

2020 LCL Annual Report

LAWYERS
CONCERNED
FOR LAWYERS
OF
PENNSYLVANIA

32nd Anniversary

LCL was incorporated
on January 14, 1988.

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Top Ten Accomplishments

1. Despite the challenges created by the ongoing COVID-19 public health crisis, LCL staff continued to provide seamless 24/7 support and vital services to the Commonwealth's legal professionals.
2. 504 judges, lawyers, family members, and law students contacted LCL to request confidential services and support in 2020.
3. 133 concerned parties contacted LCL requesting intervention assistance due to concerns about a colleague or family member (26% of all callers). Upon completion of an intervention, 46% of the approached parties agreed to undergo a mental health and/or substance use evaluation or treatment. A **record** 81% of approached parties engaged at least one LCL service.
4. 95 clients underwent a comprehensive mental health and/or substance use evaluation upon the recommendation of LCL staff, 67 of which were funded by LCL. 38 additional clients have an assessment pending. Our clients benefit from a network of 149 contracted, qualified medical professionals at 254 locations statewide.
5. 256 educational LCL presentations reached a **record** audience of over 15,000 Commonwealth legal professionals and 50,000 judges, lawyers, and law students nationwide.
6. 172 clients engaged LCL's invaluable peer support network of 296 statewide volunteers who have the lived experience of successfully navigating and overcoming their own mental health and/or substance use challenges.
7. Created and continue to update a well-received and nationally distributed comprehensive COVID-19 professional and mental health digital resource guide for legal professionals and their family members.
8. Hosted the 14th Annual Law School Deans of Students Retreat (virtual) attended by representatives from a **record** 12 law schools as well as the President of the PBA and representatives from other agencies of the Supreme Court, including the Board of Law Examiners.
9. LCL staff members participated in a **record** 156 continuing education programs to augment their knowledge base on a range of mental health, substance use and wellness topics in order to optimally serve our clients.
10. Created LCL's first diversity committee, which facilitated expanded outreach and educational presentations to affinity bars as well as minority, diversity and affinity committees of the PBA and other state bar associations.

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

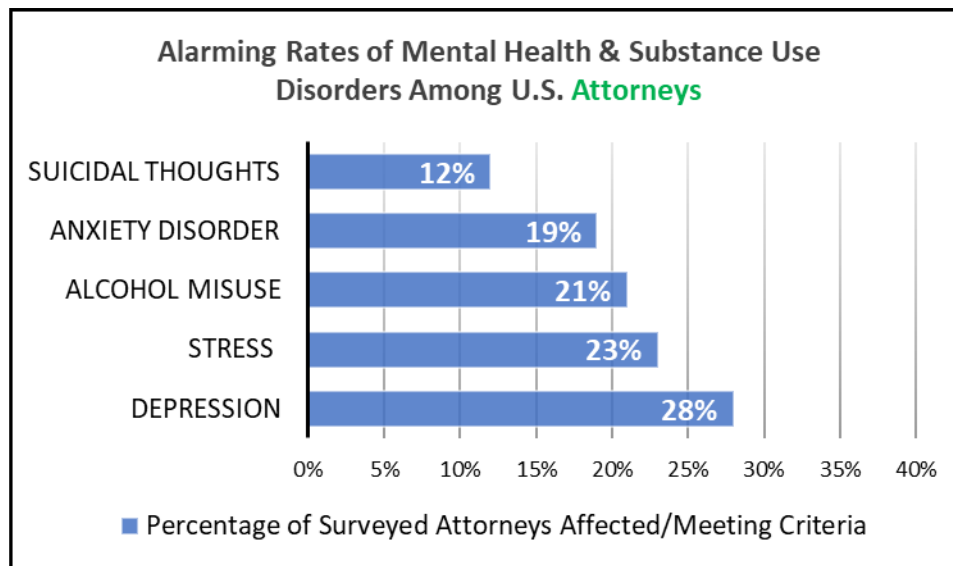
Judges Concerned for Judges Confidential Helpline

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

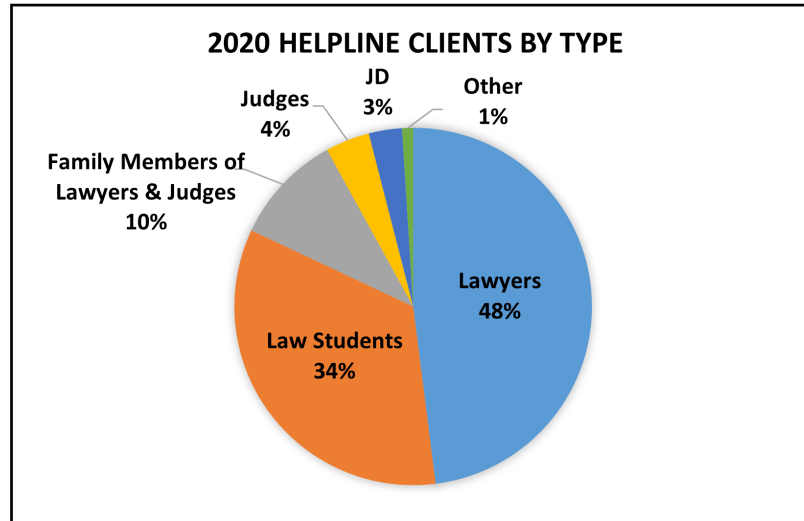
LCL does not perform drug and alcohol, sobriety, or mental health monitoring services. Callers who request monitoring are referred to the Pennsylvania Bar Association's Lawyers Assistance Committee (PBA-LAC). They are also encouraged to engage LCL services as a complement to their monitoring program.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

Helpline Services

LCL provided assistance, information & support services to 504 clients in 2020.

