



2007
Annual Report
Tennessee Lawyers Assistance Program

EXECUTIVE DIRECTOR

Laura M. Gattrell, MA, LEAP

ASSISTANT DIRECTOR

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INTRODUCTION

The Tennessee Lawyers Assistance Program ("TLAP") was established by order of the Tennessee Supreme Court (the "Court") in 1999. The mission and general structure of TLAP are set forth in Rule 33 of the Tennessee Supreme Court Rules. This report is submitted to the Commission, pursuant to Tenn. S. Ct. R. 33.02, for the purpose of reporting the activities and accomplishments of TLAP during 2007.

I **STATISTICAL DATA FOR 2007**

The Tennessee Lawyers Assistance Program is a free confidential assistance program providing consultation, referral, intervention, and crisis counseling for lawyers, judges, bar applicants and law students who are struggling with substance abuse, stress or emotional health issues. Since it was created by the Tennessee Supreme Court in 1999, TLAP has received more than two thousand (2,000) inquiries and referrals, and has made presentations to more than four thousand five hundred (4,500) members of the legal community. TLAP's work contributes to the protection of the public, the improvement of the integrity and reputation of the legal profession, and—because assistance to an affected lawyer often prevents future ethical violations—the reduction of disciplinary actions.

TLAP maintains statistical information concerning inquiries and referrals by individuals. In 2007, forty five percent (45%) of intake calls pertained to issues of chemical dependency. The other fifty five percent (55%) of calls presented with something other than substance abuse, including but not limited to depression, mood disorders, family issues, marital conflict, financial distress, learning disabilities, attention deficit-disorder, cognitive impairment, stress, work conflict, anger management, domestic abuse, burn-out and compulsive behaviors. This is a ten percent (10%) increase in broad brush services since 2006.

TLAP tracks the source of the inquiries and referrals based on geographical regions. Sixty four percent (64%) of new referrals were received from the Middle Tennessee area,

with West Tennessee receiving eighteen percent (18%) and East Tennessee twelve percent (12%).

TLAP has had total of two hundred forty (240) lawyers, judges, bar applicants, and law students sign a monitoring contract since opening its doors 1999. According to 2007 statistics provided by NCPS (National Confederation of Professional Services), fifty eight (58) are currently active and compliant with drug screen requirements, four (4) are monitored by other states, eight (8) are pending, twenty seven (27) have been terminated, and eight one (81) have graduated. (Exhibit A) Currently, TLAP has two hundred forty eight (248) active files, and five hundred ninety seven (597) closed files. Thirty percent (30%) of all referrals are female, reflecting a five (5%) increase over 2006.

In January 2006, TLAP began submitting monthly reports to the TLAP Commission. These reports include items such as number of phone calls, number of presentations, number of trips throughout the state, and more. A year-end summary, provided by Ted Rice, Assistant Director, is attached. (Exhibit B)

II

TLAP PERSONEL AND COMMISSION

Laura Gatrell, MA, LEAP, continues to serve as TLAP's Executive Director. In 2007, Ms. Gatrell was appointed to the Advisory Board for the American Bar Association's Commission on Lawyer's Assistance Programs. Ted Rice, LPC-MHSP, CEAP, has served as Assistant Director since October 2006. Mr. Rice has raised TLAP's level of professionalism, bringing a wide range of clinical expertise to the TLAP program. Mr. Rice handles intakes, referrals, statistical information and client case reviews. He is vice-president of Middle Tennessee EAPA (Employee Assistance Professional Association). Emily McClendon was hired as the full-time Program Coordinator in January 2006. She is TLAP's conference planner, web page editor, and compliance monitor for all TLAP Monitoring Agreements. As the person on the front-line, she continues to study crisis management and suicide prevention in order to handle crisis calls.

In October 2007, TLAP added a new full time employee: Catherine Wheaton, Associate Director of Outreach Services. Ms. Wheaton's position involves education programs targeted specifically to law schools, criminal defense attorneys, Public Defenders, and District Attorneys. TLAP was fortunate to receive the Byrne/JAG grant from the Office of Criminal Justice Programs to help fund this endeavor. The press release that was sent to all Tennessee legal organizations is attached. (Exhibit C)

TLAP Commissioner, the Honorable Robert L. Childers, was appointed to serve as the Chair for the American Bar Association's Commission on Lawyers Assistance Programs (CoLAP). Christopher Hall, Knoxville, is TLAP's Commission Chair.

