

31st Anniversary

LCL was incorporated
on January 14, 1988.

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1. A record 644 judges, lawyers, family members, and law students contacted LCL to request information & services this year; this represents a 33% increase in caller/client volume over the last two years.
2. A record 224 concerned parties contacted LCL requesting intervention assistance due to concerns about a colleague or family member (35% of all callers). Upon intervention, 45% of the approached parties agreed to undergo a mental health and/or substance use evaluation and/or treatment. 79% of approached parties engaged at least one LCL service.
3. 212 clients underwent a comprehensive mental health and/or substance use evaluation or have one pending upon the recommendation of LCL staff. Accurate diagnosis is a vital first step toward recovery. A network of 146 qualified medical professionals across 247 statewide locations performed 101 LCL-funded evaluations.
4. A record 308 LCL presentations (190 live) reached an all-time record 29,561 judges, lawyers, and law students. A record 130 live CLE programs were delivered, and a record 42 of these were delivered to medium and large-sized law firms across the Commonwealth.
5. 252 clients accepted peer support from LCL's 293 statewide volunteers.
6. Hosted the 13th Annual Law School Deans of Students Retreat attended by 10 PA, D.C. & DE law schools as well as other agencies of the Supreme Court. Best practices in support of law student mental health and wellness were discussed.
7. LCL/JCJ educational programming reached a record 1,402 judges. Concurrently, a record 90 Commonwealth judges reached out to LCL/JCJ for services and support for themselves, their colleagues or their family members.
8. LCL's Executive Director presented at a Harvard Law School symposium that reached a nationwide audience and was bestowed the Caron Foundation's 2019 Legal Professional / Uniformed Public Servant Award for the Greater Philadelphia area.
9. LCL staff members participated in a record 10 continuing education programs.
10. Hosted our 16th Annual Volunteer Conference, which provided invaluable education on the topics of substance use and recovery, mental health and wellness, and peer support to 108 LCL and JCJ peer volunteers.

Mission Statement

"To provide a caring peer assistance program to save the lives and restore the health and professional competence of Pennsylvania's judges and lawyers, members of their families, and law students who are at risk as a result of alcohol and drug use, gambling, depression or other serious mental illness. We carry out this mission through a combination of confidential helpline services, volunteer support and education."

Who We Are & What We Do

Lawyers Concerned for Lawyers of Pennsylvania, established in 1988, is an independent, peer-based Pennsylvania not-for-profit corporation and 501(c)(3) charitable organization that confidentially assists the Commonwealth's lawyers & judges, their family members, and law students who may be struggling with mental health and/or substance use issues. Our dedicated toll free Helplines are answered 24 hours a day, every day. Callers may choose to remain anonymous. A caller may request information and/or literature and/or elect to receive an expansive array of free services that meet his or her individual needs. The unique collaboration of LCL staff, peer volunteers, and qualified healthcare professionals is the key to LCL's effectiveness. LCL combines comprehensive educational programming and outreach with confidential peer and staff support and independent healthcare professionals to facilitate mental health and substance use evaluations, caller support, treatment, and recovery.

LCL Provides Services that Address Mental Health & Substance Use Issues.

- ✓ Problematic Substance Use (Alcohol, Prescription, or Other Drugs)
- ✓ Eating Disorders
- ✓ Grief & Trauma
- ✓ Depression (& Bipolar)
- ✓ Stress & Anxiety
- ✓ Gambling
- ✓ Compulsive Behaviors
- ✓ Other Mental Health Concerns

Services Offered by LCL are Confidential, Voluntary & Free.

- ✓ Staff Support & Resource Coordination
- ✓ Evaluation by a Healthcare Professional & a Personalized Diagnosis & Treatment Plan
- ✓ Free Literature
- ✓ Peer Support & Lawyer/Judge/Law Student-Only Support Groups
- ✓ Intervention Assistance
- ✓ Treatment Admission Assistance

LCL's websites offer a wealth of resources and educational information, as well as free CLE videos. LCL also provides free, CLE-eligible educational programming on the topics of wellness, mental health, and substance use to firms, county bars, and other legal organizations upon request.

In the process of saving lives and careers, LCL helps mitigate the harm caused by impaired lawyers and judges to the administration of justice, the legal profession, and the public. This ultimately reduces the costs associated with addressing lawyer and judicial misconduct. We add value to the lives of individual lawyers and judges, their families, law students, and the organized bench and bar in terms of competence, civility, professionalism, health, and wellness.

Lawyers Concerned for Lawyers Confidential Helpline

1-888-999-1941

www.lclpa.org

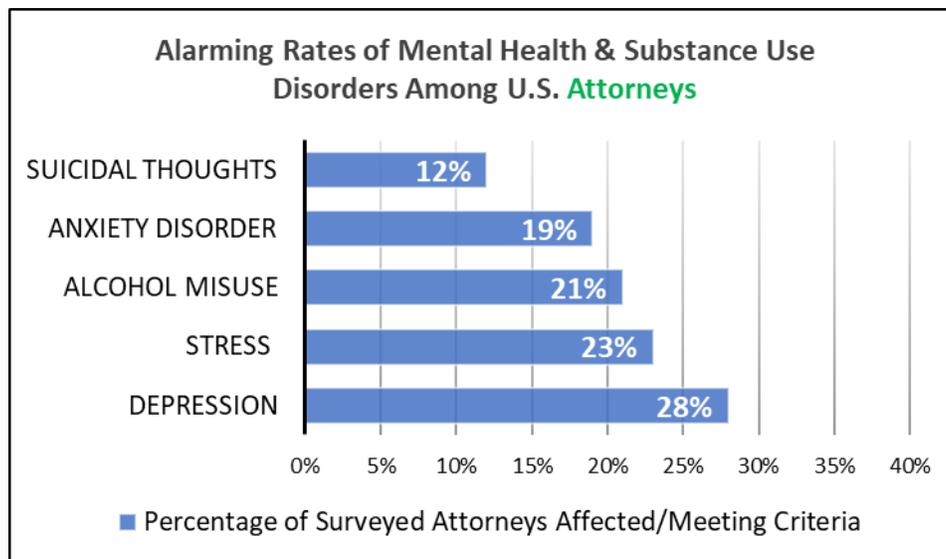
Judges Concerned for Judges Confidential Helpline

1-888-999-9706

www.jcjpa.org

Why We Do What We Do: Helpline Services

Attorneys experience mental health and substance use issues at rates exceeding those found in other professionals and the general population¹. The data below demonstrates why LCL's services are increasingly relevant and vital to the health, careers, and well-being of the approximately one in four legal professionals who struggle mightily with these issues.



