



ANNUAL
REPORT
2024

LAWYERS CONCERNED FOR LAWYERS
— PENNSYLVANIA —

www.lclpa.org

About Us

Our Mission

“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 MAY BE FACING MENTAL HEALTH AND/OR SUBSTANCE USE CHALLENGES. WE CARRY OUT THIS MISSION THROUGH A COMBINATION OF CONFIDENTIAL HELPLINE SERVICES, VOLUNTEER SUPPORT AND EDUCATION.”

Lawyers Concerned for Lawyers of Pennsylvania (LCL), 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 and judges, their family members, and law students who may be struggling with mental health and/or substance use challenges.

Judges Concerned for Judges (JCJ), launched in 2013, was created to meet the unique needs of the Pennsylvania judiciary. JCJ is a judges assistance program operating separately from, but under the umbrella of LCL.

All LCL/JCJ SERVICES ARE 100% FREE AND CONFIDENTIAL. Our dedicated toll free Helplines are answered 24 hours a day, every day. Callers may choose to remain anonymous.

LCL is a national leader in the development and delivery of educational programming and training for lawyers, judges and law students on the topics of mental health, substance use and wellness.

President's Message



Ned Spells

LCL/JCJ Board President

2024 was a year of impressive growth and development for our organization. We reached new milestones in our mission to serve the Pennsylvania legal community. As we reflect on the significance of a remarkable year, I continue to be inspired by the tireless commitment of our stakeholders, board members and officers, volunteers, leadership team, and staff members who have advanced LCL's mission in profound ways.

I want to express tremendous gratitude to each and every member of our community. Our stakeholders, including the Pennsylvania Supreme Court, the Disciplinary Board of the Supreme Court of Pennsylvania, the Pennsylvania Lawyers Fund for Client Security and the Pennsylvania Bar Association have remained steadfastly committed and supportive of our goals. I thank those organizations for their unwavering dedication to our mission. I am also grateful to our board members and officers, whose commitment is critical to our operations.

I cannot say enough to thank our leadership team and staff members who perform the ground level work of LCL/JCJ daily (24/7, literally).

While we have accomplished much in the way of supporting members of Pennsylvania's legal community (and their family members), our work is never complete. In 2024, we continued to confront demand for our services.

LCL/JCJ received 629 requests for assistance, including 79 after-hours urgent requests for immediate assistance from LCL/JCJ staff. 74% of all the requests for support presented with mental health challenges.

JCJ answered 150 requests for confidential support/assistance. Although law school students account for approximately 4-5% of the population we serve, the law students constitute over 20% of our call volume. Law students are the future of the legal profession and their comfort level asking for support is very encouraging and inspiring.

I am enormously proud of all that the LCL board, leadership, and team members have achieved this year in service to Pennsylvania's legal community. Drawing upon our collective experience and dedication, I am confident that we will meet the evolving challenges that lie ahead of us. I look forward to working with all of you in 2025 to secure the health and wellness of Pennsylvania's legal professionals.

Our Team



Laurie J. Besden, Esq.
Executive Director



Brian S. Quinn, Esq.
Education & Outreach Coordinator

Meghan Skelly
Director of Operations

Jennifer Poinsett
Helpline Manager

Abbie Dressler
Resource Coordinator

Carley Eisel
Resource Coordinator

Nicole Pearson
Resource Coordinator

Mazie
LCL Mascot & Support



Bella
LCL Mascot In Training & Support



Grants

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.

LCL is deeply appreciative for the continued support of the Pennsylvania Bar Association's Lawyers' Assistance Committee, which contributes significant funds towards LCL's operational expenses each year. We are incredibly thankful for the generosity of various donors who contribute consistently to our mission, notably The Lawyers' Club of Philadelphia and Minnesota Lawyers Mutual Insurance Company.



Board of Directors

LCL's self-perpetuating Board of Directors is responsible for establishing the organization's policies and procedures, overseeing its operations, and approving the budget.

The LCL Board consists of up to 24 voting members, including representatives from the bench and bar who are in recovery or supportive of recovery from mental health and substance use disorders. The Board also includes, ex officio, the executive director of the Pennsylvania Bar Association and an officer of the Pennsylvania Conference of State Trial Judges. Currently, 22 directors serve on the LCL Board.

2024 Board Officers

- Ned Spells, Esq., President
- Robert Lefevre, Esq., Vice President
- Joseph Holston, Esq., Treasurer
- Honorable Ann Butchart, Secretary

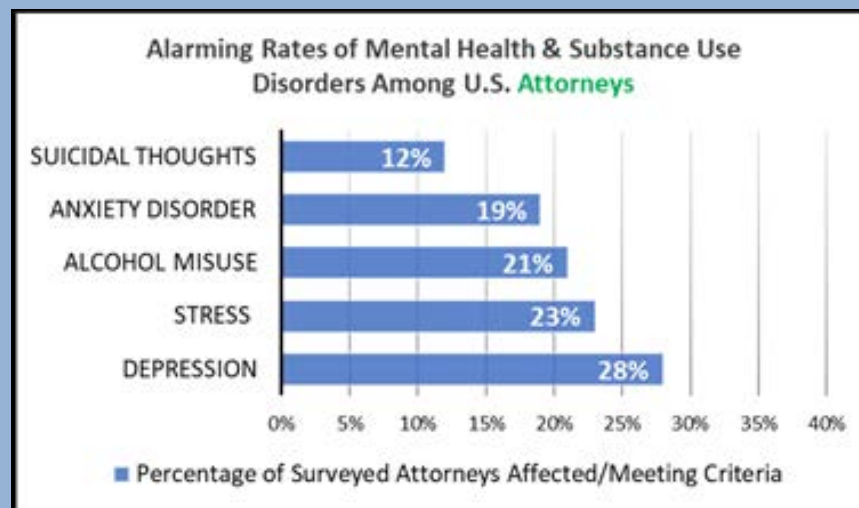
A complete list of LCL directors can be found at lclpa.org

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 clients to the Court, its agencies, or any other entity, nor do we provide monitoring services. LCL services are 100% confidential and voluntary, making LCL unique among many other state lawyers' assistance programs.

