



NHLAP
NEW HAMPSHIRE
Your Well-Being Resource



ANNUAL REPORT

2022 - 2023

PREPARED BY

JILL O'NEILL

www.lapnh.org



NHLAP
NEW HAMPSHIRE

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September 19, 2022

Chief Justice Gordon McDonald and
Esteemed Members of the N.H. Supreme Court
1 Charles Doe Drive
Concord, NH 03310

RE: 2022 Update on the NH Lawyers Assistance Program

Dear Chief Justice and Associate Justices of the N.H. Supreme Court:

2021-22 has been an exciting period in the development of NHLAP. The genesis of this development is the hiring of Jill O'Neill as our Executive Director. Jill has brought a different perspective to the program and has worked tirelessly to expand our reach and the awareness of our services in the legal community.

She initially addressed some administrative issues such as securing our non-profit status and updating the program's accounting system. Jill has reached out to law firms, lawyers groups, and the Dean of the law school and has begun meetings to discuss ways to deal with mental health issues stemming from stress, which is prevalent in the practice of law. She has been on the faculty of two CLE presentations on this issue with great acclaim by the attendees.

The program is presently embarking on a long-term strategic planning process in order to get a better sense of how the program is perceived in our community and evaluate how to best provide our service in the future. We have hired an outside consultant guide us through this endeavor. The first step, which is meeting with 'focus groups' consisting of law students, lawyers from various practice areas and types of firms, and judges from all courts, is currently underway. Included in this long-term plan is any additional services we should provide and, if so, how to fund them.

All these new developments are in addition to maintaining our usual programs such as voluntary and mandatory monitoring of treatment, updating our presence on social media, consultations with

lawyers, referrals to treatment providers, maintaining our volunteer mentoring services, and organizing group meetings for lawyers experiencing substance misuse and /or mental health issues.

The Commission is very pleased with Jill's performance as our Executive Director and supportive of the direction she has plotted.

I also wish to express our appreciation for the support your Court has provided to NHLAP.

Respectfully,

James H. Leary

James H. Leary

Chair, NHLAP

Enclosures

cc: NHLAP Commission

This 2021 report marks fifteen years of
NHLAP's services to the legal community.



History

NHLAP began assisting New Hampshire judges, lawyers, and law students in 2007, following the adoption of Rule 58 by the New Hampshire Supreme Court. Chief Justice John Broderick, whose family had experienced the challenges of mental illness, championed a program that would provide confidential assistance to New Hampshire Lawyers. Under Justice Broderick's leadership, the court appointed a governing Commission of the NHLAP, now the Board of Directors. Retired Judge John Maher founded the Lawyers Concerned for Lawyers in New Hampshire and was named Chair. Attorney John Tobin was named Vice Chair.

Mission

The mission of the New Hampshire Lawyers Assistance Program is to provide education, prevention and confidential assistance to members of the New Hampshire Bar which promotes well-being, resilience, and satisfaction in the practice of law. The mission is for the benefit of New Hampshire judges, attorneys and law students in dealing with substance misuse, mental health disorders, cognitive and aging issues, work-life imbalance and well-being issues to assure competence service in the law and elevate public confidence in the New Hampshire legal profession.

Board of Directors

Hon. James H. Leary (ret.), Chair

Sean List, Esquire, Vice Chair

Shaun Filiault, Ph.D., J.D., Treasurer

Hon. William Delker, Director

Dr. Leonard Korn, Director

Dr. Molly Rossignol, Director

Charla Stevens, Esquire, Director

Christopher Regan, Esquire, Director

A Message from the Executive Director



While the worst days of the COVID-19 pandemic are hopefully behind us, the residual effects have a deeper impact on health and well-being. The pandemic has caused nearly three years of collective grief and trauma. Hence, many remain living in survival mode.

As COVID restrictions loosened, set into motion was a dash into the 'new normal.' The surmounting pressures and increased work demands led to an alarming rate of professionals experiencing burnout. Burnout is among the top reasons for seeking support at the New Hampshire Lawyers Assistance Program (NHLAP) this past year. Yet many waited too long before contacting NHLAP or never at all, suffering in silence.

Shame, stigma, and fear of reputational harm remain the top reasons for avoiding seeking help. Quite often, NHLAP encounters legal professionals who experience poor mental, emotional, and physical health because the signs and symptoms went unrecognized due to emotional numbing, an occupational risk of the practice of law. NHLAP recognizes that it is our role to come to you rather than wait for you to contact us.

This past year, NHLAP has accepted every invitation to join an event, brown bag lunch, wellness panel, and training opportunity to raise awareness, educate, and share resources for addressing well-being in law practice and promote the services available at NHLAP. We have recruited volunteer guest speakers with lived experiences to share their stories that create vulnerability and open the dialogue about the real issues negatively impacting the health and wellness of the legal community. What follows every talk, presentation, or training are new referrals to NHLAP.