LCL's services are free, voluntary, and confidential. Callers may choose to remain anonymous; they are still eligible to receive all services, which include:

- ✓ A referral to a qualified healthcare professional for a confidential evaluation paid for by LCL (see pg. 6)
- ✓ An accurate diagnosis and personalized treatment plan provided by an independent provider (see pg. 6)
- ✓ Assistance with treatment admissions
- ✓ Contact with and peer support from a recovering lawyer-volunteer or a recovering and/or trained judge volunteer (see pg. 7)
- ✓ Information about 13 mutual support groups exclusively for lawyers, judge and law students across the Commonwealth led by LCL peer volunteers
- ✓ Support through assessment, treatment and recovery from LCL staff
- ✓ Free literature from LCL's comprehensive library of articles and books on the topics of mental health and substance use
- ✓ Assistance with interventions [for those individuals reaching out to LCL out of concern for a colleague or family member] (see pg. 8)
- ✓ Free educational (and CLE-eligible) programming for firms, county bars, and other legal entities and associations on the topics of substance use, mental health, and wellness (see pp. 9-13)
- ✓ Extensive educational materials, free CLE videos, and links to helpful resources can also be found on our websites: lclpa.org and jcipa.org

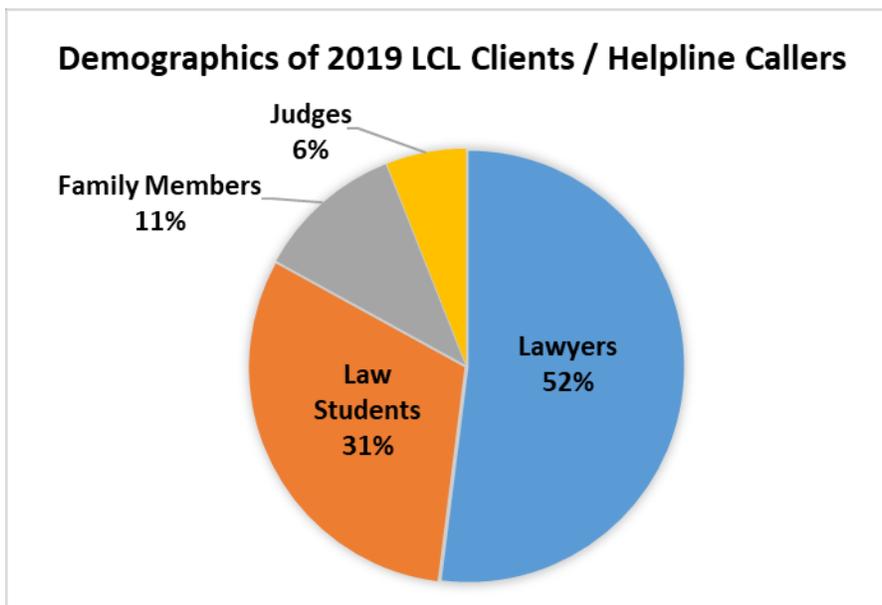
LCL does not perform drug and alcohol, sobriety, or mental health monitoring services. Callers who request monitoring are referred to the Pennsylvania Bar Association's Lawyers Assistance Committee (PBA-LAC). They are also encouraged to engage LCL services as a complement to their monitoring program. LCL functions separate and apart from the PBA-LAC.

1. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016; Vol. 10,1; 46-52.

LCL received a record number 644 requests for assistance, information & services in 2019.

The Lawyers Concerned for Lawyers Helpline (1-888-999-1941) and the Judges Concerned for Judges Helpline (1-888-999-9706) are answered by LCL staff (or our live answering service after regular business hours) 24 hours a day, every day of the year. The after-hours answering service immediately connects callers who request immediate assistance with on-call LCL staff. In 2019, LCL received a record 644 unique Helpline calls. LCL on-call staff provided urgent services and assistance to 62 of these callers after-hours. These urgent services ranged from assisting with same-day inpatient detox and treatment admission to connecting the caller to an acute crisis hotline, scheduling a critical mental health or substance use evaluation or immediately connecting the caller to a qualified LCL peer volunteer.

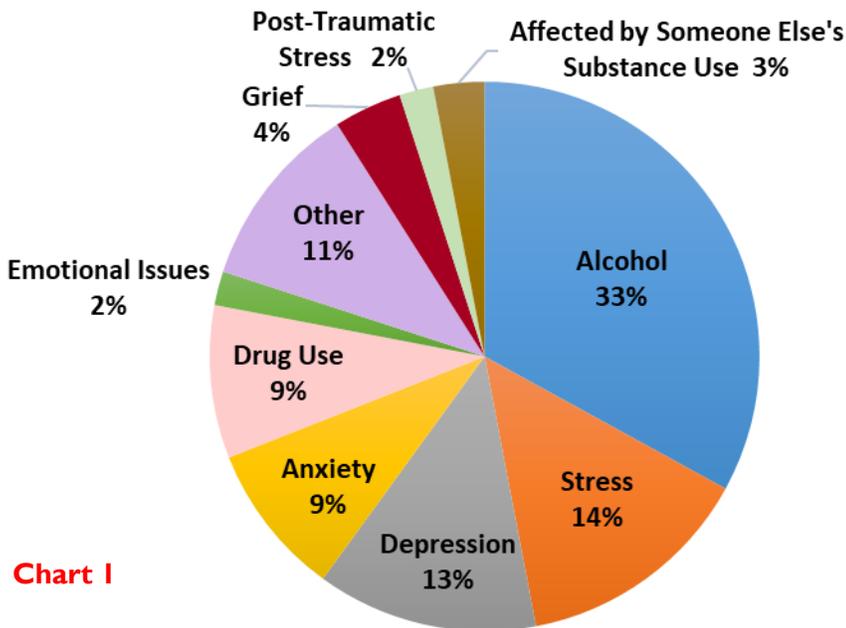
LCL's services are 100% voluntary; there is no obligation to accept our assistance. All assistance is confidential, and a caller is not required to disclose identifying personal information to receive LCL services. All LCL services are free of charge to the caller. LCL's comprehensive menu of services are designed to address an individual's specific needs. We utilize independent healthcare professionals to provide the evaluation, diagnosis, treatment, or referral to treatment. LCL staff and its 293 peer volunteers support callers as they transition into a life of recovery from mental health and/or substance use issues.



Problematic alcohol use, stress and depression remain the most common primary presenting problems for Helpline callers; yet the percentage of callers reporting alcohol misuse has slowly declined from nearly half of all callers in 2012 to only one third of callers in 2019. Complaints of anxiety issues have more than doubled since 2010, and complaints of depressive symptoms have remained relatively steady. Callers increasingly reported problematic drug use beginning in 2014, peaking at 14% in 2016 and slowly diminishing to 9% in 2019 (which still remains higher than all years prior to 2013). An increasing number of callers are reaching out for support around the issues of grief and bereavement (4%) as well as post traumatic stress (2%).

58% of Helpline callers (the highest percentage since 2011) reached out for support for primary mental health issues other than substance use. 12% of callers presented with co-occurring mental health and substance use concerns. LCL staff works diligently to update and augment available mental health supports and resources for our callers. Currently, we can direct callers with primary mental health issues to over 107 free mental health support groups, 69 crisis hotlines, 40 'warm' lines and 63 other county resources specific to mental health available across the state, in addition to LCL's comprehensive menu of services and support.

