



# 2017

## ANNUAL REPORT

### Massachusetts Lawyer Assistance Program

Serving members of the Massachusetts Bar since 1978

Depression and Anxiety • Stress and Burnout • Alcohol and Drug Abuse • Law Practice Management • Law School Stress  
Gambling • Career Concerns • Eating Disorders • Balancing Work and Family • Marital and Family Problems

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# PRESIDENT'S MESSAGE

Dear Friends,

Thanks to the hard work and vision of our Executive Director, Anna Levine, our extraordinary staff and the dedicated volunteer members of the Board of Directors, Lawyers Concerned for Lawyers had a truly transformative year.

At the board level, this year was marked by much change. We mourned the loss of Andrew Pasquina, who for many years dedicated himself to helping lawyers in the recovery community through his devoted work as a member of the Board of Directors and through his practice. Those of us who were fortunate enough to know Andy, cherished our time with him. His memorial service was standing room only, which will surprise no one who knew him, and was a testament to how many lives he touched. We will always miss him.

We also reluctantly said goodbye to board members William McCormack, Esq., Bradford Swing, Esq., Geraldine Muir, Esq., Mark Papirio, Esq. and Michael Fredrickson, Esq. We are incredibly thankful for their years of service to LCL, and hope that none of them become strangers. In their places, we welcomed a wonderful group of new board members. Joseph Berman, Esq., Anthony Ellison, Esq., Mayeti Gametchu, Esq., Eric Gouvin, Esq., Kevin Maynard, Esq., and Lucy Reyes, Esq. bring with them diverse life experiences and legal backgrounds, as well as unique reasons for their commitment to LCL's mission. On an administrative level, we have been pleased to welcome Jamice Edge and Michael Fredrickson to the staff (we did not let Mike go far). LCL is now more representative of the population we serve, which remains one of our continuing goals.

With this excellent team at the helm, LCL accomplished a great deal this year. The Board of Directors approved revised by-laws, clarifying the organization's corporate governance, and in the coming year intends to focus its efforts with staff to rearticulate LCL's mission statement and strategic plan. LCL's staff has worked to strengthen our outreach efforts throughout the Commonwealth and across various segments of our community. Our clinical and law office management assistance program (LOMAP) staff have given numerous presentations, both in-person and via remote media such as podcasts and webinars, and generated prolific written output, including contributions to scholarly articles and more generally in the field of lawyer well-being.

LCL also hosted and participated in a number of important recovery and practice management events. It was wonderful seeing many of you in May, at LCL's Annual James A. Brink Fellowship Dinner, when we came together as a community and had the opportunity to hear Chief Justice of the Trial Court Paula Carey share her thoughts on lawyer well-being, and at our 5th Annual Recovery Day in September. I was particularly encouraged to see so many new faces at Recovery Day! LOMAP hosted a networking breakfast in January, and Marketing Conference in June, in collaboration with the ABA and MCLE. Both events were well-attended and offered worthwhile insight for designing future events to meet the needs of lawyers, law students, and other legal professionals across the Commonwealth.

I attribute LCL's successes this year to our exceptional staff, who provide our services with the highest level of commitment and professionalism. Their efforts result in an organization that I am incredibly proud to represent. Thank you for all of your hard work.

We enter Fiscal Year 2018, our 40th anniversary year, with a diverse and enthusiastic leadership, a renewed commitment to refocusing LCL's mission and continued collaboration between clinical and practice management services to provide relevant services to everyone we serve.

Best,



Beth Myers

# EXECUTIVE & HISTORICAL SUMMARY

In the mid 1970s, groups of lawyers in recovery throughout the country started a national movement that acknowledged that the legal profession had an alcohol problem. In these early years, the groups proposed to address the problem through peer-led recovery support groups limited to members of the legal profession. In Massachusetts, that movement began in 1978 with the formation of Lawyers Concerned for Lawyers (LCL). Incredibly, 2018 marks our organization's 40th anniversary.

I joined LCL as its Executive Director three months into Fiscal Year 2017, a year of innovation and progress. It has been an honor and a privilege to get to know the LCL team, consisting not only of its capable and professional staff, but also, its dedicated Board of Directors and peer volunteers. I have never worked with a more committed group. As I write this summary, I am moved by tremendous gratitude—for this incomparable team, the work of the volunteers and staff who preceded me, the opportunity to help fellow lawyers and the chance to grow the movement for lawyer well-being in the years to come.

Fiscal Year 2017 has brought both integration and expansion to LCL. We pursued integration of internal operations for our three distinct areas of service: 1) alcohol and substance use disorder and corresponding recovery support, 2) mental health care and 3) law office management assistance services. Our thrust over the year was to conceptualize these three LCL efforts less as parallel channels of assistance and more as branches of the same tree. One aspect of this change in paradigm are efforts spearheaded by our Deputy Director, Heidi Alexander, to unify and modernize our data collection and analysis systems.

Our adoption of a holistic mindset towards our three prongs of service not only improves operational processes and efficiency but also enables us to better understand and assist the whole lawyer. For example, a lawyer who initially reaches out to us for practice management advice may leave with a referral to a psychologist and a newfound commitment to sobriety, in addition to tools to improve her business practices. Our practice management advisors understand that difficulties running a practice do not occur in a vacuum, that an attorney may be neglecting his practice because he is depressed. Our clinical staff similarly understand that practice stresses may cause or exacerbate depression or excessive drinking and will, where appropriate, encourage a client who came to us for depression or excessive drinking to also schedule a consult with our practice management advisors.

