Protect. Assist. Educate.

TLAP ANNUAL REPORT 2016

TENNESSEE LAWYERS ASSISTANCE PROGRAM

We did it.
OUR TEAM

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LAURA MCCLENDON, MA, CEAP

DEPUTY DIRECTOR
TED RICE, M.ED., LPC-MHSP, CEAP

PROGRAM MANAGER
EMILY LACEY

OUTREACH COORDINATOR
KIM HOLLIDAY

CLINICAL CASE MANAGER
ASHLEY FRENCH, MA, EDS, LPC-MHS
(Hired January 4, 2017)
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;

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

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.
I’ve made this proclamation in years past, but 2016 really was the best year in TLAP’s history. We managed to hit goals that have been on our list for years. We received additional funding. We hired new staff. We redesigned our office and case management system. We were asked to speak in locations and for organizations that we hadn’t before reached. Camp TLAP had the largest attendance in history.

We had some beloved participants die, but we saw many others succeed. I struggle to describe both of those experiences, but none adequately fit. It’s hard. It’s fabulous. A million words fall in between.

The skills and gifts of our staff continue to amaze me. They work here because they love the job. Really. Ask them! We wake up every day and feel lucky.

I believe that the number of self-referrals we received (43%) says it all. People call us because they WANT to. We answer the phone because we WANT to. We wade through pain because we HAVE to. It’s part of the job and part of the process. The Dahi Lama once said, “It is under the greatest adversity that there exists the greatest potential for doing good, both for oneself and others.” (Drop the mic.)

Why is TLAP flourishing? First and foremost, we have incredible support from the Tennessee Supreme Court. Our newest Supreme Court liaison, Justice Jeff Bivins, helped take us to the next level. Our Commissioners show up. For everything. But it is the LAWYERS HELPING LAWYERS model that keeps us going. TLAP volunteers pound the pavement and extend a helping hand. Day or night. Tennessee is the Volunteer State: TLAP proves that true every year.

Laura McClendon, Executive Director

THE PURPOSE OF LIFE IS NOT TO BE HAPPY. IT IS TO BE USEFUL, TO BE HONORABLE, TO BE COMPASSIONATE, TO HAVE IT MAKE SOME DIFFERENCE THAT YOU HAVE LIVED AND LIVED WELL.

R. W. EMMERSON
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 2630 clients since 2001, a figure that does not include volunteers, family members, 3rd party referrals, commissioners, disciplinary agencies, bar associations, etc.

**PRESENTING ISSUES:** In 2016, forty percent (40%) of intake calls pertained to issues of chemical dependency and fifty-one percent (51%) with mental health issues, such as depression. The other nine percent (9%) 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 has remained steady for the last two years, and reflects our success as a “broad-brush” program.

**GEOGRAPHIC REGIONS:** Forty-five percent (45%) of new referrals were from Middle Tennessee, twenty-six (26%) from East Tennessee, twenty-eight percent (28%) from West Tennessee, and nine percent (9%) from out of state. Our collaboration with other State LAP’s has increased as we assist incoming attorneys and students from other areas of the country.

**GENDER:** Sixty eight percent (68%) of TLAP referrals were male, and thirty-two percent (32%) were female.

**REFERRAL SOURCE:** Twenty-four percent (24%) of referrals to TLAP were from concerned third parties (such as friends, family, or firm members), forty-three percent (43%) were self-referrals, thirteen percent (13%) were from the Board of Law Examiners (BLE), fifteen percent (15%) were from the Board of Professional Responsibility (BPR), four percent (4%) were from law school deans, and one percent (1%) from the Board of Judicial Conduct (BJC). Although the percent of referrals from the BJC was small, TLAP consults with the BJC on a regular basis.

**LAW STUDENTS, LAWYERS & JUDGES** fifty-eight (58%) of TLAP referrals concerned lawyers, thirty-three percent (33%) law students or bar applicants, and nine percent (9%) pertained to members of the judiciary. This is a 10% increase in law student referrals and a 5% increase in judicial referrals.

