



ANNUAL REPORT

JULY 1, 2019 – JUNE 30, 2020

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PRESIDENT'S MESSAGE, Shayna L. Sonnier



It is with great appreciation and gratitude that we present the FY 2019-20 JLAP Annual Report.

In the last year, we saw a lot of changes. We incurred the challenges of a global pandemic as well as an essential staff change; however, JLAP has continued to provide quality and much needed services to our members. JLAP directly provided valuable clinical and educational services to over 3,000 members of the profession. JLAP serviced 884 open clinical files and, prior to the pandemic, conducted CLE and other educational JLAP presentations on JLAP well-being and wellness that reached a collective audience of over 2,500 this year. Since the pandemic, JLAP has transitioned to presenting virtually with great success. The impact of JLAP's services improves the health and careers of literally thousands of Bar members each year.

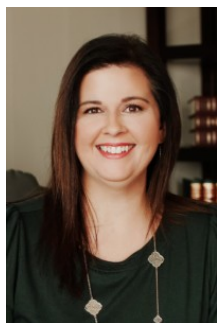
JLAP provides effective wellness and well-being support to the entire profession as well as confidentially assisting bar members who are struggling with addictions or mental health issues. In keeping with national emerging trends regarding the need to improve lawyer well-being, wellness and life balance in the profession, JLAP conducted scores of presentations, published articles, and maintains its comprehensive JLAP website to fully educate the profession about best practices for stress reduction and self-care. All members of the Bar (and the public it serves) benefit from increased lawyer well-being.

Some participants receive formal JLAP monitoring, and the goal of formal JLAP monitoring is to save lives and dependably support fitness-to-practice in recovery at a level that aides the participant as well as protects the public. JLAP participants have one of the highest no-relapse recovery rates of any program in the nation. This year JLAP's monitoring participants benefited from a **ninety-five percent (95%) no-relapse success rate**. As such, JLAP's five-year average no-relapse success rate is now 95.20%.

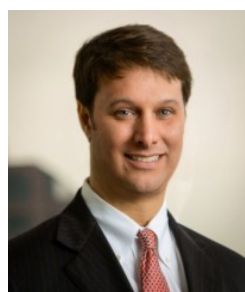
JLAP is extremely grateful for the support that it receives from all stakeholders and its volunteers in the profession. Without your strong funding and statewide volunteer support, JLAP's progress would not be possible. We look forward to next year and encourage everyone to get involved and support Louisiana's JLAP. Together we are all making a real difference in the wellness and well-being of judges, lawyers, law students, and the family members of anyone who is a member of the Bar.

Please get involved and support Louisiana's JLAP!

JLAP BOARD of DIRECTORS



Shayna L. Sonnier, President, is a partner in the law firm of Hunter, Hunter & Sonnier, L.L.C. Her primary practice is in the areas of family law, estate planning, successions, and general litigation. Shayna received her J.D. in 2003 from Dedman School of Law School at Southern Methodist University and her BA in 2000 from the University of Louisiana at Lafayette. Ms. Sonnier is a member of the Louisiana State Bar Association and the Southwest Louisiana Bar Association. She currently serves on the board for the Louisiana Center for Law and Civic Education and the Louisiana Bar Foundation. For a complete list of Ms. Sonnier's extensive service to the profession, please visit this link: <https://hhsllawfirm.com/about/>.



H. Minor Pipes III, Vice-President/Treasurer, has always been very involved with the Louisiana State Bar Association and with the Louisiana Bar Foundation. He is the current President-elect of the LSBA, a Past President of the Louisiana Bar Foundation, Past Treasurer of the Louisiana State Bar Association, a past member of numerous Louisiana State Bar Association's Nominating Committees, and a current member of the Budget and Audit Committees. Minor was selected as a member of the inaugural class of Leadership LSBA, working with leadership of the Louisiana State Bar Association on numerous projects to improve the legal profession. Minor also serves as Co-Chair of the Louisiana State Bar Association Summer School Committee. For a complete list of Mr. Pipes' extensive service to the profession, please visit this link: www.pipesmiles.com/h-minor-pipes-iii.

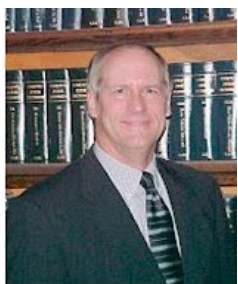


Honorable Rachael D. Johnson, Secretary, is the Div. B District Court Judge for the Orleans Parish Civil District Court. She received a B.A. degree in Psychology from Spelman College in Atlanta, a Master's in Social Work from Smith College, and a law degree from Tulane in 2005. Prior to being elected to the bench, her experience includes serving as Senior Staff Attorney with the Law Offices of Julie Vaicius; as an Asst. City Attorney with the City of Riviera Beach, FL; and with Gary, Williams, Finney law firm in Stuart, FL, representing hundreds of plaintiffs in Vioxx litigation, personal injury and wrongful death cases. For a complete list of Judge Johnson's extensive service to the profession, please visit this link: <http://www.orleanscdc.com/divb1.html>.



Honorable Ivan L.R. Lemelle, a native of Opelousas, Louisiana, came to New Orleans in 1967 to attend Xavier University of Louisiana. He graduated with honors from Xavier in 1971 and Loyola University School of Law in 1974. After law school, Judge Lemelle practiced as an Assistant District Attorney in New Orleans, then as member of Douglas, Nabonne & Wilkerson law firm, and with additional service as Assistant City Attorney for the City of New Orleans. From October 3, 1984 to 1998, he was U.S. Magistrate Judge for the U.S. District Court for the Eastern District of

Louisiana. That appointment made him the first African American U.S. Magistrate Judge in Louisiana federal courts and only the sixth in the Nation. In 1998, President Clinton appointed Judge Lemelle to the position of United States District Judge. He attained Senior Judge status in June 2015. He has enjoyed service with numerous civic, fraternal and professional organizations. For a complete list of Judge Lemelle's extensive service to the profession, please visit this link: <https://www.fjc.gov/history/judges/lemelle-ivan-l-r>.



Clarence A. "Hap" Martin III is a graduate of Louisiana State University where he earned his law degree in 1980. He was admitted to the Louisiana Bar later the same year. He is a member of the Fourth Judicial District, Louisiana State and American Bar Associations, Louisiana Association of Defense Counsel, and the Judge Fred Fudickar Chapter of the American Inns of Court (Sec.-Treas. 1999-2003). His practice areas include Civil Litigation, Trial Practice, Appellate Practice, Commercial Law, Contracts, Corporate Law, Creditor Bankruptcy, Employment Law, Products Liability, Personal Injury Law, Real Estate, Mediation, and Arbitration. For a complete list of Mr. Martin's extensive service to the profession, please visit this link: www.shotwell-law.com/attorneys.htm.



Bradley J. Tate is a Senior Tax Manager in the New Orleans office of Hannis T. Bourgeois, LLP. He received a Bachelor of Science in accounting from Southeastern Louisiana University in 2005 and his JD/BCL from Louisiana State University Paul M. Hebert Law Center in 2008. He also earned an LL.M. in Taxation from the University of Alabama in 2012. He is licensed to practice in Louisiana and in the United States Tax Court. Brad has served as the 2017-2018 Chair of the Louisiana State Bar Association Young Lawyers Division. For a complete list of Mr. Tate's extensive service to the profession, please visit this link: www.htbcpa.com/staff/bradley-j-tate/.