While we are integrating internal operations, we are also widening our reach and expanding our programming. Our clinical and law office management assistance staff make presentations at each of the Supreme Judicial Court's Practicing with Professionalism courses (required of all newly admitted attorneys) throughout the Commonwealth. A growing number of our clients learn about LCL and come to us through these and other programs. Our staff has been hitting the road—speaking to bar associations, other professional organizations, law schools, judges, government attorneys, legal aid agencies and other legal nonprofits, as well as both small and large law firms—reaching new audiences. We plan to continue such outreach and expansion while also ensuring that our individual services and educational resources evolve, improve and remain available and accessible to the Commonwealth's legal professionals. Our peer-led recovery support groups have also expanded, meeting at new locations and welcoming a growing number of newcomers.

Our staff and volunteers are also active on the national level, participating in programs of the Law Practice Division of the American Bar Association (ABA) as well as the ABA's Commission on Lawyer Assistance Programs (COLAP) and International Lawyers in AA (ILAA). These activities culminated in our successful bid to bring the conferences of the latter two entities to Springfield, Massachusetts in 2020. It has been more than a decade since these events have come to Northeast and we are thrilled and excited to host COLAP and ILAA in Massachusetts in 2020.

On August 14, 2017, the National Task Force on Lawyer Well-Being, (the Task Force), initiated by GOLAP and including representatives from 9 national entities of legal professionals published its report, *The Path to Lawyer Well-being: Practical Recommendations for Positive Change*. The report enumerated comprehensive recommendations for improving lawyer well-being. Many of the recommendations could be summarized as an endorsement of preventative approaches to lawyer impairment; the recommendations include endeavoring to change legal culture, nurturing lawyer resilience and competence, and improving legal services and public trust. The recommendations of this national Task Force are consistent with our evolving approach to service delivery here in Massachusetts and we look forward to incorporating these recommendations into our activities and programs. LCL has made great strides and accomplishments in forty years, but our profession remains at what the Task Force report refers to as a “tipping point.” If we enthusiastically pursue holistic and well-being focused approaches to decreasing lawyer impairment and improving lawyer competence, while continuing to provide the peer-supported recovery groups and services that form our core, we will surely maximize our impact, evolving to meet ongoing needs and improving service delivery.



Anna Levine

# OUR MISSION

The mission of Lawyers Concerned for Lawyers, Inc. (LCL) is to promote well-being and resilience in the legal community, improve lives, nurture competence, and elevate the standing of the legal profession. In pursuit of this mission, LCL provides free and confidential mental health resources, addiction recovery support, and practice management services.

## MILESTONES



# RECOVERY OUTREACH REPORT

**L**CL relies on members and volunteers to carry the message of recovery to other attorneys through regular attendance at support group meetings. This allows individual outreach and support, which are crucial and necessary to establishing and maintaining sobriety.

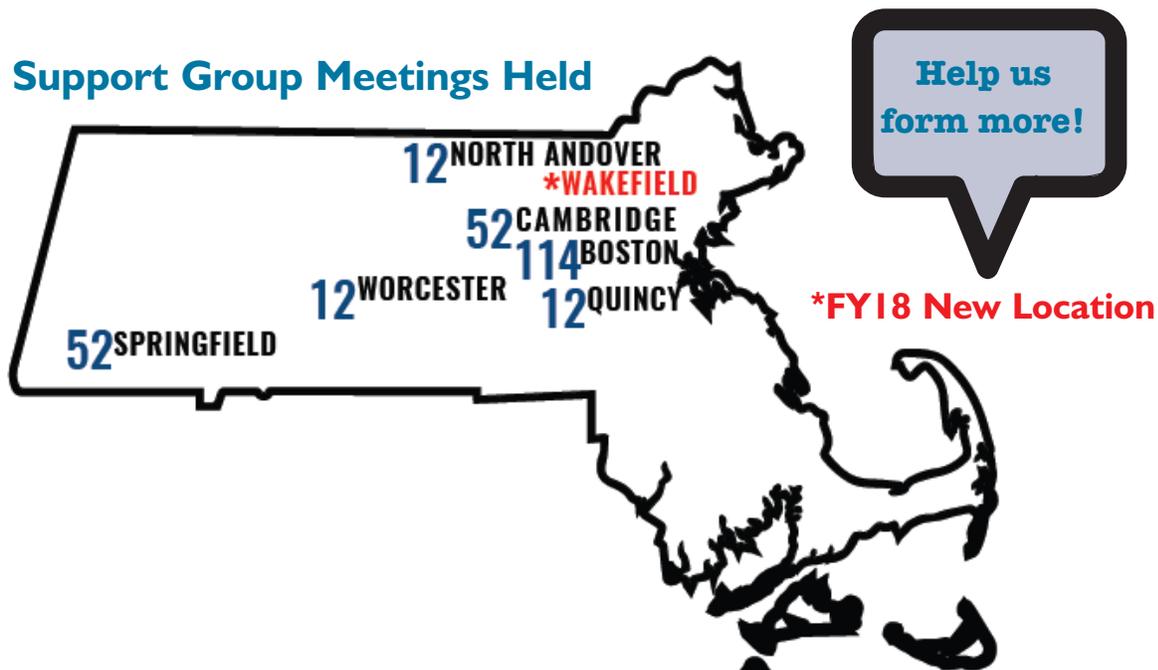
LCL was started by volunteer lawyers because they knew that lawyers would be more likely to embark on the journey to recovery if they could attend meetings with other lawyers. LCL now has meetings around the Commonwealth, meeting at least once a month, and as often as twice a week. Each meeting is attended by local volunteer members who are committed to helping other members of the legal profession find and maintain sobriety from drugs, alcohol, and other addictive behavior, such as gambling.

