

### Comments From the Editor...

Following Stephen Barrett as the editor of our *Highlights* is an honor for me. Though I have never undertaken a task like this, I look forward to the challenge. Besides, it gives me a forum to speak and because I am Irish and a recovering drunk, being given any opportunity to speak is a good thing to me. I've had some "speaking mentors" in the past. Growing up sober in the OAAP put me at the feet of Michael Sweeney. I rest my case.

My first and primary task is to ask our readers to submit articles for publication. We can't do this without you, and all of us in this organization know how much each of you put forward to help lawyers in need. Educating one another about what we do seems to me to be one of our primary purposes as a group.

I'm going to start a new column called *Case Law Corner*. I'll try to find ethics cases of interest or novelty. If anyone knows of cases in their jurisdiction please feel free to pass it on to me.

Any suggestions about format or content would be welcomed as well.

—Hugh Grady

### Table of Contents

Recovery Management Tools . . . . .	1
Around the LAPs . . . . .	2
Case Law Corner . . . . .	3
CoLAP News . . . . .	3
Spirituality—a Way of Peaceful Life . . .	4
People in the News . . . . .	5
Nominations to CoLAP Commissions .	6
Pleasure, Habit, Necessity . . . . .	6
Remembering Raymond O'Keefe . . . . .	7
Calendar of Events . . . . .	7
CoLAP Commission Roster . . . . .	8
Advisory Commission to CoLAP . . . . .	8



# Highlights

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

*Comments from the Editor: Periodically we need to be reminded of the basic tools of recovery. The following article is brief and an easy piece for those new to recovery and those in the work environment who are welcoming back the newly recovered lawyer.*

## Recovery Management Tools Help Prevent Relapse

by Dr. Tim Kelly, Medical Director, Fairbanks LaVerna Lodge, Indiana

There are typically three things that challenge a person in recovery. Those three things are stress, other addictive chemicals and triggers. To develop techniques to deal with these areas one should attend meetings, contact their sponsor on a regular basis, read the "Big Book" and follow the 12-Steps to help them recover one day at a time.

### Why could stress lead to relapse?

We are all given natural coping skills that allow us to deal with stress. Dr. Kelly points out, when a person has been dependent on substances, such as alcohol and/or drugs, they will use those substances to deal with negative stress, such as anger, depression and fear. During the period of use, they lose their ability to use non-chemical coping skills. While in treatment, people begin to acquire the positive coping skills that they lost.

"If you follow a recovery program, then you are surrounded with positive coping skills," said Dr. Kelly. "The coping skills lost during the use of alcohol or drugs, can and will come back in recovery."

### Addictive Chemicals

Many times when an individual is going through treatment, they lead themselves to believe that they are only addicted to one chemical. Addictive chemicals keep the addiction side of your brain turned on. For instance, the use of alcohol while not using cocaine is still a problem. The only way to remain in recovery is to stay both clean and sober.

There may be times when a person in recovery is prescribed a narcotic for medical purposes. It is the responsibility of the person in recovery to inform their physician of their addiction, and to make sure there is no reasonable alternative. If there is no reasonable alternative, then tell the doctor to prescribe the amount needed and end the prescription as soon as it is reasonable. If the individual stays within those perimeters then they are still in recovery. If they continue to use beyond what is prescribed, they have relapsed. Please note that a person using a prescribed narcotic should increase their meeting attendance and talk to their sponsor more to help prevent dependence and relapse.

### What are triggers?

Many stressors can be triggers to someone who is in recovery. Often habits, environments and different situations become associated with addiction and can lead to relapse. For example, someone who is used to spending a lot of money on his or her addiction is given a large sum of money while in recovery. Their mind might go to what they would have done while still using, and if not involved in a recovery program, they may take that money and buy drugs or alcohol. The same can be said about places where people previously abused or purchased drugs. Those environments may trigger a relapse.

During treatment and in recovery programs it is taught to change habits. Separating from the people, places and things once associated with addiction can help increase recovery success.

(continued on page 2)

## Recovery Management Tools

(continued from page 1)

### Tools for Recovery Management

While all these factors can cause someone to be more prone to relapse, there are tools available to help prevent relapse. Dr. Kelly encourages individuals to use tools such as meetings, their sponsor, the "Big Book" and the 12-Steps one-day at a time to assist them with adapting to their new recovery lifestyle.

The first 90 days of recovery can be the hardest. In the beginning, one is surrounded

by all the things that are familiar, like friends and family who still use and places where using took place. It is very important to attend meetings and seek friends in the recovery community.

