

*A Newsletter from
The ABA Commission
on Lawyer Assistance
Programs*

Volume 11, No. 1 • Spring 2008

Website:

www.abalegalservices.org/colap

Comments From the Editor...

Changes are sometimes good, sometimes bad, and often necessary. As a recovering person, I generally don't like change. I used to try and change external things in order to try and make myself feel okay. But I have learned over the years that change is a necessary thing for me. I had to learn to change my thinking, my attitudes, and a significant portion of my belief system.

What does this have to do with what I have to say next? Not much really. It was the word itself that got me to thinking about change as it relates to recovery.

Changes are coming to Highlights in an ongoing effort to make this a better publication. With the wonderful guidance of Angela Gwizdala from the ABA, some of the changes are already in place. We now have an editorial board (whose names are listed on page 12) to plan and guide each issue. We are going to dedicate some issues to specific themes and we are adding columns. In this issue and in future issues, Ann Foster is writing a column dedicated to "frequently asked questions" in an effort to help those who are new to CoLAP as well as those who have been around awhile.

Much of what we are doing is in the planning stages. All suggestions are welcome and if there is an aspiring cartoonist out there, we'd love to hear from you.

—Hugh Grady

Table of Contents

How Depression and Substance Abuse Affects Female Professionals	2
Case Law Corner	2
People in the News.	3
A Lawyer's Guide to Healing	4
Favorite Books	6
Around the LAPs	6
Chair's Column	9
CoLAP National Conference	10
Calendar of Events	11
CoLAP Commission Roster	12
Advisory Commission to CoLAP	12



Highlights

*of the American Bar Association
Commission on Lawyer Assistance Programs*

Model Rule on Conditional Admission to Practice Law

On February 11, 2008, the ABA House of Delegates voted to adopt the Model Rule on Conditional Admission to Practice Law.

The adoption is the culmination of efforts that began in 2003 and would not have been possible, but for the efforts of the many people who assisted during the process. We ended up with widespread support for the Model Rule because many of you took the time to contact your bar leadership and ABA state delegates to educate them and urge their support. It was truly a team effort and I sincerely appreciate your efforts and support. The Model Rule will advance CoLAP's mission to promote the well-being of all members of the profession, their families, and the profession as a whole.

I particularly want to acknowledge and thank the following: the Law School Assistance Committee; the Conditional Admission Subcommittee; Dean Robert Stein; past ABA Presidents: Dennis Archer, Michael Greco, Robert Grey Jr., Karen Mathis, and William Ide; our ABA Board of Governors liaison, David Funkhouser; ABA Board of Governor, Scott Welch; ABA Treasurer-elect, Alice Richmond; past ABA Board of Governor, Richard J. Podell; National Conference of Bar Examiners (NCBE) president, Erica Moeser and NCBE member, Jerome Hafter; and past CoLAP chairs John Clark and Richard Soden. I also want to thank our other Memphis leaders: Al Harvey and Lucian Pera, the floor leader and assistant floor leader during the floor debate, and Young Lawyer Division delegate, Danny Van Horn, who spoke eloquently in support of the Model Rule. There are many, many others whom I could mention and thank, but this space will not permit. I will simply add again my heartfelt thanks to you all for your assistance and support.

The next phase of the work on conditional admission will be to market and educate about the importance of states enacting a conditional admission rule (with confidentiality) and to inform the law students about the existence of the rule to encourage early treatment. You will be hearing more about that later.

Thank you all again for your hard work and support!

—Butch

Dear Donna,

Many thanks from the Kansas Lawyers Assistance Program (KALAP) to you and CoLAP for your sympathy and support. We do want to let you know that I have been appointed as our interim executive director. I am a retired attorney from Topeka, Kansas and long-time KALAP commissioner. We are very much open for business and can still be reached at the same addresses for snail and e-mail, telephone, and faxes.

We were planning to move the office to Topeka before Don Zemites died and that is still the plan—probably in April. When we have a new director and a new address, we will let you know immediately.

Anne McDonald is filling in temporarily. Anne is also a retired attorney and KALAP commissioner.

Please let everyone know that our Kansas Lawyers Assistance Program continues to be a resource for the Kansas legal community. Thanks again.

Yours truly,
Wayne E. Hundley
Executive Director, KALAP

Update: Wally Underhill has recently been hired as the new executive director of KALAP. He can be reached at 913/342-9300.

This article summarizes the seminar Dr. Susan Blank, vice president of clinical services at Caron Treatment Center, gave to Maine professional women on how depression and substance abuse affects female professionals. Reprinted with permission from the author.

The lead article of this issue of *Highlights* addresses how depression and substance abuse affect female professionals. This is an important and timely subject. One of my personal frustrations as a LAP director is that I don't believe I am reaching as many women in crisis as there are in need of help. The more these issues are written about in articles such as this excellently written one by Sonia Buck, the better we may be able to reach more women. There are, of course, several theories about why women attorneys are more difficult to reach than men. Most importantly, as Sonia Buck suggests, there is a need to build and expand more support groups for women. The more acknowledged and open support there is for women, the greater the likelihood women will be helped into recovery.

—Hugh Grady

Women's Law Section Sponsors Innovative Programming: How Depression and Substance Abuse Affect Female Professionals

by Sonia J. Buck

The Women's Law Section (WLS) in Maine "Opened the Closet Door" to explore the medical and ethical issues facing professional women as a result of depression and addiction on November 1, 2007, at its annual Fall Program held at Bowdoin College in Brunswick, Maine. The program was well attended by a terrific group of women. As usual, the group first gathered for a networking hour filled with delicious hors d'oeuvres and discussion, and then focused on issues of substance abuse and depression.

The Incidence of Depression and Addiction in Lawyers is High

The statistics of the incidence of depression and addiction in lawyers were astounding, demonstrating the necessity for lawyers to learn more about symptoms and treatment.

- A North Carolina study surveyed 2,570 lawyers and found 25 percent had symptoms consistent with depression.
- Most attorneys know of at least one attorney who has committed suicide.
- Women generally suffer major depressive episodes at more than twice the rate of men. Those proportions also reflect the annual incidence of depression in legal professionals: women=8.2 percent, men=4.6 percent.
- Substance abuse is twice as likely among attorneys as compared to the general population.
- Substance abuse or mental illness account for up to 70 percent of attorney discipline cases.

Faced with the magnitude of the problem, the WLS special guest speaker, Dr. Susan Blank presented the group with the medical basis for depression and addiction. Dr. Blank is an addiction psychiatrist who regularly treats doctors and lawyers and directs Clinical

Services at the Caron Treatment Centers in Pennsylvania.

Depression and Addiction are Brain Diseases

Dr. Blank gave the audience an illustrated introduction to the brain and explained that depression occurs as a result of a lack of serotonin in the nerve pathways of the brain. When the brain's neurotransmitters are disrupted through a lack of serotonin, the patient experiences difficulty sleeping, loss of appetite, low energy, and diminished memory and concentration. The person may experience mood swings and general loss of interest, even in favorite activities. Unfortunately, they may also have suicidal or homicidal thoughts. Although the layperson may be tempted to ask: "What do you have to be depressed about," the current medical

science proves that depression is a brain disease with observable chemical and imaging characteristics—in other words, depression is caused by internal, not external forces.

