

The background of the lower half of the cover is a photograph of a statue of Lady Justice, blindfolded and holding scales of justice, set against a bright blue sky with scattered white clouds. The statue is shown from the waist up, facing right.

## 2014 ANNUAL REPORT

A Confidential EAP Service  
for the Legal Profession



The **MISSION** of TLAP is threefold:

To **PROTECT** the interest of clients, litigants and the general public from harm caused by impaired lawyers or judges;

To **ASSIST** impaired members of the legal profession to begin and continue recovery;

*and*

To **EDUCATE** the bench and bar to the causes of and remedies for impairments affecting members of the legal profession.



Executive Director: Laura McClendon, MA, CEAP  
Deputy Director: Ted Rice, M.ED., LPC-MHSP, CEAP  
Program Coordinator: Emily Lacey

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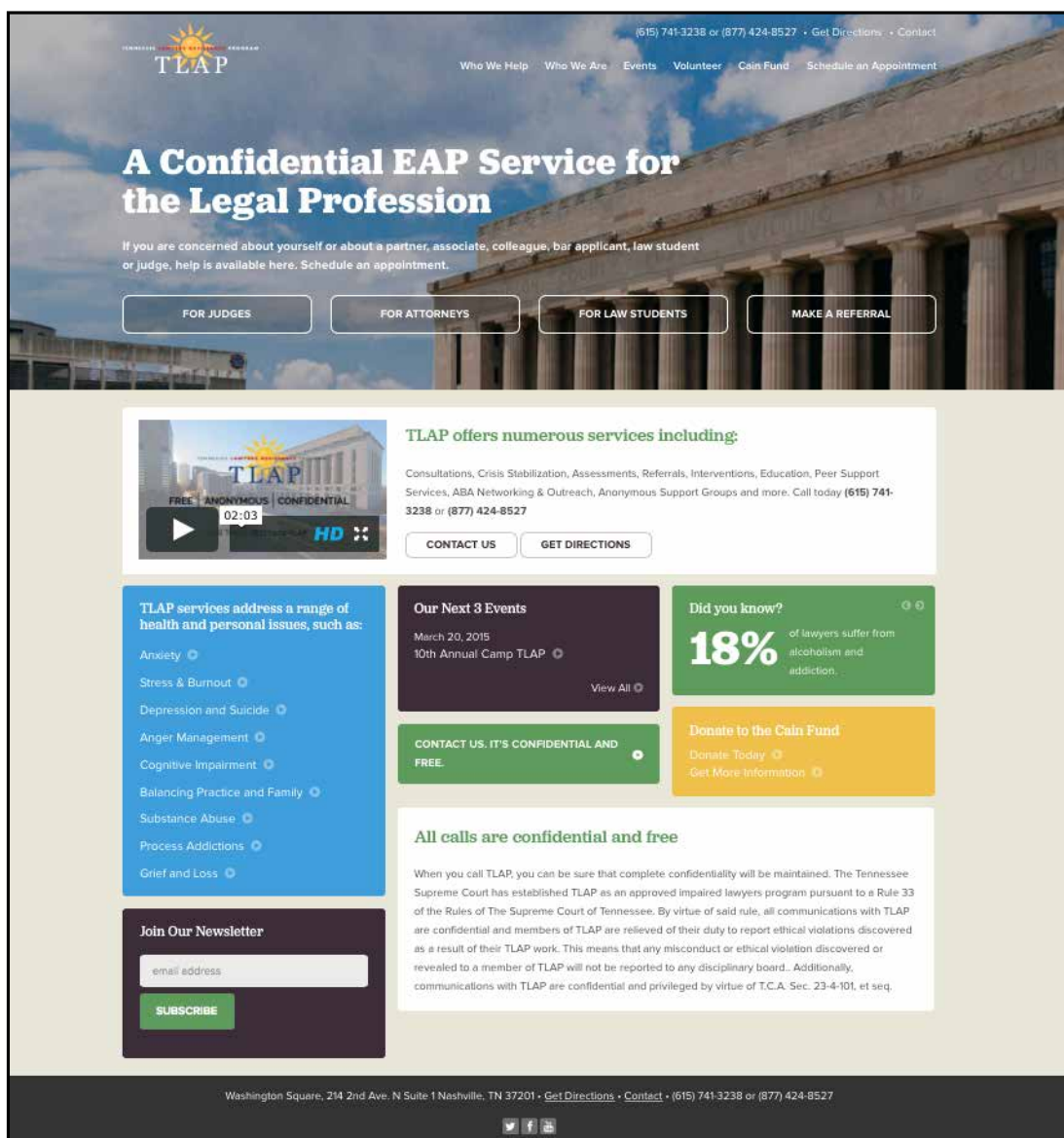