"I strongly encourage individuals to do 90 meetings in the first 90 days in recovery, and call their sponsor everyday for the first 30 days," said Dr. Kelly. "By doing this, people are showing sacrifice and discipline in working their program."

Dr. Kelly also encourages individuals to read the "Big Book" daily.

"Even if it is just a paragraph or a page a day, it is important for individuals to

make this a daily routine. Reading will keep someone who is new to recovery in a recovery mindset. Reflecting on each paragraph of the book helps develop the concepts within."

*Dr. Tim Kelly has been the medical director at Fairbanks for more than 25 years. He is one of the Midwest's leading addictionologists. Fairbanks is a nonprofit organization that focuses on recovery from alcohol and drug problems. For more information or to receive a copy of Dr. Tim Kelly's lecture on addiction, please visit [www.fairbanks.cd.org](http://www.fairbanks.cd.org) or call 317-849-8222.*

## Around the LAPs

**CALIFORNIA:** - California sponsored the first annual "Saving Careers, Saving Lives" dinner, honoring State Bar President Jim Heiting. It was held at the Section Education Institute (SEI) on January 28th in Santa Monica. The proceeds from the event will be used to benefit the scholarship fund of the California Lawyer Assistance Program, which helps attorneys with addiction or mental health issues.

**KENTUCKY:** - In May, KYLAP hosted a Gratitude Luncheon to honor its volunteer counselors, of whom they have about 80 around the state. At that luncheon, one volunteer was awarded the Annual Trusted Servant Award, which is given to an outstanding volunteer who has gone above and beyond the call. This year, they also established the "Robert F. Houlihan Award" in memory of a gentleman who was instrumental in developing the original Lawyers Helping Lawyers Committee many years ago. Winners of this award will be chosen from the volunteers who have served many years and continue doing the deal with KYLAP.

Each year at this meeting, there is a drawing from the names of those volunteers in attendance, and the winner receives an all-expense-paid trip to CoLAP's National Conference. This year, Lawyers Mutual Insurance Company of Kentucky (LMICK), offered to pay for a second volunteer to attend. They have provided incredible support since this program began. The volunteers of KYLAP are extremely appreciative and love learning first-hand at the National Conference what the other LAP's, do and how they serve the profession.

Every October, KYLAP sponsors a weekend Retreat for the volunteers. It is

held at a state park, and there are fellowship meetings every Friday and Saturday night, a business meeting and training on Saturday mornings with free time in the afternoon. Sunday mornings end with a short business meeting. These retreats offer a way for the volunteers to network, enjoy the fellowship, compare situations with participants, ask questions, and get away from their normal work day. A good time is had by all.

**MAINE:** - Maine held its second volunteer training gathering on October 21, 2005. Over forty folks were in attendance with several Maine commissioners making informative and well accepted presentations. There was a complimentary lunch served and CLE credit included, which helped increase the attendance. There were a lot of good ideas exchanged and suggestions provided for the next training.

**MASSACHUSETTS:** - LCL of Massachusetts recently examined the costs, in clinician time and otherwise, of its quarterly newsletter publication. In doing so, they discovered that much of their time is spent on writing and editing high quality articles, many of which are not utilized beyond the LAP newsletter. They thought "article sharing" among the LAPs might be a good idea. If your LAP is interested, please contact Ellen Jernigan at 617-482-9600 or [ellenj@lclma.org](mailto:ellenj@lclma.org).

**MINNESOTA:** - Minnesota's LCL has been touring the state with a CLE program on disabilities related to mental health and chemical dependency, which qualifies for Elimination of Bias credit, a required category in the state. A training program for mentors was presented on holiday stress, which was co-sponsored with Minnesota Women Lawyers. They are starting a support group for lawyers with stress related job and career issues and a new law student AA group has

drawn students from each of the four Minnesota law schools.

**NEW YORK:** - The NYSBA Lawyer Assistance Program and the Association's Committee on Lawyer Alcoholism and Drug Abuse will hold its Annual Spring Retreat on May 26-28, 2006 at the Silver Bay Association in Silver Bay (Lake George), NY. The purpose of this event is to bring together attorneys, judges and others concerned about the problem of substance abuse in the legal profession, and to develop strategies for outreach in a serene, relaxed atmosphere. Participants are encouraged to bring their family members as Silver Bay offers an abundance of recreational activities for both adults and children. This year we are excited to bring to a mini CoLAP Conference to our attendees, an idea suggested by our Committee Chair, Judge Sallie Krauss. We are delighted to have the following panelists speak on their respective topics: Richard Soden - Diversity Issues, Bonnie Waters - Program Outreach Strategies, David Kee - LAP Support Groups, Bill Kane - Marketing, Outreach and Judicial Assistance, Richard Vincent - Volunteer 12 Step Issues, and Eileen Travis - Monitoring. Adding to what promises to be a retreat to remember is having in attendance former director, Ray Lopez, who will be this year's recipient of the Franklin P. Gavin Memorial Award. For additional information or to receive a brochure please contact Patricia Spataro at [lap@nysba.org](mailto:lap@nysba.org) or 1-800-255-0569.