Primary Presenting Problems of Clients in 2019

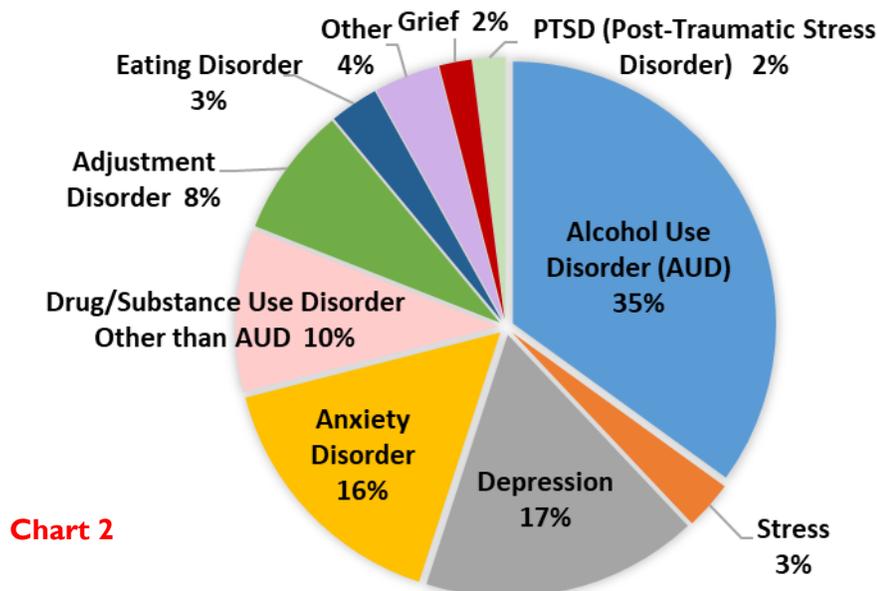


Helpline callers relay to staff what they believe is their primary mental health and/or substance use issue upon intake (**Chart 1**). Clients are then encouraged to undergo a LCL-funded assessment by a qualified healthcare provider (HCP) within LCL's statewide network. The HCP determines an accurate primary diagnosis (**Chart 2**), which may or may not be concordant with the chief complaint reported by the client to LCL staff during their initial call.

In 2019, 8% of clients received a diagnosis of adjustment disorder, which is a short-term (< or = to 6 months) stress-related disorder that develops in response to a stressful or unexpected event and can manifest with anxious or depressive symptoms, among others. These disorders may resolve with appropriate support, or they may persist and evolve into depression, anxiety or other chronic mental health disorders. Many callers who report 'emotional issues' or 'stress' are subsequently diagnosed with an adjustment disorder. Staff encourages these clients to continue therapy/treatment and accept ongoing staff support until the symptoms resolve.

The "Other" categories on the adjacent charts represent a variety of mental health issues including anger management, gambling, attention deficit disorder, etc. Each of these issues were reported by less than

Clients' Primary Diagnoses as Determined by Subsequent Professional Mental Health Assessment



National Prevalence Rates of Substance Use & Mental Health Issues Among Lawyers¹

- Alcohol Misuse 21%
- Stress 23%
- Depression 28%

In 2019, LCL Helpline callers reported a markedly higher prevalence of problematic alcohol use (33%) and lower rates of depression (13%) and stress (14%) than surveyed attorneys from the 2016 ABA study.¹

212 callers to whom a mental health and/or substance use evaluation was recommended in 2019 underwent an assessment or have one pending. This is often the first vital step toward recovery.

After obtaining key information, LCL's Helpline Manager refers the Helpline caller to an appropriate and qualified healthcare professional (HCP) for a consultation, if indicated. Callers incur no cost for the evaluation; LCL pays the fee. LCL maintains a growing, statewide network of healthcare providers to whom these referrals are made for the purpose of providing a timely and accurate evaluation, diagnosis, treatment plan, or referral to treatment. We have 146 independent healthcare providers under contract offering services at 247 locations serving all 67 Pennsylvania counties. An increasing number of providers also offer telemedicine evaluations.

LCL staff recommended a substance use and/or mental health assessment to 356 callers in 2019. All Helpline callers are offered the entire menu of LCL services, but in many situations an evaluation may not be indicated for a variety of reasons. Some callers may only request literature or information, while others may have already undergone a mental health or substance use assessment before calling LCL or may be calling out of concern for another individual's well-being (i.e. an intervention request). One hundred one (101) callers received an assessment that was funded by LCL in 2019. Eighty three (83) callers chose to use their own health insurance and provider network, thereby obviating the need for LCL to pay for the service. Twenty eight (28) additional callers have a healthcare assessment pending. A total of 212 callers (60%) received recommended assessments (or have assessments pending) either within or outside of LCL's network of providers.

LCL's Resource Coordinators offer the full menu of LCL services and provide ongoing support for the caller through his or her assessment, diagnosis, treatment, and early recovery. Staff and volunteers strive to keep the caller motivated to follow through with the evaluation and treatment (if indicated). They also provide limited assistance to the caller with overcoming obstacles encountered while completing their evaluation, treatment, and early recovery. Evaluations may be offered to the party experiencing mental health or substance use concerns and/or a colleague or family member whose own mental health may be compromised as a result of another person's substance use and/or mental health issues.

Mental health/substance use evaluations recommended by LCL	356
Evaluations Conducted or Pending (<i>within or outside of LCL's HCP network</i>)	212 (60%)
Evaluations Conducted by a Provider within LCL's Network and Funded by LCL	101 (record number)
Declined recommended assessment	144 (40%)

If a caller initially declines a recommended mental health and/or substance use assessment, staff will encourage the client to consider this option again at a later date. Once the caller begins to feel more comfortable with LCL staff over time, he or she is often more likely to engage additional LCL services.

293 LCL and JCL volunteers provide invaluable peer support to Helpline callers.

Peer support is the keystone of LCL's services. Connecting with a peer who has struggled with and overcome many of the same challenges a caller may be facing can be an invaluable component of successful recovery from mental health and/or substance use issues. Staff match the willing caller to a volunteer with a similar background and life experience. This identification engenders trust and is the foundation for successful peer support-based recovery. The caller may choose to engage the volunteer, but is under no obligation to do so. Peer volunteers comply with the organization's confidentiality policy and procedures; they respect a caller's anonymity and confidentiality. A caller is eligible to receive peer support (and all other LCL services) even if he or she does not wish to disclose his or her identity.

Callers to whom LCL Peer Support was Strongly Recommended	398
Callers who Utilized/Engaged a LCL Volunteer (or are Pending Contact)	199 + 53 = 252 (63%)
Callers who Declined LCL Volunteer Peer Support*	146 (37%)

*LCL staff revisit the recommendation of peer support throughout a caller's time receiving services.