These support groups are an essential part of many attorneys' efforts to achieve and maintain sobriety. LCL support groups are not intended to be the sole support for lawyers in recovery, but they provide a safe and confidential place for attorneys to meet others on the same journey and to discuss their sobriety and the specific challenges that attorneys confronting addiction and similar problems must face. LCL's support groups allow participants to share their experiences with confidence that other participants are required by the Rules of Professional Conduct to keep them confidential, and that Rule 8.3 (the mandatory reporting requirement) does not require them to report misconduct disclosed in an LCL support group meeting. Our members recognize that participation in LCL's support groups is valuable to the legal profession and is an important element of their sobriety.

LCL's recovery community sustains and builds fellowship among attorneys through two annual events that bring members and peer volunteers together. In May, LCL held its 13th Annual James A. Brink Fellowship Dinner, at which LCL celebrated our community, recognized James B., our volunteer of the year; and heard from the Chief Justice of the Massachusetts Trial Court. LCL's 5th Annual Recovery Day took place on September 23, 2017, and featured speakers who discussed how to practice law while remaining focused on the personal priority of recovery. Each year these programs inspire LCL staff, board members, and volunteers with more gratitude and appreciation for the importance and impact of LCL in the lives of so many.

In Fiscal Year 2018, we look forward to continuing to grow the fellowship and to support efforts to start more local LCL meetings where there is a need. In addition to recently starting a new support group meeting in Wakefield, we are now endeavoring to start another in Hampshire County. We also hope to identify future leaders of LCL. The power of the group meetings, and the combined contributions of those who participate, are always emphasized with great appreciation by individuals crediting LCL with having saved their lives.

## Total Support Group Meetings Held



## EVENTS

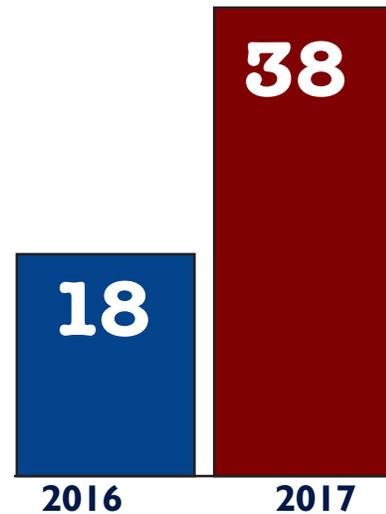
### **13th** Annual James A. Brink Fellowship Dinner

Keynote presented by the Honorable Paula M. Carey, Chief Justice of Massachusetts Trial Court

### **5th** Annual Recovery Day\*

\*Actual event occurred 3 weeks into FY18, having returned to a fall event from the previous year in the spring

### Recovery Day Registrations



## PEER RECOVERY SUPPORT

# 1,546

Total Number\*  
in Attendance at  
Recovery Meetings

\*Estimated based on  
average attendance at  
each meeting

Increase in  
List-Serv Signups

# 60%

# 152

Total Number  
of Current  
List-Serv Subscribers

# CLINICAL CLIENT SERVICE REPORT

When lawyers (or law students, or lawyers' family members) call or visit LCL with regard to personally distressing circumstances, they connect with one of our three staff clinicians – Barbara Bowe, LICSW, Jeffrey Fortgang, PhD, or Shawn Healy, PhD, all of whom have extensive and wide-ranging clinical experience with behavioral health generally and in particular with the lives of lawyers. The role of the LCL clinician is to carefully assess our clients' difficulties and to make individualized referrals, when needed, for further help. After the initial period of assessment, the clinicians remain available for consultation as needed, without duplicating ongoing treatment services.

The vast majority of LCL clients are self-referred, and we at LCL view ourselves as a support, not an agent of any third party. Even for clients referred by, for example their law firm or the Office of Bar Counsel, we maintain confidentiality unless the client chooses to give written consent for disclosure.

Our clinicians also provide educational resources on lawyer well-being by writing articles and blog posts, and by speaking at presentations, conferences, webinars, and other events. They also facilitate support groups, both time-limited and ongoing, for lawyers dealing with various forms of stress, such as surviving solo practice, coping with professional discipline, handling traumatizing cases, and balancing work with parenting duties. These groups run parallel to the ongoing alcohol/drug-related LCL support groups, which are peer-led.



**Thank you so much! Finding a therapist felt like it was going to be a big pain, and Shawn really took all the difficulty out of it. I'm so glad you exist!"**



**I have been in therapy for close to seven or eight years, and it wasn't until I went to Barbara's sessions on Wednesdays that I realized that my problems and issues are not as bad as they seemed. Barbara's sessions have caused me and my therapy sessions to turn in a completely different direction, where I now can see my issues clearly and how to deal with them."**



