



LAWYERS CONCERNED FOR LAWYERS

Confidential Support for Legal Professionals

Minnesota's Lawyer Assistance Program 2018-2019 Annual Report

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Minnesota's Lawyer Assistance Program

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Executive Summary

In 2018 - 19, Lawyers Concerned for Lawyers served over 400 new clients. We reached out to lawyers, judges, law students and family members throughout Minnesota. LCL volunteers reported over 2300 hours including nearly 1500 hours of direct service to others. Other volunteer work included CLE and other appearances, presentations, committee work and so much more. 2018 – 19 highlights include:

Education & Outreach: Much of LCL’s programming focus incorporated more well-being messages into already vibrant programming about the risks of the legal profession and how to reduce them. We also expanded program on implicit bias and ethics. LCL’s educational efforts reached every facet of Minnesota’s legal community. Volunteers and staff made over 200 appearances, including substantive programs, public service announcements, and law school orientations. In addition to taking part in presentations, our dedicated volunteers spent many hours at conferences and institutes and handed out brochures, LCL pens, and other educational materials. Over 5000 people attended an event or program where LCL’s message was delivered and many others saw our exhibit tables.

Finances: LCL’s finances are strong. LCL continues to explore new and innovative ways to increase the legal community’s investment in LCL which we believe should be stronger. LCL underwent a financial review (a full audit is held every three years) and no issues of any significance were found. Our accountant, HG & K, gave us a positive report.

Board Governance & Leadership: LCL recruits and selects Board members for their diverse experience within and outside the profession. Board members were instrumental in the success of policy developments, governance and policy initiatives, and well as educational and outreach efforts. This included a new strategic plan with the assistance the Hon. Peter Reyes.

Clients/Services: Many of the over 400 new clients served by LCL were concerned with more than one issue. Issues include substance use, compulsive behaviors, mental health, stress, and other personal and professional problems. Forty-two percent contacted us with a concern about alcohol, drug, or compulsive behavior issues. Fifty-eight percent were concerned about mental health issues, primarily depression and anxiety. In addition, the majority of people also listed general stress, financial, career, relationship, or family problems as causing difficulties. LCL also continues to provide general and focused support groups and hosts 12-step meetings at the LCL office.

Governance

A. Board

The LCL Board is comprised of 24 members. LCL strives to maintain a board that reflects the diversity of the profession we serve. Members have a broad base of skills, experience, and interests. The Board is responsible for financial oversight, fundraising, policy development, strategic planning and broadly overseeing LCL’s various programs.

B. Staff

The employees of LCL are an executive director, two case managers, and an administrative assistant. The executive director oversees program operations, client services, volunteer development and activities, outreach, community relations, and fundraising. The case managers maintain regular contact with clients, volunteer mentors and service providers, outreach and perhaps most importantly, volunteer development-membership activities. The case managers are also engaged in special projects based on their interests as well as LCL needs. The administrative assistant handles initial client intake, regular contact with volunteer mentors and service providers, administrative tasks including day-to-day and annual financial and compliance activities, technology needs and website updates.

C. Board Committees

1. Education and Outreach Committee

The Education and Outreach committee is responsible for helping to develop curricula for continuing legal education (CLE) and general presentations to lawyers, judges and law students; developing and maintaining partnerships with legal education providers and other entities and providing training and development to the board and members. LCL's CLE curriculum can be adapted to the audience's needs. The committee also addresses promotion, publications, social media, and community relations. A more detailed listing of outreach achievements is contained elsewhere in this report.

2. Nominations and Governance Committee

LCL's Nominations and Governance Committee identifies and recruits board members and promotes balance in the board's diversity. LCL believes that the organization's strength and vitality will be advanced by a regular infusion of new members who bring energy, diversity, new ideas, and interests. The LCL board includes practicing lawyers, mental health professionals, judges, law professors, and those with expertise in other areas. This Committee also considers governance issues as needed and appropriate.

3. Cases and Interventions Committee

The LCL Cases and Interventions committee performs two related functions: it serves as a resource to assist concerned persons in planning, coordinating and implementing mental health and substance use interventions and other outreach, and it oversees the coordination, organization, and training of LCL volunteers in these activities. As with all other aspects of LCL's work, the Committee maintains the highest standards of confidentiality in all of its activities.

4. Finance and Fundraising Committee

The Finance and Fundraising committee adheres to a clear and consistent statement of LCL's mission and goals to educate potential donors about the importance of their investment in the mission of LCL. The Committee follows a fund development strategic plan. LCL relays the positive impact of increased donations on the quality of LCL programs and services and the consequent impact on client quality of life to our financial stakeholders. This committee is also responsible for overseeing the LCL audit or financial review.

