

30th Anniversary

LCL was incorporated on January 14, 1988.

Table of Contents:

Who We Are and What We Do	2
Why We Do What We Do	3
Helpline Services	4
Mental Health and Substance Use Evaluations	5
Peer Support	6
Intervention Services	7
Education	8-11
Education & Outreach	12
Law School Education	13
Judges Concerned for Judges	14
Board of Directors	15
Funding	16
Finance & Personnel	17
Summary of 2018, General Principles & Looking Forward	18

Top Ten Accomplishments

1. LCL received a record number (600) of new Helpline calls. 24% more judges, lawyers, family members, and law students contacted LCL to request information & services this year (vs. 2017).
2. A record number of concerned parties (217) reached out for intervention assistance regarding a colleague or family member.
3. 76% of callers (250), for whom an assessment was indicated, underwent a comprehensive mental health and/or substance use evaluation- a vital first step toward recovery. A network of 145 qualified medical professionals across 256 locations performed 74 LCL-funded evaluations.
4. 247 LCL presentations (166 live) reached a record number (26,328) of judges, lawyers and law students.
5. Hosted the 12th Annual Law School Deans of Students Retreat. Best practices in support of law student mental health and wellness were discussed- record attendance by 8 PA & 2 D.C. law schools as well as other agencies of the Supreme Court.
6. Celebrated 30 years of service to the Commonwealth's bench and bar at the 15th Annual LCL Volunteer Training Conference. 106 peer volunteers attended.
7. LCL/JCJ educational programming reached a record number of judges (1,367) across the Commonwealth.
8. Implemented a comprehensive county bar and law firm outreach plan culminating in 24 live educational presentations to county bars and 11 live educational events within firms.
9. LCL staff delivered educational presentations to both the Pennsylvania State Senate and the attendees of the ABA Commission on Lawyer Assistance Programs' Annual Conference.
10. The Executive Director participated in a Law Student Mental Health Day panel discussion broadcast to at least 80 law schools nationwide (8 within the Commonwealth).

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

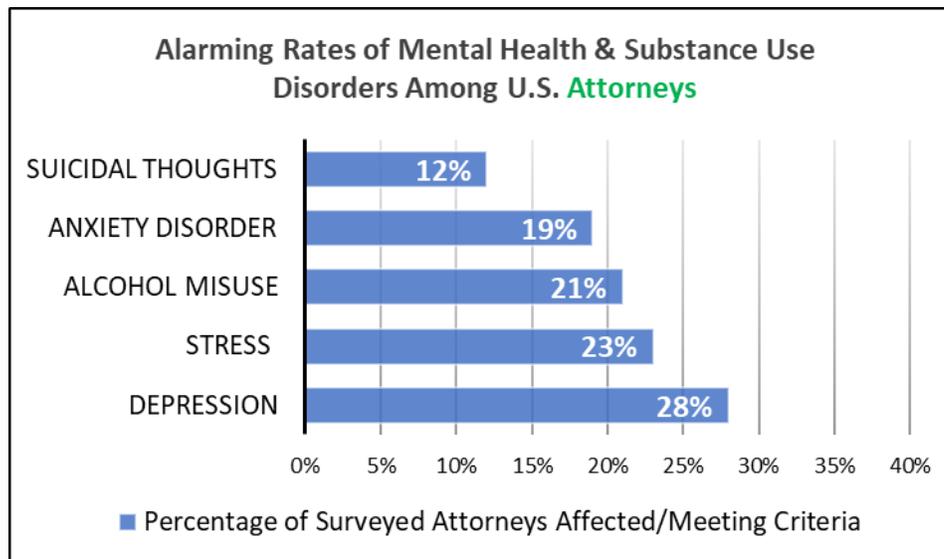
Judges Concerned for Judges Confidential Helpline

1-888-999-9706

www.jcjpa.org

Why We Do What We Do

Attorneys experience mental health and substance use issues at rates exceeding those seen 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 of LCL's services, which include:

- ✓ A referral to a qualified healthcare professional for a confidential evaluation paid for by LCL (see pg. 5)
- ✓ An accurate diagnosis and personalized treatment plan provided by an independent provider (see pg. 5)
- ✓ Assistance with treatment admissions
- ✓ Contact with and peer support from a recovering lawyer-volunteer or a recovering and/or trained judge volunteer (see pg. 6)
- ✓ Information about lawyers/judges-only recovery meetings
- ✓ Follow up calls and general recovery encouragement 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. 7)
- ✓ 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. 8-11)
- ✓ 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.

