



LAWYERS CONCERNED FOR LAWYERS

Confidential Support for Legal Professionals

Minnesota's Lawyer Assistance Program 2023-2024 Annual Report



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Minnesota’s Lawyer Assistance Program

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Executive Summary

In 2023-2024 (LCL's fiscal year is July 1 – June 30) Lawyers Concerned for Lawyers responded to long-standing challenges and quickly stepped up to be a vital and important resource for new ones. LCL created and customized programs and initiatives to remind colleagues that LCL provides services to those who are struggling and resources to help reduce our risk. Self-care and access to help is critical to serving clients and managing the impact on us and our colleagues. LCL focused on impairment in the profession, trauma, suicide prevention, 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 continued to provide a rapid response to changing needs in the profession, including programs, groups, and materials to provide information and support.

LCL served over 400 new clients. We reached out to lawyers, judges, law students, other legal professionals, and family members throughout Minnesota. LCL volunteers reported over 1300 hours including nearly 750 hours of direct service to others. Other volunteer work included CLE and other appearances, presentations, committee work and so much more. 2023-2024 highlights include:

Education & Outreach: LCL's programming incorporated more well-being messages into already vibrant programming about the risks of the legal profession and how to reduce them. LCL staff wrote or contributed to articles that were published in Minnesota and nationally. We continued to expand programming on trauma, burnout, and the connection of diversity, equity, and inclusion with well-being. LCL's educational efforts reached every facet of Minnesota's legal community. Volunteers and staff made nearly 200 live and remote appearances, including substantive programs, public service announcements, and law school programs and orientations. LCL staff and our dedicated volunteers hosted information tables at 41 conferences and institutes and handed out brochures, LCL pens, and other educational materials. LCL also hosted tables at each law school at least once per month during the academic year. Over 10,000 people attended an event or program where LCL's message was delivered, and 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. LCL held our annual Stepping-Up with LCL Well-Being Breakfast to raise and maintain awareness and encourage financial support from the profession's stakeholders. LCL's accountant, Abdo, performed an audit and gave LCL a positive report. LCL has a grant agreement with the Minnesota Supreme Court to provide a Lawyer Assistance Program in Minnesota. This grant plus LCL fundraising allows the organization to provide a robust program to legal professionals and their families in Minnesota.

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 Stepping Up breakfast. The board discussed and implemented strategic planning initiatives.

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. Thirty percent contacted us with a concern about alcohol, drug, or compulsive behavior issues. Forty seven percent were concerned about mental health issues, primarily depression and anxiety. In addition, most people also listed general stress, financial, career, relationship, or family problems as causing difficulties. LCL continues to provide general and focused support groups remotely and hosts 12-step meetings in the LCL office and remotely.

Governance

A. Board

The LCL Board is comprised of 18 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 manager, 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 social media presence, and engages in other activities as appropriate. The administrative assistant handles initial client calls and manages 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 LCL's strategic direction for outreach including 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. 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 people 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 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. 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 and LCL annual events.

Lawyers Concerned for Lawyers: History and Mission

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 LCL Board reviewed the 2019 strategic plan and committed to revisiting each of the elements while beginning arrangements to create a new plan.

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 concerning gambling and other compulsive behaviors, as well as other mental health and life stress issues.

From its inception, LCL has maintained a strict policy and practice of confidentiality. LCL does not report to any discipline, 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 volunteers who are eager to share their experience, strength, and hope with colleagues so 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 2023) and was again awarded the contract for lawyer assistance services beginning July 1, 2023. LCL was the only applicant.

Services

Lawyers Concerned for Lawyers supports members of the legal community and their immediate family members. Services to lawyers, judges, law students, other legal professionals, and their immediate family members, are:

Intake: When an eligible individual or concerned person or organization first contacts LCL, client support 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, other legal professionals, 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 may enhance the recovery and healing process by sharing their own story and providing support and guidance. LCL makes every effort to connect a client with a volunteer who has a similar profile including professional perspective and personal experience.

Interventions: Trained LCL volunteers work with concerned people and licensed professionals, as appropriate, to plan, rehearse and facilitate an intervention to educate the affected person about their issues and motivate them 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 an individual 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 maintain contact with legal professionals receiving services to build an ongoing connection, to determine that the client is getting their needs met and that they are 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 focusing on mental health and recovery issues. LCL hosts a well-being group, facilitated by mental health professionals, which addresses specific challenges in a supportive setting. Other groups for family members, lawyers with ADHD issues, solo and small firm practitioners, lawyers facing discipline, a parenting group (this is a collaboration with Minnesota Women Lawyers), 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 for 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 legal professionals and organizations across the state.

