

LAWYERS CONCERNED FOR LAWYERS

ANNUAL MEETING FOR FISCAL YEAR 2025/2026

June 17, 2026

12:00 P.M.

In person and via Zoom Videoconferencing

Court International Building

2550 University Avenue West

St. Paul, MN 55114

**Lawyers Concerned for Lawyers
Annual Meeting
June 17, 2026**

AGENDA

1. CONFIDENTIALITY
2. MINUTES
Approval of the June 27, 2025 Annual Meeting Minutes
3. ELECTION OF DIRECTORS AND OFFICERS
4. CHAIR'S REPORT
2025-2026 in Review
5. EXECUTIVE DIRECTOR'S REPORT
6. TREASURER'S REPORT
7. COMMITTEE REPORTS
 - Nominations and Governance Committee
 - Cases and Intervention Committee
 - Education and Outreach Committee
 - Fundraising and Special Committee
8. MEMBER AND VOLUNTEER RECOGNITION AND AWARDS
 - In Memoriam
 - Volunteer and Departing Board Member Recognition
 - Help and Hope Award
 - Fred Allen Service Award
10. PASSING OF THE GAVEL AND INTRODUCTORY REMARKS: NEW CHAIR
11. OTHER BUSINESS
12. ADJOURN

ANNOUCEMENTS:

Upcoming Events

- 6/18-Trauma-Informed Lawyering as Bias Reduction, 12:00 p.m., LCL in house
- 6/23-Toxic Workplace Environments in Legal Practice, 12:00 p.m., Legal administrators
- 6/24-Harnessing Minnesota's Great Outdoors to Prevent Burnout and Substance Misuse, 11:40 a.m., MSBA Convention attendees
- 6/25 Ethical Dangers of Isolation, 12:00 p.m., LCL in house

Recovery Support and Groups – contact LCL for further details (all are remote unless otherwise indicated)

- Mon. LCL Facilitated Recovery Meeting, 12:00 p.m., **Hybrid (in-person and via Zoom)**
- Bar None AA Meetings (See LCL website)
 - o Tuesday, 12:30 p.m., via Zoom
 - o Thursday, 12:30 p.m. HYBRID via Zoom and in the basement in the Education Room of St. Olaf's Catholic Church, Minneapolis
- Well-Being Support Groups: Thursday noon, via Zoom
- Family Support Group: Once monthly via Zoom
- Discipline in Practice – Monthly, hybrid
- ADHD Support Group – Twice monthly via Zoom
- MWL cosponsored Parenting Group – once monthly
- Solo/Small group – monthly via Zoom

<https://www.overeaters.org/>

<https://www.caminnnesota.org/>

<https://saa-recovery.org>

<https://www.gamblersanonymous.org/>

<https://www.naminnnesota.org/>

<https://www.aaminneapolis.org/> – includes links to St. Paul and greater Minnesota

<https://allonehealth.com/allone-health-locations/sandcreekeap/>

**Lawyers Concerned for Lawyers
Annual Membership Meeting
Minutes
June 27, 2025, 12:00 p.m.**

Introductions and Confidentiality

Chair Jennifer Anderson called the meeting to order at 12:00 p.m. and welcomed the attendees. A quorum was reached at that time. Chair Anderson led members in a round of brief introductions.

The Directors participating included: Jennifer Anderson, Kendra Brodin, Howard Carp, Ben Carpenter, Ed Cassidy, Grace Chanin, Caitlinrose Fisher, Hon. Donovan Frank, Amanda Harrington, Matt Holson, Kate MacKinnon, Andrew Mohring, Bekah Muta, and Vincent Pham.

Staff members present: Joan Bibelhausen, Executive Director; Chase Andersen, Client Services Director; Annette Erbst, Office Manager; Jon Tynjala, Client Services Director; and Sarah MacGillis, Outreach Director.

Pins and New Members

Executive Director Joan Bibelhausen reminded members of LCL confidentiality, then announced three applications for membership. Motion made by Carp, second by Mohring to admit the applicants. Motion carried.

Bibelhausen recognized members present at the meeting for their years of service to the organization in 5-year increments.

Chair Anderson led a moment of silence for three LCL members who passed away in the past year: long-time members Ted Collins and Nils Grossman, and recent member Kevin Green.

