



2021

Annual Report

Tennessee Lawyers Assistance Program

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I. MESSAGE FROM BUDDY STOCKWELL, TLAP EXECUTIVE DIRECTOR

The year 2021 has been very challenging and stressful for everyone due to: COVID risks; controversy about masks and vaccines; national and global political acrimony and uncertainty; concerns about our economy; continued isolation for those still working remotely; Zoom call fatigue; and general anxiety continually triggered by a seemingly endless parade of safety, security, and welfare variables.

It's been a while since this many people in the world have worried this much every day at a core level about so many things. At times, many people wonder whether or not everything will eventually be "okay."

What this has meant in 2021 for TLAP is that, in addition to its customary and busy caseload, TLAP has seen increases in folks confidentially reaching out to TLAP because they are suffering from stress, anxiety, and depression due to the dissonance of 2021. Practicing law is often stressful and challenging. Before COVID, many lawyers were already at their limit of manageable stress. For some, this last year's added stress became "the straw that broke the camel's back." TLAP has risen to the challenge in providing effective assistance and support in these cases and TLAP expects that an increase in these types of cases will keep coming for the foreseeable future. No one knows when our current "world of worry" will let up and "stop spinning so fast."

As for TLAP internally, the 2020 Christmas Bombing severely damaged its office building and now, a year later at Christmas in 2021, TLAP still works remotely. If things go well, the TLAP office will finally be repaired in early 2022. In the meantime, TLAP has remained one-hundred-percent remote in its operations and, as such, has had to become very adept at implementing new online tools, resources, and protocols in order to effectively serve its clients.

Through perseverance and focus, TLAP did not merely survive in 2021, *it thrived*. With the support of the Tennessee Supreme Court, TLAP Commission, TLAP volunteers, and TLAP Foundation, TLAP has implemented major upgrades to its services, improved and expanded its clinical responses, and updated its monitoring program to reflect current best practices in professionals' programming. As such, TLAP is now providing top-tier services that objectively establish fitness to practice by clear and convincing evidence. TLAP is now a fully comprehensive program that meets the specialized needs of licensed professionals, and TLAP is fully delivering on its mission to save lives and careers and help protect the public from impaired lawyers.

Also, in terms of educating the profession, TLAP took advantage of both virtual and in-person CLE presentation opportunities to reach an unprecedented number of bar members in 2021. All said, we are all extremely excited about the future of TLAP. All necessary components are in place to ensure that TLAP continues to grow while maintaining clinical best-practices in supporting long-term recovery and fitness-to-practice among our peers.

Our overall sentiment for 2021 is *Gratitude*. We are ever so grateful for the strong support we received from the Tennessee Supreme Court, Administrative Office of the Courts, the TLAP Commission, and the TLAP Foundation. But for their strong support, TLAP could not have achieved growth in 2021. TLAP is also very grateful to serve stakeholders such as the Board of Law Examiners, Board of Professional Responsibility, and the Tennessee Bar Association. It is our humble honor to be of service to the Tennessee legal profession.

II. MESSAGE FROM JUDGE SPITZER, TLAP COMMISSION CHAIRMAN

As we begin another year at TLAP, we begin with a new vision that incorporates nationally recognized best practices. This more rigorous and detailed effort provides for a case by case approach (rather than just a checklist one size fits all) and allows for detailed accounting and an ability to monitor and grade the performance of the Executive Director, the clinical staff and administrative staff. I have heard from many of you on this new direction and almost all commissioners are on board with the enhanced effort to assist, save and renew the lives of those who seek out or are directed to the services TLAP provides lawyers, judges, bar applicants and law students of this state.

