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ANNUAL REPORT

Tennessee Lawyers Assistance Program

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I. MESSAGE FROM BUDDY STOCKWELL, TLAP EXECUTIVE DIRECTOR

It is with deep gratitude that TLAP continues to support the mental health of lawyers, judges, and law students. This effort has become more complex and comprehensive. There continues to be a shift in the types of mental health issues that bring legal professionals to TLAP for confidential help. Three decades ago, TLAP and other state LAPs were predominantly involved in supporting recovery from alcoholism and other substance use disorders. In the last year, only 36% of TLAP's cases involved any substance use issues, and many of those cases were also entangled with other mental health issues like depression or anxiety. The following report demonstrates that our profession is now suffering predominantly from a very wide range of mental health issues that have nothing to do with alcohol or drugs. Now more than ever, TLAP's professional clinical staff, and its professional mental health support, comes to bear in providing effective assistance in all types of mental health cases. Also, in keeping with trends at TLAP, the majority of TLAP's new cases last year were self-referrals wherein legal professionals received totally confidential help from TLAP.

While many people do receive the clinical assistance they need from their state LAP (or otherwise) and are able to restore their mental health, across the nation we are still suffering from suicides in the legal profession. Tennessee is no exception and has been devastated by such tragedies. Internally at TLAP, every employee has been certified in Question, Persuade, Refer ("QPR") suicide prevention protocols to be able to render help that has been proven effective in preventing suicides. Also, TLAP's professional clinic staff are certified to teach the QPR course. TLAP offers this QPR training service to all lawyers and judges in Tennessee. Information on this topic can be found at TLAP's website: <https://tlap.org/depression-suicide/>

In the realm of protecting the public and formal monitoring cases referred by the Courts' regulatory authorities, TLAP is expected to provide programming that establishes and supports fitness to practice. TLAP continues to implement best medical practices so that its professionals' monitoring program independently and objectively supports fitness to practice at clear and convincing levels.

In treatment and recovery from substance use disorders, or any other chronic disease such as cancer, the single most important measure of success is whether or not the disease has been placed in a state of stable long-term remission with no relapses. Monitoring by TLAP supports the person's wellbeing and also provides reliable evidence that the monitoring participant is remaining safe to practice law. In turn, the public is protected from harm that can occur in the event of relapse and return to impairment, etc. The goal is to support the person's health and also help them effectively address regulatory referrals. TLAP compliance is not a defense to allegations of unethical conduct, but it can serve as a powerful, mitigating factor in disciplinary consequences.

We are grateful to report that, by all indicators, TLAP is supporting its participants via exemplary monitoring services. In the prior year, TLAP's monitoring program generated a no-relapse alcoholism and addiction success rate of 85%. This year, TLAP has increased that no-relapse success rate to 88%. In addition, of the very few that experienced a relapse under TLAP monitoring, the majority of those quickly addressed the relapse via TLAP's clinical recommendations, re-established recovery and TLAP compliance, and experienced no further complications. As such, TLAP's overall retention and monitoring success rate was 95% last year.

As we enter a new year, TLAP is ever so thankful for the strong support it receives from the Tennessee Supreme Court, TLAP's Commission and Advisory Members, the TLAP Foundation, and all of TLAP's Peer Monitors and Volunteers. But for their strong support, TLAP could not have achieved all of its advances in the last year.

II. MESSAGE FROM JUDGE SPITZER, TLAP COMMISSION CHAIRMAN

WELCOME everyone to another retreat at beautiful Sewanee Inn. As we all learned from the COVID derailment, “one on one” contact is critical to a positive life and our meeting together personally will be uplifting and emotionally satisfying. With that said, may God richly bless each of you this New Year in recognizing the true meaning and value of personal relationships both in and outside of your families. It is our hope that you go away from this meeting with renewed hope and confidence in our Executive Director and the team that so competently serves TLAP. It literally took years to find the right fit with the hiring of Erin Lynch, as our new Clinical Case Manager Trainee, working alongside of the ever-competent Senior Clinical Case Manager, Lauren Castor. With Kim Williams recently leaving, it seemed truly providential that Sarah Burden, who has a marketing degree, was ready to step into that position. Buddy will fill us in with more detail on the staff, however, I want you to know that Buddy continues to provide me with monthly updates on each employee and the “condition” of the ship as we sail through both calm and rough seas.

