

2015 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*

By necessity, annual reports require reflection. As TLAP moves into its 16th year of operation, I have been reviewing the prior years' reports, beginning with the 1st Annual Commission Retreat held in 2001. That retreat was a strategic planning session on how to create and implement TLAP, but—more importantly, it changed my life.

The newly appointed Commission asked me to spend the entire weekend with them, after which they held a vote as to whether to hire me or not. Admittedly, I was skeptical; I was interviewing them as thoroughly as they were me. I wasn't sure that working with lawyers was the right fit, but as I listened to the inspiration, dedication, and ideas that swirled through that room, I knew that I was home.

TLAP didn't yet have office space, furniture, volunteers, a referral process, files, or any other basic infrastructure. All we had was passion. Fifteen years later, we are a professional, progressive and envied program.

Since that time, we have formed relationships with the judiciary, disciplinary agencies, bar associations, and LAP's in other states. We are a vital educational component for all sections of the bench and bar. We have over 300 volunteers across the state, all of whom know how to speak, intervene, and mentor their fellow lawyers. We never lose a supporter once they're involved; instead they form ever widening concentric circles with a nucleus of hope.

In the strategic planning session of 2001, one of the problems identified was the perception that TLAP only existed to help alcoholics and addicts. A key goal was to develop a "broad-brush" program with a large mental health component. This year, 52% of our referrals presented with issues other than alcohol and drugs. In the early years, our female to male ratio was roughly one in ten. Today, the number is one in three. We have also seen a huge increase in self-referrals as TLAP gains trust in the community and people have become more familiar with the TLAP website.

Unfortunately the statistics for attorney wellness remain grim. The legal profession has repeatedly made headlines this year for its high rates of depression, suicide and substance abuse. Lawyers begin their careers seeking the "broader truth," but the actual practice of law can contaminate even the best of spirits. A recent CNN.com article *Why are lawyers killing themselves* dramatically sums up the crisis: "...prominent lawyers keep turning up dead." In Tennessee, we are still losing too many of our legal comrades, and it's important that we never get complacent in our fight to eliminate suicide as an option.

So what makes TLAP work? It's successful because the individuals who receive help and make positive changes in their lives, turn around and give it back to the next person in need. We may have grown exponentially over the last 16 years, but our roots remain the same: lawyers helping lawyers. The chapter "Working with Others" in *The Big Book of Alcoholics Anonymous* says it best:

“Life will take on a new meaning. To watch people recover, to see them help others, to watch loneliness vanish, to see a fellowship grow up around you, to have a host of friends—this is an experience you must not miss.”



2270 clients
since 2001

Statistical data for 2015

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 seventy percent (70%) of all licensed attorneys and judges, and has made presentations to every student in the six Tennessee law schools. There have been 2270 clients since 2001, a figure that does not include volunteers, family members, 3rd party referrals, commissioners, disciplinary agencies, bar associations, etc.

Presenting Issues

In 2015, forty-eight percent (48%) of intake calls pertained to issues of chemical dependency and forty-one percent (41%) with mental health issues, such as depression. The other eleven percent (11%) 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. **This number holds true to the stats from last year, and reflects our success as a "broad-brush" program.**

Geographic Regions

Forty-six percent (46%) of new referrals were from Middle Tennessee, thirty percent (33%) from East Tennessee, twenty-one percent (21%) from West Tennessee, and three percent (3%) from out of state.

Gender

Sixty seven percent (67%) of TLAP referrals were male, and thirty-three percent (33%) were female. **Ten years ago, the number for female referrals was one in ten; five years ago it was one in five; this year, the number is one in three.**



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

Referral Source

Twenty-four percent (24%) of referrals to TLAP were from concerned third parties (such as friends, family, or firm members), forty-one percent (41%) were self-referrals, nineteen percent (19%) were from the Board of Law Examiners (BLE), ten percent (10%) were from the Board of Professional Responsibility (BPR), and six percent (6%) were from law school deans. Although the over-all percentage of BPR referrals has decreased, we actually receive more referrals from them than ever; our self-referrals have dramatically increased, thus reducing the overall percentage. We believe that this increase is largely due to the ability to confidentially inquire about our services, make referrals, and schedule appointments via the website.

