



NHLAP

Annual report
2023-2024

Prepared by:
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www.lapnh.org

NHLAP Commission

Changes and Additions

CHRIS JOINS THE FOLLOWING COMMISSION MEMBERS:

- **Sean List, Esq.** – Vice Chair
- **Charla Stevens, Esq.** – Treasurer, replacing Shaun Filiault, Esq.
- **Hon. Kim Chabot** – Director, replacing Hon. James Leary
- **Hon. William Delker** – Director
- **Dr. William Keating** – Director, replacing Dr. Leonard Korn
- **Dr. Molly Rossignol** – Director
- **Kevin O’Shea, Esq.** – Director



BREAKING NEWS

ATTORNEY CHRIS REAGAN IS APPOINTED TO SERVE AS CHAIR OF THE NHLAP COMMISSION

LIVE



03/14/24

Executive Director Letter

On Building a Meritorious Team



At the New Hampshire Lawyers Assistance Program (NHLAP), we continue to experience a rise in the number of legal professionals reaching out for support in all referral categories. There is a growing trend in word-of-mouth referrals. Those who once benefited from our support now encourage others to contact the NHLAP. The impact is twofold: confidence in our confidential support and conveying the message that there is no shame in seeking help for your mental health. This reaffirms our unwavering commitment to providing comprehensive support to all legal professionals.

With the steady rise in referrals and our ambitious strategic goals, NHLAP has secured funding to hire additional staff members. This is a testament to our careful planning and commitment to meeting the increasing demand for our services. The addition of these new staff members marks a significant milestone in our growth journey. We are now hiring a Clinician to conduct individual and workplace consultations, make referrals to treatment professionals vetted by NHLAP and help navigate into care. NHLAP plans to expand our peer support group meetings and train NHLAP volunteers to offer mutual support. There is real therapeutic value in connecting with another legal professional who has faced similar challenges in balancing a legal career while in or seeking recovery from a mental health, physical health, or substance use disorder. Additionally, we have hired a project coordinator to assist the NHLAP Team in launching our strategic initiatives, including a re-design of our website to bring meaningful multi-media resources on specific wellbeing topic areas exclusively for legal professionals. Also, the project coordinator will work on special projects like creating an anti-stigma campaign and assisting with fundraising and other NHLAP events.

As the executive director, my background includes fifteen years as a leader with supervisory responsibilities. I can affirmatively attest that our current staff consists of very talented professionals equipped to succeed in their roles.

NHLAP Services

Free and Confidential

Consultations

When you contact NHLAP, we will provide education about the issues presented, develop goals to address them, offer resources, and create strategies for moving forward. We recognize the nuances of legal culture and the unique personality traits and sophisticated defenses in the typical “lawyer’s profile.” We are prepared to help design a customized support plan that leverages personal strengths and challenges these defenses.

Case Management Services

NHLAP helps legal professionals connect with vetted specialists for assessment, psychotherapy, treatment (inpatient or outpatient), career counseling, coaching/mentorship, and other needs. We have providers experienced in treating lawyers. We can help you, a family member, or colleague get connected. At consultation, we gather details to match providers, coordinate the first visit, and offer follow-along support to ensure satisfaction with care.

Peer Support Services

NHLAP volunteers are peers who offer confidential advice and support to legal professionals reaching out for help. They share lived experience with recovery and life challenges like mental health, substance use, or career transitions, offering tremendous therapeutic value. Many who use NHLAP services later become Peer Volunteers themselves.

Wellness Programming

NHLAP provides personalized resources to merge healthier ways of life with legal practice. We offer free educational programming and CLEs on well-being in law. NHLAP helps firm leadership address systemic issues and improve wellness, engagement, and job satisfaction. For more tips, visit our website, follow us on social media, or join us at an event.

“Justice, sir, is the great interest of man on earth. It is the ligament which holds civilized beings and civilized nations together.”

Daniel Webster’s Eulogy of Chief Justice Joseph Story, September 12, 1845

NHLAP Services

Free and Confidential

Professional Monitoring Services

The NHLAP Health and Recovery Monitoring Program is a voluntary program for legal professionals impacted by mental health, substance use, or co-occurring disorders. The goal is to restore competency and fitness to practice through evaluation and treatment coordinated and monitored by NHLAP. If you face discipline, contact NHLAP to develop a support plan.