**I appreciated Dr. Fortgang's dedication."**

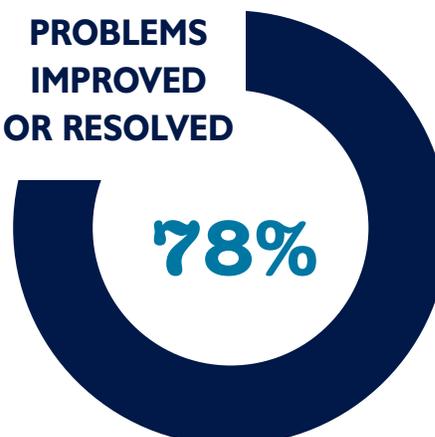


**Thanks, LCL. I really appreciated your services and would recommend you to any of my colleagues."**

## EVALUATION OF EXPERIENCE



## PRESENTING PROBLEMS IMPROVED OR RESOLVED



## NARRATIVE EXAMPLES

I had a client with whom I met numerous times, initially wanting help managing moderate drinking. He did not want to quit. We worked on testing whether that was an option for him after I explained that it simply is not for some. He developed a strict plan to monitor his drinking, had a strict schedule and rules, and tested it out for weeks into months, and reported back on how things were going. After many attempts, he eventually realized that moderate drinking was not an option for him. He was able to work through his resistance to AA groups and he tried a sober approach. After finishing our work together, he has called me a few times to report that he continues to be sober and to thank LCL.

We met with an attorney facing suspension for new issues after he had previously received an admonition. He clearly had significant ADHD. We worked with him to develop plans for not losing track of details (largely relying in a more preplanned way on his staff), and referred him to an ADHD coach.

The Solo | Stress group continues to provide a sense of support to its members, who report recognizing benefits from participation over previous feelings of isolation.

I helped a law student deal effectively with the Board of Bar Examiners character and fitness interview and assisted in a clinical referral. The client was able to gain admission to the bar.

We met with a woman in her 60s, who had emigrated to the US at about 30 and who had been suspended from the practice of law. Because of her cultural background, she was not comfortable seeing a therapist but was at ease talking to me and reported feeling quite unburdened. I arranged and accompanied her to a consult with a lawyer very experienced with BBO matters. Through this hands-on, tailored approach, we were able to enhance our client's understanding of BBO processes.

## GROUP MEETINGS



### NEW GROUPS UNDER DEVELOPMENT

Staff continually assess emergent needs



### PROFESSIONAL CONDUCT

22 meetings at LCL



### SOLO | STRESS CONNECTION

11 meetings online

# LOMAP CLIENT SERVICE REPORT

**L**CL offers free and confidential practice management services and resources through its Law Office Management Assistance Program (LOMAP). LOMAP helps boost professionalism among attorneys by reducing client complaints and disciplinary actions, to provide the Board of Bar Overseers and Office of Bar Counsel a place to divert attorneys with minor ethics violations, and to enhance attorney well-being by reducing stress and anxiety by giving attorneys better control of their practices.

Our law practice management advisors consult with individuals and small firms of all levels of experience and needs, create and disseminate resources, and conduct workshops and trainings. Advisors focus on improving the quality of business practices by helping firms develop best practices in marketing, technology, financial management, and operations, while also working closely with LCL clinical counterparts to provide comprehensive support and resources to help attorneys manage personal and professional challenges. This past year, LOMAP welcomed a new practice advisor, Susan Letterman White, who brings an experienced and diverse background including serving as a managing partner of a law firm, founding her own leadership and professional development consulting and coaching practice, and teaching in the areas of leadership, strategic change, and communication.

Most clients contact LOMAP voluntarily, while others are diverted from the disciplinary system or ordered by the courts. LOMAP conducts a full-scale law firm audit and provides a detailed report recommending appropriate operational changes to prevent further disciplinary issues. Any attorney may receive services ranging from comprehensive practice audits to answering individual questions. During the last year, LOMAP added 213 new clients, while continuing to provide support to clients who had used our services in previous years.

Throughout the year, our practice advisors also provided regular practice management programming, including workshops for law firm startups, webinars on business development and technology, presentations for bar associations, and a two-day conference on marketing strategies for solo and small law firms. In addition, LOMAP is a key participant at every mandatory Practicing with Professionalism program. LOMAP works closely with bar associations, lawyers' groups, and other professional organizations to help attorneys. By way of example, in Fiscal Year 2017, our clinical and practice management staff collaborated with the Women's Bar Association to launch a monthly support group for attorney moms juggling their careers and motherhood, which continues to meet on a monthly basis.

**“It is great to be able to have a free resource to go to, especially as a start-up law office when the first year is so tough.”**

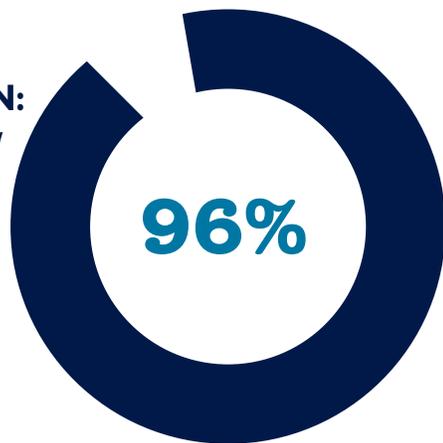
**“Heidi is extremely knowledgeable and was very helpful. I am thankful for her expertise.”**

**“I met with Susan at the office, and she was absolutely fantastic to work with. Really appreciated all of her insight, and she even followed up with an e-mail stocked with links and relevant information!”**

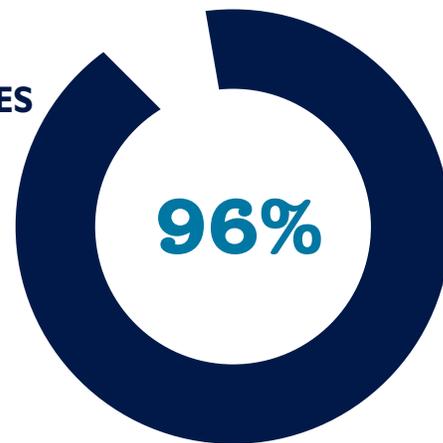
**“Heidi Alexander was great at managing the dynamics of our firm and advising us patiently and specifically on a wide range of issues.”**