Our Program is possibly the most important arm of the Supreme Court and the AOC because its mission as stated in Supreme Court Rule 9 Section 36 creates a mandate that our Program “provide immediate and continuing help to attorneys, judges, bar applicants, and law students who suffer from physical or mental disabilities that result from disease, trauma or age and that impair their ability to practice or serve.” That rule further provides that the entire obligation of performance in meeting this mission is vested solely in the Executive Director. The Executive Director, pursuant to Rule 33 “serves at the pleasure of the Supreme Court.” Language of Rule 9, Section 36 contemplates that “The Executive Director of TLAP shall review”; “If the Executive Director of TLAP deems that assistance and monitoring of an attorney is appropriate”; “the Executive Director will make reasonable efforts”; “the Executive Director shall report determinations.” While TLAP receives referrals from certain Boards and Commissions, only the Executive Director has the authority or opportunity to make decisions on behalf of the Program and make such referrals, or decline review, to all other Commissions and Boards. Commissioners should therefore refrain from voicing any opinion publicly or privately about any specific case in which the Executive Director and the clinical staff have ongoing commitments. Certainly there may be, and most likely are, historical and therapeutic, data available to the Director about an individual that is not available to one of the Commissioners.

Tennessee Supreme Court Rule 33 provides guidance to this Commission, however, and states that the duties and powers of the Commission are to:

- (1) Establish TLAP policy and procedures consistent with Rule 33;
- (2) Operate the program to achieve its purposes;
- (3) To assure that these duties are carried out in the absence of the director of the program (this has been successfully done in the past);
- (4) Establish and monitor a revolving loan fund, and
- (5) Make reports to the Tennessee Supreme Court annually or as otherwise required.

While not listed specifically under the “Duties of the Commission”, Rule 33.03 states that the Director shall report to the Commission and the Commission “shall conduct regular performance evaluations of the director and report such evaluations to the Court.” With this renewed “program effort” as detailed to the Commission by the Executive Director as “best practices”, the Commission can no longer assume that the Executive Director is traveling the most up to date path and following best practices. The Commission has historically, now, seen evidence of failures with the position of Executive Director and due to the high stakes and risk involved in the need for intervention, treatment, monitoring and continued life long efforts, I am implementing a viable and dedicated semi-annual review of the office of the Executive Director by a “Executive Director Evaluation Committee” composed of the Chair of the Commission, Vice Chair and two other members elected annually by the Commission at its annual January retreat. That committee will meet, semi-annually, with the Executive Director and discuss each of the duties for the Executive Director set forth at

Supreme Court Rule 33.03(C) and 33.05. The results of those semi-annual evaluations will be presented to the Justice of the Supreme Court serving as liaison to the Program.

While TLAP has not been positioned at a physical office during this last year, I have been in continued close contact and communication with Buddy Stockwell and he has been very forthcoming regarding the program progress, employment of staff, changes in staff, evaluations, issues regarding implementing program formats, his efforts at spreading the TLAP message through collaboration with the Tennessee Bar Association and local associations. These education efforts include numerous virtual meetings as well. Buddy has worked hard in the face of the difficulty arising from COVID and the bombing on 2nd Avenue. I personally cannot imagine keeping the ship on its right course without the ability to meet personally with my staff but he has been very successful in implementation and presenting a successful program. In addition Buddy has created an excellent personal relationship with BPR, BLE, TBA, the AOC and the Supreme Court. As Chair it is my belief that Buddy has brought a renewed vision and passion to TLAP that we as commissioners can be proud of and will see the implementation and growth of a program that is second to none in the country.

As I have stated each year, I look around at the commissioners and advisory members and feel dwarfed by your discipline, knowledge, passion and understanding of the needs we all have in overcoming the dark valleys of life. We have years and years of experience on the commission and advisory membership and I am confident that we can, through special committees and a united effort, exceed the expectations of our Supreme Court for us and I am certainly proud to serve you and the State as the Commission Chair.

I pray that we will have a stable and blessed year as we fulfillment one of the most important commitments in life and that is to love one another and seek out and help those who are lost.

Mike Spitzer, Chair

III. MESSAGE FROM ANDY BRANHAM, TLAP FOUNDATION CHAIRMAN

We are very grateful to announce that in 2021 the TLAP Foundation (“the Foundation”) became fully operational. It is dedicated to providing financial support to lawyers, judges, and bar applicants being assisted directly by the Tennessee Lawyers Assistance Program (TLAP).

When a TLAP client is truly in need and clearly cannot afford to follow TLAP's clinical recommendations, or participate in any of TLAP's many other areas of services and support, the Foundation is here to help. The Foundation is a 501(c)3 not for profit Tennessee Corporation, with all donations being tax-deductible to the extent extend as allowed by law.