Lawyers Concerned for Lawyers: History and Mission

In 2019 the LCL Board completed a strategic plan and adopted an updated Mission Statement: “The mission of LCL is to reach out and confidentially serve members of the Minnesota legal community experiencing conditions that impact the quality of their personal or professional lives, and to support their recovery, improve their lives, and further the delivery of justice.”

Lawyers Concerned for Lawyers was founded in 1976 by 14 lawyers and judges, “to confidentially aid and assist chemically addicted lawyers and judges in the state of Minnesota”. LCL is the oldest continuing lawyer assistance program in the nation. Initially, LCL volunteers and staff were mainly concerned with helping lawyers and judges with alcohol and drug issues; providing support, counsel, and often assisting with interventions.

With a growing awareness of the magnitude of depression in the profession, the Minnesota State Bar Association established a task force in 1999, including members of LCL, to study the incidence of lawyer depression and other mental illnesses. The study resulted in the unanimous adoption of a proposal to the Minnesota Supreme Court to establish a lawyer-funded Lawyers Assistance Program (LAP). The order establishing the LAP was issued in 2000.

LCL was awarded the contract to provide the LAP services to lawyers, judges, law students, and their immediate family members in 2001. Since mental health and substance use are often co-existing conditions, LCL staff and volunteers are uniquely positioned to be of great value in providing help and hope to members of our profession, their families, colleagues, and employers. We also receive calls from clients with concerns about gambling and other compulsive behaviors.

From its inception, LCL has maintained a strict policy and practice of confidentiality. We do not report to any disciplinary, ethics or licensing committees or entities. It is our longstanding, firm belief that we can only be of help to our colleagues who still suffer if they can reach out for help without fear and know that confidentiality is absolute.

A particular strength of LCL is the many committed lawyer volunteers who are eager to share their experience, strength and hope with other lawyers, judges and law students that they may recover from mental health and addiction issues that are interfering with their lives and livelihood. In this way, we also serve the interests of the bar at large and the community.

While maintaining this confidentiality, LCL is accountable to the Minnesota Supreme Court. LCL provides statistical reports to the Legal Services Advisory Committee, which administers the grant agreement. From time to time, the Supreme Court issues a Request for Proposals (RFP) to provide a lawyer assistance program featuring a professional and peer support model. LCL responded to the most recent RFP (issued in 2017) and was again awarded the contract for lawyer assistance services beginning July 1, 2017. LCL was the only applicant.

Services

Lawyers Concerned for Lawyers services to lawyers, judges and law students, and their immediate family members, are:

Intake: When a lawyer, judge, law student or concerned person first contacts LCL, staff members discuss the concern and make appropriate referrals to peer and professional services. Sometimes an immediate connection is made with a treatment provider or to LCL's Employee Assistance Program (EAP) clinical subcontractor.

Assessment and Referral: Licensed professional counselors, through the EAP, perform substance use, mental health and other assessments, making referrals to treatment centers or other community resources as needed and appropriate. With a release, EAP and LCL staff can collaborate on appropriate resources and connections, but the contents of client and counselor conversations are not shared.

Short-Term Counseling: Counselors may provide up to four free sessions to help the client resolve the problem. If extended therapy is deemed appropriate, the EAP will make a referral based upon individual needs. In individual cases, and on the recommendation of the counselor, up to two additional sessions may be provided. An individual with a new issue or concern may receive additional counseling sessions to deal with that issue.

Crisis Counseling: A 24-hour crisis telephone line is staffed by licensed professional counselors to assist lawyers, judges, law students and immediate family members with urgent or emergent problems. The EAP can also provide Critical Incident Stress Debriefing services in the aftermath of a tragedy or traumatic event.

Peer Support: One-on-one peer support often supplements on-going treatment or therapy and is helpful while treatment is being arranged. A volunteer lawyer, judge, law student, or family member may enhance the recovery and healing process by sharing his or her own story and providing support and guidance. LCL makes every effort to connect a client with a volunteer lawyer, judge or law student who has a similar profile including personal issues.

Interventions: Trained LCL volunteers work with concerned persons and licensed professionals, as appropriate, to plan, rehearse and facilitate an intervention to educate the affected person about his or her issues and motivate him/her to accept professional help. This process, while developed for individuals with addiction problems, can also be helpful for those with mental health issues. In addition, volunteers may initiate other, less formal methods of reaching out to a lawyer, judge, or law student in trouble. LCL also coaches employers and concerned others who wish to approach a colleague or family member about their concerns.