However, there remain misconceptions about whom we can assist and the array of services offered at NHLAP. This new fiscal year, NHLAP will launch new marketing and engagement strategies. We will increase face-to-face outreach across the state. NHLAP will direct more energies to increase the engagement of court leaders, firm leaders, HR directors, and others in leadership positions to utilize NHLAP's employer services for advancing cultural workplace shifts that support employee well-being. We will expand our training curriculum to make available specific leadership training.

This new fiscal year, the NHLAP will embark on a formal strategic planning process to develop a long-range plan to meet the increased need for mental health and substance misuse assistance and build a comprehensive system to support the wellness of the legal community throughout New Hampshire.

I want to thank the members of the NHLAP Commission, all of the NHLAP volunteers, and community partners for their energies that are synthesizing momentum in creating a positive impact. There lies a community of support behind every legal professional who experiences personal or professional difficulties. You are not alone. Reach out. The practice of law takes a lot from you, and you deserve a hand up during your time of need.

A handwritten signature in cursive script that reads "Jill O'Neill".

Jill O'Neill, Executive Director
New Hampshire Lawyers Assistance Program

Free & Confidential

NHLAP Services



Consultations

When you contact NHLAP for your own personal or professional needs or to share concerns for another, you will receive education about the issues being presented, develop goals for addressing the issues, learn about resources that can assist, and determine strategies moving forward.



Case Management Services

NHLAP will assist in navigating and connecting to vetted specialists for assessment, psychotherapy, inpatient or outpatient treatment, career counseling, mentorship, and other personal or professional needs. NHLAP can help you get established with professional care regardless of insurance situation.



Peer Support Services

NHLAP volunteers are members of the N.H. legal community who offer fellowship and support, sharing their lived experiences recovering and/or adapting to challenging situations involving mental health, substance use, and addiction concerns or issues.



Lawyers Concerned for Lawyers

This is a monthly peer support meeting exclusively for lawyers, judges, and law students in or seeking recovery from unhealthy substances and coping behaviors- and is always confidential. All stages of sobriety and behavior abstinence are welcome to connect with peers and gain support.



Health & Recovery Monitoring

This is a voluntary program for legal professionals adversely impacted by a mental health condition, substance misuse, and other related addictive disorders. The goal is to restore competency and fitness to practice through participation in a formal evaluation and recommended treatment coordinated and monitored by NHLAP.



Wellness Programming

Personalized information & resources to merge healthier living with your law practice. NHLAP offers free educational programming on all areas related to well-being in law. NHLAP is here to help legal employers and leaders improve workplace culture and employee well-being by offering workplace consultations and connection to field experts.

Individual Consultations & 2021 Statistics

NHLAP provided **56** individual behavioral health and well-being consultations to the New Hampshire legal community in **2021**. There were **12 requests for outreach** by concerned colleagues. The **Lawyers Concerned for Lawyers Peer Recovery Meeting** has served **12 individual participants**.



3% increase in burnout/workplace stress.



9% increase in resource request



3% increase in individuals seeking assistance for problematic or harmful substance misuse.