Approval of Minutes - 2024 Annual Meeting

The Minutes from the June 18, 2024, meeting were presented by Joan Bibelhausen. Hon. Donovan Frank moved to approve the Minutes from the 2024 annual meeting. Patty Beck seconded the motion. Following the vote, the 2024 Annual Meeting Minutes were approved.

Chair's Report

Chair Anderson shared Joan's retirement effective June 30, 2025, and the process of choosing her successor, Jon Tynjala, whose appointment became effective July 1, 2025.

Three strategic planning sessions were held with Hon. Peter Reyes. This is an update to the strategic planning completed five years ago.

LCL had a successful breakfast this year, with great turnout. Anderson thanked the committee and staff for their efforts.

Anderson reported on the everyday work done by staff, including assisting about 400 new clients this year with issues including mental health, substance use, compulsive behaviors, stress, and other issues. Volunteers contributed nearly 1500 hours of service to the organization. Outreach to law students continued with the goal of seeking support from LCL to be the norm. Anderson recognized the extraordinary efforts of Executive Director Joan Bibelhausen with a round of applause.

Executive Director's Report

- Joan recognized LCL staff for their incredible contributions.
- Chase and Jon will be speaking at the CoLAP conference.
- Joan will continue to be involved with the ABA initiative to redo the national judicial wellness survey.
- LCL's relationship with the MN Supreme Court is very strong. LCL has been managed by the Legal Service Advisory Council (LSAC) and will now be managed by the State Court Administrator's Office (SCAO). Justice Gordon Moore is LCL's liaison to the Supreme Court.
- LCL collaborates with a coalition of affinity and other bar associations including MABL, MNAPABA, MWL, MN State Bar Association, Twin Cities Diversity and Practice and LCL to respond to traumatic events in the legal profession.
- Joan invited Jon to speak about his plans for LCL.
- Joan reported that the organization's relationships with bar associations are also very strong.

Treasurer's Report

Treasurer Katherine MacKinnon presented the Treasurer's Report.

- CliftonLarsonAllen, Certified Public Accountants, completed an audit of the LCL Financial Statements for the fiscal year ending June 30, 2024. They expressed an unmodified (clean) opinion in their report. The financial statements are available on LCL's website and on the Candid website or a printed copy will be provided upon request.
- The organization is solvent, within budget, has healthy reserves and is in a sound financial position. The source of our revenues are attorney's license fees and donations. The board has a Finance and Fundraising committee, and non-board members are welcome to participate.

Nominations and Governance Report

Nominations committee Chair Ben Carpenter presented the Nominations and Governance Committee report. As part of his report, Carpenter presented resolutions to elect directors and Board Officers for the upcoming fiscal year. The resolution includes seven board members, two of whom are new board members, the rest are being reelected for a new term; there were also

Board representatives from each of the local law schools. The Resolutions for Adoption by the Members are as follows:

WHEREAS, the Board of Directors (“Board”) of Lawyers Concerned for Lawyers (“LCL”) has adopted resolutions recommending (1) that the size of the LCL Board be set at 19 persons, (2) that the candidates listed below be elected to serve on the Board, and (3) that the person listed below be elected to serve as Chair-Elect,

NOW, THEREFORE, BE IT RESOLVED, that the size of the LCL Board be set at 19 persons.

RESOLVED, FURTHER, that each of the following individuals be elected to the LCL Board to serve a three-year term terminating in June 2028:

Howard S. Carp	Jonathan M. Holson
Benjamin D. Carpenter	Kathryn Koch
Edward Q. Cassidy	Jeffrey J. Koerselman
Grace I. Chanin	

RESOLVED FURTHER, that Bekah Muta, Cate Eberhart, and Kenneth Cheek be nominated for election to the LCL Board as student members to serve a one-year term terminating in June of 2026.

RESOLVED FURTHER, that the following persons be elected to serve for one-year terms as LCL officers as of the 2025 annual meeting of the Members:

Officer

Chair:	Hon. Donovan Frank
Chair-Elect:	Benjamin D. Carpenter
Treasurer:	Vincent Pham
Secretary:	Amanda Harrington
Past Chair:	Jennifer Anderson, Andrew Mohring

Motion by Dan Payne, second by Howie Carp to adopt the foregoing resolutions. Motion carried.

