court International and across the state. The mailing to the bench and bar will contain the particulars.

At a recent Board meeting we brainstormed on methods to reach out to attorneys with our message of help and hope. One of the suggestions was that LCL members should be encouraged to talk to other attorneys about the Lawyers Assistance Program and the increased services now available. Any doubt about the effectiveness of this method was dispelled by Steve Gordon, vice president of TEAM, Inc., when he spoke at our last membership meeting. He told the members that the most common referral source for the attorneys they are treating is another attorney who knew about the L.A.P. or LCL. We never know when the attorney we talk to about LCL may have the opportunity to make a referral to another attorney.

VOLUNTEER OPPORTUNITIES

A questionnaire will be going out soon to all LCL members inquiring about their willingness to help in a variety of functions with the work of LCL. Our voluntarism is what has made this program successful and unique as a resource for impaired attorneys over the last 26 years. With our move and re-staffing nearly complete, our volunteer program will receive the attention it deserves. Our expansion into mental health issues provides an opportunity for increased participation and effectiveness.

COMMITTEES AND TASK FORCES ADOPTED BY BOARD

At the November meeting, the Board of Directors established a Finance and Fundraising Committee composed of John Speakman, Jay Sorlien (treasurer), and Roger Jensen; an Audit Committee comprised of Marjorie Rapp (chair), Ted Collins, and Dick Williams; and a Cases and Intervention Committee comprised of Jerry Freeman, Derck Amerman (chair), Roger Jensen, Andrew Mohring, Jon Tynjala, and Wayne Johnson.

The Board also voted to establish Task Forces to address the following topics: Membership/Volunteers, Mental Health, Fundraising, Education, and By-Laws Revisions. This last task force is needed to draft new language to address the changes to the committee structure.

The difference between a committee and a task force is that committees have ongoing responsibilities and task forces are task oriented and intended to exist for only a short time. Also, except for the Cases and Interventions Committee, committee members must be board members, while task forces are comprised of LCL members (including board members).

LCL'S STRATEGIC PLAN: CONCLUDING PORTION

LCL's Strategic Plan: Concluding Portion

Over the last two months the NewsBrief has presented the Mission Statement, Values, Vision Statement and the first three strategic goals of the Strategic Plan adopted by the Board in September. This month we are including the final portion of the Strategic Plan, Strategic Goals #4 - #6.

Please remember that this is intended to be a working document, a tool to be used and changed as needed to further our goal of helping to improve the lives of those members of the legal community who suffer from chemical and mental health problems and, thereby, the delivery of justice.

STRATEGIC GOAL #4: Increase participation in LCL.

Strategies:

- A. Increase involvement and interaction with current LCL members and others involved in LCL's programs through direct contact, e-mail, mailings and other means.
- B. Double LCL's membership from 400 members to 800 members by the end of FY 2005.
- C. Create a more diverse LCL membership by actively recruiting through diverse bar and other legal organizations (i.e. Asian Bar, National Bar, Minnesota Women Lawyers, Hispanic Bar Association, student associations, and other bar associations.)
- D. Expand the LCL volunteer program.
- E. Evaluate the institution of a membership fee.

STRATEGIC GOAL #5: Increase and diversify LCL's financial resources.

Strategies:

- A. Build LCL's individual donor base and increase support from individuals by 20% per year.
- B. Seek increased support from law firms, foundations and bar related organizations.
- C. Seek support from health and legal malpractice insurance companies who benefit from LCL.
- D. Keep the Minnesota Supreme Court and the Lawyers Trust Account Board informed of LCL's work.

STRATEGIC GOAL #6: Build LCL's organizational capacity.

Strategies:

- A. Implement an evaluation system to support LCL's contract with TEAM.
- B. Integrate LCL's planning and budgeting processes.
- C. Develop alliances to use the resources of TEAM, MSBA and other law related associations, insurance companies and the courts.
- D. Strengthen LCL's governance structure and systems to support LCL's growth.
- E. Gather data from users, funders and members.