LCL is immensely grateful for the 240 lawyers, 13 law students, 34 judges and 6 family members across the Commonwealth who selflessly support their colleagues by providing encouragement and support to callers throughout the assessment, treatment, and early recovery stages. Most volunteers are in recovery from mental health or substance use issues and/or have been directly affected by the mental health and/or substance use problems of friends or family members. Most are active in non-LCL recovery programs (e.g., 12-step, SMART Recovery, mental health support groups, etc.). Some LCL volunteers facilitate monthly or biweekly recovery support meetings exclusive to law students, lawyers and judges. Thirteen (13) such autonomous meetings are held throughout the state.

Annual LCL Volunteer Conference

One hundred eight (108) LCL and JCL volunteers attended our 16th annual CLE-based 2-day training conference. The theme for 2019 was "Recovery, Wellness and Life." The conference is designed to broaden our volunteers' understanding of substance use and mental health disorders as well as disciplinary and other ethics/professionalism-related matters so that they may optimally serve their peer callers. Speakers included substance use and mental health counselors, a physician, social workers, and others who have a passion for increasing awareness, education, and accessible treatment for Pennsylvania's legal professionals. SMART (Self Management and Recovery Training) recovery, LCL services, mental health and wellness, practicing law in recovery, eating and exercise (yoga) to enhance recovery, addiction and recovery from a family's perspective, trauma in the legal profession, and ADHD were among the topics presented this year. The workshop also serves to unite and thank our diverse group of lawyers, law students, and judges who so selflessly help their colleagues in need.

Volunteer Outreach

LCL staff reach out to each LCL volunteer periodically to assess their satisfaction with the volunteer process, inquire about their wellness, and offer any LCL services that could support them. A great number of LCL volunteers are prior Helpline callers who received LCL services at some point. Recovery from mental health and substance use disorders is rarely a 'straight-line' journey; like other chronic illnesses, symptoms may recur. LCL staff strives to support its volunteers through their own recovery journeys just as it supports its active callers.

Intervention Services

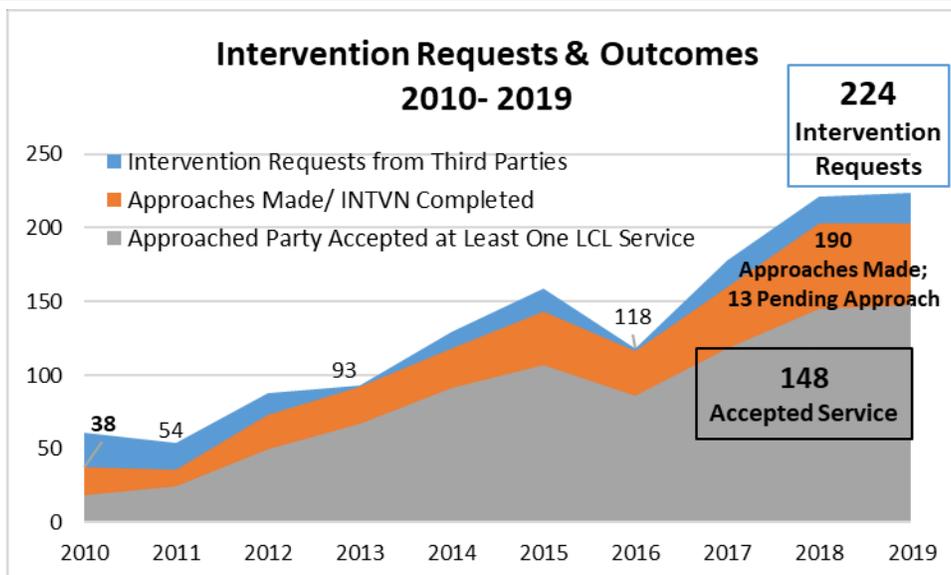
LCL received a record 224 requests for intervention assistance in 2019; 148 individuals received potentially life-saving services because someone cared enough to call LCL on their behalf.

Over the last decade, an increasing percentage of callers (35% in 2019) have reached out to LCL out of concern for another party. LCL staff utilize the board-approved Motivational Intervention Protocol and have successfully guided concerned parties through nearly 1,200 approaches of lawyers, judges, their family members and/or law students in distress over the last decade. Staff received a record 224 requests from concerned parties and guided 190 approaches/interventions in 2019. All of these approaches were carried out without the need for an independent professional interventionist. This minimizes expenses by maximizing the use of our experienced in-house staff. LCL staff will provide a referral to an independent professional interventionist when indicated or requested.

As a result of superior staff guidance, 78% of those approached (i.e., 148 individuals) accepted one or more LCL services; they engaged LCL staff for support (15%), underwent a mental health and/or substance use evaluation (22%), engaged in recommended treatment (23%), or agreed to receive relevant educational literature from LCL (18%).

Nine percent (9%) of approached parties (17 individuals) denied they had a problem and/or declined all LCL services, and thirteen percent (13%) expressed ambivalence about accepting assistance. Denial and ambivalence are commonly encountered due to the nature of substance use and mental health disorders. Physiologic changes in the brain often make it difficult, especially when first approached, for an individual to identify and acknowledge that he or she may be struggling with these issues. Over time, additional approaches may prove successful in overcoming this obstacle. LCL staff guide concerned parties through additional approaches when indicated (i.e., an ‘ongoing intervention’). As of December 31, 2019, 13 interventions were ongoing. *We do not give up.*

Intervention (INTVN) Requests (2019)	224 (35% of all Helpline calls)
Completed or Pending Approaches	190 + 13 ongoing/pending = 203 (91%)
Approached Party (AP) Engaged LCL Services (accepted staff support, agreed to an assessment, engaged in and/or completed treatment, utilized peer support, and/or agreed to receive LCL literature)	148 (78%)
Approached Party Ambivalent	13%
AP Denied a Problem/Declined LCL Services	9%



LCL-PA is a national leader in the field of substance use and mental health education.

LCL's educational programs are designed to break through the following major barriers that often prevent lawyers, judges and law students from seeking or accepting help:

STIGMA

Mental health and substance use disorders are among the most stigmatized illnesses in our society. LCL's utilizes comprehensive outreach and educational programming to help eliminate this barrier. The increasing volume of Helpline callers reflects the increasing success of such endeavors. LCL staff and volunteers provide scientifically sound presentations (several new presentations are developed in-house annually) combined with compelling personal stories of illness and recovery that lead audiences to a better understanding of these issues.

FEAR

Legal professionals commonly fear that public disclosure may harm his or her reputation and career and embarrass the firm, bench, bar, and family. LCL staff and volunteers often relay their personal experience with mental health and substance use issues, illustrating to the audience that recovery is not only possible, but also compatible with a successful legal career. LCL services are *100% confidential*. This fact is stressed at every LCL presentation, thereby mitigating the fear of disclosure. Confidentiality is an integral part of LCL's mission and success. LCL does not report *any* identifying information to the Supreme Court or any of its agencies; nor does LCL report identifying information to any other entity without the express consent of the caller. Staff and volunteers are required to comply with LCL's comprehensive confidentiality policy.