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. LCL provided vital services and support to 504 clients in 2020. LCL on-call staff provided urgent services and assistance to 37 of these callers after-hours. These urgent services ranged from assisting with same-day inpatient detox and treatment admissions to connecting the caller to an acute crisis hotline, scheduling an urgent mental health or substance use evaluation or immediately connecting the caller to a qualified LCL peer volunteer.



Over time, law students have comprised an increasing percentage of Helpline callers, rising steadily from 22% in 2016 to 34% in 2020. Law students are clearly struggling with more anxiety and stress especially as it relates to the ongoing pandemic and its effect on their education and socialization.

A **record** high 69% of Helpline clients reached out for support for primary mental health issues other than substance use. This sharp rise is likely due in large part to the COVID-19 pandemic, which has led to a significantly increased prevalence of mental health issues among the general population; up to 41% of Americans (per the Centers for Disease Control) are struggling with a mental health issue during these trying times. Additionally, LCL's outreach and educational programming continues to spread the message that we offer support for *all* mental health concerns, not just substance use which had been the primary focus of the organization in its earlier years. 11% of LCL's clients 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 in 21 counties, 40 'warm' lines and 61 other county resources specific to mental health available across the state and 44 national mental health resources in addition LCL's comprehensive menu of services, literature and support.

Problematic alcohol use, stress, depression, and anxiety remain the most common primary presenting problems for Helpline callers. Complaints of anxiety have more than doubled since 2010, and complaints of depressive symptoms have remained relatively steady over time. Clients increasingly reported problematic drug use beginning in 2014, peaking at 14% in 2016 and slowly diminishing to 9% in 2019 and 6% in 2020. An increasing volume and percentage of callers are reaching out for support around the issues of grief and bereavement (4%) as well as post traumatic stress (4%), which may be secondary to the losses and traumas caused by the current public health crisis.

Helpline Services

Helpline callers relay to staff what they believe is their primary mental health and/or substance use concern 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 concern reported by the client to LCL staff during their initial call.

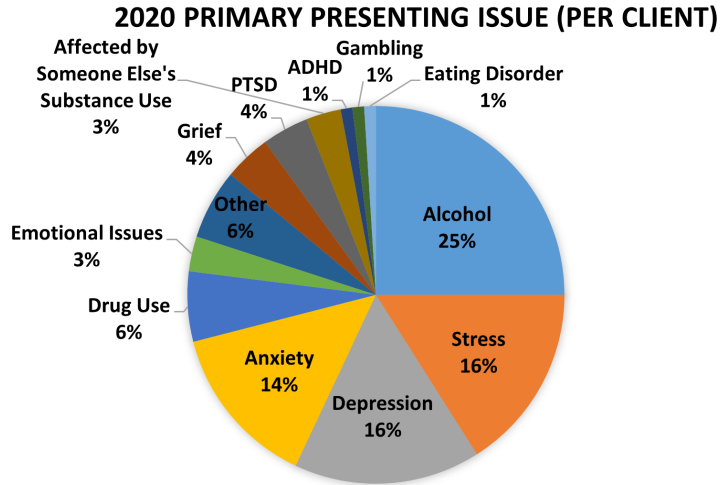


Chart 1

In previous years, problematic alcohol use and alcohol use disorder represented at least one third of all client concerns and diagnoses. In 2020, anxiety, depression and stress concerns and diagnoses increased, while the diagnosis of alcohol use disorder decreased from 35% to 24% among LCL’s client population. This may reflect the acute impact of the pandemic, which continues to negatively affect the mental health of millions in our country. Problematic alcohol use tends to worsen slowly and over a longer period of time; we may see a spike in alcohol use concerns once the pandemic subsides and more people return to the workplace.

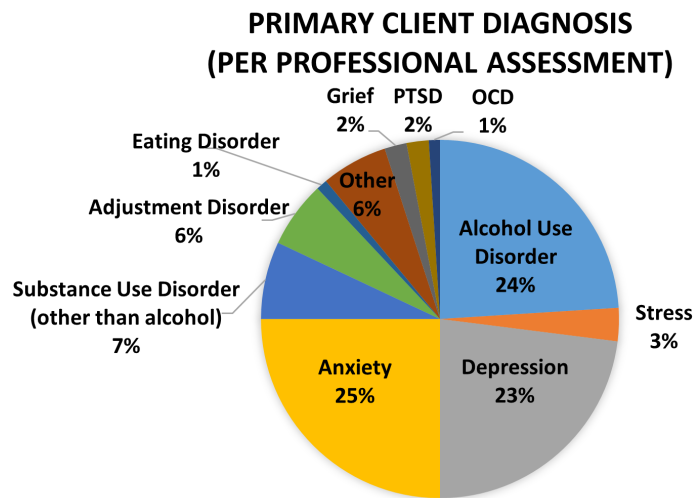


Chart 2

In 2020, 6% of LCL clients received a diagnosis of ‘adjustment disorder’, which is a short-term (less than 6 months duration of symptoms) stress-related disorder that develops in response to a stressful or unexpected event. 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 as having an adjustment disorder. Staff encourages these clients to continue therapy and other appropriate treatment and accept ongoing staff support until the symptoms resolve.