Lawyers Concerned for Lawyers – LCL

This confidential monthly meeting is for lawyers, judges, and law students in or seeking recovery from unhealthy substances and coping behaviors. All stages of sobriety and abstinence are welcome. You may observe—active participation is not required.

Co-Facilitated Support Groups

After a successful run, we sunsetted our process peer support group. Along with NHLAP volunteers, we began developing regular support group meetings to respond to the desires of community members. These are not therapy groups, and are intended to provide motivation, education, and a supportive community through shared lived experiences. They are not intended to provide treatment of any kind.

CLEs and Presentations

The New Hampshire Lawyers Assistance Program has delivered CLEs approved by the New Hampshire Bar Association to educate the legal community on wellness. Topics have included A, B, and C. NHLAP has also presented at Bar Association events, Swearing-In Ceremonies at the New Hampshire Supreme Court, and events at UNH Law School.

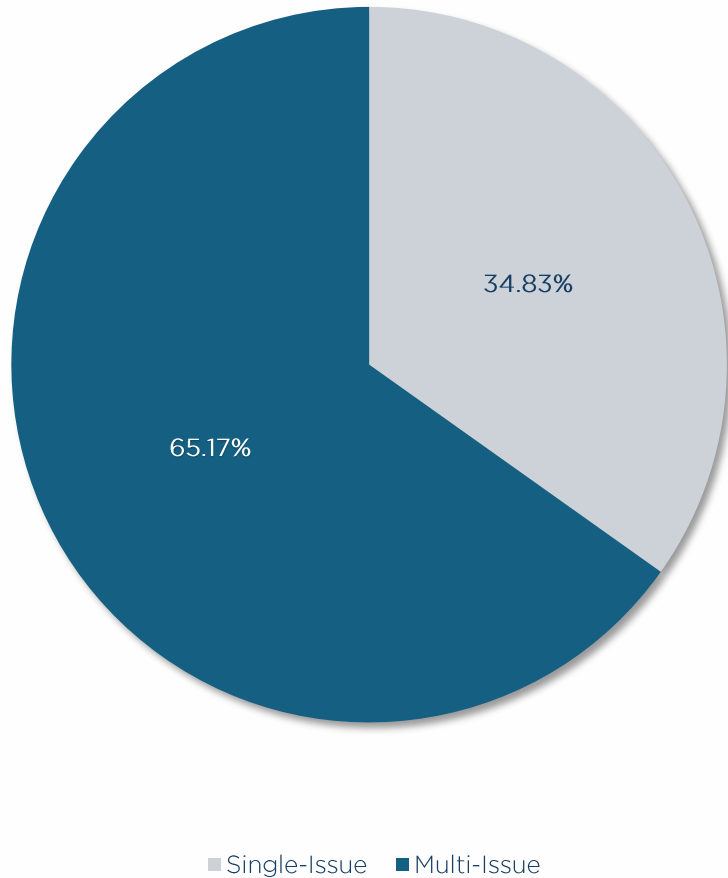
“You have summoned me in my weakness. You must sustain me by your strength.”

The Inaugural Address of President Franklin Pierce, March 4, 1853

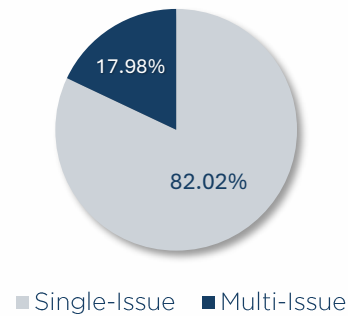
Program Data and Metrics

Reason(s) for Calling, Visualization

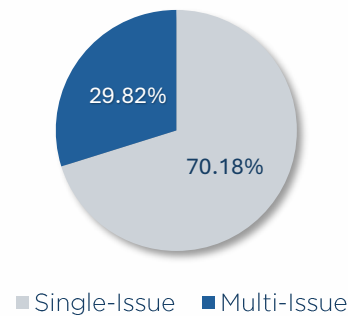
Multiple Issues (Broadly)



Multiple Issues (Primary)



Multiple Issues (Secondary)