Dian Tooley-Knoblett is the Jones-Walker Distinguished Professor of Law at Loyola New Orleans College of Law. She received her J.D. from LSU's Paul M. Hebert Law Center in 1980, where she served as Executive Editor of the Louisiana Law Review and graduated Order of the Coif. Before joining the Loyola faculty in 1984, she served as law clerk to Chief Justice John A. Dixon Jr. of the Louisiana Supreme Court and was an attorney in the legal department of Shell Oil Company. She has actively participated in law reform in Louisiana by serving as a member of the Council of the Louisiana State Law Institute and as a member of over thirty law reform advisory committees that have drafted legislation, principally revisions of Louisiana's Civil Code. For a complete list of Ms. Tooley-Knoblett's extensive history of dedication and service to the profession, please visit this link: <https://law.loyno.edu/academics/faculty-and-staff-directory/dian-tooley-knoblett>.

I. JLAP MISSION STATEMENT

The Judges and Lawyers Assistance Program, Inc. (JLAP) is a 501(c)(3) non-profit corporation that serves the public, the Bar and the profession by assisting, on a confidential basis, judges, lawyers, law students, and bar applicants whose professional impairment may stem from substance use disorders or other mental health issues. JLAP also provides assistance to family members of judges and lawyers.

JLAP is first and foremost an absolutely confidential method of providing life-saving help. By state statute and by state supreme court rule, any information received by the JLAP staff or LSBA Committee on Alcohol and Drug Abuse member is absolutely privileged and confidential. JLAP also serves both the public and the profession by helping to protect the public from the damage impaired lawyers and judges can cause.

JLAP is meeting the challenge to provide increasingly comprehensive and effective mental health assistance to the Louisiana legal profession and their family members. JLAP is a specialized *professionals' program* that offers assistance with all types of mental health issues.

II. THE LOUISIANA SUPREME COURT AMENDS RULE XIX TO SPECIFY JLAP

On November 21, 2019, the Louisiana Supreme Court issued an order amending Rule XIX, Section 24E3 to specify that in lawyer disciplinary matters JLAP is the path through which respondents must pass to be reinstated or readmitted in cases wherein substance use disorders are a causative factor in misconduct.

The amendment reflects recommendations made by the national experts in the 2015 JLAP Performance Audit. It is also a straightforward codification of thirty years of Louisiana Supreme Court jurisprudence endorsing JLAP, beginning with the watershed case *Louisiana State Bar Association vs. Arthur F. Dumaine*, 550 So.2d 1197 (La. 1989) wherein the Court ordered JLAP to provide the Court with expert, independent, objective and reliable data regarding the diagnosis, treatment and recovery of respondents in substance abuse cases.

JLAP is recognized nationally as a leading program and it continues to generate unprecedented 95% no-relapse success rates on average. The Court's amendment of Rule XIX, Section 24E3 will not only ensure that the public is appropriately protected from the harm that an impaired lawyer can cause, it will also save more lives and careers among those attorneys who have fallen victim to the diseases of alcoholism and addiction.

To read complete Order, [click here](#).

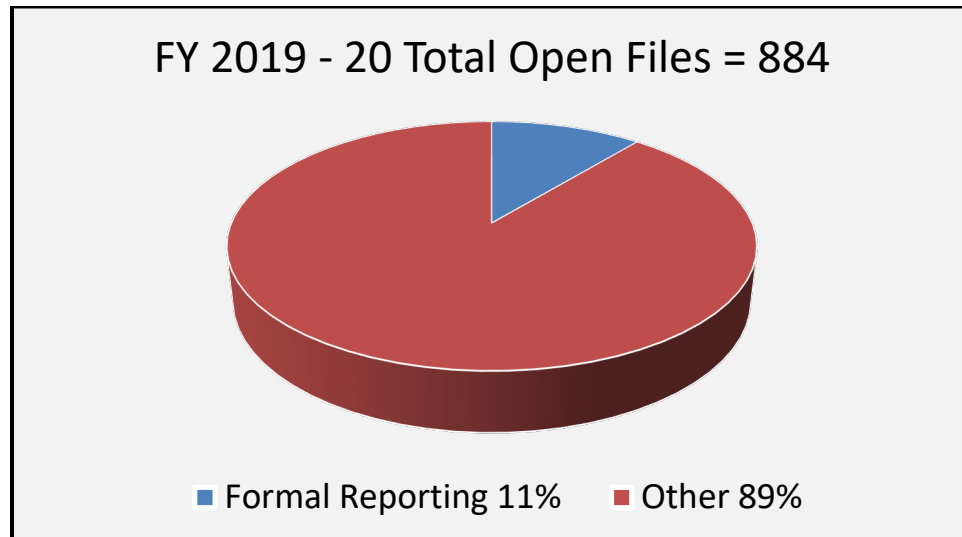
III. JLAP OPERATIONS STATISTICS 2019-2020

Pursuant to JLAP's 2015 Performance Audit, last year JLAP compiled relevant operating statistics throughout the year as follows:

1) JLAP Case Load

For FY July 1, 2019, through June 30, 2020, JLAP maintained 884 open client files.

Of the 884 open client files, only 11% of those involved formal monitoring and reporting in disciplinary and bar admissions matters. As such, 89% of JLAP's work involved cases that are confidential in nature, including those that involve totally voluntary assistance with no other entities involved, or cases that may have involved other entities such as discipline, bar admissions, or law firms but that were resolved confidentially and discretely through JLAP's assistance.



2) Relapse Statistics

Of the 127 total participants under monitoring this year, only six (6) participants relapsed while under contract in FY 2019-2020. A ratio of 6 out of 127 demonstrates a 5% Relapse Rate for the FY 2019-2020 and thus renders a **95% relapse-free success rate under JLAP monitoring this year.**

JLAP's exceptional no-relapse rates are established and reliable. JLAP's recent multi-year no-relapse average is as follows: 2015-16: **94%**; 2016-17: **97%**; 2017-18: **94%**, 2018-19: **96%** and 2019 – 2020: **95%**.

As such, **JLAP's multi-year no-relapse rate average is 95.20%.** JLAP's monitoring program has been recognized by national experts as producing astonishingly successful recovery rates that are among the highest anywhere in the field of addiction treatment.

