

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

Volume 5 Number 1 • Winter 2002

Mark Your Calendar

August 9 -10, 2002
CoLAP Business Meetings
during ABA
Annual Meeting
Washington, DC

**Web-site: [http://www.abanet.org/
legalservices/colap/home.html](http://www.abanet.org/legalservices/colap/home.html)**

Comments from the Editor

by **Steve Barrett**

CoLAP Chair John Clark has charged me with the responsibility of reinstating the CoLAP newsletter *Highlights*. We will be seeking appropriate articles on addiction subjects plus updates on what is happening "Around the LAPs." This has been made possible through the support of Gail Thompson, who is the graphic designer/webmaster for the Division for Legal Services; our staff director, Donna Spilis; editorial review by Erika Wilson of the WSBA Lawyer Services Department; and the contributions made by the lawyer assistance program staff and volunteers. At the 14th National Workshop for Lawyer Assistance Programs in Albuquerque this past fall, I was told that the Kansas program was created as the result of comments made in earlier issues of this newsletter. Read about that experience in this issue of *Highlights*.

ABA
Defending Liberty
Pursuing Justice

Highlights

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

A Lawyer's Personal Experience on 9/11

by **Kelly R.**

September 11, 2001 began as a beautiful morning. I was 67 days sober and left my morning meeting a bit before 8:30 and walked over the building where I worked—Two World Trade Center. After arriving at my office on the 100th floor, I went to get a cup of coffee with a colleague. Suddenly, the building rocked and all the lights flickered. As we ran to my office to look out, we saw a tornado of debris, smoke and paper whirling between the two towers. Flames were shooting from One World Trade Center through a gaping hole in the side of the building. As we watched in horror, people began to fall and jump from the building.

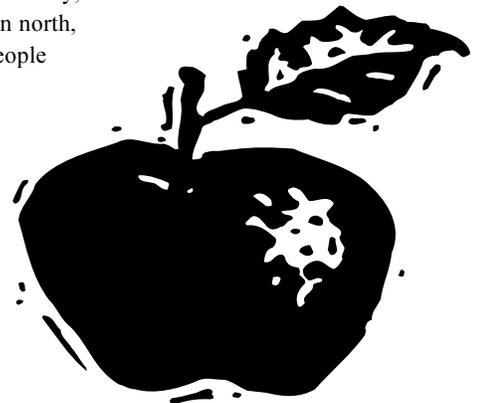
Immediately, we began to exit all the employees from our tower down the internal fire stairs. When we reached the 78th floor sky lobby, there were about 100 people in various states of panic, debating whether to take the express elevators to the concourse, return to their offices, or continue down the staircases. As I turned and stepped into an elevator a blast rocked the building and I was blown to the back of the elevator. The elevator had split at the seams and an inferno was raging through the elevator shafts. As the fire and thick black smoke began to fill the elevator, I was able to pry the doors open and crawl over the flames into the lobby.

As I was later informed, the second plane hit Two WTC between the 79th and 83rd floors. Flames were shooting from the elevator shafts and so much heavy black smoke filled the air that I had to crawl with my shirt over my face to breathe. Worse than the smoke were the bodies of those unlucky souls that had been standing in the sky lobby. Virtually all were dead, killed instantly by the explosion and fireball that swept through the lobby. To get to the staircase, those of us that survived had to crawl over and through this carnage.

There were about six of us that could make it to the staircase. We proceeded down the stairs through the choking black smoke, helping those in our group who were severely injured. At about the 74th floor, the stairwell was blocked and we had to dig through the collapsed walls and ceiling to make a passage. After this we continued down the stairs to the concourse, and helped our colleagues to the ambulances.

About 5 minutes after we exited the building, Two WTC collapsed. Fifteen minutes later, as we tried to help the injured to safety, One WTC collapsed. Walking alone from lower Manhattan north, I passed a bar that was open, serving free drinks to people who were watching the events on a large screen TV. I stopped to watch outside and thought if there was any day that I could use a drink, today was the day.

However, I thought of the Alcoholics Anonymous third step and the "decision to turn my will and life over to the care of God." I realized that God had truly held up his end of the bargain by saving my life from almost certain death. I then and there decided that I would not dishonor that gift. Today I am almost six months sober and living my life one very grateful day at a time.



Coping with the Trauma of 9/11

by Ray Lopez

The September 11 disaster has traumatized the nation. None of us has been untouched by the attacks on America and no one who witnessed this disaster can escape untraumatized. We hear that "normal" will never again exist, and that we must adjust to a "new normal." Faced with this terrible loss, the adults and children of America need reassurance that we can meet and overcome the enormous problems that lie ahead.

The attacks on the World Trade Center and the Pentagon left unimagined loss in their wake: loss of life, property, tens of thousands of jobs, and entire businesses. President Bush

stated in his address to the country that we Americans are at war with a faceless enemy. The individual and community trauma we've experienced have created another faceless enemy: grief. Left untreated, it is an enemy that can be as destructive as any evil gangster.