Awards and Recognition

Chair Anderson recognized the many volunteers who have contributed their time and talents to LCL and the legal professionals and others that LCL assists.

In addition to those volunteer hours reported by volunteers, there are many more about which we do not hear. We want to recognize all LCL volunteers for their tremendous work. LCL members help their colleagues through mentoring, direct outreach, and in many other ways, speak on behalf of LCL formally and informally, and assist staff in certain matters of organizational operation. All of this helps to share LCL’s message of experience, strength, and hope, one lawyer, one judge, one legal professional, one family member, or one student at a time.

Chair Anderson recognized the five people leaving the Board this year and thanked them for their service. Each contributed in unique and meaningful ways to LCL. Three are leaving due to term limits: Paul Cornick (law student), Justin Page, and Jude Schmit. Two individuals left the board earlier in the year due to other obligations: Kris Fredrick and Jordan Vassel. Special thanks were given to individuals and committees for their particular support and dedication this year.

Fred Allen Service Award – This award is given annually to recognize an individual who gave exemplary service to LCL and to our mission. Prior winners present were Hon. Donovan Frank, Andrew Mohring, Howard Carp, Patty Beck, and Jenny Anderson.

This year's recipient is Katherine MacKinnon. She saw LCL through a change in accountants and actively participated in the Stepping Up Breakfast planning, the succession committee and in other ways. She is a passionate advocate for LCL in the legal community. Her connection goes back to the original Life and the Law Committee bike ride that supported LCL.

Transfer of Leadership

Chair Anderson passed the gavel to incoming Chair Hon. Donovan Frank.

Incoming Chair Frank thanked Anderson for her contributions and accomplishments as Board Chair this past year.

Incoming Chair Frank commented that there is a talented team at LCL, and a notable example has been set by both Bibelhausen and Anderson. Chair Frank looks forward to working with new Director Tynjala and getting to know the team better during the new year.

Chair Anderson called for any New Business. There being none, Chair Anderson asked for a motion to adjourn the meeting. Howie Carp made the motion. Second by MacKinnon. The motion was carried.

Respectfully submitted,

Annette Erbst
Administrative Assistant

LAWYERS CONCERNED FOR LAWYERS
RESOLUTIONS FOR ADOPTION BY THE MEMBERS
AT THE ANNUAL MEMBER MEETING ON JUNE 17, 2026

WHEREAS, the Board of Directors (“Board”) of Lawyers Concerned for Lawyers (“LCL”) has adopted resolutions recommending (1) that the size of the LCL Board be set at 18, (2) that the candidates listed below be elected to serve on the Board, and (3) that the person listed below be elected to serve as Chair-Elect,

NOW, THEREFORE, BE IT RESOLVED, that the size of the LCL Board be set at 18 persons.

RESOLVED, FURTHER, that each of the following individuals be elected to the LCL Board to serve a three-year term terminating in June of 2029:

Hon. Donovan Frank
Vincent Pham
Hon. Michelle Anderson
James Keuning
Maya Missaghi

RESOLVED FURTHER, that Saed Yousuf, Cate Eberhart, and Max Aronson be nominated for election to the LCL Board as student members to serve a one-year term terminating in June of 2027.

RESOLVED FURTHER, that Grace Chanin be elected to serve as Chair-Elect.