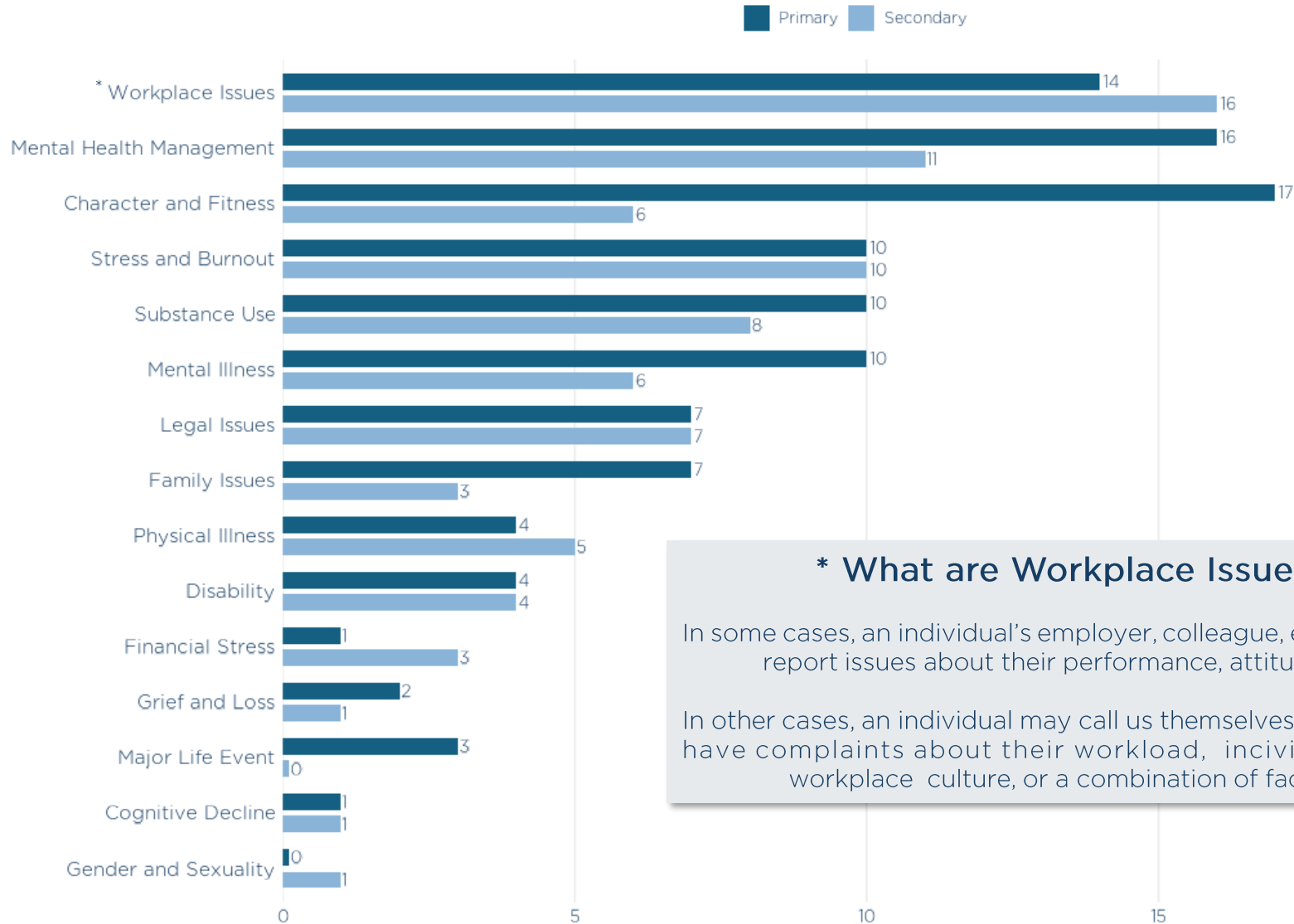
Most individuals (**65.17%**) who contact NHLAP present with multiple issues. Issues are classified as either *Primary*, requiring immediate attention, and being the *reason* an individual is calling in, or *Secondary*, often being issues we discover beneath the surface. Routinely, we see individuals call our intake number with a combination of primary and secondary concerns, and we will take care to address **all** issues

17.98% of NHLAP callers report multiple *Primary* concerns, meaning there is more than one issue in need of serious and immediate action. Nearly one-third (**29.82%**) of NHLAP clients report multiple *Secondary* concerns. While these may be in less immediate need of attention, they are taken no less seriously.