The Foundation made great strides last year. It finalized all of its corporate documents and mission statement. Operating procedures and protocols were set, and loan application and promissory note documents were perfected. The Foundation has now approved loans and disbursed funds in new cases.

Now that the Foundation is fully formed and operating, the mission becomes funding the effort going forward to make sure that proceeds are always available to help lawyers, judges, and bar applicants in need. To that end, the Foundation is pursuing these funding initiatives:

Amazon Smile Program

TLAP Foundation has applied for and been accepted as a sponsored charity by the Amazon Smile Foundation. Everyone who shops on Amazon can easily sign up for this program wherein one simply chooses the TLAP Foundation as your charity of choice. It will not cost you anything. Instead, Amazon will, out of Amazon's own profits, donate 0.5% of the eligible purchase price to the TLAP Foundation:

"The AmazonSmile Foundation is a 501(c)(3) private foundation created by Amazon to administer the AmazonSmile program. All donation amounts generated by the AmazonSmile program are remitted to the AmazonSmile Foundation. In turn, the AmazonSmile Foundation donates those amounts to the charitable organizations selected by our customers."

Also, Amazon pays all expenses of the AmazonSmile Foundation; they are not deducted from the donation amounts generated by purchases on AmazonSmile.

The Foundation will ask all stakeholders in the profession to help spread the word and promote signing up for AmazonSmile and designating the TLAP Foundation as the charity of choice:

"Smile and help save a life and career at TLAP."

Camp TLAP Proceeds

For decades, TLAP has produced an annual Camp TLAP weekend retreat that is very popular. It is a gathering wherein the statewide community of recovery for lawyers, judges, law students and others who support TLAP's mission come together to enjoy fun, fellowship, and learning via presentations by local and national speakers about mental health and TLAP's professional monitoring services.

In 2021, the Foundation voted to accept as donations all Camp TLAP Sponsorships and Registration and pay all expenses incurred. This netted the Foundation \$9,000 in 2021. As such, 100% of all proceeds from Camp TLAP will now go toward providing direct financial relief to qualified individuals who cannot afford to participate in TLAP and need the Foundation's help.

Advisory Board for Foundation Fundraising:

The Foundation has also created a Fundraising Advisory Board to raise money on behalf of the Foundation. The Foundation is proud to announce that the new Executive Director of the Memphis Bar Association, Mary Ann Upchurch, has agreed to join the Foundation's Advisory Board. Prior to joining the MBA Mary Ann spent 25 years as a Community Outreach and fundraising officer with the American Cancer Society.

In 2022, the Foundation will explore many areas of potential funding support such as *Cy Pres* funds, malpractice carriers, fundraising events, and other methods of raising awareness and garnering support for the Foundation and its mission.

We need everyone's help and support to ensure that when someone in dire need reaches out, the Foundation will always be there to help.

Andy Branham, Chair

IV. 2021 TLAP STATISTICAL DATA

The Tennessee Lawyers Assistance Program is a free, confidential assistance program providing consultation, referral, intervention, and crisis stabilization for law students, bar applicants, lawyers, and judges, who are experiencing substance use disorders, stress, or emotional health issues.

TLAP's work contributes to the protection of the public and improves the integrity and reputation of the legal profession. Statistics support that assistance to an affected lawyer often prevents future ethical violations, thereby reducing the number of disciplinary actions. Since our inception, TLAP has provided educational services to over seventy percent (70%) of all licensed attorneys and judges and has made presentations to every student in the six Tennessee law schools. Since 1999, TLAP has served over 3300 clients.

In 2021, TLAP opened 128 new client files and reopened 55 client files, for a total of 183 cases in addition to its ongoing client files.

1. PRESENTING CLINICAL ISSUE

In 2021, thirty-three percent (33%) of intake calls pertained to issues of Substance Use Disorder, and fifty-seven percent (57%) pertained to behavioral health issues, such as depression and anxiety. The other ten percent (10%) of intake calls presented with issues such as marital conflict, financial distress, performance productivity, cognitive impairment, stress, eating disorder, domestic abuse, and compulsive behaviors. These statistics reflect TLAP's success as a full spectrum behavioral health service for Tennessee's legal profession.