Dr. Blank explained that addiction is also a brain disease caused in part by a disruption of the autonomic "reptilian" brain, which controls our most basic functions like breathing, thirst, and hunger. The major site of action for addicting drugs is the subconscious pleasure pathway, not the conscious cortex. Although frequently viewed as a lack of willpower or self-control, the science demonstrates that addiction results from a malfunction in the dopamine pathways. These pathways are not under the patient's conscious control.

Dr. Blank identified some of the symptoms of depression and substance abuse that might

(continued on page 3)

Case Law Corner

In the Matter of the Reinstatement of W.E. Pat Pate, 2008 OK 24 (2008)

Petition for reinstatement granted. Pate had committed serious criminal and ethical violations as a result of becoming impaired by drugs and alcohol. The court found that Pate had carried his burden of showing by clear and convincing evidence that he was deserving of reinstatement. This was his first attempt at reinstatement.

In 1999 he submitted his resignation pending disciplinary proceedings. The underlying facts leading to his resignation included misuse and misapplication of client funds, neglect, misrepresentation, and presentation of checks from his trust account with insufficient funds.

In his hearing Pate admitted to long-term substance abuse problems. He was found to be open and honest with the panel. He accepted responsibility for his professional and personal failings and the consequences to others. Prior to his recovery, family and friends and clergy had already tried interventions. After his resignation he entered into a drug and alcohol treatment program. The initial treatment was not successful. In October 2000, Pate became sober once again, began attending 12-step recovery meetings and has remained sober since. He has been active in the recovery community and has become involved with the Oklahoma Lawyers helping Lawyers Committee. He has fully reimbursed the Client Security Fund for the money paid out to clients.

Female Professionals

(continued from page 2)

be observed in impaired attorneys:

- procrastination, “file stagnation” or lowered productivity;
- missed deadlines, excuse-making, and/or lying to clients; and
- avoiding the mail or the telephone, and other changes in professional conduct.

We Need to Support Our Peers in Seeking Treatment and in their Recovery

Unfortunately, the lawyer suffering from these symptoms has a limited ability to perceive and take action against these diseases. Dr. Blank explained that when addicted, the patient’s glutamate, a neurotransmitter, in the prefrontal cortex, is reduced, which in

turn impairs the addicted person’s judgment. Further, for centuries, addicted or mentally ill women have suffered from intense stigma, a stigma that at once acts as barrier to treatment and encourages victimization of them. When asked why they didn’t seek treatment earlier, women list as the most frequent reasons: lack of family support and worries about childcare. To combat this stigma, peer support is essential in the treatment and recovery process.

Which brought us to the second part of the program: What are our ethical and legal responsibilities when faced with these warning signs in a colleague? Louise Thomas, an attorney at Pierce Atwood, reviewed the requirements of the Rules of Professional Responsibility as well as civil liability when our partners or colleagues demonstrate signs of impairment. The law is clear that we cannot turn a blind eye to evidence of impairment;

it is our ethical duty to protect the clients and failure to do can result in both ethical and malpractice liabilities. While addressing these problems should be a priority on both a personal and professional level, colleagues tend to deny the lawyer’s symptoms and unrealistically hope that the problem will go away on its own.

The good news is that the recovery rate is much higher among professionals (up to 90 percent) than it is in the general population (40 to 60 percent). But getting lawyers to treatment before disaster strikes happens too infrequently. Depression or addiction in a colleague is not easy to confront. However, as members of the bar, we can offer fundamental support to assist fellow attorneys getting them the help they need to recover.

Sonia J. Buck is the chair of the WLS Program Committee in Maine.

People in the News

Linda Albert

Linda Albert is the newest LAP director at the Wisconsin Lawyers Assistance Program (WisLAP) in Madison, Wisconsin. She is a licensed clinical social worker and a certified alcohol and drug counselor. She received her master’s degree from the University of Wisconsin, Madison in social work. She has professional assessment/treatment/referral competencies in the areas of addictions, eating disorders, depression, anxiety, trauma, and illness impacted by stress. Linda has worked over the past twenty-five years as an administrator, consultant, trainer, and psychotherapist in a variety of settings. When she is not working, she is often found riding her horse, Jazee.

Russ MacKay

Effective February 22, 2008, the Lieutenant Governor in Council has signed the Order in Council appointing Russell MacKay a judge

of the Provincial Court of British Columbia. He will be assigned to the South Fraser District.

Judge MacKay obtained his law degree from the University of British Columbia in 1982 and was admitted to the Bar in 1983. He started his legal career as a sole practitioner, and then joined Dallas, Kinney & Co. from 1984 to 1987, following which he did not practice until 1994 when he joined the Vancouver firm of Vertlieb, Anderson. In 2004 he joined the Granville Law Group.

Like many other judges of our court, as a lawyer Judge MacKay worked tirelessly on behalf of other members of the profession. He served as executive director of the legal Assistance Program, executive member of the Trial Lawyers’ Association from 1999, and chair of the Trial Lawyers Association of British Columbia (TLABC) Criminal Defence Litigation Group from 2001. He has been a board member of the Pacifica

Treatment Centre, International Lawyers in AA, and the Ruby Slippers Theatre Company.

Many of you know Russ’s story, which is a matter of public record. Due to his alcoholism he was removed from the profession. In British Columbia, almost no one has ever come back.

After being involved in the founding of the British Columbia LAP, and acting as its first executive director, Russ was allowed back into the profession. Thirteen years later, he now holds one of the highest distinctions of our profession, by being appointed a Provincial Court Judge.

These kinds of things just don’t happen. We are all overjoyed, and what is even more heartwarming, is that his appointment is being met with universal acclaim. There is no controversy attached to it whatsoever.

This is yet another example of the miracle of lawyers assistance programs and the progress we have made in our profession.

—Ian Aikenhead

Highlights is a quarterly newsletter published by the American Bar Association Commission on Lawyer Assistance Programs for the news and information exchange needs of the lawyer assistance programs community. Comments and proposed articles should be directed to Chair of the newly-created Publications Board and *Highlights* Newsletter Editor, Hugh Grady (hughgrady@mac.com); Staff Editor, Angela Gwizdala; Layout & Design, Gail Thompson; Events Editor, Leigh Stewart. All reprint rights are reserved. American Bar Association ISSN Pending. © 2008 American Bar Association. For reprint permission contact Manager, ABA Copyrights & Licensing, ABA Copyrights and Contracts Department, Fax: 312/988-6030, E-mail: copyright@abanet.org, Online: www.abanet.org/policy/reprints.html.

Disclaimer: The materials contained herein represent the opinions of the authors and editors and should not be construed to be those of either the American Bar Association or Commission on Lawyer Assistance Programs unless adopted pursuant to the bylaws of the Association. Nothing contained herein is to be considered as the rendering of legal advice for specific cases, and readers are responsible for obtaining such advice from their own legal counsel. These materials and any forms and agreements herein are intended for educational and informational purposes only.

A Lawyer's Guide to Healing: *Solutions for Addiction and Depression*

by Don Carroll, JD

Publication date: September 2006

ISBN: 1-59085-379-X

Page count: 183

Trim size: 6 x 9

About this book

This book is for lawyers who find law challenging, frustrating, or stressful—either a dream that must be pursued or a vision that cannot be ignored. This book offers insight into the addictive and emotional problems lawyers face and a special understanding of how we, as lawyers, become susceptible, get sick, and can seek help and recover.

