



**LAWYERS CONCERNED FOR LAWYERS**

Confidential Support for Legal Professionals

# **Minnesota's Lawyer Assistance Program 2019-2020 Annual Report**

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# Minnesota's Lawyer Assistance Program

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## Executive Summary

In 2019-20 Lawyers Concerned for Lawyers began the year with a focus on impairment in the profession, well-being for legal professionals and their families, and the impact of implicit bias in seeking help for mental health and substance use issues. LCL developed a rapid response to changing needs in the light of the pandemic and social change and awareness. LCL created and presented programs, groups, and materials to inform and support our profession.

LCL served nearly 400 new clients. We reached out to lawyers, judges, law students and family members throughout Minnesota. LCL volunteers reported nearly 2000 hours including nearly 1400 hours of direct service to others. Other volunteer work included CLE and other appearances, presentations, committee work and so much more. 2019-20 highlights include:

**Education & Outreach:** LCL began the year by building on the growing movement toward well-being in the legal profession. LCL's programming incorporated more well-being messages into already vibrant programming about the risks of the legal profession and how to reduce them. We continued to expand programming on the connection of diversity, equity, and inclusion with well-being. In March we quickly changed to all remote programming and took advantage of opportunities to reach more Greater Minnesota lawyers through remote channels. LCL's educational efforts reached every facet of Minnesota's legal community. LCL joined with others to provide support in the wake of the killing of George Floyd. Volunteers and staff made nearly 200 live and remote appearances, including substantive programs, public service announcements, and law school orientations. In the first nine months of the year, 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 planned a first annual stepping-up with LCL well-being breakfast to raise and maintain awareness and encourage financial support from profession stakeholders. The March 2020 event needed to be postponed due to the pandemic. 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. LCL entered a new two-year grant agreement with the Minnesota Supreme Court which allowed for the sufficient funding to add a staff member for outreach.

**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 including the postponed breakfast. The board discussed and implemented strategic planning initiatives.

**Clients/Services:** Many of the nearly 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. Thirty-eight percent contacted us with a concern about alcohol, drug, or compulsive behavior issues. Sixty-one 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 continues to provide general and focused support groups and hosts 12-step meetings at the LCL office. New groups were formed late in the year and all groups were offered remotely.

## **Governance**

### **A. Board**

The LCL Board is comprised of 19 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, an outreach coordinator (new in 2019 - 20) 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 outreach coordinator develops and presents programs, builds and maintains contacts in the profession, maintains LCL's website and engages in other activities as appropriate. 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 curriculum themes 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." The strategic focus for 2019-20 is outreach.

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. The staff member arranges for and initiates follow-up.

**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, lawyers and law students facing discipline, and lawyers seeking career support 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