**ONTARIO:** - Leota Embleton, Ontario Bar Assistance Program (OBAP) Manager, announced that there are new articles on wellness and balance posted on their website [www.obap.ca](http://www.obap.ca). OBAP has found success in informing and promoting the program and its services wherever possible. Therefore, she is  
(continued on page 6)

## Case Law Corner

by Hugh Grady

*In Re Trudeau*, 705 N.W. 2d 409 (MN 2005) is an interesting and slightly different case involving alcohol impairment. The typical alcohol impairment discipline case either involves driving while intoxicated or work related to representation of clients. In this case the professional misconduct had nothing to do with either. Ms. Trudeau entered into a stipulation with the Minnesota Office of Lawyers Professional Responsibility, wherein she admitted her misconduct.

She pled guilty to gross misdemeanor

interference with a 911 call and misdemeanor unauthorized computer access by installing and using an email spy ware program. She also violated a harassment restraining order and orders for protection, made false statements to police officers while intoxicated, and filed frivolous litigation against one of the persons she harassed. Her misconduct arose solely out of her personal relationships with others and did not relate to her representation of clients or client-related matters. Additionally, Ms Trudeau had engaged in similar behavior prior to her admission to practice law in Minnesota.

The parties jointly recommended, and the Court accepted, that the appropriate discipline be an indefinite suspension

for a minimum period of 30 months. Reinstatement is conditioned on a number of factors including: (1) establishing through expert psychological or psychiatric evidence that she is fit to resume the practice of law; (2) submitting to an independent medical examination by a medical expert chosen by the Office of Lawyers Professional Responsibility; (3) establishing evidence of sobriety for a minimum period of one year prior to filing the petition for reinstatement, which shall include completion of a chemical dependency program with follow through with all aftercare recommendations and regular attendance at Alcoholics Anonymous.

## CoLAP News

by Chair Richard Soden

**Susan Pauley**, who you will read more about in *People in the News*, has elected to resign from CoLAP's Advisory Commission because her new professional journey will make it difficult to attend meetings. She absolutely will keep in touch and hopes to hear from you as well.

As a result of this vacancy, President Greco has appointed **Rick Allan** from Nebraska to fill the position left by Susan, through the end of her term. Please welcome Rick, who has been the original and only Director for the Nebraska Lawyers Assistance Program since 1996. For those of you who don't know Rick, read more about him in *People in the News*.

**CoLAP** held its 18th National Conference for Lawyer Assistance Programs in Charleston, South Carolina on November 7-11, 2005. The keynote speaker was **Karen Mathis**, ABA President-elect. She stated that this was her 3rd presentation at CoLAP conferences and that she continues to support and respect the work being done by CoLAP and the state and local lawyer assistance programs. She recognized the LAP Directors

from Louisiana, Mississippi and Texas for their efforts during the trauma and aftermath of the hurricanes. **Judge Carl Horn**, author of the ABA publication "LawyerLife" also spoke. **Bryan Kay**, Director of ABA Publishing attended the Conference and will be working with CoLAP staff on book packages that are relevant and can be made available to lawyer assistance program staff and volunteers. The conference utilized other outstanding experts as speakers in the area of mental health, addictions, career dissatisfaction, and issues facing aging attorneys. The number of attendees was greater than 2004, and the 2005 Expo in connection with the conference attracted eight new treatment facilities with a total of thirty-eight. All exhibitors are thanked and listed on the CoLAP website [www.abalegalservices.org/colap](http://www.abalegalservices.org/colap). Without the support and expertise from our sponsors, CoLAP would be missing what has been found to be a valuable component of the Conference.

Chair **Richard Soden** created a Publications Board to review and update books, articles and policies written by CoLAP on addictions and mental health problems. CoLAP has recently received a manuscript and requests for updates of existing publications. In order to properly assess the value, timeliness and quality of publications, a review committee

or Publications Board was needed, and it will be chaired by a member of the CoLAP Advisory Commission, Hugh G. Grady from Iowa. Mr. Grady has also agreed to serve as Editor of CoLAP's quarterly newsletter, *Highlights*, after the untimely passing of C. Stephen Barrett, III, who had served as the first and only Editor of *Highlights*. Members of the Board are: Judge Robert L. (Butch) Childers, Ann Foster, Jim Griffis, Derek LaCroix, Mary McGraw, Barbara Smith, Nancy Stek. Chair Soden thanks you all for agreeing to serve.

