



NHLAP

NEW HAMPSHIRE

125 Airport Road, Suite 5B, Concord, NH 03301



Annual Report

2019

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FROM THE EXECUTIVE DIRECTOR: OH, WHAT A STRANGE END TO FISCAL YEAR 2019

New Hampshire Lawyers Assistance Program's fiscal year runs from July 1 through June 30 each year. This fiscal year was marked with the unsettling arrival of the COVID-19 pandemic across the globe. By March 13, 2020, NHLAP had to shut its new office and all work moved to the Executive Director's home, apart from a weekly mail and physical check of the office space. The move, just one month earlier, provided a front row seat to the immense task undertaken by NH hospitals across the state to prepare for the worst that the pandemic had to offer. Because NHLAP relocated into the New Hampshire Hospital Association Building, NHLAP witnessed large scale meetings in the planning for overflow hospital accommodations, including those at the University of New Hampshire in Durham, less than a five-minute drive from the E.D.'s home. Long before many in NH understood the frightening possibilities presented by the Corona Virus, NHLAP was very aware of what was to come- the possibility of death on a scale never experienced in our quiet, relatively sheltered state. Thankfully, the worst-case scenario has not materialized, although at the time of this report in September of 2020, this is still a possibility due to the collision of COVID-19 and expected annual flu season. With diligence, preparedness and luck, NH will continue to bear some of the smallest portion of pandemic's U.S. impact.

Pandemic disruption in early spring 2020 derailed much of the bulk of outreach and training for NHLAP this fiscal year. A large-scale free CLE was scheduled for May of 2020 utilizing the space at 3S Artspace in Portsmouth with a guest speaker of some renown, Jay Schadler, a former reporter for ABC News and 20/20, the News Magazine, was cancelled. The ABA Co-LAP (Coalition of Lawyers Assistance Program) Annual Conference for September was cancelled. All trainings and in-person outreach, both large and small, were cancelled and many were not rescheduled to an on-line format. On campus office hours at UNH Law School were cancelled. A virtual conference is planned for November 2020. The busy work of meeting with and talking to NH lawyers, judges and law students came to an abrupt halt. NHLAP scrambled to understanding digital formatting for outreach and meetings, as did many NH employers, whether related to legal work or not.

After an initial learning curve, both Zoom and GoToMeeting platforms have been utilized with success to host all monthly peer support commencing in April of 2020. The NHLAP Board has meet online in both April and July and will do so until the end of the pandemic. Surprisingly, the virtual format proved to be an even more effective venue to get to know one another and move through the agenda efficiently, mainly because everyone was present on the screen. Often there is a mix of in person attendance and call-in attendance via cell phone, which crates a barrier to getting to know one another. The Board is more cohesive better facilitates free-flowing communication on a virtual platform.

Calls to the NHLAP helpline came to a virtual stand still between March and July. Discussion across the ABA Co-LAP list serve confirmed that this was a national phenomenon. Understanding that substance misuse and mental health issues flourish in isolation better explains why this is so. Without daily in-person, social interaction, people suffering from or developing problems with these issues have little incentive to address them. Members of the LCL (Lawyers Concerned for Lawyers) peer support group commented early in the pandemic that if they were still active in their drinking misuse, they would certainly be home drinking

early and drinking often. Unfortunately, this sentiment is echoed by infectious disease and mental health experts. Once the pandemic restrictions have lifted, it is expected that Americans overall will be amid a second pandemic- one of mental health and substance abuse. There is little doubt that lawyers will be in the top percentage of those needing help.

There are additional factors that have compounded the concerns mental health experts have for Americans in general and lawyers in particular. The divisive nature of the pending election has divided friends, family and colleagues in a way that it has not in the recent past. The immergence of a second wave of social justice related to racial injustice has brought images of violence and brutality into our daily consciousness. The closing and partial closing of schools has stressed families needing childcare, homeschooling and home supervising at a time when working at home leaves little room for personal and professional space. Gender roles and gender identity issues that began prior to the pandemic with the #MEETOO Movement remains a controversial issue with the disproportionate responsibility of family stressors added to the plates of working women. These issues are all fermenting in the minds and hearts of Americans while remaining socially and, often professionally, isolated. The need for healthy coping and mental health support has never been more important to the wellbeing of NH lawyers.

NHLAP has used this time of quarantine to ramp up a social media presence and correct technological issues. In the coming fiscal year, the Executive Director will undertake two vital trainings to prepare for the expected onslaught of mental health emergencies- a certificate in Suicide Prevention and in Recovery Coaching. In the meantime, NHLAP is also using this time to review protocols, procedures, and security. The NHLAP Board has proposed a comprehensive audit to assure that all financial accountability issues meet best practices, and this audit will take place in the next fiscal year.

NHLAP looks forward to the future when offices reopen, in-person meeting and trainings resume and the level of anxiety subsides. While we all await this change, NHLAP stands ready to help NH lawyers, judges and law students with all issues that impact their ability to practice or study law with competence and in wellness.