Case Management: LCL staff maintains contact with legal professionals receiving services to build an ongoing connection, to determine that the lawyer is getting his/her needs met and that he/she is supported in continuing to access appropriate services. These connections help identify new problems and provide immediate help to minimize their impact.

Support Groups: LCL hosts support groups to focus on mental health and recovery issues. A licensed mental health professional with addiction training leads these groups. LCL established a well-being group that addresses specific challenges in a supportive setting, also facilitated by mental health professionals. Each session includes an experiential mindfulness exercise. Other groups for family members, lawyers with AD/HD issues and lawyers in difficult job situations are offered throughout the year and are facilitated by LCL staff members.

LCL Founders Fund: LCL has established a Founders Memorial Fund, which assists with the expenses of treatment that a client may not otherwise be able to afford. LCL typically partners with a provider who will also offer a scholarship or discount.

Education and Prevention: LCL offers a robust educational program to address the issues for which LCL provides assistance, from a variety of perspectives. CLEs and other educational programs on mental health, stress, trauma, bias, and other issues can help lawyers identify risk factors and learn new behaviors and attitudes to reduce their risk level. Through bar groups, law schools and private employers, LCL reaches out to lawyers, judges, and law students across the state.

Finance

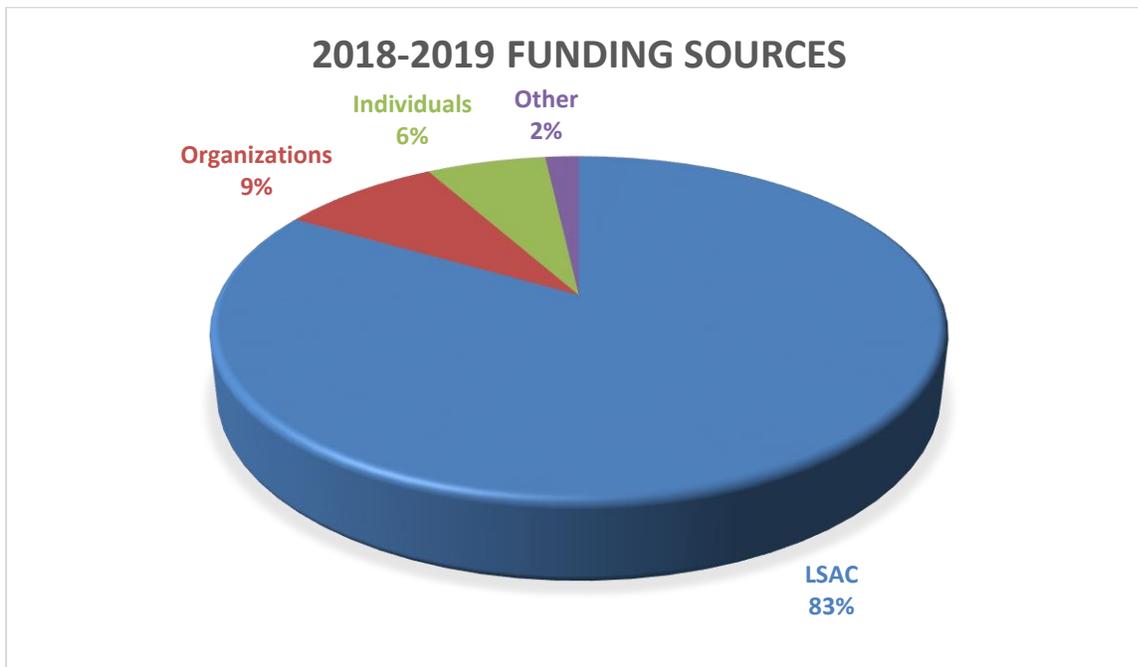
A. Overview

LCL has a grant agreement with the Minnesota Supreme Court Legal Services Advisory Committee. The terms of the contract include a grant total of \$466,061 for 2018-19.

The funding from the Supreme Court was supplemented by financial support from individuals, law firms, bar associations, and foundations. Volunteers were key to securing some of these contributions. LCL finished the year within budget and maintains its emergency cash reserve with which it began the LAP in 2001.

B. Source of Funds

The Minnesota Supreme Court grant administered by the Legal Services Advisory Committee (LSAC) provides the largest share of LCL's funding. The chart below presents the proportionate shares from all sources.



2018-19 Financial Summary

Total income from all sources was \$559,028. LCL's 2018-19 Financial Statements are Appendix B.