Finance

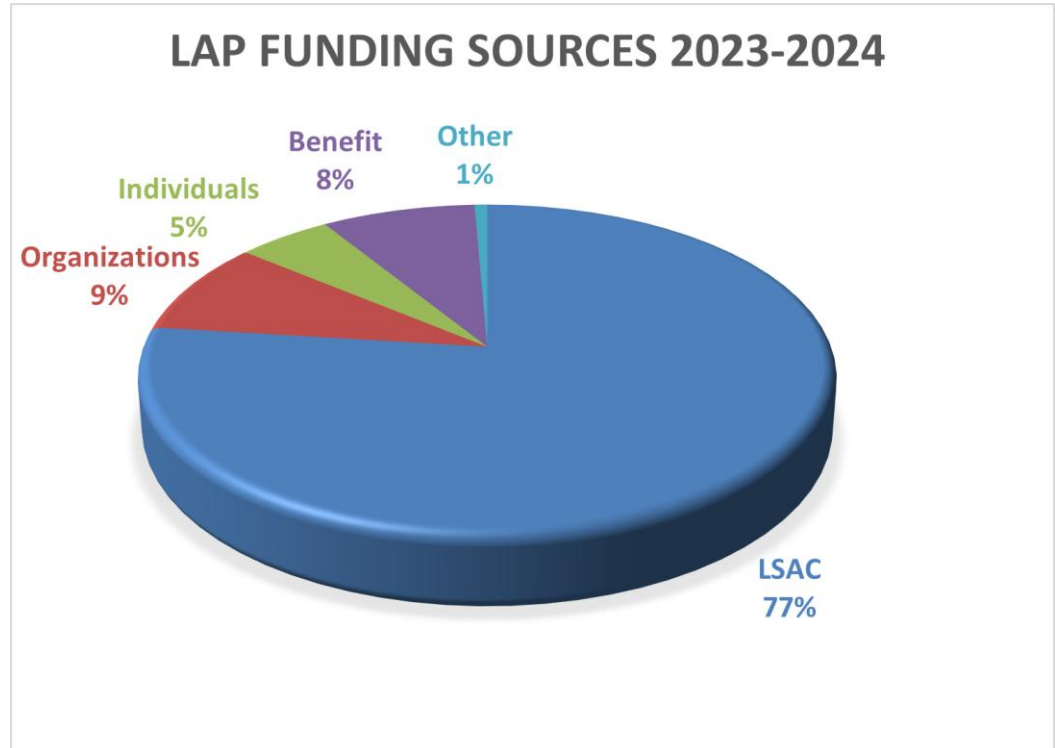
A. Overview

LCL has a grant agreement with the Minnesota Supreme Court Legal Services Advisory Committee. The terms of the contract include a grant total of \$611,500 for 2023-24.

The funding from the Supreme Court was supplemented by financial support from individuals, law firms, bar associations, foundations, and the Stepping Up breakfast. 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.



2023-2024 Financial Summary

Total income from all sources was \$794,815. This included the LSAC grant, contributions from individuals, organizations, and foundations, income from LCL's Stepping Up for Well-Being breakfast event, and honoraria for CLE programs and other presentations.

LCL's major expenses include:

- Counseling (up to four free sessions for lawyers, judges, law students, other legal professionals, and immediate family members), 24-hour crisis line, and group facilitation,
- Salaries for five staff members, office expenses, and special event expenses,
- Outreach costs including travel and 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 2023-2024 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)
 - *Appellate Practice and Procedure: Requests for Accommodation
 - *Authenticity, New Professionalism, and Well-Being
 - *Avoiding Burnout as an Ethical Imperative
 - *Avoiding Burnout: What Fuels Your Fire
 - Chronic Stress, Trauma, Mental Health, and Addiction in the Legal Profession
 - *Clients in Crisis: Helping Yourself, Helping Your Clients
 - *Continuing the Conversation with State and Local Task Forces: Legal Well-Being Round Table
 - *Creating Connection to Avoid Isolation and Promote Well-Being
 - *Creating Greater Well-Being in the Legal Profession: A Client and Counsel Partnership Model
 - *Cultivating Resilience to Thrive at Every Stage of our Personal and Professional Lives
 - *Ethical Dangers of Isolation in the Legal Profession
 - *Ethically Enhancing Workplace Well-Being with Self-Compassion, Gratitude, and Joy
 - Ethics, Mental Health, and Well-Being in a Post-Covid Environment
 - *Ethics, Negativity & Stress
 - *Feeling Good by Doing Good
 - *Gender, Stress, and Ethics: Ethical Decision-Making Under Pressure
 - Getting Your Bounce Back: Using Resiliency to Build Your Fitness to Practice
 - Help for Colleagues in Crisis: Recognizing and Responding to Impairment and Other Challenges in the Legal Profession
 - *Helping Yourself While Helping Others: The ABCs of Well-Being
 - *How to Better Serve Clients and Live Your Best Life
 - Implicit Bias in the Legal Profession: Mental Health and Double Stigma
 - Interrupting Bias, Surviving and Thriving in Challenging Times
 - *IRAC (intention, Respect, and Care); Law Student Successes on the Continued Path to Well-Being
 - *It's Not Your Fight: Stress and Self Care for Family Law ADR Providers
 - Keeping It Real: The Trauma-Informed Legal Professional
 - Managing Ethics Negativity & Stress
 - Mental Health, Well-Being, and Implicit Bias in a Post-COVID Environment
 - Mental Health, Substance Use, and Transition Issues for Older Adults
 - *Mindfulness for Wellness
 - *Moving Wishes into Change
 - *Navigating a Disability Diagnosis in Law School or Practice
 - Reducing Stigma to Avoid Chronic Stress and Burnout
 - *Resilience in Resolution: Coping with Trauma and Empathy Fatigue and Building Resilience
 - Resolve to be Resilient
 - *Safety in the Legal Workplace

- Sleep, Neuroscience, and Ethics
- Stress, Addiction and Mental Health - An Ethical Perspective
- *Stress, Trauma, Burnout, and the Overlap with Discipline--the Human Factor
- Stress, Vicarious Trauma, and Empathy Distress Fatigue
- Suicide Awareness and Prevention
- Surviving and Thriving in Challenging Times: Bias and Trauma
- *Surviving and Thriving in the Law: One Prosecutor's Well-Being Journey
- **The Emotional Divorce
- *The Impact of Stress, Trauma, and Burnout on Lawyer Regulation
- *The Lawyer as Peacemaker
- The Path to Well-Being: Practical Recommendations for Positive Change
- *Trauma Informed Lawyering: Representing Low-Income Clients in Civil Matters
- *Thriving as Latinx Legal Professionals: Prioritizing Well-Being in the Practice of Law
- Understanding and Managing Holiday Stress
- Understanding Chronic Illness
- *Understanding Disabilities and Disability Insurance
- *Understanding Neurodiversity
- Understanding Problem Gambling
- Understanding Stress, Trauma, Mental Illness, and Bias in the Legal Profession
- Vicarious Trauma, Empathy Fatigue, and Self-Care in the Legal Profession
- *Well-Being for Child Support Magistrates
- When Your Client is Impaired
- *Working with Human Nature Rather than Against It: From the Rules to the Next Right Thing

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. As program began to again be held in person, LCL hosted virtual or in-person tables at these events:

- Dorsey & Whitney event
- Minnesota CLE
 - ADR Institute
 - Appellate Practice Institute
 - Banking Law Institute
 - Bankruptcy Institute
 - Cannabis Law Update
 - Criminal Justice Institute
 - Data Privacy and Cybersecurity Institute
 - Elder Law Institute
 - Employment Law Institute
 - Environmental Law Institute
 - Family Law Institute
 - Labor and Employment Law Institute
 - Midwest IP Institute
 - New Lawyer Experience
 - Probate and Trust Institute
 - Real Estate Institute

- School Law
- Solo Small Firm Conference
- Tax Law Institute
- Workers Comp Deskbook Seminar and Workers Comp Institute
- MDLA Annual Conference
- Minnesota District Judges Annual Conference
- Minnesota Family Support and Recovery Council (MFSRC)conference
- MSBA Children and the Law Section summit
- MSBA Convention
- MSBA One Profession Events
- MSBA Solo Small Firm Summit
- MSBA New Lawyers Leadership Conference
- Minnesota County Attorneys Association Annual Conference
- Minnesota Supreme Court Annual Conference of Judges
- New Lawyers Admission ceremonies
- Law School orientations and monthly tables throughout the semester
- Tri-School Public Interest Fair

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.