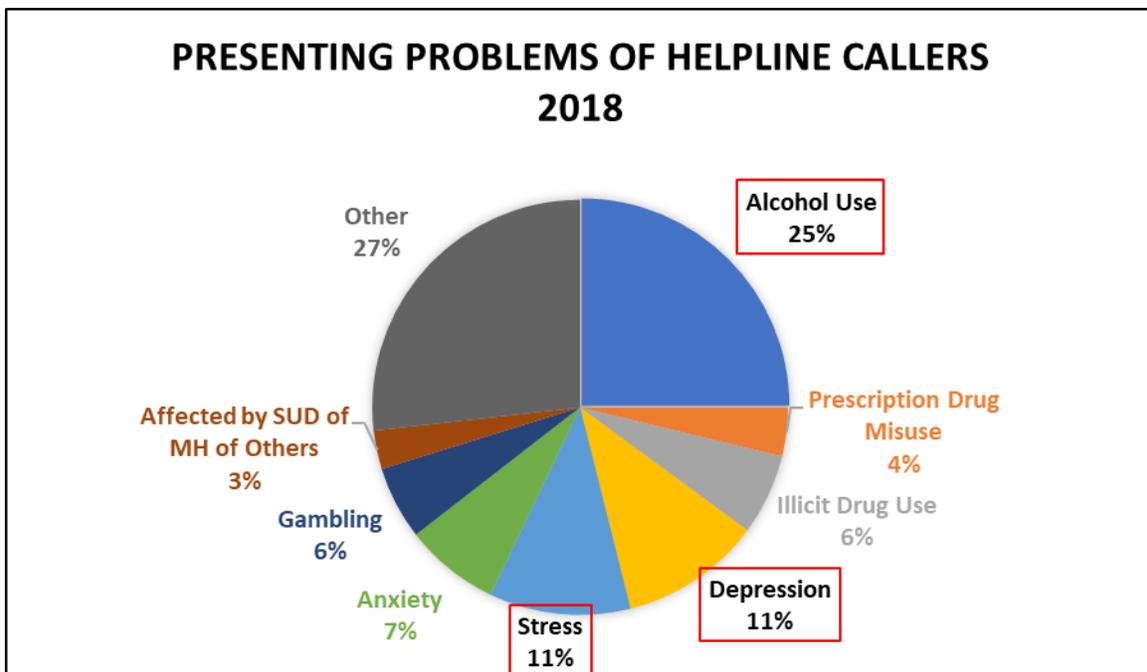
1. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016; Vol. 10,1; 46-52.

Helpline Services

The LCL and JCJ Helplines received a record number 600 requests for assistance, information & services in 2018.

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 2018, LCL received a record 600 unique Helpline calls. LCL on-call staff provided urgent services and assistance to 54 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 279 peer volunteers support callers as they transition into a life of recovery from mental health and/or substance use issues.



The most common presenting problems for Helpline callers:

1. Alcohol
2. Depression & Stress (tie)
3. Drug Use (Prescription &/or Illicit)

Caller concerns relating to alcohol use have slowly declined over the last 9 years (41% of callers in 2010 vs. 25% of callers in 2018), while drug use concerns have increased (5% in 2010 vs. 10% in 2018). The percent of Helpline callers presenting with symptoms of depression has remained relatively steady during this time. The "Other" category represents a variety of additional mental health disorders and those callers seeking only information and/or literature.

250 callers, to whom a mental health and/or substance use evaluation was recommended, underwent an assessment or have one pending.

After obtaining minimal but 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 145 independent healthcare providers under contract offering services at 256 locations serving all 67 Pennsylvania counties. An increasing number of providers also offer telemedicine evaluations via Skype.

LCL staff recommended a substance use and/or mental health assessment to 331 callers in 2018. Seventy-four (74) callers received an assessment that was funded by LCL. Many callers choose to use their own health insurance and provider network, thereby obviating the need for LCL to pay for the service. A total of 250 callers (76%) received recommended assessments (or have assessments pending) either within or outside of LCL's network of providers.