Much of the information in this book about the nature of addictive disease and depression is not new. What is different is that this book places the best contemporary understanding of these issues into the context of the real-world problems of lawyering. If there is a repeated warning or a recurring theme in the book, it is to be wary of how the fast-paced, demanding life of a lawyer can subtly bring a kind of emotional isolation that is the seedbed for disease and dysfunction. If there is a repetitious positive refrain, it is the powerful hope that lies in solutions that break down this isolation.

Just as being a lawyer brings special health risks to each of us who choose the profession, the career also brings certain opportunities for healing that are not found elsewhere. Despite the years of bad jokes and press, we work in a profession that is about more than just making a living and aspires to things much larger than our own individual career goals. By virtue of

that professionalism, being a lawyer offers an opportunity for healing not found elsewhere.

The gateways to healing are the Lawyer Assistance Programs that exist in almost every state in the country. While the American Bar Association's CoLAP provides guidance and leadership, each separate program is the simple result of more than one lawyer caring about what is happening to another. Yes, it is tough, competitive, wounding profession, but we look after our wounded. This book salutes that fact. You are invited to discover in these pages not only how to better look after yourself but also how to better understand and help those in our profession who need to heal.

What others are saying

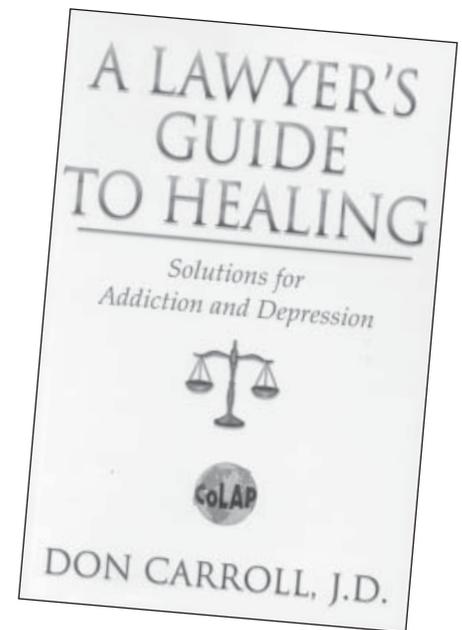
"Any lawyer or judge struggling with (addiction, depression, and other problems) or assisting those who are must read this wise and instructive book."

—Judge Carl Horn III, author of *Fourth Circuit Criminal Handbook* and *LawyerLife: Find a Life and a Higher Calling in the Practice of Law*

"As a lawyer speaking to other lawyers, Don Carroll provides a simple, straightforward, and very wise primer about addiction."

—Stephanie Brown, Ph.D., author of *Place Called Self: Women, Sobriety and Radical Transformation* and director of the Addictions Institute in Menlo Park, California

"This book is a gift of guidance and inspiration to lawyers seeking healing from addiction and



depression and to those offering help."

—Al J. Mooney, M.D., coauthor of *The Recovery Book*

"Don Carroll provides a wealth of information regarding impairment and recovery, while never losing sight of the human side of the equation."

—Michael Cohen, executive director of Florida Lawyers Assistance, Inc., and member of the Florida Bar Standing Committee on Professionalism

"This is a must-read for all bar and practicing lawyers who need to understand what lawyer assistance programs do, and to understand the addiction and mental health issues many lawyers face in the profession."

—Richard A. Soden, former chair of the American Bar Association Commission on Lawyer Assistance Programs and practicing attorney at Goodwin Procter in Boston, Massachusetts

A Lawyer's Guide to Healing: *Solutions for Addiction and Depression*

This book is for lawyers who find law challenging, frustrating, or stressful—either a dream that must be pursued or a vision that cannot be ignored. This book offers insight into the addictive and emotional problems lawyers face and a special understanding of how we, as lawyers, become susceptible, get sick, and can seek help and recover.

To order single copies, visit the ABA Web Store:
www.abanet.org/abastore/productpage/3190033.
Product Code: 3190033
LAP Directors Source Code: PLD7MLGHPUB
Price: \$15.00

To order in bulk, please call or e-mail:
Leigh Stewart
CoLAP
800/238-2667, ext. 5717
stewartl@staff.abanet.org

Prices are as follows:
1–20 copies: 10% discount or \$13.50 each
21–40 copies: 15% discount or \$12.75 each
41–60 copies: 20% discount or \$12.00 each
60+ copies: \$10.00 each

By purchasing this book, you are supporting the work of the ABA Commission on Lawyer Assistance Programs.

Book Reviews of:
A Lawyer's Guide to Healing:
Solutions for Addiction and Depression
 By Don Carroll, J.D., Hazelden (www.hazelden.org)

Review By Rick B. Allan

In 2003 I was privileged to do one of the first reviews of Carl Horn's book *LawyerLife-Finding a Life and Higher Calling in the Practice of Law*. My opening lines were: "Are you concerned about troubling trends in the legal profession, 'discontent, quality-of life concerns, and plummeting public respect'? Is the profession at a turning point?" Maybe I have become jaded in my 40 years as a lawyer including 10 years as a LAP director, but I am greatly concerned about the profession to which I have dedicated my life and for which I have the deepest respect. I don't know about other LAP, LCL personnel and volunteers, but sometime I feel like a voice crying in the wilderness. Then along comes *hope* and it always comes, first Carl Horn's book and now *A Lawyer's Guide to Healing - Solutions for Addiction and Depression* by one of our own, Don Carroll.

First I must comment on Don's writing style and the composition of the book, whether by design or happenstance it is perfect for people like me. The material covered is a wealth of information about addiction, depression and healing comprised in "short chapters", so for those of us that may have concentration or even ADHD issues it could not be better.

Working with lawyers and educating the legal profession about addiction, depression and other mental health issues can be extremely challenging and sometime down right frustrating. Believe it or not we do have some unique issues, I personally spent the first years of my recovery working on getting rid of my uniqueness only to discover that I

not only had issues with rationalizing, justifying and denying as all other suffering addicts and alcoholics, but I had been trained to defend my deluded thinking and perceptions of life. But now more hope a guide by one of our own, so well written, so well researched, so filled with information that it puts the final nail in the coffin of the argument of lawyers, "but you don't understand I am different."

As lawyers we have to know, we must have the facts, evidence is all important *A Lawyer's Guide to Healing*, provides it all and much more. Just like our law school training in briefing a case, it is broken down in to three sections: 1. Understanding Alcoholism and Other Addictions, 2. Understanding Depression and 3. Understanding the Solutions.

However in the final analysis for me this book had a special impact, it contains the information, it gives the solutions, it breaks down the barriers, but most importantly I felt the compassion and understanding of the writer. I am a believer that there is a spiritual answer to all life's problems. Maybe the title of the final chapter says it all: **Finding Happiness**.

Do I believe *A Lawyer's Guide to Healing*, is a must read I would hope from the above you would understand what a rhetorical question this is, but also its value as a teaching and healing tool cannot be emphasized enough. This book is a special gift to us all.

Rick B. Allan is the long-time LAP director in Nebraska and a member of the Highlights editorial board.

Review By Chip Glaze, J.D., LMFT

For twelve years, Don Carroll has been serving as the Director of North Carolina State Bar Lawyer Assistance Program and its predecessor the PALS program. He is a recognized and respected leader among attorneys and other professionals who seek to provide assistance to lawyers suffering from addiction and other disorders. He has written and lectured extensively on these subjects, and his book, *A Lawyer's Guide to Healing* brings his experience and unique perspective to readers in a meaningful, powerful, and extremely useful way. The depth and breadth of Don's experience and expertise in the field is artfully communicated.