# TLAP In First Person

Laura McClendon, *Executive Director*

**How do I put the essence of TLAP on a page?** Our statistical report more than covers the facts and figures, but the ups and downs of TLAP are hard to capture.

**2014 was an astounding success.** In addition to our regular jobs and events, we hosted two national conferences, doubled the number of TLAP presentations, saw a record number of law students and bar applicants, had more clients with a broader scope of issues, and launched a new website.



Our New Website



Laura



Ted



Emily



We have been fortunate to maintain a solid core of three staff members. I have now worked for TLAP for fourteen years, Emily Lacey has been with us for ten years, and Ted Rice for nine years. I continue to marvel that our small staff can juggle such a tight budget and still manage to serve the entire State of Tennessee.

We are gregarious and fun and ever present in the legal community, but the most important thing that we do – day in and day out – is help people. Our phone is flooded with individuals looking for assistance. Everyday we speak to someone who has no where else to turn. Sometimes we have the answers, and, in that moment, we bask in relief and gratitude for the gift of doing this job.

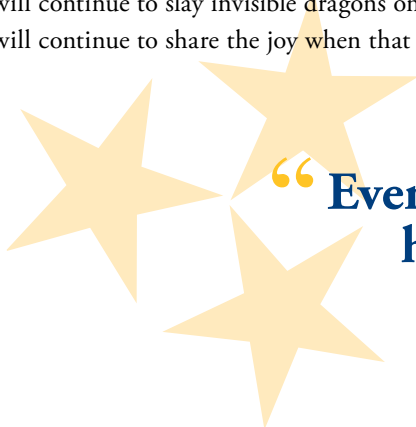
But mixed into it is also disappointment and heartbreak. Suicide continues to happen in the attorney population of Tennessee. Some of them we tried our best to help, but some of them we didn't hear about until it was too late. Each name has a story and a memory attached. And with each name we work harder and faster, pounding the pavement with our message.

I was moved by the obituary written by a TLAP volunteer for a TLAP client:

*This was a man who enjoyed an affluent lifestyle...commanded the respect of peers...developed a statewide reputation and succeeded in most of life's endeavors.*

*He was also a man who lost everything he had. He suffered from alcoholism and it took from him his marriage...his practice...his professional license...his home...and his standing in the community. It stripped him of his dignity and made him a pariah among his former professional associates. I knew him and I witnessed a part of his long, slow descent into alcoholic madness. As tempting as it is to ignore this chapter in his life, it renders an obituary incomplete and cheats others of the example he left behind. He was, at heart, a good man and, at the end, I am told he had regained a period of sobriety after many failed attempts at treatment. I'm hopeful he had found the peace that eluded him earlier.*

We will continue to slay invisible dragons on behalf of the defenseless. We will continue to hope for a miracle. We will continue to share the joy when that miracle happens. We will continue to serve TLAP well.



**“Everyday we speak to someone who has no where else to turn.”**

## Statistical data for 2014

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. TLAP's work contributes to the protection of the public and the improvement of the integrity and reputation of the legal profession. Statistics support that assistance to an affected lawyer often prevents future ethical violations, thereby reducing the number of disciplinary actions. Since inception, TLAP has provided educational services to over sixty-five percent (65%) of all licensed attorneys and judges, and has made presentations to every student in the six Tennessee law schools.