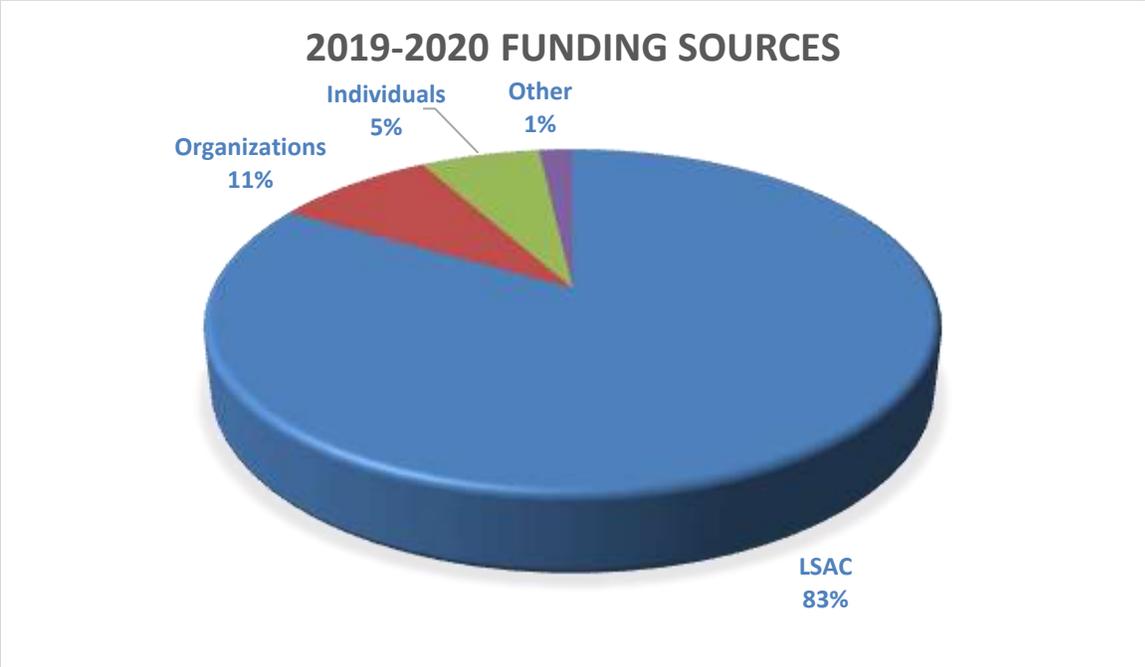
### A. Overview

LCL has a grant agreement with the Minnesota Supreme Court Legal Services Advisory Committee. The terms of the contract include a grant total of \$563,239 for 2019-20.

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.



### 2019-2020 Financial Summary

Total income from all sources was \$644,890. This included the LSAC grant, contributions from individuals, organizations, and foundations, and honoraria for CLE programs and other presentations.

LCL’s major expenses include:

- Counseling (up to four free sessions for lawyers, judges, law students, and immediate family members) and group facilitation,
- Salaries for five staff members and office expenses,
- Outreach costs including a statewide mailing to every lawyer and judge admitted to practice in Minnesota, and
- LCL’s Founders Fund payments for mental health services, beyond the four free sessions, for members of our profession who would otherwise be unable to afford them.

LCL’s 2019-20 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)
  - Benefits and Pitfalls of Today's Technologies\*
  - Books That Make a Difference: Lawyers Share Their Favorite Resources to Inspire Well-Being\*
  - Building Resilience in a Stressful Profession
  - Chronic Stress, Mental Health, and Addiction in the Legal Profession
  - Chronic Stress, Trauma, Mental Health & Addiction in the Legal Profession: Building Resilience in a Traumatic World
  - Chronic Stress, Trauma, Mental Health & Addiction in the Legal Profession: Ethical Challenges
  - Colleagues and Capacity: Supporting the Transition of Older Lawyers\*
  - Compassion Fatigue among Legal Professionals
  - COVID-19: Surviving and Thriving in Challenging Times.\*
  - Debunking the Myth of Violence and Mental Illness\*
  - Exploring the Connections Between Implicit Bias, Bullying and Sexual Harassment in the Legal Profession
  - Get Your Bounce Back: Using Resiliency to Build Your Fitness to Practice
  - Help for Attorneys in Crisis: Dealing with Lawyer Addiction and Impairment
  - How to Reduce Stress, Anxiety and Suicide in the Legal Profession\*
  - Impairment Issues for Lawyers and their Clients
  - Implicit Bias in the Legal Profession: Mental Health and Double Stigma
  - Interrupting Stigma in Challenging Times
  - Lawyers with ADHD – Potential, Powers, and Pains in a Profession that (Desperately) Needs our Brains
  - Managing our Thinking During the Coronavirus Epidemic
  - Managing the Impact of Judicial Stress
  - Mental Health as a Diversity and Inclusion Issue
  - Mental Health and Substance Use in the Legal Profession
  - Mental Health in the Legal Profession - Real Solutions to Real Issues
  - National Judicial Stress and Resilience Survey: The Results Are In!\*
  - Neuroscience and Ethics
  - On the Path to Law Student Well-Being\*
  - Our Clients: The Signs and Symptoms of Mental Illness and Addiction as they May Affect a Client and the Resulting Professional Responsibility Issues\*
  - Our Colleagues: Ethical Implications When an Attorney is Impaired\*
  - Ourselves: The Path to Lawyer Well-Being – A Lawyer's Duty of Competence\*
  - Solutions to the Opioid Crisis: New Landmark MN Legislation
  - Stress, Addiction and Mental Health: An Ethical Perspective
  - Stress Management, Legal Profession Challenges, and LCL Services and Resources
  - Substance Abuse and Addiction in the Legal Profession
  - Suicide Awareness and Prevention
  - Surviving and Thriving in Challenging Times\*