Of the 6 relapses in FY 2019-2020,

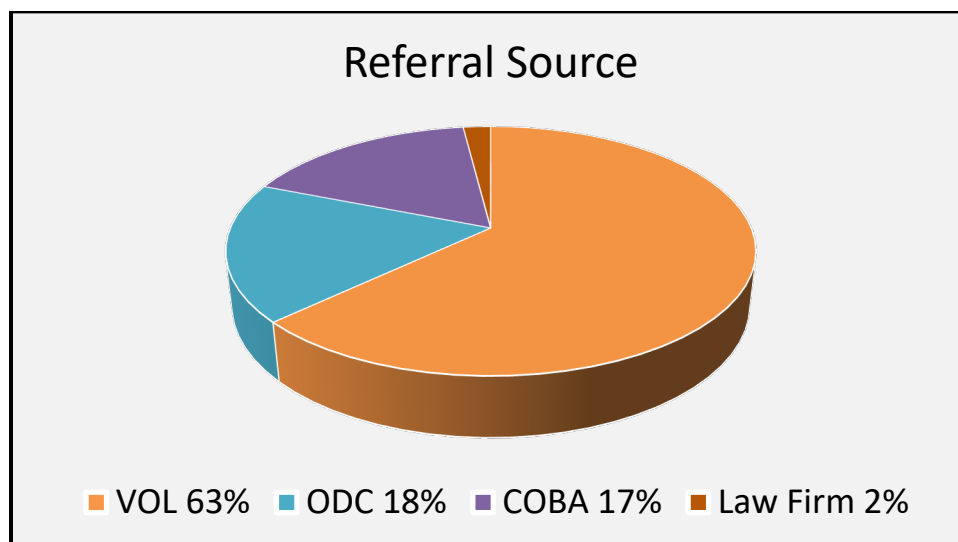
- Four were referred for multidisciplinary inpatient professional assessment. Of the 4, two declined the recommendation and were administratively discharged and the other two completed the assessment and subsequent recommendation for inpatient treatment and successfully returned to JLAP monitoring.
- The other 2 relapses were referred straight to treatment. One completing treatment and successfully returning to monitoring and the other declining the recommendation for treatment and administratively discharging from monitoring.

Of the 6 relapses, four were detected through random drug/alcohol testing and the other two by self-report.

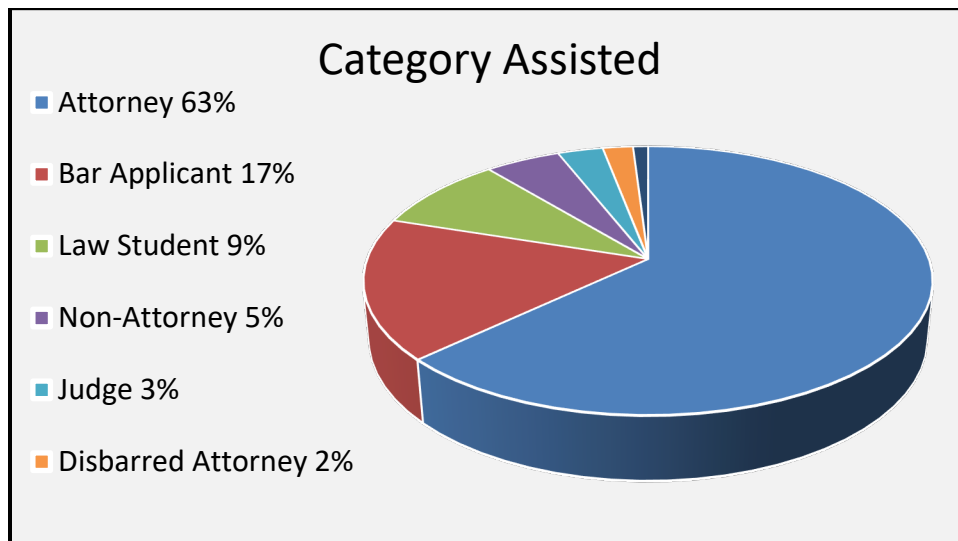
It is of moment to note that there has never been a report of any client harm or harm to the public in JLAP relapse cases wherein the person cooperated with JLAP's clinical recommendations and remained fully compliant. It is additionally noteworthy that under JLAP monitoring, most relapses are detected quickly due to JLAP's effective drug and alcohol screening protocol combined with JLAP-trained peer-support monitors, close supervision, and recovery activity requirements. Thus, both the health interests of the participant and the public's need for protection are served.

3) Referral Sources to JLAP

In FY 2019 – 2020, JLAP opened 133 new client files. The following charts indicate referral sources and types. Of the 133 new client files, 63% were classified as voluntary files. A file is considered voluntary if there was no referral. Examples of these are individuals who heard of our services through JLAP CLE presentations or found us via JLAP's website. 17% of JLAP's referrals came via the Committee on Bar Admissions as Bar applicants who have been flagged for evaluation due to conduct. 18% of JLAP's referrals were via the Office of the Disciplinary Counsel, and 2% were referred by a law firm.



The following chart shows the status of the individuals who reached out for JLAP's services:



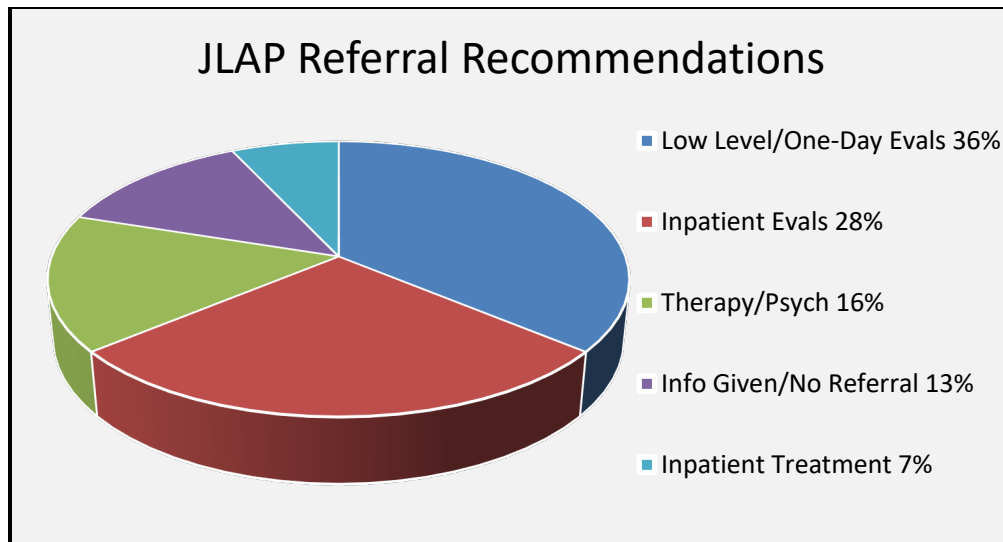
Of course, when a life and career is restored in total privacy and before severe consequences and damages have occurred, it saves not only the person but greatly benefits: their family; friends; immediate professional peers; every single stakeholder and entity in the legal profession; the person's law office, staff and clients; and, the public at large by ensuring that the public's trust in that person and in our legal profession is reliably honored.

As such, when just one person receives successful confidential help from JLAP, there are literally scores of other persons and entities benefitting indirectly and in large measure from JLAP's assistance to that single person. It is this realm of services that JLAP's mission is fulfilled at the very highest level.

4) JLAP Recommendations

When a person seeks JLAP's help or is referred to JLAP, the first step is to determine the appropriate level of evaluation or assessment that is needed to objectively and reliably rule out or diagnose mental health and/or substance use issues. Via clinical intake, JLAP's professional Clinical Staff determines the clinically indicated level of JLAP-facilitated evaluation or assessment, all within the clinical standards applicable to licensed professionals.