III **FINANCIAL**

TLAP was integrated into the Judicial Branch of State Government on July 1, 2002, and operates as a state agency within the Administrative Office of the Tennessee Supreme Court ("AOC"). TLAP operates on a fiscal year: July 1st through June 30th. The TLAP budget for the 2006-2007 fiscal year was \$341,500.00, of which TLAP spent \$324,300.00 and collected \$425,600.00. The Budget for the 2007 - 2008 year is \$367,900.00. (Exhibit D)

In July 2007, The Tennessee Supreme Court appointed a Blue Ribbon Commission for the Tennessee Commission on Continuing Legal Education and Specialization (CLE Commission) to recommend to the Supreme Court how to utilize and disperse reserve funds that had accumulated as a result of late fees paid by lawyers to the CLE Commission. From this fund, TLAP received a grant of \$103,597.00 to establish a revolving loan to provide treatment services to impaired lawyers without resources. A copy of the notification from Chief Justice William M. Barker, dated November 9, 2007, is attached. (Exhibit E) The TLAP Commission developed policies and procedures for this fund, and is currently in the process of establishing an application and collection process.

In 2007, TLAP also applied for and received a \$75,000.00 grant from the Office of Criminal Justice Programs, for a two year position providing outreach specifically to the criminal justice system, thereby reducing incidences of ineffective assistance, malfeasance and professional misconduct caused by attorneys in the criminal defense and/or prosecutorial system who have untreated substance abuse and mental health disorders. This grant funds fifty percent (50%) of Ms. Wheaton's position as Associate Director of Outreach Services.

IV **Highlights of 2007**

New Position

One of the greatest achievements of 2007 was the creation of the Associate Director of Outreach Services for law schools and the criminal justice system. TLAP is the first Lawyers' Assistance Program in the country to develop a staff position uniquely focused on this mission. A report from Ms. Wheaton is attached. (Exhibit F)

Suicide Prevention

As reported in the 2006 Annual Report, all of TLAP staff and five (5) additional volunteers were trained and certified as QPR Gatekeepers. QPR, a suicide prevention method that stands for Question, Persuade, and Refer, teaches how to recognize the warning signs of a suicide crisis and three (3) simple steps that can save a life.

TLAP's Suicide Prevention program has been recognized nationally and was commended for achieving Objective 6.7 from the National Strategy for Suicide Prevention which reads:

...by 2005, increase the proportion of divorce and family law and criminal defense attorneys who have received training in identifying and responding to persons at risk for suicide. (Exhibit G)

Laura Gatrell and Margaret M. Huff, Chair of the Nashville Bar Association's Attorney Health and Wellness committee, were invited to present for researchers from the Center for Disease Control (CDC) when they were visiting Tennessee in 2007. The researchers commented that Tennessee's suicide prevention efforts in the legal community should be

duplicated at a national level.

The Nashville Bar Association's Task Force on Attorney Health and Awareness was formed a year ago to take specific action in support of the Tennessee Lawyers Assistance Program, particularly in the area of suicide prevention. The following Nashville law firms hosted QPR trainings in 2007, allowing lawyers and law firm staff to receive helpful suicide prevention information during their lunch hour:

- Boulton Cummings Connors & Berry, PLC
- Gullet Sanford Robinson & Martin
- Hollins Wagster Yarbrough Weatherly & Rabin, PC
- Sherrard & Roe, PLC
- White & Reasor Baker Donelson
- The American Legal Assistants Association, hosted by Waller Lansden
- Bass Berry & Sims, PLC

The Memphis Bar Association hosted a Suicide Prevention CLE in December 2007, and under the leadership of current president Amy Amundsen, they have now established a Health and Wellness Committee, chaired by TLAP Commissioner, Elizabeth Collins.

There were no recorded suicides in the legal profession in 2007.

Crisis Calls

TLAP expanded crisis call services with the addition of a twenty-four (24) hour hotline number for after-hours crisis calls. They contracted with an outside agency, Protocall, for the year 2007. Now TLAP staff has assumed the role of handling crisis-calls in-house; a pager is carried by the "on-call" employee during non-business hours. TLAP learned from the Protocall system and determined that an onsite method would serve the needs of the community more efficiently.

Internal Review:

TLAP always strives to maintain the best ethical and clinical standards. All client files have been audited and a new file structuring system has been implemented. This system of record keeping is consistent with hospital protocols. TLAP staff meets weekly to

discuss new and existing cases. Each staff member is accountable for both personal and professional goals to implement TLAP's mission. TLAP continues to work with the AOC to design a more efficient database. Confidentiality and consistency are always a top priority.