Issues are categorized as primary or secondary based on what callers themselves are most concerned with. An issue that is quite concerning and severe (*Primary Issue*) for one person, may be less so (*Secondary Issue*) for another. We always deliver services with a holistic and individualized approach.

Program Data and Metrics

Reason(s) for Calling, Detail, Visualization



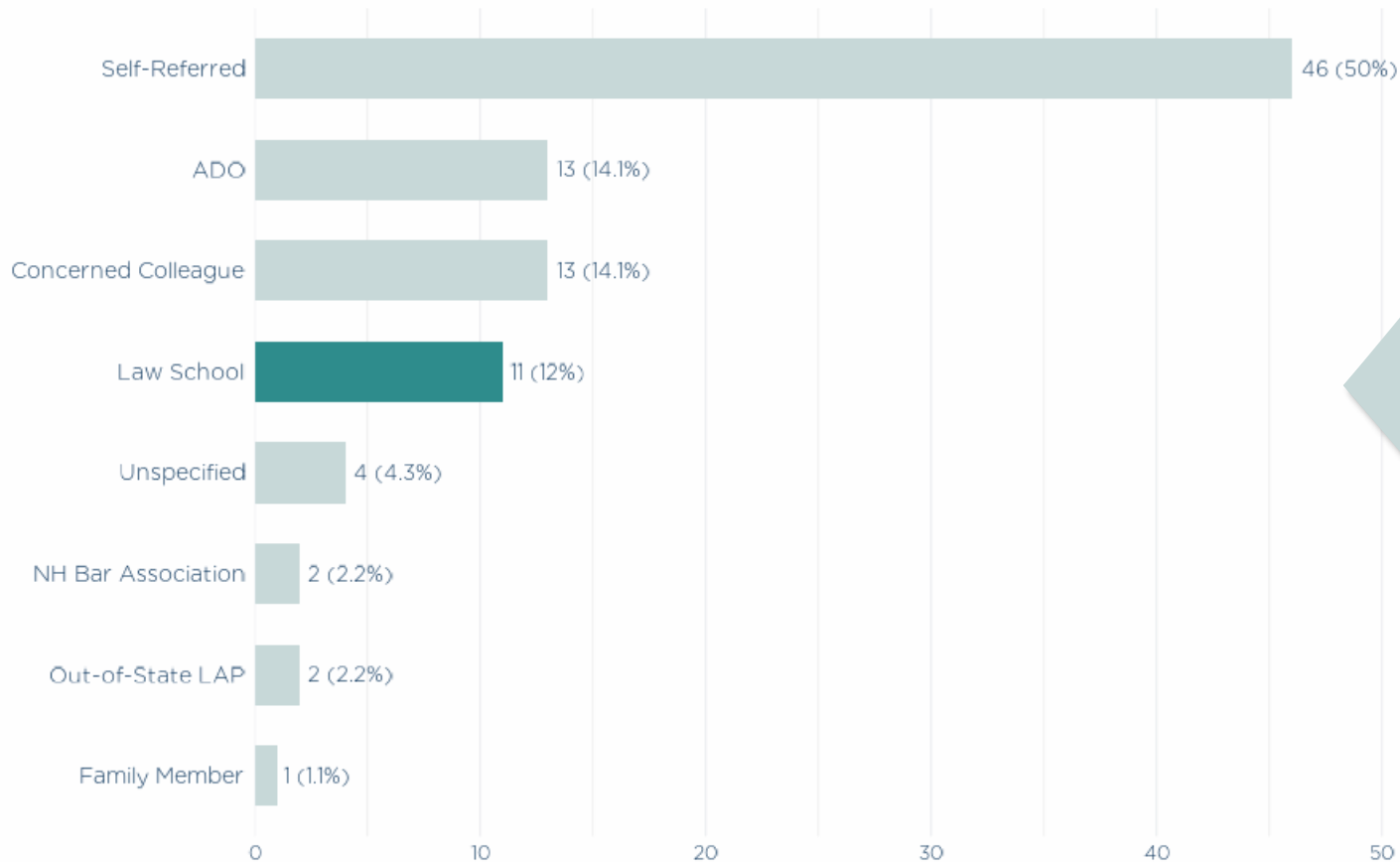
* What are Workplace Issues?