133 callers to whom a mental health and/or substance use evaluation was recommended in 2020 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 statewide network of healthcare providers to whom these referrals are made for the purpose of providing a timely and accurate evaluation, diagnosis, treatment plan, and/or referral to treatment. We have 149 independent healthcare providers under contract offering services at 254 locations serving all 67 Pennsylvania counties. An ever-increasing number of providers also offer telemedicine evaluations in response to the COVID-19 public health crisis. LCL staff began offering telehealth assessments to all clients shortly after the first mandatory stay-at-home orders were issued. In-person assessments are currently being scheduled where permitted and when requested by the client.

LCL staff strongly recommended a substance use and/or mental health assessment to 268 callers in 2020. 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). Of the 95 assessments completed by callers in 2020, 67 were funded by LCL. Twenty eight (28) callers chose to use their own health insurance and provider network, thereby obviating the need for LCL to pay for the service. Thirty eight (38) additional callers have an assessment pending. A total of 133 callers received recommended assessments (or have assessments pending) either within or outside of LCL’s network of providers.

Mental health/substance use evaluations strongly recommended*	268
Evaluations conducted or pending (<i>within or outside of LCL’s HCP network</i>)	133
Evaluations conducted by a provider within LCL’s network and funded by LCL	67
Client declined recommended assessment	135

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 peer volunteers strive to keep the caller motivated to follow through with the evaluation and treatment (if indicated). They also provide assistance to the caller with overcoming obstacles encountered while completing their evaluation and/or treatment and navigating early recovery. Evaluations may be offered to the individual 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.

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 clients.

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 client may be facing can be an invaluable component of successful recovery from mental health and/or substance use issues. Staff match the willing client 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 client 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 clients' anonymity and confidentiality. A client 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.

Clients to whom LCL Peer Support was Recommended	371
Clients who Utilized/Engaged a LCL Volunteer (or are Pending Contact)	172 (+ 55) = 227 (61%)
Clients who Declined LCL Volunteer Peer Support*	144

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

LCL is immensely grateful for the 232 lawyers, 23 law students and JD's, 33 judges, one physician and 4 family members across the Commonwealth who selflessly support their colleagues by providing encouragement and support to LCL clients 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. Pre-pandemic, thirteen (13) such autonomous meetings were being held in-person throughout the state. In response to the public health crisis, there are currently nine meetings held routinely; seven transitioned to a virtual platform, one has resumed in-person meetings, and another offers both in-person and virtual options.

Volunteer Outreach and Initiatives

LCL staff recently launched a new volunteer mentoring program. Historically, new peer volunteers are provided a comprehensive resource booklet and guidelines that describe our organization, its mission and their roles and responsibilities regarding interactions with LCL clients. These resources also provide helpful tips regarding approaching and optimally supporting callers, etc. The new mentoring initiative pairs new volunteers with experienced ones who can connect with them and provide guidance as they navigate supporting their first Helpline clients. Fifty current volunteers including lawyers, judges and law students have agreed to be mentors. Ten new volunteers have already benefitted from their experience and support in just the last few months. The feedback has indicated that the program is extremely helpful to our new volunteers.

LCL staff have reached out to each LCL volunteer during the pandemic 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 clients 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 clients.

Intervention Services

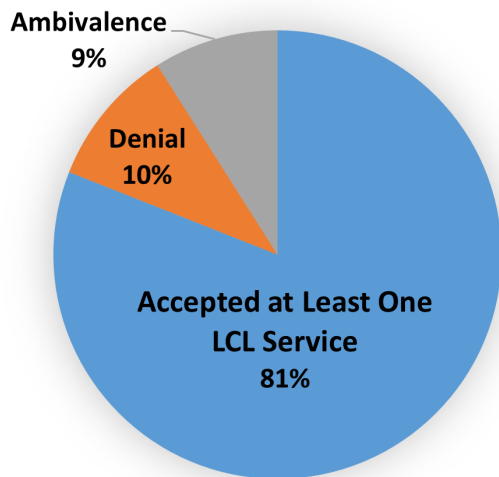
LCL received 133 requests for intervention assistance in 2020. As a result, 93 individuals received potentially life-saving services because someone cared enough to call LCL on their behalf.

Over the last 7 years, with the exception of 2020, an increasing percentage of callers (peaking at 35% in 2019 but decreasing to 26% in 2020), have reached out to LCL out of concern for another party. LCL staff utilize our board-approved Motivational Intervention Protocol and have successfully guided concerned parties through nearly 1,400 approaches of lawyers, judges, their family members and/or law students in distress over the last decade. Staff received 133 requests from concerned parties and guided 115 approaches/interventions in 2020. 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.

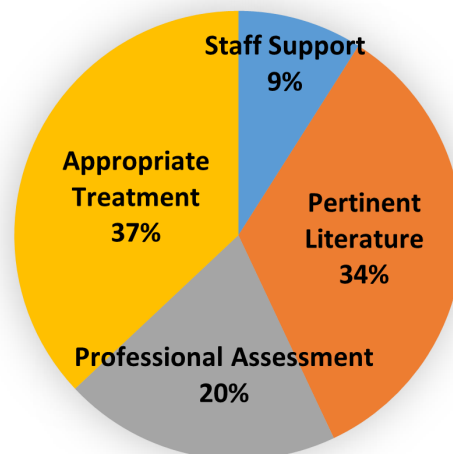
As a result of superior staff guidance, a **record** 81% of those approached (93 individuals) accepted one or more vital LCL services; they engaged LCL staff for support (9%), underwent a mental health and/or substance use evaluation (20%), engaged in recommended treatment (37%), or agreed to receive relevant educational literature from LCL (34%).

Ten percent (10%) of approached parties denied they had a mental health or substance use problem and declined all LCL services, while 9% 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, 2020, 5 interventions were ongoing. *We do not give up.*

2020 Intervention Outcomes



Services Accepted by Client Upon Intervention



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.