Presentations/Marketing:

As can be seen by the attached statistical report provide by Mr. Rice (Exhibit B), TLAP has had an extensive year of travel, and has presented in over thirty locations, including:

- 1/19/07 Lawyering and the Good Life – Knoxville, TN
- 1/27/07 Onsite Retreat- TLAP, BPR, CLE
- 1/29/07 Nashville School of Law 4L
- 1/30/07 Nashville School of Law 1L orientation
- 1/31/07 Nashville School of Law 4L
- 3/9/07 CAMP TLAP
- 3/28/07 Vanderbilt Law School- Professional Responsibility class
- 3/30/07 Vanderbilt Law School- “Lunch & Learn” lecture series
- 4/11/07 Vanderbilt Law School- Professional Responsibility class
- 4/13/07 Vanderbilt Law School - Professional Responsibility class
- 4/18/07 QPR at Gullet, Sanford
- 4/23/07 QPR at Hollins, Wagster
- 5/23/07 QPR, Sherrod, Roe
- 6/15/07 BLE/TLAP Presentation at TBA Conference
- 8/15/07 QPR Boulton Cummings

- 8/16/07 Government Attorney CLE
- 9/6/07 Attorney General's office
- 9/8/07 Memphis School of Law, Southern Black Student Association
- 9/13/07 Ashland City Kiwanis Club
- 9/14/07 Center for Disease Control at Centerstone

9/19/07 Vanderbilt University Mock Intervention
9/20/07 Human Development and Counseling Department at Vanderbilt
10/10/07 QPR
10/13/07 ABA Family Law Conference, Memphis
10/22/07 QPR at Bass Berry
11/16/07 Tennessee Trial Lawyers
11/28/07 QPR at Waller Lansden
12/4/07 QPR at Baker Donelson
12/13/07 Memphis Bar Association, Criminal Defense Lawyers
12/19/07 Post Conviction Public Defender's Office

The cover story of the August Tennessee Bar Journal was about a lawyer in recovery, provided anonymously by a TLAP volunteer. The Nashville Bar Journal, Knoxville Bar Journal and Tennessee Legal Association for Women have all run articles on TLAP this year. In addition, the Board of Professional Responsibility's *Board Notes* continues to run articles submitted by TLAP in every issue. Both Mr. Rice and Ms. Gatrell were published in national trade journals.

TLAP is using the newly created logo on business cards and stationery. All TLAP marketing material is being reviewed and rewritten. TLAP is expanding from two brochures, to four brochures; TLAP services, Depression and Suicide, Law School, Judicial Assistance. TLAP has been exhibiting at law schools and bar events. (Exhibit F)

Board of Law Examiners, Board of Professional Responsibility.

TLAP continues to work closely with the Board of Law Examiners (BLE), co-presenting with BLE Administrator, Adele Anderson, at all four law schools. With the addition of Ms. Wheaton, the relationship between TLAP and the BLE has strengthened, and new marketing efforts are being launched.

The Board of Professional Responsibility (BPR) hired Executive Director, Nancy Jones, in 2007. Ms. Jones has made it a priority to address any unresolved issues between TLAP and their agency. Ms. Jones and Ms. Gatrell meet monthly to reduce the risk of communication problems between the agencies. TLAP hosted an open house for all Disciplinary Counsel, and a reciprocal invitation has been extended to TLAP and area RAM Teams to have lunch at the BPR. Ms. Jones attended the CoLAP National Conference in Nova Scotia, further exhibiting her commitment to support Lawyers Assistance.

TLAP staff testified at thirteen (13) hearings in 2007.

Clinical/support groups

In 2007, Mr. Rice started a mental health support group (MHG) which meets twice a month at the TLAP office. A women's support group (WWG) also meets bi-monthly. The Lawyers in Recovery (LIR) group in Knoxville has moved into a local church and frequency has been increased from one to two times a month. The Jackson LIR group now meets on Fridays at noon in the office of Bill Ringger. Likewise, Chattanooga's LIR group now meets at noon every Wednesday. Memphis continues to thrive under the skilled facilitation of Dr. Kent Cox. Recently, Memphis added an additional LIR group focusing on Stage II Recovery.

CAMP TLAP

The 2nd annual CAMP TLAP was held at Fall Creek Falls in March, 2007, with over eighty five (85) participants. CAMP TLAP has become a perfect opportunity for all area RAM (Regional Access Monitoring) Teams to discuss common issues and ideas. CAMP TLAP also provides three (3) hours of Continuing Legal Education (CLE) and a Peer Monitor training. CAMP TLAP will be held at Natchez Trace State Park in March 2008, and has become a popular and widely anticipated event.

Office Expansion

As TLAP staff grows, so does the need for additional space. TLAP has acquired a lease for a new conference room. This conference room's schedule will be maintained by Mr. Rice, and will host a variety of meetings, CLE trainings, and outside recovery groups.

Goals for 2008

Much of 2007 was spent discussing TLAP strategic planning, and a formal strategic plan will be developed at the Annual Commission Retreat in January 2008.