As you learned or will learn from this report, TLAP has had a significant foot print in working with mental health issues of attorneys, judges, and law students during the last few years. As a commissioner or advisory member, it is incumbent upon each of us to be aware of the warning signs and proper response to mental health issues and be prepared to speak on these issues to our peers. Compassion fatigue, depression, and anxiety issues left untreated have the potential for more drastic results and we all need to be more aware of symptoms and signs as we interact daily in the courtroom or in our offices. We are learning that mental health issues have become prevalent with paralegals and other support staff and law firms and it is time to consider them with our mission. QPR methods are but one effort toward recognizing and responding to suicide risks but having the tools to interact at critical times is crucial.

This year, I would like for us to revisit a position we were taking when Buddy was hired as Executive Director and which we put on the back burner. TLAP needs to reach out into the legal community with its commissioners in a way we have not done in the past. I am always amazed at Judicial Conference and in the courtroom setting with attorneys and judges saying, “I didn’t know TLAP could help with that?” Each of us represents TLAP and we need to do so meaningfully, informatively and with an understanding of the vast assets TLAP has for the community. Therapeutic referrals, books, materials, website referrals, and first level discussions with someone who really cares and knows about legal situations is more important to those in need than we can actually grasp. I referred a lawyer from my courtroom to TLAP concerning a mental health issue a year or so ago and recently while in chambers I heard that lawyer out in the hallway with other lawyers saying: “Look if you don’t have a therapist with what we do and if you think you don’t need one then you are in trouble!” Society is getting more complex and even with enhanced technology, we ironically still don’t have enough time in the day. Behavior of those being represented has become more egregious and, at times, we become cold to behaviors that would have previously shocked our conscience. Decisions are being made about what is acceptable in the rehabilitation arenas, generally by those who know nothing about it, that are leading people to their death. And yet we stand in the midst of this controversial mix with a strong staff, a sound mission, a dedicated purpose and with commissioners like you who know that mental health and addictions issues cannot be taken lightly. TLAP is available and like the Biblical reference, stands at the door and knocks seeking entrance to help give others peace of mind and tools to carry on in a difficult world setting. One of our jobs is to preach the message. Let us make that our goal this year!

So, this year, I would like for us to work with our Executive Director and the current TLAP staff to find new

ways to spread the message of TLAP and be prepared to defend our mission in the face of erroneous beliefs. I have asked Buddy to establish outreach within his team and provide Sarah Burden with an opportunity to test her marketing skills in a renewed program of TLAP outreach and education to ensure that our profession is fully aware of TLAP's confidential, comprehensive, professional mental health services and support.

I am excited about this retreat and want to end by telling each of you how honored I am to serve as Chairman of the TLAP Commission and be associated with such compassionate, knowledgeable and ethical people as each of you.

Mike Spitzer, Commission Chair.

III. FY 2022-2023 TLAP STATISTICAL DATA

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 its founding, TLAP has been a cornerstone in providing educational services to thousands and thousands of licensed attorneys and judges. The organization has played a pivotal role in disseminating valuable information by conducting presentations for students across all six Tennessee law schools. Since 1999, TLAP has served and supported more than 3,555 clients.

In Fiscal Year (FY) 2022-2023, TLAP opened 105 new client files and reopened 38 client files, for a total of 143 cases in addition to its ongoing client files.