**TLAP OPENED 301 NEW CLIENT FILES IN 2016, AND REOPENED 23, FOR A TOTAL OF 324 CASES.** Approximately 44 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. One hundred percent (100%) of students and bar applicants referred by the law school or BLE were assisted by TLAP. Out of that number, 15 were conditionally admitted to the practice of law.
Travel and Presentation History

JANUARY 2016
Nashville-Integrative Life Center Site Visit
Nashville-Marketing Meeting with Cumberland Heights
Brentwood-Meeting with BPR
Dyersburg-BPR Hearing
Nashville-3rd and Church Health Care Site visit
Nashville-Local Psychiatrist Site Visit
Knoxville-TLAP Presentation for University of Tennessee School of Law
Knoxville-TLAP Client Meetings
Brentwood-Homeland Security Training
Nashville-BPR Hearing
Red Boiling Springs-TLAP Commission Retreat

FEBRUARY 2016
Nashville-TLAP Presentation for Belmont School of Law
Nashville-Psychological and Counseling Center of Vanderbilt University Site Visit
San Diego-ABA Conference
Nunnelly-The Ranch Site Visit
Nashville-TLAP Presentation for Vanderbilt University School of Law
Nashville-Meeting with BLE, BPR, and CLE
Knoxville-TLAP Presentation for Duncan School of Law
Knoxville-TLAP Client Meetings
Franklin-Judicial Conference
Tullahoma-TLAP Presentation for Coffee County Bar Association
Nashville-TLAP Presentation for TBA Young Lawyer's Division
Nashville-TLAP Presentation for Juvenile Court Probation Officers
Nashville-TLAP Presentation for Juvenile Court Youth Service Officers

MARCH 2016
Nunnelly-TLAP Client Meeting at The Ranch
Burns-TLAP Presentation for Access to Justice Commission
Nashville-Meeting with BLE, BPR, and CLE
Knoxville-TLAP Presentation for Memphis-TLAP
Knoxville-TLAP Volunteer Meeting
Memphis-TLAP Client Meetings
Nashville-TLAP Volunteer Meeting
Chattanooga-TLAP Client Meetings

APRIL 2016
Dickson-Camp TLAP
Nashville-TLAP Presentation for Municipal Judge’s conference
Knoxville-TLAP Presentation for Municipal Judge’s Conference
Nashville-Shuttleworth & Williams Site Visit
Jackson-TLAP Presentation for Municipal Judge’s Conference
Nashville-TLAP Presentation for Vanderbilt University School of Law
Nashville-Marketing Meeting with Mandala Center

MAY 2016
Nashville-Marketing Meeting with The Ranch
Nashville-Bass Berry Site Visit
Nashville-USJT Conference
St. Thomas- ABA Conference-Law Practice Management Conference
Knoxville-TLAP Client Meetings
Knoxville-TLAP Presentation for University of Tennessee School of Law
Nashville-Foundations Site Visit
Nashville-Integrative Life Center Site Visit

JUNE 2016
Nashville-BLE Hearings
Nashville-TLAP Presentation for TBA Conference
Nashville-Meeting with Dean of Vanderbilt University School of Law
Nashville-TLAP Presentation for Probate Court Officers
Murfreesboro-Journey Pure Site Visit
Chicago-Rivermend Health Site Visit

JULY 2016
Atlanta-Talbot Site Visit
Cookeville-TLAP Presentation for All Rise Recovery Fest
Nashville-Strategic Planning Meeting for TLAP Commission Retreat
Travel and Presentation History

AUGUST 2016
San Francisco-ABA Conference
San Francisco-TLAP Presentation for National Association of Bar Presidents
Nashville-Marketing Meeting with The Ranch
Nashville-Cumberland Heights IOP Site Visit
Memphis-TLAP Client Meetings
Memphis-Law School Fair for University of Memphis School of Law
Memphis-TLAP Presentation to University of Memphis School of Law
Knoxville-TLAP Client Meetings
Knoxville-Law School Fair for University of Tennessee School of Law
Nashville-TLAP Presentation for Municipal Judge's Conference
Chattanooga-TLAP Client Meetings
Chattanooga-TLAP Volunteer Meeting
Smithville-TLAP Commission Strategic Planning Retreat

SEPTEMBER 2016
Memphis-TLAP Presentation for University of Memphis School of Law
Nashville-TLAP Presentation for Nashville School of Law
Knoxville-TLAP Presentation for University of Tennessee School of Law