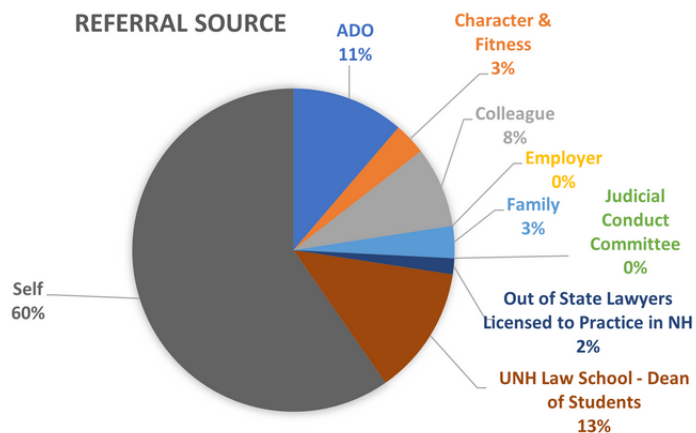


9% decline in request for practice management support

Support Requested in FY2021

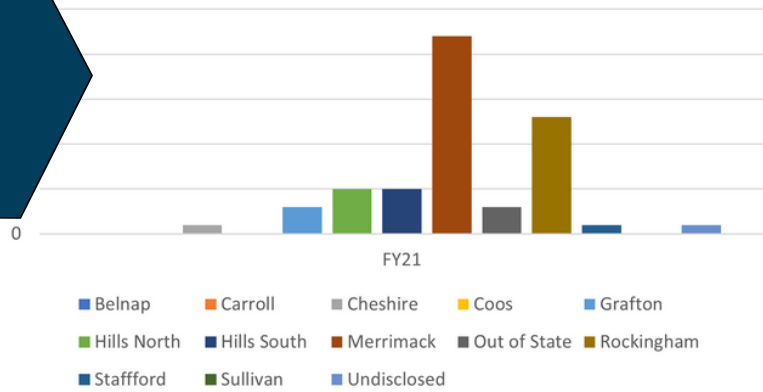


REFERRAL SOURCE

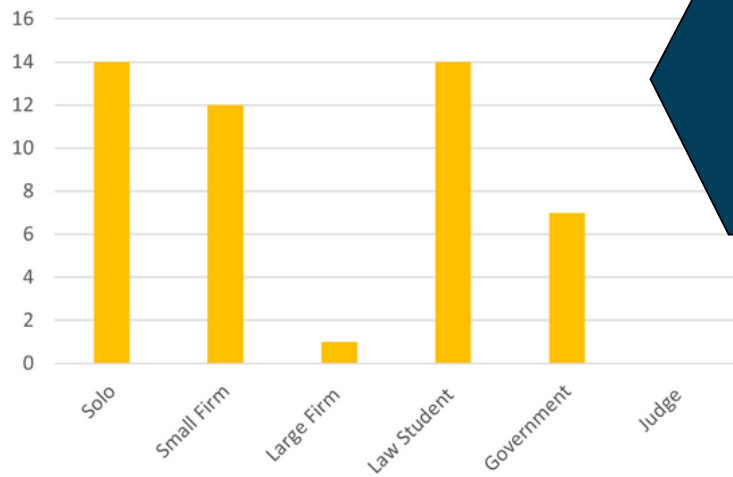


**Referrals from
Rockingham County
have doubled in
Fiscal Year 21.**

Referrals by County



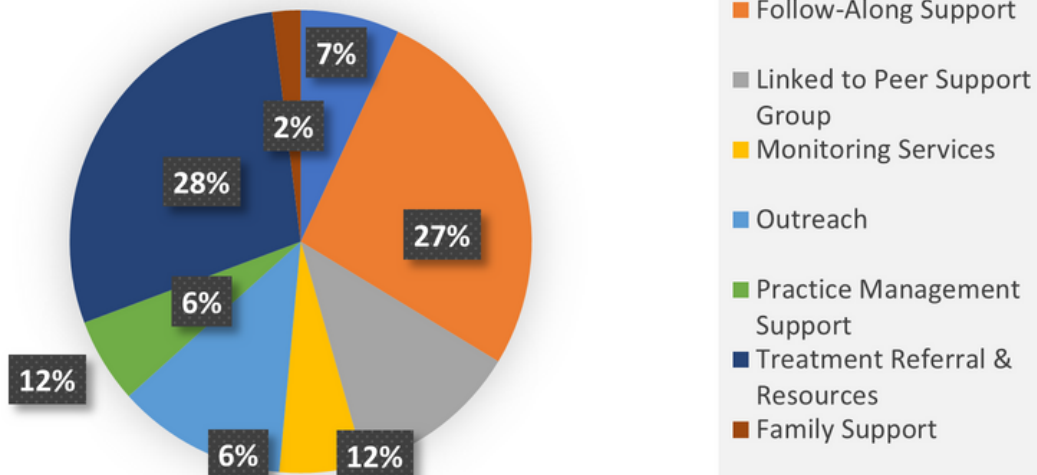
PRACTICE SETTING



**A significant increase in
the number of law
students & small firm
attorneys served in 2021
compared to 2020**

**The average client is receiving
follow-along supports for 3-6
months**

NHLAP DELIVERED SUPPORTS





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Highlights & Key Updates

Program Strengthening

- NHLAP joins the Institute for Well-Being in Law's National Task Force, attending monthly meetings.
- NHLAP receives sponsorship and joins the Federation of State Physicians Health Program (FSHP). The FSHP specializing in Professional Health & Recovery Monitoring of safety-sensitive professionals (judges, lawyers).
- NHLAP BOD hires a strategic planning consultant to engage in the program's first-ever formal strategic planning process.

NHLAP delivered a total of **eleven** high-quality educational presentations and CLE training on all areas of well-being in the practice of law, including:

- The 4 Pillars to Creating a Mentally Healthy Workforce Culture
- Thoughts on Trial: Strategies for Reducing Practitioner Stress
- Burnout, Vicarious Trauma, and Secondary Traumatic Stress
- Practical Strategies to Address Clients in Crisis

NHLAP Director was invited to join an episode of McLane Middleton Law Firm's Podcast. NHLAP Director published **seven** educational articles on attorney wellness in the New Hampshire Bar News.