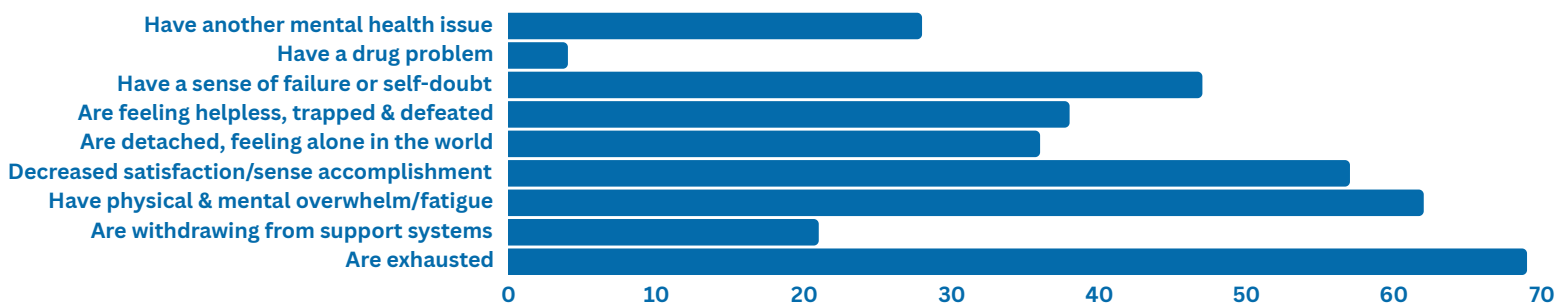
Why We Do What We Do

1 in 3 legal professionals struggle with a substance use and/or a mental health challenge

Legal professionals experience these challenges at rates far beyond most other professionals and the general population.¹ The 2016 ground-breaking study [“The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys,”](#) by Patrick Krill, Ryan Johnson and Linda Albert, remains the most notable research in illustrating the difficulties attorneys face:



Recent research by ALM and Law.com Compass in the 2024 Mental Health and Substance Abuse Survey reveals additional alarming concerns regarding the well-being of legal professionals. Key findings show the following percentages of those surveyed:²



LCL's services are vital to the well-being of the legal community.

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.

2. <https://www.law.com/americanlawyer/2024/05/17/mental-health-by-the-numbers-the-2024-survey-infographic>

How We Work

All LCL/JCJ SERVICES ARE 100% FREE AND CONFIDENTIAL.

**Our dedicated toll free Helplines are answered 24 / 7 / 365
and callers are offered the following services:**



EVALUATIONS

We offer a referral to a qualified healthcare professional (HCP) for a confidential evaluation paid for by LCL. We help clients find the best HCP match to meet their specific needs and health insurance, if applicable.



PEER SUPPORT

The keystone of LCL's service, we connect clients with trained peers (lawyers, judges, law students or family members) who have navigated similar challenges. We have 357 selfless volunteers who provide this invaluable support.



LITERATURE & RESOURCES

LCL offers free literature, articles, links to helpful websites and more from our comprehensive collection of resources. Materials are custom selected based on the client's needs.



SUPPORT MEETINGS

Information about recovery meetings exclusively for lawyers, judges and law students led by LCL/JCJ peer volunteers. To protect anonymity, meeting information is kept confidential and is not available to the public.



INTERVENTIONS

LCL/JCJ staff provide life-saving guidance to callers who are concerned for a colleague or loved one in distress. The caller or an LCL/JCJ staff member may approach the person of concern and offer our services. Intervention services are available even when the person calling chooses to not remain involved.