In some cases, an individual's employer, colleague, etc. calls us to report issues about their performance, attitude, etc.

In other cases, an individual may call us themselves because they have complaints about their workload, incivility at work, workplace culture, or a combination of factors.

Program Data and Metrics

Referral Source, Visualization



Did you know?

Law students in NH are always more than welcome to utilize NHLAP's services!

For several years, NHLAP has maintained a strong working relationship with UNH Franklin Pierce School of Law. In fact, roughly **1 in 10** referrals NHLAP receives comes from the law school. This shows that not only does the school not only care about lawyer well-being, but they care about their students as well!

Other Insights

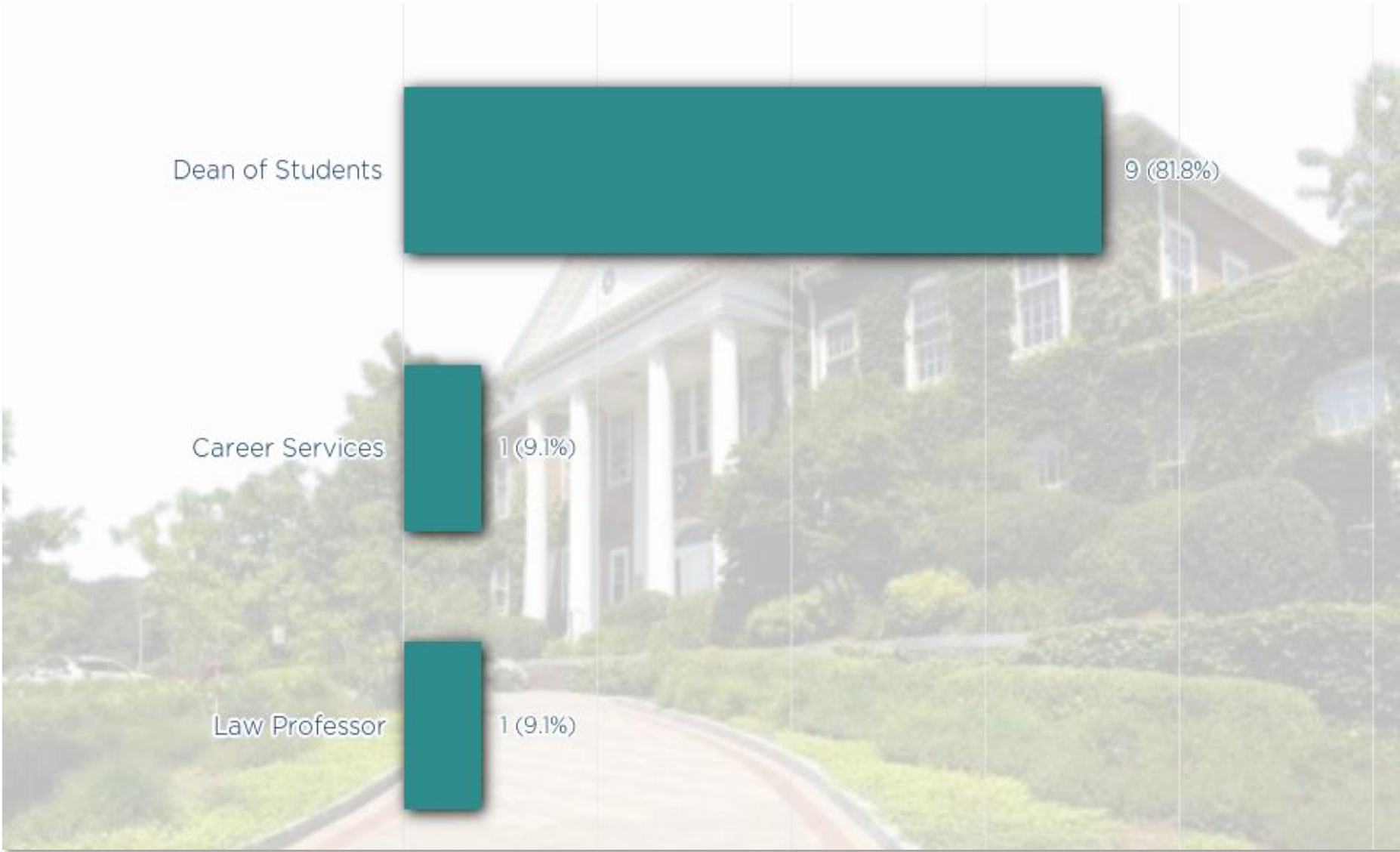
Half of all NHLAP contacts are self-referred, an indicator of strong outreach efforts. Other common sources of referrals are by the Attorney Discipline Office and from concerned colleagues at an individual's firm or other place of work.