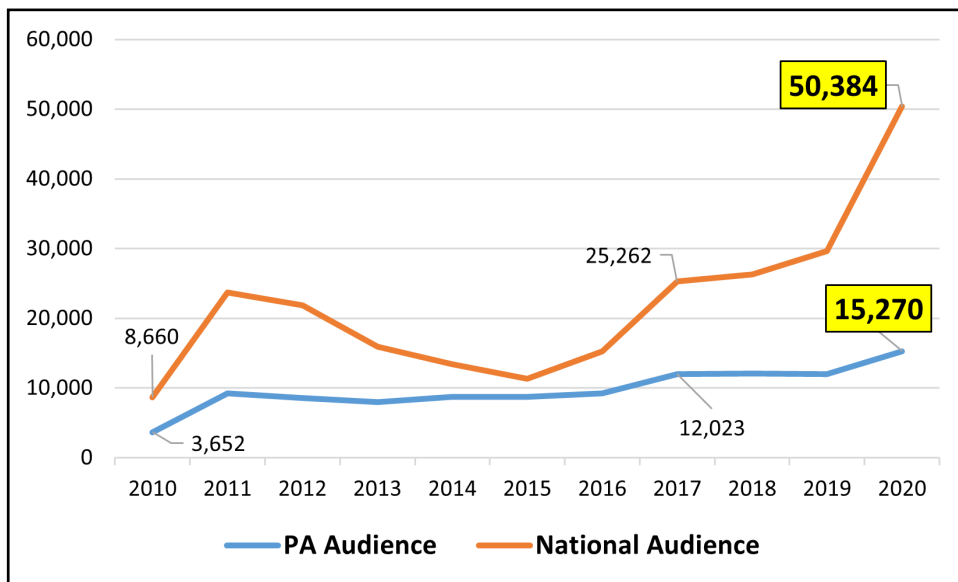
Education

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 50,384 judges, lawyers & law students in 2020.

Audience Reached by LCL Educational Programming



Thirty two years of experience has illustrated that a direct correlation has historically existed between the number and reach of LCL's educational programs and the volume of calls for assistance received by the LCL & JCJ Helplines. The greater the audience, the greater the impact and the more careers, relationships and lives that are saved as a result. The COVID-19 pandemic of 2020 led to the cancellation of many educational programs beginning in March, resulting in 51 fewer programs being delivered in 2020 vs. 2019. The vast majority of programs were shifted from in-person to virtual platforms. Despite the challenges, LCL increased its outreach to firms, bars, and other legal entities to offer free, virtual CLE programming despite the ongoing public health crisis and ultimately delivered 256 educational programs (204 of which were virtual or on-demand/internet-based). As CLE learning shifted to online and virtual programming, more attendees could participate than would normally do so if their in-person presence was required. As a result, LCL programs were able to reach a **record** Commonwealth audience of 15,270 (27% increase over last year's record) and a **record** national audience of 50,384 (a remarkable 70% increase over 2019's record).

Despite the record audience reached, Helpline call volume decreased by 22 % in 2020. While call volume spiked to record levels in January and February, once the mandatory stay-at-home orders were issued in March, the call volume dropped precipitously for many months. By the end of 2020, staff had assisted 504 callers, a volume comparable to 2017-2018. There are many reasons why fewer callers reached out for assistance once the pandemic struck. According to Maslow's Hierarchy of Needs, also known as the Hierarchy of Human Motivation, it is postulated that people are driven to satisfy their most basic needs before moving on to other, more advanced needs. With the onset of the public health crisis (and arguably through the end of 2020 and beyond), the need for physical safety, shelter, food, employment, financial security, etc. in the face of shutdowns, remote work mandates and an unknown virus became the primary focus of most individuals. Needs like wellness, mental health, social needs and self-actualization became the lowest priority for many people and may remain so well into 2021. The shutdowns led many to believe that seeking mental health or substance use care was unsafe and untenable in the new quarantine environment, especially early in the pandemic. The number of patients in residential and outpatient treatment dropped significantly nationwide as a result.

We have learned that despite reaching a record audience in 2020 through virtual programming, there is no substitute for in-person outreach and presentations. Historically, many people approached LCL staff to inquire about our services and seek assistance immediately before, during and after such in-person events, right there on-site at the venue. That direct connection is lost in the virtual world, as most people watch a virtual program then click out of the event immediately afterward, without any opportunity to socialize or engage in a private discussion with the presenter before or after the event.

In an effort to reach more potential clients who may benefit from LCL services, staff developed and initiated a comprehensive outreach and marketing plan which included the following, among other initiatives:

- √ New LCL print and digital ads that address the mental health challenges of the COVID-19 crisis were developed and distributed to all court agencies, bar associations and law schools and submitted for publication in various bar association newsletters, legal publications and the Disciplinary Board newsletter, to name a few.
- √ Timely, relevant articles were crafted by LCL staff and published in print and online legal publications including *The Pennsylvania Lawyer*, *Law.com*, the *Journal of the Allegheny Bar Association*, etc. on the topics of lawyer and law student mental health.
- √ Previous LCL clients represented a significant percentage of calls for services and support in 2020, reflecting their comfort level with and confidence in staff and previous positive experiences with our services. In response, staff began reaching out to previous callers who had engaged LCL services in the past two years to inquire about their well-being and to offer any services that they may benefit from.
- √ In late 2020, LCL engaged a digital marketing firm that will assist LCL staff in establishing a social media presence and promoting LCL services through search engines, social media posts and direct emails to registered attorneys. The campaign will launch in February 2021.
- √ LCL launched virtual law school student hours, whereby LCL's Executive Director could meet privately on a virtual platform with individual students to discuss their mental health and/or substance use concerns. 64 students received support and services as a result of this new format.
- √ We expanded outreach to firms, legal associations, affinity bars, etc., to offer novel educational programming related to the mental health effects of the COVID-19 public health crisis, among other topics.
- √ Launched new initiatives to better reach and support diverse lawyer populations. (See p.18 for comprehensive details.)