Internal staff goals include the following:

- Increased consistency in RAM Team meetings and events
- Law School outreach/ Conditional Admission
- Outreach to the criminal justice system
- Judicial Assistance
- Advertising, marketing, ongoing development of the web page, new literature
- Development and implementation of the Revolving Loan Fund
- Database conversion
- Development of formal Disaster Plan
- Office space expansion
- Campaign for attendance at CoLAP 2008- "Don't Knock the Rock!"
- Hot-line/crisis call service
- On-going relationships with treatment providers
- Accurate record keeping
- Diversity Outreach

TLAP staff is always reviewing current goals to make sure they are of primary importance and in line with the TLAP mission.

V. CONCLUSION

TLAP grows and expands due to the unwavering support from TLAP Commission and volunteers. TLAP staff is grateful for the opportunity to serve the Tennessee legal community and to be a part of becoming one of the finest LAP's in the country.

Respectfully submitted:

Laura M. Gatrell, MA, LEAP
Executive Director
January 26, 2008



MPP Online Administrator

NCPS, Inc.
National Confederation of
Professional Services

Logout

Participant Counts

Participants counts appear in order of status.

Pending Participants:	6
Active Participants:	58
Suspended Participants:	7
Completed Participants:	83
Terminated Participants:	30
All Participants:	184

Links

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TLAP Report
Statistical Information for January 2007 through December 2007

Number of contacts w/volunteers (RAM Team, Peer Monitors, etc) = 466 or 38.8 per month over 12 months

Number of contacts w/commissioners = 327 or 27.25 per month over 12 months

Number of client contacts = 1,922 or 160 per month over 12 months

Number of new clients = 123 or 10.25 per month over 12 months

Number of treatment center (referral source) contacts = 681 or 56.75 per month over 12 months

Number of others (BPR, BLE, other LAP's, etc) = 928 or 77.33 per month over 12 months

Meetings at TLAP

116

Presentations

29

Hearings

13

Travel Log

January

Knoxville-LIR meeting and RAM Team dinner

February

Miami-COLAP

March

Chattanooga LIR meeting

Camp TLAP

April

Cookeville-visit with TLAP clients

Knoxville-LIR meeting and RAM team dinner

Kingsport-visit with TLAP clients and commissioner

Chicago-executive coaching seminar and site visit to Elmhurst Memorial Hospital

May

Atlanta-site visit with TLAP commissioner to Talbott Recovery Center

Memphis-LIR meeting and TLAP hosted Memphis School of Law Administration
Luncheon

Manchester-RAM team meeting

Jackson-LIR Meeting

June

Nashville-TBA Conference

July

Memphis-LIR meeting and RAM team dinner

Jackson-Ram team dinner

August

San Francisco-COLAP

Jackson-LIR meeting and RAM team meeting

September

Knoxville LIR meeting and RAM team dinner

Cape Cod, MA-Symposium on Addictive Disorders

Memphis LIR meeting

Nova Scotia-COLAP

October

Nova Scotia-COLAP

Memphis-ABA

Chattanooga-DA's Conference and LIR meeting

Memphis-LIR meeting

Memphis-Lawyers as Peace Makers Conference

November

Knoxville-LIR meeting and RAM team meeting

Kingsport/Bristol-RAM team meeting, client, and volunteer outreach

December

Natchez Trace State Park site visit

Memphis-LIR holiday party and RAM team dinner

Jackson-LIR meeting

January 21, 2008

For immediate release

Contact: Laura Gatrell: 615-741-3238, laura.gatrell@tscmail.state.tn.us

The Tennessee Lawyers Assistance Program (TLAP) is pleased to announce the addition of a new employee and position: Catherine Wheaton, Associate Director of Outreach Services.

Catherine is an honors graduate of Case Western Reserve Law School where she was an Executive Notes Editor for Health Matrix: Journal of Law and Medicine. She served as a law clerk for Judge Robert Wedemeyer on the Tennessee Court of Criminal Appeals and as a Public Defender in Knox County, Tennessee. She is a member of the Criminal Justice Section of The American Bar Association, The Nature Conservancy, and The Buckeye Institute. She enjoys art museums, shopping, hiking, and walking her dog Mac.

Catherine's position involves outreach specifically to law schools, criminal defense attorneys, Public Defenders, and District Attorneys. TLAP was fortunate to receive the Byrne/JAG grant from the Office of Criminal Justice Programs to assist in this endeavor.

If you are interested in learning more, please call 877-424-TLAP.