2. GEOGRAPHIC REGIONS

In 2021, forty-four percent (44%) of new referrals were from Middle Tennessee, twenty-three percent (23%) from East Tennessee, twenty four percent (24%) from West Tennessee, and nine percent (9%) were from out-of-state.

3. GENDER

In 2021, sixty percent (60%) of TLAP referrals were male, and forty percent (40%) were female.

4. REFERRAL SOURCES

In 2021, twenty-four percent (24%) of referrals to TLAP were from concerned third parties (such as friends, family, or firm members), fifty-eight percent (58%) were self-referrals, nine percent (9%) were from the Board of Law Examiners (BLE), seven percent (7%) were from the Board of Professional Responsibility (BPR), and two percent (2%) were from Law School Deans, Judges, BOJC, and other LAPs.

5. LAW STUDENTS, LAWYERS & JUDGES

In 2021, seventy percent (70%) of TLAP cases involved lawyers, twenty-six percent (27%) involved law students or bar applicants, and four percent (4%) involved members of the judiciary.

V. 2021 TLAP TRAVEL AND PRESENTATION HISTORY

TLAP's Executive Director conducted the following presentations and appearances:

JANUARY 2021

Virtual Bass Berry Presentation
Virtual Lawyers Association for Women Presentation
Virtual BLE Hearings
Virtual BPR Hearings
Virtual TLAP Foundation Meeting
Virtual BLE Training Conference
Virtual TBA Wellness Committee Meeting

FEBRUARY 2021

Virtual TLAP Foundation Meeting
Virtual 3L Presentation for Cecil C. Humphreys School of Law
Virtual BLE Hearings
Virtual TBA Wellness Committee Meeting
Virtual 4L Presentation for Nashville School of Law
Virtual 3L Presentation for Lincoln Memorial University
CLE Judges Conference
Virtual LAP Directors Meeting
Virtual Presentation at Vanderbilt Law School
Virtual Presentation for Tennessee Trial Lawyers Association

MARCH 2021

Virtual LAP Directors Meeting
Virtual Presentation at Vanderbilt Law School
Virtual CLE for Middle Tennessee Association of Legal Administration
Virtual TLAP Foundation Meeting
Virtual Presentation for UT Knoxville
Virtual Presentation for Belmont College of Law
Virtual CLE Tennessee Trial Lawyers Association
FSPHP Conference

APRIL 2021

FSPHP Conference
Virtual Municipal Judge Conference Presentation
TBA Well-Being Committee meeting
CLE Attorney General Office
TLAP Commission Meeting
CLE Napier-Looby Bar Association

MAY 2021

Virtual Presentation for Nashville Bar Association
BPR CLE in Memphis
BPR CLE in Knoxville
Marketing lunch with Cumberland Heights
West Virginia Lawyers Assistance Program Conference
CLE FedEx Buck Lewis
BPR CLE in Nashville
TLAP Monitor Training

JUNE 2021

TLAP Monitor Training
TBA Convention

JULY 2021

Site visit to Cornerstone
HIPPA Seminar
Wellbeing committee meeting
TLAP & Wellness Overview Presentation
TLAP Commission Meeting
Virtual Camp TLAP
NOBC Annual Conference
Post Covid Stressors Presentation for ACC

AUGUST 2021

NOBC Presentation
ABA Conference

SEPTEMBER 2021

CLE Bass, Berry & Sims in Nashville
Virtual CLE Murfreesboro
CoLAP Conference
NSL Presentation

OCTOBER 2021

Intervention in Murfreesboro
Memphis Law School Presentation
CLE Adams & Reece in Nashville
CLE Judge Staff Atty's and Clerks in Johnson City
JDC Foundation CLE
CLE for Chatt PD's
UT Law BLE Presentation
Lap Directors Meeting in Atlanta
BPR Hearings

NOVEMBER 2021

CLE for Trial Lawyers in Nashville
CLE for Attorneys & Mediators in Johnson City
Virtual Ethics CLE by BPR
TLAP Commission Meeting
TN Law Institute CLE in Chattanooga
Christmas Bombing Panel
TN Law Institute CLE in Nashville