- The Ethical Impact of Stress
- The Ethics of Being a Trauma Informed Practitioner\*
- The Importance of Being Trauma Informed
- The Path to Lawyer Well-Being: Breaking the Stigma of Asking for Help
- The Path to Lawyer Well-Being: A Lawyer's Duty of Competence
- The Path to Lawyer Well-Being: Building Resilience and Getting Your Bounce Back
- The Path to Lawyer Well-Being: Steps and Supports for Solo and Small Firms
- The Path to Lawyer Well-Being: The Dimensions of Well-Being and the Work of the Lawyer - Applying Well-Being Principles in our Work and Life
- The Path to Lawyer Well-Being and the Public Eye: Strategies for Resilience\*
- Understanding and Managing Holiday Stress
- Understanding and Preventing Suicide
- Understanding Problem Gambling
- 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
- Lawyer Well-Being: Interrupting Stigma in Challenging Times
- When Your Client is Impaired

## 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, from July 2019 through early March 2020, were present at:

- 8<sup>th</sup> Circuit Social Security Disability Conference
- Minnesota CLE
  - Solo Small Firm Conference
  - Criminal Justice Institute
  - Real Estate Institute
  - New Lawyer Experience
  - Appellate Practice Institute
  - Non-Profit Law Conference
- Minnesota District Judges Association State Conference, Brainerd
- MSBA One Profession Events, Coon Rapids, Lakeville, Duluth, Rochester
- Minnesota Annual Conference of Judges
- League of Minnesota Cities City Attorney Conference
- New Lawyers Admission Ceremony in October
- Law School orientations and regular appearances during the semester; virtual office hours following the movement to remote classes

Once live events were cancelled or postponed, LCL participated in virtual exhibits at Minnesota CLE institutes and other meetings and events. Public service announcements that were live in the first 8 months of the year moved to virtual or in a chat window.

### 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
- Collaborative Community Law Initiative
- Dakota County Law Library
- District Bar Associations
- Federal Bar Association
- Hennepin County Bar Association sections and board
- Hennepin County Law Library
- Legal Services offices (several)
- Minnesota Association for Justice
- 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 New Judges training
- Minnesota Women Lawyers
- National Association of Women Lawyers
- Private law firms and corporations
- Ramsey County Bar Association
- Simonett Inns of Court
- Thomson Reuters
- Twin Cities Diversity in Practice
- Washington County Law Library
- Individual public defender and county attorney offices
- Bench meetings

### 4. Program and Outreach Initiatives

- Speaking out to End Stigma, an ABA video, was released. It features MN Federal District Judge and LCL Board Chair Donovan Frank.  
[https://www.americanbar.org/groups/lawyer\\_assistance/profession\\_wide\\_anti\\_stigma\\_campaign/](https://www.americanbar.org/groups/lawyer_assistance/profession_wide_anti_stigma_campaign/)
- LCL helped organize and presented at *Answering the Call: The Path to Wellbeing in the Legal Profession*. This half-day conference was a collaboration between the MSBA, HCBA, RCBA and LCL. Both Judge Donovan Frank (keynote) and Justice David Lillehaug were among the presenters.