Law Students, Lawyers & Judges

Seventy-two percent (72%) of TLAP referrals concerned lawyers, twenty-three percent (23%) law students or bar applicants, and five percent (5%) pertained to members of the judiciary.

TLAP opened 306 new client files in 2015, and *reopened* 29, for a total of 335 cases. **This is the highest number of referrals in history, an increase over last year by 61 people.** Approximately 34 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. Ten of them had prior relationships with TLAP, and fourteen 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-two percent (22%) were conditionally admitted to the practice of law.



59 presentations
this year – more than
any year to date

2015 Travel and Presentation History

January 2015

- Paris-Judicial Volunteer Meeting
- Nashville-TLAP Presentation for AOC
- Burns-TLAP Presentation for TBA Leadership Law Class
- Nashville-Meeting with TBA
- Nashville-Meeting with BLE
- Knoxville-TLAP Client Meetings
- Nashville-Marketing Meeting with Foundations
- Nashville-Marketing Meeting with Integrative Life Center
- Nashville-Marketing Meeting with Addiction Campuses
- Knoxville-TLAP Presentation for Duncan School of Law
- Knoxville-TLAP Presentation for University of Tennessee School of Law
- Nashville-TLAP Presentation for Nashville School of Law
- Monteagle-TLAP Commission Retreat

February 2015

- Nashville-Meeting with Dean at the Nashville School of Law
- Nashville-TLAP Presentation for Belmont School of Law
- Nashville-Marketing Meeting with Integrative Life Center
- Murfreesboro-Marketing Meeting with Journey Pure
- Memphis-TLAP Presentations (2) to University of Memphis School of Law
- Memphis-TLAP Client Meetings
- Memphis-Attend Memphis LIR Group
- Memphis-TLAP Volunteer Meeting
- Dickson-Marketing Meeting with The Ranch

March 2015

- Nashville-Marketing Meeting with New Life Lodge
- Knoxville-TLAP Client Meetings
- Knoxville-TLAP Fundraiser Meeting
- Knoxville-TLAP LIR Meeting
- Burns-Tour of New Life Lodge
- Nunnely-Tour of The Ranch
- Knoxville-Marketing Meeting with Bearden Behavioral Health
- Charlotte-TLAP Presentation at Onsite
- Nashville-TLAP Presentation for Nashville School of Law
- Nashville-Marketing Meeting with Summit Behavioral Health Care
- Nashville-Meeting with BLE
- Franklin-TLAP Presentation for the Judicial Conference
- Memphis-TLAP Client Meetings
- Memphis-TLAP Volunteer Meeting
- Dickson-CAMP TLAP

April 2015

- Nashville-Meeting with Dean at Vanderbilt University School of Law
- Nashville-TLAP Presentation for the NBA
- Knoxville-TLAP Presentation for Municipal Judges
- Chattanooga-TLAP Client Meetings
- Nashville-TLAP Presentations (2) for Municipal Judges
- Jackson-TLAP Presentation for Municipal Judges
- Memphis-TLAP Client Meetings
- Memphis-TLAP LIR Meeting
- Memphis-TLAP Suicide Debriefing at Shelby County Court House
- Memphis-TLAP Presentation to MBA
- Santa Monica-TLAP Presentation to California Other Bar Conference

“ It never ceases to amaze me what we do for so many every day. ”

2015 Travel and Presentation History

May 2015

- Nashville-TLAP Presentation for the US Journal National Conference
- Knoxville-TLAP Presentation for BPR Hearing Panel Training
- Jackson-TLAP Presentation for Inns of Court
- Maryville-TLAP Presentation for Blount County Judges
- Maryville-TLAP Presentation for Blount County Bar
- Nashville-Agency Meeting with BLE and BPR
- Nashville-TLAP Presentation for BPR Hearing Panel Training
- Nashville-TLAP Presentation to Court Clerks
- Dickson-TLAP Presentation to The Ranch Medical Team
- Nashville-TLAP Presentation to TBA
- Nashville-TLAP Presentation for Foundations Recovery Network
- Memphis-TLAP Presentation for BPR Hearing Panel Training
- Nashville-Marketing Meeting with American Addiction Center
- Knoxville-Licensure Training for LPC