Education & Awareness

A. Overview

LCL makes numerous CLE and other presentations throughout the year. Many LCL programs are approved for Elimination of Bias credit. Here are some highlights from the past year:

1. Programs (* indicates new program or significant added content)
 - Advice for the Chemically Addicted Lawyer & Their Legal Colleagues
 - Ages and Stages of a Law Career
 - An Alternative for Impaired Lawyers Facing Ethics Charges: The [USPTO] Office of Enrollment and Discipline's Diversion Pilot Program
 - Building Resilience in a Traumatic World: Resources and Strategies for Judicial Officers
 - Call to Action on Lawyer Well-Being Conference
 - Chronic Stress, Mental Health and Substance Use in the Legal Profession
 - Compulsive Behavior Disorders in the Legal Profession: Understanding and Distinguishing from Substance Use Disorders
 - Critical Conversations: Lawyer Well-Being in Minnesota
 - Enhancing Your Focus and Well-Being in Client Relationships
 - Ethics and Attorney Well-Being – Our Joint Challenge
 - Exploring the Connections Between Implicit Bias, Incivility, and the Legal Profession
 - Healing Vicarious Trauma Through Compassion: The Story, The Science and The Myth Behind Compassion Fatigue
 - Help for Attorneys in Crisis: Dealing with Lawyer Addiction and Impairment
 - How Trauma Affects Native Lawyers and the Practice of Law in Tribal Communities
 - Implicit Bias: Mental Health and Double Stigma
 - Insidious and Increasingly Common: Lawyers Struggling with Addiction and Mental Illness – How Can We All Help?
 - Mental Health and Addiction Issues in Older Adults
 - Mental Health and Substance Use in the Legal Profession
 - Mental Health, Substance Abuse and Stress in the Legal Profession: Addressing the Toxicity that Puts Lawyers at Risk
 - Our Mental Health: Vicarious Trauma, Compassion Fatigue and The Importance of Self-Care in the Legal Profession
 - Problem Gambling in the Legal Profession
 - Speed Bumps and Land Mines: Managing the Impact of Judicial Stress
 - Stepping Forward on the Path to Lawyer Well-Being: How to Better Support Yourself and Your Colleagues in a Healthy, Sustainable Practice
 - Stress, Addiction and Mental Health: An Ethical Perspective
 - Suicide Awareness and Prevention
 - Super Lawyers: Ethical Implications of Stress, Burnout and Substance Use.
 - Supporting the Mental Health and Transition of Older Adults*
 - The Ethical Impact of Stress
 - The Importance of Being Trauma Informed
 - The Path to Lawyer Well-Being: Applying Well-Being Principles in our Work and Life
 - The Path to Lawyer Well-Being: A Lawyer's Duty of Competence*
 - The Path to Lawyer Well-Being: Practical Recommendations for Positive Change
 - The Path to Lawyer Well-Being: Recommendations for Employers
 - The Path to Lawyer Well-Being: Reducing the Stigma

- Practice Well: Sleep, Neuroscience and Actionable Strategies for Attorney Well-Being*
- The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys: Ethical Considerations
- The Trauma Informed Lawyer
- The Unseen Barrier, Preparing for and Overcoming Stress: How to Manage Stress on the Road to Becoming a Successful Lawyer
- Tired at Work? The Legal and Practical Ramifications of Sleep Deficiency
- Understanding and Managing Holiday Stress
- Understanding and Preventing Suicide
- Understanding Chronic Illness*
- Unplugging to Recharge: An Ethical Discussion on The Benefits and Pitfalls of Today's Technologies
- Vicarious Trauma, Empathy Stress Fatigue, Well-Being and Self-Care in the Legal Profession
- Well-Being at the Forefront for Lawyers: Health, Resilience, Helping Ourselves to Help Others
- What's So Scary About Well-Being
- When Your Client is Impaired
- When Your Older Client is Impaired
- Why is Wellness an Ethics Issue? The Impact of Stress and Mental Health on Judges and Public Lawyers

2. Exhibit Tables

LCL provides information and outreach through exhibit tables at a variety of conferences and workshops. The exhibit tables are staffed by LCL volunteers or staff members to answer questions and outreach. The tables include LCL brochures and a variety of resources on mental health, substance use, stress, and other issues. The LCL exhibit tables were present at:

- Minnesota CLE Solo and Small Firm Success Conference, Duluth
- Minnesota Defense Lawyers Association Trial Techniques Seminar, Duluth
- Criminal Justice Institute
- Minnesota District Judges Association State Conference, Brainerd
- Elder Law Institute
- New Lawyers Admission Ceremony in May and October
- Minnesota Legal Services Statewide Conference, Alexandria
- Real Estate Institute
- Law Schools
- Annual Conference of Judges
- New Lawyer Experience Institutes
- Minnesota CLE "The Opioid Epidemic".
- Family Law Institute
- American Association of Legal Administrators – MN Chapter Conference
- The Best Your Leads to Better Outcomes for Those You Serve
- MWL Annual Conference on Women and the Law
- Employment Law Institute
- Probate and Trust Institute
- The MSBA Convention

3. CLE Sponsoring Organizations

Many organizations hosted CLEs or law school informational programs in which LCL staff and volunteers played a part. Others provided an opportunity to make short announcements. Many of these provided more than one opportunity.