**Presenting issues:** In 2014, forty-seven percent (47%) of intake calls pertained to issues of chemical dependency and forty-one percent (41%) with mental health issues, such as depression. The other twelve percent (12%) of intake calls presented with something other than substance abuse or depression, such as marital conflict, financial distress, performance productivity, cognitive impairment, stress, eating disorder, domestic abuse, and compulsive behaviors. Last year, only three percent (3%) of the referrals fell into this category. This reflects the extensive efforts of the Commission and staff to educate the bench and bar that TLAP is an accessible resource for more than just alcohol and drugs.

**Geographic regions:** Forty-eight percent (48%) of new referrals were from Middle Tennessee, twenty-six percent (26%) from East Tennessee, twenty-four percent (24%) from West Tennessee, and two percent (2%) from out of state.

**Gender:** Seventy percent (72%) of TLAP referrals were male, and twenty-eight percent (28%) were female. Referrals for women have always been substantially lower than referrals for men. The current male/female ratio of law students is about 50/50. As we continue to reach out to the younger demographic, we hope that this will begin to reflect a better gender balance; however, there is a great deal of research suggesting that women are more likely to leave the practice of law than they are to ask for help.

**Referral sources:** Twenty-four percent (24%) of referrals to TLAP were from concerned third parties (such as friends, family, law schools or firm members), thirty-two percent (32%) were self-referrals, fifteen percent (15%) were from the Board of Law Examiners (BLE), seventeen percent (17%) were from the Board of Professional Responsibility (BPR), and twelve percent (12%) were from law school deans – compared to seven percent (7%) in 2013.

TLAP is pleased to report that eleven of the concerned third party referrals were from judges.

**Law students, lawyers & judges** Sixty-seven percent (67%) of TLAP referrals concerned lawyers, twenty-eight percent (28%) law students or bar applicants, and five percent (5%) pertained to members of the judiciary – up from only one percent (1%) in 2013.

TLAP opened 247 new client files in 2014, and reopened twenty-seven. Approximately forty-three of the referents were from the BPR, and out of that number, TLAP was able to assist over fifty percent (50%), a statistic that holds steady from 2013. Nine of them had prior relationships with TLAP, and twelve were court ordered to participate. One hundred percent (100%) of students and bar applicants referred by the law school or BLE were assisted by TLAP. Out of that number, twenty-six percent (26%) were conditionally admitted to the practice of law. In 2013, sixteen percent (16%) were conditionally admitted. The BLE has become increasingly efficient and thorough when screening bar applicants.

## 2014 Travel and Presentation History

### January 2014

- Nashville-CoLAP/ILAA Site Visits
- Nashville-TLAP Presentation for the Nashville School of Law
- Chattanooga-TLAP Commission Retreat
- Knoxville- TLAP Presentation at University of Tennessee Law School
- Nashville-TLAP Presentation for Vanderbilt University Counseling Program
- Nashville-Marketing Meeting with the Integrative Life Center
- Knoxville-TLAP Presentation for Knoxville Bar Association

### February 2014

- Nashville-Meeting with BLE, BPR, and CLE
- Nashville-Marketing Meeting with Addictions Treatment Centers of America
- Nunnally-TLAP Client Meetings at The Ranch
- Chicago-ABA Conference and CoLAP Planning
- Nashville-TLAP Presentation for Vanderbilt University Counseling Program
- Franklin-TLAP Presentation to Inns of Court
- Nashville-Marketing Meeting with Bradford Health Services
- Nashville-Meeting with Dean of Vanderbilt School of Law
- Nashville-CoLAP/ILAA Site Visits
- Nashville-Marketing Meeting with COPAC
- Nashville-Marketing Meeting with New Life Lodge
- Nashville-Marketing Meeting with Addictions Treatment Centers of America