Most recently a problem surfaced on a law school campus that was brought to the attention of CoLAP and state and local lawyer assistance programs related to personal violence committed upon a law student by another law student. An informal study was conducted to determine the current procedures for handling the offending student. No written policy was found. As a result, CoLAP's Law School Assistance Committee is developing a model policy, which will be coordinated with the ABA Commission on Domestic Violence, Law Student Division and Legal Education and Admissions to the Bar Section on preventing or managing the personal violence committed by, or inflicted upon, law students.

*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](mailto:spilisd@staff.abanet.org). Chair of the newly created Publications Board and *Highlights* Newsletter Editor, Hugh Grady; Staff Editor, Donna Spilis; Layout & Design, Gail Thompson; Events Editor, Stephanie Watson. All reprint rights are reserved. American Bar Association ISSN Pending. © 2006 American Bar Association.

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# Spirituality—a Way of Peaceful Life

by Ronald N. Beshara (Msgr)

For years lawyers and LAP directors have been experiencing daily stressors in life. This stress, which comes from personal life and committed service to others has often gone unmentioned, unnoticed and more importantly, unattended. Increased evidence in poor health caused by stress is reason for concern simply because unresolved stress takes its toll on the human spirit and body, affecting relationships, work productivity and general overall wellness... Given the fact that professional people usually are very busy tending to the lives of others, they rarely take time to reflect upon the toxic consequences of stress from work in their lives. This phenomenon is complicated by advanced technology, which allows a professional to extend work beyond the office to the home, from car to plane via laptops, internet and cell phones. Moreover, the opportunity to be working everywhere all the time has contributed to a growing epidemic of daily life becoming more and more work filled with stress and deprived of peace.

So many professionals overemphasize their work, the “doing” to find their worth and value, and find waning the emphasis on their being. It has been said, “That we overvalue what we do and we undervalue who we are.” Ultimately this intense mode of living frequently renders the professional susceptible to unhealthy stress, compassion fatigue and even burnout. It was said of type A’s and highly motivated professionals, “Only those who have been on fire about Life can burnout on life.” This observation suggests that most professional woman and men start out high on life and somewhere on the journey dramatically crash—spiritually, emotionally and or physically.

By stress here I mean the spiritual, emotional, physical and chemical negative reaction to demands made upon a person. All stress is not toxic, therefore, one needs to differentiate between good (eu-stress) and bad (distress), healthy and unhealthy stress. Carol Jacobson, a nurse practitioner wrote, “A stress-free organism is a dead organism because moderate amounts of stress are necessary stimuli for life.” Stress is perceived, experienced and processed so differently by each of us, so stress is toxic or not as essential to healthy living. It reminds me of an epigram I once saw on as a paper-weight on a friend’s desk that read, ‘Stress is the confusion created when your mind over-rides your body’s desire to choke the living-hell out of some jerk who desperately needs it.’

Add to this bleak picture of mounting daily stress that Americans spend billions of dollars annually on stress and other health problems using billions of doses of tranquilizers, antacids and other forms of anesthesia to anesthetize stress manifested in ulcers, high blood pressure, alcoholism, cancer and heart attacks. The question is what can we do to address this toxic situation which is an ever-growing epidemic?

Many devoted professionals are so susceptible to stress because they are people who love life, interact selflessly with others, see and relate through the eyes of compassion and are in helping professions so that others come first even before self. Yet the paradox is that the very profession that calls the attorney, doctor, teacher or minister to serve drains the person’s love for life. There’s more. Our American work ethic suggests that the professional not allow himself or herself to feel needs; after all we are professionals. In addition, the longer we perform the professional services the more we become that profession: doctor, attorney, minister. In short, our being is defined by our doing and our center is no longer life but work. Here is where the professional is most apt to suffer compassion fatigue, namely to feel the endless fatigue of becoming one with another in his/her joy or suffering and of striving to make a healing difference in those lives. The consequences of such fatigue include physical symptoms: headache, stomach problems, neck-back pain, fatigue and a sense of being depleted or numb. The emotional symptoms include: irritability, anxiety, fear, depression, lack of control, and even paranoia. Finally and most significantly the spiritual symptoms are loss of sense of mission and purpose, misappropriation of values, and the strained quality of relationships. These signs of stress and fatigue generate attitudes of cynicism, hostility and even violence. Jack Canfield in his Self-Esteem series says, “Burnout is “that wearing out” because of excessive demands placed upon you that deplete your resources, create a sense of being overdrawn on allegiance and having over-reached human limitations. Finally your life account is overdrawn because you receive little affirmation and no self-worth, which grinds you to a halt.”