- ABA CoLAP
- Affinity Bar Associations
- American Bar Association
- American Corporate Council Association
- ABA Insurance Coverage Litigation Committee
- Collaborative Community Law Initiative
- Dakota County Law Library
- District Bar Associations
- Douglas K. Amdahl Inn of Court
- Federal Bar Association
- Hennepin County Bar Association sections and board
- Hennepin County Law Library
- Legal Services offices (several)
- Minnesota Association for Justice
- Minnesota Chapter of the National Employment Lawyers Association
- Minnesota CLE (live and webcast programs)
- Minnesota County Attorneys' Association
- Minnesota Defense Lawyers Association
- Minnesota District Judges Association and Foundation
- Minnesota Justice Foundation
- Minnesota Law Schools—Professional Responsibility classes, orientation, student organization programs and ABA Mental Health Day initiatives
- Minnesota Lawyers Mutual
- Minnesota Lawyer
- Minnesota Office of Lawyers Professional Responsibility
- Minnesota State Bar Association, numerous sections
- Minnesota State Bar Association—One Profession (multiple locations)
- Minnesota Supreme Court (Call to Action Conference and New Judges training)
- Minnesota Women Lawyers
- National Association of Women Lawyers
- National Council on Problem Gambling
- National Creditor's Bar Association
- North Dakota State Bar
- Olmsted County Law Library
- Private law firms and corporations
- Ramsey County Bar Association
- Stearns Benton Bar Association
- Thomson Reuters
- Twin Cities Diversity in Practice
- USPTO
- Washington County Law Library
- Individual public defender and county attorney offices
- Bar sections
- Bench meetings

4. Program and Outreach Initiatives

- The Minnesota Supreme Court *Call to Action on Lawyer Well-Being* conference was created by a committee led by Justice David Lillehaug. LCL staff served on the planning committee and led a breakout session. LCL Board members and other volunteers were among the invited attendees.
- LCL helped plan and presented at the MSBA Diversity and Inclusion Council's April conference "Cultivating Diversity and Resilience."
- The National Task Force on Lawyer Well-Being, which included stakeholders from inside and outside of the ABA, released "The Path to Lawyer Well-Being Toolkit," a resource to follow up on "The Path to Lawyer Well-Being: Practical Recommendations for Positive Change." LCL added program and support group content from this resource throughout the year.
- LCL participated in Law School Mental Health Day in March with programs and additional appearances.
- LCL staff on the ABA CoLAP Law School Initiative Committee participated in the production of podcasts on well-being topics for law students.
- LCL staff were involved in creating and distributing a nationwide survey to judges. The results will be published to support well-being initiatives for judges.
- All Minnesota lawyers and judges received an LCL brochure and additional information by mail.
- LCL volunteers received training on mentoring, visiting treatment and recovery centers, listening skills, effective outreach, and suicide prevention.
- LCL helped to promote AA/12 step and alternative abstinence-based support groups for lawyers and law students.

5. Publications

- Bench and Bar featured an article about the Supreme Court Call to Action conference. <https://www.mnbar.org/resources/publications/bench-bar/articles/2019/04/03/lawyer-well-being-in-minnesota-gets-a-boost-from-the-supreme-court>.
- LCL was cited in an article about the Supreme Court's Call to Action conference in the Star Tribune <http://www.startribune.com/minnesota-supreme-court-taking-aim-at-mental-health-crisis-in-legal-profession/506606552/> and on MinnPost at <https://www.minnpost.com/mental-health-addiction/2019/03/lawyer-well-being-emphasized-at-mn-supreme-courts-call-to-action-conference/>.
- *Lawyers Concerned for Lawyers Has Your Back* appeared in Minnesota Lawyer.
- OLPR Director Susan Humiston used an LCL article on suicide prevention for her January Bench and Bar column.
- LCL was featured in an article about attorneys' gambling risk in the winter 2019 edition of Northstar Problem Gambling Alliance's Northern Light. http://northstarproblemgambling.org/wp-content/uploads/2019/02/northstar_winter_2019_web.pdf.