- American Bar Association, including CoLAP
- Bench meetings
- Dakota County Law Library
- District Bar Associations – MN
- Clay County Bar Association
- Federal Bar Association
- Hennepin County Bar Association sections and board
- Hennepin County Law Library
- International Municipal Lawyers Association
- Legal Services offices (several), and M-LAW
- Minnesota and St. Paul Foundation
- Asian Pacific Bar Association
- Minnesota CLE (live and webcast programs)
- Minnesota County Attorneys' Association
- Minnesota Defense Lawyers Association
- Minnesota Department of Education
- Minnesota Disability Bar Association
- Minnesota District Judges Association and Foundation
- Minnesota Family Support and Recovery Council
- Minnesota Justice Foundation
- Minnesota Law Schools—Professional Responsibility classes, orientation, student organization programs and ABA Mental Health Day initiatives
- Minnesota Lawyers Mutual
- Minnesota Office of Lawyers Professional Responsibility
- Minnesota State Bar Association, numerous sections
- Minnesota State Bar Association—One Profession (virtual and in-person)
- Minnesota State Law Library

- Minnesota Supreme Court
- Minnesota Women Lawyers
- National Alliance on Mental Illness
- National Organization of Bar Counsel
- Private law firms and corporations
- Public defender and county attorney offices
- Ramsey County Bar Association
- Ramsey County Law Library
- SMRLS
- State Bar Association of North Dakota
- State Board of Public Defense
- Washington County Law Library

4. Program and Outreach Initiatives

- LCL designed and participated in a plenary session at the ABA Commission on Lawyer Assistance Programs annual conference, *IRAC (intention, Respect, and Care); Law Student Successes on the Continued Path to Well-Being*. The program was also presented as an ABA webcast for Law School Mental Health week.
- LCL created a new program, *Creating Connection to Avoid Isolation and Promote Well-Being*. The program was later customized to add a variation which included content qualifying for ethics credit.
- LCL collaborated with the Hispanic National Bar Association to present *Thriving as Latinx Legal Professionals: Prioritizing Well-Being in the Practice of Law*, at the HNBA annual conference held in Minneapolis.
- LCL hosted a successful “Stepping Up for Well-Being” breakfast event and accompanying CLE. Judge Bruce Peterson spoke on *The Lawyer as Peacemaker*.
- A series of well-being programs grew out of the state/federal well-being consortium that hosted conferences in 2019 and 2022, hosted by the MSBA Well-Being Committee and cosponsored by LCL. The first two were *Creating Greater Well-Being in the Legal Profession: A Client and Counsel Partnership Model* and *Working with Human Nature Rather than Against It: From the Rules to the Next Right Thing*.
- LCL added several more on-demand CLE programs, including one that was posted during Well-Being Week in Law (annually the first week in May).
- The MSBA sponsored a series of five LCL CLEs that were co-sponsored by several sections. LCL also collaborated with other bar organizations to offer programs.
- LCL participated in Law School Mental Health Day in October with virtual programs and appearances.
- All Minnesota lawyers and judges received an LCL brochure and additional information by mail.
- LCL and other sponsors hosted LCL CLE programs for on-demand credit. Over 4000 people registered for on-demand programs. Some organizations, including the MSBA, were unable to provide attendance numbers so the actual views are likely to be much higher.

5. Publications

- LCL provided an article, [Temporal Landmarks and New Year’s Resolutions](#) (page 12) for the annual print editions of the *Hennepin Lawyer* and the *Ramsey Barrister*.
- LCL was interviewed and provided resources for an ABA Bar Leaders publication, [Addressing the Lawyer Suicide Crisis: A Guide for Bar Leaders](#).

- An LCL informational article was published in the Minnesota Association for Criminal Defense Lawyers newsletter.
- A short LCL informational article and a later article on wintertime blues were published in the M-LAW Wellness newsletter, sent to all legal services professionals.
- LCL provided an article for the Bench and Bar well-being column, *What I Learned Grieving the Loss of my Dad*.
- Minnesota Lawyer published an article about the LCL breakfast.
- LCL published [five blog posts](#) for Well-Being Week in Law. The post on physical well-being was provided by MWL's Legal Athletes committee. LCL also published monthly blog posts the remainder of the year. See the list and the archive at www.mnlcl.org.