LAWYERS CONCERNED FOR LAWYERS 2025-26

- LCL provides free and confidential support to Minnesota's legal community for any issue that causes the professional to experience stress or distress. Those services include resources, case management, counseling, education, and training.
- In large part due to the efforts of Sarah MacGillis, Outreach Director, LCL has substantially expanded its outreach to Minnesota legal professionals in all areas. Through these efforts, LCL's team of dedicated professionals individually and collectively work to offer hope and help to Minnesota legal professionals.
- Based on current utilization rates, LCL is projected to have helped around 465 to 480 new clients on issues ranging from anxiety, depression, work stress, ADHD, substance misuse, eating disorders, career challenges, discipline and practice issues, and other issues causing stress or distress. There has been a substantial increase in activity around neurodivergent conditions like ADHD and autism.
- LCL presented over 179 CLEs in Minnesota to over 9,700 participants. This represents a substantial increase in direct contact with legal professionals within the state. LCL presently has 470 people on an email list to which CLE notifications and well-being opportunities are sent monthly. LCL connects in writing every month with its annual breakfast sponsors and other supporters highlighting what their support brings to the Minnesota legal community.
- LCL offers 24 distinct CLEs covering topics such as substance use, depression, isolation, anxiety, secondary trauma, eating disorders, and grief. Staff substantially revised all existing CLEs and added 11 new programs in 2025–2026. LCL now offers three new workshops which provide an interactive learning environment for participants.
- LCL had a successful 2026 50th Anniversary Stepping Up Breakfast that featured a panel of speakers including Judge Donovan Frank, Dan Payne, Sarah Soucie-Eyberg, and Sierra Grandy. The event sold out and there was a substantial increase in revenue from prior years. LCL will secure a larger venue for next year in order to accommodate an expansion in the number of sponsors and attendees.
- LCL maintains a monthly blog on topics such as isolation, anxiety, mindfulness, wellness, and connection, to name a few. In various legal publications, LCL staff authored articles on career and life transitions, isolation in legal practice, and on the importance of time away from work.
- Outreach in all three law schools remains robust. LCL has a consistent physical presence tabling at each of the law schools. Staff member Chase Andersen appears in class and talks

LAWYERS CONCERNED FOR LAWYERS 2025-26

to students about their unique mental health issues. A recent LCL survey of law school students shows high awareness of LCL services and programs.

- LCL collaborated with many organizations on initiatives and programs. They include two panel presentations at the 2025 ABA Commission on Lawyer's Assistance Programs annual conference by Jon Tynjala, Executive Director, in collaboration with the Mindful Business Charter (UK), and a law school focused panel with Chase Andersen, Client Services Director. LCL staff continue to be members of and actively participate in local, state, and national bar associations, including the ABA, the ABA Commission on Lawyer Assistance Programs, the Federal Bar Association, MSBA, HCBA, RCBA, and a host of affinity bar associations, including Twin Cities Diversity in Practice (TCDIP). LCL is part of the Trauma Response Plan Coalition with TCDIP, MSBA, MWL, MABL, among others (Coalition). In early 2026, the Coalition hosted a number of listening sessions around the federal immigration surge that were very well attended.
- LCL offers support and connection groups on the topics of family support, parenting, well-being, ADHD, discipline and practice, and solo/small practice.
- LCL hired Patty Devoy as a new Client Services Director to replace Jon Tynjala when he succeeded to the Executive Director position. Patty started on September 1, 2025.
- LCL's Board of Directors completed the development of an updated 3-year strategic plan that was approved by the Board of Directors in January of 2026.
- Chase Andersen continues to be actively involved in the Alternative Pathways to Licensure Committee created by the MN Supreme Court to explore alternative ways to gain legal licensure other than through the traditional bar exam.



INDEPENDENT AUDITORS' REPORT

Board of Directors
Lawyers Concerned for Lawyers
St. Paul, Minnesota

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Lawyers Concerned for Lawyers (a nonprofit organization), which comprise the statements of financial position as of June 30, 2025 and 2024, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Lawyers Concerned for Lawyers as of June 30, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Lawyers Concerned for Lawyers and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Lawyers Concerned for Lawyers ability to continue as a going concern for one year after the date the financial statements are available to be issued.

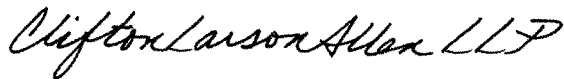
Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Lawyers Concerned for Lawyers internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Lawyers Concerned for Lawyers ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