Client Services

A. Client Service Overview

Clients initially contact LCL primarily by phone and email. Whether the call came from a concerned person or the lawyer/judge/law student who is suffering, the issues identified as the cause for concern will typically include substance use (primarily alcohol), or other mental health disorders (mainly depression and anxiety) with considerable overlap. A trend showing a significant increase in stress, job, family, and financial issues continues. A small number of lawyers prefer to call LCL's EAP clinical subcontractor directly to arrange an assessment and when possible are referred back to LCL for ongoing support.

Nearly every presentation LCL makes produces at least one call. The situations are often complex and require significant exploration with the caller to determine the presenting issue, the details of the situation, and what services may be most helpful. While it is not always the case that a caller is ready for all of the services, he or she may be heartened by the knowledge that such services exist and, when the time is right, can take advantage of them. Occasionally, the lawyer is distressed to the point that immediate action must be taken, and procedures are in place for that. Follow-up is important to assure that the lawyer has acted on the referral and the referral has been helpful. Follow-up calls also serve to assist in identifying other services that are appropriate and provide the opportunity to answer questions.

B. Support Groups

LCL offers several support groups. Some groups are ongoing, and others convene when there is sufficient interest. Electronic participation is available for those outside of the metro area

Discipline and Practice

A six-session group that focuses on the experience of facing bar admission and professional conduct issues. This group is for people who anticipate having an issue, who are currently engaged in the discipline or character and fitness process or who have gone through it and would like to connect with others who have similar experiences.

The Path to Lawyer Well-Being

In an effort to reduce stigma, LCL created a group focused on well-being. Each session of the group offers information and discussion on a new topic in a supportive environment.

General Support Group

A general support group is facilitated by counselors from LCL's Employee Assistance Program provider. Discussion may be general or may revolve around issues identified by the facilitator or requested by a participant.

Lawyers in Transition Group

This six-session group convenes several times a year and provides support, resources, and connections to lawyers facing a career transition or who have concerns about career choices or the stressful impact of their career.

Family Support Group

This group offers support for family members of those with addiction and/or mental health concerns. Participants may be lawyers, judges or law students, or their family members. Topics include self-care and stress reduction as well as sharing of resources and experiences.

ADHD Support Group

This support group for lawyers, judges and law students is the first in the country. Some of the topics for discussion include anxiety reduction, practice-management tools and strategies, life and organizational management tools, and challenging negative assumptions about yourself.

12 Step and other Support Meetings

LCL maintains a list of AA, other 12 step, and other community support meetings and resources that have been recommended by LCL volunteers. AA and Al-Anon meetings take place at the LCL office, and telephone participation is available for the AA meeting.

C. Confidentiality

The promise and provision of confidentiality is the backbone of everything at LCL. To this end, LCL has instituted policies to limit information gathered and retained and to limit access to any client data.

Confidentiality is emphasized to every audience to whom LCL speaks and to every person who inquires about services for him or herself, or for another lawyer, judge, law student or family member. Sometimes a caller wishes to remain anonymous and LCL will provide whatever services we can in those circumstances.