## What can be done about it?

Nurture your spirituality, because spirituality is your way of life that reveals through your thinking, speaking and acting the quality of

your relationships and daily events. The more you take time to foster, enrich and care for the gift of your life through quiet time, reading, walks, exercise, meditation, prayer, the more you stay grounded in the center of your Being, and the clearer you see the extraordinary in the ordinary of your profession and life. Spirituality is a process of becoming which reflects and reveals your inner power, love and connection with and for Life in oneself, others and Mystery-Presence. Practicing spiritual disciplines and principles cultivate healthy and intimate relationships, foster wholesome and positive dialogue, and sustain the “Wow” in daily living.

Spirituality so frequently is sought after as something to acquire. People look life-long for something deeper—a sense of the transcendent or mystical. In fact, the something for which we search we already have, and the journey of life is about **discovering** that Inner Presence, the Higher Power, God-dwelling-in-us. Life is about living fully, celebrating LIFE, meaning, we must work daily at being aware that we are alive, and integrate all of life’s events: joy and sorrow, success and failure, health and sickness. Spirituality then, is the willingness to face all that we discover about ourselves and encounter on the life-journey with gratitude. Father Leo Booth, a recovering priest, says: “the Great Lie is that ‘getting high’ moves us away from our center to what life is not about, and the Great Truth is this, we were created *to live what life is about*. Somewhere in the confusion and adventure is what we are all about.” Therefore, *spiritually living* means waking up to my life and profession as essential to and centered in healthy mindful living.

Spirituality is a healthy antibiotic for the poison of stress, compassion fatigue and burnout because mindful living develops a dialogue of love and an encounter of intimacy with Mystery. In short, spirituality is about life that is aware it is living, so much so that spiritually connected professionals are able to stand up and notice, while at the same time, be aware they are being noticed by God. Father Teillard Chardin, a Jesuit philosopher-theologian of the 20th century, wrote, “People see themselves as earthly with periodic glimpses of the spiritual; in reality we are spiritual beings with periodic glimpses of the earthly.”

Seen from this spiritual perspective Life is about meaning, love, presence and communion with self, others and Higher Power. The essence of Twelve Step recovery is living in a communion of Love that is in the service of life. So today, more than ever, given the insatiable appetite of society for more, faster and

(continued on page 5)

## People in the News

**RICK B. ALLAN** – With Susan Pauley's resignation from CoLAP's Advisory Commission, President Mike Greco appointed Rick Allan to complete her one-year term. Please welcome Rick, who has been the original and only Director for the Nebraska Lawyers Assistance Program since 1996. He has written several articles on lawyer well-being issues including "Alcoholism, Drug Abuse and Lawyers," "Denial," and "Lawyers: Are We a Profession in Distress." Rick has attended every National Conference for LAPs since he became the Director of NE LAP, except Charleston. He only missed that one because the focus of their Annual Bar Association meeting heavily focused on lawyer impairment. What a great opportunity that was.

**BETH GRIFFIN**, who many of you met in Charleston, has been appointed Executive Director of Lawyers Concerned for Lawyers in Connecticut (LCL-CT, Inc.) She will begin her new career in early February. All of you who met with her and talked to her in Charleston know what a great job she will do for the Connecticut program.

**JIM LEFFLER** is a Licensed Professional Counselor who joined Lawyers Helping Lawyers as the Mental Health Services Coordinator in January 2004. He assumed the role of Acting Executive Director in December 2005. Mr. Jim Leffler has extensive experience in the field of chemical dependency and mental health. He started and managed outpatient programs for the



**Richard Soden, CoLAP Chair and Top Rod**

Medical College of Virginia's Department of Psychiatry, Charter Westbrook Hospital and St. John's Hospital. He has supervised numerous individuals working towards licensure and certification as counselors in the state of Virginia. He also has consulted with various agencies in matters such as professional conduct of staff, privacy rights of clients, and the importance of accurate diagnosis to insure appropriate treatment. Jim has undergraduate and graduate degrees from Virginia Commonwealth University and has been licensed since 1990. We all welcome Jim, and look forward to seeing more of him in the future.