### March 2014

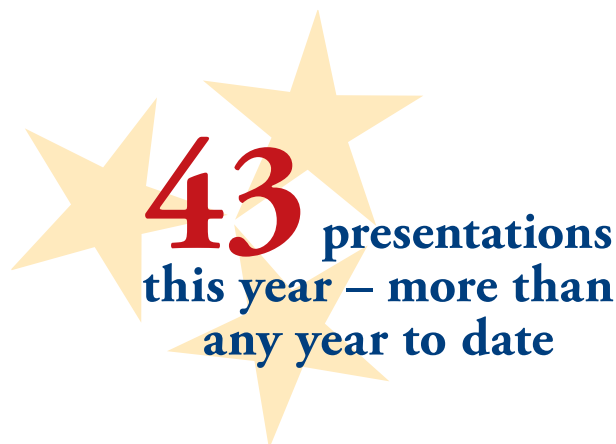
- Nashville-Marketing meeting with The Ranch
- Kingsport-Judicial Conference
- Kingsport-TLAP Client Meetings
- Knoxville-TLAP Client Meetings
- Knoxville-LIR Meeting
- Nashville-CoLAP/ILAA Planning Day
- Nunnally-TLAP Client Meetings at The Ranch
- Nashville-Meeting with BLE, BPR, CLE
- Dickson-Camp TLAP

### April 2014

- Cumberland Furnace-Marketing Meeting with Onsite
- Nashville-TLAP Client Intervention
- Nashville-TLAP Presentation for Belmont University School of Law
- Nashville-TLAP Presentation for Vanderbilt University School of Law
- Nashville-TLAP Client Meeting at the Integrative Life Center
- Nashville-CoLAP/ILAA Planning Day

### May 2014

- Nashville-CoLAP/ILAA Planning Day
- Knoxville-TLAP Presentation for BPR Hearing Panel Members
- Nashville-USTJ Conference
- Nashville- TLAP Presentation for BPR Hearing Panel Members
- Franklin-TLAP Presentation for Court Clerks Conference
- Nashville-Marketing Meeting with The Ranch
- Cumberland Furnace-Client Meeting at Onsite
- Memphis-TLAP Presentation for BPR Hearing Panel Members
- Jackson-TLAP Volunteer Meeting
- Memphis-TLAP Client Meetings
- Memphis-Marketing Meeting at LaPaloma Treatment Center
- Memphis-LIR Meeting



**43** presentations  
this year – more than  
any year to date

## 2014 Travel and Presentation History

### June 2014

- Nunnally-TLAP Client Meetings at The Ranch
- Arkansas-JLAP Retreat Weekend
- Gatlinburg-TLAP Presentation for Judicial Conference
- Nashville-CoLAP/ILAA Planning Day
- Pigeon Forge-TLAP Presentation for Court Clerks Conference
- Nashville-BLE Hearings
- Knoxville-TLAP Client Meetings
- Nashville-TLAP Presentation to the Nashville School of Law
- Nashville- Meeting with BLE, BPR, and CLE
- Nashville-LIR Meeting
- Nashville-TLAP Presentation to June Law Clerk Session
- Nashville-TLAP Client Intervention

### July 2014


- Nashville-Music City Roundup
- Nashville-CoLAP/ILAA Planning Day
- Memphis-TLAP Client Meetings
- Memphis-LIR Meeting
- Memphis-Justice Holder Dinner
- Nashville-Meeting with AOC Deputy Director
- Nunnally-CoLAP Directors Retreat at The Ranch
- Nashville-Marketing Meeting with Smokey Mountain Lodge Treatment Center
- Memphis-TLAP Presentation to MBA
- Nashville-Meeting with Davidson County Drug Court Program