LCL's Resource Coordinators offer the full array 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 and treatment. 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	331
Evaluations Conducted or Pending (<i>within or outside of LCL's HCP network</i>)	250 (76%)
Evaluations Conducted by a Provider within LCL's Network (<i>funded by LCL</i>)	74
Declined or failed to show for appointment*	81 (24%)

*LCL staff follows up with all callers who fail to keep a scheduled evaluation appointment and encourages them to re-schedule.

Helpline Services: Peer Support

Peer support is provided by 279 LCL volunteers.

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 and disorders. Staff matches 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.

LCL is immensely grateful for the 248 lawyers and law students and 31 judges 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 volunteers facilitate lawyers/judges-only recovery meetings. Thirteen (13) such autonomous meetings are held throughout the state.

Callers to whom LCL Peer Support was Strongly Recommended	307
Callers who Utilized/Engaged a LCL Volunteer (or are Pending Contact)	240 (78%)
Callers who Declined LCL Volunteer Peer Support*	67 (22%)

Annual LCL Volunteer Conference

One hundred six (106) LCL/JCJ volunteers attended LCL's 15th annual, CLE-based 2-day training conference, which is designed to broaden and enhance their understanding of substance use and mental health disorders, disciplinary and other ethics-related matters, and professionalism. LCL celebrated 30 years of service to the Pennsylvania bench and bar at the 2018 conference. Speakers included an addiction medicine physician, substance use and mental health counselors, suicide prevention experts, psychologists, and others who have a passion for increasing awareness, education and accessible treatment for Pennsylvania's legal professionals. Grief, loss, depression, suicide, co-occurring disorders, mindfulness, addiction, and 'workaholism' were among the topics presented this year. The workshop also serves to unite and thank our diverse group of lawyers and judges who so selflessly help their colleagues in need.

Volunteer Outreach

LCL staff reached out to each LCL volunteer in 2018 to assess his or her satisfaction with the volunteer process, inquire about their wellness, and offer any LCL services that could support them. A great number of LCL's 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 & Outcomes

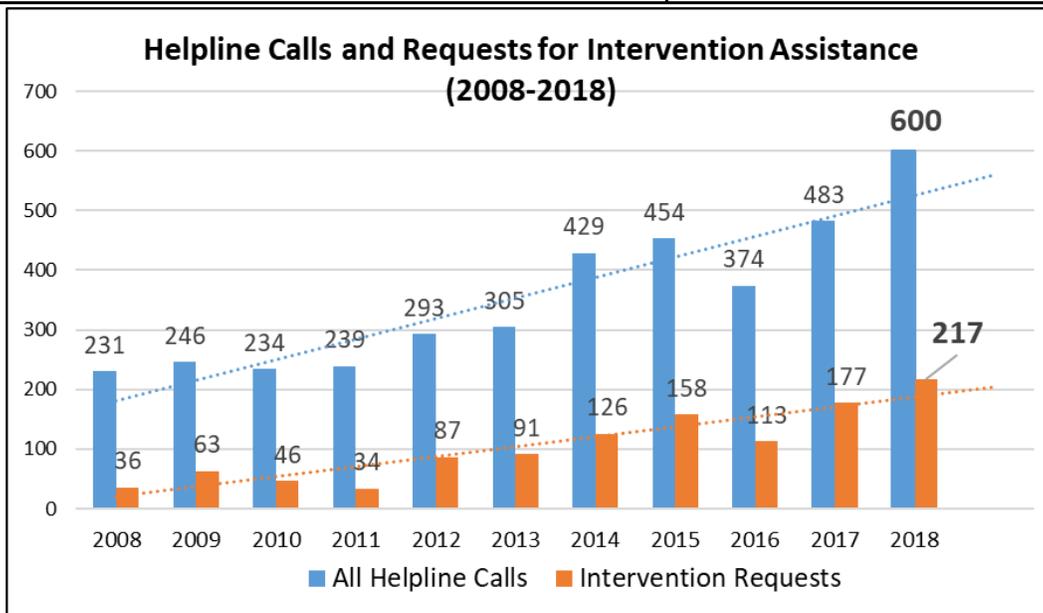
LCL received a record 217 requests for intervention assistance in 2018 (36% of all calls). 62% of approached parties engaged LCL services.