OCTOBER 2016
Vancouver-CoLAP Conference- Presentation for Attendees
Knoxville-Judicial Conference
Clarksville-TLAP Presentation to Local Bar Association
Franklin-TLAP Presentation for BLE
Franklin-TLAP Presentation for TBA Health Law Forum
Nashville-Holiday Luncheon with BLE, BPR, and CLE
Nashville-TLAP Presentation for DHS Lawyers
Murfreesboro- BPR Hearing
Nashville-TLAP Volunteer Training
Nashville-TLAP Presentation for Administrative Law Judges

NOVEMBER 2016
Nashville-Marketing Meeting with Addiction Campuses
Nashville-Marketing Meeting with Foundation's Executive Team
Nashville-TLAP Presentation for BPR Ethics Workshop
Nashville-TLAP Presentation to Tennessee Mental Health Law Course
Knoxville-TLAP Client Meetings
Knoxville-TLAP Volunteer Meeting

DECEMBER 2016
Murfreesboro-Journey Pure Site Visit
Nashville-WWG Holiday Party
Nashville-LIR Holiday Party
Memphis-LIR Holiday Party
Memphis-TLAP Client Meetings
Memphis-TLAP Volunteer Meetings
Nashville-TLAP Presentation for AG's Office
Murfreesboro- BPR Hearing
Camden-TLAP Presentation for Local Bar Association
Memphis-TLAP Presentation for Ole Miss Law School Alumni
Memphis-Addiction Campuses Site Visit
EXECUTIVE DIRECTOR
LAURA MCCLENDON, MA, CEAP, is responsible for all matters related to the operations of TLAP. She has worked with TLAP for fifteen years, and has over twenty-five years of experience in the alcohol and drug field as a counselor, trainer, and educator. She has served on the Board of Directors for the Alcohol and Drug Council of Middle Tennessee, United Way, and Nashville Prevention Partnership. She was president of the Middle Tennessee Employee Assistance Professionals chapter, winning counselor of the year from all Tennessee chapters. In 2016, she was appointed to CoLAP’s Advisory Board where she served as Chair of CoLAP’s Communication Committee, and as the liaison for the ABA’s Law Practice Management Division. She has authored numerous articles in the field of substance abuse, stress, mood disorders, lawyer assistance programs, treatment, and more. She regularly speaks at conferences throughout the United States.

DEPUTY DIRECTOR
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.

PROGRAM MANAGER
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.

OUTREACH COORDINATOR
KIM HOLLIDAY is a Nashville native and studied education and mass communications at Austin Peay State University. She was hired part-time for TLAP in April 2015 and proved she is a great communicator and self-motivated team player, which led her to a full time position in July 2016. She is an experienced professional responsible for cultivating strategic outreach activities. She is a certified mental health first aid provider and a QPR suicide prevention gatekeeper. She also interfaces regularly with the clients and the leadership of the commissioners of TLAP.

WELCOME
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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 2016, no loans were granted; however, TLAP received $9,544.00 in repayments and $2,087.30 in donations. The balance of the loan fund as of November, 2016, was $70,877.90, and increase over 2016 by $14,369.53.

Plans are currently underway to create a separate foundation to administer the Cain Fund. No loans will be distributed in the interim.
JUSTICE BIVINS, TLAP’S NEW SUPREME COURT LIAISON, attended the January 2016 Annual Commission Retreat. Based on the issues presented during that meeting, he suggested that it was time for TLAP to prepare an updated strategic plan. The TLAP Commission secured the services of a professional and held a strategic planning retreat August 29th-31st, 2016. The information and inspirations developed are presented below.

STRATEGIC PLANNING MODEL: “Appreciative Inquiry ‘4-D’ Cycle” facilitated by Kathy Story, MA JD, Story Consulting: Leadership and Learning for the Legal Professions. This method is designed to create an iterative, generative process, using collaborative inquiry and strategic visioning to unleash positive energy within individuals and organizations.

PARTICIPANTS: TLAP Commissioners, Advisory Board Members, Volunteers, Supreme Court Justice, TLAP Staff

FOUR MAIN SECTIONS: DISCOVERY, DREAM, DESIGN, DELIVERY

The participants decided upon the core issues to be addressed: Funding, Education, Staffing & Services. The group was divided into teams of four. All were asked to answer the posed questions from the point of view of their assigned topic.