DENIAL

Predictable and identifiable changes in brain structure and chemistry often prevent an individual from recognizing that he or she may be struggling with a mental health and/or substance use issue. An individual may rationalize or justify behaviors and minimize the severity of his or her circumstances. LCL's educational programming endeavors to make the science and psychology that underlies this phenomenon understandable and relatable, encouraging audiences to view this and other behaviors as a consequence of illness rather than a moral failure. By virtue of the insidious nature of these illnesses and the changes in brain structure and function that occur, many who struggle with these issues come to believe the falsehood that he or she is unworthy of help, cannot be helped, and/or that no one who offers to help can be trusted.

ENABLING

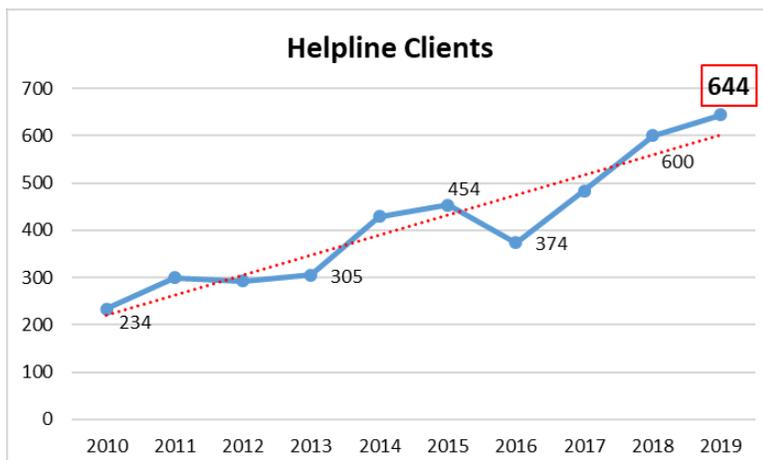
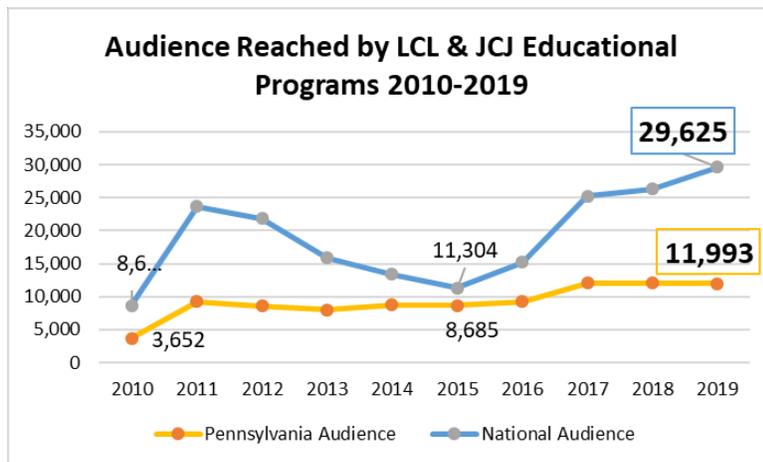
Enabling occurs when family members and colleagues, often out of love and concern, knowingly or unknowingly protect an impaired individual from the natural consequences of his or her illness-based behaviors. By refraining from expressing concern for someone (or 'minding your own business'), to repeatedly covering for a colleague's missed work or deadlines, these illnesses are allowed to progress, causing ever greater harm to health, career, marriage and family.

LCL’s extensive educational programs minimize these barriers to seeking help by teaching lawyers, judges and law students:

- √ the scientifically-based causal factors of these illnesses;
- √ that these illnesses are chronic and progressive in nature;
- √ that, left untreated, the individual’s condition will likely worsen and may contribute to a premature death;
- √ that these disorders are treatable with a good prognosis for recovery;
- √ how to recognize the warning signs;
- √ how LCL can guide and support them in approaching and assisting the lawyer, judge, family member, or law student who is in distress;
- √ that careers, families, relationships and lives are saved by reaching out to seek help for a colleague or for oneself.

LCL educational programming reached a record audience of 29,625 judges, lawyers & law students in 2019.

Thirty one years of experience has illustrated that a direct correlation exists between the number and reach of LCL’s educational programs and the volume of calls for assistance received by the JCJ and LCL Helplines. The greater the audience, the greater the impact, and the more lives and careers that are saved as a result of LCL services. In 2019, LCL programming reached a record audience of 29,625; accordingly, a record number (644) of Pennsylvania lawyers, judges, their family members, and law students contacted the Helplines seeking information and services.



New Educational Programs Developed by LCL Staff in 2019

- √ “Regulator, Heal Thyself - The Impact of Direct and Vicarious Trauma on Lawyers”
- √ “Judicial Depression and Suicide Prevention”
- √ “Will the Black Robe Shield You from Burnout? Judges, Burnout, Compassion Fatigue and Building Resiliency”
- √ “The Impact of Substance Misuse on the Legal Profession: Ethics, Impairment & Intervention”
- √ “A Call for Action: Impairment in the Legal Profession and What You Can Do About It”
- √ “Compassion Fatigue in the Opioid Epidemic”

Educational Presentation Topics Offered by LCL (including but not limited to):

- | | |
|--|--|
| √ Intervention Strategies | √ Suicide - Prevention & Intervention |
| √ Depression | √ Eating Disorders |
| √ Enabling | √ Gambling |
| √ Mindfulness | √ Substance Use Disorders |
| √ Lawyer Impairment | √ Lawyer, Law Student, and Judicial Wellness |
| √ Direct and Vicarious Trauma/Compassion Fatigue | √ LCL/JCJ’s Menu of Services |
| √ Trauma-Informed Care for Mental Health & Substance Use Disorders | √ Stress and Burnout |

Staff Continuing Education

In order to optimally serve our callers, LCL staff must continuously expand their knowledge about substance use and mental health disorders, science, trends, and treatment options. LCL significantly increased the number and breadth of continuing education opportunities made available to staff in 2019. Staff participated in the following trainings:

- | | |
|---|---|
| √ Medication Assisted Treatment—Current Trends | √ Naloxone Rescue Training |
| √ SMART Recovery Meeting Facilitator Training | √ Expressive Writing for Healing & Wholeness |
| √ Community Reinforcement & Family Training (CRAFT)- 2 day intensive training | √ Clinical Implications in the Treatment of the LGBTQ Client |
| √ Introduction to Generational Trauma | √ Statewide Psychostimulant Symposium |
| √ ABA’s Annual Commission on Lawyer Assistance Programs Annual Meeting | √ Responsible Psychopharmacology for Individuals Living with a Substance Use Disorder |

308 LCL educational programs reached a record audience of 29,625 judges, lawyers & law students in 2019.

LCL staff delivered a record 308 educational presentations, 190 of which were live, on the topics of ethics and professional responsibility, substance use, mental health issues, and wellness through a combination of live talks (primary method), web/podcasts, video and audio replays, internet films and CLE's, and YouTube.