STAFF SUPPORT

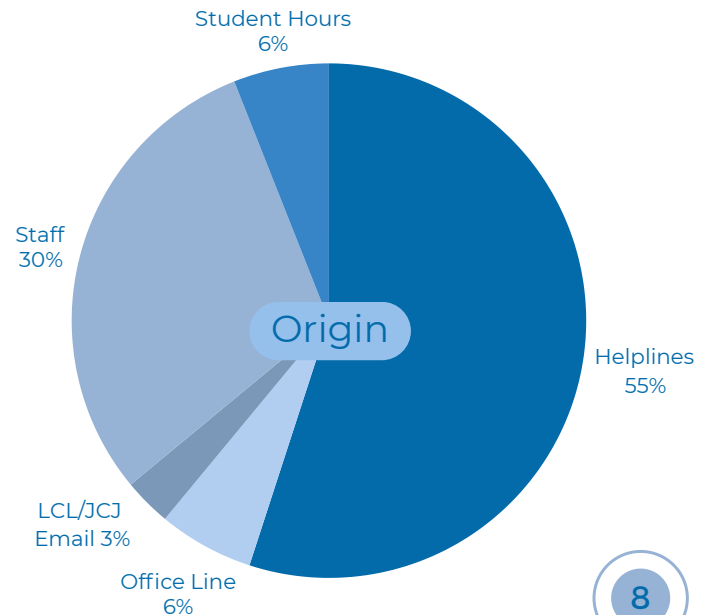
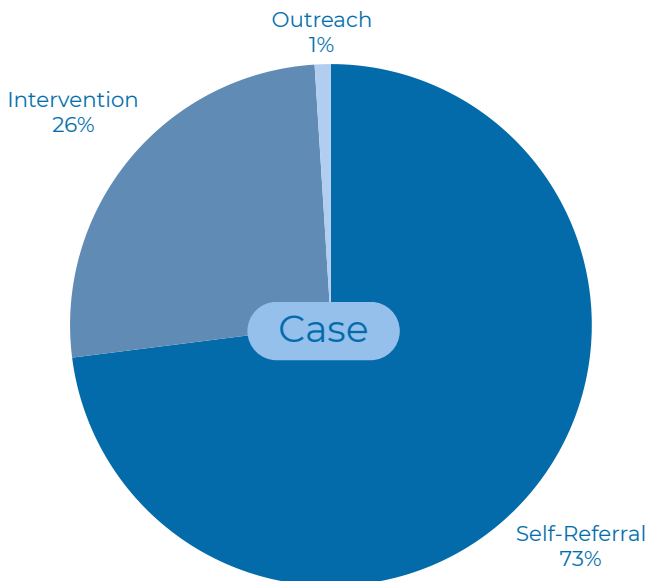
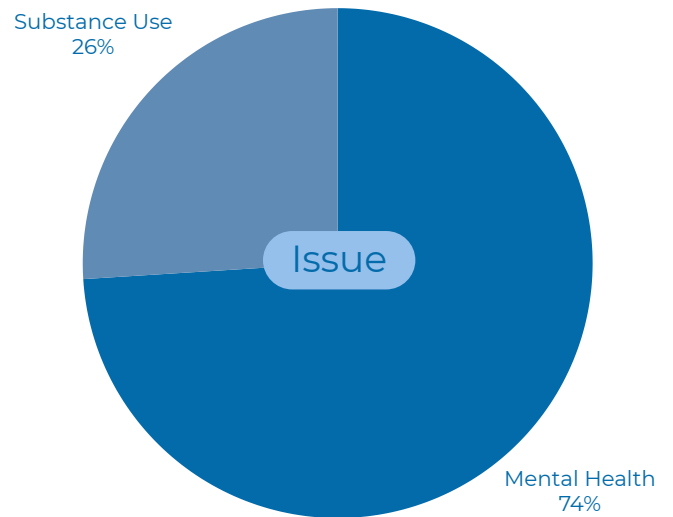
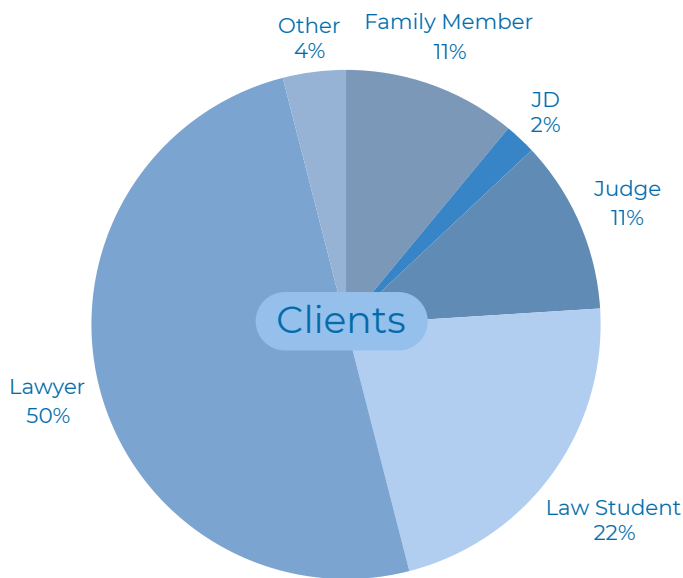
LCL/JCJ staff provide ongoing support for clients through their assessment, diagnosis, treatment and recovery. We strive to keep clients motivated and connected so they know they are not alone.

Top Ten Highlights

- 1 629 judges, lawyers, family members, and law students contacted the LCL/JCJ Helplines, including 79 after-hours calls, to request confidential services and support.
- 2 A record 150 Pennsylvania judges (17% increase over 2023) reached out to JCJ.
- 3 A record 363 educational programs (4% increase over 2023) reached 25,149 Pennsylvania legal professionals and 177,634 judges, lawyers, and law students nationwide.
- 4 132 clients underwent a comprehensive mental health and/or substance use evaluation upon the recommendation of LCL staff. 94 (or 71%) were funded by LCL.
- 5 LCL Education and Outreach Coordinator, Brian Quinn, was recognized by Lawline for his course "I Don't Belong" - Imposter Syndrome in the Legal Profession" being the 3rd most watched CLE in their 25 year history.
- 6 LCL was honored to co-sponsor "Wills for Heroes" on April 13, 2024, at the Hampden Township Volunteer Fire Department, which provided essential legal services, pro bono, to 47 volunteer firefighters and other first responders.
- 7 LCL received the 2024 Pennsylvania Bar Association's President's Award at the PBA's Annual Meeting on May 10, 2024.
- 8 LCL hosted the 18th Annual Law School Deans of Students Retreat on June 3, 2024, attended by 34 individuals.
- 9 LCL and the Pennsylvania Board of Law Examiners, presented "Everything You Wanted to Know About LCL, BLE, and the BAR, But Were Too Afraid to Ask" at Villanova University Charles Widger School of Law on October 17, 2024.
- 10 LCL's social media presence reached a record number of 2,031 followers, a 10% increase over 2023. 67 targeted posts across Facebook, LinkedIn, and Instagram, generated over 33,000 impressions and 11,960 engagements to linked content and LCL's website.