DECEMBER 2021

BLE Hearings
TBA Mentoring CLE
Virtual CLE Ben F. Jones Chapter
Executive Directors Meeting
TN Law Institute CLE in Knoxville
LIR Christmas Party
Memphis Christmas Party Virtual TBA
Wellness Committee Meeting

In 2021, due to virtual CLE platforms such as Zoom and Secure Video, CLE attendance was not limited by physical accommodations or geographic locale. This resulted in a significant increase in TLAP's ability to deliver its educational programming about TLAP's services, self-care and wellness, clinical guidelines for licensed professionals, compassion fatigue and burnout, and a host of other topics. In one presentation alone, TLAP reached 680 attendees. Many other CLE's had attendance by over 200. In 2021, TLAP was able to present CLE courses to approximately 3,400 attendees.

Also, these TLAP presentations by the Executive Director have been well received, averaging 85-90% in positive audience ratings. Direct feedback has been very supportive as well, such as:

“I think it was the best presentation on lawyer assistance and substance issues for lawyers that I’ve ever been involved in or seen.”

“Excellent!”

“I now want to take my mental health into my own hands, thanks to you!”

“This was very inciteful and a must for all lawyers, new and old!”

“Very useful and informative.”

“I felt very inspired by your talk.”

“I can’t begin to thank you enough for offering this session and providing attendees with a better understanding of wellness and strategies for reducing stress.”

SAMPLES OF POPULAR TLAP CLE PRESENTATIONS

The Professional Duty of Self-Care

This presentation focuses on wellness and mindfulness, mental health challenges lawyers experience while offering real solutions on strategies to lower the risk of developing mental health issues.

Compassion Fatigue in the Legal Profession

This presentation highlights a relatively new syndrome “Compassion Fatigue” and offers solutions. Different from burnout, Compassion Fatigue is not caused not by task repetition but instead by encountering disturbing evidence and stressful clients.

Depression and Anxiety in the Legal Profession

This presentation examines the signs and symptoms of Depression and Anxiety Disorders in the legal profession along with solutions, including suicide prevention.

The Senior Tsunami

This presentation identifies challenges that will be presented by the “tsunami” of Baby Boomer lawyers who will soon enter retirement age in record numbers, how to identify symptoms of cognitive decline, and how to address issues with compassion and dignity.

VI. 2021 TLAP COMMISSION

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VII. 2021 HIGHLIGHTS

1. UPDATED MONITORING AGREEMENTS AND RECOVERY EFFICACY

TLAP's staff continues to take TLAP's monitoring program to new levels of reliability in saving lives and careers in the legal profession. As of July 1, 2021, TLAP implemented four new types of Monitoring Agreements so as to render monitoring services that are more specialized and better suit the individualized needs of participants. For example, TLAP now offers a brand-new category of Mental Health monitoring for availability in cases that do not involve alcohol or drug use issues. The mission is to tailor TLAP monitoring to meet individualized clinical needs on a case-by-case basis. These new Monitoring Agreements and TLAP clinical guidelines have been reviewed by the Tennessee Supreme Court, and with the Court's support, TLAP's operations are now guided by nationally established guidelines for best-practices. This level of TLAP support provides objective and reliable evidence of fitness-to-practice at clear and convincing levels and expected no-relapse success rates of 85% to 95%.

2. FSPHP PUBLICATIONS AND GUIDELINES COLLABORATION

TLAP continues to collaborate with the Federation of State Physicians' Programs (FSPHP) to establish clinical guidelines for appropriate diagnostics, treatment, and monitoring of licensed professionals. The FSPHP has now approved a publication committee effort to create and addendum to existing guidelines or other such report to specifically address clinical best-practices for assisting lawyers. Due to the differences in work settings for various licensed professions (doctors, nurses, airline pilots, lawyers, etc.) there can be a need for tailoring monitoring to certain challenges in each profession. TLAP and several other LAPs will be involved working with top doctors in the nation via the FSPHP to fine tune clinical best-practices guidelines for assisting lawyers and also helping to protect the public.