The following chart indicates JLAP's clinical referrals and responses for new cases in the FY 2019 – 2020:



A) Low-Level Evaluations

The majority of JLAP's participants begin with a low-level evaluation. Last year there was a total of 47 participants referred for low level evaluations initially. The following demonstrates the outcome recommendations from those evaluations:

- No recommendations – 25 (53%)
- Not scheduled – 14 (30%)
- Bumped to inpatient eval – 6 (13%)
- Intensive outpatient program – 1 (2%)
- Individual therapy – 1 (2%)

B) Low-Level Evaluations Converted to Inpatient Assessments

There was a total of 47 participants referred for low level evaluations. Six (6) received a referral for an additional inpatient assessment as a result of the low-level evaluation. The following demonstrates the outcome recommendations of the inpatient assessments:

- Referred for inpatient treatment – 2
- Intensive Outpatient Program – 2
- Not yet scheduled for assessments – 2

C) Multidisciplinary Inpatient Professional Assessments

Thirty-Seven (37) participants were referred straight to an inpatient assessment by JLAP clinical staff. The following demonstrates the outcomes of those referrals:

- Participated in the – 13
- Unknown – 2
- Did not participate – 22

Of the 13 that attended the evaluation; 9 went to inpatient treatment, 2 attended an Intensive Outpatient Program, 1 was referred for JLAP monitoring having already completed treatment, and 1 outcome is unknown due to the individual revoking the release.

D) Conversion Rates

The internal status of cases at JLAP can and do change depending on what circumstances and events are concurrently developing externally and independently from participation in JLAP. For example, a voluntary participant may reach out confidentially to JLAP and be receiving JLAP's support in total privacy and doing well in addressing their mental health issues through JLAP. But, at some certain moment and wholly unrelated to confidential JLAP participation, some third party may unilaterally enter the picture and place independent demands upon the JLAP participant.

Conversely, outside pressure can come to bear due to a client filing a complaint with the Office of the Disciplinary Counsel on an attorney, the individual being referred to JLAP as a bar applicant, or by some other third party demand such as when an employer may discover a malpractice problem that emanated from the prior impairment of an employee and that pre-dated the person's involvement in assessment, treatment, and recovery in JLAP. These cases can also change and become voluntary cases when an individual comes back to JLAP for help in the future.

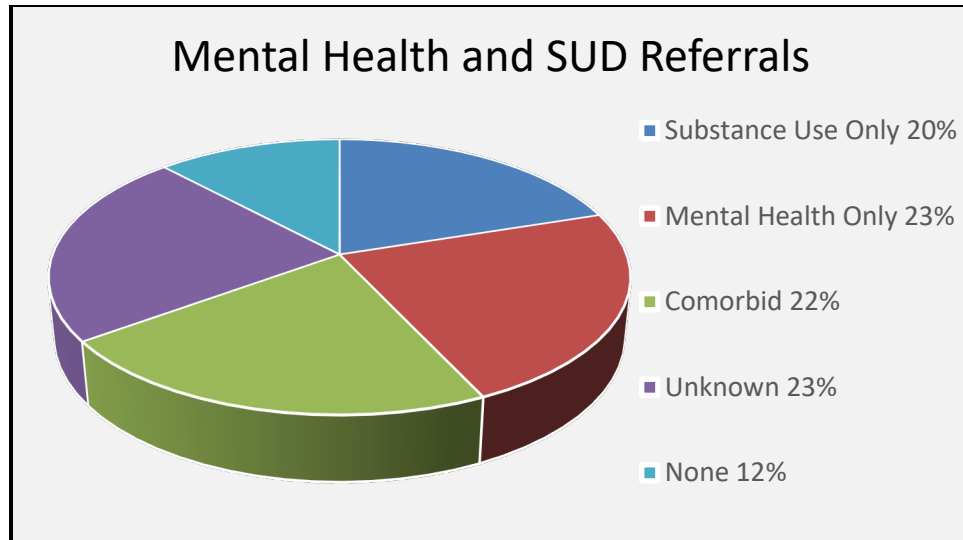
At that point, the JLAP participant, **and only the participant**, decides if it is in his or her best interest to waive confidentiality so that JLAP can report that they sought JLAP-approved assistance and are JLAP-compliant. JLAP compliance is not a defense to unethical conduct, but it can serve in some cases as a powerful mitigating factor as to disciplinary consequences.

The following are conversions in JLAP case classification in FY 2019-2020:

- Voluntary to ODC: 2
- Voluntary to COBA: 1
- COBA to Voluntary: 1
- COBA to ODC: 2
- ODC to Voluntary: 2
- ODC to Law Firm: 1

E) Mental Health Statistics

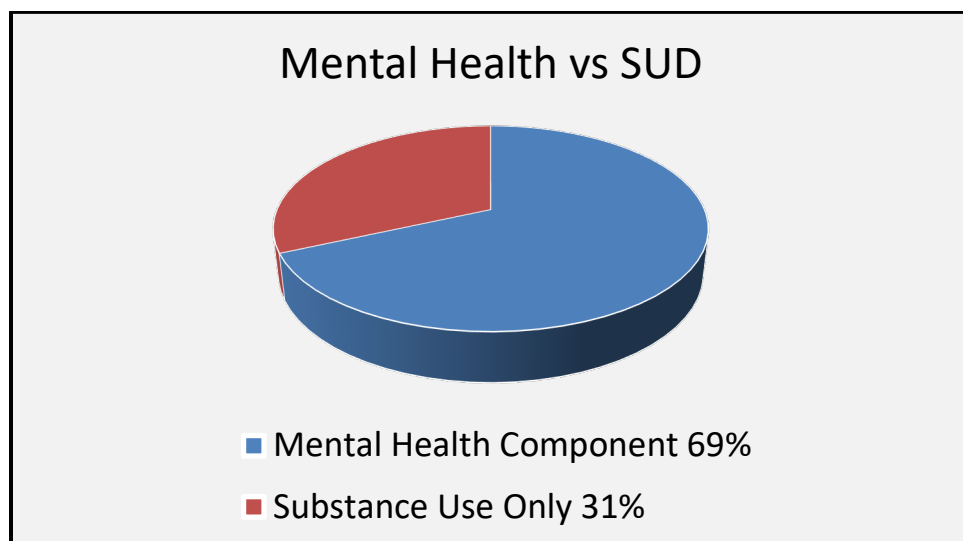
The following is a breakdown of the 133 new cases as it relates to mental health. The "unknown" category reflects individuals who have not yet attended their formal evaluation/assessment, or they are individuals who attended the evaluation/assessment and revoked their release, precluding JLAP from obtaining the results. "None" indicates the person completed the evaluation/assessment and received a finding of "no recommendations" thus clearing them from any interventions requiring further JLAP involvement.



Of those individuals identified in the above graphic as having a substance use disorder (SUD), mental health issue, or comorbid disorder, only 20% were identified with a straight substance use disorder.

This reflects the profession's increasing understanding and awareness that JLAP is a comprehensive mental health services provider that is NOT LIMITED to assisting with only alcohol and drug issues only.

On the contrary and in the below graphic, more and more people are reaching out to JLAP for help with pure mental health issues such as depression, anxiety, bipolar disorder, and other mental health needs that have nothing to do with alcohol or drug issues.