TN LAWYERS ASSISTANCE PROGRAM 302.50

Cost Center 01

BUDGET INFORMATION

July 1, 2007 through December 31, 2007

Target % Unexpended: 50.0%

Expenditure Description	2007-2008 Appropriations	Year to Date Expenditures	Unexpended Balance	Percent Unexpended
Salaries (010)	\$ 196,700.00	\$ 104,635.91	\$ 92,064.09	46.80%
Longevity (012)	1,300.00	-	1,300.00	100.00%
Benefits (02)	71,700.00	38,002.23	33,697.77	47.00%
Payroll Expenditures	\$ 269,700.00	\$ 142,638.14	\$ 127,061.86	47.11%
Travel (03)	\$ 49,800.00	\$ 37,657.57	\$ 12,142.43	24.38%
Printing & Duplicating (04)	3,000.00	1,768.44	1,231.56	41.05%
Utilities (05)	-	-	0.00	0.00%
Communications (06)	4,600.00	7,467.24	(2,867.24)	-62.33%
Maintenance & Repairs (07)	500.00	200.00	300.00	60.00%
Professional Services (08)	5,000.00	2,282.27	2,717.73	54.35%
Supplies (09)	10,000.00	8,402.09	1,597.91	15.98%
Rentals & Insurance (10)	24,100.00	11,477.10	12,622.90	52.38%
Motor Vehicle Operations (11)	-	-	0.00	0.00%
Awards & Indemnities (12)	-	-	0.00	0.00%
Grants & Subsidies (13)	-	-	0.00	0.00%
Unclassified (14)	-	-	0.00	0.00%
Equipment (16)	-	-	0.00	0.00%
Professional Services-State (25)	1,000.00	515.34	484.66	48.47%
Retirement of Debt (32)	-	-	0.00	0.00%
Other Expenditures	\$ 98,000.00	\$ 69,770.05	\$ 28,229.95	28.81%
Total Expenditures	\$ 367,700.00	\$ 212,408.19	\$ 155,291.81	42.23%
Revenue Description	2007-2008 Budget	Year to Date Collections	Over (Under) Collections	
Federal Revenue (801)	\$ -	\$ -	\$ -	0.00%
Current Services (880)	\$ -	\$ 150.00	\$ 150.00	0.00%
Departmental Interest (885)	\$ -	\$ -	\$ -	0.00%
Inter-Departmental (890)	\$ 37,093.00	\$ -	\$ (37,093.00)	-100.00%
Total Funding	\$ 37,093.00	\$ 150.00	\$ (36,943.00)	-99.60%

Comments:

TN LAWYERS ASSISTANCE PROGRAM 302.50

Cost Center 02 TLAP -OCJP Grant LAP

BUDGET INFORMATION

July 1, 2007 through December 31, 2007

Target % Unexpended: 50.0%

Expenditure Description	2007-2008 Appropriations	Year to Date Expenditures	Unexpended Balance	Percent Unexpended
Salaries (010)	\$ 19,800.00	\$ -	\$ 19,800.00	100.00%
Longevity (012)	-	-	0.00	0.00%
Benefits (02)	6,732.00	-	6,732.00	100.00%
Payroll Expenditures	\$ 26,532.00	\$ -	\$ 26,532.00	100.00%
Travel (03)	\$ 14,905.00	\$ 887.18	\$ 14,017.82	94.05%
Printing & Duplicating (04)	635.00	-	635.00	100.00%
Utilities (05)	-	-	0.00	0.00%
Communications (06)	1,215.00	160.00	1,055.00	86.83%
Maintenance & Repairs (07)	-	-	0.00	0.00%
Professional Services (08)	-	-	0.00	0.00%
Supplies (09)	3,200.00	2,087.65	1,112.35	34.76%
Rentals & Insurance (10)	2,970.00	-	2,970.00	100.00%
Motor Vehicle Operations (11)	-	-	0.00	0.00%
Awards & Indemnities (12)	-	-	0.00	0.00%
Grants & Subsidies (13)	-	-	0.00	0.00%
Unclassified (14)	-	-	0.00	0.00%
Equipment (16)	-	-	0.00	0.00%
Professional Services-State (25)	-	7.40	(7.40)	0.00%
Retirement of Debt (32)	-	-	0.00	0.00%
Other Expenditures	\$ 22,925.00	\$ 3,142.23	\$ 19,782.77	86.29%
Total Expenditures	\$ 49,457.00	\$ 3,142.23	\$ 46,314.77	93.65%
Revenue Description	2007-2008 Budget	Year to Date Collections	Over (Under) Collections	
Federal Revenue (801)	\$ -	\$ -	\$ -	0.00%
Current Services (880)	\$ -	\$ -	\$ -	0.00%
Departmental Interest (885)	\$ -	\$ -	\$ -	0.00%
Inter-Departmental (890)	\$ 37,093.00	\$ -	\$ (37,093.00)	-100.00%
Total Funding	\$ 37,093.00	\$ -	\$ (37,093.00)	-100.00%