Over the last decade, an increasing number and percentage of callers 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 over 1,100 approaches of lawyers, judges, their family members and/or law students in distress since 2004. Staff received a record 217 requests from concerned parties and guided 187 approaches/interventions in 2018. 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, 62% of those approached (116 individuals) accepted LCL services; they underwent a mental health and/or substance use evaluation and/or engaged in recommended treatment.

Five percent (5%) of approached parties (10 individuals) denied they had a problem and/or declined all LCL services. Twenty-one percent (21%) 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's Executive Director guides concerned parties through additional approaches when indicated (i.e. an 'ongoing intervention'). As of December 2018, 30 interventions were ongoing. *We do not give up!*

Intervention Requests (2018)	217 (36% of all Helpline calls)
Completed Approaches	187 (86%)
Approached Party (AP) Engaged LCL Services	116 (62%)
Approached Party Ambivalent	39 (21%)
AP Denied a Problem/Declined LCL Services	10 (5%)
AP Accepted Literature Only	22 (12%)



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 number of Helpline calls 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 family, firm, bench and bar. 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. LCL staff and volunteers are required to comply with its 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

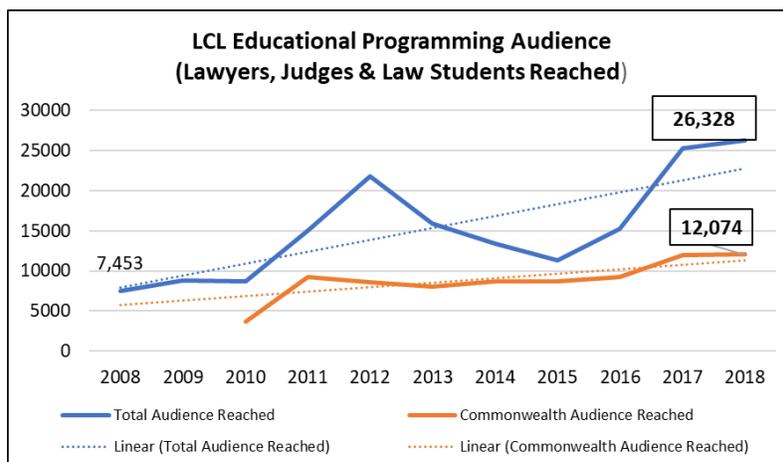
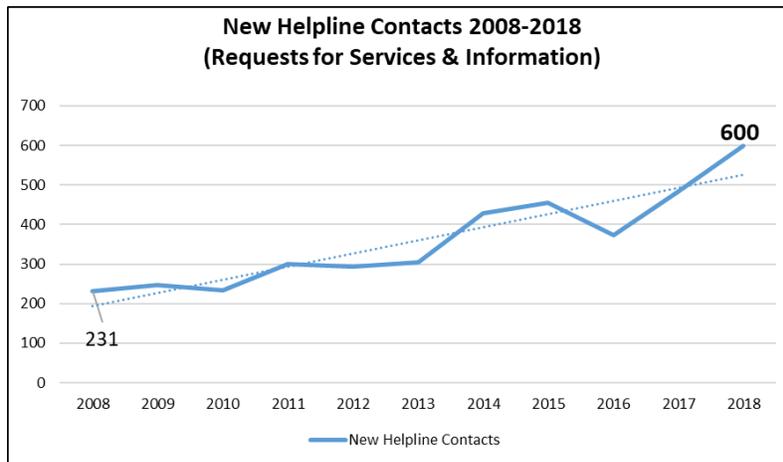
Enabling occurs when family members and colleagues, often out of love and concern, knowingly or unknowingly protect an impaired individual from the natural consequences of his or her illness-based behaviors. By refraining from expressing concern for someone (or 'minding your own business') to repeatedly 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 illnesses are treatable with a good prognosis for recovery;
- ✓ how to recognize the early warning signs;
- ✓ how LCL can guide and support them in approaching and assisting the lawyer or judge (or 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 26,328 judges, lawyers & law students.

Thirty years of experience has revealed that a direct correlation exists between the number and reach of LCL’s educational programs and the number 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 2018, LCL programming reached a record audience of 26,328; accordingly, a record number (600) of Pennsylvania lawyers, judges, their family members, and law students contacted the Helplines seeking information and services.