Grief comes in stages: denial, anger, bargaining, depression, and acceptance. Until a stage is dealt with, it cannot be overcome. Timely and appropriate counseling is critical to recovery. The emotional consequences of not seeking assistance can be devastating. Untreated grief can lead to irritability, sensitivity to loud sounds, fear, anxiety, depression,

guilt and rage. Often, alcohol and drug abuse become a respite from these overwhelming feelings. Sadly, they only add to the trauma.

For the families, friends and associates of victims whose bodies may never be recovered, it is especially difficult to come to closure. Ambiguous loss can be immobilizing: grief freezes, locking in the emotions. Physical neglect can follow, and a dangerous downward spiral begins.

But grief, even that associated with ambiguous loss, is a treatable condition. The terrorists did not count on our individual and collective resolve. Together, we can and will recover and make our way in the "new normal."

Ray Lopez is the director of the NYSBA's Lawyer Assistance Program.

Wounded Lawyers: The Legacy of Vietnam

by Jim Howard

In light of the world situation, Jim Howard's article is appropriate.

—Steve Barrett

After reading an article on "Post-Traumatic Disorder and Substance Abuse Among Vietnam Veterans" in the November/December, 1995, issue of the *EAPA Exchange* magazine, it occurred to me that there may be members of the Missouri Bar who served in Vietnam who are still haunted by the wounds from that experience, including Post-Traumatic Stress Disorder (PTSD). It is estimated that 830,000 veterans, approximately 30% of the 2.8 million who served in Vietnam, have experienced PTSD. PTSD related symptoms include:

Depression: Depression is the most common symptom among Vietnam veterans. Depression can take the form of sleep disturbances, feelings of worthlessness, and difficulty in concentrating.

Isolation: Many Vietnam veterans have few close friends. They tend to avoid others and mistrust those in authority. This isolation may be increased by how others view them. Some civilians view what a soldier does in a war as a horrible crime.

Rage: Rage and anger are common among veterans, who do not always know themselves

why they are angry. Rage can be as frightening to the veterans themselves as to others, but rage may not often be obvious to others.

Avoidance of Feelings: Numbing the pain, a technique that was learned in Vietnam as a survival skill, is still intact with many veterans. Events such as deaths of significant others often do not produce feelings. They may not experience joy either.

Guilt: Much less has been written about survival guilt. While survival guilt does occur, it is not the only type of guilt experienced. Many veterans express guilt at the euphoric and destructive qualities that can occur in a war setting.

Anxiety Reactions: It is rare to encounter a Vietnam veteran who does not exhibit heightened senses, such as hearing and smell that can be traced to the war. These heightened senses cause many veterans to avoid crowds and people in general and lead to greater isolation.

Sleep Disturbances: To many veterans, sleep is viewed as an enemy because it is often associated with traumatic nightmares. One way to avoid sleep is by using drugs and alcohol.

Re-experiencing the Event: Flashbacks can occur in which the veterans re-experience actual war-related events. To experience a flashback is a traumatic experience in itself.

According to the National Vietnam Veterans Readjustment (NVVRS) Study (1988), 22.2% of male Vietnam veterans with a current PTSD diagnosis suffer from alcohol abuse and dependency. Obviously, these factors can lead to medicine abuses as well as other substance abuses. The Missouri Lawyers' Assistance Program is now providing assistance to Vietnam veterans who are members of The Missouri Bar.

Jim Howard is a Licensed Professional Counselor and Director of the Missouri Lawyers' Assistance Program.

The Death of a Soul

Did you know I died in Vietnam?

It was not a bloody death. Only the death of my soul.

It was the "essence of life" that gave wholeness. The link with God and the universe.

The inner substance that provides security.

Especially in those desperate hours.

It was the Spiritual Self that died. K.I.A. 1968!

There was no blood, no tangible evidence, no medal, no letter home announcing the deceased.

No prayers and no tears were shed.

Nor has any wall been erected; nor a memorial been built.

Nothing!

Only a sense of violation. An emptiness, a change, an inner void.

An ever-present sense of loss.

The kind of loss you feel when you lose a loved one.

A heartache that lingers forever with you.

You are left struggling without your spirituality or wholeness.

Only an agony remains!

—Darwin D. Savage, 101st Airborne

(Reprint permission has been granted by the EAP Association. Excerpts from this article originally appeared in the November/December issue of the Exchange.)

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 spilisd@staff.abanet.org. Views expressed are those of the authors and do not necessarily represent the policies of the American Bar Association. All reprint rights are reserved. American Bar Association ISSN Pending.

The Kansas Experience

by Donald L. Zemites

In 1998, I had just attended my first CoLAP Workshop in Montreal, Canada, and received a real "eye opener" about what was being done by other states to help impaired lawyers. Then I read the 1998 Fall Edition of the *Highlights* newsletter and noticed an article entitled "Celebrating the Tenth Anniversary of an ABA Triumph," reporting the great strides CoLAP and most of the States are making in supporting the expansion of state bar efforts to assist impaired lawyers, mainly alcoholics and drug addicts.

Our own Kansas Committee was established in 1974, with a few lawyers in recovery, but had never been funded. I previously had no idea how much more help we could provide to lawyers by learning and

sharing with the other states and CoLAP until I experienced the Montreal Workshop; therefore I was not overly surprised when I saw in the *Highlights* article that, "more work needs to be done to expand further by helping...state bars like Kansas and Arkansas, *that still don't have a lot to offer* (emphasis mine).