June 2015

- Nashville-Marketing Meeting with The Ranch
- Murfreesboro-TLAP Presentation for the Juvenile Court Administrators and Youth Service Officers
- Nashville-Recovery Compass Site Visit
- Nashville-Bradford IOP Site Visit
- Nashville-BLE Hearings
- Knoxville-TLAP Presentation for KBA
- Memphis-TLAP Presentation for Court Clerks
- Memphis-Judicial Conference
- Memphis-TLAP LIR Meeting
- Memphis-TLAP Volunteer Meeting
- Memphis-TLAP Presentation for the Judicial Conference
- Memphis-TLAP Presentation for 201 Poplar

July 2015

- Nunnely-Clinical Meeting at The Ranch
- Cookeville-BPR Hearing
- Nunnely-TLAP Presentation to the Executive Staff at The Ranch
- Nashville-TLAP Presentation for Nashville School of Law

August 2015

- Nashville-Site Visit to Nashville Pastoral Counseling Center
- Chattanooga-TLAP Presentation for Juvenile Judges
- Memphis-TLAP LIR Meeting
- Memphis-TLAP Client Meetings
- Memphis-TLAP Presentation for MBA
- Knoxville-TLAP Presentation for Duncan School of Law
- Hendersonville-TLAP Splash
- Franklin-TLAP Presentation for BLE
- Nashville-TLAP Presentation for AOC
- Memphis-TLAP Client Meetings
- Memphis-BPR Hearing
- Nashville-Marketing Meeting with Tri-Star Behavioral Health Services

September 2015

- Nashville-Marketing Meeting with Summit Behavioral Health Care
- Nashville-Marketing Meeting with Integrative Life Center
- Lebanon-TLAP Presentation for Wilson County Bar
- Knoxville-Presentation for University of Tennessee School of Law
- Nashville-TLAP Presentation for NBA Leadership Law Class
- Nashville-TLAP Presentation for Nashville School of Law
- Sevierville-TLAP Commission Retreat
- Nashville-TLAP Presentation for the Administrative Law Judges
- Dickson-TLAP Hootenanny

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

2015 Travel and Presentation History

October 2015

- Nashville-TLAP Presentation for T LAW
- Knoxville-TLAP Client Meetings
- Chattanooga-TLAP Client Meetings
- Nashville-Agency Meeting with BLE and BPR
- Albuquerque-ABA CoLAP Conference
- Memphis-TLAP Presentation for University of Memphis School of Law
- Franklin-Judicial Conference
- Memphis-TLAP Presentation for the Public Defenders Conference
- Knoxville-TLAP Client Meetings
- Knoxville-TLAP LIR Meeting
- Knoxville-TLAP Presentation for University of Tennessee School of Law
- Knoxville-TLAP Presentation for Duncan School of Law
- Nashville-QPR Training
- Nashville-Marketing Meeting with Rivermend Health Services

November 2015

- Dickson-TLAP Presentation for Juvenile Court Staff, Youth Service Offices, and Juvenile Probation
- Nashville-TLAP Presentation for BPR Ethics CLE
- St. Louis-TLAP Presentation for Missouri LAP
- Nashville-TLAP Presentation for the Deans Summit

December 2015

- Knoxville-TLAP Holiday Gathering
- Knoxville-TLAP Client Meetings
- Memphis-TLAP Holiday Gathering
- Memphis-TLAP Client Meetings
- Memphis-Meeting with Dean of Memphis University School of Law
- Nashville-TLAP Holiday Gathering
- Nashville-Holiday Gathering with CLE, BPR, and BLE
- Franklin-TLAP Presentation for the Williamson County Bar Association
- Nashville-AOC Risk Assessment
- Nashville-TLAP Presentation for TBA
- Nashville-BLE Hearings
- Nashville-TLAP Presentation for AG's Office
- Nashville-TLAP Presentation for TBA
- Memphis-TLAP Presentation for Ole Miss Alumni

“ 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. ”



Laura



Ted



Emily



Kim



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.