Educational Programming delivered

Strengthened Finances

- Balanced the budget
- Ended the fiscal year with a net margin which allowed NHLAP to hire a strategic planning consultant.
- Fully funded 6-month operating reserves
- Enhanced organizational financial practices

Strengthening Partnerships

Law School Engagement:

- NHLAP holds monthly office hours for students at UNH Law School.
- Strong allyship with Assistant Dean of Students resulting record number of student referrals to NHLAP.
- Director meets with Student Bar Association to promote NHLAP and discuss partnership opportunities.

Strengthening Partnerships

Discipline Board Engagement:

- August 2021, NHLAP Directors meets with staff at the Attorney Discipline Office
- December 2021, NHLAP Director attends the Advisory Rules Committee and provides testimony in support of the Proposed Amendment to Rule 40, creating a diversion track to the discipline rules.
- February 2022, NHLAP Director meets with the Character & Fitness Committee

NHLAP Fiscal Year 2022 Projected Budget

(July 1, 2022- June 30, 2023)

Motion to Adopt by: Len Korn

Seconded by: Shaun Filiault

Passed: May 25, 2022

Anticipated Income: Based Upon NH

Bar Report 5/2022 **\$156,090**

Less NH Bar Fee: **(\$2,500)**

Projected Income for FY21 **\$153,590**

Anticipated Income: Based upon NH

Bar Report 4/2021 **\$ 161, 245**

Less NH Bar Fee: **(\$2,500)**

Projected Income for FY20 **\$ 158,745**

Line Items:	FY22 Projected Budget	FY21 Projected Budget	FY21 Expenditures
Accounting & Bookkeeping	\$3,000	\$2,500	\$2,642.50
Advertising	\$750	\$1,000	\$439
Computer Maintenance	\$2,300	\$1,500	\$2,159
Exhibits	\$2,500	\$1,000	\$2,562.50
Fees- CoLAP	\$150	\$500	\$150.00
Fees- NHLAP	\$415	\$500	\$408.00
Insurance	\$8,000	\$8,200	\$7,598.28
Internet	\$2,600	\$2,500	\$2,174.09
Library (in-house only)	\$150	\$500	\$0.00
Mailing	\$300	\$750	\$68.52
Meals	\$500	\$1,000	\$68.08
Mileage/Parking	\$700	\$1,500	\$68.39
Misc. (canceled bank check fee)	\$0.00	\$0.00	\$35.00
Office Expenses	\$1,000	\$1,500	\$762.57
Payroll – 401K Employer Contribution	\$4,500	\$4,500	\$4,162.12
Payroll-Benefit (Medical Buyout E.D.)	\$10,000	\$10,000	\$10,000
Payroll-Salary E.D.	\$80,000	\$80,000	\$80,000
Payroll- Cecie Hartigan	\$0	\$0.00	\$809.46
Payroll Taxes/Processing Fees	\$8,750	\$11,000	\$8,876.37
Printing	\$750	\$1,000	\$1,183.17
Programming	\$1,000	\$1,500	\$0.00
QuickBooks	\$350	\$0.00	\$249.99
Rent	\$6,430	\$6,300	\$5,726.80
Secured Database (client files storage)	\$1,700	\$0.00	New Line item FY22
Strategic Planning- Consultant	\$5,600	\$0.00	\$2,500
Tax Preparation	\$2,000	\$2,500	\$1,900
Telephone	\$1,600	\$2,500	\$1,449.642
Training - E.D.	\$3,000	\$2,000	\$1,008.38
Training- NH Bar Members	\$1,450	\$3,120	\$550.00
Volunteers	\$500	\$500	\$85.98
Website & Software Maintenance	1,000	\$3,100	\$1,195.70
Total Projected Expenses:	\$150,995	\$151,000	\$138,834
Total Projected Income:	\$153,590	\$158,745	(\$170,000 - \$19,000) \$151,000
Projected Net	\$2,620	\$7,745	\$12,166

Carry Over Balance from FY20 Operating Account as of 7/1/2021	\$33,368
Actual Income Received from NHBA FY21 as of 5/25/2022	+\$170,000
Total Income FY21:	\$203, 368
Fully Funding Reserve Account FY21	-\$19,000
Total Year-End Expenditures Projected FY21	-\$138,834
Projected Net FY21	+\$12,166
Projected Carry Over Balance from FY21 to FY22	= \$45, 534

**To the NHLAP Commission,
NHLAP volunteers, LCL members,
community partners, and court
leaders:**

Thank You

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