5) Annual Anonymous Survey of Monitoring Participants

Every year, JLAP encourages all persons under formal monitoring to complete an anonymous survey so that JLAP can gather feedback to better serve its clients. Participants are also asked to report on the status of their careers and personal lives while participating in JLAP monitoring and how JLAP has helped them.

47% of our participants completed the survey. Of those who responded, 65% reported that they were more satisfied with work, 58% reported that they feel less stressed or burned-out at work, 63% reported that their professional relationships have improved, and 92% reported that they are not easily irritated by small problems or co-workers. 73% reported that they are not under an unpleasant level of pressure to succeed.

The survey also asked participants to share improvements they have seen in their self-esteem, mood, personal care practices and spiritual activities. 88% reported that their overall mood had improved. 83% of respondents also reported that their personal life has been less stressful while under JLAP monitoring and 63% of the respondents noted improvement in their personal relationships and increased time spent with family and friends. **An overwhelming 83% of monitoring participants reported that they feel they are better off since coming to JLAP.**

As to the quality of services that JLAP provides to the monitoring population, 95% of the respondents reported that they are satisfied with JLAP. **88% of participants shared that they would refer a colleague to JLAP who appeared to be impaired by a substance use or mental health issue.** Most participants reported that their perception of JLAP has improved over time for the positive.

At the end of the survey, individuals were asked if there was any additional information they would like to provide. Below are statements gathered from monitoring participants:

- *"This is truly the best investment I've ever made in myself."*
- *"Changed my life. Walking into the JLAP office was when I walked into my new life."*
- *"JLAP made the most overwhelming and terrifying time in my life manageable – and I will forever be grateful for that."*
- *"At first I was not in good spirits about having to participate in JLAP as I had four years sobriety at the time I signed my contract, but the program is not bad, and the staff does seem to want to help those who struggle with substance abuse and other mental health issues."*
- *"JLAP monitoring has been an excellent backup to my determination to remain clean and sober."*

IV. JLAP SERVICES AND ACTIVITIES

1) JLAP's Response to COVID-19

The COVID-19 emergency requires everyone to protect themselves and others from the physical threat of contracting the Coronavirus. But we must also intentionally protect our emotional well-being during these difficult times.

Stress, Anxiety, Depression, Isolation and a natural “Fear of the Unknown” can impact our quality of life and reduce our ability to be resilient and hopeful. The emotional toll of this emergency is also especially challenging for those already managing mental health challenges.

JLAP's services by phone and internet are 100% operational and have not be interrupted by this crisis. JLAP's Licensed Professional Counselors and staff are all available by phone and internet to provide professional clinical mental health support and resources to anyone in need.

JLAP has developed this comprehensive support guide to provide suggestions and numerous links to valuable mental health information to support the well-being and mental health of the legal population.

Tips for Managing Mental Stability During this Time of Uncertainty

- Take a media break. Prolonged exposure to the news can impact your mental health in a negative way. Turn the screens off and go for a walk around your neighborhood, weed the garden, read a book outside, etc. Get creative. Fresh air and sunlight can have a positive effect on mood.
- Take care of your body. Now is a great time to implement some of the healthy lifestyle changes you have been putting off. Make sure you are drinking plenty of water and eating your daily fruits and vegetables. When it is time to go back to office life, your healthy habits will follow you.
- Catch up on your hobbies. What hobbies have you been putting off because you did not feel there was enough time in the day? Today is the day to start again.
- Connect with others. Social distancing is not the same thing as social isolation. Be sure to check on your friends, family members and neighbors. Talk to people you trust about how this is affecting you. Use this time to re-connect with people you have not talked to in a while.
- Be thankful. This is a trying time to find the good, but research shows that having a positive attitude can actually improve your health and even drown out negative thoughts and anxious feelings. Find a gratitude partner and share with them one thing daily that you are grateful for during this unprecedented moment in our history.

For more information and links to valuable mental health tools to support your well-being and mental health, visit our resources page on our website at <https://louisianajlap.com/covid-19/>.

2) Efforts to Secure New Funding

The “JLAP Finance Alternative Committee” had its first meeting on July 23, 2019 in Baton Rouge, LA. During the meeting, the committee discussed a comprehensive report submitted to the Committee on July 21, 2019, by JLAP’s then Executive Director, Buddy Stockwell, reflecting personal interviews conducted with every LAP in the nation as to how LAPs are funded.

The core results are as follows:

1) LAPs Fully Funded by Annual Lawyer Registration Dues or Assessments (18)

Arkansas:	\$30 annual dues assessment specifically for LAP
California:	\$10 annual dues assessment specifically for LAP
Colorado:	annual budget funded by a portion of annual dues
Connecticut:	dedicated percentage of annual dues
Delaware:	\$50 annual dues assessment specifically for LAP
Florida:	annual budget funded by a portion of annual dues
Hawaii:	annual budget funded by a portion of annual dues
Illinois:	dedicated percentage of annual dues
Indiana:	dedicated percentage of annual dues
Kansas:	annual budget funded by a portion of annual dues
Kentucky:	annual budget funded by a portion of annual dues
Maine:	\$20 annual dues assessment specifically for LAP
Massachusetts:	annual budget funded by a portion of annual dues
New Hampshire:	\$20 annual dues assessment specifically for LAP
New Jersey:	\$10 annual dues assessment specifically for LAP
Tennessee:	\$20 annual dues assessment specifically for LAP
Virginia:	\$35 annual dues assessment for wellness and LAP
West Virginia:	annual budget funded by a portion of annual dues

2) LAPs Fully Funded as Line Items in Bar Association Budgets (14)

Alabama:	fully funded as line item in bar association budget
Arizona:	fully funded as line item in bar association budget
Idaho:	fully funded as line item in bar association budget
Michigan:	fully funded as line item in bar association budget
Mississippi:	fully funded as line item in bar association budget
Montana:	fully funded as line item in bar association budget
Nevada:	fully funded as line item in bar association budget
North Carolina:	fully funded as line item in bar association budget
North Dakota:	fully funded as line item in bar association budget

New York City:	fully funded as line item in bar association budget
South Carolina:	fully funded as line item in bar association budget
Texas:	fully funded as line item in bar association budget
Wash. DC:	fully funded as line item in bar association budget
Wisconsin:	fully funded as line item in bar association budget

3) LAPs Receiving Funds from a Mixture of Stakeholders (11)

Iowa:	supreme court funds LAP's salaries; bar association funds balance
Louisiana:	bar association; tobacco; supreme court
Maryland:	bar association 50%; discipline 50%
Minnesota:	supreme court; bar foundation; malpractice carrier
Missouri:	bar association; malpractice carrier
Nebraska:	supreme court 2/3; bar foundation 1/3
New Mexico:	bar association 50%; discipline 50%
Oklahoma:	bar association; malpractice carrier
Ohio:	supreme court (90%); bar 50K; malpractice carrier 50K
Oregon:	internal division of malpractice carrier (Canadian System) ¹
Pennsylvania:	client assistance fund 50%; disciplinary board 50%

4) States with No LAP (8)

Alaska:	No LAP; volunteers in recovery ²
Georgia:	No LAP; outsources to an EAP; counseling services only
Rhode Island:	No LAP; volunteers in recovery
South Dakota:	No LAP; volunteers in recovery
Utah:	No LAP; volunteers in recovery
Vermont:	No LAP; volunteers in recovery
Washington:	No LAP; wellness committee as bar member service
Wyoming:	No LAP; volunteers in recovery

¹ Oregon State requires mandatory participation in its Professional Liability Fund (PLF) and the PLF Board has the authority to assess mandatory annual contributions from each active private practice member of the bar. According to its website 7,200 lawyers are required to each pay \$3,300 annually to the PLF. This, of course, generates a very substantial revenue stream. The Oregon Lawyer Assistance Program is a division of the PLF and is robustly funded as a line-item in the PLF budget. See: <https://www.osbplf.org/about-plf/overview.html>

² The term "Volunteers in Recovery" in this category indicates LAPs with no formal LAP program. They rely on either a sole lawyer volunteer in recovery, a group of lawyer volunteers in recovery, or a committee of lawyer volunteers in recovery who offer minimal support services. There is no actual LAP, nor any professional clinical services, etc.