**“Susan Letterman White was a pleasure to work with and very helpful in providing basic guidance re: expansion decisions. She followed up with links to helpful articles. I would recommend her services highly.”**

**OVERALL  
SATISFACTION:  
VERY GOOD/  
EXCELLENT**



**WOULD USE  
LOMAP SERVICES  
AGAIN**



## NARRATIVE EXAMPLES

I first met with T, a few years out of law school, when T sought out advice about how to structure a transition in ownership of the law firm, where she was employed as an associate. At the time T believed that this transition was certain and imminent. T also had concerns about the business practices of the owner. I tried to get T to test assumptions, gather actual evidence about the current situation, and consider a “Plan B” in the event that things didn’t work out, despite T’s sense of certainty. Over the course of several months, T checked-in periodically and told a story of dashed expectations. The expected transition was replaced by a deteriorating relationship with the owner. I was able to provide coaching to help T learn and grow and also convince T to see one of our clinicians. The clinician and I are able to work closely together to help T examine her challenges and explore her career options.

I consulted with two judges on how to utilize technology to improve organization, increase productivity, and streamline processes in the court. They were very appreciative of our services, time, and expertise.

I consulted with firm J, seeking to prepare a succession plan to transition management from longstanding partners nearing retirement to a younger generation of partners.

I met an attorney who was displaced to MA after a natural disaster devastated her home and was completely new to our legal community. We provided resources, tools, and contacts to help ease her transition.

I met with S, a recent law school graduate to discuss how to launch a solo practice, including selection of a practice area and how to market effectively. S had considerable work history and experience prior to law school that we explored for purposes of selecting an area of practice to grow first and how to effectively market the practice area. We were able to identify key differentiating factors that could be used to build a successful law practice with a significant competitive advantage in the marketplace. S said that our confidentiality policy is why S felt comfortable coming to us for help. I was able to provide S with contacts for mentoring and resources.