D. Selected Case Statistics

LCL Client Issues*

July 1, 2018 to June 30, 2019

403 Clients

Self-referred 71%

Referred by others 29%

Lawyer 73%

Judge 6%

Law Student 15%

Family Member/Other 6%

Presenting Issues

Alcohol 36%

Drugs 3%

Depression 25%

Anxiety 22%

Other Mental Health 11%

Other Substance/Behaviors 2%

Financial/Legal Issues 10%

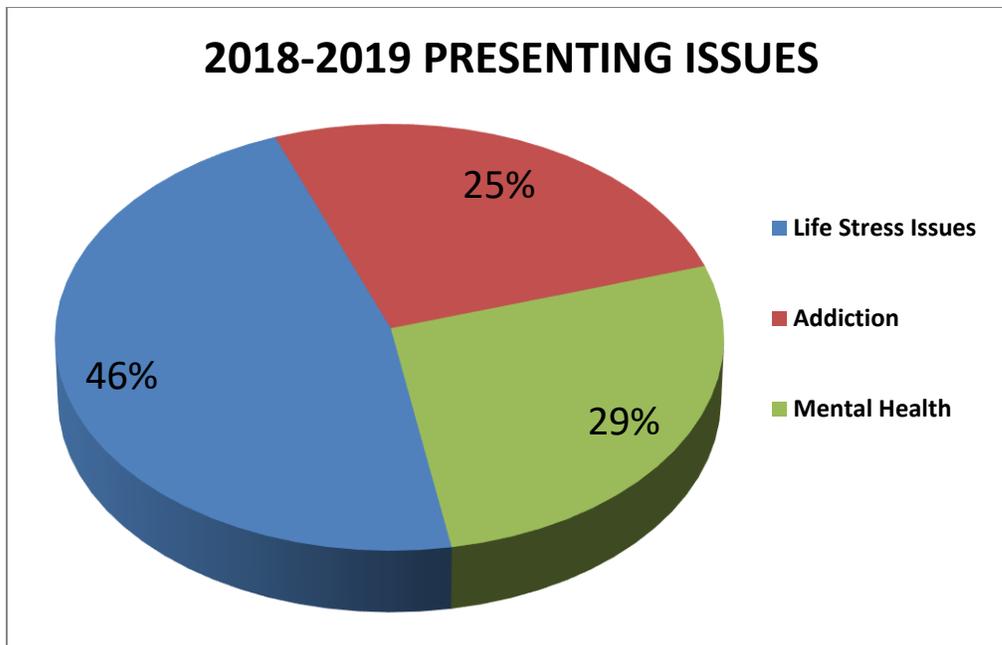
Grief and Loss Issues 7%

Relationship/Family 21%

Job/Employment 21%

Stress 28%

*Presenting issues add up to more than 100% because most people request help for more than one concern.



Volunteers & Members

Volunteer lawyers, judges, and law students are the core of Lawyers Concerned for Lawyers and the majority of other LAPs in the United States and Canada. A group of dedicated colleagues founded LCL in 1976 with a focus on lawyers impaired by alcoholism. That commitment to reach out to those in need in the legal profession continued when LCL expanded to a broader mission in 2001. LCL has helped thousands of lawyers, judges, and law students, many of whom successfully began a recovery process. Many of these individuals, with the experience of substance use problems, depression, or other issues and their effects on their personal and professional lives, have become active volunteers. They are ready to confidentially help others and the organization that creates such opportunities. Their unique experiences as lawyers-in-distress who received help from LCL make them particularly qualified to carry the message of help and hope to other lawyers. They do this through presentations and CLEs, by individual conversations with their peers, through mentoring others newly in recovery, by facilitating interventions, by leading support groups, and through their own examples of lives reclaimed. Indeed, when lawyers present relevant information and personal stories to other lawyers, those who hear the message sometimes become volunteers in their own right, reaching out to others, passing on what they have learned, and asking for advice from LCL in dealing with troubled colleagues. Some LCL volunteers are not in recovery but rather wish to support others in stressful situations or help with activities and outreach that focus on well-being.

The dedication of the volunteer lawyers and judges is exemplified through education as well as organizational tasks like committee meetings, board meetings, research, recruiting, and fundraising and office work. While some volunteers are retired, the majority make the time out of work and personal life to assist LCL and their colleagues. Over 2500 volunteer hours were reported this past year in supporting colleagues, performing the business of LCL and other activities. Many more go uncounted.

FRED ALLEN DISTINGUISHED SERVICE AWARD

The Distinguished Service Award, established in 1980 and later renamed after Mr. Allen, recognizes one individual whose exemplary service has made a real difference for LCL and its members. Recipients include:

1980 Warren Eustis	2000 Gerald R. Freeman
1981 Dave O'Connor	2001 George Widseth
1982 David Nord	2002 Charles Steffey
1983 Warren Eustis	2003 Wayne Johnson
1983 James Noonan	2004 Judith Rush
1984 Patricia Ann Burke	2005 Justice James A. Gilbert
1985 Thom Gmeinder	2006 Andrew H. Mohring
1986 William Orme	2007 Howard Carp
1987 Gerald R. Freeman	2008 Theodore Collins
1988 Fred Allen and Paul Van Valkenburg	2009 David R. Brink
1989 Roger Sax	2010 Richard A. Williams, Jr.
1990 Bill Milota	2011 Jerry Fitzgerald
1991 Tom Healy and Kevin Green	2012 Greg Kryzer
1992 Jack Burke	2013 Dan Ganter
1993 Ralph Stenseth	2014 Judge Donovan Frank
1994 Don Lamm	2015 John D. Culbert
1995 Charlie Spring	2016 Sandra Grove
1996 Paul Van Valkenburg	2017 Jennifer Anderson
1997 Gerald R. Freeman	2018 Charles Ramsay
1998 Emil Jalonon	2019 Terry Garvey
1999 Gerald R. Freeman	

Additional recognition is given on an annual basis to appreciate volunteers for outstanding service to LCL.