New & Updated Educational Programs Developed and Delivered by LCL Staff in 2020:

- √ “Coronavirus & Your Mental Health: A Lawyer’s Guide to Coping with Isolation, Anxiety & Fear in Uncertain Times”
- √ “Your Time to Thrive: A Journey to Wellness in the Legal Profession”
- √ “COVID-19 and Lawyer Well-Being”
- √ “Intervention Strategies for Helping Legal Professionals”
- √ “The Science of Well-Being”
- √ “Depression: An Occupational Hazard of the Legal Profession”
- √ “Be It Resolved: Striving for a (Realistic) Work/Life Balance in 2021”
- √ “Maintaining Your Recovery During COVID-19”
- √ “The Impact of Direct and Vicarious Trauma on Lawyers”
- √ “Gambling: The ‘Silent’ Addiction”
- √ “No One Gets Out Unscathed - Trauma, Stress and Burnout in the Legal Profession”

Despite the limitations created by the pandemic, LCL staff delivered 72 continuing education programs to Commonwealth bar associations and 33 CLE’s to law firms via in-person, live virtual and on-demand virtual formats in 2020.

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

- Work - Life Balance
- Substance Use Disorders
- Depression & Anxiety
- Awareness and Management of the Pandemic’s Effects on Lawyer Mental Health
- Mindfulness
- Lawyer Impairment
- Direct and Vicarious Trauma/Compassion Fatigue
- Gambling
- Well-Being
- Suicide - Prevention & Intervention
- Eating Disorders
- Trauma-Informed Care for Mental Health & Substance Use Disorders
- Intervention Strategies
- Lawyer, Law Student, and Judicial Wellness
- LCL/JCJ’s Menu of Services
- Stress & Burnout and Stress Management

Staff Continuing Education

In order to optimally serve our callers, LCL staff must continuously expand their knowledge of substance use and mental health disorders and their treatment. As a result of the COVID-19 public health crisis, a large number of free, virtual continuing education trainings were developed and delivered nationwide via virtual platforms. Without the limitations imposed by travel and in-person attendance, staff were able to attend a record 156 continuing education programs in 2020. Trainings included education on following topics:

- | | |
|--|--|
| √ Medication Assisted Treatment | √ Toxic Shame & Relational Trauma |
| √ Psychological First Aid | √ Substance Use Treatment in the COVID-19 Era |
| √ Motivational Interviewing | √ Harm Reduction |
| √ Obsessive Compulsive Disorder | √ Emotional Sobriety |
| √ Agoraphobia & Germaphobia in COVID-19 | √ Neuroscience and Disease Model of Addiction |
| √ Impact of Racism on Mental Health | √ Gaming Disorder |
| √ Self-Care and Empathy | √ Process Addictions (Compulsive Behaviors) |
| √ Emerging Drug Trends | √ Co-Morbid Anxiety and Substance Use |
| √ Treating High Functioning Alcoholism & Addiction | √ Treatment of Opioid Use Disorder |
| √ Impact of Race, Ethnicity, Culture & Identity on Treatment | √ Alcohol Use during the Pandemic & Withdrawal Management |
| √ Family-Based Treatment Approaches | √ Music Therapy |
| √ Treatment of Trauma | √ Gut-Brain Trauma Connection |
| √ Mindfulness in Addiction Treatment | √ Compassion Fatigue |
| √ Resilience Training | √ Youth and Anxiety |
| √ Effect of Chronic Pain on Mental Health | √ Adverse Childhood Events & Addiction |
| √ Diversity | √ Stress Management |
| √ Schema Therapy | √ Grief and Loss during COVID-19 |
| √ Empowering LGBTQIA Youth & their Families and Transgender Therapy | √ Managing Mental Wellness in Older Adults during the Pandemic |
| √ Nutrition and Mental Health | √ Racial Justice and Racism |
| √ Attention Deficit Hyperactivity Disorder in Substance Use Disorder | √ Gambling |

Staff also participated in the following multi-day trainings:

- ABA Commission on Lawyers Assistance Programs Annual Meeting (virtual)
- Caron Foundation's 5th Annual Addiction Research Symposium

256 LCL educational programs reached a record audience of more than 50,000 judges, lawyers & law students in 2020.

LCL staff delivered a record 256 educational presentations, 204 of which were virtual (primarily due to the pandemic), on the topics of ethics and professional responsibility, substance use, mental health issues, and wellness through a combination of live talks, web/podcasts, video and audio replays, live virtual (via Zoom, WebEx, Teams, etc.) and on-demand virtual and online programs.

- 167 continuing legal education programs reached over 10,300 Commonwealth lawyers.
- A record 15,270 PA attorneys, judges, and law students were reached by LCL programs. An additional 35,000 lawyers, judges, and law students were reached nationwide.
- As a result of directed outreach efforts, LCL staff delivered 33 presentations to law firms and 70 CLE's to bar associations across the Commonwealth.