“The very idea of the law in a constitutional republic involves the requisite that it be a rule, a guide, uniform, fixed and equal, for all, till changed by the same high political power which made it. This is what entitles it to its sovereign weight.”

Levi Woodbury, as Associate Justice of the United States Supreme Court, c. 1840

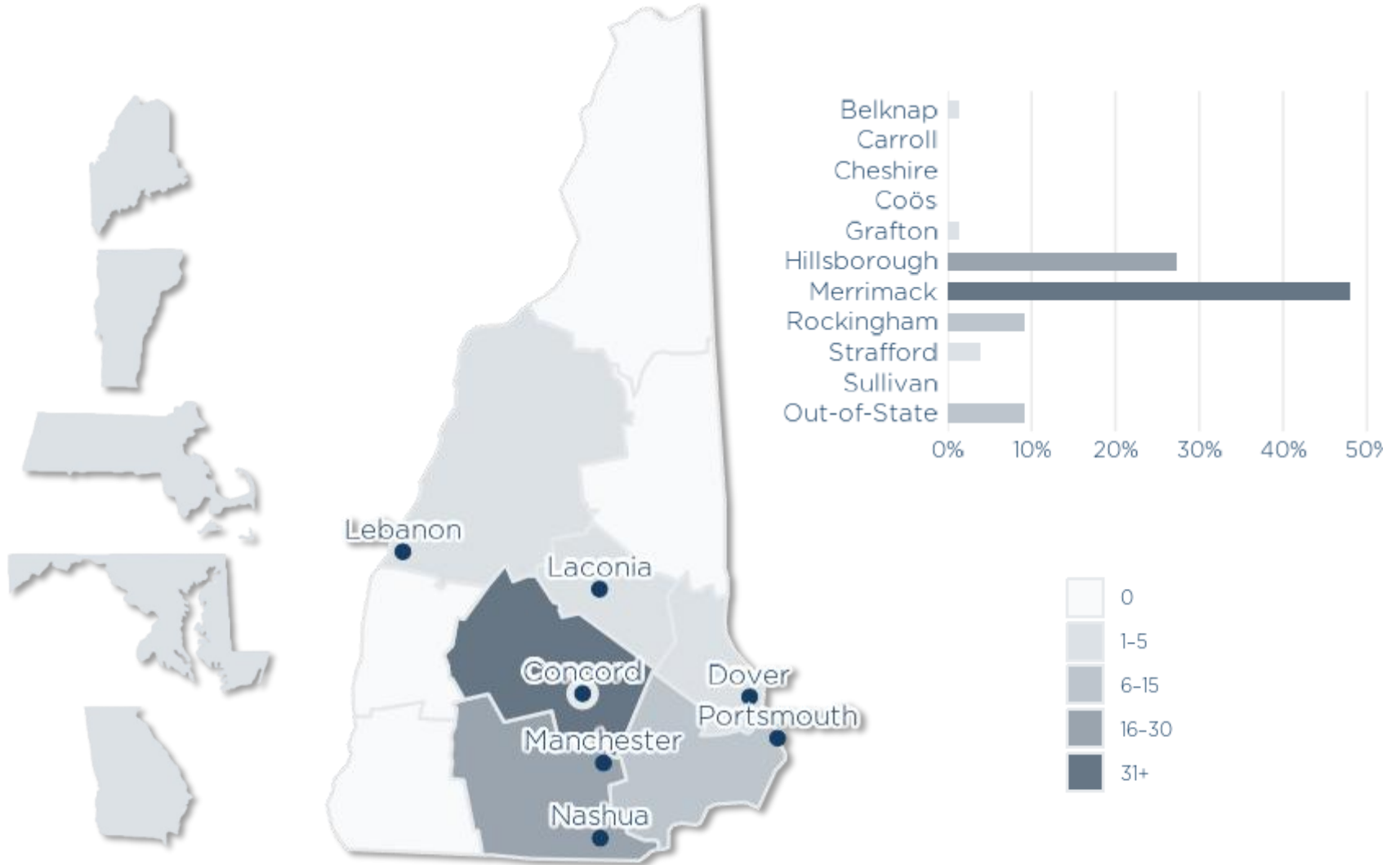
Program Data and Metrics

Law School Referrals, Visualization



Program Data and Metrics

County of Practice, Visualization



Program Highlights

Main Takeaways from 2023-2024

Quick Hits and Highlights

Best Achievements of the Year:

- **Infrastructure expansion**
 - Hired Project Coordinator to assist in driving forward strategic initiatives
 - Secured funding for Team Clinician to meet increasing demand for NHLAP support
 - Guided development of NH Bar's Special Committee on Attorney Wellness

Most effective outreach tools this year:

- Event attendance
- Word-of-mouth referrals

Main objective in upcoming year:

- Increase footprint in rural NH counties
- Website redesign to add multimedia resources and tools
- Diversify funding streams

CLEs and Publications:

Most successful CLEs this year:

- **Impaired Colleague:** Addressing Competence, Warning Signs & Getting Help
- **The Resilient Lawyer*:** Resetting your GPS Toward Healing & Feeling Better
- **Lawyering & Finding Emotional Health**

Most important articles this year:

- **NH Bar News March, 2024 Wellness Supplement:** *"The Boat Confronting the Menacing Shark of Legal Community Stress is Small"* by Dan Wise
- **NH Bar News September, 2024:** *"The Dangers of Perfectionism"* by Molly Ranns
- **NH Bar News July, 2023:** *"The New Hampshire Lawyers Assistance Program: Inside the Organization"* by Jill O'Neill

"[I learned] to try to focus on what I can control, versus what is not in my control. I took this because, lately, I have been drowning in work and have been struggling to manage my stress. It's impacting my sleep, causing fatigue, and making it very hard for me to even enjoy things outside of work."

- Anonymous Feedback on **The Resilient Lawyer** CLE Program

Financial Data and Metrics

Income and Expenditures - Final Report

Income - Category	
MCLE Funds	\$125,000.00
Interest Earned	\$190.88
NHBA Income	\$234,400.00
Total Income	\$359,590.88
Expenses - Category	
Operations / Programming	\$35,626.00
Employee Compensation	\$153,876.00
Total Expenses	\$189,502.00
Net Income	\$170,088.88