- LCL planned and spoke at two Minnesota CLE programs. *The Intersection of Legal Ethics and Mental Health* was an ethics program that included three sessions. They were: “Our Clients: The Signs and Symptoms of Mental Illness and Addiction as they May Affect a Client and the Resulting Professional Responsibility Issues,” “Our Colleagues: Ethical Implications When an Attorney is Impaired,” and “Ourselves: The Path to Lawyer Well-Being – A Lawyer’s Duty of Competence.” The day also included an elimination of bias program: *How to Reduce Stress, Anxiety and Suicide in the Legal Profession*.
- LCL created new programs to respond to challenges in the profession. These included general credit programs such as “Surviving and Thriving in Challenging Times” that offered perspective and resilience strategies, “Interrupting Stigma” which was a variation developed after the killing of George Floyd, and “Clients in Crisis”, intended to help lawyers whose clients are experiencing additional stress in the current environment.
- LCL partnered with Twin Cities Diversity in Practice to provide resources and support for Healing with Intent sessions following the killing of George Floyd.
- LCL created and updated focused resources to support the profession such as:
  - COVID-19 and Well-Being – a general resource
  - LCL On-Line and Remote Support and Recovery Resources – 12 step and other direct support options
  - LCL Resources and Connections – LCL hosted support and check-in groups
  - Home is Where the Health Is – A list of diversions for well-being.
- The National Task Force on Lawyer Well-Being, which included stakeholders from inside and outside of the ABA, sponsored Lawyer Well-Being Week in May. LCL offered additional programming during the week and publicized national efforts.
- LCL participated in Law School Mental Health Day in March with virtual programs and appearances.
- 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. LCL added an additional virtual group.

## 5. Publications

- LCL wrote “LCL is Your Partner on the Path to Well-Being” for a well-being special section in *Minnesota Lawyer*. <https://minnlawyer.com/2019/08/30/experts-forum-lawyer-well-being/>
- *The Hennepin Lawyer* published a well-being issue. LCL provided “Well-Being and Beyond: Saving Lives and Careers.” <https://my.mnbar.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=54ad17e6-67bd-37e3-ca3b-484e6e7157e6&forceDialog=0>
- LCL wrote “Mental Health Month: Help is Available” for *Attorney at Law Magazine*. <https://digital.attorneyatlawmagazine.com/locations/minnesota/vol9no4/index.html#page=4>
- LCL wrote “Detours on the Path to Lawyer-Well-Being: Finding Our Way Forward in an Upside-Down World” for the May/June issue of *Bench and Bar*. [https://mn.gov/law-library/assets/Detours%20on%20the%20Path%20to%20Well-Being%20B%20%26%20B\\_tcm1041-468460.pdf](https://mn.gov/law-library/assets/Detours%20on%20the%20Path%20to%20Well-Being%20B%20%26%20B_tcm1041-468460.pdf)

- LCL wrote “Taking Care of our Mental Health So We Can Help Others” for *Minnesota Lawyer* for Mental Health Month. <https://minnlawyer.com/2020/05/22/taking-care-of-our-mental-health-so-we-can-help-others/>

## 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, and anxiety increased as a concern in the last three months of the year. 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.

In 2019-20, there was an increase in the percentage of people reporting anxiety symptoms. Slightly fewer people contacted us with relationship or family concerns and slightly more because of career or job issues.

### B. Support Groups

LCL offers several support groups. Some groups are ongoing, and others convene when there is sufficient interest. Electronic participation has been available for those outside of the metro area and all groups became virtual in March 2020.

#### **Discipline and Practice**

A monthly 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**

As part of ongoing efforts to reduce stigma, LCL hosts a group focused on well-being. Each session of the group, facilitated by counselors from LCL’s Employee Assistance Program provider, offers information and discussion on a new topic in a supportive environment.

### **General Support Groups**

LCL added several support and connection groups as opportunities for in-person connections rapidly disappeared. These included titles such as “Lawyers Who Lunch,” Breakfast with LCL,” and “LCL Connections.”