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 legal professional or family member who is struggling, 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 anxiety, stress, job, family, and financial issues continues. A small number of clients prefer to call LCL's EAP clinical subcontractor directly to arrange an assessment and when appropriate, are referred back to LCL for ongoing support.

Many of LCL's presentations result in one or more requests for help. 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 the caller may not be ready for all the available services, they may be heartened by the knowledge that such services exist and, when the time is right, can take advantage of them. Occasionally, the caller is distressed to the point that immediate action must be taken, and procedures are in place to act quickly. Follow-up is important to ensure that the client has been able to act on the referral and the referral has been helpful. Follow-up contacts also serve to assist in identifying other services that are appropriate and provide the opportunity to answer questions.

In 2023-24, the number of people requesting assistance for alcohol, other drug, and compulsive behaviors issues was consistent with the prior year, with a slight increase in drugs other than alcohol. After several years of increases, largely due to the pandemic, reports of anxiety were consistent with the prior year, and depression was lower. There were more people needing help with general stress, financial, practice management, relationship, and family issues. The numbers for grief and loss, professional responsibility/bar admission, and legal stress were consistent with prior years. Fewer people contacted us because of job and career or retirement concerns.

B. Support Groups

LCL offers several support groups. Some groups are ongoing, and others convene when there is sufficient interest. Groups are virtual or hybrid depending on the wishes of the members and the availability of the facilitator. As a result, participants may join from anywhere in Minnesota. LCL also helped to promote AA/12 step, alternative abstinence-based, and AIAnon or related

support groups for legal professionals or family members who desired them. After several decades of support, the MSBA was no longer able to provide space for lawyer-focused AA meetings. While LCL does not sponsor these groups, we have endeavored to find a permanent alternative space. That goal was unfulfilled as of the end of the fiscal year.

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.

Parenting Support, co-sponsored with the MWL Professional Parents Affinity Group. This facilitated 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 and general discussion. 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, other legal professionals, or their family members. Topics include self-care and stress reduction as well as sharing resources and experiences.

ADHD Support Group

This facilitated 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.

Lawyers in Transition

Lawyers Concerned for Lawyers offers a six-session Lawyers in Transition Group. This confidential group for lawyers, judges, and law students explores decision making and career alternatives within and outside the traditional practice of law.

Solo/Small Practice Connections Group

This group began in Spring 2024. This confidential group offers support and discussion opportunities for solo and small group practitioners on how to manage the unique stressors of practicing law and managing a small or solo practice.

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. LCL hosted 12-step support meetings are offered in a hybrid format.

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 themselves, or for another lawyer, judge, law student, other legal professional, 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*	
<i>July 1, 2023 to June 30, 2024</i>	
404 New Clients	
Self-referred	80%
Referred by others	20%
Lawyer	71%
Judge	5%
Law Student/Grad. not admitted	14%
Family Member	8%
Other Legal Professional	2%
Presenting Issues*	
Alcohol	25%
Drugs	2%
Depression	15%
Anxiety	22%
Other Mental Health	15%
Compulsive Behaviors	2%
Financial/Legal Issues	9%
Grief and Loss Issues	8%
Relationship/Family	27%

Job/Employment	21%
Practice Mgmt./Retirement	12%
Stress	29%

*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, law students, other legal professionals, and families, many of whom successfully began a recovery process. Many of these individuals, with the experience of substance use problems, depression, anxiety, 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 legal professionals in distress who received help from LCL make them particularly qualified to carry the message of help and hope to colleagues. They do this through presentations and CLEs, by individual conversations with their peers, through mentoring others newly in recovery, by facilitating interventions, and through their own examples of reclaimed lives. Indeed, when our colleagues present relevant information and personal stories to others, those who hear the message sometimes become volunteers, 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. LCL volunteers received training in mentoring, visiting treatment and recovery centers, listening skills, effective outreach, and suicide prevention. LCL volunteers reported over 1300 volunteer hours this past year in supporting colleagues, performing the business of LCL, and other activities. Many more go unreported.