Various committee members suggested, and the committee discussed, the following entities and actions as potential sources of alternative JLAP funding:

- Louisiana District Judges Association
- Louisiana District Attorney Association
- Louisiana Sheriff's Association
- Louisiana Disciplinary Board
- The four Louisiana law schools
- Potential Grant with Louisiana Bar Foundation
- IOLTA funds
- Dues Assessment (or a portion of existing dues assessments) for JLAP
- State or Federal Grants

Entities will be approached by various committee members and requests for JLAP funding will be made.

After the July 23, 2019 committee meeting, on August 1-2, 2019 Buddy Stockwell attended a two-day Strategic Grant Development Writing Workshop at Tulane in New Orleans to investigate the viability of state or federal grant funding for JLAP.

The LSBA JLAP Alternative Finance Committee held another meeting on September 5, 2019, to discuss updates from committee members and next steps forward. The Committee met again on January 18, 2020, and gave status updates on the steps taken since September as well as the next steps forward.

3) Ed Blewer Assistance Foundation

JLAP has created a complete best-practices system to help impaired judges, lawyers, law students, and bar applicants. In order to help make JLAP-approved evaluations, assessments, and treatment available to those under financial hardship, the Ed Blewer Assistance Foundation (EBAF) has been independently established to aid in providing funding exclusively to support JLAP compliance for those who qualify. Those who do not have insurance or are otherwise resource-limited can apply to the Ed Blewer Assistance Foundation (EBAF) and receive financial help for JLAP-approved services.

The Ed Blewer Foundation has opened 6 files on JLAP referrals for individuals who have submitted an application to the organization. There have been 2-3 additional referrals that contacted the Foundation, but never followed through with the application process. Overall JLAP has referred a total of 8-9 individuals for financial assistance through the Ed Blewer Foundation.

4) Treatment Center and Evaluator Resources

JLAP maintains regular inspections of treatment facilities by personally visiting JLAP approved centers to verify current suitability for referrals. At present, JLAP has a list of 11 different

treatment facilities available. Due to COVID-19 restrictions place on outside visitors, treatment center re-checks have been postponed until 2021.

In addition, JLAP makes continual assessments of local evaluators. To provide more local options across the state, JLAP has increased the number of JLAP-approved low-level evaluators and will continue to do so. In FY 2019-2020 JLAP expanded those local resources from 9 and now has a total of 13 JLAP-approved psychologists available, located in areas in or near Lafayette, New Orleans, Baton Rouge, Monroe, Shreveport and Lake Charles.

5) JLAP Volunteers and Formal Monitor Training

JLAP's volunteer monitors around the state serve as a local resource to provide support to JLAP participants throughout the monitoring process. They meet in-person monthly with their assigned participant(s) and submit reports to JLAP's Clinical Staff. All JLAP monitors are members of the LSBA's Committee on Alcohol and Drug Abuse and are bound by confidentiality.

The monitors provide vital peer support and personal interaction with the participant that helps to increase the program's reliability while also increasing support to the participant. JLAP is extremely grateful for the volunteers who provide this support.

In 2019-2020, JLAP's Clinical Staff provided in-depth JLAP Monitor Training Seminars to educate and update monitors regarding recent changes at JLAP. The training seminars were conducted in-person in Shreveport as well as virtually due to COVID-19. Training was provided on the following topics: 1) requirements for participants entering JLAP monitoring; 2) referral sources of participants being monitored; 3) self-help, ODC and COBA referral processes; 3) understanding substance use disorder diagnoses under the new DSM 5; 4) determining and reporting non-compliance; 5) recent developments in law and jurisprudence; and 6) drug screening policies, protocols and challenges.

JLAP's clinical staff intends to continue to provide these training seminars annually to support the volunteer monitors and discuss any questions or issues that arise when monitoring a JLAP participant.

6) JLAP in the Law Schools

In recent years, the entire legal profession has become more aware of the true nature of serious mental health concerns among us. The 2016 ABA Study entitled, *The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys*, verified that legal professionals suffer high rates of mental health and substance use disorders. But there was one finding of the report that *no one saw coming*: law students and young lawyers have become the most likely victims of alcohol and drug use issues.

We also know that in professional schools, such as law and medicine, there has been an increase of students abusing amphetamine drugs, like Adderall, to study longer and supposedly gain an

edge, only to end up in some cases with an addiction problem rather than an academic advantage.

While unanswered questions remain, one thing is crystal clear: of all the stakeholders and populations that JLAP currently serves, law students are a high priority and JLAP will help ensure that they are fully informed about wellness, mindfulness, and the duty of self-care. Of course, law students and young lawyers need to be very familiar with JLAP's confidential services. If they or one of their peers is suffering, they must be afforded every opportunity to obtain totally privileged and confidential help and support from JLAP's professional clinical staff and receive the highly specialized and successful support that JLAP provides.

JLAP continues to focus efforts toward increasing its services and presence at Louisiana's four law schools. At no cost to the school or its students, these are examples of JLAP's enhanced law school services:

- JLAP presentation to the student body each year by JLAP and/or a JLAP-hosted national expert on various topics and recent developments in law student and lawyer wellness.
- JLAP presentation once a semester in individual professionalism classes to provide additional information on JLAP's services and the Bar application process.
- JLAP-hosted "Lunch and Learn" sessions with faculty, staff and anyone who has direct contact with law students to provide education on the unique nature of law student mental health.
- JLAP training to help foster a comfortable and confident line of communication between law school faculty for easy access to JLAP's support.
- JLAP-facilitated meditation and mindfulness courses that encourage student self-care and the development of healthy habits.
- JLAP office hours twice a semester wherein a JLAP professional counselor travels to the school and offers free, confidential professional clinical support to individual students.
- Encouraging responsible use of alcohol by providing drink tickets at law school functions to limit excessive alcohol consumption while still engaging in school sponsored events.
- Collecting student feedback regarding well-being and mental health to help identify the ongoing, unique needs of law students.
- Promoting law student access to JLAP's Lawyer-only 12-Step meetings as needed.
- Promoting a student mental health newsletter that encourages appropriate self-care and educates students about their own unique needs during law school and after they become a licensed attorney.
- Utilizing all efforts in such a way that reduces the stigma associated with mental health issues and a need for self-care.