Kim Holliday was hired in April, 2015, to fill in for Ms. Lacey while she was on maternity leave. Ms. Holliday has proven to be a strong asset in the TLAP office. Ms. Lacey reduced her hours to part-time as of December 31st, 2015, and Ms. Holliday will remain on staff for the rest of the fiscal year.

Justice Gary Wade, TLAP's Supreme Court liaison, retired in September, 2015. **Justice Jeff Bivens** was subsequently appointed by the Court as the new liaison.

New TLAP Commissioners appointed in 2015 were **Judge Rhynette Hurd**, Memphis; **Mike Derrick**, Memphis; **Dr. Roland Gray**, Nashville; **Mark Westlake**, Nashville; and **Cynthia Wyrick**, Sevierville. The Advisory Committee members appointed to serve were **Bill Leary**, **Stephenson Todd**, and **Chris Hall**.

2015 Commission

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Vice Chair: Hon. Tom Woodall

Secretary/Treasurer: Mark Vorder-Bruegge, Jr., Esq.

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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 2015, one loan was approved, but \$20,000.00 was paid to treatment providers for loans approved during the 2014/2015 fiscal year; \$12,007.23 was collected in loan repayments, (\$8,932.61 more than in 2014); and \$5,900.00 was donated to the fund. The balance of the loan fund as of November, 2014, is \$56,240.60.

Highlights of 2015

Number Of Clients



335
new referrals in 2015

TLAP had a record number of new referrals in 2015, going from 274 to 335, an increase of 61 additional clients. This is particularly noteworthy due to the fact that TLAP had only 2.5 employees during the majority of the year. Many of the new referrals reached out through the confidential online forms provided on the website, and Mr. Rice began having Skype sessions with clients when their proximity from the office was an issue. After compiling the statistical report, Mr. Rice's comment was, "It never ceases to amaze me what we do for so many every day."

Relationship With Law Schools And The Board Of Law Examiners

Law students and bar applicants continue to be approximately one-third of all TLAP referrals. Mr. Rice travels to all six law schools at least twice a year to do presentations with Ms. Perlen, Executive Director of the BLE. While visiting the law schools, Mr. Rice regularly meets with the Deans and any students requiring TLAP assistance.

The BLE regularly refers bar applicants with character and fitness issues to TLAP for assessments. Rule 7 § 10.5 allows for bar applicants who have a pattern of issues or incidents around mental health or substance abuse to be admitted to the practice of law based upon the condition of compliance with a TLAP monitoring agreement.

In 2015, the BLE referrals and number of Show Cause Hearings were record numbers. For the second year in a row, twenty- five percent (25%) of TLAP referrals were from the law schools or the BLE.

Due to the education around the bar application and conditional admission, law students are contacting TLAP earlier in the process, sometimes years before the bar application is completed. In addition, many law students self-refer to TLAP for issues unrelated to the bar application process. Young lawyers have been reaching out to TLAP in their first few years of practice because they remember hearing the presentation while they were still in school.

But by far the most excited development of 2015 is that the Board of Law Examiners **petitioned the Supreme Court to add a \$10.00 fee on the Bar Application for TLAP services, beginning with the February 2016 exam.** This will total between \$12,000 and \$15,000 a year.

Relationship With Other Disciplinary Agencies

TLAP maintains a solid relationship with the Board of Professional Responsibility. The disciplinary counselors all have been trained to recognize the signs and symptoms of suicidal ideations and have made referrals accordingly. TLAP meets with the BPR at least two times a year to review cases and work out any issues that may develop along the way.

Ms. Garrett, Chief Disciplinary Counselor, invited TLAP to present at all of the Hearing Panel trainings throughout the state, their annual Ethics CLE, and is working to develop a joint TLAP/BPR/BLE presentation. Ms. Garrett has spoken at Camp TLAP on numerous occasions. The Executive Directors of the BLE, BPR, TLAP, CLE and the Supreme Court Court Clerk meet quarterly for lunch. It is of note that in 2010, only three percent (3%) of referrals were from the BPR. Now BPR referrals range between ten (10%) and seventeen percent (17%).