A. PRESENTING CLINICAL ISSUE

In FY 2022-2023, thirty-six percent (36%) of intake calls pertained to Substance Use Disorders, and thirty-eight percent (38%) pertained to mental health issues that did not involve alcohol or drug issues, such as depression and anxiety. The other twenty-six percent (26%) of intake calls presented with issues such as marital conflict, financial distress, performance productivity, testing accommodations, cognitive impairment, stress, eating disorder, domestic abuse, and compulsive behaviors. These statistics reflect TLAP's success as a full spectrum service provider.

B. GEOGRAPHIC REGIONS

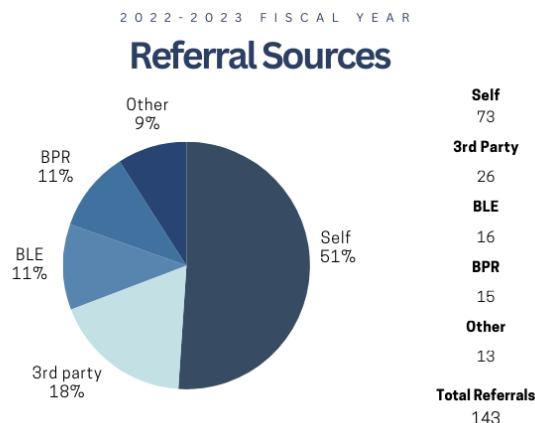
In FY 2022-2023, forty-nine percent (49%) of new referrals were from Middle Tennessee, twenty-nine percent (29%) from East Tennessee, eighteen percent (18%) from West Tennessee, and four percent (4%) were from out-of-state.

C. GENDER

In FY 2022-2023, seventy-one percent (71%) of TLAP referrals were male, and twenty-nine percent (29%) were female.

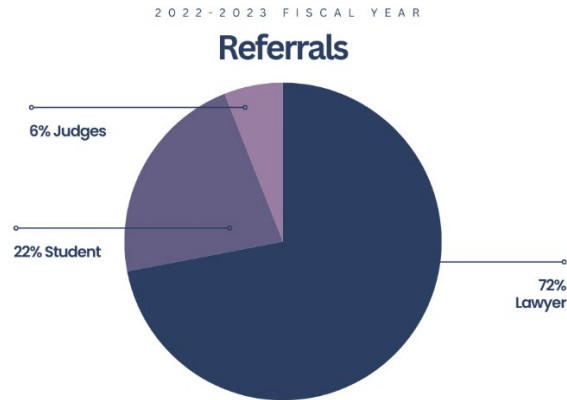
D. REFERRAL SOURCES

In FY 2022-2023, fifty-one percent (51%) of TLAP's new cases were confidential self-referrals, eighteen percent (18%) were from concerned third parties (such as friends, family, or firm members), eleven percent (11%) were from the BLE, eleven percent (11%) were from the BPR, and nine percent (9%) were from Law School Deans, Judges, BOJC, and other LAPs.



E. CATEGORY ASSISTED

In FY 2022-2023, seventy-two percent (72%) of TLAP cases involved lawyers, twenty-two percent (22%) involved law students or bar applicants, and six percent (6%) involved members of the judiciary.

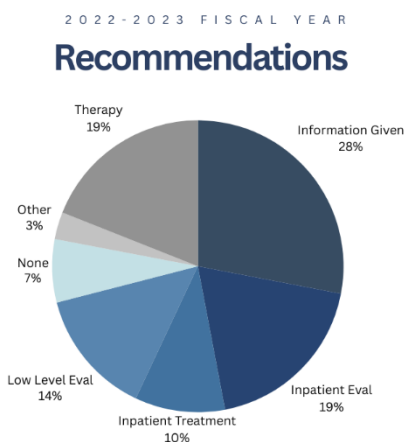


F. TLAP RECOMMENDATIONS

When a person seeks TLAP’s help or is referred to TLAP, the first step is to determine the appropriate level of independent evaluation or assessment that is needed to objectively and reliably rule out or diagnose mental health and/or substance use issues.