After Montreal I took those words as a challenge to the lawyers of Kansas, so I sent a copy of that article (with the pertinent sentence heavily underlined) to every Kansas Supreme Court and Appellate Court judge. I made copies of that article available to the other members of the Committee. Shortly thereafter, our Committee began working toward a more professional program with

the tremendous help of our Supreme Court Justice, Donald L. Allegrucci, and Donna Spilis, Staff Director to CoLAP. I soon learned that we could rely heavily upon the knowledge and experience of the other state directors and CoLAP, especially Bill Leary of Louisiana and John Brownrigg of Nebraska, who reviewed our program and made insightful recommendations.

As of November 2001, we now have a funded program, an Executive Director and staff and a real track on which to run. Many thanks to Ed Blewer who wrote those inspirational words and all those great Directors, Volunteers and CoLAP staff members who advised and helped us along the way.

Donald L. Zemites, Executive Director of the Kansas Lawyers Assistance Program.

Kansas Lawyers Assistance Program: Why You Should Care!

by Carol R. Bonebrake

So what is this Lawyers Assistance Program Committee? Who are its members? Is this Committee made up of drug addicts and alcoholics? What do they do? Why should you care? As one of the newer members of the Kansas Bar Association (KBA) Lawyers Assistance Program Committee, I have become acquainted with several longstanding members of the Committee, its history and work. The founding fathers learned of disciplinary problems of their brethren in the bar and simply could not turn away and watch good lawyers get disbarred. The most common personal issues were alcohol and drug abuse and addiction. Sometimes an informal chat was effective in assisting the impaired lawyer with understanding that help was available. On other occasions interventions were utilized to encourage the lawyer to get professional assistance. Sometimes a visit with a judge would get the lawyer's attention.

Over time, new issues have surfaced including depression, mental illness, gambling addiction, and sex addiction. Committee members may or may not have personally experienced the ravages of addiction or depression or mental illness. Some have experiences through family members; others have no personal stories to tell, but simply want to help lawyers in trouble maintain their practice.

This Committee does its work confidentially and behind the scenes. Over the past two years, under the able leadership of Don

Zemites in 1998-2000 and Anne McDonald in 2000-2001, the KBA Committee has worked diligently to comprehensively review the lawyer assistance services available in Kansas. Zemites contacted the ABA Commission on Lawyer Assistance Programs. In October 1999, the Commission appointed John C. Brownrigg, a former commission member from Omaha, Nebraska, and William R. Leary, a current commission member and Executive Director of the Louisiana Lawyers Assistance Program, to serve as evaluators. The Committee invited Brownrigg and Leary to visit Topeka and evaluate the current program. They requested and received extensive materials about the Kansas program including a history and an overview of the current operations. In addition to meeting with KLAP members, Brownrigg and Leary met with members of the KBA Board of Governors and staff, Justice Don Allegrucci, the Clerk of the Appellate Courts, and the Disciplinary Administrator.

The ABA Commission's Guiding Principles for Lawyer Assistance Programs formed the basis for the evaluation: 1) a statewide program; 2) confidentiality; 3) immunity; 4) recovering community ties; 5) relationships with local programs; 6) a monitoring program; 7) referrals by disciplinary agencies; 8) outreach efforts; 9) CLE/Law School curricula; and 10) periodic review. Brownrigg and Leary generally found that KLAP is poised to move to the next level of

service for Kansas lawyers. They concluded that Committee members and volunteers are very dedicated, the KBA leadership and executive staff are supportive, and the relationship with the Disciplinary Administrator is very good. During the evaluation, some important statistics came to light:

- § 1. Approximately 20% of attorneys may have a substance abuse problem;
- § 2. An impaired lawyer in a mid-size firm can cost that firm as much as \$25,000 per year because of missed deadlines, poor judgment and similar problems; and
- § 3. Kansas disciplinary officials believe that half or more of all disciplinary actions involve an impairment.

Brownrigg and Leary acknowledged that the program was unfunded and much of the Committee's work is informal with little coordination. Their recommendations were limited to activities that could be pursued at modest funding levels, yet lead to the establishment of an effective program that could demonstrate the appropriate accountability for obtaining permanent funding. They made six recommendations:

- 1) Establish a permanent program with a full or part-time director;
- 2) Establish a statewide toll-free telephone number and educate Kansas lawyers about the existence of the program, the

(continued on page 4)

Kansas Program

(continued from page 3)

- toll-free number, and the confidential nature of any call for assistance;
- 3) Build on the excellent relationship with the Disciplinary Administrator by developing a formal monitoring program;
 - 4) Require that every law student attend a seminar on the effects of substance abuse and other impairments on lawyers and the legal system and implement programs in law schools;
 - 5) Request funding to pay for a director and attendance at the annual workshop sponsored by the ABA Commission on Lawyer Assistance Programs; and
 - 6) Revise the Court Rules so that communications between KLAP and those seeking or obtaining its assistance are afforded the same degree of confidentiality as the communications between lawyer and client.