### **Lawyers in Transition Group**

This group transitioned from a six-session group to an ongoing group in June. It 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. LCL has hosted guest speakers from law school career services offices on several occasions and provide a way for other group participants to be anonymous.

### **Parenting Support**, co-sponsored with the MWL Professional Parents Affinity Group

This monthly gathering offers a relaxed environment for LCL’s & MWL’s working parents to meet with one another, network, and share their experiences, challenges, and successes, as it relates to their families and their professional careers. Meetings include both focused discussions led by a speaker, as well as more casual opportunities to meet and network with one another. The group is facilitated by an LCL Case Manager. Because of the collaboration with MWL, we make it clear this is not a confidential group.

### **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. These were updated as some were cancelled, and others became virtual. LCL hosted AA support meetings were offered virtually beginning in March.

## **C. Confidentiality**

The promise and provision of confidentiality is the cornerstone of LCL’s mission and service model. 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, 2019 to June 30, 2020*

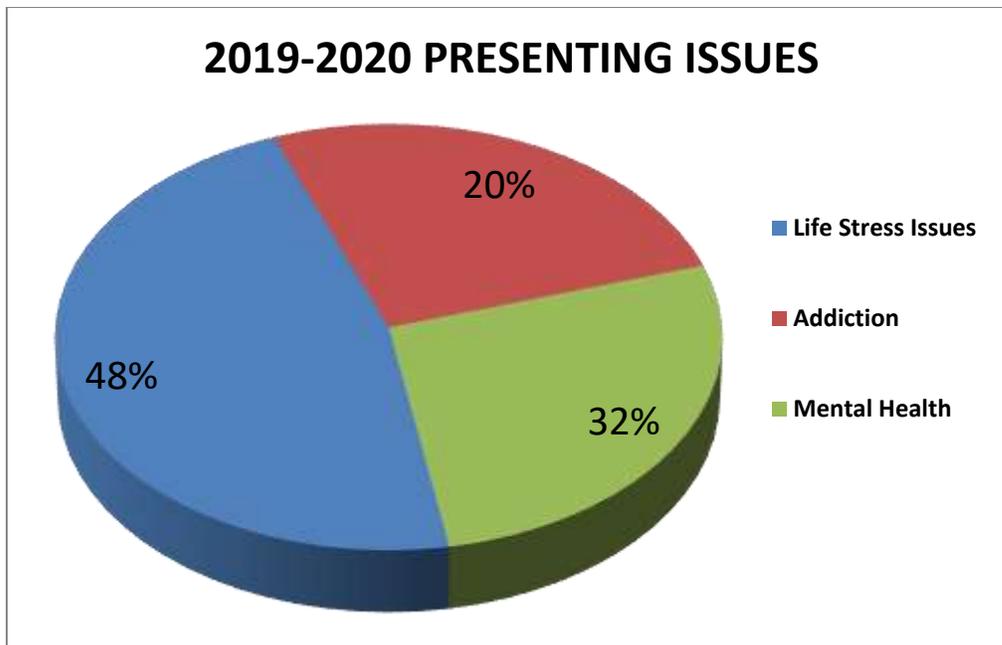
385 Clients

Self-referred	73%
Referred by others	27%
Lawyer	72%
Judge	4%
Law Student	15%
Family Member/Other	9%

Presenting Issues

Alcohol	33%
Drugs	3%
Depression	21%
Anxiety	28%
Other Mental Health	12%
Other Substance/Behaviors	2%
Financial/Legal Issues	14%
Grief and Loss Issues	4%
Relationship/Family	19%
Job/Employment	23%
Practice Mgmt./Retirement	7%
Stress	27%