Comments:

**Tennessee Lawyers Assistance Program
Fiscal Year 2006-2007**

	Budget 2006-2007	Jul-06	Aug-06	Sep-06	Oct-06	Nov-06
Income:						
Attorney Fees	\$ 342,000.00	2,590.00	1,950.00			820.00
Donations	\$ -					
Interest	\$ -					
Current Services Revenue	\$ -					
Total Income	\$ 342,000.00	2,590.00	1,950.00	0.00	0.00	820.00
Expenditures:						
Salaries & Wages	\$ 192,700.00	8,584.00	8,584.00			13,584.00
Employee Benefits	\$ 68,800.00	3,114.79	3,114.79			5,088.41
Total Salaries and Benefits	\$ 261,500.00	11,698.79	11,698.79	0.00	0.00	18,672.41
Travel	\$ 37,200.00	2,565.10	2,698.57			
Printing, Duplicating, and Film Processing	\$ 3,000.00	169.00	169.00			
Communication and Shipping Costs	\$ 4,500.00	235.02	113.21			157.32
Maintenance, Repairs and Services Performed by Others	\$ 500.00					
Professional and Administrative Services-Third Parties	\$ 5,000.00	14.95	2,137.61			
Supplies	\$ 5,000.00	263.71	543.72			187.90
Rentals and Insurance	\$ 24,300.00	1,912.85	1,912.85			1,912.85
Motor Vehicle Operation	\$ -					
Grants and Subsidies	\$ -					
Interest Payments	\$ -					
Professional Services Performed by Other State Agencies	\$ 1,000.00	73.50	93.48			54.38
Total Other Expenditures	\$ 80,500.00	5,234.13	7,668.44	0.00	0.00	2,312.45
Total Expenditures	\$ 342,000.00	16,932.92	19,367.23	0.00	0.00	20,984.86
Total Income Over(under) Expenditures		(14,342.92)	(17,417.23)	0.00	0.00	(20,164.86)

Dec-06	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	YTD Totals	Budget Remaining
							5,360.00	336,640.00
							0.00	0.00
							0.00	0.00
							0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,360.00	336,640.00
							30,752.00	161,948.00
							11,317.99	57,482.01
0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,069.99	219,430.01
							5,263.67	31,936.33
							338.00	2,662.00
							505.55	3,994.45
							0.00	500.00
							2,152.56	2,847.44
							995.33	4,004.67
							5,738.55	18,561.45
							0.00	0.00
							0.00	0.00
							0.00	0.00
							221.36	778.64
0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,215.02	65,284.98
0.00	0.00	0.00	0.00	0.00	0.00	0.00	57,285.01	284,714.99
0.00	0.00	0.00	0.00	0.00	0.00	0.00	(51,925.01)	

Report from Associate Director of Outreach Services

As TLAP's Associate Director of Outreach Services, I have met with law students, District Attorneys, Public Defenders, criminal defense attorneys, and judges to educate them about TLAP services, substance abuse, and mental health. I feel passionately about TLAP's mission and am excited to educate attorneys about TLAP. I thoroughly enjoy my new position. Laura, Ted, and Emily are extremely gracious, resourceful, and helpful. They provide first-rate public relations advice, an excellent mental health education, and comprehensive support. I appreciate all the help I have received from the commission and look forward to working with you in the future.

Due to the nature of TLAP's revenue and The David Byrne Grant that fund my position, I spend 50% of my time educating law students and 50% of my time educating attorneys that work within the criminal justice system about substance abuse and mental health. The David Byrne Grant ends its first fiscal year in June of 2008. TLAP must spend the grant's 2008 funds and obtain the grant's 2008 intended outcomes by June. Consequently, my activities have focused on the criminal justice outreach portion of my position. I look forward to significantly expanding my law school outreach activities this summer.

Law School Position:

Recent Activities:

Laura and I presented at The Nashville School of Law with Adele Anderson, The Director of The Board of Law Examiners. We discussed TLAP's role in the bar application process and described TLAP services. I would like to replicate these presentations at all the law schools in Tennessee.

TLAP participated in a stress free week at Vanderbilt Law School. TLAP staff manned a table and provided students with information about mental health issues, stress reduction techniques, and substance abuse. TLAP volunteers visited our table and interacted with law students. I spoke on a panel about stress management and on a panel about substance abuse. I will take a similar TLAP table to all the law schools in Tennessee.

Future Goals:

I plan to contact Bar-Bri and arrange a TLAP presentation during one of the early bar review courses. I will encourage students to use TLAP services to help them manage stress while preparing for the bar exam. I also plan to work with The Board of Law Examiners to disseminate information about TLAP services to Tennessee bar applicants.