The Board of Judicial Conduct made several referrals 2015, and consults with TLAP regularly. Tim Discenza, the Board's Chief Disciplinary Counselor, and Judge John Everett Williams did a joint presentation on judicial conduct at the 10th Annual Camp TLAP.

Both Mr. Discenza and Ms. Garrett include information about TLAP in all of their presentations throughout the state, even when a TLAP representative is not present, which significantly adds to the number of attorneys who learn about TLAP services each year.

Presentations

The Tennessee Lawyers Assistance Program believes that intervention begins with educating all segments of the bench, bar and law schools about addiction, mental health issues, compulsive disorders and recovery from those conditions. TLAP's efforts in this area remain constant—through presentations at law school orientations, professional responsibility classes, CLE seminars, county bar associations, and more. TLAP staff travels the state for presentations, interventions, TLAP sponsored social events, and to meet with clients or new referrals.

In 2014, TLAP reported the most presentations in the history of the program, totaling 43. In 2015, we beat that record, presenting 59 TLAP presentations throughout the state, including a TBA webcast featuring Judge John Everett Williams. The TBA has since asked TLAP to do several fifteen minute webcasts that they will make available to all members on their website.

On August 10th, TLAP was invited to present at the Board of Law Examiners retreat to discuss the process and appropriateness of TLAP referrals. TLAP was also invited to do a 12-step presentation at the November Deans Summit.

Due to an unfortunate number of attorney suicides, TLAP gave suicide prevention trainings to the bar associations in Nashville, Knoxville, Memphis, Franklin and Jackson. Both Mr. Rice and Ms. McClendon are Certified Interventionists and QPR Gatekeeper Instructors.

QPR stands for Question, Persuade, and Refer – a simple three step process that anyone can learn to help save a life from suicide. Just as people trained in CPR and the Heimlich Maneuver help save thousands of lives each year, people trained in QPR learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to get help. In 2006, several lawyers were trained as QPR instructors, and they have rededicated themselves to the task of educating all lawyers about this epidemic.

Events

In March, 2015, the 10th annual CAMP TLAP was once again held at Montgomery Bell State Park. The agenda (below) shows the caliber of the speakers, the wealth of information offered, and the numerous activities provided.



INFORMATION

10TH ANNUAL CAMP TLAP 2015

Montgomery Bell State Park

<p>FRIDAY, MARCH 20TH, 2015</p> <p>3:00-5:00 TLAP Commission Meeting</p> <p>6:30-8:00 “Practicing the Principles -Steps 1, 2, 3” Stephen Todd, Bill Leary, Roger Gray</p> <p>8:15-9:15 Candlelight meeting in the Pavilion</p> <p>SATURDAY, MARCH 21ST, 2015</p> <p>6:00-7:00 Daily Ponderables Sunrise Meeting</p> <p>9:00-10:30 “Addiction is a Brain Disease” Dr. Mike Baron, Medical Director, The Ranch</p> <p>10:00-11:00 “Are Judges Treated Differently?” TLAP and The Board of Judicial Conduct Judge John Everett Williams, Tim Discenza, Judge Chris Craft</p> <p>11:15-12:15 Professionals Programs- “Philosophy and Procedures; Similar but Different” Dr. Roland Gray, Dr. Mike Baron, Dr. Barry Lubin, Laura McClendon</p>	<p>1:00-2:00 Women’s group</p> <p>1:00-2:00 Open 12-Step meeting</p> <p>2:15-3:15 “The Connected Leader” Bill Lokey, MA, LSPE</p> <p>3:30-4:30 “Law as Theatre; Focusing on the Process” Miles Gatrell</p> <p>12:00-5:00 Accupuncture (all day)</p> <p>6:30-7:30 CAMP TLAP Traditional Barbecue</p> <p>7:30-8:00 Awards and Sponsor Recognition</p> <p>8:00-9:00 Speaker: Ron W., California</p> <p>9:30-10:30 Bonfire, S’mores, Guitars</p> <p>SUNDAY, MARCH 22ND, 2015</p> <p>8:30-9:30 Open 12-Step meeting</p> <p>10:00-11:30 Movie “Bill W.”</p>
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The 2015 **“Stephenson Todd Volunteer of the Year”** award was given **John Dolan, Esq.** and **Kent Cox, PhD**, for their role in assisting clients in Memphis, and their long time service as chairs of the Memphis Lawyers in Recovery (LIR) meeting.