Staff-Developed Educational Programs (New in 2018)

- *“Trauma-Informed Care: A Crucial Component of Effective Intervention and Treatment of Mental Health and Substance Use Disorders in Lawyers, Judges and Law Students”*
- *“The Impaired Lawyer – Protection, Prevention and the Conspiracy of Silence”*
- *“Gambling – The Secret Addiction”*
- *“The Impaired Lawyer – A Call for Action”*
- *“Your Time to Thrive – A Journey to Wellness in the Legal Profession”*
- *“Eating Disorders in the Lawyer’s Workplace”*

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

- Intervention Strategies
- Depression
- Enabling
- Mindfulness
- Lawyer Impairment
- Trauma-Informed Care for Mental Health and Substance Use Disorders
- Suicide - Prevention & Intervention
- Eating Disorders
- Gambling
- Substance Use Disorders
- Lawyer, Law Student, and Judge Wellness
- LCL’s Menu of Services

Staff Continuing Education

In order to optimally serve our callers, LCL staff must continually expand their own knowledge. Staff participated in several organized trainings on the following topics in 2018:

- √ Mental Health in the LGBTQ Community
- √ Codependency & Family Treatment
- √ Lawyer Impairment
- √ Eating Disorders
- √ Anxiety, Worry & Panic

LCL executive staff attended the ABA Commission on Lawyers Assistance Programs (CoLAP) annual conference, which gathers leaders from lawyer assistance programs across the country to discuss best practices and current issues affecting lawyer, judge and law student wellness. The Director of Operations was among 13 presenters at this national conference; she delivered a comprehensive review of trauma-informed care as it relates to the legal profession (specifically the effects of personal and vicarious trauma on lawyers, judges, and the legal system as a whole).

Education

LCL's educational programming reached a record-breaking audience of 26,328 judges, lawyers & law students.

- LCL staff delivered 247 presentations (166 live)
- More than 12,074 PA attorneys, judges and law students were reached; an additional 14,254 lawyers, judges and law students were reached nationwide (e.g. internet-based CLE and law school programs).
- Six (6) new educational programs (with course materials) were developed by LCL staff in 2018.

247 LCL presentations were delivered through a combination of live talks (primary method), webcasts, video and audio replays, internet films and CLE's, and YouTube.

166 live, in-person educational presentations were delivered by LCL staff on the topics of ethics and professional responsibility, substance use, mental health issues, and wellness.

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

- | | |
|---|--|
| √ Pennsylvania Bar Association | 49 live ALMS presentations reached 1,667 lawyers |
| √ Pennsylvania Bar Institute | 4 live programs reached 504 lawyers |
| √ PA Online CLE | 10 programs reached 164 lawyers |
| √ Bridge the Gap | 63 presentations reached 1,499 lawyers |
| √ American Inns of Court | One program reached 28 lawyers and judges |
| √ Disciplinary Board | One live presentation reached 70 attendees |
| √ PA District Attorney's Assoc. | 2 live presentations reached 391 lawyers |
| √ PA Judiciary | 20 live presentations reached 1,367 judges (<i>a record</i>) |
| √ PA Law Firms | 11 presentations to firms (<i>a record</i>) reached 934 lawyers |
| √ County Bench Bars | 2 live presentations reached 150 lawyers |
| √ County Bar Associations | 25 live presentations (<i>a record</i>) reached 1,932 lawyers |
| √ Conference of County Bar Leaders | One presentation reached 74 lawyers |
| √ PA State Senate | One presentation reached 36 lawyers |
| √ Philadelphia DA's Office | One live presentation reached 210 attorneys |
| √ Philadelphia Court of Common Pleas | One live presentation reached 90 attorneys and judges |
| √ Philadelphia Law Department | One live presentation reached 167 lawyers |
| √ Delaware Cty Public Defender's Office | One presentation reached 15 lawyers |
| √ Minor Judiciary Education Board | 15 presentations (11 live) reached 1,043 District Magistrates |
| √ LCL Volunteers (Training) | Weekend CLE workshop reached 106 lawyer & judge volunteers |
| √ Internet CLE (Nationwide) | 2 new programs recorded by LCL staff
8 total national CLE programs reached 13,159 lawyers |
| √ PA Law Schools | : Please see pg. 13 for details regarding Law School Education and Outreach. |