Terri M. Harrington, Esq.
Executive Director
NHLAP



WHO WE ARE & WHAT WE DO

NEW HAMPSHIRE LAWYERS ASSISTANCE

New Hampshire Lawyers Assistance, established by order of the New Hampshire Supreme Court in 2007, is an independent, peer-based New Hampshire non-profit corporation and a 501(c)(3) charitable organization that confidentially assists New Hampshire lawyers and judges, their family members, and law students who may be struggling with mental health or substance use issues. Our dedicated toll-free Helpline is available to answer questions, obtain information or referrals. Callers may choose to remain anonymous. NHLAP combines comprehensive educational programming and outreach with confidential peer support and independent referrals to healthcare professionals to facilitate mental health, substance use or medical evaluations which may recommend support, treatment and recovery.

MISSION

New Hampshire Lawyers Assistance provides a free, confidential, independent bridge to services that address a variety of mental health, medical or substance use issues that impairs the ability to competently practice law. Our primary purpose is to ensure the health and integrity of New Hampshire lawyers, and in doing so, protect the public.

- √ Problematic Substance Use with Drugs or Alcohol
- √ Grief and Trauma √ Gambling √ Vicarious Trauma
- √ Eating Disorders √ Depression √ Anxiety
- √ Cognitive Decline √ Aging √ Compulsivity
- √ Burnout √ Work-Life Imbalance √ Stress

SERVICES

- √ Personal Support √ Resource Coordination √ Peer Support
- √ Intervention Assistance √ Treatment Admission Assistance
- √ MCLE Education √ Monitoring Contracts
- √ Lawyers Concerned for Lawyers (LCL) Anonymous Peer Support Meetings

HISTORY

In 2007, the New Hampshire Supreme Court New Hampshire created the New Hampshire Lawyers Assistance Program by passage of Rule 58. Rule 58 was championed by a committed group of New Hampshire lawyers who for years had voluntarily assisted troubled colleagues struggling with mental health or substance abuse issues. These compassionate lawyers were appointed by the Court to be the first LAP Commission. LAP was initially funded through the Public Protection Fund, and in 2009 became independently funded by a \$15.00 annual assessment from NHBA members. The assessment was increased to \$20.00 per lawyer in 2014, where it remains. In 2010, LAP was incorporated as a 501(c)(3) not-for-profit corporation. As a non-profit, we refer to our governing body as a commission. The greatest source of information and guidance has been the ABA's Commission on Lawyer Assistance

Programs (CoLAP), created in 1992 to assist state lawyer programs nationally in accomplishing this mission. Our office at 125 Airport Road, Concord, is a private, professional and welcoming location. We are privately situated in the New Hampshire Hospital Association Building emphasizing the independent nature of our work and our connection to medical wellness. We encourage anyone to visit by stopping by or calling for an appointment.

CONFIDENTIALITY

Under Supreme Court Rule 58, the confidentiality of all client interaction with LAP is guaranteed. Any information learned by NHLAP employees and volunteers will not be disclosed except upon express authority of the affected person. This requires an individual to execute a release of information and expressly asks NHLAP to share information with another organization or individual.

There is additional protection provided under the rules. Under Rule 8.3(c) of the Rules of Professional Conduct, LAP volunteers are exempted from reporting information of misconduct received during their work on behalf of NHLAP. Further, under Administrative Rule 37 (e), information that is indicative of a violation of the Rules of Professional Conduct and that is acquired during NHLAP work is shielded by attorney-client privilege. Through these provisions, the privacy of any lawyer who seeks help from NHLAP has been protected by the New Hampshire Supreme Court.

NON-PROFIT STATUS

New Hampshire Lawyers Assistance was initially created as a committee of the New Hampshire Supreme Court. However, since 2010, we are now incorporated and operate as a not-for-profit, separate organization under section 501(c)(3) of the Internal Revenue Code.

HOW NHLAP WORKS

Since its inception in 2007, most calls to LAP have been self-referral from lawyers, judges and law students who recognize that they have a problem and ask for help. These problems can range from temporary conditions caused by stress, grief, family issues, or work problems, to ongoing struggles with anxiety, depression, compulsive behaviors and addiction. When substance misuse is the issue, an evaluation is sought to determine the level of misuse and whether a co-occurring disorder is also indicated. In many cases, a lawyer volunteer will assist the person to begin the road to abstinence, stabilization and recovery. This may involve inpatient treatment, intensive outpatient programs, and recovery support groups, including a lawyers' recovery group, Lawyers Caring for Lawyers, that has been meeting monthly for over 25 years. NHLAP maintains close relationships with mental health professionals experienced in treating lawyers. We work with treatment programs throughout the country as well as individual therapists, psychologists and psychiatrists in New Hampshire and nearby states, making appropriate referrals when indicated including making working with these professionals as part of a contract with NHLAP.