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

√ Pennsylvania Bar Association	4 ALMS presentations reached 1,114 lawyers.
√ PBA Quality of Life Committee	1 presentation reached 36 lawyers.
√ Barristers' Assoc. of Philadelphia	1 live presentation reached 62 lawyers.
√ Hispanic Bar Association	1 program reached 39 lawyers.
√ Asian Pacific Bar Association	1 program reached 38 lawyers.
√ U.S District Court (Allegheny)	1 live program reached 52 lawyers and judges.
√ PA Dept. of State	1 program for in house counsel reached 83 lawyers.
√ PA Bar Institute	11 programs reached 716 lawyers.
√ Bridge the Gap	Reached 741 lawyers
√ American Inns of Court	1 program reached 160 lawyers & judges.
√ Association of Corporate Counsel	2 programs reached 255 lawyers.
√ PA Judiciary	12 presentations reached 836 judges. <i>See p. 17 for more information.</i>
√ PA Law Firms	33 presentations reached 3,078 lawyers.
√ County Bench Bars	2 presentations reached 231 lawyers and judges.
√ County Bar Associations	70 presentations (live virtual & on-demand) reached 2,058 lawyers.
√ Conference of State Trial Judges	Staffed a literature table and networked with 17 judges.
√ Juvenile Defenders Association of PA	One presentation reached 53 lawyers.
√ American Intellectual Property Assoc.	One presentation reached 398 lawyers.
√ Philadelphia Public Defenders Assoc.	One presentation reached 67 lawyers.
√ Philadelphia Law Department	One presentation reached 90 lawyers.
√ Philadelphia Defense Institute	One presentation reached 27 lawyers.
√ Phila. Bar's Diversity in the Profession	One presentation to the committee reached 16 lawyers.
√ Assoc. of Wealth Counsel	One presentation reached 124 lawyers.
√ Minor Judiciary Education Board	8 presentations reached 640 District Magistrates.
√ New Judge School	1 presentation reached 58 judges.
√ Internet CLE (Nationwide)	24 CLE programs reached 3,081 lawyers in PA and 32,094 lawyers nationwide.
√ Law Schools	40 presentations and events reached 2,223 PA and 875 bordering state law school students. <i>See p. 16 for more details.</i>

Education & Outreach

LCL staff networked and/or presented at many other events (in-person and virtual) in 2020 that were attended by lawyers, judges and law students as well as bar association & court staff.

- PA Conference of State Trial Judges
- Lawyers' Club of Philadelphia
- Union County Treatment Court graduation
- PA Advisory Council on Drug and Alcohol Abuse (Department of Drug and Alcohol Programs) meetings
- Cumberland Perry Drug and Alcohol Commission Advisory Board meetings
- Lawyers Fund for Client Security Dinner
- Presented the History of the Opioid Epidemic to Dickinson College senior seminar
- Presented to Dickinson College Problem-Solving Courts class
- PA Department of Health Safe Prescribing Practices Task Force meeting
- UK Chartered Institute of Patent Attorneys
- Presented at the virtual National ABA Commission on Lawyers Assistance Programs (CoLAP) conference
- PBA Minority Bar Committee meeting
- Staff filmed a piece titled "What is Addiction?" for statewide distribution by Drug Free Workplace PA
- Executive Director was interviewed by Law360 for an article related to lawyer addiction and recovery that was published in the Legal Intelligencer.
- A staff member filmed their addiction and recovery story for Dauphin County Coroner Graham Hetrick's docuseries "American Addiction."
- Participated on a substance use panel with Montgomery County DA that reached 100 attendees.
- Presented to Texas lawyers on behalf of the Texas Lawyers Assistance Program on the topic of maintaining sobriety during COVID-19 that reached 194 attendees.
- Staff networks periodically with clinicians and treatment providers in the central PA area.
- Presented on the topic of lawyer mental health to the offices of the Bank of New York in the U.S., UK and Germany.
- Presented to global counsel for Reed Smith.
- Participated in 2 virtual 'Yappy' Hour events for two PA law schools during which the students were encouraged to include their pets in the meeting about wellness.
- Networked with the staff of a Nevada gambling Treatment Court
- PBA Quality of Life Committee meeting
- Association of Corporate Counsel of NJ
- A staff member shared their recovery story live on Facebook for a treatment provider event.
- PA law school student services fairs
- Presented at the Missouri Lawyers Assistance Program Conference.
- A staff member participated in the Life Unites Us campaign by posting their recovery story on Instagram. This anti-stigma campaign was sponsored by the PA Department of Drug and Alcohol Programs and Penn State.
- Presented virtually to an International Women in Intellectual Property Law event
- A staff member was appointed to the PA Department of Health's Patient Advocacy Program Committee within the Office of Drug Surveillance and Misuse Prevention
- PBA virtual luncheon
- Staff presented to a Massachusetts Bar Association Resilient Lawyers Program.

√ LCL maintains an extensive print and digital library that contains relevant books, articles, pamphlets and booklets containing information about a myriad of mental health, substance use and wellness topics. Staff offers all Helpline clients relevant literature at no charge and distributes brochures statewide describing LCL services. In 2020, staff distributed 4,950 pieces of literature (including brochures) to Helpline clients and other PA attorneys, judges and law students. Staff continually audit the materials for accuracy and relevance, adding and removing content as indicated.

√ LCL Helpline ads were published at no charge by PBA, PBI, the Disciplinary Board and county bar association publications.