Via clinical intake, TLAP’s professional clinical staff determines if there appears to be an issue at all, and if so, TLAP recommends the clinically indicated level of TLAP-facilitated independent evaluation or assessment needed to move forward in TLAP within clinical best practices to support licensed professionals.

The client is provided choices of several TLAP-approved providers for completing diagnostics, and also several choices of TLAP-approved treatment facilities if treatment is indicated. This all generates a high level of objective reliability in establishing recovery and fitness to practice that can be supported and monitored by TLAP. The following chart indicates TLAP’s clinical referrals and responses for new cases in FY 2022 – 2023:



i) Low-Level Evaluations

There was a total of seventeen (17) participants initially referred for low-level evaluations with outcomes as follows:

- Not scheduled – 59%
- No recommendations – 29%
- Individual therapy – 12%

ii) Multidisciplinary Inpatient Professional Assessments

Twenty-three (23) participants were referred straight to an inpatient assessment by TLAP clinical staff. The following demonstrates the outcomes of those referrals:

- Completed the inpatient assessment – 44%
- Declined to participate in the inpatient assessment – 52%
- In progress – 4%

Of the 10 participants that attended the evaluation; 7 were referred to inpatient treatment, 1 was referred to an Intensive Outpatient Program, and 2 were referred directly to TLAP monitoring. Of the 7 participants referred to inpatient treatment, 3 completed treatment and are currently under TLAP monitoring.

G. CONVERSION RATES

The internal status of cases at TLAP can and do change depending on what circumstances and events are concurrently developing externally and independently from TLAP participation. For example, a voluntary participant may reach out confidentially to TLAP and receive TLAP's support in total privacy and establish TLAP compliance and fitness to practice. But, at some certain moment and wholly unrelated to confidential TLAP participation, some third party may unilaterally enter the picture and place independent, external demands upon the TLAP participant.

Outside pressure may come to bear after confidential TLAP participation is already underway. One of the lawyer's past or current clients may file a complaint with the BPR. A bar applicant might be referred to TLAP by the Board of Law Examiners. Or, perhaps some other third-party demand may arise in the form of an employer discovering a malpractice problem that emanated from the prior impairment of an associate/employee and that pre-dated employee's involvement in confidential assessment, treatment, and recovery monitoring in TLAP.

The following are conversions in TLAP case classification in FY 2022-2023:

- Voluntary to BLE - 1
- Voluntary to BPR - 8
- Voluntary to Law Firm/Employer reporting - 1
- BLE to BPR - 1

When such issues arise, the totally confidential TLAP participant may (it is up to the participant) decide it is in his or her best interest to waive confidentiality so that TLAP can advocate for them and report their

compliance to the interested third party. This constitutes a conversion of the case from totally confidential to the participant instructing TLAP to report monitoring compliance to a third party.

Conversely, in the fullness of time, these cases can also convert from reporting to confidential. An individual may have completed TLAP monitoring in the past with reporting or regulatory authorities involved, and then relapse or develop new issues months or years later. They can and do come back to TLAP for help again in some cases. At that point, it is a new, totally confidential effort despite the prior history of reporting.

IV. FY 2022-2023 TLAP TRAVEL AND PRESENTATION HISTORY

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

JULY 2022

AOC Department Head Meeting
TBA Well-being Meeting

TBA Well-being Meeting
BLE Dean's Summit
Knoxville Holiday Party

AUGUST 2022

Virtual CoLAP Meeting
TBA Well-being Meeting
Meeting with Cirque Lodge

DECEMBER 2022

Mid-South Conference
CLE for TBA
TLAP Volunteer Meeting
Chattanooga Bar CLE
TBA Well-being Meeting
Focus Treatment Center Meeting
Virtual CoLAP Meeting
CLE Shelby Co PD
Nashville Holiday Party