## GROUP MEETINGS



### SUPERMOM SUPPORT

**10** meetings at LCL



### START-UP WORKSHOPS

**5** meetings at LCL, online, and in Springfield



### WEBINARS FOR BUSY LAWYERS

**10** meetings online

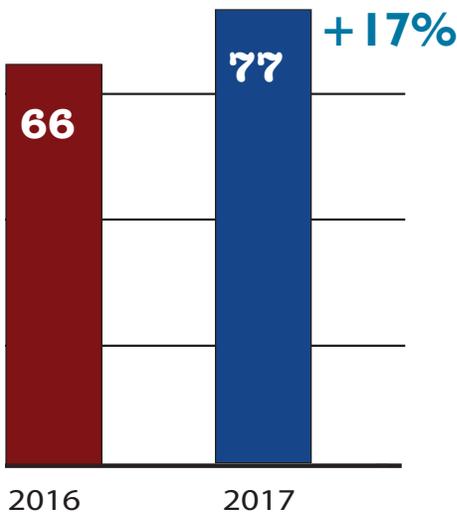
# CLIENT SUMMARY

## NEW CLIENTS

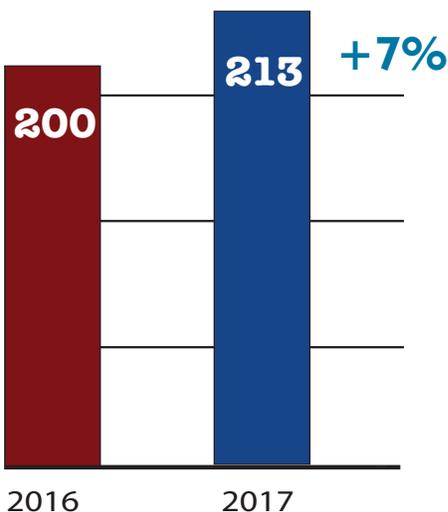
### Individual Consult Services

Clinical	126
LOMAP	213
<b>TOTAL</b>	<b>338</b>

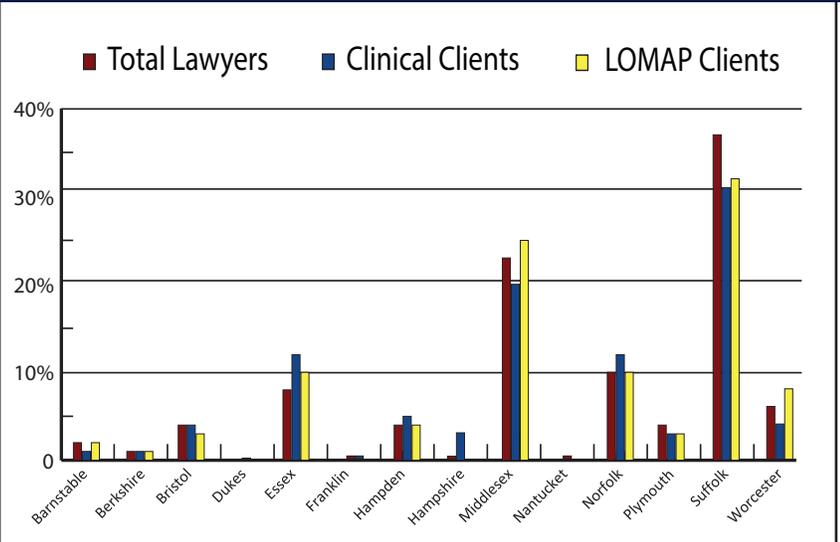
## LCL HELPLINE CALLS



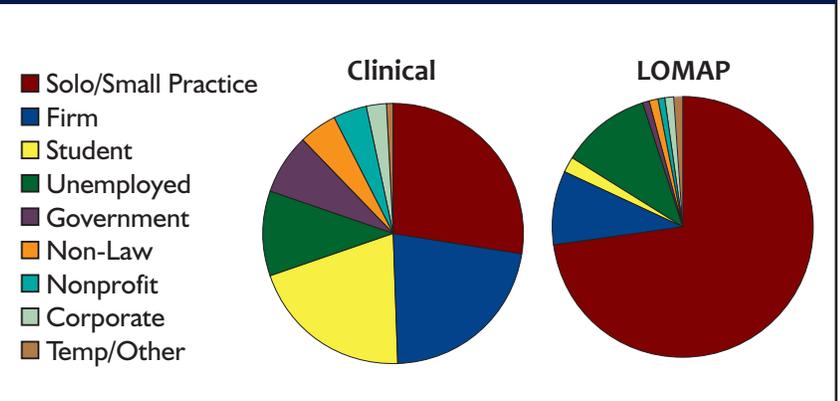
## LOMAP CONSULTS



## CLIENT DISTRIBUTION



## CLIENT CAREER POSITION



**+7%** Increase in law students among clinical clients



**42% of law students thought they needed help for mental health problems in the prior year, but only about half sought it out.**

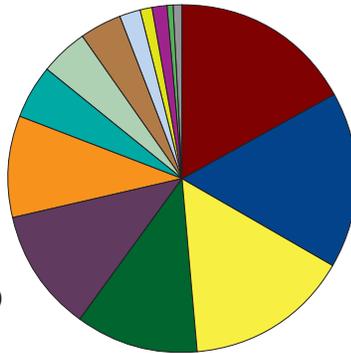
The National Task Force on Lawyer Well-Being 2017

# PRESENTING CONCERNS

## Clinical Clients

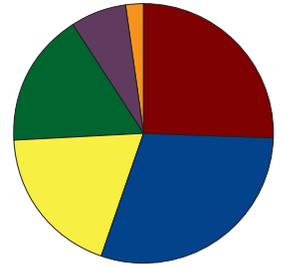
### Presenting Concerns

- Anxiety
- Depression/Mood/Grief
- Stress
- BBO/Discipline
- Alcohol
- Career/Practice
- Law School/Exam
- Other Mental Health (incl. ADHD/LD)
- Family (Other)
- Other Drugs
- Concerned for Other Attorney (other)
- Other
- Financial
- Family (Alcohol/Drugs)



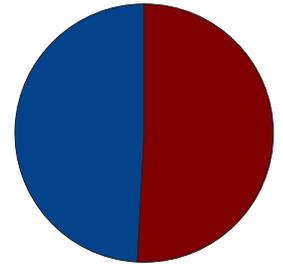
### Age

- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70+



### Gender

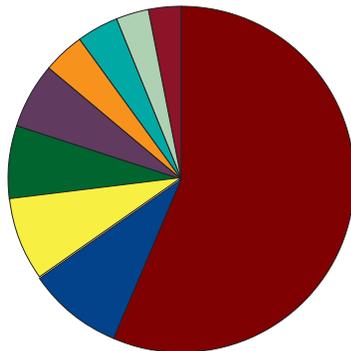
- Male
- Female



## LOMAP Clients

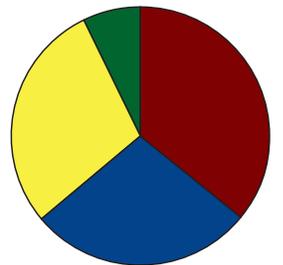
### Presenting Concerns

- Starting a Practice
- Tech
- Organization/Efficiency
- Marketing/Business Development
- Business Planning
- Billing
- Career Planning
- Ethics
- Finance