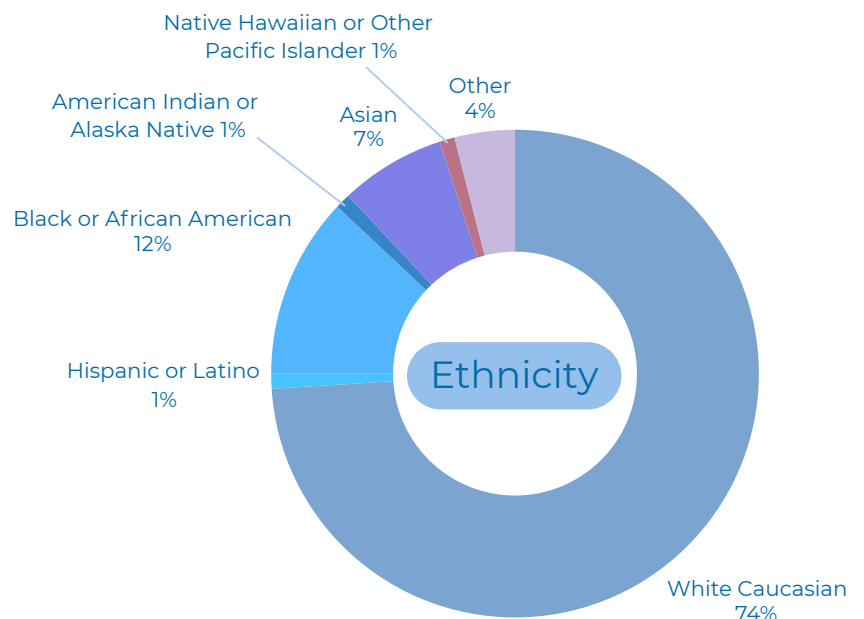
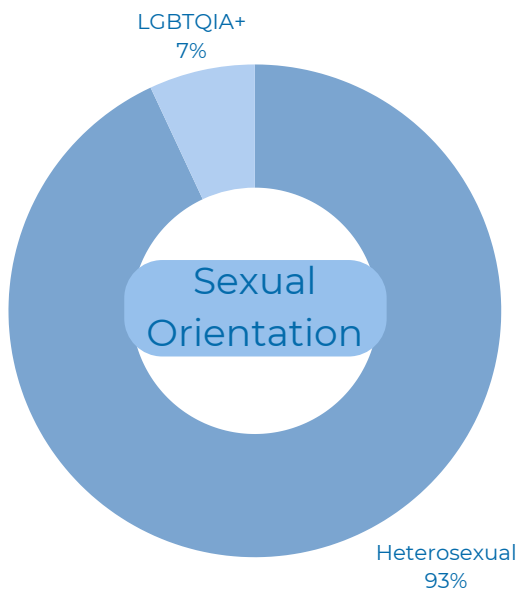
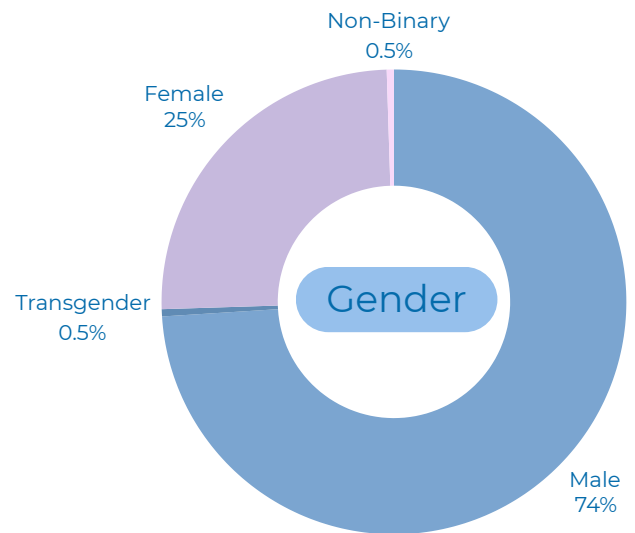
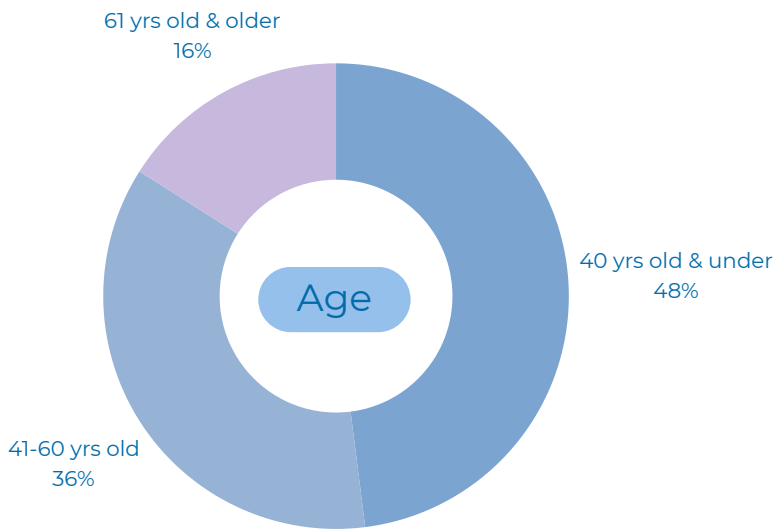
The Year In Review

LCL/JCJ provided vital services and support to 629 clients in 2024, including 79 after-hours callers who required immediate assistance from on-call staff. These numbers reflect a 5% increase in clients and a 44% increase in urgent after-hours calls over 2023.