SEPTEMBER 2022

Cornerstone Site Visit
Memphis Law School Dean Meeting
Memphis Law School Presentation
Bass Berry Presentation
Baker Donelson Presentation
TBA Well-being Meeting
University of Tennessee Law School Presentation
CoLAP Conference
Virtual AOC Meeting
Nashville School of Law Presentation
CLE Magistrate Judges in Knoxville

JANUARY 2023

Virtual CoLAP Meeting
Buck Lewis Presentation
TBA Well-being Meeting
TLAP Commission Retreat in Sewanee
AOC Department Head Meeting
NOBC Zoom

OCTOBER 2022

TLAP Foundation Meeting
Lakeview Health Site Visit
TBA Well-being Meeting
CLE for ADP
Virtual CoLAP Meeting
NOBC Panel
Vanderbilt Mid-State Addiction Conference
CLE at DA in Nashville
Virtual TN PHP Meeting
Virtual AOC Meeting

FEBRUARY 2023

Virtual CLE in Jackson
Virtual UT Law Presentation
ABA Conference
TLAP Foundation Meeting
Director's Day Planning Meeting
Virtual CoLAP Meeting
TMF Meeting
Civil Defense Lawyers CLE in Nashville
Rotary Speaking Seminar
NOBC Conference in New Orleans
Panel CLE in New Orleans

NOVEMBER 2022

CLE for BPR
Caron Site Visit

MARCH 2023

Virtual CoLAP Meeting
CLE Williamson Co Bar Association
Bristol Bar CLE
3L Belmont Law Presentation
Camp TLAP at Montgomery Bell State Park

APRIL 2023

Virtual CoLAP Meeting
BPR Meeting
BLE Meeting
CLE Meeting
CLE TTLA Paralegals

MAY 2023

FSPHP Conference
FSPHP Presentation
TBA Well-being Meeting

Belmont Law School Presentation
TLAP Volunteer Training
MTALA Presentation
Hearing Committee Training in Memphis
Virtual CoLAP Meeting
Hearing Committee Training in Nashville

JUNE 2023

CLE in Clarksville
Virtual CoLAP Meeting
CLE in Knoxville
TBA Conference in Knoxville
TBA Presentation in Knoxville
CLE in Murfreesboro
Bradford Site Visit
Virtual AG office Meeting
NSL Hearings

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.

Rule 8.3 Duty to Report Unethical Conduct and TLAP Interventions

This presentation explains how TLAP confidentiality and compliance can be an alternative under the Rules to reporting a peer to discipline when impairment is the central issue, explains what TLAP Interventions can provide, and debunks Myths of Addiction.

V. TLAP COMMISSION

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VI. FY 2022-2023 HIGHLIGHTS

A. MONITORING AGREEMENTS AND RECOVERY EFFICACY

After careful consideration and input from top medical experts, and under the Court's directive to proceed with "best practices" monitoring programming, TLAP's operations are now supported by nationally established clinical guidelines. This level of TLAP monitoring provides objective and reliable evidence of fitness-to-practice at clear and convincing levels and generates expected no-relapse success rates of 85% to 95%.

TLAP's monitoring participants achieved an 88% average no-relapse success rate last year, and an overall 95% recovery retention rate.

As such, TLAP is objectively meeting the expectations of the Tennessee Supreme Court, the profession, the public, and its participants. TLAP is delivering "top-tier" monitoring services.



B. ABA CoLAP

The American Bar Association's Commission on Lawyer Assistance Programs (ABA CoLAP) remains active in supporting State LAPs across the nation. TLAP's Executive Director, Buddy Stockwell, has been re-appointed for another year as a member of the ABA CoLAP Commission.

From October 4th through October 6th, 2023, the ABA hosted its CoLAP Conference. TLAP staff Buddy Stockwell, Lauren Castor, and Erin Lynch attended the conference.