- 130 live CLE educational programs reached over 6,700 Commonwealth lawyers.
- 11,993 PA attorneys, judges, and law students were reached. An additional 17,632 lawyers, judges, and law students were reached nationwide.
- As a result of directed outreach efforts, LCL staff delivered a record 42 live presentations at law firms across the Commonwealth.
- LCL's Education & Outreach Coordinator focused his outreach on large firm, county bar and corporate counsel in 2019, leading to a record number of contacts and scheduled presentations.

The LCL/JCJ message was disseminated to PA lawyers, judges, and law students with the following support:

√ Pennsylvania Bar Association	52 ALMS presentations (35 live) reached 1,572 lawyers.
√ PBA Young Lawyers Division	1 live presentation reached 60 young lawyers.
√ Pennsylvania Bar Institute	7 live programs reached 1,152 lawyers.
√ U.S District Court	1 live program reached 52 lawyers and judges.
√ Office of General Counsel University	1 live program reached 126 lawyers.
√ PBI Online CLE	7 programs reached 1,152 lawyers.
√ Bridge the Gap	Reached 1,292 lawyers
√ American Inns of Court	3 programs reached 416 lawyers & judges.
√ Association of Corporate Counsel	3 live programs reached 685 lawyers.
√ PA Judiciary	21 live presentations reached 1,402 judges. See p.15 for more info.
√ PA Law Firms	A record 42 live presentations reached a record 2,331 lawyers.
√ County Bench Bars	7 live presentations reached 529 lawyers.
√ County Bar Associations	44 presentations, 35 live (<i>a record</i>) reached 919 lawyers.
√ Conference of State Trial Judges	One presentation reached 165 judges.
√ American Intellectual Property Lawyers Association	One presentation reached 240 lawyers.
√ Pittsburgh Intellectual Property Law	One live presentation to the Association reached 110 lawyers.
√ Environmental Law Forum	One live presentation reached 250 lawyers.
√ Philadelphia Court of Common Pleas	One live presentation reached 125 attorneys and judges.
√ Philadelphia Public Defenders Assoc.	One live presentation reached 85 lawyers.
√ Minor Judiciary Education Board	14 presentations (13 live) reached 619 District Magistrates.
√ LCL Volunteers	1 annual conference reached 108 LCL & JCJ volunteers.
√ Internet CLE (Nationwide)	5 new programs were recorded by LCL staff. 11 national CLE programs reached 15,583 lawyers.
√ Law Schools	35 live presentations reached 1,389 PA and 934 bordering state law school students. See p.14 for more details.

LCL staff and directors networked and/or presented at many events attended by lawyers, judges, bar association & court staff including, but not limited to:

- Minor Judiciary Education Board trainings
- PA Conference of State Trial Judges (2 meetings)
- President Judge and PA Association of Court Management Conference (PJ/PACM)
- Cumberland County Opioid Intervention Court
- Lawyers Club of Philadelphia
- M. Patricia Carrol Fund meeting
- Several Problem-Solving/Drug Court graduations
- County Bar and Bench Bar events
- Lawyers Fund for Client Security dinners
- PBA Annual Meeting
- PBA Committee/Section Days
- American Inns of Court (3)
- PA Advisory Council on Drug and Alcohol Abuse (Department of Drug and Alcohol Programs) mtgs.
- Cumberland Perry Drug and Alcohol Commission Advisory Board meetings
- Dickinson College senior law seminars
- Dickinson College Problem-Solving Courts course
- Drug Addiction Research Alliance Forum
- PA Methadone Death & Incident Review Committee meetings
- PA Department of Health Safe Prescribing Practices Task Force meeting
- PA Department of Drug and Alcohol Programs Psychostimulant Symposium
- PA Attorney General's Office of Public Engagement
- Shalom transitional living home in Harrisburg, PA
- Pennsylvania Recovery Organization Alliance panel
- Hampden Township community opioid panel
- Southeast Regional Warm Handoff Forum (sponsored by PA Department of Drug and Alcohol Programs)
- Central PA Rotary Club
- Allegheny County Drug Court
- National ABA Commission on Lawyer Assistance Programs (CoLAP) conference
- PBA's Young Lawyers Division meeting
- PA Judicial Center's (PJC) holiday luncheon
- Lancaster County Criminal Law Symposium
- PA OGC University
- Lancaster Area Paralegal Association
- Delaware Valley Legal Expo
- PBA Solo and Small Firm Conference
- FL Lawyers Assistance Program Annual Meeting
- Harvard Law Symposium
- Virginia Lawyers Assistance Program's Annual Meeting
- Networking with the Connecticut and Massachusetts LAP's
- Central PA TV channel abc27 featured the Director of Operation's recovery journey [<https://www.abc27.com/news/opioid-crisis/former-dermatologist-grateful-to-be-someone-in-recovery/>]

Routine Outreach Activities in 2019

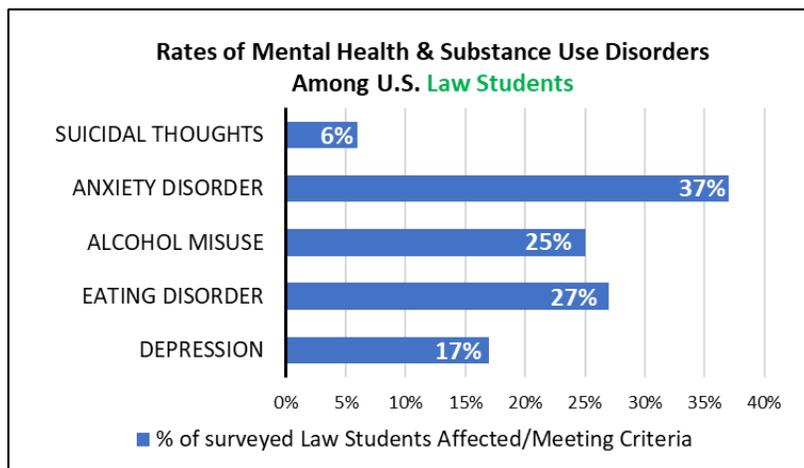
- Distribute @ 15,000 LCL general brochures and 800 JCJ brochures each year
- Distribute @ 2,300 law student brochures each year
- Distribute @ 3,000 Helpline pens each year
- 3,210 pieces of recovery literature were distributed (printed and electronic).
- LCL Helpline ads were published at no charge by PBA, PBI, the Disciplinary Board and county bar association publications.
- LCL articles are periodically published in various legal publications statewide and nationally.

35 live LCL educational programs reached a record 2,323 law students.

Law students represented 31% of all Helpline callers who requested services and support in 2019.

- ✓ 8 live presentations at first year orientations reached a record 1,134 PA law students.
- ✓ 2 live professional responsibility classes reached 91 PA law students.
- ✓ The Executive Director met one-on-one with 83 PA law students at a record 16 Student Hours events.
- ✓ 7 national and neighboring state law school programs reached 934 additional law students.