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

- Bench-Bar Conferences
- National Hispanic Bar Association Annual Meeting
- Civil Trial Division of the Philadelphia Court of Common Pleas
- Philadelphia District Attorney's Office
- Minor Judiciary Education Board trainings
- New Judge School
- PA Conference of State Trial Judges (2 meetings)
- President Judge and PA Association of Court Management Conference
- Gaiser Foundation Annual Meeting
- Temple University, Harrisburg Opioid Response Forum
- Cumberland County Opioid Intervention Court Community Forum
- Montgomery Family Law Conference
- Lawyers Club of Philadelphia
- Delaware County Public Defenders Office
- M. Patricia Carrol Fund meeting
- Montgomery County Legal Administrators
- Central PA Human Resource Professionals meeting on Opioids in the Workplace
- Several Problem-Solving/Drug Court graduations
- Conference of State Trial Judges (Winter and Summer meetings)
- County Bar events
- County Bar Executive Director meetings
- Lawyers Fund for Client Security dinners
- PBA Annual Meeting
- PBA Committee/Section Days
- American Inns of Court
- PA Advisory Council on Drug and Alcohol Abuse (Department of Drug and Alcohol Programs) meetings
- Cumberland Perry Drug and Alcohol Commission Advisory Board meetings
- 3 PA high schools (students and parents)
- Tower Health Trauma Symposium
- Pennlive and Harrisburg Patriot News published an article, written by LCL's Director of Operations, titled "*Can the Science of Addiction Ease Compassion Fatigue?*" It was recognized by the Disciplinary Board and the American Society of Addiction Medicine.

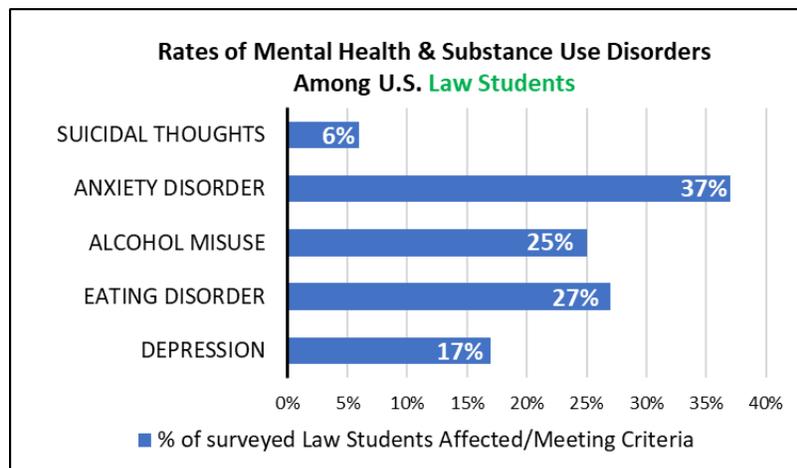
Routine Outreach Activities

- Distribute @ 35,000 LCL general brochures each year
- Distribute @ 2,300 law student brochures each year
- Distribute @ 3,000 Helpline pens each year
- 4,502 pieces of recovery literature were distributed (printed and electronic).
- Free Helpline ads published by PBA, PBI and county bar association publications
- LCL articles are periodically published in various legal publications statewide and nationally (4 in 2018).
- LCL display table set up at the PBA Committee/Section Day meetings

32 educational programs reached 2,903 Pennsylvania law students.

- ✓ 8 live presentations for first year orientations reached a record 2,148 PA law students
- ✓ 4 live professional responsibility classes reached 189 PA law students
- ✓ 13 Student Hours visits (*a record*) meeting one-on-one with 86 PA law students
- ✓ 7 live law school panels/presentations reached 480 PA law students
- ✓ 6 national and neighboring state law school programs reached 1,269 additional law students
- ✓ LCL's Executive Director participated in a Live YouTube event for Law Student Mental Health Day in fall 2018. It was viewed by over 80 law schools nationwide. At least 8 PA law schools broadcast the live event.

Data suggests that law students' mental health and well-being tend to decline as law school progresses¹. 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 practice³. 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.



LCL's innovative Law School **Student Hours Program** has been emulated nationwide. The Executive Director hosts the program at all 9 Pennsylvania law schools once or twice annually. She meets one-on-one 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. 86 law students sought assistance as a result of this program.