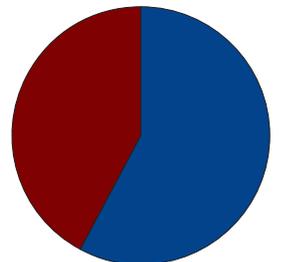
### Age

- 20-34
- 35-49
- 40-49
- 65+



### Gender

- Male
- Female

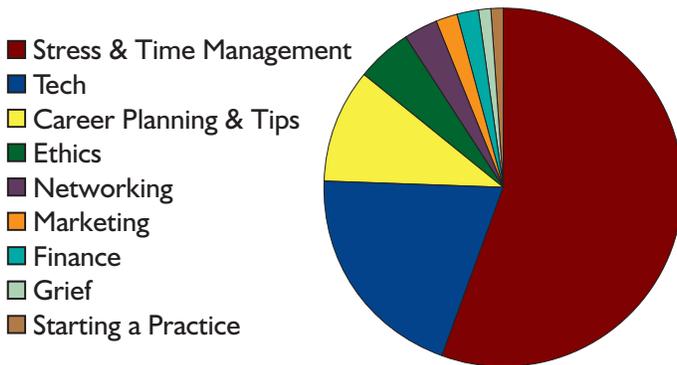


# COMMUNICATIONS REPORT

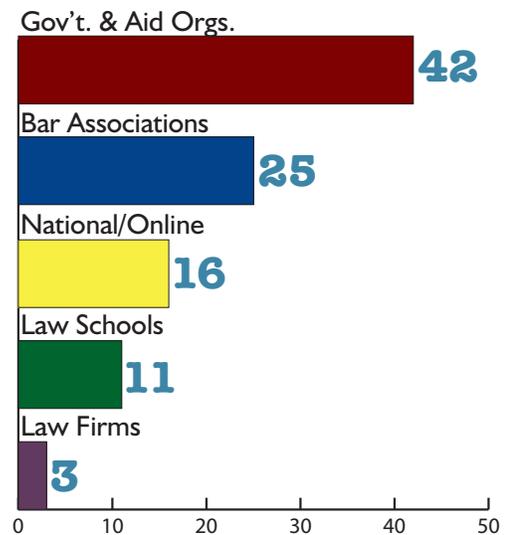
In Fiscal Year 2017, our staff continued to provide and contribute to educational programming available to help lawyers, law students, and other legal professionals in the Commonwealth to improve the quality of their lives, communities, and legal practices. Representatives of our clinical and practice management staff presented helpful advice at each of the 21 Practicing with Professionalism courses held in Fiscal Year 2017 and presented to nearly 100 additional audiences in collaboration with other organizations offering legal educational programming. We continue to provide education through our internally run support groups, monthly webinars, quarterly Startup Workshops, and written publications.

## EXTERNAL EDUCATIONAL PRESENTATIONS

**Topics:**  
(Practicing with Professionalism courses not included.)



**Audiences Reached**

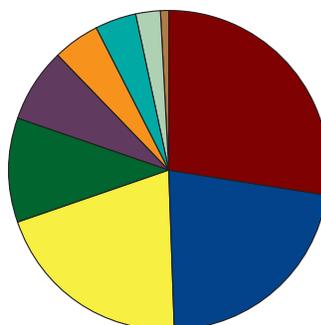


An increasing number of our programs are offered on demand, thereby further expanding our reach

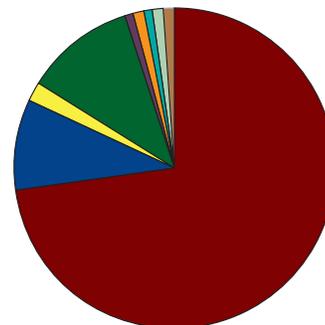
## HOW INDIVIDUAL CONSULTATION CLIENTS LEARNED OF OUR SERVICES

- Colleague
- Internet
- PwP
- Other CLE
- Bar Association
- BBO/Judge
- Print Ad
- Internal
- Other Source

**Clinical Clients**

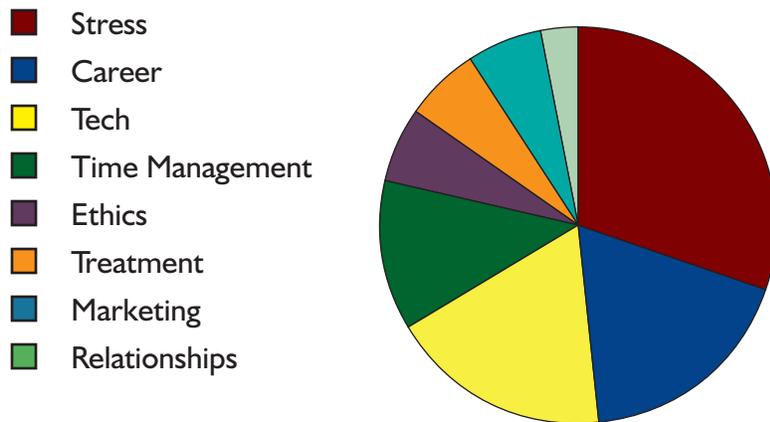


**LOMAP Clients**



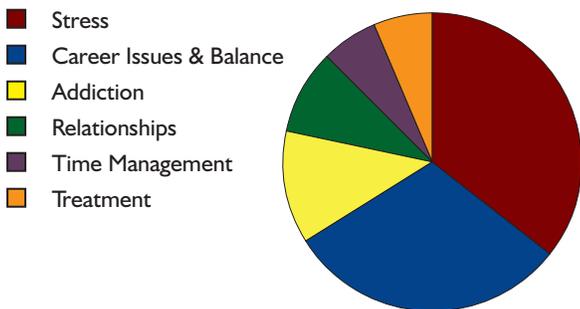
Articles written by our clinical and practice management staff were published in a number of local and national publications, including *Mass Lawyers Weekly*, *Mass Lawyers Journal*, the American Bar Association's *Law Practice Today* and *GP Solo Magazines*, and the Attorney at Work website. We continued to work with bar organizations in Boston and across the Commonwealth to offer programs and other resources helpful to their membership. We began providing tips to more bar organizations for distribution to their membership and staffed tables at an increasing number of bar organization events, and will continue to collaborate with outside organizations to optimize our services for the diverse needs of the legal community.