\*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 most 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. Nearly 2000 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	2001 George Widseth
1981 Dave O'Connor	2002 Charles Steffey
1982 David Nord	2003 Wayne Johnson
1983 Warren Eustis	2004 Judith Rush
1983 James Noonan	2005 Justice James A. Gilbert
1984 Patricia Ann Burke	2006 Andrew H. Mohring
1985 Thom Gmeinder	2007 Howard Carp
1986 William Orme	2008 Theodore Collins
1987 Gerald R. Freeman	2009 David R. Brink
1988 Fred Allen and Paul Van Valkenburg	2010 Richard A. Williams, Jr.
1989 Roger Sax	2011 Jerry Fitzgerald
1990 Bill Milota	2012 Greg Kryzer
1991 Tom Healy and Kevin Green	2013 Dan Ganter
1992 Jack Burke	2014 Judge Donovan Frank
1993 Ralph Stenseth	2015 John D. Culbert
1994 Don Lamm	2016 Sandra Grove
1995 Charlie Spring	2017 Jennifer Anderson
1996 Paul Van Valkenburg	2018 Charles Ramsay
1997 Gerald R. Freeman	2019 Terry Garvey
1998 Emil Jalonen	2020 Patty Beck
1999 Gerald R. Freeman	
2000 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 (now Well-Being) Committee. This close cooperation continues to this day. The Well-Being Committee mission is “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 Well-Being 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.

### *2. Diversity, Equity, 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 and seeks opportunities to collaborate with Affinity Bars and related organizations.

### *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; these became virtual in Spring 2020. The ABA recognizes a law student mental health awareness day and LCL participates at each Minnesota law school. LCL's social media 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 and service 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 Candid (formerly Guidestar) participant.

## **2020 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. In 2019-20 LCL developed a rapid response to changing needs in the light of the pandemic and social change and awareness. LCL created and presented programs, groups, and materials to inform and support our profession. Many of these initiatives were adapted and expanded as new and different needs of the profession emerged.

As with many other organizations in helping professions, the need to react quickly opened up new opportunities. LCL's focus for 2020-21 will be to continue to meet members of the profession "where they are" as new challenges arise. Groups and services will be offered remotely for the foreseeable future. LCL programs will continue to feature outreach and training based on national well-being publications and initiatives, LCL as an organization will continue to grow stronger through the implementation of LCL's strategic plan, LCL will build a greater presence with 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 safely serve the organization and their local legal communities.

As we effectively, meaningfully, and confidentially 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. Recognizing that a remote world offers opportunities for those who might not have traveled to a program or event, we will pay particular attention to access for colleagues in Greater Minnesota and consider maintaining some of these now necessary platforms. We will continue to examine and revise strategies for fund development, focusing on our "Stepping Up" theme, to encourage investment by the profession to ensure a vibrant lawyer assistance program into the future. We will continue to build and develop relationships with core and specialty bar associations, judicial and law student organizations.

The legal profession is on the front lines of every societal challenge and crisis, and it is critical that we take care of ourselves. LCL will offer a helping hand and walk arm in arm with our colleagues as we "Step Up" to support those who depend on us. 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 2019-20**

Hon. Donovan Frank, Chair  
Warren Maas, Chair-Elect  
Christine Wojdyla, Secretary  
Hon. Lawrence Johnson, Treasurer  
Howard Bolter, Past-Chair

Jennifer Anderson  
Hon. Shawn Bartsh  
Thomas Beimers  
Suzula Bidon  
Hon. Gail Chang Bohr  
Caitlinrose Fisher  
Fritz Knaak  
Prof. John Matheson  
Joel O'Malley  
Justin Page  
Daniel Payne  
Katherine Pohlman  
Jean Rivard  
Jude Schmit

**Staff**

Joan Bibelhausen, Executive Director  
Chase Andersen, Case Manager  
Jill Carlson, Case Manager  
Annette Erbst, Administrative Assistant  
Bob Schuneman, Outreach Coordinator

## **Appendix B**

### **Lawyers Concerned for Lawyers**

#### **Minnesota Lawyer Assistance Program**

##### **Financial Statement 2019-20**

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

or on LCL's website:

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