Annual Dean of Students Retreat

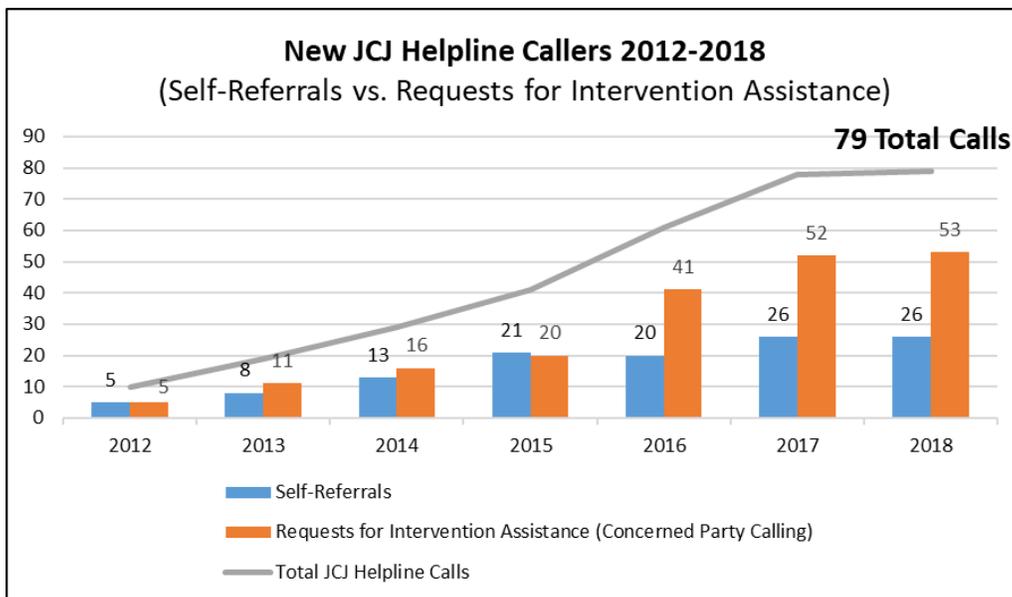
LCL hosted its 12th Annual Law School Deans of Students Retreat in spring 2018. A record audience of 25 attendees included the Deans of Students from 8 Commonwealth law schools, 2 D.C area law schools, Special Counsel to the Supreme Court, and representatives from the Disciplinary Board, the Pennsylvania Bar Association, and the Board of Law Examiners. During the 2-day roundtable event, law student well being initiatives and resources, mental health and substance use trends among students, 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.

The JCJ Helpline received a record number of requests for information & services in 2018.

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

- The JCJ Helpline was created in 2012 to address 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.
- JCJ Helpline utilization has increased nearly eight-fold since the inception of JCJ. LCL is grateful for the ongoing support of AOPC, the Pennsylvania Conference of State Trial Judges, and the organized bench. By allowing JCJ to provide 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.
- All peer support for judge callers is provided exclusively by other judges. JCJ currently has 31 active judge volunteers who selflessly offer support to Helpline callers.
- Over the last three years, an increasing number of judges are contacting the JCJ Helpline out of concern for another party. In 2018, 67% of JCJ Helpline callers requested intervention assistance.



Judicial Education, Networking & Outreach

LCL staff delivered educational presentations to:

- ✓ Minor Judiciary Education Board's Continuing Education College (15 seminars- 11 live)
- ✓ New Judge School
- ✓ One Inns of Court meeting
- ✓ Two Bench Bar conferences
- ✓ Civil Trial Division of Philadelphia Court of Common Pleas
- ✓ Philadelphia Court of Common Pleas
- ✓ Drug/problem-solving court graduations (2)

LCL's Executive Director attended the following meetings:

- ✓ Conference of State Trial Judges (Winter and Summer meetings)
- ✓ PJPACM (President Judges & Pennsylvania Association of Court Management)

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 (32 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. Elections are held at LCL's Annual Meeting; the first meeting after the start of the fiscal year (July 1). In 2018, the Board held 3 regular meetings [May 10, July 19 (LCL Annual Meeting) & September 20]. A special meeting was held (May 17) to address proposed bylaw changes.

