

## Do I Need a Living Trust?



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Many clients come to see me requesting a living trust, as they are led to believe it is better than their old will. Unfortunately, despite better education in the marketplace, living trust packages are still being marketed to seniors by non-lawyers and even a few lawyers. The sales pitch is often made at “elder seminars” and in retirement homes. The sales pitch is reliant upon elder consumers’ fear of probate, courts, taxes, long-term-care costs and death and often

discourage getting independent legal advice. Your best protection is to do your research and understand what you are getting into. Talk with a local lawyer before you get scammed and throw your money away.

I admit that I have created many living trusts for clients, but for 90% of my clients, a will is more than sufficient. A living trust is an agreement involving three parties: the settlor (you), the trustee or trustees who agree to manage your assets as directed by the terms of the trust (many times you/spouse), and the beneficiaries. The most important thing to remember is that the person setting up the trust can revoke (cancel) the trust at any time. However, a living trust becomes irrevocable (cannot be changed) when you die, even if your spouse survives you (unless it is a joint living trust).

Under the right circumstances, a trust can be very effective and a

proper part of someone’s estate plan. So when is a trust appropriate? For any client who intends to retain his or her out-of-state real estate (shore home, cabin, etc.), it makes a lot of sense to have a trust hold this real estate, as probating a will in two states can be expensive and requires hiring two attorneys. A trust is also a very good vehicle to allow a trustee to handle your finances with more specific instructions than provided in a durable power of attorney. Trusts can also be very good tools to use in second marriages where the current or backup trustee is a child from a first marriage and not the spouse. Consistent with the sales pitch, the trust will avoid probate, assuming you have placed all of your accounts and assets into the trust, with the exception of those with designated beneficiaries (i.e., IRAs, 401(K)s, life insurance, etc.). Avoiding probate means you avoid having to submit the will at the Register

of Wills and avoid probate fees, which in Pennsylvania are less than \$500 for a million-dollar estate and less than \$750 for a two-million-dollar estate. While one of the myths of trusts is that it is private because it does not have to pass through probate, this is somewhat of a misnomer, as the trustee will have to file an inheritance tax return, which typically will need to have the trust attached to it.

Unfortunately, no estate planning document can avoid the area where most fees and costs are incurred—family conflicts.

While trusts serve a purpose in some circumstances, for most people with relatively modest estates, wills are quite adequate. They are generally less complicated and certainly less expensive than a trust, which many times ranges from \$500 to \$2,000.

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## BCGL Welcomes Two New Lawyers to the Firm



Theresa A. Mongiari, Esquire  
Brubaker Connaughton Goss &  
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Theresa is a partner at BCGL and the Chair of the Employment and Labor Law Department. She concentrates her practice in representing businesses, municipalities, non-profits, and executives in all aspects of the employment relationship. She also represents clients in business and commercial litigation. She helps clients with business counseling and disputes, executive com-

pensation and contracts, employee manuals, discipline and termination, workplace investigations, enforcement of restrictive covenants, employee misconduct and theft, policy development and review, and discrimination defense. Her knowledge of state and federal laws, including FMLA, ADA, ADEA, Title VII, and wage and hour, coupled with experience in defending claims enables her to fully support her client’s needs. Theresa conducts training for businesses and for professional and community organizations in many different areas.

Whether in the courtroom, before a state or federal agency, or in the boardroom, Theresa fiercely and creatively advocates for her clients. Theresa has a unique perspective in not

only litigating claims, but also helping businesses to develop policies and practices to avoid them. She prides herself on providing legal counseling with professionalism, patience, and levity. What Theresa enjoys most about her career is not only educating her clients about the legal requirements applicable to their business, but also using creative approaches to solve complex legal issues.

**Practice Areas**  
*Employment and Labor*  
*Civil/Commercial Litigation*  
*Business Disputes*  
*Enforcement of Restrictive Covenants*

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Angela H. Sanders, Esquire  
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Angela is an Associate at BCGL. She focuses her practice in the areas of Employment, Civil Litigation, Collections and Landlord/Tenant Law. As part of BCGL’s Employment Law Group, Angela has been involved in defending claims before administrative agencies and both federal and state court. Angela conducts training for

businesses and for professional and industry groups. She handles a variety of litigation matters, including defense of defamation claims, internet defamation and harassment claims, land disputes and breach of contract actions.

Angela’s practice also focuses on the impact of technology in litigation and she counsels clients on issues involving social media, e-discovery and pretrial computer management. She has appeared before the Pennsylvania Public Utilities Commission, Liquor Control Board, Unemployment Compensation Board of Review, various employment administrative agencies and state and federal courts.

In her landlord and tenant practice, Angela works with landlords and property managers in drafting and reviewing residential, commercial and mobile home leases and prosecuting eviction and collection actions. She has experience with fair housing issues and HUD regulations. Angela has also handled a variety of collection matters, including collections for condominium and homeowner’s associations.

**Practice Areas**  
*Employment and Labor*  
*Civil Litigation*  
*Collections*  
*Landlord and Tenant*

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