4. TENNESSEE BAR JOURNAL WINS NATIONAL AWARD FOR TLAP ARTICLE

The National Association of Bar Executives honored Suzanne Craig Robertson, Editor of the Tennessee Bar Journal, with a national award as best Authored Article for her January/February 2021 article is entitled "[Stress, Law & Happiness: New TLAP Director Offers Hope Past the Pain.](#)" The article is an interview of Buddy Stockwell and covers his personal and professional experiences leading up to his new position as the Executive Director of TLAP.

5. "THE BUDDY SYSTEM" NEW TENNESSEE BAR JOURNAL COLUMN

TLAP is very grateful that the Tennessee Bar Journal has invited TLAP's Executive Director to be a regular contributor in its new TBJ column dubbed "The Buddy System." This new column will cover a wide range of timely mental health topics related to various aspects of TLAP's mission and services. The following installments were published in 2021:

"Asking for Help" on overcoming stigma and removing barriers to help

"Addictive Technology" the negative effects of looking at computers and smartphones all day

6. OTHER TLAP ARTICLES PUBLISHED IN 2021

In addition to articles published in the Tennessee Bar Journal, the Executive Director had articles published by the Board of Professional Responsibility, Memphis Bar Association, and Tennessee Trial Lawyers Association:

“It’s Not My Problem . . . Or Is It? on how impaired lawyers affect the whole profession”

“Post COVID: Rebuilding Health, Hope, and Opportunity”

“Compassion Fatigue and Vicarious Trauma in the Legal Profession”

Through producing these articles, TLAP reaches thousands of legal professionals. TLAP always receives feedback and referrals from its articles and it helps TLAP save even more lives and careers. TLAP is very grateful to all of the stakeholders that have invited TLAP to contribute to their publications.

7. TLAP FOUNDATION

The TLAP Foundation, a 501(c)(3) non-profit corporation, is now funded and operational. In 2021 the TLAP Foundation provided financial support to several TLAP participants suffering from financial hardship and in need of monetary support to complete necessary clinical interventions and then enter into TLAP recovery monitoring. The TLAP Foundation is delivering on its mission to help ensure that TLAP-approved diagnostics, treatment, and monitoring support are available to all members of the bar and despite financial hardship. With the support of the new TLAP Foundation, even more lives and careers are being saved in the profession.

8. TLAP INTERVENTIONS

New at TLAP are professional intervention services by a lawyer in recovery. TLAP’s Executive Director is a lawyer with 39 years of continuous sobriety and recovery from alcoholism. He is also a Certified Clinical Interventionist via onsite training and certification at the Betty Ford Center in 2014. This level of intervention certification facilitates tailoring highly effective products to meet the specific needs of legal professionals and public figures who require maximum privacy and confidentiality.

Over the last seven years, Buddy Stockwell has designed, planned, and conducted totally confidential and discreet interventions in all legal settings and for both lawyers and judges. Be it a concerned family member, peer, a law firm, or court, Buddy has conducted interventions in all these settings.

These efforts are totally confidential and happen behind the scenes to support getting help before a private health problem turns into a public disciplinary or licensure issue. When a person gets help early, everyone wins. Here is a sample of anonymous feedback from interventions 2021:

“You did a masterful job facilitating the intervention. Great work! I’m glad TLAP has you!”

“I very much appreciate everything you did. You took the time to travel to my office for a person that you don’t even know to try and save him from himself and his addiction.”

9. ABA COLAP

On Sept. 22-23 the ABA hosted the national convention on a very sophisticated virtual platform. TLAP staff attended the event and benefitted from many programs offering the latest developments in operating state LAPs. Topics included:

- ATTORNEY WELL-BEING FOR ALL: ON THE FRINGE OR IN THE MIX?
- Lawyer Effectiveness Factors and Their Application in Recovery- Who wants to be the hole inside the donut?
- Engagement Groups: A model for working with secondary trauma and burnout
- How to Use the COVID \$#@% to Grow Your JLAP Garden!
- International Perspectives on Lawyer Well-Being
- LAP and Well-Being: An Integrated Approach
- Diversity and Inclusion at the Intersection of Trauma, Mental Health, and Law: Is there a reset button?
- A Painful or Purposeful: Best Practices for Effective SUMH Training
- Multi-disciplinary Approaches to Fostering Well-Being, Professionalism, and Peer Supports in the Legal Profession
- Shackled to a Screen: How Technology Has Impacted the Legal Profession
- What's Next for Judicial Well-Being?
- Chronic Pain and Comprehensive Pain Recovery
- Resiliency Under Stress: A Lawyer’s Guide To Successfully and Ethically Navigating the Practice of Law
- Understanding the Impact of Grief & Secondary Trauma in the Legal Profession: The Keys to Inclusion
- Lawyer Well-Being & Recovery
- Reducing Stigma and increasing Self-Reliance: Innovative Approach to Working with Lawyers and Students with Disabilities
- Well-Being as Risk Management: How Lawyer Impairment Impacts Lawyers' Professional Liability Coverage.

10. CAMP TLAP 2021

On July 22-23 TLAP held its very first virtual Camp TLAP. With the help of TLAP staff and the Administrative Office of The Courts, we had a very sophisticated virtual platform making Camp TLAP a great success. Camp TLAP 2021 had over 50 attendees, 2 sponsors, and 6 speakers making it an event to remember. Topics included:

- The Power of Shame Resiliency
- Spirituality of Relationships: Practicing Relational Mindfulness and Living the Circle of Health as a Lawyer

- Toxicology 1010
- ASAM Safety Sensitive Worker Best Practices in Diagnosing, Treating, and Monitoring Licensed Professionals
- The Impact of Profession and Personality on the Recovery Process
- Pitfalls, Redemption, and Life-Balance in the Practice of Law

Camp TLAP was conducted in concert with the TLAP Foundation and all proceeds from registration fees were donated to the TLAP Foundation. Thus, one-hundred percent of revenue from Camp TLAP went to providing support to lawyers, judges or bar applicants suffering from financial hardships that impede their access to TLAP-recommended care.

11. 2021 ANONYMOUS CLIENT FEEDBACK SAMPLES (reprinted with permission)

“I signed a voluntary monitoring agreement with TLAP. By simply complying with TLAP’s monitoring agreement, it created an objective record of sobriety. Thanks to TLAP, I was able to show that my past problems with drugs and alcohol had no bearing on my fitness to practice law today.

Aside from being able to show an objective record of sobriety, I genuinely believe the accountability that the TLAP monitoring agreement provided was the key to me finally getting sober. Before entering TLAP, the longest I had ever stayed sober was nine months. I am proud to say that I will have five years of continuous sobriety in the coming months.

TLAP also helped me with issues other than addiction. There was a time where I became so overwhelmed that I was paralyzed with fear. Following TLAP’s guidance, I navigated through some major problems and did not self-destruct.

I am forever grateful for TLAP and would recommend them to anyone who wants or needs help.”

AND . . .

“I wanted to take a moment to let you know how much I appreciate what TLAP has done for me -- both professionally and personally.

My participation with TLAP has truly improved my life in many ways, and has brought me so much insight about myself and how I can develop new coping mechanisms and strategies to deal with life in general. I just really wanted you to know how humbled and thankful I am for the positive influence that TLAP has had in me.

VIII. CONCLUSION

In 2021 the whole world weathered continued challenges related to the COVID pandemic and its ripple effect on everyone’s health and welfare. Despite all of TLAP’s challenges, including the Christmas Bombing that damaged TLAP’s offices, TLAP has persevered and moved forward and increased its efficacy by every measure. Without the strong support and leadership of the Tennessee

Supreme Court, the TLAP Commission, TLAP's dedicated volunteers, and all stakeholders in the profession, TLAP's future could have been placed in true peril.

The Tennessee legal profession's commitment to TLAP is exceptional and we are all extremely grateful. There is still much work to do, and we are all very excited that TLAP is now poised to grow even more in 2022 and pursue its mission to always provide the best and most effective life and career-saving services possible to the lawyers, judges, law firms, and law students of Tennessee.

Respectfully Submitted,

A handwritten signature in blue ink, reading "Buddy Stockwell III". The signature is fluid and cursive, with the first name "Buddy" being more prominent than the last name.

J.E. "Buddy" Stockwell III
Executive Director