Client Demographics

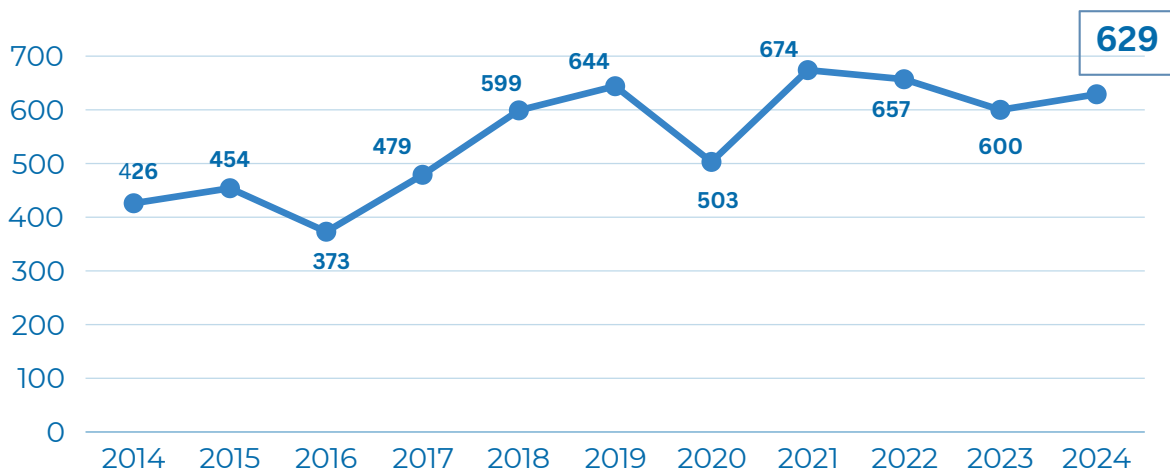
LCL serves a diverse array of clients spanning a broad demographic spectrum. To ensure we address the unique needs of our clientele, we continually expand our outreach and volunteer efforts. Below is a snapshot of our demographics based on those LCL clients who chose to disclose information.



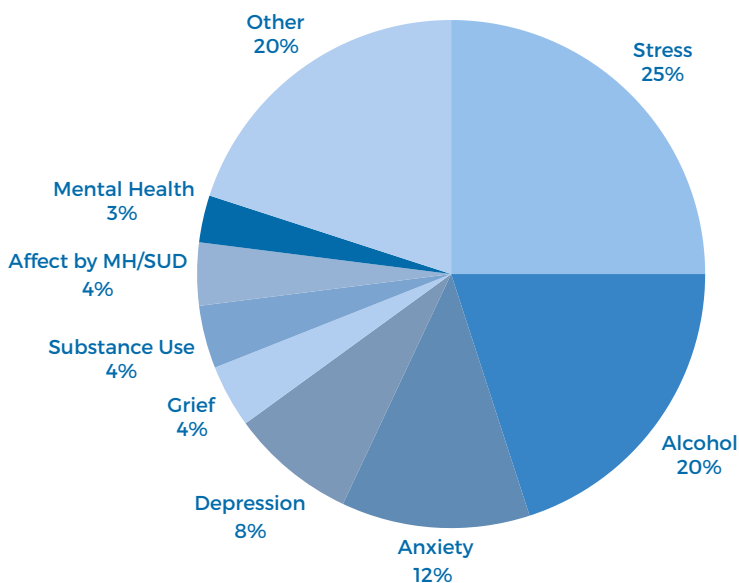
Helpline Services

Upon intake, clients identify their perceived primary mental health or substance use concern. They are then offered all available LCL/JCJ services. If applicable, clients are encouraged to undergo an LCL-funded assessment by a qualified healthcare provider (HCP). LCL maintains a statewide network of 142 contracted HCP's across 274 locations throughout Pennsylvania's 67 counties. The HCP assesses the client and determines the accurate primary diagnosis, which may differ from the caller's initial self-reported concern.

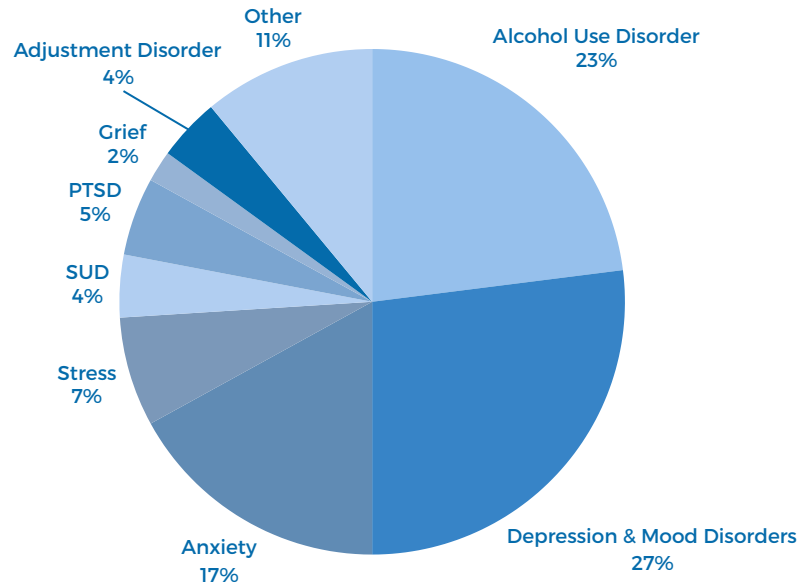
Clients Assisted 2014 - 2024



Clients' Primary Presenting Concern:



Primary Diagnosis by Healthcare Provider:



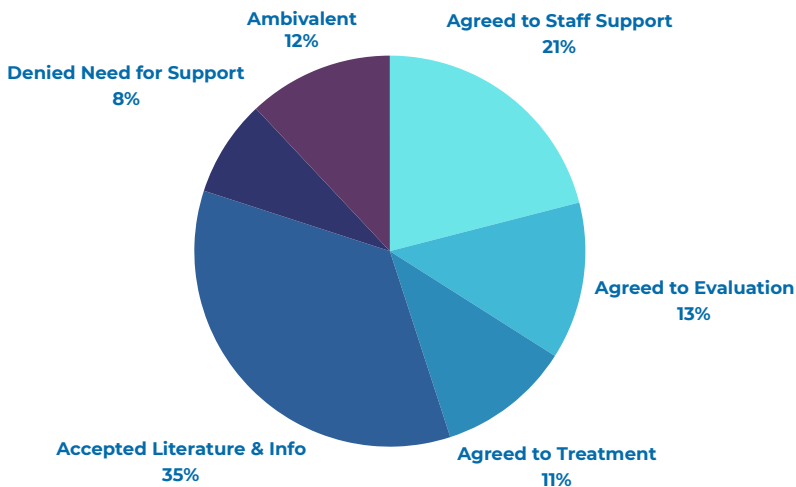
11% of LCL's clients presented with co-occurring mental health (MH) and substance use (SUD) challenges. Stress, alcohol misuse, anxiety, depression, substance use and grief remain the most common presenting concerns. Those presenting with stress often receive a different diagnosis as 'stress' is not a medical diagnosis. Once a diagnosis is reached, a course of treatment is recommended by the HCP.