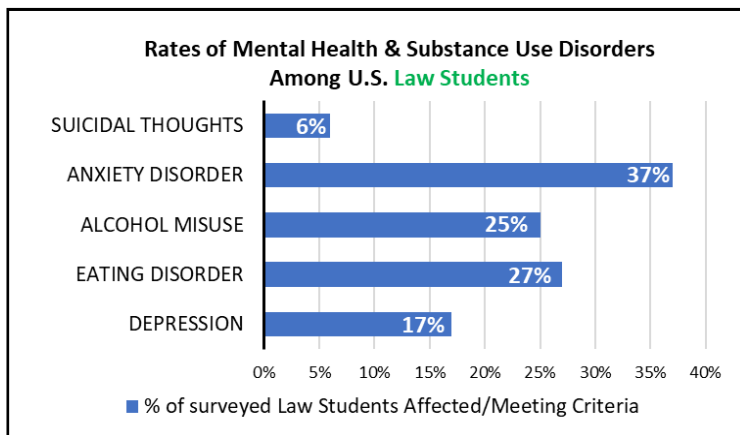
√ Articles written by LCL staff, directors and volunteers are periodically published in various legal publications statewide and nationally.

26 LCL educational programs reached a record 3,098 law students in 2020.

169 PA law students (34% of all Helpline clients) requested LCL services and support in 2020.

- ✓ LCL programming reached a record 2,223 PA law students and an additional 875 students in neighboring states.
- ✓ 10 law school orientation programs reached a record 1,585 PA law students, thanks in part to the use of virtual/distance learning platforms.
- ✓ 3 professional responsibility classes reached 179 PA law students.
- ✓ The Executive Director met one-on-one (via virtual platform) with 64 law students over the course of 16 scheduled law school events to discuss their mental health concerns and to offer LCL services and support through our incredibly successful and nationally emulated Student Hours Program.

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 Data also suggests that lawyers incur the greatest risk of developing mental health and substance use disorders during the first fifteen years of law practice.³ 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.



1. Stress	24%
2. Anxiety	24%
3. Alcohol Misuse	10%
4. Depression	15%
5. Other	9%
6. Post Traumatic Stress	8%
7. Grief	4%
8. Eating Disorder	3%
9. ADHD	2%
10. Drug Use (Rx or Illicit)	1%

Law students have comprised about one third of all clients for the last several years. This is attributable to several factors including LCL’s Student Hours program, our ever increasing educational presence in the law schools, the relative comfort this younger generation has with discussing mental health and wellness, and the overall elevated risk law students have for developing these issues during their time in law school.

Annual Deans of Students Retreat

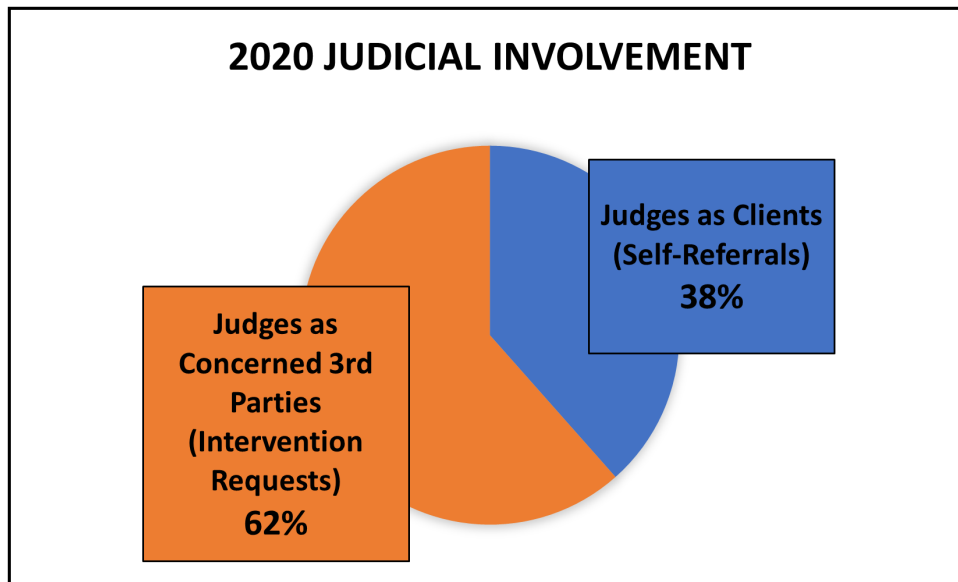
LCL hosted its 14th Annual Law School Deans of Students Retreat via virtual platform in late spring 2020. Twenty-six participants included Deans and representatives from 8 Commonwealth and 2 D.C. law schools, West Virginia University’s College of Law and Widener-Delaware Law School as well as representatives from the CLE Board, the Board of Law Examiners, and the PBA Young Lawyers Division, as well as the President of the Pennsylvania Bar Association and several LCL Directors. During the roundtable event, law student well-being initiatives and resources, mental health and substance use trends among students, accommodations, early effects of the pandemic on students and bar admission issues were among the topics discussed. A record 12 laws schools participated.

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.

52 Commonwealth judges reached out to JCJ for services, information and support in 2020.

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), including courts of limited jurisdiction, and their family members.
- 52 Commonwealth judges sought JCJ services for themselves or others in 2020.
 - √ 20 judges reached out to JCJ to seek services, information and support for themselves (39% of all JCJ Helpline callers).
 - √ 32 judges referred colleagues, lawyers, law students and/or family members to LCL/JCJ out of concern for their well-being (61% of all JCJ Helpline clients/referrals).
- JCJ Helpline utilization has increased significantly 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 our 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 33 active judge volunteers who selflessly offer support to Helpline callers.