In April 2000, the KBA Board of Governors considered and approved the recommendations and Zemites took the lead

in developing an action plan. The Committee as a whole worked to tailor the plan to the needs of Kansas lawyers and the legal community's commitment to professionalism. As the plan developed, two key purposes emerged: to strengthen and enlarge the present network of lawyers working to assist other lawyers; and to formalize Committee activities such as education, training, and monitoring of lawyers seeking to get their practice back on track. Three specific goals were identified: to protect clients from harm caused by impaired lawyers; to assist impaired lawyers in recovery; and to educate the bench and bar to the causes of and remedies for the impaired lawyer.

Education is a key program component. Many lawyers and judges are not aware of behaviors that are cause for concern. Many do not know that Committee members, treatment programs, and services such as twelve step programs, support groups, peer counseling, and spiritual growth opportunities are available to provide assistance. The Committee included judges in the Action Plan and incorporated the ABA Commission-ers recommendations. A projected budget

and the Plan were submitted to the Supreme Court and approved with an effective date of January 2001. The Supreme Court has selected Zemites as the first Director on a half-time basis.

The day-to-day involvement of Committee members with attorneys needing assistance continues during this time of transition. Judges, family members, friends, and colleagues can contact a KBA or local Committee member if there are concerns about an attorney and the attorney's ability to practice law competently. In the more rural areas, lawyers may be geographically isolated. In the urban areas, solo practice can also result in isolation. Many lawyers simply do not have the collegial support of professional colleagues that is so often helpful when one faces a personal or family crises or struggles with the incredible pace that lawyers keep and the stress of deadlines and client demands. Committee members are able to convey that there is confidential help available if it will be accepted.

This article appeared in the Kansas Bar Journal and is reprinted with permission.

Around the LAPS

Note from Donna Spilis: Many thanks to the LAPS that send information for inclusion in this section of "Highlights", and also to the ABA Division for Bar Services, whose staff regularly send clips related to the work of LAPS from state and local bar association journals and newsletters.

Arkansas: The Arkansas Lawyers Assistance Program (ALAP) was established by per curiam order in December 2000 by the Arkansas Supreme Court as an all-inclusive, broad brush program serving nearly 6800 lawyers statewide. Statewide committee members were appointed to the ALAP Committee to oversee the implementation and monitoring of the program. Included on the Committee are Phillip Barling, Hon. Katherine Bell, Gary Burbank, Hon. David Laser, Gail Harber, Joe Martindale, M.D., Janet Robb, and Christopher Thomas. For the past several months the ALAP Committee has met under the direction of Chair Janet R. Robb establishing the initial program design. Most recently, the Arkansas Supreme Court approved the ALAP Committee's recommendation to hire Gail S. Harber, MS, LADAC as the Director. Ms. Harber has a long history of management, teaching, and clinical skills that will prove essential for the

timely implementation of the program.

Several Arkansans attended the 14th Annual National Workshop for Lawyers Assistance Programs in Albuquerque, New Mexico. H. M. Claycomb, Bill Martin and Jim Smith represented the Arkansas Bar Association and Gail S. Harber represented the Arkansas Lawyers Assistance Committee. The representatives were so impressed with the conference that they have expressed interest in hosting the 2003 National Workshop in Little Rock.

Canada: Report on the Canadian Bar Association Legal Profession Assistance Conference (LPAC) Workshop and the LPAC Board of Directors' Meeting by Barbara Harper.

The LPAC 2001 National Workshop entitled *Making a Difference* was held in Toronto, Canada. The annual event was conducted in a town hall format, which proved to be an effective tool for introducing topics of interest to the Provincial legal community. The Canadian lawyers and judges, who joined the training on programmatic and personal issues, enjoyed presentations by Father Leo Booth, who gave two talks during the Workshop. One addressing spiritual issues was entitled *Close Encounters of the Spiritual Kind*, and the other *Living for Success: Ten Insights into Creative Living*. Other speakers addressed issues

involving the operation of a healthy law practice and tools for good professional and personal self-care. I chaired and moderated *Caring For You: How Do LAP Directors, Staff and Peer Volunteers Care for Themselves*.

LAP Directors met to discuss issues of importance to them in the daily operation of their programs. Topics included the politics of dealing with their boards, the Law Society and the Canadian Bar Association, difficulties of funding and budgeting, and the challenges in working with peer volunteers. Volunteers met to discuss questions such as: Does your LAP provide adequate training, feedback and support to peer volunteers? and Does your participation in LAP help or harm your practice?

I had the privilege of attending the LPAC Board meeting. Among the topics for discussion (not unlike the CoLAP Board) were those addressing budgetary matters, programmatic planning, governance issues and reports from each of the Provincial Directors and Representatives.

At the Saturday luncheon I took the opportunity to present Adrian Hill with the CoLAP award in appreciation for the many years of assistance he has given in helping plan the ABA Annual Workshop and his work as the Canadian liaison to CoLAP. He was surprised and pleased.

(continued on page 5)

Around the LAPS

(continued from page 5)

Colorado: The Colorado Lawyers Health Program has undergone a re-organization. The new director is Leslie Messman Hilton. She can be contacted at (303) 388-3440 or option01@ix.netcom.com.