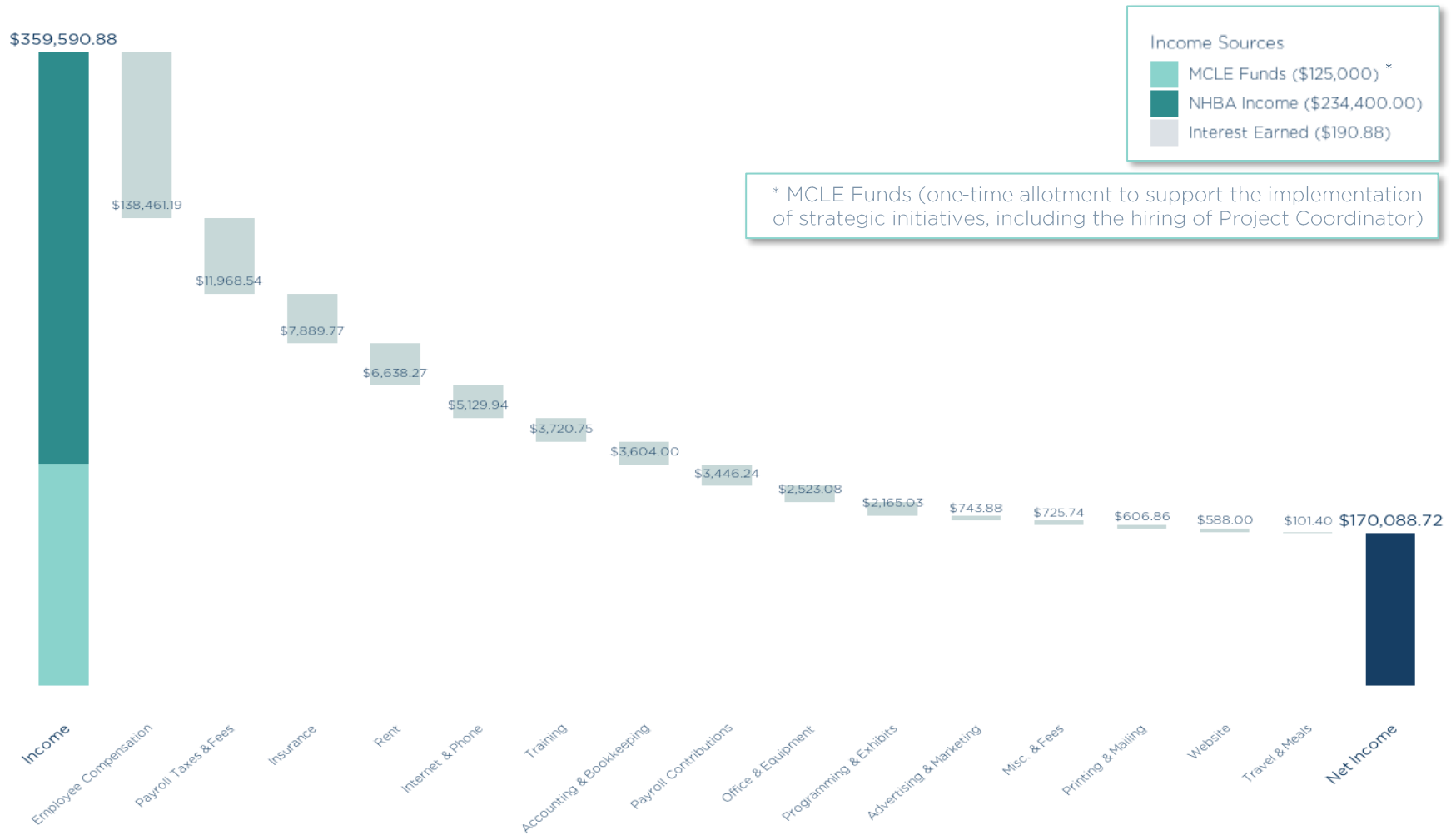


- Balanced the budget
- Created a reserve account
- Increased outreach
- Doubled NHLAP referrals
- Hired a strategic planning consultant
- Conducted 12 virtual focus ground
- Developed three-year strategic plan
- Pitched funding proposals
- \$10 increase in LAP Assessment fee
- \$200K from MCLE Committee
- Hired Project Coordinator
- Secured funds for clinician
- Project Coordinator launched website overhaul project
- Development of an online wellness resource library



Financial Data and Metrics

Income and Expenditures - Final Report, Visualization





NHLAP
NEW HAMPSHIRE
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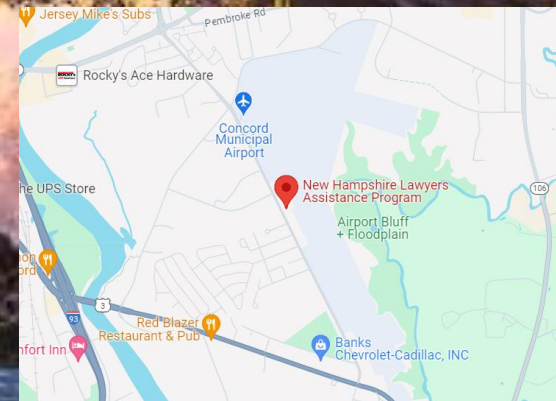
About Us

Under Supreme Court Rule 58, all contact with NHLAP, whether with lawyers, judges, law students, or concerned third parties, is confidential. We are here to help with any issue that may be negatively impacting the ability to practice. We have helped hundreds of New Hampshire lawyers address and overcome challenges to engage successfully in their professional and personal lives. As a confidential program, no information gained through NHLAP work is ever shared unless we are asked to do so by the affected person. In addition, NHLAP employees and volunteers are exempt from reporting professional misconduct under Rule 8.3, and prohibited from doing so under Rule 37. All interaction is strictly confidential.

Contact NHLAP

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