This book truly is a "must read" for attorneys who find themselves in need of assistance, and for their friends, families, and colleagues. It also provides keen insight for professionals in the mental health and recovery fields as well as those involved in legal professional responsibility and education. It is important to note that the book is tailored to lawyers, but much of the information found therein is readily generalized to the broader population. Don's writing style is inviting and engaging. He maintains an extremely readable "middle ground" between the use of medical language, treatment jargon, spiritual concepts, and common sense. This style makes the book both useful and enjoyable reading for the professional and layperson alike.

The structure of the book also lends to its usefulness. In separate sections, the topics of addiction and depression are discussed at length, with significant attention given to their frequent coexistence. The book's final section, to which nearly one half of its text is devoted, is aptly titled "Understanding the Solutions." Here, Carroll provides practical guidance for lawyers to seek healing. He also anticipates for his readers some of the expected pitfalls, and offers wisdom for overcoming them. Further, he encourages them to seek true healing, as opposed to being satisfied

with symptom reduction only. These additional offerings clearly illustrate the author's genuine understanding and concern for lawyers who are suffering in addiction or depression.

The structure within the sections also offers a unique opportunity for the reader to digest information at their own pace without losing continuity. Each brief chapter, though tied to those surrounding, can stand alone, thus offering ready reference and self contained ideas to prompt further inquiry and/or discussion.

While offering a wealth of material related to addiction, readers interested primarily in issues related to depression will find Carroll's treatment of these, as well as other emotional and mental health disorders especially helpful, particularly as they relate to attorneys. His perspective, as documented in this volume, does not discount such issues in deference to the seemingly more significant issues related to addiction. He frequently equates the symptom clusters and uses the terms in conjunction. Doing so, he evidences his empathy for depression sufferers and validates their need for care. Such a perspective is very much in keeping with the prevailing thought of the broader treatment community, again illustrating Don's deep understanding of the subject matter as well as his ability to remain aware of the ongoing development of the field.

Don speaks eloquently of the devastating effects of isolation. This is a pervasive theme throughout. More than anything, this probably speaks to the message of the book. It calls each of us to delve more deeply, and to understand more fully. It calls for us to be seeking true healing of our own spirit, and to be agents of such healing for other brothers and sisters.

Chip Glaze is the clinical director of the Lawyers and Judges Assistance Program in Mississippi.

Favorite Books

by Ann Foster

We all know that a good book is often a balm for the soul. When asked about some of their favorite "self-care" books, LAP directors and friends (names noted in parenthesis) responded with these titles. Enjoy!

- A Woman's Worth*, Marianne Williamson (Meloney Crawford Chadwick)
A Year of Living Consciously, Gay Hendricks (Nancy Stek)
Fire in the Soul: A New Psychology of Spiritual Optimism, Joan Borysenko, Ph.D. (Eileen Travis)
The Five People You Meet in Heaven, Mitch Albom (Cyd Batchelor)
How Good Do We Have To Be? Rabbi Harold Kushner (Meloney Crawford Chadwick)
Gift from the Sea, Anne Morrow Lindbergh (Chris Long)
Handle With Prayer, Alan Cohen (Nancy Stek)
Illuminata, Marianne Williamson (Meloney Crawford Chadwick, Eileen Travis)
In Search of Atticus Finch: A Motivational Book for Lawyers, Mike Papantonio (Michael Cohen)
Living a Life that Matters, Rabbi Harold Kushner (Meloney Crawford Chadwick)
Man's Search for Meaning, Victor Frankl (Cal Baker, Chris Long)
Native Wisdom for White Minds, Anne Wilson Schaef (Bonnie Waters)
One Breath at a Time: Buddhism and the Twelve Steps, Kevin Griffin (Cyd Batchelor, Stephenson Todd)
One Day My Soul Just Opened Up: 40 Days and 40 Nights to Spiritual and Personal Growth, Iyanla Van Zant (Meloney Crawford Chadwick)
Positive Thinking Everyday, Norman Vincent Peale (Eileen Travis)
Tao of Pooh, Benjamin Hoff (Cal Baker)
The Art of Happiness: A Handbook for Living, Dalai Lama (Allan Cook)
The Power of Now, Eckardt Tolle (Steve Dixon)
The Road Less Traveled, Scott Peck (Chris Long)
The Serenity Prayer Book, William V. Pietsch (Chris Long)
The Spirituality of Imperfection, Ernest Kurtz (Stephenson Todd, Chris Long)
The Unmistakable Touch of Grace, Cheryl Richardson (Barney Barnhart)
Thoughts without a Thinker: Psychotherapy from a Buddhist Perspective, Dr. Mark Epstein (Allan Cook)
The Zen of Recovery, Mel Ash (Ann Foster)
There's a Spiritual Solution to Every Problem, Dr. Wayne Dyer (Meloney Crawford Chadwick)
Until Today!: Daily Devotions for Spiritual Growth and Peace of Mind, Van Zant (Meloney Crawford Chadwick)
Wherever You Go, There You Are: Mindfulness Meditation in Everyday Life, Jon Kabat-Zinn (Ann Foster)

Ann Foster recently received her master's degree in counseling from St. Edward's University in Austin, Texas. She is the director of the Texas Lawyers Assistance Program and State Bar of Texas Employee Assistance Program.

JOB OPENING

Maine Assistance Program For Lawyers And Judges

The Maine Assistance Program for Lawyers and Judges (MAP) seeks Director to further develop and operate this five year old program. MAP addresses the issues of lawyer or judge impairment from the effects of chemical dependency or mental conditions that result from disease, disorder, trauma, or other infirmity that impair the ability of a lawyer or judge to practice or serve. Position requires experience or training in alcohol and chemical dependency, intervention, mental health issues and an understanding of or experience with 12 step programs and employee assistance programs. Licensed attorney with practice experience and a minimum of five consecutive years of recovery and knowledge of the Maine Bar preferred. EOE. Salary commensurate with experience. Please submit resume and letter explaining your interest and qualifications via e-mail to: Maineasstprog@verizon.net by June 2, 2008.

Around the LAPs

British Columbia: In beautiful British Columbia, life is great. Russ Mackay, who many of you know and who was my predecessor, has been appointed to the bench (i.e., a judge). Russ is a great person and has a fabulous, miraculous, recovery story. (See "People in the News" on page 3 for the full story.) Our 8th Annual Gratitude Lunch will be held June 29, 2008, in Vancouver. We had our 9th Annual Volunteer Training Retreat March 7-9, 2008, with seventy-five volunteers (lawyers, judges, spouses, and support staff) from around the Province in attendance. The growth among the volunteers has been most rewarding. —*Derek LaCroix, Executive Director*

Florida: Florida Lawyers Assistance's (FLA) 22nd Annual Workshop will be held at the Naples Beach Resort Hotel on July

25-26, 2008. Seminars will include the use of lie detector results in bar admission and bar discipline cases, an interactive professionalism dinner, and speakers on spirituality and lawyer assistance issues. Information will be available on the FLA website at www.fla-lap.org/workshop08.html in mid-April.

After two years, FLA has finally returned to its permanent offices after being dispossessed by Hurricane Wilma in 2006. The address for FLA has returned to 2601 E. Oakland Park Blvd., Suite 203, Ft. Lauderdale, FL 33306. All other contact information remains the same.