Data suggests that law students' mental health and well-being tend to decline as law school progresses.¹ They frequently grapple with anxiety, alcohol misuse, eating disorders, medication misuse and/or illicit drug use, often at rates exceeding other graduate students.² Of note, a recent survey revealed that lawyers incur the greatest risk of developing mental health and substance use disorders during the first fifteen years of law practice.³ LCL presented at the PBA Young Lawyers Division Meeting for the first time in 2019 as part of our effort to reach this young at-risk population. It is more imperative than ever that LCL's outreach, education, and support services reach today's law students and young lawyers. Prevention and intervention at this stage will lead to healthier, more competent attorneys and judges for generations to come.



Law Student Helpline Callers: Primary Presenting Problems

- | | |
|-------------------------------|-----|
| 1. Stress | 25% |
| 2. Anxiety | 20% |
| 3. Alcohol Misuse | 17% |
| 4. Depression | 15% |
| 5. Other | 9% |
| 6. Drug Use (Rx &/or Illicit) | 5% |
| 7. Grief | 4% |
| 8. Post Traumatic Stress | 4% |
| 9. Eating Disorder | 1% |

LCL's innovative **Law School Student Hours Program** has been emulated nationwide by other state lawyers assistance programs. The Executive Director hosted a total of 16 such events at 8 Pennsylvania law schools in 2019. She meets one-on-one, in private, with individual students, upon their request, to confidentially discuss any mental health or substance use concerns they may have and offer LCL's menu of services. In 2019, eighty three (83) law students sought assistance as a direct result of this program .

Annual Deans of Students Retreat

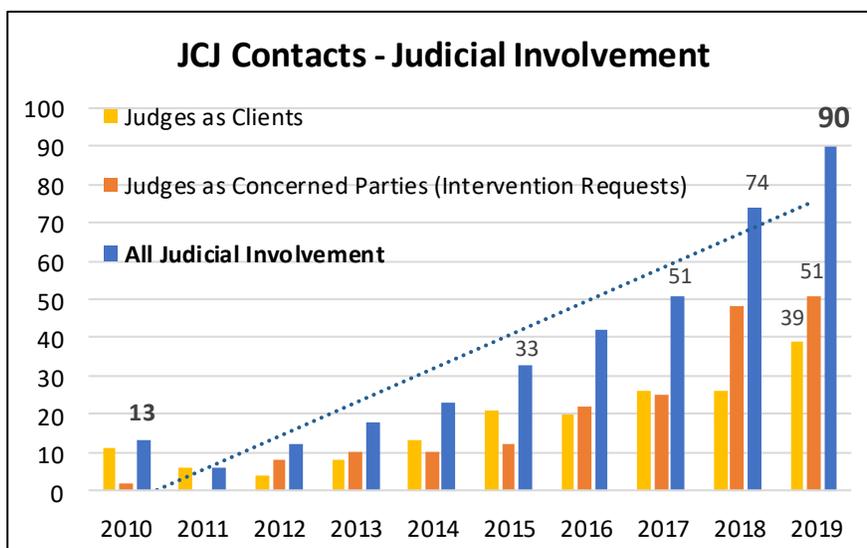
LCL hosted its 13th Annual Law School Deans of Students Retreat in spring 2019. A record 29 attendees included the Deans of Students from 8 Commonwealth law schools, one D.C. & one Delaware law school, and representatives from the Disciplinary Board, Board of Law Examiners, Lawyers Fund for Client Security, the Pennsylvania Bar Association, and the Pennsylvania Bar Institute. During the 2-day roundtable event, law student well-being initiatives and resources, mental health and substance use trends among students, accommodations, and bar admission issues were among the topics discussed.

1. Sheldon, K., Krieger, L. Understanding the Negative Effects of Legal Education on Law Students. *Personality & Soc Psych Bulletin* 2007: 883.
2. Organ, J.M., Jaffe, D.B., Bender, K.M. Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help for Substance Use and Mental Health Concerns. *J Legal Ed.* 66:1; 117-156.
3. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016: Vol. 10,1; 46-52.

A record 90 Commonwealth judges reached out to JCJ for services and support in 2019.

Judges Concerned for Judges Helpline: 1-888-999-9706 www.jcjp.org

- The JCJ Helpline was launched in 2013 to meet the unique needs of the Pennsylvania judiciary.
- The JCJ Helpline and ancillary services are available to all judges (active or inactive) and their family members, including courts of limited jurisdiction.
- 57% of judges who reached out to JCJ in 2019 did so out of concern for a colleague, lawyer, or family member (known as an ‘intervention request’). 43% of judges contacted JCJ for personal support (self-referral).
- JCJ Helpline utilization has increased eight-fold since the inception of JCJ in 2013. LCL is grateful for the ongoing support of AOPC, the Pennsylvania Conference of State Trial Judges, and the organized bench. By allowing JCJ to participate in an increasing number of outreach and educational programs, more judges are hearing LCL’s message and subsequently reaching out to the JCJ Helpline for assistance than ever before.
- All peer support for judge callers is provided exclusively by other judges. JCJ currently has 34 active judge volunteers who selflessly offer support to Helpline callers.



Judicial Education, Networking & Outreach

21 JCJ educational presentations reached 1,402 judges in 2019, setting a record for both number of judicial presentations and audience size since the inception of JCJ in 2013.

LCL staff delivered educational presentations to the following judicial audiences:

- √ Conference of State Trial Judges
- √ 3 Inns of Court meetings
- √ 7 Bench Bar conferences
- √ 14 Minor Judiciary Continuing Education Seminars
- √ U.S. District Court
- √ Philadelphia Court of Common Pleas & Municipal Court
- √ 3 Drug/Problem-Solving Courts

LCL’s Executive Director attended the annual PJPACM (President Judges & Pennsylvania Association of Court Management) meeting, where she provided literature and information to attendees.

LCL is grateful for the selfless service of its directors.

A self-perpetuating Board of Directors is charged with establishing LCL's policy and procedures, overseeing its operations, and approving the budgets. The Board consists of up to 35 members (34 members currently) representing the bench and bar who are either in, or in support of, recovery from mental health & substance use disorders. The Board at all times includes, ex officio, the executive directors of the Pennsylvania Bar Association and an officer of the Pennsylvania Conference of State Trial Judges. Board members serve two year terms. Executive Committee members serve one year terms on the committee. Elections are held at LCL's Annual Meeting; the first meeting after the start of the fiscal year (July 1). In 2019, the Board held 4 regular meetings (March 14, May 16, July 11 and September 19).