Third-party calls to NHLAP are treated with the same confidentiality as all other LAP contacts. When a third party makes a referral, that referral is confidential. In turn, NHLAP contacts the practitioner that is the subject of the referral, most often in the form of a "cold call." At no time does NHLAP reveal where a referral came from. In discussing the area of concern, care is taken to avoid revealing unnecessary details which can be used to guess at

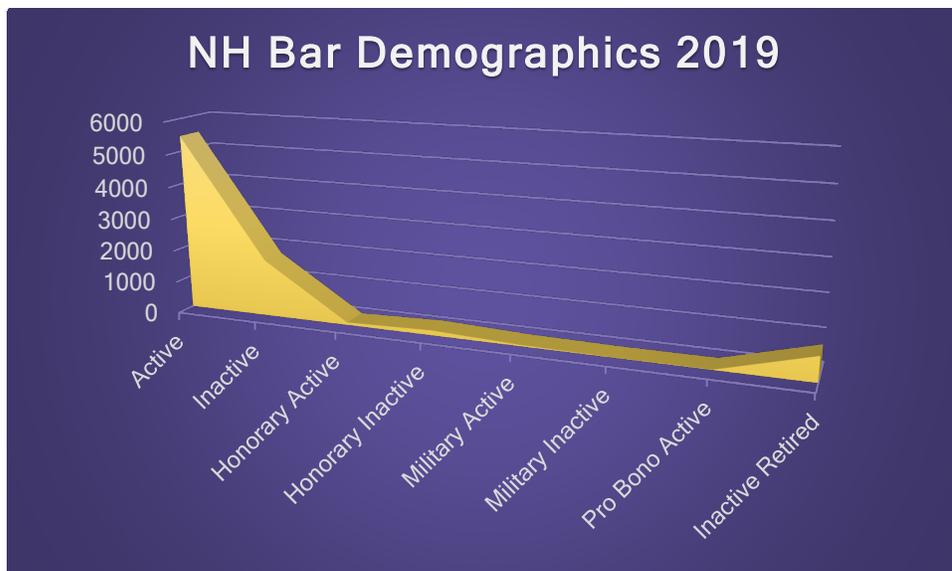
the referrals' source. Likewise, NHLAP does not follow up with a referral source to report on the outcome of such a "cold call" contact. At all times, respecting privacy and confidentiality are of utmost importance.

In most cases, working with NHLAP is voluntary. Practitioners recognize the need for assistance and of their own initiative engage in a formal contract for services. A contract holds the practitioner accountable for the steps necessary to address the issue that is creating difficulties. With substance misuse, this often means that the practitioner agrees to random substance use testing with an accredited lab. This piece is vital to keep someone on track while seeking to curb substance misuse. It is impossible to take half measures to address a serious substance issue when testing is involved. To continue working with NHLAP, the contract must always be adhered to. NHLAP does not report non-compliance with a voluntary contract to anyone. The contract and its terms remain confidential unless the practitioner specifically requests and signs a release to involve anyone else- whether that is a spouse, an employer or other provider.

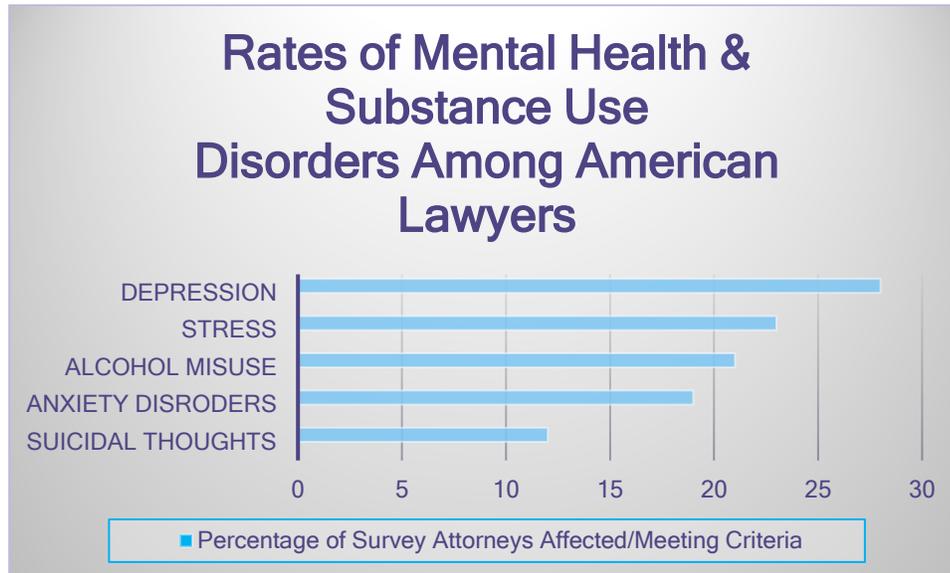
NHLAP involvement with the discipline system is treated only slightly differently than a voluntary contract. When a practitioner is referred to NHLAP by a body in the discipline system as a part of the disciplinary process, the practitioner is often required by that body to sign appropriate releases. This means that if an NHLAP contract is entered into as part of the discipline system, then continued compliance with the terms of the contract are not only required for participation with NHLAP but in maintaining cooperation with the discipline authority. After this means that a practitioner can keep his or her license to practice while engaging in an NHLAP contract. NHLAP is then required to update the discipline authority with progress and whether the contract remains in compliance. So long as this remains the case, an ideal end to the discipline proceeding can be closing of the discipline file without any finding when a contract is fully completed.