Judicial Education, Networking & Outreach

Despite the public health crisis, which forced the cancellations of several judicial programs, JCJ's outreach initiatives and 12 educational presentations (including those listed below) reached 836 judges in 2020:

- √ Conference of State Trial Judges
- √ Inns of Court
- √ New Judge School
- √ County Bench Bar Events
- √ U.S. District Court
- √ Minor Judiciary Continuing Education Seminars
- √ Drug/Problem-Solving Courts

Board of Directors

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 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 with a maximum 6-year consecutive term limit. Elections are held at LCL's Annual Meeting; the first meeting after the start of the fiscal year (July 1). In 2020, the Board held 3 meetings: February 21, July 17 [via virtual platform] and October 2, 2020.

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)

In 2020, the LCL Board of Directors created a Diversity Committee tasked with the following:

- Create and implement a plan for LCL staff to augment outreach activities and deliver educational programming to affinity and minority bars and committees as well as other legal organizations whose membership includes traditionally underrepresented attorney populations.
- Increase staff knowledge, sensitivity and responsiveness to clients around the issues of race and gender identity.
- Increase board and peer volunteer diversity.

As a direct result of the efforts of LCL staff the Diversity Committee, LCL's Executive Director presented LCL's services and educational programming to the following:

- Barristers' Association of Philadelphia
- Hispanic Bar Association of Pennsylvania
- Philadelphia Bar Association's Diversity Committee Chairs
- Asian Pacific Bar Association of Pennsylvania
- Minority Bar Committee of the Pennsylvania Bar Association

LCL's Executive Director is scheduled to present before the Allegheny Bar Association's Women in Law Division and the South Asian Bar Association in 2021. She also became a member of and attended meetings of two affinity bar associations and one affinity committee of the Pennsylvania Bar Association. Staff have increased their efforts to enhance the diversity of our peer volunteer program and have participated in several trainings on the effects of racism, race, culture, ethnicity and identity on mental health disorders and treatment. Identity and ethnicity-specific resources have been added to our literature library for clients and are included in our monthly COVID-19 Resource Guide. LCL continues to strive to reach and meet the needs of *all* legal professionals in the Commonwealth. Our work around these issues has just begun.

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 continued and unwavering 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, nor do we provide monitoring services. 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, which contributes appreciable funds towards several routine LCL operational expenses each year.

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 32 years.

LCL has received an average annual increase in funding of 3.1% over the last eight years. Additional funding was requested in FY 20-21 due to the consistent and remarkable increase in Helpline caller volume and demand for services over time, which necessitated the creation of a third Resource Coordinator position and the anticipated hire of a new full time employee in 2020. Due to the effect of the pandemic on call volume and other LCL operations, we elected to leave the position vacant until operational demands rebound upon resolution public health crisis.

8-Year Funding History

Fiscal Year	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21
Capital Funding	0	0	0	0	0	\$9,050	\$6,738	\$4,400
Operational Funding	657,490	687,595	692,885	692,885	727,530	706,670	727,870	830,230
Total Funding	657,490	687,595	692,885	692,885	727,530	715,720	734,608	834,630
% ↑ or ↓ in Total Funding over Prior Year	0%	4.6%	0.8%	0%	5.0%	(-1.6%)	2.6%	13.6%

Annual Independent Audit (Fiscal Year Ended June 30, 2020)

Hamilton & Musser, PC conducted LCL's FY 19-20 audit:

- FY 19-20 Operational Funding: \$727,870
- FY 19-20 Capital Expenditure Budget: \$ 6,738
- Total Grant Funding: \$734,608
- FY 19-20 Contributions: \$ 12,890
- Total FY 19-20 Revenue: \$752,273
- Total Expenses: \$724,972
 - ◊ Program Services: \$531,531 (73.3%)
 - ◊ Management and General : \$193,441
- Net Assets Beginning of Year: \$496,362
- Net Assets End of Year: \$523,663

The FY 20-21 Budget:

- Operational funding: \$830,230
 - Capital Expenditures Budget: \$ 4,400
- Total FY 20-21 Budget: \$834,630

Personnel

LCL's dedicated staff of six provided vital support and services to 504 Helpline callers and delivered educational presentations that reached over 50,000 lawyers, judges and law students in 2020.

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)

We anticipate filling a third Resource Coordinator position in 2021 (See p.19 for more details.)

Summary of 2020, Guiding Principles & Looking Forward

Despite the ongoing public health crisis and the innumerable challenges it has presented, Lawyers Concerned for Lawyers of Pennsylvania delivered educational programming to more Commonwealth lawyers, judges and law students than ever before and seamlessly provided vital services and support to hundreds of Helpline clients.

- 504 legal professionals and their family members reached out to LCL & JCJ to request information and critical services to address their own mental health and substance use issues or to request help in supporting a colleague or family member who may have been struggling with said issues.
- 133 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.
- 172 clients accepted and engaged LCL and JCJ volunteer peer support.
- 256 educational presentations by LCL staff reached a record 50,384 lawyers, judges, and law students.
- 133 individuals cared enough to reach out to LCL out of concern for the mental health of a colleague or loved one. As a result, 93 individuals received potentially life-saving 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; (Monitoring services are not offered by LCL but are provided by the Lawyers Assistance Committee of the Pennsylvania Bar Association.)
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 2021 and beyond, staff and directors will continue efforts to enhance the diversity of our board and peer volunteer base. We will continue to strive to reach as many legal professionals as possible with LCL's message of hope and help. In pursuit of that goal, LCL will establish a robust social media presence across several platforms to reach a larger digital audience and disseminate timely articles of interest and other LCL-related information. 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. Given the many hardships caused by the ongoing COVID-19 public health crisis, LCL services are more relevant and essential than ever before. We stand at the ready to provide vital support and assistance to legal professionals and their family members as they navigate a post-pandemic world and all the challenges it will bring.