The conference included the following presentations:

- Surviving the Well-Being Movement: Vetting Resources for the Legal Community
- Practical Considerations in Attorney Wellness and a Robust Discussion with Legal Professionals on the Lawyer Assistance Program
- Managing Disruptive Behavior in the Workplace: A Legal View
- Professionals at Risk: Booze, Drugs, Sex, & Gambling... (Who's Bringing the Chips & Dip?)
- Fostering Connection in a Lonely Profession
- When Personality is Driving the Bus: Evaluating, Treating and Monitoring the Difficult Professional
- 12 Steps, as worked through the Rules of Professional Conduct
- LAPs Leveraging Strategic Innovations
- I.R.A.C (Intention, Respect and Care); Law Student Successes on the Continued Path to Law Student Well-Being
- Novel Strategies to Improve Quality of work life: The Benefits of Transcranial Magnetic Stimulation (TMS)
- Neuroscience of Addiction & Recovery for Lawyers

C. CAMP TLAP 2023

It was a great success and a joyful reunion of legal professionals and clinical experts from across Tennessee and beyond. The conference was held April 29th through May 1st, 2023 at its customary location in Montgomery Bell State Park near Dickson, TN. It was a very special event and reminded us all how invaluable it is to be together in person. The event had over 79 attendees, 8 sponsors, and 10 speakers and it was an event to remember!

Camp TLAP CLE Presentations 2023:

- History of TLAP
- Best Practices in Clinically Supporting Legal Professionals
- What's the Latest with the TBA and ABA Lawyer Wellbeing Efforts?
- Managing Disruptive Behavior in the Workplace: A Legal View
- Causes and Connection: Substance Use Disorders
- We All Know You Have a High IQ, But What's Your EQ: The Value of Emotional Intelligence
-

Camp TLAP Annual Award Banquet 2023:

This year's recipient of the "TLAP Volunteer of the Year" Award was presented to TLAP's Commission Chair and Circuit Court Judge Michael E. Spitzer of Hohenwald, TN. Judge Spitzer has been instrumental in supporting TLAP's mission to protect the public, save lives, and help educate the profession about mental health and addiction recovery for lawyers, judges, and law students.

Captain Lyle Prouse; Award Banquet Keynote Speaker:

TLAP was very grateful to welcome Captain Lyle Prouse as its 2023 Banquet Speaker. His recovery story is truly compelling. He is the first airline pilot ever arrested and sent to prison for flying under the influence. He was fired by his airline, stripped of his FAA licenses, tried, convicted, and sent to federal prison. This was a first. It had never occurred before. Per his website:

“Lyle Prouse came from a WWII housing project in Kansas and an alcoholic family where both parents died as a result of alcoholism. He rose through the ranks of the United States Marine Corps from private to captain, from an infantryman to a fighter pilot. He made his way to the pinnacle of commercial aviation, airline captain...then lost it all.

Today he is a recovering alcoholic with over 28 years of continuous sobriety. This story describes his rise from the ashes of complete destruction from which he was never to fly again. It is full of miracles which defy all manner of odds.

In a long and arduous journey, he eventually regained his FAA licenses. He never fought his termination; he considered it fair and appropriate.

Miraculously, after nearly four years, the President/CEO of his airline personally reinstated him to full flight despite the adverse publicity and embarrassment.

In effect, the President/CEO gambled his own career by taking such a risk on a convicted felon and publicly acknowledged alcoholic pilot.

In another stunning event, the judge who tried, sentenced, and sent him to prison watched his journey and reappeared eight years after the trial. He became the driving force behind a Presidential pardon although he'd never supported a petition for pardon in all his years on the bench.

Lyle retired honorably as a 747 captain for the airline he'd so horribly embarrassed and disgraced. He lives with his wife of nearly 56 years and has five grandchildren.

He continues to work with all the major airlines in their alcohol programs. He is also active in his Native American community, and he provides hope to those struggling with the disease of alcoholism, no matter who they are or where they are.”