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	2002 Charles Steffey
1981 Dave O'Connor	2003 Wayne Johnson
1982 David Nord	2004 Judith Rush
1983 Warren Eustis	2005 Justice James A. Gilbert
1983 James Noonan	2006 Andrew H. Mohring
1984 Patricia Ann Burke	2007 Howard Carp
1985 Thom Gmeinder	2008 Theodore Collins
1986 William Orme	2009 David R. Brink
1987 Gerald R. Freeman	2010 Richard A. Williams, Jr.
1988 Fred Allen and Paul Van Valkenburg	2011 Jerry Fitzgerald
1989 Roger Sax	2012 Greg Kryzer
1990 Bill Milota	2013 Dan Ganter
1991 Tom Healy and Kevin Green	2014 Judge Donovan Frank
1992 Jack Burke	2015 John D. Culbert
1993 Ralph Stenseth	2016 Sandra Grove
1994 Don Lamm	2017 Jennifer Anderson
1995 Charlie Spring	2018 Charles Ramsay
1996 Paul Van Valkenburg	2019 Terry Garvey
1997 Gerald R. Freeman	2020 Patty Beck
1998 Emil Jalonen	2021 Tom Beimers and Christine Wojdyla
1999 Gerald R. Freeman	2022 John Matheson
2000 Gerald R. Freeman	2023 Hon. Shawn Bartsh
2001 George Widseth	2024 Hon. Lawrence Johnson

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

External Relations

A. Bar Associations

1. MSBA Well-Being 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 is “dedicated to helping lawyers and legal professionals thrive in both their legal careers and personal lives.” While LCL maintains its independence from the MSBA and other organizations, enhanced programming around stress and balance has arisen through the Well-Being Committee, particularly a series of four programs in 2024. The Committee and LCL have worked together on programs and publications. Past accomplishments include a successful effort to expand Minnesota’s CLE rules regarding professional development and a

Law Student Working Group, a collaboration between LCL and the Minnesota law schools concerning wellness issues.

2. Diversity, Equity, and Inclusion Efforts

To build and maintain awareness of issues related to disability within the legal profession, LCL has been involved in diversity efforts on the district, state, and national bar level. LCL has been involved in the Minnesota Disability Bar Association and frequently collaborates on resources and advocacy. 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 affinity and 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. LCL is engaged in national efforts to support judicial well-being. 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 law practice. LCL is also invited to speak by student organizations. LCL staff and volunteers host exhibit tables at least monthly during the academic year. 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. Institute for Well-Being in Law

LCL participates in the State Task Force consortium and volunteers and staff are engaged in other ways, particularly during Well-Being Week in Law, the first week in May.

G. 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.

2024 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 developed a rapid response to changing needs in the light of the pandemic, social change and awareness, and other legal community stressors. LCL created and presented programs, groups, and materials to inform and support our profession. Many of these initiatives have since been adapted and expanded as new and different needs of the profession emerged.

As with many other organizations in the helping professions, the need to react quickly offered new opportunities. In 2024-25 LCL will continue to meet members of the profession "where they are" as new challenges arise. Groups and services will be offered remotely or in a hybrid format for the foreseeable future. LCL programs will continue to feature outreach and training based on national well-being publications and initiatives and will adapt programs or create new content to satisfy Minnesota's new mental health and substance use CLE credit requirement. LCL as an organization will continue to grow stronger through the development of a new strategic plan and transition to a new Executive Director. LCL will build a greater presence with an annual event to bring members of the profession together to recognize and support well-being.

LCL members and other volunteers, our most valuable resources, 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 effectively, meaningfully, and confidentially connect with and serve all 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 continue to support greater access for colleagues in Greater Minnesota and maintain 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 2023-24

Andrew Mohring, Chair
Jennifer Anderson, Chair-Elect
Amanda Harrington, Secretary
Katherine MacKinnon, Treasurer
Caitlinrose Fisher, Past-Chair

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Howard Carp
Ben Carpenter
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Grace Chanin
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Justin Page
Vincent Pham
Maureen Reinhardt
Jude Schmit
Jordan Vassel

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Chase Andersen, Case Manager
Joan Bibelhausen, Executive Director
Jon Tynjala, Case Manager
Judith Rush, Outreach Manager
Annette Erbst, Administrative Assistant

Appendix B

Lawyers Concerned for Lawyers

Minnesota Lawyer Assistance Program

Financial Statement 2024-25

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

or on LCL's website:

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