The following business was conducted:

- Nominated and elected officers and directors
- Designated committee membership and chairpersons
- Approved the FY 20-21 budget

The Board's standing committees remain active throughout the year and play an integral role in the success of LCL's mission:

- Executive (general oversight)
- Nominating (oversee the nomination and election of officers and directors)
- Finance (oversight of fiscal matters and related regulatory filings)
- Helpline Services (oversight of all aspects of our Helpline operations)
- Volunteer (oversight of volunteer development and the planning & orchestration of the annual conference)
- Education and Outreach (oversight of professional awareness and education)

Miscellaneous Administrative Accomplishments in 2019

- Launched LCL's new customized administrative and client management software
- Launched completely redesigned lclpa.org and jcjpa.org websites, which now provide a comprehensive array of educational information and resources including free CLE videos
- Developed a comprehensive Volunteer Resource Manual for LCL/JCJ volunteers that provides the history of and services offered by Lawyers Concerned for Lawyers and Judges Concerned for Judges, clear guidelines for peer support, and educational information to augment the volunteers' efficacy in engaging and supporting Helpline callers.

Funding

The Supreme Court of Pennsylvania has provided stable and reliable funding to LCL through grants from the Lawyers Fund for Client Security and the Disciplinary Board. A portion of the annual attorney registration fee serves as the primary funding mechanism. LCL is immensely grateful for the support of the Court and its agencies.

It is important to note that although LCL is funded by the Court through the above agencies, we do not report any identifying or confidential health or personal information of Helpline callers to the Court, its agencies, or any other entity. LCL services are 100% confidential, making LCL unique among many other state lawyers assistance programs.

LCL is also thankful for the continued support of the Pennsylvania Bar Association and its Lawyers Assistance Committee.

Our benefactors have enabled LCL's staff and volunteers to provide support and vital mental health and substance use services to thousands of attorneys, judges, their family members, and law students across the Commonwealth over the last 31 years.

LCL has received an average annual increase in funding of 1.7% over the last eight years.

8-Year Funding History

Fiscal Year	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
Capital Funding	0	0	0	0	0	0	\$9,050	\$6,738
Operational Funding	657,490	657,490	687,595	692,885	692,885	727,530	706,670	727,870
Total Funding	657,490	657,490	687,595	692,885	692,885	727,530	715,720	734,608
% ↑ or ↓ in Total Funding over Prior Year	1.9%	0%	4.6%	0.8%	0%	5.0%	(-1.6%)	2.6%

LCL's FY 19-20 operational and capital budgets, totaling \$734,608, were graciously approved by AOPC and the Lawyers Assessment Committee. This figure represents a 2.6% increase in total funding over FY 18-19.

Annual Independent Audit (Fiscal Year Ended June 30, 2019)

Hamilton & Musser, PC conducted LCL's FY 18-19 audit:

- FY 18-19 Operational Budget: \$706,670
- FY 18-19 Capital Expenditure Budget: \$ 9,050
- Total Grant Funding: \$715,720
- FY 18-19 Contributions: \$ 16,324 (2.3% of LCL's total FYE 2019 revenue)
- Total FY 18-19 Revenue: \$706,615 (includes interest and realized loss of \$29,541 from the disposal of fixed assets)
- Total Expenses: \$705,490
 - ◊ Program Services: \$518,474 (74%)
 - ◊ Management and General : \$186,916
- Net Assets Beginning of Year: \$495,237
- Net Assets End of Year: \$496,362

The FY 19-20 Budget:

- Operational budget: \$727,870
 - Capital Expenditures Budget: \$ 6,738
- Total FY 19-20 Budget:: \$734,608

Personnel

LCL's dedicated staff of six provided vital support and services to 644 Helpline callers and delivered 308 educational presentations that reached over 29,000 lawyers, judges and law students in 2019.

LCL has six full time employee (hire dates):

- Laurie J. Besden, Esq., Executive Director (February 1, 2011)
- Jennifer C. Zampogna, M.D., Director of Operations (November 1, 2013)
- Jennifer Poinsett, Resource Coordinator (January 15, 2007)
- Abbie Spinella, Resource Coordinator (December 4, 2017)
- Jenessa Underkoffler, Helpline Manager (January 1, 2013)
- Brian S. Quinn, Esq., Education and Outreach Coordinator (August 14, 2017)

Summary of 2019, Guiding Principles & Looking Forward

In summary, Lawyers Concerned for Lawyers of Pennsylvania had another record-breaking year educating and assisting more Commonwealth lawyers, judges, and law students than ever before.

- A record 644 legal professionals and their family members reached out to LCL & JCJ, requesting information and critical services to address their mental health and substance use issues.
- 212 Pennsylvania legal professionals and their family members underwent a recommended mental health and/or substance use assessment by a qualified healthcare professional (or have one pending)— a vital first step toward recovery.
- 252 callers engaged/accepted LCL and JCJ volunteer peer support.
- 308 LCL educational presentations reached a record 29,625 lawyers, judges, and law students.
- 224 individuals cared enough to reach out to LCL out of concern for the mental health of a colleague or loved one.
- 190 intervention approaches resulted in 148 individuals receiving essential LCL services.

Substance use and mental health disorders create a significant ‘ripple effect.’ Colleagues, friends, family, clients, and the legal system are negatively affected when a lawyer, judge, or law student struggles with these issues without appropriate support and treatment. Similarly, countless individuals (e.g., family members, clients, colleagues) and systems reap the benefit when a caller engages LCL services and emerges as a healthier, happier, and more competent legal professional.

LCL imparts to its officers and directors, employees, and volunteers six guiding principles that have withstood the test of over 30 years. From them we derive our mission, our policies and procedures, our programs, and our respective roles and responsibilities. These six guiding principles are:

1. The scope of our Helpline services is broad, including substance use and mental health, but is not so broad as to include career counseling, financial planning, etc.
2. Our education and training programs are of equal importance to our Helpline services; they seek to reduce the societal stigma attached to addiction and mental illness, increase bench and bar awareness and understanding of the nature of these illnesses, and generate new calls to our confidential Helplines;
3. A LCL volunteer assisting an individual shall not simultaneously act as a sobriety or mental health monitor for that individual;
4. LCL staff shall not engage in clinical services (e.g., conduct evaluations, act as a therapist) or sobriety or mental health monitoring services;
5. LCL volunteers shall be utilized at every opportunity to support recovery; and
6. LCL's programs shall be based upon cooperation between staff, volunteers, and healthcare providers.

Looking forward to 2020 and beyond, LCL will further expand outreach efforts to law firms, corporate counsel and legal associations across the Commonwealth to offer free educational programming and services. LCL will also establish a social media presence across several platforms to reach a larger audience and disseminate timely articles of interest and other LCL-related information. Staff will proactively contribute articles and marketing materials to more legal publications and will continue delivering novel and relevant educational statewide programming related to mental health, substance use, and related topics. A comprehensive review and update of all literature offered to callers will be completed with the objective of ensuring that all educational and support materials provided by LCL remain accurate, thorough, and up-to-date. Most importantly, LCL staff, directors, and volunteers will continue working tirelessly to support and restore the health and well-being of Pennsylvania lawyers, judges, their family members, and law students who may be struggling with substance use and/or mental health issues.