The following business was conducted:

- Nominated and elected officers and directors
- Designated committee membership and chairpersons
- Approved the FY 19-20 budget
- Approved the creation of an Assistant Treasurer position
- Approved a bylaw amendment instituting a one-year term for elected membership on the Executive Committee and a limit of 6 consecutive years of service on said committee.
- Approved changes to LCL's Health and Personal Information (HAPI) Confidentiality policy.
- Formed an ad hoc Mental Health Committee to review and develop additional resources for callers with mental health concerns.

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 annual conference)
- Education and Outreach (oversight of professional awareness and education)

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 these agencies, we do *not* report any identifying or confidential health or personal information of Helpline callers to *anyone*. LCL services are 100% confidential, making LCL unique among many other state lawyer assistance programs.

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 30 years.

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

8-Year Funding History

Fiscal Year	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Capital Funding	0	0	0	0	0	0	0	\$9,050
Operational Funding	645,155	657,490	657,490	687,595	692,885	692,885	727,530	706,670
Total Funding	645,155	657,490	657,490	687,595	692,885	692,885	727,530	715,720
% ↑ or ↓ in Total Funding over Prior Year	2.79%	1.9%	0%	4.57%	0.77%	0%	5.0%	(-1.6%)

LCL's FY 19-20 operational and capital budgets, totaling \$734,608, were graciously approved by the Court, representing a 2.6% increase in total funding over FY 18-19.

Annual Independent Audit (Fiscal Year Ended June 30, 2018)

Hamilton & Musser, PC conducted LCL's FY 17-18 audit:

- FY 17-18 Operational Budget: \$727,530
- FY 17-18 Contributions: \$18,552 (2.4% of LCL's total FYE 2018 revenue)
- Total FY 17-18 Revenue: \$758,129 (includes interest & a realized gain of \$10,116 on trade-in of company vehicle)
- Total Expenses: \$670,406
 - ◊ Program Services: \$492,738 (74%)
 - ◊ Management and General : \$177,668
- Net Assets Beginning of Year: \$407,514
- Net Assets End of Year: \$495,237

The FY 18-19 budget:

- Operational budget: \$706,670
 - Capital Budget: \$9,050
- Total FY 18-19 Budget: \$715,720

Miscellaneous Administrative Accomplishments

- The Directors Resource Manual was updated and distributed to all board members.
- A new phone system was installed.
- LCL's updated Health and Personal Information (HAPI) confidentiality policy was fully implemented. All directors, staff, and volunteers are required to review and comply with this policy to protect the confidentiality of LCL's callers and services.
- Completed development of customized administrative software for an early 2019 launch

Personnel

LCL's dedicated staff of six provided vital support and services to 600 Helpline callers and delivered educational presentations that reached over 26,000 lawyers, judges and law students.

LCL has five full-time and one part-time employee (hire dates):

- Laurie J. Besden, Esq., Executive Director (February 1, 2011; ED effective November 19, 2015)
- Jennifer C. Zampogna, M.D., Director of Operations (November 1, 2013) [*part-time*]
- 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 2018, Guiding Principles & Looking Forward

In summary, Lawyers Concerned for Lawyers of Pennsylvania had another record-breaking year in 2018; educating and assisting more Commonwealth lawyers, judges, and law students than ever before.

- A record 600 callers reached out to LCL to request information and critical services to address mental health and substance use issues.
- 250 PA legal professionals and family members underwent a recommended mental health and/or substance use assessment by a qualified healthcare professional— a vital first step toward recovery.
- 240 callers accepted peer support.
- 247 LCL educational presentations reached a record 26,328 lawyers, judges, and law students.
- 217 individuals cared enough to reach out to LCL out of concern for a colleague or loved one.
- 187 intervention approaches resulted in 116 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’s vital services and emerges as a healthier, happier, and more competent lawyer, judge or law student.

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 the year ahead, LCL will expand its outreach efforts to law firms and district attorneys’ and public defenders’ offices across the Commonwealth to offer free educational programming and information about the life-changing services that LCL provides; services that are free, comprehensive, confidential, and voluntary. Staff will provide educational support to the developing Pennsylvania Commission on Lawyer Well-Being initiative and continue delivering novel and relevant educational statewide programming related to mental health, substance use, and wellness. The LCL and JCJ websites will be modernized, and new, custom-developed administrative software will be launched. 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.