Previously, TLAP presented during new student orientations at Vanderbilt Law School and The Nashville School of Law. I plan to continue these presentations and

would like to present during new student orientations at The University of Memphis and The University of Tennessee. I spoke with The Dean of Students at The University of Memphis, Yolanda Adams, and she expressed an interest in working with TLAP to educate law students about the bar application process, substance abuse, and mental health. Law School ethics professors at both The University of Tennessee and Vanderbilt have expressed an interest in having a TLAP staff member present during a professional responsibility class. I will pursue these opportunities as 2008 progresses.

Criminal Justice Outreach Position:

The Office of Criminal Justice has provided TLAP funds to educate Public Defenders, District Attorneys, and criminal defense attorneys about substance abuse and mental health issues. TLAP will coordinate with the Public Defender's Conference, The District Attorney's Conference, The Tennessee Association of Criminal Defense Attorneys, and The Tennessee Bar Association to educate attorneys about mental health, substance abuse, and TLAP. I hope to use this opportunity to overcome barriers that prevent attorneys within the criminal justice system from utilizing TLAP services.

Recent Activities:

In October, I attended both The District Attorneys Conference and The Public Defender's Conference. At both conferences, I manned tables which provided attorneys with TLAP brochures, information about vicarious trauma, and other literature from the Halifax Co-LAP conference. At the District Attorney's Conference, several attorneys came by TLAP's table, and I spoke with them about TLAP services. The Public Defender's Conference responded well to TLAP's presence at the conference. Jeff Henry, The Executive Director of The Public Defender's Conference, announced my presence at the conference and encouraged attorneys to visit my table. After the CLE courses, I socialized with attorneys from the conference and discussed TLAP services.

I have had several conversations with Barb Short, The Executive Director of the Tennessee Association of Criminal Defense Lawyers (TACDL). She is a strong supporter of TLAP and promoting mental health within the legal profession. Barb informed me that solo practitioners often call her just to vent. She describes herself as the "free therapist for the criminal defense community." I told Barb about TLAP services and recommended that she refer attorneys with mental health issues to TLAP. Barb agreed to do so and to take TLAP brochures to all TACDL CLE courses. Barb and I discussed the possibility of TLAP and TACDL jointly presenting a CLE course or co-sponsoring recreational activities.

I have also had several conversations with Jeff Henry, The Executive Director of the Public Defender's Conference. We discussed the challenges that Public Defenders face and the services that TLAP provides. I plan to present a menu of TLAP services to the Executive Committee of the Public Defender's Conference in February. Jeff and I discussed the possibility of TLAP providing a speaker at The Public Defender's Conference in 2008. We agreed that the ideal candidate would have experience with the

criminal justice system and mental health issues. I am currently compiling a list of possible speakers for the conference.

I met with Susan McBride, a mitigation specialist who is in charge of a lunch and learn meeting series that many criminal defense practitioners attend. Susan and I discussed the stresses that criminal defense attorneys face. Susan understands how an attorney's mental health affects his or her law practice. She described an attorney who withdrew from a death penalty case because of his inability to handle the stress and emotional trauma. We agreed that mental health problems are prevalent in the criminal defense community. However, criminal defense attorneys become accustomed their extremely stressful life. To them this life of incredible stress seems the only normal one. Susan and I brainstormed about how to effectively educate attorneys. We both want to develop a presentation that breaks through any misconceptions they have about mental health issues. We believe that attorneys may be more open-minded toward mental health education if the information is presented as a resource for attorneys to use to help their clients.

TLAP's CLE presentation before the Memphis Bar Association Criminal Justice Section demonstrates how TLAP can effectively educate attorneys. Laura Gatrell, Justice Holder, Judge Childers, Mark Vorder-Bruegge, and Marnie Huff discussed TLAP services, TLAP's role in the workplace, TLAP's relationship to other Co-LAP programs, and the role that bar associations play in promoting mental health. I spoke briefly about the importance of maintaining one's own emotional health while practicing criminal law. Skip Simpson, a former District Attorney, discussed the signs of suicide and how to provide suicidal individuals treatment. He also talked about a District Attorney he helped who developed an addiction to pain medication, became suicidal, received treatment, and now practices effectively as a District Attorney. TLAP's CLE presentation was wildly successful. A TLAP volunteer reported that some attorneys recommended that The Memphis Bar Criminal Law Section invite TLAP to hold another CLE presentation next year. I would like to replicate a similar CLE presentation in Nashville, Knoxville, and other interested cities.