Florida Lawyers Assistance achieved one of its long-standing goals this year in obtaining statutory confidentiality and immunity protection from the Florida legislature. The law, which was based on Tennessee's statute, was signed by Governor Bush in June 2001 and can be found at Ch. 397.482, F.S. FLA's 15th Annual Workshop in July had the highest attendance in our history, and plans are already underway for the conference on July 26-27, 2002 in Naples, FL. FLA's web site (www.fla-lap.org) continues to increase in importance as a vehicle both for public relations and as one of our primary means of providing information about the LAP, recovery, and upcoming events.

Missouri: MoLAP seems to be on track in providing services to the Missouri Bar members and families, as well as law students in Missouri. We are experiencing a good year in terms of utilization and education programs presented to various bench, bar and law school programs.

The successful teleconference seminar on Depression held in June will be repeated on December 12, 2001. This is open outside of Missouri as well. Both sessions had about 70 participants, primarily from Missouri and Illinois. We need better participation from the other LAPS. Contact Howard at 1 800-688-7859 for more information.

Nevada: After 15 years of services provided solely by voluntary help, the Nevada Lawyers Concerned for Lawyers made a landmark decision. It decided to follow the lead of many other jurisdictions and the recommendation of the ABA's Commission on Lawyer Assistance Programs, and retain a coordinator to direct full attention to expanding and rendering a more efficient network of volunteers to aid not only those who abuse alcohol and drugs, but also to set up a broad-brush program to aid lawyers who suffer from depression, burnout, and stress, as well as those who are potentially suicidal.

In April of 2001, the Board of Governors of the State Bar of Nevada authorized and funded the retention of a coordinator to oversee and expand the activities of Lawyers Concerned for Lawyers. C. Coe Swobe was retained upon a contract basis as the first coordinator.

CoLAP evaluated the program in August



2001, interviewed the appropriate people and provided many valuable insights. In addition, CoLAP reviewed the draft confidentiality and immunity rule, which was then adopted by the Nevada Supreme Court.

New Jersey: The Women Attorney Peer Counselor Group will meet for the 100th time during 2002. Monthly Saturday gatherings begin with a "Splendid Breakfast" and a topical didactic session from a renowned woman professional followed by a one-hour sharing meeting within a 12-step format. Past topics have included stress problems, professional development, grief and loss, mother-daughter issues, and life coaching among a full range of life issues that accompany life during recovery.

NJLAP's primary recovery for alcohol and drug troubled attorneys is called "Lawyers Concerned for Lawyers". There are now 12 LCL groups statewide; each operates within a group conscience. LCL groups are the source of Attorney Peer Counselors for NJLAP.

Chief Justice Deborah Poritz designated Supreme Court Justice Peter Veniero as liaison to the NJLAP Board of Trustees. At the Autumn 2000 Trustee meeting Justice Veniero offered support for the NJLAP mission and promised communication with the court.

NJLAP participated in a training session for volunteer attorneys serving persons affected by the September 11th tragedy. Attorneys were offered information about grief and loss issues and communicating with bereaved families suddenly in need of legal services.

NJLAP co-hosted the annual LCL Gratitude dinner where NJSBA President Daniel Waldman delivered an award to State Public Defender Peter Garcia in appreciation for his help promulgating the lawyer assistance message throughout all regions in the state. Kelly R's brief but riveting message about escaping from WTC II on his 62nd day of sobriety was the peak of the evening.

New York: Upon the recommendation of the Chief Judge's Commission on Alcohol and Drug Abuse in the profession, the New York State Lawyer Assistance Trust was created in July 2001. Financed through attorney registration fees, it is administered by a blue-ribbon panel of Trustees appointed by the Judges of the New York State Court of Appeals. The Lawyer Assistance Trust will provide statewide leadership and financial

assistance to programs for the treatment and prevention of alcohol and substance dependency among judges, lawyers and law students. Another goal of the Trust will be to modify and supplement existing court rules and procedures to facilitate early detection of alcohol and substance dependency, intervention and reference to needed treatment. The Chair is James C. Moore, a past President of the New York State Bar Association. The Executive Director is Barbara F. Smith, previously Counsel to the State Ethics Commission. Telephone number (518) 487-5574; e-mail bsmith@nysba.org.

North Dakota: On November 14, 2001, Bill Leary and Barbara Harper attended a meeting of the North Dakota Bar Association Joint Committee on Attorney Standards. The purpose was to engage in a dialogue regarding lawyer diversion and assistance programs. The question of diversion as the primary focus of a future LAP was addressed at length. After a great deal of discussion, it was suggested that the committee address some more elementary issues, in order of their importance, to getting a program up and running. These included: Bar financial support, writing and approval of a rule of confidentiality, education of members about mental health issues and addiction in the profession, marketing, appropriateness of the state bar as the location for a LAP, appropriate staff support, outsourcing of the LAP function to community based agencies, the role of volunteers, and formation of a consortium with other professional entities, e.g. doctors, dentists, accountants. For further reference and assistance, Chris Hogan, Director of the North Dakota State Bar, was given contacts in states, counties, and Canadian provinces whose membership is approximately that of North Dakota. The North Dakota Bar is dedicated to establishing a Lawyer Assistance Program, and the Joint Committee on Attorney Standards, or a subcommittee appointed by the JCOAS, will develop a LAP whose goals and focus will fit the needs of the 1300 lawyers practicing in North Dakota.