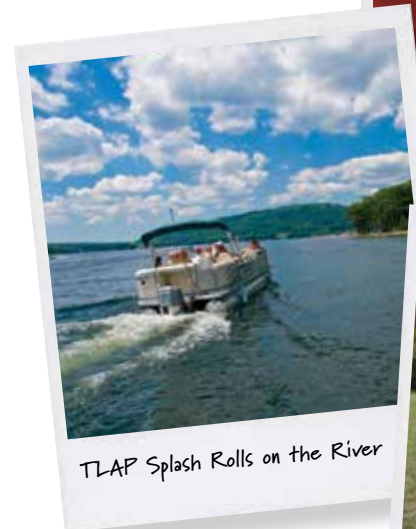
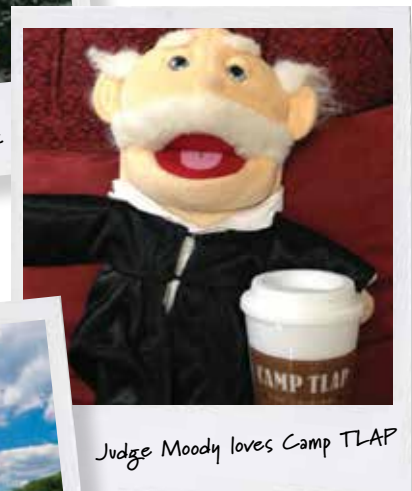
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CAMP TLAP has been fortunate to have solid sponsorship support from treatment centers to help cover event expenses. Many TLAP volunteers paid the registration fees for participants who otherwise could not afford to attend. Thanks to both the donations and treatment provider support, TLAP raised over \$5000.00.

Camp TLAP treatment center sponsors were: **The Ranch, Elements Behavioral Health, Integrative Life Center, Addiction Campus of America, Experiential Healing Center, Bradford, Journey Pure, Cornerstone of Recovery, Affinity Online Solutions, Cumberland Heights, Foundations, Talbott, Vanderbilt Behavioral Health, and HCA Healthcare.**

During the Saturday night dinner, TLAP presented **Russ Willis, BPR Disciplinary Counselor, the Frontline Award** for his response and assistance in helping a TLAP client get the emergency help so desperately needed. In the end, the client did not die by suicide, but was admitted to a hospital and is still doing well.

Other 2015 Annual Events included **The Hootenanny** (hosted by Commissioner Judge Tom Woodall), **The TLAP Splash** (hosted by Commissioner Nancy Corley, esq.), and holiday parties in East, Middle and West Tennessee.



Finances

TLAP made significant cuts to the yearly budget last year, resulting in a surplus of over \$20,000.00. TLAP travel was greatly reduced, and no TLAP Commissioners attended the ABA CoLAP Conference in October, 2015. The surplus in the TLAP budget should be even higher at the end of the 2015/2016 fiscal year.

Nationally

TLAP is now on even more on the forefront on a national level. Judge John Everett Williams was invited to assist with an intervention in Kentucky, was the keynote speaker for the Missouri LAP retreat, and has recently been added to the CoLAP Judicial Assistance Committee. Former TLAP Supreme Court Justice Janice Holder was appointed to the CoLAP Advisory Board, and Judge Robert. L. Childers, Memphis, remains an active ABA committee member.

Andy Branham, TLAP Commissioner from 2007-2015, is still a member of the CoLAP Commission. Ms. McClendon is now Co-Chair of the CoLAP Communications Committee, and was appointed as the CoLAP liaison to the ABA's Law Practice Management's Wellness Committee as chair of their Addiction and Mental Health sub-committee.

Conclusion

TLAP grows and expands due to the unwavering support from the TLAP Commission, Court, volunteers and participants. The staff is grateful for the opportunity to serve the Tennessee legal community.

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 2015.