CliftonLarsonAllen LLP

Minneapolis, Minnesota
November 20, 2025

In Memoriam

2025 – 2026



Harris Darling

05 / 25 / 1938 – 07 / 31 / 2025

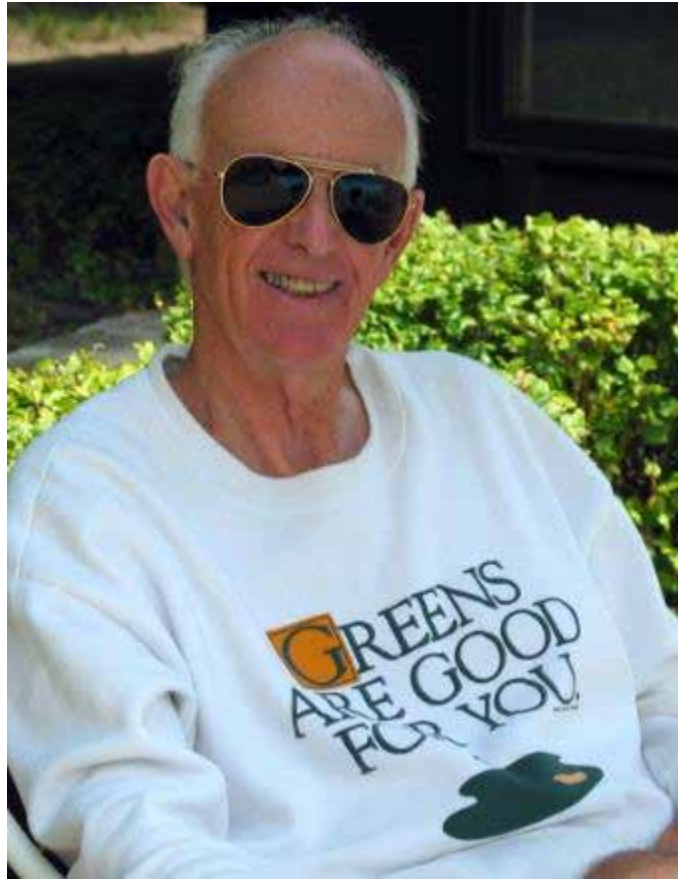
<https://www.bensonfh.com/obituaries/Harris-Isaac-Darling?obId=43818387>



Kevin Christopher Green

6 / 24 / 1986 – 4 / 22 / 2025

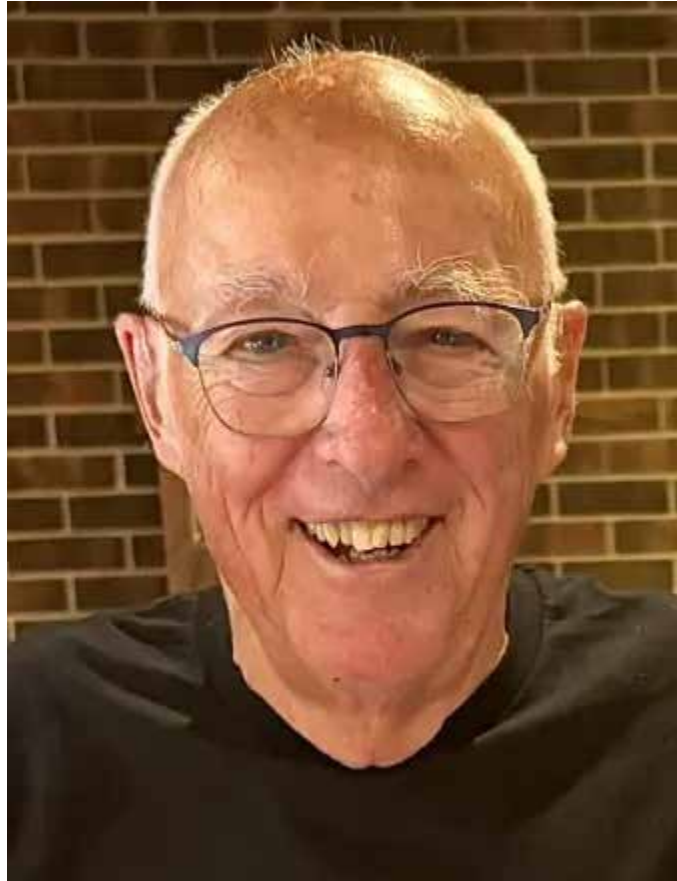
<https://news.stthomas.edu/in-our-prayers-kevin-green-23-j-d/>



John Harrigan

6 / 25 / 1932 – 11 / 15 / 2025

<https://obituaries.startribune.com/obituary/john-harrigan-1093338209>



Thomas Buttweiler

9 / 7 / 1945 – 3 / 28 / 2026

<https://www.legacy.com/us/obituaries/name/thomas-buttweiler-obituary?id=61141168>