—*Michael Cohen, Executive Director*

Kentucky: With Hoot Ebert's announced departure after a long and successful tenure as the first director of the Kentucky Lawyer Assistance Program (KyLAP), a search committee has worked for the past four months to find Hoot's successor. At its January

meeting, the Board of Governors adopted the search committee's recommendation and Randy Ratliff of Louisville will be the next director of KyLAP. Randy comes to the position after a successful legal practice in both Louisville and Lexington, and as one of the valued volunteers who make KyLAP successful. Randy has extensive experience with managing issues of treatment and counseling. Please give Randy a warm CoLAP welcome!

Massachusetts: Gina Walcott, executive director of Lawyers Concerned for Lawyers (LCL) in Massachusetts moderated an ABA continuing legal education (CLE) panel entitled, "Coping with Today's Challenges: The New Shift in LAPs and LOMAPs", which aired nationally as a live teleconference/audio webcast for CLE credit. Panelists included former LCL-Massachusetts executive director Ellen Murphy, Massachusetts Law

(continued on page 7)

Around the LAPs

(continued from page 6)

Office Management Assistance Program (LOMAP) director Rodney Dowell, and Texas psychologist Adele Hurst. This CLE was produced on behalf of *Business Law Today's* editorial board, and came about as a result of a *Business Law Today* article written by Ellen Murphy regarding LAPs and LOMAPs. Over eighty listeners tuned in.

Walcott was an invited speaker for the Women's Bar Association's Annual Meeting/ Reception for Newly Admitted Women Attorneys and was also invited to be a panelist in a Women's Bar Association Women of Color Committee presentation entitled, "Shifting Gears: Women of Color Who Have Successfully Transitioned."

A feature article about LOMAP appeared in the *Boston Globe's* Business Section, entitled "Law and Order." Quoted in the article were myself, LOMAP director Rodney Dowell, LCL board president Michael Fredrickson, LCL board member Robert Carlson, and LOMAP clients. (The same author, Sacha Pfeiffer, had written a complimentary article six months before about LCL-Massachusetts, entitled "Law and Disorder.")

—Gina Walcott, Executive Director

Minnesota: Minnesota's Lawyers Concerned for Lawyers (LCL) offered a one-day workshop entitled "Working on Purpose." Based on twenty years of research and practice, "Working on Purpose" is designed for people who want to explore alternatives to the conventional notion of retiring from work. The program was originally developed through the University of Minnesota Center for Spirituality and Healing (www.csh.umn.edu) and was facilitated by an LCL volunteer who had completed a training workshop through the center and adapted the program to lawyers. The program received six CLE credits and will be offered again along with some follow-up meetings among participants.

—Joan Bibelhausen, Executive Director

New Hampshire: New Hampshire Lawyers Assistance Program (NHLAP) continues to take shape and make progress. Our focus is on getting the word out. We have made informational presentations at the state and county bar gatherings, and will present in April at the judicial clerks and staff conference, as well as the judges conference this June. In these presentations I try to bring home the fact of confidentiality, and it appears to be working. We've also developed, based

on materials and time donated by our Maine colleagues, a CLE called "Ethical Obligations and the Problem of Lawyer Impairment." It is presented by two attorneys: one who is an expert in legal ethics and one who can discuss in a general way the brain diseases of addiction and depression. We've had very good response in both evaluations and in people reaching out after attending. I have many people to thank around the LAPs for the input and materials they so freely share when asked. I appreciate it greatly. This also goes for the experience I gain by attending the CoLAP meetings—I learn so much just attending, listening, and observing.

We've had contact from twenty-six sources, mostly self-referred attorneys, but also some family members, a couple of professional third party referrals, and two from the court or discipline system. So far we have had some success in getting people where they need to be. This week, we have one attorney starting comprehensive treatment for severe depression, and one attorney entering treatment. (Thank you to the Massachusetts LCL for referring the depression therapist; our attorney is on spouse's MA insurance!)

We also have our LCL annual banquet on June 10, 2008. All are invited if you are in the area! The banquet this year will be a celebration of the beginning of the program, and we all look forward to our guest speakers from the CT LCL, Beth Griffin and (the real, I'm told) Bill Leary.

Finally, the Supreme Court is moving toward the adoption of a Conditional Admission rule for New Hampshire. The process is a bit complicated in terms of rallying the support of all of the different entities that will have a role in it. This will include the law school, and educating the students who will most directly be affected. Thanks again to everyone who has helped me on this and whose materials I am using to help get the word out that asking for help early is a good avenue to take.

—Cecile B. Hartigan, Executive Director

New York: Plans are underway for the 18th Annual New York LAP Spring Retreat, which will be held May 16–18, 2008, in Lake George, New York. The purpose of this event is to bring together attorneys, judges, and others concerned about addiction and mental health issues in the legal profession and to develop strategies for outreach in a serene, relaxed atmosphere. Saturday's agenda will include a CLE program entitled, "Legal Sanity: Don't be a Victim of Your Own Career" as well as an educational program entitled, "Spirituality and Recovery: Careful

What You Wish For." Retreat participants will also learn relaxation techniques during meditation and yoga workshops. For additional information, visit our website (www.nysba.org/lap).

Over the past several months, the LAP has experienced an increase in the number of requests for CLE presentations throughout the state.

As the need for depression services becomes more evident, statewide volunteers are forming committees to assist their colleagues in need. Depression support groups have been established in Erie, Albany, and Onondaga counties. To view useful and informative information specifically devoted to lawyers with depression, go to www.lawyerswithdepression.com. Daniel T. Lukasik, Lawyer Assistance Committee member, created this site to assist his colleagues in the legal profession who are affected by depression.

North Carolina: The Virginia, South Carolina, and North Carolina Lawyer Assistance Programs hosted the 12th Annual Step Study Retreat on April 4–6, 2008, at Kanuga Conference Resort near Flat Rock, North Carolina. Don Major was the retreat leader and shared, in depth, his journey with the twelve steps with everyone present.

The North Carolina Lawyer Assistance Program has scheduled its annual volunteer training for November 7–9, 2008, at Wrightsville Beach, North Carolina. The program will focus on helping volunteers understand all aspects of addictive disease and how to carry out their role as volunteers. Further information can be found at www.nclap.org/events.

Ontario: The Ontario Lawyers' Assistance Program's (OLAP) 2007 Annual Report is now available on our website at www.olap.ca/olap-annual-reports.html. We would like your comments and feedback.

The Women's Work and Wellness Luncheon Series has held two sessions so far this year. This series provides a forum for women lawyers to network, learn, and share experiences. An average of twenty participants attended each of the sessions. One session, entitled "The Positive Energy of Pets" was held on Thursday, March 27, 2008. The presenter was Renee deVilliers, owner of All about Dogs. Her presentation offered another option to include in the stress management tool kit. Women lawyers have more than enough care giving to do, so who has time for more responsibilities? This presentation discussed the perhaps unexpected energy and joy that canine companionship can offer. The

(continued on page 8)

Around the LAPs

(continued from page 7)

other session, "Effective Communication at Work" was held on Thursday, February 28, 2008. This presentation by Colleen Clark, communication consultant, focused on increasing confidence and updating communication skills. The techniques for self expression, effective listening and the three major communication styles were addressed. The presentation was enthusiastically received.