### August 2014

- Nashville-TLAP Presentation at the Nashville School of Law
- Nashville-Marketing Meeting with The Strawberry Treatment Center
- Boston-ABA Conference/CoLAP Planning
- Hendersonville-TLAP Splash
- Burns-Site Tour of New Life Lodge
- Nashville-Marketing Meeting with Del Ray Treatment Center
- Nashville-Marketing Meeting with Foundations
- Nashville-TLAP Presentation to TBA
- Memphis-TLAP Presentation to The Memphis University School of Law
- Cleveland-TLAP Presentation to Bradley County Bar
- Nashville-CoLAP/ILAA Planning Day
- Nashville-Marketing Meeting with Cumberland Heights
- Nashville-TLAP Presentation to Judicial Academy
- Knoxville-TLAP Client Meetings
- Knoxville-LIR Meeting
- Knoxville-Marketing Meeting with Cornerstone of Recovery
- Johnson City-TLAP Client Meetings
- Gatlinburg-Site Visit to Smokey Mountain Lodge Treatment Center
- Cookeville-TLAP Client Meetings
- Nashville-TLAP Presentation for EAPA

### September 2014

- Nunnally-TLAP Client Meetings at The Ranch
- Nashville-TLAP Presentation to Addictions Class at Vanderbilt University Counseling Program
- Memphis-TLAP Presentation MBA
- Memphis-TLAP Presentation to Memphis University School of Law
- Nashville-Marketing Meeting with Foundations
- Nashville-CoLAP/ILAA Planning Day
- Nunnally-TLAP Client Meetings at The Ranch
- Nashville-Marketing Meeting with Recovery Solutions
- Nashville-TLAP Client Meeting at Cumberland Heights
- Memphis-TLAP Client Meetings
- Memphis-LIR Meeting
- Memphis-Site Visit to Foundations IOP
- Memphis-TLAP Presentation to General Sessions Judges Conference
- Dickson-TLAP Hootenanny
- Nashville-TLAP Presentation to Vanderbilt University School of Law



“The most important thing that we do – day in and day out – is help people.”

## 2014 Travel and Presentation History

### October 2014

- Nashville- LAP Director's Retreat
- Nashville-CoLAP
- Nashville-ILAA
- Nashville-Marketing Meeting with Micro-Fitness
- Franklin-TLAP Presentation at Judicial Conference
- Knoxville-TLAP Client Meetings
- Knoxville-LIR Meeting
- Knoxville-TLAP Client Meetings at Cornerstone of Recovery
- Memphis-TLAP Presentation for MBA sponsored Mentor Training Program
- Nashville-TLAP Presentation to Belmont University School of Law
- Memphis-John Dice Seminar
- Jackson-TLAP Client Meetings
- Jackson-TLAP Presentation for Jackson County Bar Association
- Nashville-CLE Fall Festival
- Nashville-Marketing Meeting with The Strawberry Center
- Nashville-Marketing Meeting with Bradford Health Services
- Nashville-TLAP Presentation for Municipal Judges Conference

### November 2014

- Nashville-TLAP Presentation for BPR Ethics Seminar
- Chattanooga-TLAP Client Meetings
- Cleveland-TLAP Presentation to Bradley County Bar Association
- Knoxville-TLAP Client Meetings
- Knoxville-LIR Meeting
- Knoxville-TLAP Client Meetings at Cornerstone of Recovery
- Clinton-TLAP Client Meeting
- Kingsport-LIR Dinner & Meeting
- Memphis-TLAP Presentation for ALA
- Nashville-TLAP Presentation for BLE Sponsored Dean's Summit

### December 2014

- Nunnally-Suicide Debriefing for The Ranch
- Nashville-TLAP Presentation for TN Association of Criminal Defense Lawyers
- Memphis-TLAP Presentation for Ole Miss Alumni
- Memphis-TLAP client Meetings
- Memphis-TLAP Holiday LIR Meeting
- Nashville-TLAP Presentation for Baker Donelson
- Nashville-BLE Hearings
- Nashville-TLAP Presentation for TBA Ethics Seminar
- Nashville-TLAP Presentation of AG's Office
- Knoxville-TLAP Client Meetings
- Knoxville-BPR Hearing
- Nashville-TLAP Holiday LIR Meeting
- Nunnally-TLAP Presentation for The Ranch Medical Team