Helpline Impact

LCL services are 100% voluntary. Clients may elect or decline any combination of the services we provide.

Interventions:

160 concerned parties contacted LCL requesting intervention assistance out of concern for a colleague or family member. Of the parties approached, 80% engaged in at least 1 LCL service and 24% agreed to an evaluation and/or treatment. Here is a snapshot of invention outcomes:



Evaluations:

132 clients underwent a mental health and/or substance use evaluation. 94 (71%) were funded by LCL. Clients are referred to LCL's network of 142 contracted HCPs across 274 statewide locations.

Treatment:

159 clients are either actively in treatment, completed treatment or have treatment pending.

Peer Support:

246 clients utilized peer support or are in the process of connecting with one of our 357 selfless volunteers.

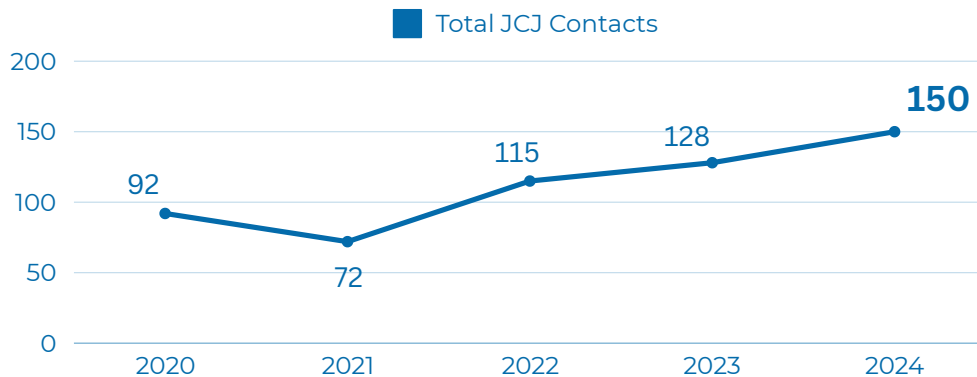
Literature:

309 clients agreed to receive literature and information. We also provide free literature at various events. LCL distributed over 3,500 books, articles and other helpful resources, and shared over 2,500 brochures and promotional items.

Judges Concerned for Judges

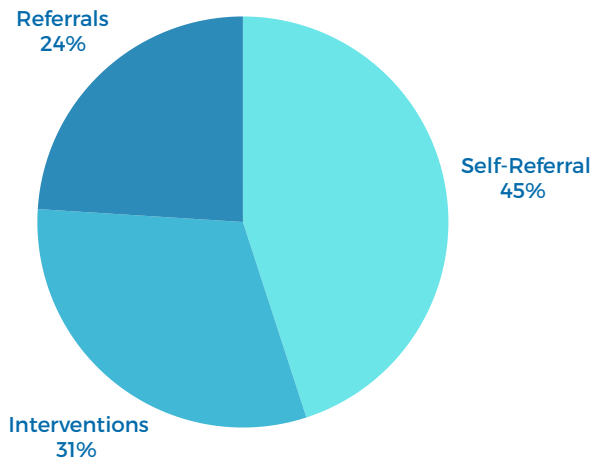
A record 150 judges reached out to JCJ or referred someone to LCL/JCJ.

JCJ's 5-Year Impact:

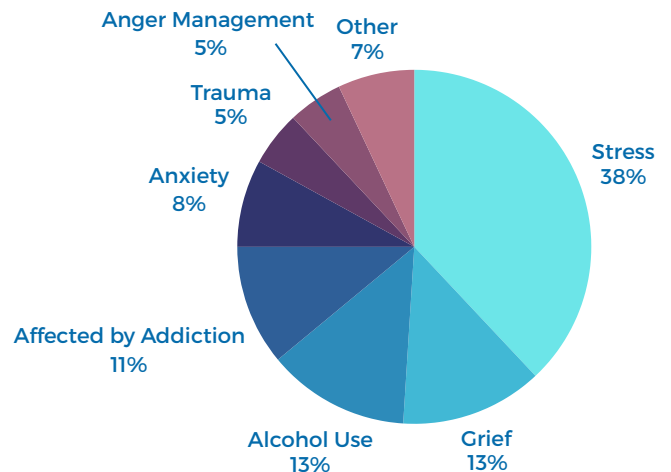


- The total number of 2024 JCJ contacts represents a 17% increase over 2023.*
- 87% of JCJ clients presented with a mental health challenge, 13% with a substance use concern.
- JCJ has 42 active judge volunteers who selflessly offer support to JCJ clients.
- 23 judicial education programs reached 1,652 judges.

Judges as Clients & Referral Source:



Judges Primary Presenting Concern:



We are incredibly grateful for the steadfast support of the Administrative Office of Pennsylvania Courts (AOPC), the Pennsylvania Conference of State Trial Judges, the Minor Judiciary Education Board, and the organized bench. By inviting JCJ to participate in a number of judicial outreach and educational programs, staff have developed invaluable relationships and trust among the judiciary. As we help reduce the stigma attached to asking for help, more judges feel comfortable reaching out to JCJ for support.

*While the JCJ contacts, as captured in 2023's Annual Report were 103, we have added additional JCJ referral sources to capture a more accurate data point moving forward. With the new data capture, the true comparison for 2023 is 128. The number of JCJ contacts noted for 2020 - 2025 include the additional referral sources.