On February 4, 2008, in a special session of the OBA Institute for Continuing Legal Education called "Stressbusting for Lawyers" the OLAP team consisting of Leota Embleton, program manager; Doron Gold, case manager; Terri Wilkinson, case manager; and John Starzynski, volunteer executive director addressed the issue of everyday stress in the personal and professional lives of those in the legal profession, and offered solutions on how to manage lawyer stress.

—Leota Embleton, Program Manager

Oregon: The early months of 2008 were marked by a surge of activity at the Oregon Attorney Assistance Program, with new groups, programs, and outside events, in addition to speaking engagements to law schools and professional organizations, and outside trainings in Mindfulness, Assessment of Problem Gamblers, and Cognitive Behavioral Therapy.

In January, Mike Long coordinated an informative seminar on health insurance, Medicare, and long-term care insurance, entitled "Health Insurance Today, at Sixty-Five, and in Retirement." Experts presented an overview of health insurance coverage including Medicare and Medi-Gap, as well as long-term care insurance. Like the workshops on retirement aimed at boomer-era lawyers during 2007, this seminar was well attended, with seventy lawyers receiving three Personal Management Assistance MCLE credits.

Assistant director Shari Gregory teamed

with Mike Long to cofacilitate the 3rd iteration of the "Inner Peace for Busy People" group, providing stress solutions for lawyers. Shari continues to facilitate an ongoing group for lawyers dealing with depression, as well as a support group for women lawyers. Along with Meloney Crawford Chadwick, Shari initiated and facilitated an eight week support group for lawyers experiencing chronic health issues.

In February, Portland was the host city for the 44th Annual International Women's Conference of Alcoholics Anonymous. The event set a new record with over 3,700 women in attendance, including many women lawyers in recovery who helped to make the event a success. Meloney had the privilege of presenting a workshop session on the Third Step Prayer during the Conference.

Shari and Meloney worked together at the start of the year surveying women lawyers in Oregon about the sort of programs they wanted, resulting in the Women's Wellness Retreat, which was held April 4–5, 2008, at the Heathman Lodge near Portland.

Meloney facilitated a six-week group for lawyers addressing issues of procrastination and productivity, called "Getting it Done." As the group concluded, members resolved to continue meeting for check-ins, support, and "tune-ups" at six-week intervals.

Doug Querin and Meloney Crawford Chadwick have been planning an eight-week group on relapse prevention skills entitled "Sustainable Recovery" for the spring. They liked the concept so much that they used it as the theme for the OAAP's 20th Annual Recovery Dinner, scheduled for April 18, 2008.

Last year's Recovery Dinner was a bittersweet affair, commemorating the retirement of Attorney Counselor Michael Sweeney. We are happy to report that Michael sends greetings to his colleagues and friends, and is settling in comfortably in his new residence, which is adjacent to a golf course.

—Meloney Crawford Chadwick, Attorney Counselor

Pennsylvania: Lawyers Concerned for

Lawyers (LCL) of Pennsylvania is holding its 5th annual statewide volunteer conference in April. Its theme is "Thank You for Your Lives" taken from Bill W.'s expression of gratitude to all who share their life's experience in an effort to help the still suffering alcoholic. This year's conference will celebrate LCL's 20th anniversary. We will revisit our growth from a small and scattered band of recovering alcoholics to a well-funded, non-profit organization providing education and helpline assistance for all stigmatized illnesses that respond favorably to treatment; the commonalities and differences of addiction and depression and their treatment; motivational interventions; distinguishing the various hats our volunteers may wear; and practical issues of confidentiality.

—Ken Hagreen

Vermont: The Vermont Bar Association (VBA) hired an EAP (employee assistance program) company to provide a broad-based menu of assistance at a cost of \$20 per lawyer. The first years report was dismal, as far as usage went, and as for those problems our LCL stood by to help, only a very few used the EAP for this. The EAP was hired for two years.

I will be reminding the VBA officers of the benefits of an active, "funded" LCL.

—John B. Webber

West Virginia: The West Virginia Lawyer Committee on Assistance and Intervention (West Virginia's LAP) is in the process of putting together a budget, determining sources for funding, and making plans for hiring an executive director and for embarking on an educational campaign about the committee and how it can help those in need in the West Virginia bar. Presently (and since its inception a few dozen years ago), the committee consists solely of volunteer members, typically fifteen in number. The committee wants to thank those in other states (most notably Delaware and North Carolina) who have provided and are continuing to provide help in this process.

—Karen Kahle, Chairperson

For Students in Recovery

A Listserv has been developed by the ABA Commission on Lawyer Assistance Programs (CoLAP) to provide a confidential e-mail vehicle for law students who want to get, or stay, clean and sober while in law school. This is a chance for students to connect with and ask questions of their law student peers throughout the United States and share their experience, strength, and hope. To be added, interested law students should email CoLAP's Director, Donna Spilis, directly (spilisd@staff.abanet.org). Students should be prepared to talk a bit about their history and about their need and desire to communicate with other law students facing similar challenges. Ms. Spilis will make the final determination to add the student to the listserv and will provide each student with the rules and regulations regarding use of the "Students in Recovery Listserv." When a student graduates and is admitted to the bar, he/she will be removed from the listserv.

Chair's Column

by Honorable Robert L. "Butch" Childers

"This is not a sprint—it's a marathon."

I am delighted to repeat, that which is stated in the cover story, the ABA has adopted the Model Rule on Conditional Admission to Practice Law. Early in the work of this Law School Assistance Committee, and often, I said, "This is not a sprint—it's a marathon" in reference to the multi-phase, multi-year project that kicked off in the spring of 2003. I would again like to commend all the past chairs and members of this committee for their dedication and service to the profession. Without them, we could not have accomplished this goal.

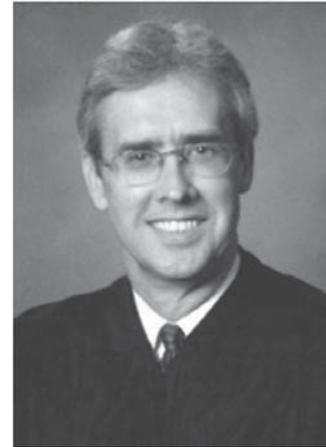
There is more work to be done, and it will proceed under the guidance of Dean Gena Singleton, (South Texas College of Law) in her capacity as chair of CoLAP's Law School Assistance Committee. Her committee is updating the Tool Kit that was published in 2005 entitled, "Substance Abuse in Law Schools: A Tool Kit for Law School Administrators." They will be reviewing the poster/ad with the question, "Are your law studies leading to the wrong bar?" and sticker pads with tear off pages advertising "Answers to questions on Stress, Depression, Bar Applications, Career Decisions, and Addictions." The number shown on both pieces is CoLAP's confidential hotline 1-866-LAW-LAPS and website, www.abalegalservices.org/colap. The callers are being referred to the active lawyer assistance programs listed in CoLAP's *Directory of State and Local Lawyer Assistance Programs*. The directory information also appears on our website with a link to the LAPs that have websites.

CoLAP also is supporting the ABA Law Student Division as they launch a mental health initiative with the goal of helping law students who are battling depression and anxiety. They, too, have produced a Tool Kit, which is an online source for student bar organizations and law school deans. CoLAP and the Law Student Division are both working toward the establishment of student assistance programs in every school, which will be a safe place for students struggling with stress, depression, and addiction to seek support from other students who understand the competitive environment of law school and are able to provide resources such as the state lawyer assistance program or school counseling services. Cal Baker from Houston will be the coordinator of the volunteer student at each law school who chooses to be involved.