WHO WE SERVE

NHLAP serves all NH judges, lawyers and law students, regardless of status. This includes all lawyers who are members of the NH Bar. Currently, there are a total of 8,034 members of the NH Bar which includes both active and inactive members, retired members and military members. (Source New Hampshire Bar Association, April 1, 2019).

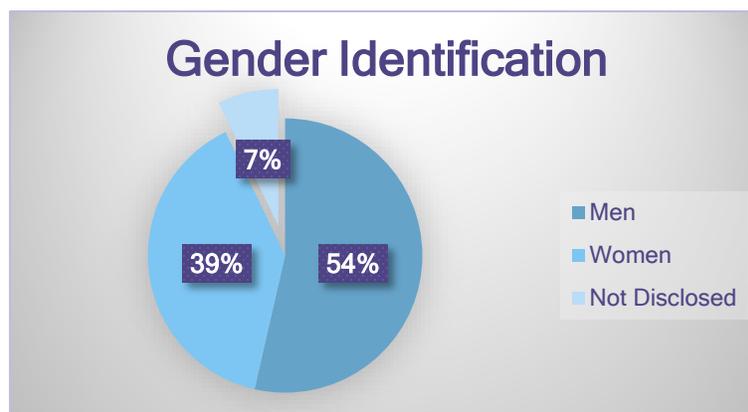


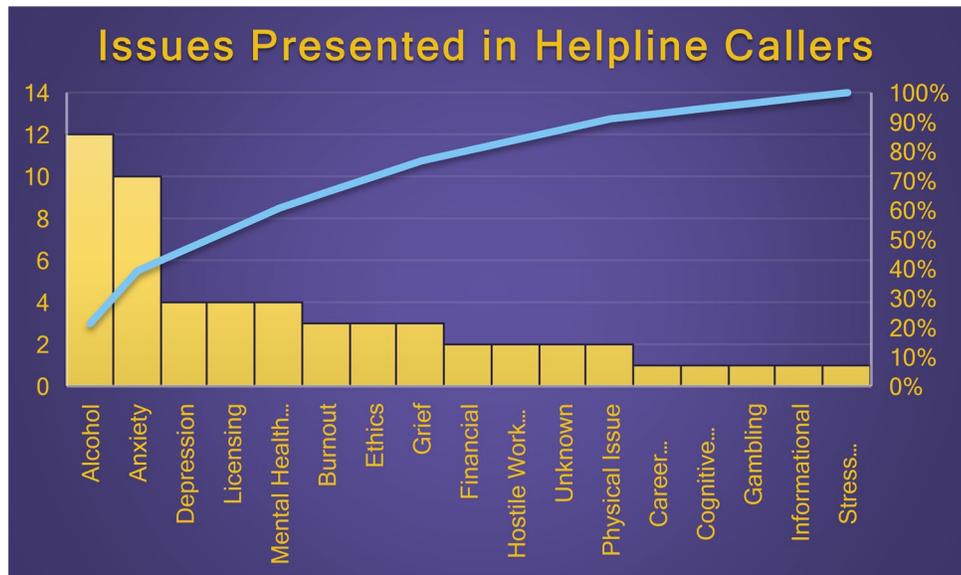
Nationally, the numbers of lawyers in a state of crisis are startling. Lawyers experience mental health and substance use issues at rates exceeding those seen in other professions and well over rates of the general population. NHLAP services are increasingly relevant and vital to the health, careers and well-being of the approximately one in four legal professionals who struggle with these issues. (Source: *The Prevalence of Substance Use and Other Mental Health Concerns Among American Lawyers*, Krill, Johnson & Albert, 2016 [Known as the ABA/Hazelton Betty Ford Study]).



New Hampshire Lawyers Assistance Helpline (603-491-0282) answers calls every day of the year. After hours calls are always answered by the Executive Director. **In 2019, NHLAP received 56 unique Helpline calls.** These calls arranged from urgent services and assistance to scheduling a meeting for referral services or connecting a caller to a qualified NHLAP/LCL volunteer.

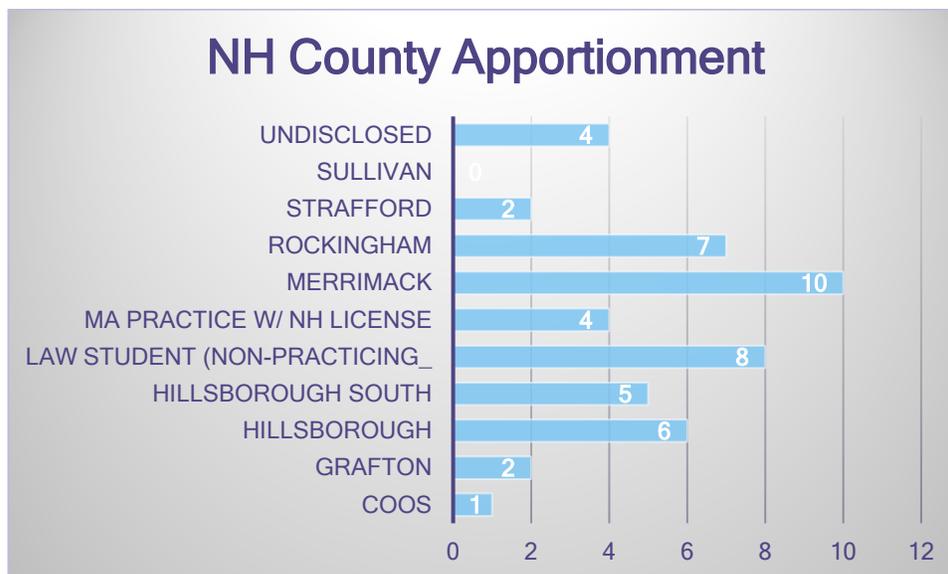
NHLAP services are 100% voluntary; there is no obligation to accept our assistance. All services are confidential, and a caller is not required to disclose identifying personal information to receive NHLAP services. All NHLAP services are free to charge to the caller. We utilize independent healthcare professionals to provide the evaluation, diagnosis, treatment or referral to treatment.