I presented information about TLAP services and the recent suicide of a capital defense attorney, Lisa McCalmont, at The Post-Conviction Public Defenders Office. I provided the office with TLAP brochures and encouraged them to contact our office for free and confidential assistance. Capitol defense attorneys are a hard audience to address because they are so used to shutting off their emotions while analyzing traumatic subject matter and while knowing that their client may die. After this presentation, Linda York from The Post-Conviction Public Defenders Office contacted me and informed that the office is interested in hearing a presentation about stress management. I am composing a list of possible speakers for The Post-Conviction Public Defenders Office.

I presented information about TLAP services before The District Attorney's Executive Committee. I told the Executive Committee members that they may oversee Assistant District Attorneys who exhibit signs of substance abuse issues or mental health problems. I explained that TLAP personnel can provide free and confidential

consultations about how to handle these situations. I appreciated the opportunity to assure The District Attorneys present that all communications with TLAP are completely confidential as mandated by Supreme Court Rule 33. After the presentation, a District Attorney approached me with concerns about one of his assistants. He later visited our office and we are in the process of developing an intervention for The Assistant District Attorney at issue.

I have visited with Judges and staff attorneys at The Supreme Court Building in Nashville to tell them about my new position with TLAP and TLAP services. Judge Wedemeyer has agreed to present about work-life balance issues. Judge Wedemeyer will be a great speaker because he is on The Court of Criminal Appeals, has experience practicing criminal law at the trial level, and has a great sense of humor. As I encounter criminal defense attorneys and district attorneys that I know personally, I enjoy telling them about TLAP services and the importance of TLAP's mission.

I recently met Peter Oldham, The Senior Vice President and General Counsel at The YMCA of Middle Tennessee. He provided me with contact information for Katy Chalie, The Corporate Wellness Director at The YMCA of Middle Tennessee. He also provided me with information about on-site fitness classes and educational classes. I look forward to setting up a class or a speaking engagement for attorneys within the criminal justice system.

I have met with two professors who have experience researching occupational stress amongst criminal justice professionals; Wayne Pitts, an Assistant Professor in The Department of Criminology and Criminal Justice at The University of Memphis, and William Shulman, Assistant Professor in The Department of Criminal Justice Administration at Middle Tennessee State University. Both professors have been incredibly helpful by referring me to pertinent literature about the mental health of professionals in the criminal justice system. Both professors have also offered to help me design programs to effectively educate attorneys about mental health and to measure the positive effects of such programs.

Upcoming Events:

TLAP will have a table present at The Tennessee General Sessions Judges Mid-winter Seminar during the second week in February. There I plan to speak with Sarah Appleby about the possibility of TLAP providing a speaker for next year's conference. Generally speaking, General Sessions Court is an absolute zoo – a potential breeding ground for unhealthy reactions to stress. I am glad that these judges will have more access to information about TLAP services. Hopefully, TLAP volunteers and Judges will stop by the TLAP table at the Doubletree hotel in Nashville from February 11th – February 13th.

Future Goals:

I plan to generate educational materials and send them to attorneys that practice criminal law. I also plan to call individual Public Defender and District Attorney offices throughout Tennessee to set up TLAP visitations. As previously stated, I would like to set up TLAP CLE presentations geared toward criminal lawyers. I am also very excited for our new office space. The new space provides an excellent opportunity to have an opening reception. I would like to invite criminal law practitioners to come to this reception.

I look forward to teaching attorneys that practice within the criminal justice system more about TLAP services, mental health, and substance abuse issues. TLAP's extensive education campaign will open channels of communication about mental health and substance abuse issues. As such conduits open, the stigma against mental illness and substance abuse issues will decrease and attorneys that practice criminal law will become willing to address their own personal issues. As attorneys practicing criminal law learn more about appropriate ways to handle their excessively stressful work environment, they will become more civil toward each other and treat criminal defendants with greater respect. Attorneys that practice criminal law will provide better services because they will not be distracted by their own mental health and substance abuse issues. Attorneys within the criminal justice system will not feel isolated within their own offices and will become aware of currently under utilized outside resources that can help them address their own personal problems.

National Strategy for Suicide Prevention: Goals and Objectives for Action

GOAL 6:

Implement Training for Recognition of At-Risk Behavior and Delivery of Effective Treatment

Why is this Goal Important to the National Strategy?

Objective 6.7: By 2005, increase the proportion of divorce and family law and criminal defense attorneys who have received training in identifying and responding to persons at risk for suicide.

Attorneys involved in divorce proceedings, custody cases, family law cases, and criminal defense cases, often work with clients who are in heightened emotional states, depressed, hopeless, and who may have lost important social support. Such individuals may be at increased risk for violence and suicide, and attorneys are in a position to identify the increased risk and to refer them for specialized interventions.

Ideas For Action

Develop and test training modules to help attorneys identify clientele who are at high risk for self-destructive behaviors.