1.) DISCOVERY: Appreciating the best of “what is”
   a. High point experiences with TLAP
      i. Writing and revising Rule 33
      ii. Camp TLAP
      iii. BPR trainings and relationships
      iv. Growth
      v. Watching the “lights come on”
      vi. Community, Compassion, Accountability, Passion, Enthusiasm
   b. What is valued most?
      i. Maintaining the Peer-to-Peer, Lawyers Helping Lawyers model – utilization of the volunteer network
      ii. Professional, full-time staff
      iii. Increased positive perception through marketing
      iv. TLAP puts “clients first”
      v. Love, support, passion
      vi. Confidential*Free*Anonymous
   c. Wishes for TLAP
      i. More funding
      ii. More staff
      iii. Increased awareness- cutting down resistance
      iv. Reach out to smaller communities
      v. Larger/affordable office space, with parking
      vi. Staff and Commission training
      vii. Cain Fund separation and development

Highlights
viii. Buy-ins from firms
ix. Expansion of services offered

2.) DREAM: Imagining what could be/envisioning results
   a. Actions
      i. Funding
      ii. Education
      iii. Staff
      iv. Services
   b. Aspirational Statements based on the above four actions:
      i. FUNDING: TLAP should seek to identify potential diverse sources of funding. These efforts should include exploring the hiring of a professional fundraiser, discussions with the AG regarding the availability of _cy pres_ funds—including excess class action settlement funds, and hiring a grant writer. Potential sources of funding may include federal programs, family foundations, TN State and local programs, malpractice insurance underwriters, and law firms. Funding will support current operations and future growth.
      
      ii. EDUCATION: Because basic modalities and specialized interventions go in and out of style—in searching to meet the needs of our profession for support and accountability across a range of problems in living—we understand that it is the community of all lawyers that is fundamental to the recovery we promote. Recognized reasons for TLAP: assess and reassess this motivation, reduce fear to confront what makes us uncomfortable, and reduce stigma to encourage those with substance abuse and mental health problems to self-refer.

      Free*Anonymous,* Confidential: provide every legal professional and others with knowledge and understanding of TLAP resources and services. Reach/refer every impaired lawyer/law student/judge in Tennessee.

      iii. STAFF: Tennessee has approximately 22,000 practicing attorneys. The most recent information indicates that 18% of attorneys suffer from substance abuse problems. In Tennessee, this means 3960 attorneys. This number does not include those who suffer from mental or emotional disorders. In 1999, the TN Sup Ct sought to address these issues and establish the Tennessee lawyers Assistance Program. TLAP must be adequately staffed with competent professionals who are properly trained to address these issues in order to insure that all Tennesseans have a true access to justice.

      iv. SERVICES: Lawyers are an integral and necessary part of society. Practicing law is difficult and stressful. Society has a right to expect competent counsel. Every lawyer should be enabled to practice law successfully, professionally, and personally. TLAP’s purpose is to enable law students, lawyers and judges to do that by providing education, prevention, intervention and support for lawyers suffering from drug and/or alcohol problems and/or mental health issues. Lawyers Helping Lawyers through TLAP.

3.) DESIGN: Constructing what the ideal should be
   a. FUNDING
      i. Interview prospective fundraisers and grant writers
      ii. Explore viability of year end CLE and targeting of specified donor groups
      iii. Look into becoming the “cause” for already existing fundraising efforts

      (TBA silent auction, etc.)
   iv. TLAP Foundation:
      1. Establish TLAP foundation as a section 501 (c)(3) charitable organization which qualifies as a “supporting organization” under section 509 (a)(3)
      2. This will require the authorization of the TN Supreme Court
3. TLAP Foundation will: administer the Cain Fund, and provide a fund that can be utilized to supplement and support activities that TLAP Foundation wishes to subsidize.  
4. Donors to TLAP Foundation can give to its general fund or earmark gifts to the Cain Fund (money needed- $2000.00).