The most common presenting issues for Helpline calls are:

1. Alcohol Misuse
2. Mental Health
 - Anxiety
 - Depression
 - Burnout
 - Stress Management
 - Not Specified
3. Licensing Issues



Outreach is most successful with UNH Law Student and lawyers in Hillsborough, Merrimack and Rockingham counties. There is room to improve outreach in Sullivan, Strafford, Grafton and Coos counties.

Given the number of members of the NH Bar, which is approximately 8,000 lawyers, and given that the national research demonstrates that a minimum of 28% of practicing lawyers deal with depression, another 23% deal with substance misuse. The number of lawyers serviced by this program have remained stagnant since 2016, when numbers finally broke the 50 mark. Using a simple statistical calculation, a number approaching 2,000 lawyers is a realistic approximation of those who actually need the services of NHLAP.

PRESENTATIONS, TRAININGS AND OUTREACH

Education

NHLAP's educational programs and networking interactions are designed to break through the major barriers that often prevent lawyers, judges and law students from seeking or accepting help in the following ways:

STIGMA Mental health and substance use disorders are among the most stigmatized illnesses in our society. NHLAP utilizes evidence-based science combined with personal stories of illness and recovery to lead the way to a better understanding of these issues. The personal stories illustrate that recovery is not only possible, but compatible with a successful legal career.

FEAR Legal professionals commonly fear that public disclosure may harm professional reputations, and embarrass their families, firms, colleagues and friends. NHLAP services are 100% confidential. Confidentiality is integral to NHLAP's mission and success. NHLAP does not report any identifying information to the NH Supreme Court or any of its agencies. All NHLAP Staff and volunteers comply with a strict and comprehensive confidentiality policy.

DENIAL Predictable and identifiable changes in the structure of the brain and in its chemistry often prevent someone from recognizing that they may be struggling with a mental health or substance use issue. People often rationalize or justify behaviors and minimize the severity of the circumstances surrounding issues. NHLAP utilizes evidence-based education to demonstrate the science and psychology that underlies behavior. There is an emphasis on understanding that behaviors are consequences of an illness rather than a moral failure. Many who struggle with these issues come to believe the falsehoods that these issues should be hidden and is not worthy of help. NHLAP helps those affected that there is help and that those suffering do not need to do so alone.

ENABLING Enabling occurs when family members, friends and colleagues, often out of love and concern, knowingly or unknowingly protect someone suffering with an impairment from the natural consequences of the illness-based behaviors. By avoiding expressing concern, by "minding your own business, to cover for a colleague's missed or poor work performance, these illnesses are allowed to progress. When impairment progresses, greater harm occurs not only to a career, but to family and health. NHLAP leads the way in discussing the harm of enabling and seeks to break the silence that surrounds it.

NHLAP uses education and outreach to minimize barriers to seeking help by teaching judges, lawyers and law students:

- √ the scientifically based causal factors of these illnesses
- √ how to recognize early warning signs
- √ that these illnesses are chronic and progressive
- √ these illnesses are treatable and carry a good prognosis for recovery
- √ lives are saved by reaching out to offer help
- √ there is no shame in asking for help.

Monthly Meetings

ABA CoLAP Collaboration with State LAPs	Member	Conference Calling
Charles C. Doe Inns of Court	Participant	Durham, NH/Zoom
LCL Meeting	Facilitator	Manchester, NH/Zoom
NH Center for Nonprofit New Executive Director Roundtable	Participant	Concord, NH/ GoToMeetings
NHLAP Mental Health Peer Support	Facilitator	Concord, NH/Zoom
UNH Law Office Hours	Host	Concord, NH/Zoom