Law Students

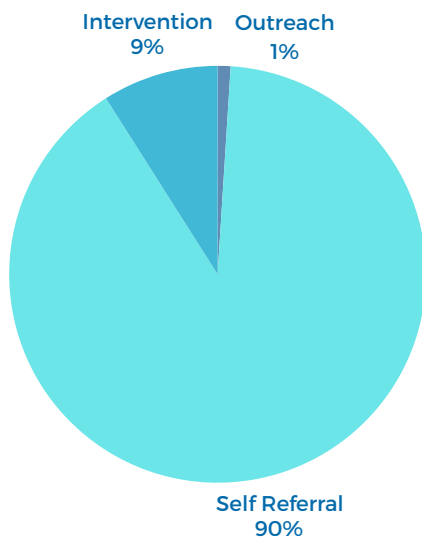
136 law students & 15 J.D.'s received LCL services in 2024

Law students represent approximately 4-5% of the population we serve, yet comprise 21.5% of LCL's clients!

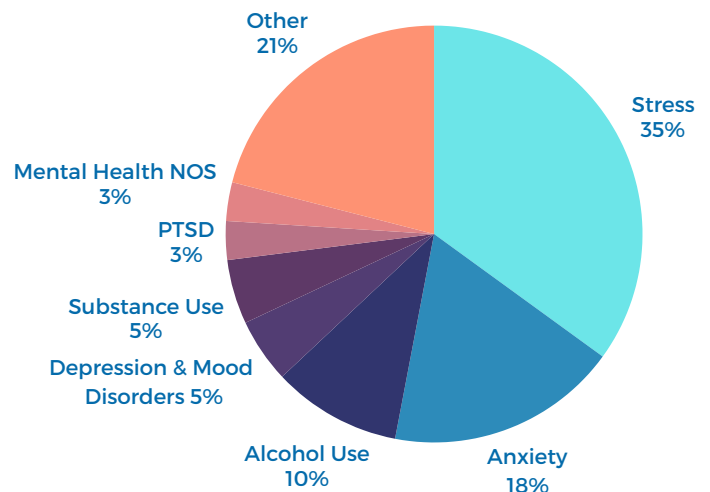
There are approximately 5,700 law students across Pennsylvania's 9 law schools. LCL has established a strong presence and trusted relationships with the deans and students at these Commonwealth and bordering state law schools, allowing LCL to better serve the future of the legal community. Law students face significant stress due to intense academic workloads, competitive environments, and financial concerns. Additionally, the younger generation is more comfortable discussing mental health, making law students a substantial portion of LCL's client base.

LCL's Executive Director, Laurie Besden, has made a significant impact through her presentations at law school orientations (many including K9 support, Amazing), professional responsibility classes, and panel discussions at various educational events. She also hosts invaluable "Student Hours" (each semester at each of the Pennsylvania law schools and Delaware Law School of Widener University) where she meets with law students one-on-one to confidentially discuss their mental health and/or substance use concerns.

Law Student & J.D.'s as clients:



Primary Presenting Concern:



- 21 completed an evaluation by a HCP, 17 of which were paid by LCL
- 22 completed treatment or have treatment pending
- 60 engaged in peer support
- 57 accepted literature and resources
- 39 law student education programs reached over 2,250 law students

Education & Outreach

As a national leader in the field of mental health and substance use education, in 2024 LCL delivered 363 programs that reached 25,149 legal professionals in Pennsylvania and 177,634 nationally.

Designed to break through major barriers that often prevent lawyers, judges, and law students from seeking or accepting help, our extensive CLE-eligible programs are delivered in-person and online by our Executive Director and our Education & Outreach Coordinator to nearly every sector of the legal profession. LCL staff, directors and volunteers also participate in educational events.

Education Type	Total Programs	Total Pennsylvania Attendance	Total Program Attendance
Lawyer	305	21,438	173,607
Judicial	23	1,652	1,652
Law Student	39	1,942	2,252
Other	2	117	123
Total Education*	363	25,149	177,634

Key Highlights:

113

Recorded
On-demand
CLEs

28

PA County Bar
Associations

7

PA Law
Firms

14

MJEB
Trainings

*6 Pennsylvania Bench-Bar Association events are included in both of the lawyer and judicial totals, while only counted once in the total for all education programs.

Education & Outreach

LCL's Executive Director and Education & Outreach Coordinator also presented at 11 law schools, 42 Pennsylvania and out of state organizations and attended various outreach events:

42 Pennsylvania and Out of State Organizations:

- ACC Mountain West
- ACC New Jersey
- ACC Philadelphia Conference Opening
- ACC Philadelphia Conference Plenary
- ACC San Diego
- ACC San Francisco
- ACC Southern California (LA)
- Alameda (California) Bar Association
- Allegheny County District Attorneys
- American Bar Association
- American Law Institute
- Association of Corporate Counsel
- Cobblestones
- Delaware County Inn of Court
- DRI Business and Intellectual Property Litigation Super Conference
- Thomas R. Kline School of Law of Duquesne University
- Greene County CYS Lawyers
- Jenkins Law Library
- Lancaster County Criminal Law Conference
- LexVid- Live Pennsylvania Only
- Office of Attorney General New York
- Pennsylvania Attorney General's Office
- Pennsylvania Children & Youth Services Association
- Pennsylvania School Board Solicitors Association
- Pennsylvania State Education Association Conference
- Pennsylvania Bar Association
- Pennsylvania Bar Institute
- Pennsylvania Association of Criminal Defense Lawyers
- The Philadelphia Court (Interns)
- Philadelphia District Attorney's Office
- Philadelphia Mediation Association / Dispute Resolution Institute
- Philadelphia Public Defenders Office
- The Pittsburgh Foundation
- Regeneron Corporation
- Senior Law Center
- SimplyCLE
- Texas Lawyers Concerned for Lawyers
- U.S. Department of Health and Human Services
- Virginia Continuing Legal Education
- Virginia Law Foundation
- Wealth Counsel
- Western Pennsylvania Trial Lawyers Association (WPTLA)