Ohio: The Ohio Supreme Court has given OLAP a \$100,000 grant (fiscal year 7/1/01 - 6/30/02) to implement the mental health component of their program, thereby expanding to broad brush. They will be adding professional staff to work in this area, and will be looking to partner with mental health professionals across the state. The focus will be on education, assessment/intervention, and monitoring/support. Fortunately, due to the excellent work of other LAPS, OLAP doesn't have to reinvent the wheel.

ABA Commission on Lawyer Assistance Programs Report

Relocation:

The Commission was relocated to the Division for Legal Services in order to better accomplish its mission as a leader in educating the legal community about addictions, addictive behavior and mental health problems. Legal Services was selected as the appropriate new site because it has several existing committees in the Division that provide similar services to its members and work with bar-sponsored programs.

14th National Workshop for Lawyer Assistance Programs:

Comments by Bill Leary

The 14th National Workshop was held as scheduled notwithstanding the events of September 11, 2002. One hundred forty-five lawyers, clinicians and representatives from chemical dependency treatment centers gathered to discuss lawyer stress, depression, and addictions during the Workshop, held September 18-21, 2001 in Albuquerque, New Mexico. Workshop sessions offered pragmatic information for operating a successful lawyer assistance program as well as information on new developments and trends in the field of addictions and mental health problems. A pre-workshop retreat was conducted for lawyer assistance program directors, committee chairs, and others involved in lawyer assistance program management. The introduction of the retreat was designed to provide this particular sector of Workshop participants an opportunity for individual renewal as well as time for strengthening relationships with their peers through learning, interacting and sharing.

The 15th National Workshop will be held in Portland, Maine in October 2002. William R. Leary has been appointed as Chair with Barbara Harper as Co-Chair of the Workshop Planning Committee, and the first planning session is to be held in January 2002. Reviews from attendees of the LAP Directors Retreat revealed that the Retreat was well received. As a result, plans are being made to repeat this pre-workshop event at the 15th National Workshop. The 16th National Workshop will be held in Victoria, BC in 2003.

CoLAP Online: ABA Commission on Lawyer Assistance Programs Report

One of CoLAP's primary projects over the past five years has been to develop its online

presence. This effort has paid tremendous dividends, to the point where CoLAP's web site now represents one of its main communication and marketing devices. CoLAP's home site is located at www.abanet.org/legalservices/colap. The format of the web site recently received a complete "makeover" when the Commission transferred to its new location under the ABA Legal Services Division. Contents of the main page include current news as well as a history of CoLAP and its objectives. From the main page, viewers can access:

§ **Directory of LAPs:** The Commission provides a directory of all U.S., Canadian, and foreign lawyer assistance programs, including their web sites (if they have one), telephone numbers, and e-mail addresses. The directory is updated as changes occur, and represents the most current listing of all relevant information.

§ **Products and Publications:** The Products and Publications page gives information about Commission products such as the printed directory of state programs, audio tapes produced at the CoLAP annual workshop and seminars, and the survey of LAP's prepared by the Commission. There is also a link to the current and previous *Highlights* online issues.

§ **Commission Activities:** This page provides a description of the services offered by CoLAP, including LAP evaluations and awards presented by the Commission.

§ **Web Links:** Listings are provided to other web sites that may be of interest to lawyers wishing to learn more about substance abuse, recovery, and mental health issues.

§ **Calendar of Events:** The events page provides a schedule of CoLAP, ABA, state LAP, and recovery related events taking place around the country, together with contact information and web sites (if available). Events can be included on the event page by contacting the CoLAP webmaster, Michael Cohen, at Michael@fla-lap.org.

§ **Commission Members:** The member's page lists the current Commission members, their addresses, and e-mail information. The page also lists all former Commission members.

§ **Advisory Committee:** This page lists all current and former members of the CoLAP Advisory Committee.

§ **Committees:** The committees' page describes the various committees which function under CoLAP and the membership of those committees. (See next column.)

In addition to the Commission's presence on the Internet, it also maintains several listserves, which have proven to be extremely effective in assisting communication between CoLAP members, LAP directors and committees, and other interested individuals. For the uninitiated, a listserv is an e-mail program which automatically sends a message to all people on the list. For instance, if a LAP director in one state needs the answer to a question about their program, they can post it to a listserv and receive answers back from all other LAP directors around the country who may have already dealt with the same issue. The listserves operated by the Commission include one solely for the CoLAP members, one solely for LAP directors, a general list for anyone interested in lawyer assistance program issues, and a new one for law students in recovery. For further information about the Commission's listserv functions, you can contact Donna Spilis at (312) 988-5359 or spilisd@staff.abanet.org.

The objective of the Commission's web site is to provide the most up-to-date information regarding CoLAP's personnel, activities, and mission.

CoLAP Committees:

Relationship with LAP Directors Committee—Chair Sheila Murphy, Members: Butch Childers, Don Carroll, Michael Sweeney.

Relationship with Volunteers Committee—Chair Richard Soden, Members: David Kee, Barbara Harper, Butch Childers.