Individual Meetings

ABA CoLAP National Conference	Participant	Austin, TX
CoLAP Executive Director Retreat	Participant	Salt Lake City, UT
LCL Annual Dinner	Host	Durham, NH
NH Center for Nonprofits Grants Institute	Participant	Concord, NH
New England Bar Meeting Wellness Panel	Presenter	Portsmouth, NH
NH Bar Assn. Mid-Year Meeting	Presenter	Manchester, NH
NH Bar Association Practical Skills CLE	Presenter	Concord, NH
NH Courts Judicial Training	Presenter	Concord, NH
NHLAP CLEs How NHLAP Works	Presenter	Zoom
Primer on the Neuroscience of Impairment		Zoom
NH Supreme Court Lawyer Swearing-In	Participant	Concord, NH
NHLAP Office Hours at UNH Law	Meeting Room	Concord, NH/Zoom
NH Women's Bar Association Wellness Panel, Midyear Retreat	Presenter	Laconia, NH
NH Women's Bar Association Virtual Brown Bag Lunch Series	Presenter	Zoom
Physicians Health Program Regional Meeting	Participant	Harrisburg, PA
Portsmouth TedX	Participant	Portsmouth, NH
Seacoast Mental Health Community Mental Health Discussion	Participant	Rye, NH
UNH Law Alumni Reception	Participant	Concord, NH
UNH Law Mental Health Lunch	Presenter	Concord, NH
UNH Law Orientation Resource Fair	Table	Concord, NH

COLLABORATIONS

AMERICAN BAR ASSOCIATION COMMISSION ON LAWYER ASSISTANCE



New Hampshire Lawyers Assistance is a part of the American Bar Association's Commission on Lawyer Assistance Programs (CoLAP). CoLAP is an 8-member commission of the ABA that has the mandate to educate the legal profession concerning substance abuse, stress, depression and other emotional health issues, and to assist all bar associations and lawyer assistance programs in developing and maintaining methods of providing effective solutions for recovery.

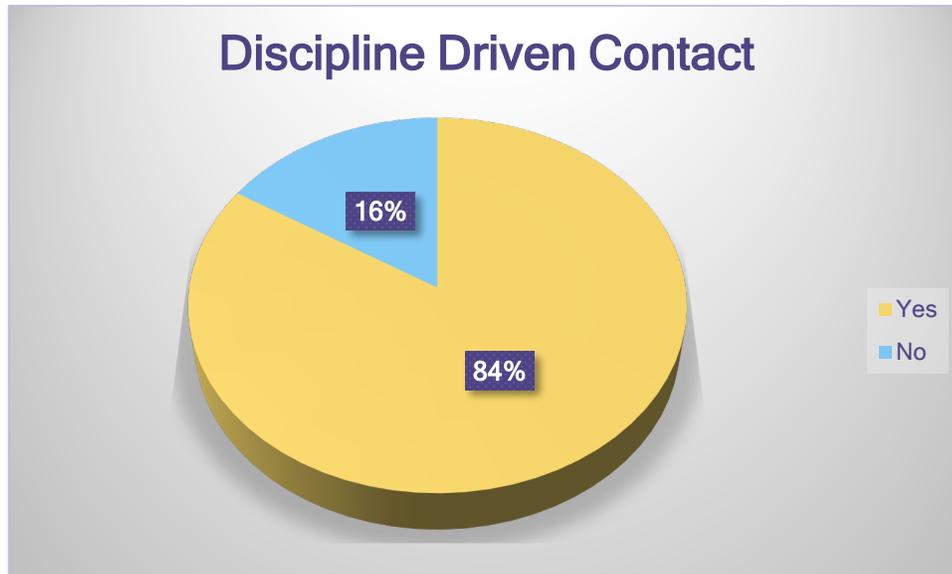
LAP's Executive Director, Terri Harrington, is a member of the ABA CoLAP. As such, she regularly attends all national CoLAP conferences, CLEs and retreats. As part of CoLAP, all members are part of a list serve of Executive Directors only. Each E.D. can reach out at any time to obtain information on resources, research and new initiatives. This is an invaluable resource that keeps all 50 states connected in real time, creating a supportive community and a professional network in what can be an isolating job here in NH.

NH ATTORNEY DISCIPLINE OFFICE NEW HAMPSHIRE SUPREME COURT ATTORNEY DISCIPLINE SYSTEM

New Hampshire Lawyers Assistance emphasizes that while we are authorized by Rule 58 to receive referrals from the Attorney Discipline Office (ADO), LAP never refers to, reports to, or otherwise communicates with attorney discipline or any other entity or individual without the express consent of the affected lawyer. In some cases, the Attorney Discipline Office or the Professional Conduct Committee (PCC) may refer an attorney to LAP for assistance. In these cases, there may be an opportunity for a lawyer facing disciplinary action to get assistance for conditions that, if not addressed, may lead to repeated misconduct in the future.

Confidentiality remains the LAP priority, and LAP will not report or share any information regarding a program participant without the express written consent of the participant. For obvious reasons, in cases of referral from the ADO or PCC in which a contract is entered between the lawyer and LAP, waiver of confidentiality is required. Monitoring contracts have been used for substance abuse issues, mental health issues, and chronic disease management. A typical monitoring contract includes random drug testing (where substance abuse is indicated), attendance at counseling and/or support groups, and compliance with all medical recommendations and prescriptions.

Our relationship with the ADO is vitally important, from LAP's perspective, for two reasons. One, by working together we ensure that lawyers who return to practice are healthy and do not continue to suffer from issues underlying their prior unethical behavior. Second, by helping lawyers when the need arises, we protect the public. This shared goal of professionalism protects our legal community as well as the public. By ensuring lawyer accountability while also addressing and monitoring behavior when necessary, we ensure public protection.