JLAP interacts with all four law schools in Louisiana and the response has been very positive. JLAP is providing many of the recommended services and together we are all making a difference.

In FY 2019-2020, JLAP's Clinical Team participated in the following onsite law school events:

<u>EVENT</u>	<u>DATE(S)</u>	<u>LOCATION</u>
Wellness Fair Day	09/04/2019	Southern University Law Center
Clinical Support Office Hours	09/11/2019	Tulane University School of Law
Mental Health Professionals Meeting	09/25/2019	Tulane University School of Law
Wellness Wednesday	10/02/2019	Tulane University School of Law
Law School Mental Health Wellness Day	10/10/2019	Southern University Law School
Clinical Support Office Hours	12/03/2019	Tulane University School of Law
Mental Health Professionals Meeting	01/17/2020	LSU Paul M. Hebert Law Center
Leadership Class	01/22/2020	Tulane University School of Law
Wellness Wednesday	01/22/2020	Tulane University School of Law
Wellness Fair Day	03/09/2020	Southern University Law Center

It is JLAP's hope that increased support services will enhance students' willingness to adopt new and unprecedented levels of self-care practices that legal professionals need. Whatever the outcome, JLAP will continue to be there and provide specialized, professional clinical support to the law students and faculties of all four of our fine Louisiana law schools.

7) JLAP CLE Presentations: JLAP Directly Interacts with Thousands Each Year

JLAP is very grateful to state and local bar associations, courts, inns of court, law sections, regulatory agencies, disciplinary agencies, and law schools who invited JLAP to participate in CLE programs and presentations, both locally and nationally.

Each year, JLAP directly improves the lives of thousands in our profession by providing in-person educational programs on wellness, well-being, professionalism, and ethics. The most effective mode of communication between JLAP and the members of the profession occurs when JLAP interacts personally with live audiences and via personal follow-up conversations.

JLAP's Executive Director and Clinical Team participated in the following programs:

<u>EVENT</u>	<u>DATE(S)</u>	<u>LOCATION</u>
NOBC Mid-Year Meeting	08/08/2019	San Francisco, CA
Lafayette Bar Assoc Family Law CLE	08/12/2019	Lafayette, LA
LA Division of Administrative Law CLE	08/30/2019	Baton Rouge, LA
LSBA Estate Planning Playbook CLE	09/06/2019	New Orleans, LA
LA Dept of Justice Attorney General's Annual CLE	09/11/2019	Baton Rouge, LA
LSBA Stress Management CLE	09/13/2019	New Orleans, LA
Lafayette Bar Association's Bench Bar CLE	09/20/2019	New Orleans, LA
ABA Young Lawyers' Conference	10/04/2019	New Orleans, LA
Security Title Guarantee Corp Fall Seminar CLE	10/07/2019	New Orleans, LA

Terrebonne Parish Bar Assoc Annual CLE	10/30/2019	Houma, LA
Legal Svcs for Persons with Disabilities Com Mtg	11/08/2019	New Orleans, LA
St Charles Parish Drug Court Team CLE	12/04/2019	Hahnville, LA
Mental Health Advocacy Service CLE	12/06/2019	Baton Rouge, LA
LSBA Pursuit of Balance: Life & Law CLE	12/10/2019	New Orleans, LA
15 th JD Winter Solstice CLE	12/12/2019	Opelousas, LA
LSBA 31 st Annual Summer School Revisited CLE	12/13/2019	New Orleans, LA
Lafayette Bar Association CLE by the Hour	12/18/2019	Lafayette, LA
LSBA Ethics School	01/31/2020	New Orleans, LA
Lafayette Bar Association Wellness Initiative CLE	02/06/2020	Lafayette, LA
LSBA Solo Small Firm and Tech Conference	03/03/2020	New Orleans, LA
Tulane University Law School C&F Panel	03/04/2020	New Orleans, LA
Greater Slidell Bar Association CLE	03/05/2020	Slidell, LA
Southern Law Center C&F Panel	03/06/2020	Baton Rouge, LA
LSU Law School C&F Panel	03/09/2020	Baton Rouge, LA
LSU Law School Skip Phillip's Class	03/11/2020	Baton Rouge, LA
ABA 32 nd Annual RPTE National CLE	05/15/2020	Webinar
LSBA The Resilient Lawyer CLE	05/15/2020	Webinar
Lafayette Bar Association Wellness CLE	05/20/2020	Webinar
LSBA The Resilient Lawyer CLE	05/28/2020	Webinar

8) **Camp JLAP**

2020 Camp JLAP was cancelled due to COVID-19. Next Camp JLAP will be held June 25 – 27, 2021 at the Solomon Conference Center in Loranger, Louisiana.

9) **JLAP Articles**

JLAP publishes an article in every issue of the *Louisiana Bar Journal*. Topics cover a very wide range of subjects and JLAP strives to provide information about current developments in mental health and addiction issues that are relevant to the legal profession.

The following *Louisiana Bar Journal* articles were published in FY 2019-2020:

- It's Not My Problem, Or Is It?
- Judicial Stress & Resiliency
- The Happy Lawyer
- JLAP by the Numbers

In addition to the articles published this year, you can also access a complete library of JLAP's *Bar Journal* articles on JLAP's website here: <http://louisianajlap.com/resources/lsba-journal-articles/>.

10) 2019 ABA CoLAP

The JLAP Executive Director attended the 2019 ABA National Conference of Lawyers Assistance Programs (CoLAP) Annual Seminar in Austin, Texas, September 24-26, 2019.

Presentations during the CoLAP Seminar included:

Trauma-Responsive Workplaces

- Kyra Hazilla, JD, LCSW, Oregon Attorney Assistance Program, Portland, Oregon

CoLAP's 2019 National Judicial Stress and Resilience Survey: The Results are In!

- Bree Buchanan, JD, Chair, ABA Commission on Lawyer Assistance Programs
- David Swenson, Ph.D., Lead Researcher, National Judicial Stress and Resilience Survey, Professor of Management, College of St. Scholastica, School of Business and Technology, Director, Online MBA for Rural Healthcare, Duluth, Minnesota.
- Honorable David Shaheed (ret), CoLAP Commissioner, Chair, Judicial Assistance Initiative, Indianapolis, Indiana

The Gambling Addicted Attorney

- Jeffrey P. Wasserman, JD, Delaware Council on Gambling Problems, Wilmington, Delaware
- Marti Paulson, CARN, MSOP, Chief Operating Officer, Project Turnabout Addiction Recovery Centers, Granite Falls, Minnesota

"Earning your Lawyer Badge": Mentoring Professional Identity To Improve Lawyer Well-Being

- Sarah Myers, Colorado Lawyer Assistance Program, Denver, Colorado
- Ryann Peyton, JD, Colorado Attorney Mentoring Program (CAMP), Denver, Colorado

State Implementation of the National Task Force Report: Lessons Learned

- William Slease, JD, Chief Disciplinary Counsel, Disciplinary Board of the New Mexico Supreme Court, Santa Fe, New Mexico
- Honorable Beth Walker, Chief Justice of the West Virginia Supreme Court, Charleston, West Virginia
- Bree Buchanan, JD, Chair, ABA Commission on Lawyer Assistance Programs