**SUSAN PAULEY**, after ten years of working for "a unique and wonderful program and with unique and wonderful people," sadly said "good-bye" to Virginia Lawyers Helping Lawyers. She has chosen to pursue an opportunity, which hopefully will recharge her batteries and allow her to explore some new options. Over the last two years, her position morphed into something different from what she had done for the previous eight, and she reported it was something that LHL needed as part of their growth. And Susan wanted to re-focus her strengths and

skills in direct support to others. Susan said, "Change is full of opportunity and challenge. LHL is in capable hands with Jim Leffler and Christie Thomas. The program will benefit from fresh energy and perspective and I am looking forward to a new chapter in my career. The last ten years have been an adventure. I have learned much from each of you—each client, volunteer, and colleague—and will carry what you have given me into every aspect of my life. Some of our paths will cross again and I look forward to that....blessings in all you do." Susan Pauley will be missed by many.

As Susan stated in her message, if you have any questions or concerns about LHL business - please contact Jim Leffler at 804-644-3212 or jim@valhl.org. You can contact Susan at susandawn1@earthlink.net. You probably have not yet spent much time getting to know Jim Leffler, so here's a little background info on the new, just appointed Executive Director of VA LHL.

**PATRICIA SPATARO** - New York State Bar Association's Lawyer Assistance Program is in transition to a new Director, Patricia Spataro. Patricia received her master's degree in community psychology from Sage Graduate School and has 15 years in the mental health field. She worked for 12 years with employee assistance programs and was the Director of a large EAP in the Capital Region for eight years. Patricia supervised a clinical staff and a statewide/nationwide network of treatment providers. Patricia has been working closely with the New York State Committee on Lawyer Alcoholism and Drug Abuse and her predecessor, Ray Lopez, to ensure a seamless transition.

## Spirituality

(continued from page 4)

harder, we are called to a heightened awareness of our spiritual being by entering into a conversation with life. Spiritually connected professionals reach out not only to the addicted and the needy, their loved ones, but also to themselves by treasuring the dignity of their person and the sacredness of their life.

In closing, I offer a prescription for wellness called the **Formula for Affirmation**.

- Daily begin with a sincere acknowledgement and affirmation of self as alive, I AM!
- Practice the art of letting go and not judging self and others by saying, "I FORGIVE."

- Exercise the virtue of believing by implementing the basic values you extend toward your plants, pets and possessions—I BELIEVE and VALUE MYSELF!
- Love yourself enough to create for yourself *time, limits and space* to just BE—I CHOOSE TLS!
- Cultivate an attitude of gratitude by integrating all the events in your life into a healthy mosaic of wellness. I AM GRATEFUL!

Since our lives are never determined by the quantity of days lived but rather by the quality of daily living, I invite the professional to devote some quality time to being for the sake of living.

**Ronald N Beshara (Msgr), STL, JCL.**  
Graduate of Catholic University of America

*in Washington, DC and the Pontifical Gregorian University, Rome with degrees in Philosophy, Theology and Law. Vice President of Mission and Spiritual Care for Hanley Center. Director of the Office of Outreach for Eparchy of Saint Maron, Pastor of Mary, Mother of the Light – Greenacres, FL, Professor of Ethics and Spirituality at Barry and St Vincent College/Seminary. Project Director of several educational and inspirational books for adults and children, and author of a new book to be published in 2006 entitled Treasuring the Treasure.*

*Hanley Center in Florida has gender-specific addiction treatment for men and women, as well as its Center of Older Adult Recovery. For more information, call 1-800-444-7008, or visit the web site at www.hanleycenter.org.*

## Nominations to CoLAP and CoLAP Advisory Commissions

CoLAP Chair Richard Soden would like to notify you that President-elect Karen Mathis will be accepting nominations for her appointments for the 2006-2007 Year, which begins following the Annual Meeting in Honolulu. Candidates can self-nominate or they can be nominated by the chair or another ABA member. You must submit names through the ABA's on-line application form. The application deadline is March 1, 2006. Ideally, we will receive notice of appointments by the end of June. In reality, it often takes longer.

As a Commission, appointments are for one year only, but you can be reappointed for up to three years. This is also true for the Advisory Commission. And recently, all

appointment data has been entered into the computer, and most Presidents-elect stick rather tightly to the "three-years-and out" rule (their words). The online form is now available at [www.abanet.org/appointments](http://www.abanet.org/appointments).

In order to complete the form, you will need:

- Information about the Person Recommended;
- Membership number (if available);
- Contact information (address, phone, fax, e-mail);
- Size of practice; primary area of practice;
- Commission or advisory commission requested for the appointment; and
- A brief statement supporting the recommendation.

You must submit a brief supporting statement. Hard copies of recommendations will not be reviewed, so it is suggested that you make your best argument on the on-line document.

You should also have information about the Recommender, such as recommending entity; contact information; name of person completing recommendation form; and e-mail address to which a copy of the final form should be sent.