Captain Prouse’s journey is emblematic of how it is possible for a professional who lost their license to thereafter take responsibility for their actions, do what it takes to establish full recovery from substance use disorders like alcoholism, and once again earn the trust of the profession and the public as necessary to be licensed again.

Camp TLAP was produced in concert with the TLAP Foundation. All net proceeds from registration fees were donated to the TLAP Foundation. Thus, one-hundred percent of net 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.

D. TLAP LIBRARY: FREE BOOK PROGRAM

Brand new at TLAP, we have initiated a program of maintaining a library of quality publications that address various mental health and practice issues specific to lawyers and judges and the types of mental health and career challenges that can cause anxiety, depression, substance use disorders and other issues. These books are made available at no cost in instances where a lawyer or judge calls TLAP for help and one of these books may help.

Many times, a person who is suffering from a mental health issue is reticent to act, or simply not up to ordering books or taking steps at that time. In such cases when TLAP's professional clinical staff has identified a specific need and a book from the TLAP Library can help, TLAP will mail a book to the person—at no cost. Thereafter, TLAP will follow-up to see how things are going. All done in absolute privacy and complete confidentiality, it is routine that these persons report that the book(s) helped tremendously and that they are feeling better.

With such progress being made, the person often reports that with the book in hand they have all that they need to improve their situation on their own. In other cases, after reading the book, there is an increased sense of hope and courage to take advantage of more resources such as therapy or treatment if needed.

The bottom line is that when TLAP takes the first step by providing books and information, it is often the catalyst that helps a person who feels trapped move into action and improvement.

E. “THE BUDDY SYSTEM” TENNESSEE BAR JOURNAL COLUMN

TLAP remains grateful to the Tennessee Bar Journal for allowing TLAP's Executive Director to be a regular contributor in its TBJ column dubbed “The Buddy System.” This column appears in every other issue and covers a wide range of timely mental health topics related to various aspects of TLAP's mission and services.

The following installments were published during the 2022-2023 fiscal year:

[“Early Intervention Saves Lives”](#)

[“Mindfulness Beats Stress”](#)

[“TLAP's Efficacy Rates Reflect Best Practices”](#)

F. TLAP FOUNDATION

The TLAP Foundation, a 501(c)(3) non-profit corporation, continues to provide financial support to a number of TLAP participants each year. This assistance helps with the cost of clinical interventions and also the cost of any necessary treatment. 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.

VII. CONCLUSION

TLAP continues to expand its services and expertise in providing comprehensive professional clinical support to the profession. The majority of TLAP's cases last year involved rendering confidential clinical support to those who reached out to TLAP and asked for help. In fact, the vast majority of TLAP's cases have nothing to do with bar admissions or discipline. Last year, only 16% of TLAP's cases involved referrals by the BLE/BPR.

Also, the majority of TLAP's cases had nothing to do with alcoholism or drug addiction. This reflects a continuing shift and increase in other types of clinical issues suffered by legal professionals while under the pressure of practicing law.

Of course, issues that do involve alcohol or other substance use disorders must be addressed to support recovery without relapse. In those cases, TLAP's participants receive exceptional support. TLAP's program generated an 88% no-relapse rate and 95% retention rate. Unquestionably, TLAP provided top-tier programming that fully delivers on its mission to save lives and protect the public.

TLAP's dedicated and talented staff is to be commended and we are all very blessed to have Lauren, Erin, Emily, and Sarah on our team at TLAP!

Of course, TLAP is grateful for the strong support and leadership of the Tennessee Supreme Court, the TLAP Commission, TLAP's peer monitors, and its dedicated volunteers.

In the coming year, TLAP will remain focused on educating the profession about TLAP's programming and also undertaking new efforts to help prevent suicide in the profession. TLAP never rests in its mission to develop and provide the best and most effective life and career-saving services possible to the lawyers, judges, law firms, and law students in Tennessee.

Respectfully Submitted,

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

J.E. "Buddy" Stockwell III
Executive Director