b. EDUCATION
   i. CLE Presentations: Judicial conferences, other professional conferences
   ii. Camp TLAP
   iii. Website: maintenance/review/upgrade
   iv. Research & publish information and data re: lawyer impairment and assistance (bar journals etc.)
   v. Solicit law firm sponsorship for CLE’s and healthy lawyer presentations
   vi. QPR presentation sponsorship
   vii. Educational Resources
       1. Volunteers
       2. Staff
       3. Supreme court
       4. Judges
       5. BPR/PLE
       6. Court clerks
       7. Legal support staff
       8. Bar associations/publications

c. STAFF
   i. Hire a new clinician within 2 months
   ii. Adequate funding
   iii. Cross training and restructuring of work load
   iv. Office space and new salaried position
   v. Hire outreach/marketing person within 2 years

d. SERVICES
   i. CLE: regular schedule available to every lawyer. Online availability.
   ii. Regular commission meetings w/volunteers, both in person and electronically
   iii. Volunteer training- in person and online
   iv. Staff person whose duties are volunteer coordination and CLE programs
   v. Law schools: develop module for regular presence by TLAP and student volunteers. Staff person half time focused on this mission
   vi. Better plan to address judges in crisis, involve other judges, clerks and office staff
   vii. Law firms- CLE’s: lunch and learns, personal stories. Fund through malpractice insurance and sponsorships

4.) DELIVERY: Making the dream real and sustaining it

All Commissioners listed what they could contribute, both individually and collectively.

What’s brought to the table collectively?

Excitement, positive attitude and ideas, experience with recovery, historical knowledge of lawyers helping lawyers, contrarian, experience, gratitude, interest in mental health, passion and concern, secular perspective and context, commitment to 12 steps, listening and facilitation skills, love to help, experience with interventions, strong desire to be prepared for the future, small town perspective, open minded, consumer expert
**FUNDING**

- The Board of Law Examiners added a $10.00 TLAP fee to all bar applications and contributed $10,382.23 to the Annual Budget.
- The Tennessee Supreme Court approved an additional $3.00 contribution to TLAP from the current attorney dues. This was a direct impact on the budget of The Board of Professional Responsibility; however, the Board, their Chief Disciplinary Counselor, and the BPR staff unanimously agreed to this reduction in their overall budget in recognition of the assistance TLAP provides them. The extra fee started on July 1st, 2016, making a huge difference in TLAP’s bottom line.

**EDUCATION AND SERVICES**

- TLAP articles were published in the Tennessee Bar Journal, Nashville Bar Journal and Knoxville Bar Journal. The TBA and NBA both run monthly TLAP advertisements at no cost.
- There were 52 presentations in the state including:
  1. Local bar associations in Coffee County, Sumner County, Clarksville, Paris, and Camden
  2. Six judicial conferences
  3. Eighteen law school presentations
  4. Association and specialty presentations, such as: Access to Justice Commission, TBA Young Lawyers Division, Juvenile Court Probation officers, ABA Law Practice Management section, Commission on Lawyer Assistance Programs Conference, Probate Court Officers, Tennessee Association of Legal Administrators, TN District Attorneys, TBA Health Law Forum, DHS Lawyers, Tennessee Mental Health Law, All Rise Conference in Cookeville, Tennessee Lawyers Association for Women, Ole Miss Law School Alumni, BPR Ethics Seminar, and the Department of Commerce and Insurance

- Volunteer Trainings in Memphis, Nashville and Knoxville
- Three hour pilot program in Paris, TN, set to be replicated in other parts of the state
- Presentations in conjunction with the BLE for their board members and law school deans
- Presentations in conjunction with the BPR for their hearing panel members
- HAZELDEN/ABA/COLAP RESEARCH. Recent research confirms the staggering statistics of attorney substance abuse and mental health disorders. After the research was released, the BPR, BLE and TLAP issued a special edition of Board Notes (attached) to educate the state’s legal community. All TLAP presentations have been updated to include the newest statistics. In addition, special presentations were given to many sections of the ABA about all state LAP services.