Law Student Events:

- 11 Law School Orientations (9 Pennsylvania and 2 Out of State)
- 22 Student Hours
- 6 Law School Presentations, Panels & Classes
- LCL's 18th Annual Law School Deans of Students Retreat on June 3, 2024, at Widener University Commonwealth Law School. This hybrid event provided a one-of-a-kind opportunity for the legal education community to come together to address the needs of the future members of the bench and bar. 34 attended from 12 law schools (8 Pennsylvania and 4 out of state), the Pennsylvania Bar Association, the Disciplinary Board of the Supreme Court of Pennsylvania, and the Pennsylvania Board of Law Examiners.

Networking and Outreach Events:

- 20th Annual LCL Volunteer Training Conference
- ACC Paralegals Conference
- ACC Philadelphia Conference
- Pennsylvania Conference of State Trial Judges
- Lawyers Fund for Client Security
- Montgomery County Paralegals Association
- Office of Disciplinary Counsel
- Outreach to various County Clerk of Courts/ County Prothonotaries
- Pennsylvania County Commissioners Assn. Dinner
- PBA Annual Conference of County Bar Leaders
- PBA Annual Meeting
- PBA Committee & Section Day
- Staff networked periodically with clinicians and treatment providers via virtual platforms and in-person meetings.
- Suicide Prevention Alliance Annual Suicide Prevention Conference
- University Problem Solving Courts Class
- Wills for Heroes

More On Education & Outreach

Notable Events:

Wills for Heroes: LCL was honored to partner with the Cumberland County Bar Association in co-sponsoring “Wills for Heroes” on April 13, 2024, at the Hampden Township Volunteer Fire Department. Spearheaded by LCL Executive Director, Laurie Besden, and Paul Edgar, Esquire, an attorney with the Pennsylvania Attorney General's Office and statewide coordinator for the Wills for Heroes Program, this initiative provided essential legal services, pro bono, to 47 volunteer firefighters and other first responders.

LCL received the 2024 Pennsylvania Bar Association's President's Award at the Pennsylvania Bar Association Annual Meeting on May 10, 2024, for the unwavering dedication of our staff and volunteers, and for the significant positive impact LCL has made on the health and welfare of the legal profession, our justice system and communities throughout Pennsylvania.

LCL hosted its 20th annual statewide volunteer conference/training “Perspective is Everything” on April 13-14, 2024, at the Best Western Premier Central Hotel and Conference Center in Harrisburg. Those in attendance were eligible for up to 7 PA CLE ethics credits (as a thank you to our amazing volunteer base). 89 volunteers and 7 staff members attended in person. Presentation topics included: Leading By Example, LGBTQ in Treatment Settings, Mental Health Crisis in America: What You Need to Know, Cultural Humility and Suicide Prevention, and LCL's Brian Quinn presented “I Do Not Belong” - Impostor Syndrome In The Legal Profession.

Newly Developed Programs in 2024:

- Perfectionism in the Legal Profession - When Good Enough Isn't Good Enough
- Lawyers in Distress
- Legal Ethics: Ensuring the Well-Being of Yourself
- Know Your Value & Add Tax (Judicial)

LCL in Print and Video:

- Dealing With the Pressures of Owning a Law Firm with Dr. Rachel Fry from Rachel Fry Consulting, Brenan C. Ely, Esq., and Brian S. Quinn, Esq. (National Business Institute Podcast, On Demand)
- Finding Happiness: A Detailed Discussion of the Imposter Syndrome with Dr. Rachel Fry from Rachel Fry Consulting and Brian S. Quinn, Esq. (National Business Institute Podcast, On Demand)
- 'Two Separate Lives': Lawyers Share Personal Stories of Addiction, Recovery by Justin Henry (The Legal Intelligencer, May 10, 2024)
- The Pervasiveness of Imposter Syndrome by Brian S. Quinn, Esq. (The Disciplinary Board of the Supreme court of Pennsylvania Newsfeed- August 19, 2024, and Pennsylvania Bar News Volume 34, Number 22, November 18, 2024)
- "I Don't Belong" - Imposter Syndrome in the Legal Profession by Brian Quinn, Esq. (LearnFormula Podcast, On Demand)

THANK YOU

LCL is eternally grateful for the opportunity to assist Pennsylvania's legal community and their family members with mental health and substance use concerns for over 37 years. Left untreated, these challenges create a cascading and devastating negative impact on the individual, family members, friends, colleagues, clients and the legal community as a whole. With recovery, this "ripple effect" can, in turn, lead to extraordinary results, benefiting countless individuals and the legal system in limitless ways.

We would like to once again thank our entire community for its unwavering support and commitment to our mission, notably, the Supreme Court of Pennsylvania, the Disciplinary Board of the Supreme Court of Pennsylvania, the Pennsylvania Lawyers Fund for Client Security, the Pennsylvania Bar Association's Lawyers' Assistance Committee, our various donors, the Administrative Office of Pennsylvania Courts (AOPC), the Pennsylvania Conference of State Trial Judges, the Minor Judiciary Education Board, the Pennsylvania Board of Law Examiners, and Pennsylvania and surrounding state law schools.

We are incredibly grateful to our board of directors and officers, our 357 selfless volunteers, our leadership team and our staff members for their tireless dedication to improving and saving the lives of Pennsylvania's attorneys, judges, their family members and law students.

We thank each and every partner for helping us normalize "the ask" and helping legal professionals feel more comfortable reaching out to LCL and JCJ for confidential support.