Cal is a recent law school graduate, who was appointed by the ABA Law Student Division Chair as liaison to CoLAP, and has now received a presidential appointment to the Advisory Commission. Dean Singleton, Cal, and other members of the Law School Assistance Committee are involved in several new activities and would welcome volunteers anxious to work. Professor Lawrence Krieger (Clinical Professor of Law at Florida State University) has written some valuable pamphlets that he made available to CoLAP and the Law Student Division. One of the pamphlets, which is ordered in bulk by law schools is "The Hidden Sources of Law School Stress," in which the author, Professor Krieger states, "Law School is a highly demanding experience; that is no surprise. But the toll that law school can exact on your well-being and life satisfaction is a surprise—it is often much more severe than you expect."

I personally became involved with the lawyer assistance program movement early in my judicial career in 1987 after a lawyer friend of mine committed suicide. My friend had shown few outward signs that anything was wrong. He was an extremely bright and competent attorney, an accomplished musician, with a brilliant mind and quick wit. It came as a complete shock to most everyone when he took his own life. At his wake, several of his lawyer and judge friends talked and decided that it was time to do more to help our colleagues who were struggling with stress-related issues of substance abuse and depression. Shortly thereafter the Memphis Lawyers Helping Lawyers Committee was formed. We had the support of the judiciary, which is important and is a good lead into CoLAP's next major multi-year project.

Prior to becoming chair of the Commission, I had been appointed to work with the Judicial Assistance Initiative. I have passed the baton on to the Honorable Sarah L. Krauss (NY) and the Honorable Michael James Murphy (IL) for this next marathon effort, recognizing the massive responsibility that goes along with it. In the last issue of *Highlights*, I reported briefly on this multi-faceted initiative that was created in 2005 and funded by the ABA in 2006. In that column, I focused on one of four Working Groups, the Education subcommittee. This is not a single entity effort, but has representation from the American



Honorable Robert L. Childers

Judicature Society, the National Judicial College, Chief Justices, Judicial Conduct Boards, Judicial Administrators, and the Council of the ABA Judicial Division. I should also mention that the ABA JD is nearing completion of its second issue of the *Judges' Journal* on colleagues in crisis. In that issue, I have included more detail on the history and strategic planning meeting that resulted in the structure for these four Working Groups: Education, Judicial Administration, Networking, and Peer-to-Peer.

CoLAP realizes that it and the LAPs have not been as successful in assisting judges struggling with stress-related issues as we have been with the lawyers. Hence the creation of the next multi-phase marathon, or should I say triathlon. Judges are not immune from the problems that stem from the stress of the legal profession, depression, addiction, or other problems. Judges work in high stress situations and are often isolated from their peers. In addition, judges face ever-increasing dockets, media scrutiny and public criticism, and second-guessing. Isolation that judges experience is institutional as well as personal. Judicial impairment is sometimes hard to identify and resolve because of the institution surrounding them. Staff, family, and the judiciary as an institution all want to protect the idea and actuality of a fair and impartial justice system, and this can work to isolate and disadvantage judges.

Judges Krauss and Murphy are in the process of designing a model Judicial Assistance Program that could be implemented in the states. They realize that many states have incorporated judges into their LAPs and that other states may already have specific programs aimed at assisting judges. By reviewing the existing programs, they hope to combine the best practices into a Model Judicial Assistance Program. CoLAP provides this as a guide for the states to develop the program

(continued on page 10)

On behalf of the American Bar Association's Commission on Lawyer Assistance Programs (CoLAP), it is our pleasure to invite you to the 21st National Conference, which will be held in Little Rock, Arkansas, from Tuesday, October 21 through Friday, October 24, 2008.

This year's conference theme is "Working Together—Educating the Legal Community." The conference will have sessions of interest to judges, disciplinary staff, bar leaders, law school administrators, and law firm managers, as well as abundant opportunities to network with LAP personnel and volunteers involved in lawyer assistance programs from across the United States and Canada.

The program will include such varied topics as From the Clinical to the Spiritual; Cultural Competence—Diversity and Inclusion; Problem Gambling; Process Addictions; Mental Health Issues—the Perspective from Discipline; Judicial Programs; and Aging Well in the Practice of Law, all presented by nationally recognized experts, as well as a gala dinner on Thursday evening at the William Jefferson Clinton Presidential Library.

Your participation in the 2008 National Conference is important to the ongoing development of lawyer assistance programs. The sessions truly represent a unique opportunity to learn about impairment issues in the legal community and how lawyer assistance programs operate. For up-to-date information about the conference, please visit CoLAP's website at www.abanet.org/legalservices/colap.

The conference will take place at the Peabody Hotel in downtown Little Rock (Room Rate: \$159.00). You can make reservations by calling 800/732-2639 and referencing the 21st National CoLAP Conference to get the special ABA room rate.

Please join us in making this the most dynamic and well-attended conference yet. See you in Little Rock!

Sincerely,
Barbara F. Smith, Director
NY Lawyer Assistance Trust
Conference Co-Chair

Michael Cohen, Executive Director
Florida Lawyers Assistance
Conference Co-Chair

Chair's Column

(continued from page 9)

that works best for them based on population, funds, legislation, and required procedures.

My final report is regarding the Bar Leadership Institute sponsored by the ABA Division for Bar Services and attended by over 300 presidents, presidents-elect, other officers, and executive directors of state, local, and specialty bar associations. CoLAP eagerly supports this program every year. At the "Taste of the ABA," CoLAP had a table to promote its services, its National Conference, and answer questions from the attendees.

CoLAP was represented by staff Donna Spilis, Janice Jones, and Leigh Stewart. The chair of CoLAP's Diversity Initiative, W. Terry Sherrill, joined staff director Donna Spilis at the individual consultations on Saturday, March 15. Bar association presidents and presidents-elect signed up for a twenty-minute session on creating a healthier profession. This turned out to be a perfect opportunity for initiating the CoLAP Diversity effort, because it allowed Mr. Sherrill to meet several minority bar presidents and presidents-elect, as well as the directors of the Center for Racial and Ethnic Diversity and the Council on Racial and Ethnic Justice, Cie Armstead and Rachel Patrick. Future co-sponsorship opportunities were discussed and Mr. Sherrill, who is an active volunteer with the North Carolina Lawyer Assistance Program, offered to be a resource to the bar leaders, who may become aware of minority lawyers in need of support for stress, depression or addictions.

In conclusion, I would like to recognize two individuals from the ABA staff who have been particularly helpful to CoLAP. They are not the only ones, but at this time, I'd like to single them out for their interest and a willingness to give more than 100 percent effort. They have been supportive to CoLAP's staff as well as the volunteers directly. I'd

(continued on page 11)



Get Ready for Little Rock!

ABA CoLAP 21st National Conference for Lawyer Assistance Programs, October 21–24, 2008, and ILAA Annual Meeting, October 24–26, 2008, Peabody Hotel, Little Rock, Arkansas
Book Your Hotel Now (800) 732-2691

Chair's Column

(continued from page 10)

like to say a special thanks to Ms. Dolores Gedge (Director, ABA Planning Office) and Ms. Barbara Power (Manager, ABA Media Relations). Dolores has assisted a few of the State Lawyer Assistance Programs in planning sessions as a result of their volunteers' impressions of her skills in facilitating one or more of the four CoLAP planning sessions. These included two long-range strategic planning sessions, and two organizational sessions for new projects. Before working with CoLAP on the development of the Judicial Assistance Initiative in May 2005, she had helped CoLAP with a plan for future National Conferences. Dolores shows incredible skill in keeping the participants focused and on mark including the conference call participants. This is an amazing feat with a room full of lawyers, judges, and clinicians.