**IMPORTANT:** The system times out after 30 minutes, so be sure to have all the info needed, or you may be cut off. Once you hit "submit" it's in the system. There is a 250 word limit on the recommendation and supporting argument.

## Pleasure, Habit, Necessity

by C. Houston Ebert, Director KYLAP

Throughout my undergraduate and law school days, I drank my share of alcohol and perhaps more. It was accepted and even encouraged as a part of the social life at school. It seemed a **pleasure**.

After graduation from law school, I started work as an associate of a mid-sized law firm specializing in representing insurance companies. The firm was successful and I was related to the senior partner who, eventually, after a few years, left the firm and he and I set up a practice together. The majority of clients followed him, and our business was hectic and lucrative.

During these years, I got married, had two children, purchased a big house, purchased new cars, joined various civic organizations, joined the local country club, presided over the local bar association, became a trial lawyer with some success and continued to drink alcohol with increased vigor. I used many excuses for drinking, often to excess. These included 'stress', 'all trial lawyers drink', 'it is the macho thing to do', 'other lawyers go to the bar after work', 'entertain clients', 'meet new clients', 'demanding wife', etc., etc., etc. There was always an excuse and someone to blame for the excessive drinking that I did.

My wife became more and more concerned about the amount of time I spent away from home drinking and the amount that I drank. I was spending less and less time with my family. She implored me to seek help, but to

no avail. I did not realize it at the time, but drinking had become a **habit** and was more important to me than my family. She packed up our children, left the house and divorced me. Now I had a "real" excuse to drink.

The partner with whom I had been practicing law retired and left me with the entire caseload, which was still substantial and successful. Within three years, because of my insistence on my right and **necessity** to drink alcohol to excess, the firm lost the majority of its' clients and I was left with the occasional simple divorce cases, district court criminal cases and other rather minor matters. I took a full time job with the state to make ends meet.

I was constantly restless, irritable, discontented, lonely, fearful and confused. I was in total denial about my drinking, knowing that alcohol was my only escape from my feelings. Alcohol and cocaine ceased to be luxuries; they became necessities. I was a liar, cheat and thief. I was an example of self-will run riot and continued to be in denial. It was not long until I had reached a state of incomprehensible demoralization, because I was sick and tired of being sick and tired and reached out for help.

I went into a 28-day in-patient treatment facility and after completion of my stay started into a recovery program with the help of members of the Lawyers Helping Lawyers (LHL) committee of the Kentucky Bar Association. LHL was the precursor to

the Kentucky Lawyer Assistance Program (KYLAP). The LHL members were instrumental in my building a strong foundation in recovery and I have experienced over 17 years of continuous sobriety. I have a wonderful relationship with my children, enjoy my daily activities and have found a new freedom and a new happiness.

I had to go all the way down before I could ask for help. Others do not have to go that far. If you or a fellow lawyer, judge, or law student need assistance or information, please call me, C. Houston 'Hoot' Ebert, director of KYLAP.

## Around the LAPs

(continued from page 2)

sharing information on recent events. In October 2005, LPAC focused on the steps that are required in order to set up a peer support component of a Lawyers Assistance Program. The presentation included outlines of rules of confidentiality, recruiting, screening and training volunteers as well as the limitations that peer systems face. The information provided by John Starzynski will help other LAPs to further develop their own volunteer system. In November, Starzynski spoke to a class at a high school in Kitchener about depression. Sixty students and faculty attended to hear John's important message about the signs and symptoms of depression, and the treatments that are available to those who are suffering. John provided this

(continued on page 7)

## IN MEMORIAM

### RAYMOND O'KEEFE – (1928-2006)

It is with incredible sadness and loss, that *Highlights* report on the passing of a great leader in the field of lawyers and recovery. Raymond P. O'Keefe, Lawyer, Professor of Law Emeritus for more than 40 years in New York and Florida, died at home January 22nd at the age of 78. Professor O'Keefe was born and raised in the Bronx. Overcoming many obstacles, he graduated in 1950 from St. Michael's College in Winooski, Vermont

and Fordham University School of Law in 1953. In 1999, he was awarded the Humanitarian Award by Fordham, an honor that held special value for him. From 1955 to 1984, Mr. O'Keefe practiced trial law in New York City and Westchester. In 1984, he resumed teaching full-time as a Professor of Law at the St. Thomas University School of Law in Miami. During his 14 years at St. Thomas, he was routinely voted the most popular professor by the student body. Ray was well known for his work with the New York State Bar Association, where he was Chair of the Committee on Lawyer Alcoholism. He worked tirelessly on issues relating to

alcoholism in the legal profession with the American Bar Association and ILAA. Beyond his many honors and accomplishments, Ray was a vibrant, gregarious man who loved a good story, thick books and eliciting the laughter of those around him. He is survived by his wife of 51 years, Stephanie (Fitzpatrick); his children Michael, William (Catherine), Ann Bave (John), Kevin (Erin), Mary O'Neill (Michael), James (Margaret), and John, as well as eleven grandchildren. Donations may be made in his name to Larchmont Friends of the Family, Box 746, Larchmont, NY 10538.