**STAFF**

- Due to the increase in funding, TLAP was able to hire two additional full-time staff members: **Kim Holliday**, Outreach Coordinator and **Ashley French**, Clinical Case Manager. Ms. Holliday began her fulltime status in July, 2016; Ms. French was hired in December, 2016, but officially started on January 4, 2017. TLAP did an extensive search for this position, receiving almost 100 resumes from across the country.
RELATIONSHIP WITH BOARD OF PROFESSIONAL RESPONSIBILITY, THE BOARD OF LAW EXAMINERS, & THE BOARD OF JUDICIAL CONDUCT

Thirty-three (33%) of TLAP referrals were from the law schools or the BLE, up from twenty-five (25%) in 2015. 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 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.

TLAP maintains a solid relationship with the Board of Professional Responsibility and the Board of Judicial Conduct. The agencies consult, refer, assist and support one another in their shared mission to protect the public by keeping attorneys and judges fit to practice. TLAP meets with the BPR at least two times a year to review cases and work out issues.

TECHNOLOGY, DATABASE, VIDEO CONFERENCING

A long-term goal of TLAP’s was to create a database unique to the program’s services. 2016 finally saw the fruition of that idea. TLAP purchased and designed a new database program at an incredibly affordable price.

The website remains the greatest marketing tool. Referrals, intakes, and volunteer applications are sent through the confidential online options. The website is also advertised and used in presentations.

The use of video conferencing has continued to expand and is especially popular with law students and younger attorneys. It has also made crisis counseling services more accessible in the remote areas of the state.
In March, 2016, the 11th 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.

**11TH ANNUAL CAMP TLAP AGENDA, APRIL 1ST-3RD, 2016**

**FRIDAY, APRIL 1ST**
3:00-5:00 TLAP Commission Meeting
4:00- Registration table opens
6:00-7:00 Dessert & BINGO
7:00-8:00 *Practicing the Principles, Steps 4-7* – Stephen Todd, Bill Leary, Roger Gray
8:15-9:15 Candlelight meeting in the pavilion

**SATURDAY, APRIL 2ND**
6:30-7:30 Daily Ponderables
7:00-8:30 Breakfast (on your own)
8:30-9:30 *There and Back Again* – Judge John Everett Williams, Judge Gerald Skahan
9:30-9:45 Break
9:45-10:45 *Mothers Don’t Let Your Babies Grow Up to Be Lawyers* – Loretta Oleksy, Indiana Lawyers Assistance Program
10:45-11:00 Break
11:00-11:30 *What Are You Doing Inside My Brain?* – Dr. James Walker, Forensic Psychologist
12:15-1:30 “COMPLIMENT the COOK”-out (free- donations encouraged) - Pavilion
1:45-2:45 *Because Doing Nothing is Not an Option* – Commissioners Nancy Corley, Mark Westlake
3:00-5:00 a. *Feelings In & Out of the Courtroom* – movie and discussion
b. *The Family After: Introduction to Alanon*
12:00-5:00 Acupuncture – Board Room
6:30-7:30 CAMP TLAP Traditional Barbeque
7:30-8:00 Awards and Sponsor Recognition
8:00-9:00 *Speaker: Rich B. Ocean City, Maryland*
8:30-10:30 Bonfire, S’mores, Guitars

**SUNDAY, APRIL 3RD**
7:00 a.m. Breakfast (on your own)
8:30-9:30 Open 12-Step Meeting
10:00-11:00 *An Attitude of Gratitude* Rev. John Rice
EVENTS CONTINUED

The 2016 “Stephenson Todd Volunteer of the Year” award was given to the Shuttleworth Williams Law Firm. TLAP has been blessed with two Commissioners from that firm, Ken Shuttleworth and Mike Derrick. The rest of their partners and associates have been avid TLAP volunteers. Rob Briley, located in Shuttleworth Williams Nashville office, is one of TLAP’s most requested speakers.

CAMP TLAP has been fortunate to have solid sponsorship 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 $2000.00.


The 8th Annual Hootenanny, hosted by Commissioner Judge Tom Woodall, took place on September 17th, 2016.

FINANCES

TLAP made significant cuts to the yearly budget in both 2015 and 2016. Combined with the additional monies from the BPR and BLE, the year closed with a surplus of $102,599.04. TLAP received $10,382.23 from the bar application fee. The additional $3.00 collection from attorney dues began July 1st, 2016, so the overall figures will not be available until the end of the fiscal year in June 2017.

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 Manager
Kim Holliday, Outreach Coordinator

We did it.