**“ We will continue to slay invisible dragons on behalf of the defenseless.**

**We will continue to hope for a miracle.**

**We will continue to share the joy when that miracle happens.**

**We will continue to serve TLAP well. ”**



# TLAP Personnel and Commission

**Laura McClendon**, MA, CEAP, is responsible for all matters related to the operations of TLAP. Ms. McClendon began as Assistant Director for TLAP in 2001, and assumed the position of Executive Director in March, 2006. In 2010, Ms. McClendon served as Chair for the 23rd International Conference of Lawyer Assistance Programs in Indianapolis, Indiana. She is the current Chair of both the Life Balance and LAP Director Retreat Committees for the American Bar Association's (ABA) Commission on Lawyer Assistance Program (CoLAP), group facilitator of a monthly national support group of new lawyer's assistance directors, and is an eight year member of the CoLAP Conference Planning Committee. She has authored numerous articles in the field of substance abuse, stress, mood disorders, lawyer assistance programs, treatment, and more, and regularly speaks at conferences throughout the United States.

**Ted Rice**, M.Ed., LPC-MHSP, CEAP, has served as Deputy Director since October, 2006. Mr. Rice's role is to coordinate, monitor, facilitate, delegate, evaluate and assume responsibility for TLAP's clinical and organizational support. Mr. Rice regularly travels throughout the state, provides direct client services in each region, oversees law school education programs, presents at CLE's, and works extensively with both the Board of Law Examiners and the Board of Professional Responsibility.

**Emily Lacey** was hired as the full-time Program Coordinator in January 2006. She is responsible for conference planning, expenses and reimbursements, random urine drug screening, and compliance management of TLAP Monitoring Agreements. She also manages repayments for the Bill Cain Fund, and is on call after hours to answer TLAP crisis calls.

**New TLAP Commissioners** appointed in 2014 were **Nancy Corley**, Nashville, and **Judge Glenn Wright**, Memphis. The Advisory Committee continued to serve in 2014 pursuant to Tennessee Supreme Court Rule 33.02 (F).

## 2014 Commission

**Chair: Jim Cornelius, Esq.** (Term expired 6/1/14)

**Chair: Hon. John Everett Williams** (Term expires 06/01/16)

**Vice Chair: Cynthia A. Cheatham, Esq.** (Term expires 6/16/15)

**Secretary/Treasurer: Mark Vorder-Bruegge, Jr., Esq.** (Term expires 6/16/15)

## Members:

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**Hon. John Everett Williams**

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Appointed by: Supreme Court

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Term: 06/01/14 - 06/01/17 (1)  
Appointed by: Supreme Court

**Supreme Court Liaison:**

**Justice Janice Holder** served as the TLAP liaison until retirement in August 2014

**Justice Gary Wade**

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Phone: (865) 594-6700  
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Term: Supreme Court Liaison  
Appointed by: Supreme Court

New TLAP Commissioners appointed in 2014 were **Nancy Corley**, Nashville, and **Judge Glenn Wright**, Memphis. The Advisory Committee continued to serve in 2014 pursuant to Tennessee Supreme Court Rule 33.02 (F). The Advisory Board will be re-examined at the 2015 TLAP Commission Retreat.

**Jim Cornelius** was Chair of the Commission until June 2014, at which point, Judge John Everett Williams assumed the position.

# William B. Cain Revolving Loan

The purpose of the Cain Fund is to provide financial assistance to Tennessee Lawyers and judges suffering from addiction, depression and other mental health illnesses, who lack the resources to pay for appropriate help. Lawyers recovering from these illnesses can—and do—return as valuable members of their families, their communities, and their profession. The Cain Fund provides the necessary means to get lawyers treatment during the most difficult times. Repayment is expected once the lawyer is back on his or her feet so that money will be available to help the next lawyer in need.

In 2014, six loans were approved; \$15,000.00 was paid to treatment providers; \$3,074.62 was collected in loan repayments; and \$18,956.92 was donated to the fund... \$15,914.57 of which was a bequest in the will of Elizabeth Collins, a former TLAP Commissioner who died after a long battle with breast cancer.