Vendor/Treatment Center Relations Committee—Chair John Clark, Members: Bill Leary, Barbara Harper.

Programs Committee—Chair Michael J. Sweeney, Members: Don Carroll, David Kee.

Evaluations/Surveys Committee—Chair Bill Leary, Members: Steve Barrett, Sheila Murphy.

Highlights—Volunteer Editor Steve Barrett, Members: Richard Soden, Barbara Harper.

15th National Workshop for Lawyer Assistance Programs—Chair Bill Leary, Co-Chair Barbara Harper, Members: David Kee, Butch Childers, Sheila Murphy.

Calendar of Events

April 5-7, 2002: Tennessee

The 6th Annual Step Study Retreat for Lawyers, Judges and Law Students will be held at the River Terrace Resort in Gatlinburg, Tennessee. The facilitators of the retreat are Tom K. and Liz K. There will be a dessert reception on the evening of the 5th. The schedule allows some time for sight-seeing on Saturday afternoon and the registration also covers a Bluegrass cookout of catfish, ribs and chicken on Saturday night. The retreat sessions end on Sunday mid-day. For a brochure or more information, contact the Tennessee Lawyers Assistance Program at (615) 991-5801. Registration should be done by March 15th.

April 5-7, 2002: Washington

The Washington State Bar Lawyers' Assistance Program Annual LAP/LaSD Statewide Conference will convene at Campbell's Resort on Lake Chelan. Speakers include: Dr. Ray Baker on stress and alcohol abuse; Daniel Caine, JD on civility in the legal profession; Carol Vecchio on living a balanced personal and professional life; Dr. Adrian Hill, JD on diagnosis and treatment of the gambling-addicted lawyer; Pete Roberts, MBA on case management and e-lawyering; and Chris Sutton, JD on fees and ethics. For information please call Erika at (206) 727-8268 e-mail erikaw@wsba.org.

April 12 & 13, 2002: Louisiana

Louisiana LAP Training for committee members will be held in St. Francisville, Louisiana. Ethics, professionalism, and LAP guidelines will be topics along with a yearly meeting with the Disciplinary Counsel. There will be Barbecue and Friends of Bill meetings also. Contact Louisiana LAP at (985) 851-0611.

April 19-21, 2002: California

Fifteenth Annual Spring Networking Meeting of The Other Bar at the Resort at Squaw Creek, Squaw Valley, California. Please contact Dave Dawson or Bob Resner (415) 334-0796 in Northern California, or Larry K. (909) 987-0018 in Southern California.

April 25, 2002: Massachusetts

The Northeast Regional LAP Directors Luncheon will be held at the Lawyers Concerned for Lawyers office, 59 Temple Place, Boston, MA 02111 from 11:00 a.m. to 3:00 p.m. Questions should be directed to Bonnie Waters at (617) 482-9600

April 26, 2002: Wisconsin

The Wisconsin Lawyers Assistance Program (WISLAP) Celebration Dinner will be held in Madison, Wisconsin. Participants include Honorable Sheila M. Murphy, Dr. Raymond Pomm (tentative) from the Physician's Recovery Network and Donna Spilis. For more information contact Lea Landmann (608) 764-5844.

May 3-5, 2002: New York

NYSBA 12th Annual Lawyers' Assistance Program Spring Retreat will be held in Silver Bay, New York. For details contact Ray Lopez or Linda McMahon at 1-800-255-0569 or lap@nysba.org.

May 31 - June 2, 2002: Texas

The 13th Annual Texas Lawyers' Concerned for Lawyers (TLCL) Convention will be held in Corpus Christi, Texas. Call Texas Lawyers' Assistance Program (TLAP) for details at 1-800-343-8527.

June 9-14, 2002: New Jersey - Rutgers

Marks the 60th session of the internationally renowned Rutgers Summer School of Alcohol and Drug Studies from June 9 through June

(continued on page 8)

2001-2002 Commission Members

President Robert E. Hirshon made the following appointments for 2001-2002 to CoLAP:

John W. Clark, Jr., Chair
Dallas, TX
(214) 368-7100
E-mail: solomouse@aol.com

C. Stephen Barrett III
Newark, NJ
(973) 622-5151
E-mail: csb309@aol.com

W. Donald Carroll, Jr.
Davidson, NC
(919) 828-4620
E-mail: nclap@bellsouth.net

Honorable Robert L. "Butch" Childers
Memphis, TN
(901) 545-4022
E-mail: childe-r@co.shelby.tn.us

Barbara Harper
Seattle, WA
(206) 727-8265
E-mail: barbarah@wsba.org

David W. Kee
Bucksport, ME
(207) 469-3507
E-mail: kee@mymailstation.com

William R. Leary
Houma, LA
(800) 354-9334 or (985) 851-0611
E-mail: louisianalap@worldnet.att.net

Honorable Sheila M. Murphy
Chicago, IL
(312) 372-2345
E-mail: murphy@rbmchicago.com