COMMITTEE ON CHARACTER AND FITNESS

LAP cooperates with the New Hampshire Supreme Court Committee on Character and Fitness and its staff coordinator, Sherry Hieber, to assist applicants with the Character and Fitness process when needed. LAP will assist in securing professional evaluations and assessments, when circumstances warrant or when requested to do so by the Committee. Again, as with all LAP work, confidentiality is paramount in interaction with law students and applicants utilizing LAP services in connection with their Bar applications. No information is shared or released without the express written permission of the affected person.

Over the past several years, many applicants have requested LAP services for evaluation. Some were referred by the Committee as part of the application process. Others contacted LAP prior to the application process. If compliance with a monitoring contract is documented by LAP, and only upon execution of a release, the Character and Fitness Committee reviews the monitoring reports. They then take these reports into account in the decision-making process, as compliance with such a contract assures the Committee that any potential issue that may impair competency has been actively addressed with accountability.



NHLAP works with University of New Hampshire School of Law staff and students to provide support to students while in law school and during application to the Bar. Presentations on LAP law student services and student wellness were made to students during the fall and spring semesters. NHLAP maintains regular office hours of two times a month either in-person or virtually, as circumstances allow. NHLAP Executive Director Terri Harrington has an exceptional working relationship with Lauren Berger, UNH Law Dean of Students and regularly collaborates creating and joining meetings, conferences and discussions to meet the wellness needs of UNH Law Students. Confidentiality is always emphasized in our relationships with law students. LAP accepts referrals regarding law students and bar applicants and assists in any way we can, but we never make referrals or

communicate with another entity without the express consent of the affected student/applicant.

NHLAP COMMISSION

NHLAP is grateful for the selfless service of its volunteer commission members. The Commission is charged with overseeing NHLAP operations, approving the budget and establishing new NHLAP policies and procedures. The Commission consists of eight full voting members and one *ex officio*, non-voting member. These members are either in recovery from mental health and substance misuse disorders or fully support those who are in recovery. Commission members are nominated by the Executive Director and is appointed to a three-year term by the New Hampshire Supreme Court.

Hon. James Leary
Chair
Ninth Circuit Court
Nashua, NH

Hon. Jacalyn Colburn
Hillsborough South Superior Court
Nashua, NH

Leonard Korn, M.D.
Psychiatrist
Portsmouth, NH

Christopher Nicolopoulos, Esq.
Commissioner of NH Insurance
Concord, NH

George Moore, Esq.
Ex Officio
Executive Director
NH Bar Association
Concord, NH

Andrea Daly, Esq.
Vice Chair
Robinson, Boesch, Sennott & Masse
Portsmouth, NH

Sally Garhart, M.D.
Medical Director
NH Professionals Program
Concord, NH

Sean List, Esq.
Backus, Meyer & Branch
Manchester, NH

David Tencza, Esq.
Welts, White & Fontaine, P.C.
Nashua, NH

FROM THE BOARD CHAIR

These unprecedented times caused by the Covid-19 pandemic have brought about a significant change in the direction of the New Hampshire Lawyers Assistance Program. At the close of 2019 the Board of Directors and our Executive Director, Terri Harrington, developed plans to expand contact with members of the NH Bar Association. These plans included an increase in public speaking engagements and reaching out to meet with members of law firms and local bar associations. However, these plans were halted due to the restrictions on public contact caused by the pandemic.

Terri Harrington has done a wonderful job changing the focus of her job duties. She has expanded the use of our website and other social media to educate members of our Bar Association on pandemic related issues such as isolation, loneliness, depression and other

forms of mental illness as well as the increased misuse of substances related to the societal changes we are all experiencing. Our monthly newsletter has expanded its distribution and she is receiving increased positive feedback from Bar members about the articles she publishes in the newsletter and in the NH Bar News. She has conducted two CLE programs over the last few months.

NHLAP was set to embark on an extensive long term planning process but that effort has been placed on hold pending a better understanding of what the 'new normal' will look like and how to best address the services that will be most needed. The Programs intent is to return to a mix of client-centered services and education but how those goals can best be achieved remains to be seen. Terri and the Board of Directors look forward to this upcoming challenge.

During these difficult times the NHLAP continues to work closely with the NH Bar Association and the NH Attorney Discipline Office to meet the mental health and substance misuse needs of our Bar members. The Program greatly appreciates the ongoing support of the NH Supreme Court in its efforts to address these needs in our legal community.

Hon. John Leary
Chair
New Hampshire Lawyers Assistance Commission

HOW TO FIND US

HELPLINE

NHLAP Confidential Helpline 1-603-491-0282

WEBSITE

Please visit our upgraded website at www.lapnh.org. It is our hope that it provides an easy avenue for support to any attorney, judge or law student seeking information or help with depression or other mental health issues, substance abuse, or other personal or professional crisis. The site lists numerous resources for lawyers, judges and law students who feel that they or a colleague may need assistance. There is a calendar updated monthly with information regarding our virtual LCL Peer Support meetings and our NHLAP Mental Health Peer Support meetings. The site also uploads new articles on attorney wellbeing issues, each NHLAP Newsletter and our Annual Report.