## Highlights of 2014

### Conferences

**TLAP hosted two National Conferences: The American Bar Association's Annual Conference for the Commission of Lawyer Assistance Programs (CoLAP), & the International Lawyers in Alcoholics Anonymous conference (ILAA).**



*Save the Date ILAA Conference 2014*

What sounded like a daunting task on the front end turned out to be even more daunting than we thought, largely due to the ambitiousness of the TLAP staff and the enthusiasm we received from TLAP volunteers. The volunteers who participated are too numerous to name, but Nashville will go down in history as one of the most original and energetic conferences of all time.

The week kicked off with a retreat for all of the LAP Directors, followed by a BBQ co-hosted with The Ranch, a “Beatles” concert at Events on Third in world famous Printer’s Alley, and was topped by a banquet and original performance at the Schermerhorn Symphony Center. We are most proud of the Schermerhorn production, which was written and performed by TLAP staff, volunteers, friends and family members. For the first time in years, this annual CoLAP dinner was completely sold-out.

But that’s not where it ended. Friday morning, the ILAA conference swept into town. All of the ILAA speakers and meeting chairs were TLAP volunteers. We held ILAA’s Saturday night banquet at the Musician’s Hall of Fame where former Commissioner, Judge Robert (Butch) Childers, did his famous Elvis impersonation, and traditional southern food was served, such as banana puddin’ and chick’n & waffles.

In order to afford such a luxurious and diverse experience for our out of town guests, TLAP did extensive fund-raising, receiving event donations from treatment providers and scholarship money from Tennessee attorneys and judges. Meals were served family style, staff and volunteers designed and assembled centerpieces, and everyone pitched in with the physical labor. The amount of over-time the staff dedicated to these endeavors was enormous.

## Marketing: Events, Branding, Presentations & Volunteers

**Branding is a key part of TLAP marketing.** We want people to envision our events when they see the name Hootenanny, Camp TLAP, or TLAP Splash. We want every attorney to know that TLAP is “Free, Anonymous and Confidential,” a term coined by Judge Williams, who also wrote a TLAP jingle to the tune of Ghost Busters. Other LAP programs contact us regularly and want to know how to replicate our marketing techniques.

With the help of our Commissioners, we **doubled the number of presentations from 2013, averaging more than 3 presentations a month.** We’ve never had a Commissioner say “no” when asked to do a presentation. For the second year in a row, there has been a TLAP presentation at every Judicial Conference.

**This was the first year for the new TLAP website.** The traffic we’ve received is off the charts. Many of our phone calls begin with “I was looking at your website, and....” The ability to make anonymous referrals and online requests for appointments has provided a additional sense of safety.

## Relationships with Other Agencies & Law Schools

TLAP’s relationship with the Tennessee Board of Professional Responsibility (BPR), Tennessee Board of Law Examiners (BLE), and the Tennessee Board of Judicial Conduct (BJC), is seamless and effective. The work invested throughout the last few years by all of the commissions and agencies was successful.

## Goals for 2015

**The last two years have been challenging for the TLAP staff.** In 2013, we lost a staff member position, moved our office location, and dealt with the Executive Director’s cancer treatments. In 2014, the national conferences were the primary focus.

These are the goals we have for 2015:

### 1. Fundraising for the Cain Fund.

Online donations are finally set up and running on our website.

We’d like to see all presentations include a campaign request.

### 2. Reaching out to the smaller counties.

Our presence is recognized in the major cities, but we need to reengage Chattanooga and market the more remote regions.

### 3. Administrative Assistance.

The three of us are running at full capacity. If we want to expand, we need to have additional assistance.

## Conclusion

The staff of TLAP believe in our mission and are grateful to serve at the pleasure of the Court and Commission.

Respectfully submitted:

Laura McClendon, *Executive Director*

Ted Rice, *Deputy Director*

Emily Lacey, *Program Coordinator*



*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 2014.*