Richard A. Soden
Boston, MA
(617) 570-1533
E-mail: rsoden@goodwinprocter.com

Michael J. Sweeney
Portland, OR
(503) 226-1057, Ext. 12
E-mail: michael@oaap.org

2002 Lawyer Assistance Action Forum

Peter Bell
(651) 213-4363
E-mail: pbell@hazelden.org

Edwin L. Blewer, Jr.
(318) 227-7712
E-mail: blewere@cykg.com

David R. Brink
(612) 288-9752

Stephen D. Coggins
(800) 726-7463
E-mail: scoggins2@nc.rr.com

Michael J. Cohen
(954) 566-9040
E-mail: Michael@Fla-Lap.org

Ann Foster
(512) 463-1453
E-mail: afoster@texasbar.com

Mark Greenberg
(760) 322-0306
E-mail: greenie1149@aol.com

Betsy Hathaway
(626) 578-1717

James O. Heiting
(909) 682-6400
E-mail: heiting@juno.com

R. William Ide, III
(404) 892-4062
E-mail: billide@earthlink.net

William John Kane
(800) 246-5527 or (732) 937-7549
E-mail: njlap@aol.com

Stacia Murphy
(212) 269-7797, ext. 19
E-mail: President@Ncadd.org

Susan D. Pauley
(804) 644-0041 or (800) 838-8358
E-mail: valhl@vba.org

Stephenson Todd
(423) 245-1111
E-mail: stodd@tdlaw.com

Honorable Harriet L. Turney
(602) 542-5247
E-mail: hturney@ica.state.az.us

Message From the Chair

by John Clark

The re-emergence of *Highlights* comes about because of the work and dedication of Steve Barrett, a member of the Commission on Lawyer Assistance Programs (CoLAP).



Elsewhere in this issue, you will be given information about what the commission is concerned with today, with special attention given in this first re-issue to the September 11, 2001 tragedy and Post Traumatic Stress, but I wanted to exercise my prerogative and especially thank Steve Barrett. Thank, you, thank you, thank you!

I am told that this column can be "chatty" and I am happy to be light and "chatty." But at the same time, I remember that we are all concerned with problems that can end careers and destroy families.

The ABA is a leader for the profession, and

for that reason the Commission is addressing issues that may be new or different to some of us. Some of these issues may seem somewhat foreign to our customary focus on addictions. We are thinking outside the box.

I am a recovering alcoholic, and I have never been treated for depression. Perhaps that will change, but so far I seem very happy in my recovery. (I know, my best thinking got me here.) I confess that I know very little about clinical depression, anxiety and other mental health problems that appear to afflict so many lawyers and their families. I want to become more aware of and sensitive to these problems, and I want the Commission to be better able to provide training, education and help to lawyer assistance programs (LAPs) that are expanding their areas of responsibility.

I know that I am being very loose with

numbers and percentages, but I have heard that over half of lawyer (alcoholics) addicts are depressed, and that many depressed lawyers are addicted to drugs or alcohol. These dual diagnosis cases are all too common, and the medical issues cannot be easily separated—nor should they be. It is time for the Commission to embrace our expanded role. I know that many state LAPs already concern themselves with these issues, but many other state LAPs are asking for our help and leadership. I have promised our ABA President-elect, A.P. Carlton, that the Commission will enhance its interest and involvement in these broader issues, and we will appreciate your help and suggestions as we expand our focus.

This is a good day for me. I woke up sober, the sun is shining, and I have been to an AA meeting. I don't know where else I can say that except in *Highlights*, and I want to thank Steve Barrett one more time for giving me this opportunity to thank you for your involvement with the Commission.

Calendar of Events

(continued from page 7)

14. Classes for the Rutgers Institute of Alcohol and Drug Studies will be held at the campus in New Brunswick. NJ students attend specialized courses, general lectures and special interest seminars within a rich and diverse environment of professional interaction and networking. For course catalogue and information phone (732) 445-4317.

June 14, 2002: Canada

British Columbia 2nd Annual Gratitude Dinner. Contact: Derek LaCroix (604) 685-2171.

June 21-23, 2002: Canada

The Spiritual Renewal and Preventing Burnout (sponsored by the Canadian Legal Professional Assistance Conference) will take place at Manresa Spirituality Centre in Toronto, Canada, Contact: Adrian Hill (416) 520-9016.

July 26-27, 2002: Florida

Florida Lawyers Assistance 16th Annual Workshop, Naples, Florida, Contact: Eleni (954) 566-9040.

August 9-10, 2002: Washington, DC

CoLAP Business Meetings during ABA Annual Meeting. (Hotel TBA).

August 9-11, 2002: New York

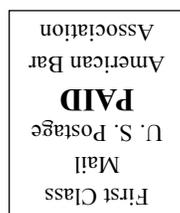
Attend the 12-Step Weekend for Lawyers in Buffalo. For free lodging or other information, contact Chuck Beinhauer at (716) 885-3046 or cbeinhauer@rpplawyers.com

September 27-28, 2002: Virginia

Virginia Lawyers Helping Lawyers Fall Conference. More information is available by contacting Susan Pauley at (804) 644-3212 or valhl@vba.org.

September 27-29, 2002: Canada

British Columbia 6th Annual Lawyers Spiritual Retreat, Loon Lake, BC (outside Vancouver). Contact: Derek LaCroix (604) 685-2171.



Highlights
Commission on
Lawyer Assistance Program
American Bar Association
541 North Fairbanks Court
Chicago, IL 60611-3314