External Relations

A. Minnesota State Bar Association

1. *Well-Being Committee (formerly Life and the Law Committee)*

The Lawyer Assistance Program developed from the joint efforts of the Minnesota State Bar Association Depression Task Force and LCL. The Task Force continued as the MSBA Life and the Law Committee. This close cooperation continues to this day. The Life and the Law Committee has as its mission "to stimulate discussion and provide resources to the legal community regarding job satisfaction, mental and chemical health, balance and other quality of life issues". While LCL maintains its independence from the MSBA and other organizations, enhanced programming around stress and balance has arisen through the Life and the Law Committee. The Committee and LCL have worked together on programs and on a successful effort to expand Minnesota's CLE rules regarding professional development. The Committee's Law Student Working Group is a collaboration between LCL and the Minnesota law schools concerning wellness issues. The committee has assisted LCL with enhanced outreach to law

students and the law school staff who encounter problems in the areas of stress and mental health, including substance use and compulsive behaviors. In 2019 the Committee's name was changed to better reflect profession-wide efforts.

2. Diversity and Inclusion Efforts

In order to build and maintain awareness of issues related to disability within the legal profession, LCL is involved in diversity efforts on the district, state, and national bar level. Research shows that individuals who are subject to bias are at greater risk for mental health issues. LCL has developed programs and materials aimed at reducing stigma generally and in underrepresented communities. LCL is committed to diversity and inclusion in all aspects of its service and operations.

3. Bar Associations

LCL maintains ties with state and district bar associations as well as specialty bars through educational and other efforts. Many of these organizations also provide critical financial support to the program.

B. Judges

LCL reaches out to the judiciary through programs and exhibits at conferences and at bench meetings. This outreach is enhanced through our cooperation with the Minnesota District Judges Foundation to institute additional services and outreach. Judges on LCL's board assist with judicial communications and outreach and advise staff on opportunities.

C. Law Schools

LCL works to initiate awareness beginning with orientation and throughout a law student's career. Staff and volunteers host tables and speak about law school stress and other issues whenever the opportunity arises. This includes courses in professional responsibility, malpractice and starting a practice. LCL is also invited to speak by student organizations. LCL established monthly office hours at the law schools. The ABA recognizes a law student mental health awareness day and LCL participates in a number of ways. LCL's Facebook page includes focused posts for law students on stress management during exams and other issues.

D. Legal Services Advisory Committee

Lawyers Concerned for Lawyers' grant to serve as Minnesota's Lawyer Assistance Program is administered by the Legal Services Advisory Committee, under the auspices of the Minnesota Supreme Court. LCL provides monthly financial, statistical and narrative reports to LSAC, which then reimburses LCL for program expenditures under the grant agreement.

E. ABA Commission on Lawyers Assistance Programs

LCL is an active member of the ABA's Commission on Lawyer Assistance Programs (CoLAP). LCL staff members serve on various committees of the Commission including the Judicial, Law Student, and Annual Conference Committees.

F. Charities Review Council

Minnesota's Charities Review Council recognizes nonprofit organizations that meet all standards for public disclosure, governance, financial activity, and fundraising. LCL has continually met all standards for four three-year terms and has adopted new policies when developed and recommended by the Council. LCL is also designated as a Gold Level Guidestar participant.

2019 and Beyond

LCL's core purpose will continue to be to assist those with substance use issues, compulsive behavior problems, and mental health challenges. There are many opportunities along this road to provide assistance, not just at the point of crisis or disability. LCL's focus for 2019-20 will be to continue to feature outreach and training based on national well-being publications and initiatives, to build organizational strength through the implementation of LCL's strategic plan, and to create an annual event to bring members of the profession together to recognize and support well-being. Our members and other volunteers, our most valuable resource, are the key to being able to provide an ear, mentoring, information, and sometimes a lifeline. We will continue to give our members additional training and opportunities to serve the organization and their local legal communities.

As we continue to look for effective ways to meaningfully connect with and serve all of our constituencies, we will benefit from significant technology upgrades which enhance client security and build capacity in other ways. As more and more have seen our core educational offerings, we are adding content and developing new programs so that we continue to have these outreach opportunities. We are examining and revising strategies for fund development that will encourage investment by the profession to ensure a vibrant lawyer assistance program into the future. We are continuing to build and develop relationships with core and specialty bar associations, judicial and law student organizations. Regardless of their age or experience, when asked what they would do about a colleague who seems to be impaired or struggling or who is seeking resources for enhanced well-being, we want every lawyer, judge and law student in Minnesota to be able to say, "I would call LCL."

Appendix A
Lawyers Concerned for Lawyers Board of Directors 2018-19

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Appendix B

Lawyers Concerned for Lawyers

Minnesota Lawyer Assistance Program

Financial Statement 2018-19

<https://www.guidestar.org/profile/41-1289825>

or on LCL's website:

<http://www.mnlcl.org/about/about-lcl/annual-reports/>