Barbara Power has devoted hours of her time to assisting me (and our staff) on the promotion of the Model Rule on Conditional Admission. She brainstormed with our director, Donna Spilis on strategy for introducing the new Model Rule. She wrote news releases and articles for *Your ABA* and other online and print newsletters. She has a very good understanding of many entities within the ABA and finds ways to connect them so the resulting product is beneficial to both. Barbara is doing a final review of the Division for Bar Services' "Bar Leader Tool Kit on Work-Life Balance," which states that "work-life balance" falls under the umbrella of the Commission on Lawyer Assistance Programs and the LAPs, which many people do not know. When the final product is available, it will be promoted in *Highlights*.

This column covers such a small portion of the activity of the Commission on Lawyer Assistance Programs. Without the incredible passion and dedication of the many volunteers and staff, we would not have progressed to the point at which we are now. CoLAP has a new active editorial board for this newsletter. Hugh Grady (IA) is the editor-in-chief with assistance from Angela Gwizdala, the staff editor (another valuable ABA employee). Together they have created an editorial board and also a publications board. The latter will be reviewing all past publications and policies; working to develop an information management system on the website, and developing marketing, advertising, and a tiered sponsorship plan.

And all this has happened in the first seven months of my term as chair. I am truly honored and look forward to providing more updates on the valuable work and coordination of efforts by volunteers and staff.

Calendar of Events



July 26–27, 2008	FLA 22nd Annual Workshop Naples Beach Hotel Naples Beach, Florida
August 7–10, 2008	ABA CoLAP Business and Committee Meetings ABA Annual Meeting Marriott Marquis Hotel New York, New York
October 21–24, 2008	ABA CoLAP's 21st National Conference for Lawyer Assistance Programs The Peabody Hotel Little Rock, Arkansas
October 24–26, 2008	ILAA Annual Meeting The Peabody Hotel Little Rock, Arkansas ILAA Contacts: Jim Smith or Brandi Collins, www.ilaa.org
November 7–9, 2008	29th Annual PALS Meeting and Workshop Holiday Inn SunSpree Wrightsville Beach, North Carolina For more information contact: Robert Turnbull at 866/545-9590.
2009	
February 11–17, 2009	ABA CoLAP Business and Committee Meetings ABA Midyear Meeting Boston, Massachusetts
July 30–August 2, 2009	ABA CoLAP Business and Committee Meetings ABA Annual Meeting Chicago, Illinois
October 5–9, 2009	ABA CoLAP's 22nd National Conference for Lawyer Assistance Programs The Arizona Grand Resort Phoenix, Arizona
October 9–11, 2009	ILAA Annual Meeting The Arizona Grand Resort Phoenix, Arizona ILAA Contacts: Jim Smith or Brandi Collins, www.ilaa.org
2010	
February 7–10, 2010	ABA CoLAP Business and Committee Meetings ABA Midyear Meeting Orlando, Florida
August 5–8, 2010:	ABA CoLAP Business and Committee Meeting ABA Annual Meeting San Francisco, California
September/October, 2010:	ABA CoLAP 23rd National Conference for Lawyer Assistance Programs Indianapolis, Indiana
September/October, 2010:	ILAA Annual Meeting Indianapolis, Indiana

American Bar Association Commission on Lawyer Assistance Programs COMMISSION ROSTER: 2007–2008

Hon. Robert L. Childers, CoLAP Chair
Memphis, TN
901/545-4022
E-mail: Robert.Childers@shelbycounty.tn.gov

Rick B. Allan
Lincoln, NE
402/475-6527
E-mail: rallan@nebar.com

Betty M. Daugherty
Jackson, MS
601/948-4471
E-mail: bdaugherty@msbar.org

Hugh Grady
Des Moines, IA
515/277-3817
E-mail: hughgrady@mac.com

James O. Heiting
Riverside CA
951/682-6400
E-mail: heiting@juno.com

W. Terry Sherrill
Charlotte, NC
704/331-6570
Cell: 704/905-1871
E-mail: wterrysherrill@aol.com

Gena Lewis Singleton
Houston, TX
713/646-1778
E-mail: gsingleton@stcl.edu

Barbara F. Smith
Albany, NY
518/285-4548
E-mail: bsmith@courts.state.ny.us

James E. Smith Jr.
Little Rock, AR
501/537-5111
E-mail: jsmith@smithakins.com

Bonnie Waters *
Needham, MA 02492
781/449-6364
E-mail: bonniewater@comcast.net



*New Commission Member

ADVISORY COMMISSION to the Commission on Lawyer Assistance Programs: 2007–2008

Ian Aikenhead
Vancouver, BC
604/253-4525
E-mail: aikenhead@amjlaw.ca

Alfred (Cal) W. Baker Jr.
Houston, TX
713/983-6412
E-mail: calbaker@sbcglobal.net

Joan Bibelhausen
St. Paul, MN
651/646-5590
E-mail: jbibelhausen@mncl.org

Leah M. Briick *
Wickenburg, AZ 85390
800/845-2211
Cell: 678/409-1241
Fax: 928/684-9562
E-mail: leah@rosewoodranch.com

Micheal J. Cohen
Fort Lauderdale, FL
800/282-8981 or 954/566-9040
E-mail: michael@fla-lap.org

Timothy Denison
Louisville, KY
502/589-6916
E-mail: timothydenison@aol.com

Joyce W. Funches
Jackson, MS
601/969-7462
E-mail: joycefunches@bellsouth.net

Laura Gatrell
Nashville, TN
615/741-3238
E-mail: laura.gatrell@tscmail.state.tn.us

Terry Harrell
Indianapolis, IN
317/833-0370
E-mail: tharrell@courts.state.in.us

George Harrison Hettrick
Richmond, VA
804/788-8324
E-mail: ghettrick@hunton.com

William R. Leary
Houma, LA
985/851-2450
E-mail: louisianalap@worldnet.att.net

Robin Fernandez McCown
Atlanta, GA
678/447-1595
E-mail: robin.mccown@uhsinc.com

Janet Piper Voss
Chicago, IL
312/726-6607
E-mail: jpvoss@illinoislap.org

Andrea L. Rocanelli
Wilmington, DE
302/577-7042
E-mail: andrea.rocanelli@state.de.us

Janis Thibault
Sacramento, CA
916/564-5184
E-mail: janis.thibault@calbar.ca.gov

*New Advisory Commission Member

Highlights News

Please welcome the members of our newly-created editorial board.

Rick Allan
Stephanie D'Andrea
Michael James Murphy
Nancy Stek

PRIVACY NOTICE: The material contained in this American Bar Association listing is protected by copyright and is solely intended for the individual and private use of ABA members in a manner that is consistent with the ABA's mission, goals, and activities. All other use is strictly prohibited without prior written authorization from the ABA. Prohibited use includes but is not limited to the copying, renting, leasing, selling, distributing, transmitting or transfer of all or any portions of the material, or use for any other commercial and/or solicitation purposes of any type, or in connection with any action taken that violates the ABA's copyright. The material is not to be used for any mass communications and may be used only for one-to-one member communication. For information concerning appropriate use of the material, contact the ABA Service Center at 1-800/285-2221.