## EXTERNAL PUBLICATIONS

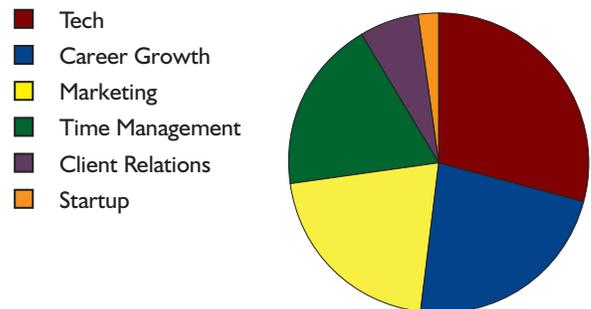


## BLOG PUBLICATIONS

**Clinical Blog**  
41 Posts



**LOMAP Blog**  
47 Posts



While some lawyers and law students only need to learn about our services to engage the help we can offer, the demands that we routinely address are often themselves obstacles to receiving help. Because obstacles and distractions make the marketplace for attention more competitive, with consumers needing increased numbers of encounters with a brand before acting to engage, we have also focused on creating and maintaining consistent branding that unites practice management services alongside our clinical and recovery services, which we have applied across promotional platforms.

We focused on communicating an association across our clinical, recovery, and practice management services in our advertising this year to push against the stigma connected to seeking support for any personal or emotional struggles. We will continue to focus our outreach and marketing efforts in Fiscal Year 2018 on meaningful engagement, both to optimize how we deliver the resources we have to as many lawyers, law students, and other legal professionals in the Commonwealth as possible, and to learn more about how we can design our services to be as helpful and accessible as possible in the future.

## BRANDING



**SUPERMOM**  
*Support for Lawyers*

Meeting Monthly in Boston + Online  
**FIND OUT MORE + REGISTER**

[WWW.MASSLOMAP.ORG/SUPERMOM](http://WWW.MASSLOMAP.ORG/SUPERMOM)

**LCL**  
LAWYERS CONCERNED FOR LAWYERS

**LO**  
MAP  
MASSACHUSETTS

*This free + confidential group is for the everyday heroes known simply as 'working mothers'. Practicing law with children at home is uniquely challenging, with relentless practical and emotional demands. So we're fusing our practice management and psychology services, with further support from the WBA's Mothers' Forum.*

SUPPORT   INFORMATION   RESOURCES   COPING SKILLS




*We help*  
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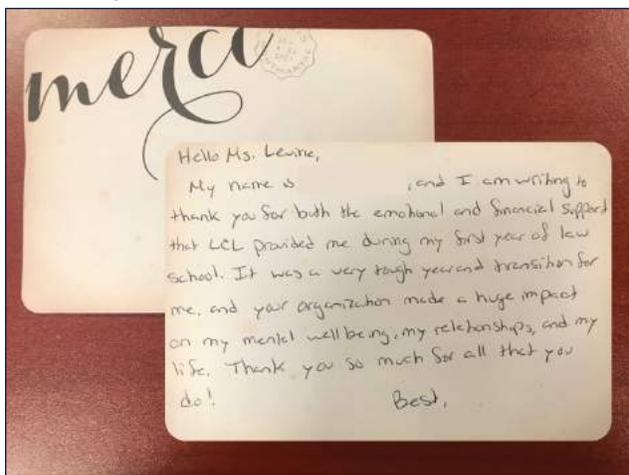
## BUDGET

LCL is able to offer nearly all of its services at no charge because it receives funding pursuant to Supreme Judicial Court Rule 4:07, administered by the Board of Bar Overseers. These funds represent a small percentage of Massachusetts attorney registration fees set by the Supreme Judicial Court. LCL’s Fiscal Year 2017 financial statements were reviewed by independent auditor Whittlesey, P.C., which reported that the financial statements represented a materially accurate accounting of the organization’s financial position. LCL operated slightly under budget with expenditures for Fiscal Year 2017 as follows:

<b>Payroll Benefits</b>	<b>\$925,961.85</b>
<b>Rent/Utilities</b>	<b>185,089.99</b>
<b>Professional Services/Insurance</b>	<b>106,513.51</b>
<b>Advertising/Marketing</b>	<b>40,165.00</b>
<b>Office Equipment/Supplies/Services</b>	<b>67,080.10</b>
<b>Travel/Meetings</b>	<b>39,256.36</b>
<b>Miscellaneous Expenses</b>	<b>4,969.59</b>
<b>TOTAL EXPENDITURES</b>	<b>\$1,369,036.40</b>

## ENDOWMENT

LCL has two endowment funds, the Lawyer Assistance Fund (LAF) started in 1993 and the James A. Brink Endowment Fund, in operation since 1998. All monies in both funds represent donations by individuals and law firms to support LCL’s efforts and/or the interest thereupon. The purpose of the LAF is to help pay for general services that will assist LCL clients in need. Such LAF funds are available for a wide range of purposes, from help with fees for additional counseling, to CLE tuition, MPRE registration fees and the like. Clients may apply to the LAF through LCL and assistance is based upon financial need and various other criteria. The requests are subject to approval by clinicians, the Executive Director, and the LAF trustees. All LAF recipients are asked to repay any assistance received if their financial circumstances improve sufficiently to do so. In Fiscal Year 2017, the fund trustees approved a total of \$3,750 in LAF requests. The LAF balance at the end of the fiscal year was \$242,019.41. The James A. Brink Endowment Fund exists solely for the purpose of assisting lawyers with recovery and rehabilitation related treatment and services. In Fiscal Year 2017, there were no requests for assistance from that fund and the balance of that fund was \$157,742.00 at the end of the year.



**The Lawyer Assistance Fund helped a law student manage to afford outpatient costs, allowing the student to obtain quality treatment for ongoing struggles with both depression and anxiety.**

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*Back row standing, L to R: Shawn Healy, Susan Letterman White, Barbara Bowe, Anna Levine, Jeffrey Fortgang, Jamice Edge*

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*Not pictured: Lottie Rutherford*



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