## Around the LAPs

(continued from page 6)

presentation to the Schizophrenia Society of Canada as well on November 29th.

**Women's Wellness and Balance Luncheon Series '05**, is a group that meets quarterly to provide information on topics of interest to women lawyers. It is chaired by OBAP volunteer, Krista Martin Gorelle. One topic covered was **Taking Care of Yourself – The Challenge for Women Lawyers (November 2005)**. It focused on the challenges of achieving work life balance. Women lawyers often struggle to find a balance between work, health, family, and finances. The four speakers' expertise varied, and ranged from exercise and physical health, to counseling and mental health and insurance practices and financial health.

At the Ontario Bar Association's 2006 Institute of Continuing Legal Education on January 23 and 24, OBAP made presentations on **Setting Boundaries in a Profession That Seems to Have No Limits** and **How is Your Resiliency Quotient? Bouncing Back From Stress**.

OREGON: - The OAAP is sponsoring a CLE for women lawyers, "Work and Worth: Navigating Your Way in the Profession." The seminar features Debora Landforce, MS, and OAAP Attorney Counselors Shari R. Gregory, MSW, JD, and Meloney Crawford Chadwick, JD, CADC III, NADC II. The seminar takes a solution-oriented approach to the issues influencing job satisfaction among women lawyers including recognizing a damaging work context, understanding what motivates women lawyers and why, and examining how status and rank impact the job environment. The interactive seminar helps women lawyers build personal skills to meet work-related challenges.



### Calendar of Events

**August 3-8, 2006 American Bar Association Annual Meeting** – Honolulu, Hawaii. Additional information available at [www.abanet.org](http://www.abanet.org).

**August 4-5, 2006 Commission on Assistance Program Business Meeting** – Honolulu, Hawaii, Hilton Hawaiian Village Beach Resort. For more information please contact Stephanie Watson at 312-988-5717 or [watsons@staff.abanet.org](mailto:watson@staff.abanet.org).

**October 24-27, 2006 19th Annual Conference on Lawyers Assistance Programs**, San Francisco, California, Sir Frances Drake Hotel. For more information please contact Stephanie Watson at 312-988-5717 or [watsons@staff.abanet.org](mailto:watson@staff.abanet.org).

**October 27-29, 2006 International Lawyers in Alcoholics Anonymous Annual Conference**, San Francisco, California, also at Sir Frances Drake Hotel. For more information please contact Stephanie Watson at 312-988-5717 or [watsons@staff.abanet.org](mailto:watson@staff.abanet.org).

**February 7-13, 2007 American Bar Association Midyear Meeting**, Miami, Florida. Additional information available at [222.avanet.org](http://222.avanet.org).

**March 10-12, 2006 – Tennessee LAP First Annual Retreat** – Montgomery Bell State Park, Dickson, TN – Saturday Night speaker is Bill Hoge from Louisville, Ky. Call 1-877-424-8527 for additional information.

**May 3-5, 2006 – CoLAP Spring Business Meeting** - Greensboro, NC – (hotel to be announced). For more information please contact Stephanie Watson at 312-988-5717 or [watsons@staff.abanet.org](mailto:watson@staff.abanet.org).

**May 5-7, 2006 -Tenth Annual Step Study Retreat for Lawyers in Recovery** -Sponsored by the lawyer assistance programs of North Carolina, South Carolina, & Virginia. The Summit at Haw River State Park, 339 Conference Center Drive, Brown Summit, North Carolina 27214. Registration Fee \$50 per person (\$25 law students). Lodging & Meals \$180 per person (single) or \$140 (double). Includes lodging and three meals a day. Contact: Jim Leffler or Christie Thomas at 804-644-3212.

TENNESSEE: - The Tennessee Lawyers Assistance Program is pleased to announce the first annual retreat for TLAP Commissioners, volunteers, friends, participants and their family members. Friday night, March 10th, 2006, through Sunday morning March 12th, at Mont-

gomery Bell State Park, located seven miles east of Dickson, Tennessee. Events to include a banquet, golf scramble, 3 hours Ethics and Professionalism CLE credit, and Saturday night speaker (Bill Hoge from Louisville, Ky.) Call 1-877-424-8527 for additional information.

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