SOCIAL MEDIA

Follow us, where we share articles, news and links of interest on:

Twitter	NHLAP's Twitter Feed
Facebook	NHLAP's Facebook Page
LinkedIn	NHLAP's LinkedIn Page
Instagram	NHLAP's Instagram Feed

MONTHLY NEWSLETTER

NHLAP writes and distributes a free monthly e-newsletter to members of the NH Bar. Each edition highlights an area of wellness and looks at it from diagnostic, treatment and social perspectives. Each issue then recommends further resources including books, podcasts and other newsletters that provide greater insight, education and entertainment value for the area highlighted. This newsletter regularly provides information on the LCL monthly peer support group meeting, the NHLAP Mental Health Peer Support Group, a “Quick Tip” section for wellness on the go and information on local or national resources of interest to bar members. Since March of 2020, the newsletter has provided updated information on COVID-19 including links to Governor Sununu’s Executive Order, NH testing locations and Judicial Orders relating to the pandemic response.

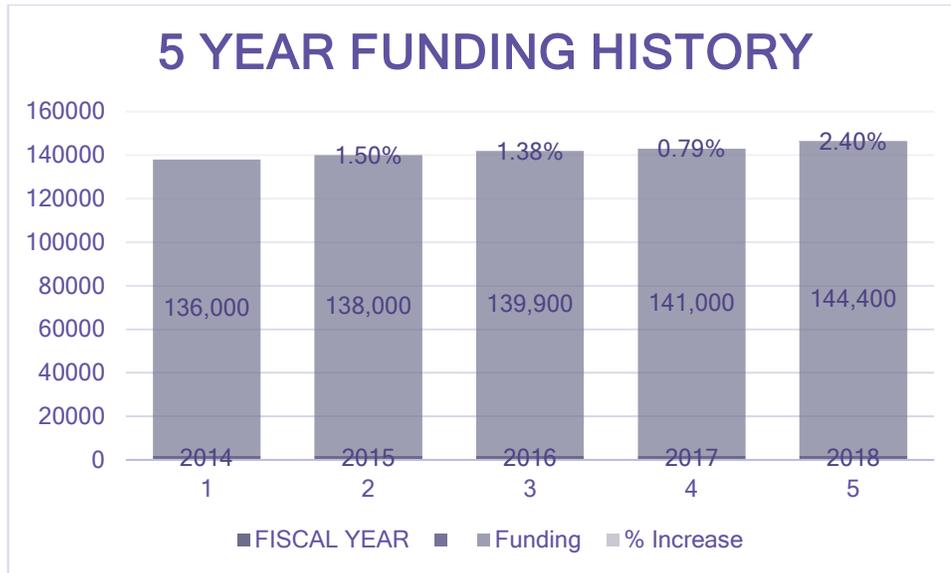
NHLAP is grateful for the leadership and cooperation of the NH Bar Association in aiding in the distribution of NHLAP’s monthly e-newsletter. Without this generous assistance, it would not be possible to reach each NH Bar member with this valuable resource.

FINANCIAL SUMMARY

NHLAP ends the Fiscal Year on excellent financial footing. The sole source of funding for NHLAP is the NH Supreme Court mandatory assessment for members of the NH Bar. Each lawyer is assessed \$20 annually to fund this program¹. The funds are collected through the NH Bar and distributed to NHLAP in August of each year. The NH Supreme Court approves the overall NHLAP annual budget through court order after review of a proposed budget, the previous year’s budget and input from the Executive Director and NHLAP Commission members. The \$20 annual assessment has not increased since 2016. The operational budget is both reviewed and overseen by the NHLAP Commission in its entirety at the start of each FY and at quarterly meetings during the FY. The Commission is provided complete annual reports and complete quarterly reports from both QuickBooks and from accounting reconciliation reports from an outside accountant. Annual financial reports are submitted to the NH Supreme Court at the close of each FY.

FY 2019 saw an income of approximately \$144,500. At the end of the FY, the accounting showed a net of approximately \$18,680. The net remaining at the end of June 2020 reflects the decrease in spending for travel, trainings, onsite expenses for hosting meetings and CLEs as well as decrease in spending for individual meeting accounting for much of the budgeted mileage and meal expenses. The projected budget for FY 2020 remains basically the same at \$146,135 as that of FY 2019 as the mandatory assessment has not increased.

Additionally, NHLAP maintains a Reserve Account which in May of 2020 held approximately \$28,000. This reserve account was built over the years of NHLAP net proceeds from the annual operational budget. This account is maintained for emergency expenditures. Because of the decrease in spending reflected in the budget due to pandemic restrictions, in June of 2020 \$17,000 was transferred from the Operating Account to the Reserve Account. Due to continued fiscal responsibility, there has not been any need to resort to the Reserve Account since 2016.



NHLAP received an average annual increase in funding of 1.5% over the last five years solely based upon the increase numbers of attorneys required to pay annual dues and graciously approved by the NH Supreme Court.