Navigating Complicated Waters with Aging Attorneys: Offering Dignity and Support

- Leah Claire Bennett, Ph.D, Clinical Operations Director, Pine Grove Behavioral Health & Addiction Services, Hattiesburg, Mississippi
- Lacey Herrington, Ph.D., Licensed Psychologist, Evaluations Center, Pine Grove Behavioral Health & Addiction Services, Hattiesburg, Mississippi

On the Path to Law Student Well-Being

- Judith Rush, JD, Director of Mentor Externship, University of St. Thomas School of Law, Minneapolis, Minnesota
- Jordana Alter Confino, JD, Assistant Director of Academic Counseling, Columbia Law School, New York, New York

- Chase Anderson, JD, Case Manager, Lawyers Concerned for Lawyers, Minnesota
- Jennifer Leonard, University of Pennsylvania, Philadelphia, Pennsylvania

Dementors and Darkness: Depression in the World of Harry Potter

- Loretta Oleksy, JD, LSW, Deputy Director, Indiana Judges and Lawyers Assistance Program, Indianapolis, Indiana

The Opioid Crisis is a Wicked Problem Identified Gaps(s): Lack of Understanding Regarding the Scope and Magnitude of the Opioid Crisis

- Jonathan Lee, M.D., Farley Center, Medical Director, Williamsburg, Virginia

In the Aftermath of Tragedy: Responding to a Big-Law Suicide

- Michael E. Sievers, JD, Hunton Andrews Kurth, LLP, Richmond, Virginia
- Chris Ritter, JD, M.Ed., Director, Texas Lawyers Assistance Program, Austin, Texas
- Kyrie Cameron Wallace, Patterson & Sheridan, LLP, Houston, Texas

Tools for Recovery from Eating Disorders

- Kenneth Carter, MD, C.W. Bill Young VA Medical Center, Dept. of Psychiatry, Bay Pines, Florida
- Honorable Sheila Murphy, Illinois Supreme Court LAP Board Member, Springfield, Illinois
- C.J. Muller, JD, Illinois LAP Advisory Committee, Eating Disorders Chair, Chicago, Illinois

Regulatory Strategies to Address Law Student Well-Being: A Roundtable Discussion

- Michelle (Missy) Gavagni, Executive Director, Florida Board of Bar Examiners/Chair of the National Conference of Bar Examiners, Tallahassee, Florida
- The Honorable Chief Justice Paul Reiber, Chief Justice of the Vermont Supreme Court, Chair of the Conference of Chief Justices and of the National Center for State Courts
- Chris Ritter, JD, M.Ed., Director, Texas Lawyers Assistance Program, Austin, Texas
- Stephanie Villinski, JD, IL Supreme Court Commission on Professionalism, Chicago, Illinois
- Janet Stearns, JD, Dean of Students & Lecturer in Law, University of Miami School of Law

How Johnson and Johnson is Transforming Mental Health for its Employees, Lawyers, Families, and Outside Counsel

- Craig Kramer, JD, Johnson & Johnson, New Brunswick, New Jersey

11) Federation of State Physician Health Programs (FSPHP)

The 2020 Federation of State Physician Health Program Education Conference was cancelled due to COVID-19. The next Conference will be held virtually April 2021.

12) Excellent Client Testimonials in all Categories of JLAP's Services

In all realms of JLAP's services, JLAP receives feedback from the profession that confirms JLAP is delivering top quality services that make truly valuable differences in the lives of our Bar members.

Below are samples of routine feedback to JLAP in various categories of JLAP Services:

A) Confidential Addiction and Mental Health Clinical Services

In this category, JLAP's assistance involves totally voluntary cases wherein the person knows they have a problem, and they came to JLAP in total confidence on their own accord. They wanted JLAP's help. They are grateful at the outset for JLAP's support.

Here are some examples of feedback in these totally voluntary cases:

- "I want to thank you sincerely for hearing me out the other day, for the referrals, and for the book I have just received in the mail. Where to start is exactly what I've been looking for - and I will keep updating you on how things go. Thank you again for your help."
- "After reading the book you sent to me, I was able to share it with one of our other attorneys going through a similar situation. Your support is being passed on. Thanks again."

B) Addiction and Mental Health Services When Referred to JLAP

In this category, JLAP's help involves cases wherein the person has been referred to JLAP by some other party such as their employer, the Office of the Disciplinary Counsel, or the Supreme Court's Committee on Bar Admissions.

Here are some examples of feedback in formal referral cases.

- "Jennifer, I was selected today to get tested. Yesterday I received news that the ODC wants a three-year suspension. That was probably the hardest thing to hear and was completely unexpected. I want to thank you for sticking by me and giving me multiple second chances. Had you given up on me I may be worried about this drug test, however, I have nothing to worry about. Thank you for assisting me in getting the tools I need to live a happy life. I think this is the first test I'm actually excited to take as it is just proof to me that I can handle anything life throws at me and do so sober."
- "Jennifer, I want to thank you and all of the LAP staff for the assistance you have provided me during my recovery. I would be honored to be a JLAP monitor if you think my involvement in the program would be helpful. Again, thank you for all that you and JLAP have done."

- “I would be happy to speak with lawyers who are where I was last December...not knowing what to expect and being quite fearful. I’d like to be able to tell them how much I have benefited from this journey.”
- “I am beyond excited right now. Thank you for helping make this come to fruition. Already spoke with Justice Crichton's office to find a time and place to get sworn in.”
- “Thanks for helping me iron this out. As usual, you can solve any problem.”
- “As I get further into the program and learn more about it, I've been reassured that a lot of my worry has been misplaced. It seems like you guys really are monitoring and not "out to get" people. Thank you for being there to answer my questions and reassuring me when I freaked out. I really am grateful for what you do for me.”

C) Continuing Legal Education Presentations

- “I wanted to reach out and offer my personal thanks and appreciation. I have gotten overwhelmingly positive feedback, which has gone so far as 30+ year practitioners personally thanking me for his suggestions, people buying books he recommended, and requests for more. His words and personal experiences were very impactful to us as a section. I just wanted to extend our thanks for doing great work.”
- “We all ‘know’ impairment impacts disciplinary proceedings but hearing the science of why our respondents act the way they do was very helpful. Also hearing how a premier LAP handles issues was helpful to shape our office's interactions with our LAP.”
- “I’m writing to thank you for agreeing to conduct professionalism CLE for my agency Mental Health Advocacy Service. It was refreshing and inspiring to attend a CLE course that encouraged and promoted self-care while offering suggestions and strategies to promote practical application.

The subject matter was serious, but the atmosphere and delivery were sincere and light-hearted. I thoroughly enjoyed your presentation and appreciate the affirmation that self-care is meaningful not just to me but my profession – as well. Thank you.”

- “I enjoyed learning about the Judges and Lawyers Assistance Program. The availability of programs to people in the legal field as well as their families is so

important. Accessibility is one of the major obstacles for people with substance abuse. People don't know where to look for help and JLAP gives people a starting point when seeking out help. The confidentiality aspect is also a great aspect of JLAP. Attorneys can get help before anything gets out of hand. An attorney has an opportunity to get help before losing their job and license to practice. As attorneys we are held to a much higher standard and need to remember that. Thus, JLAP is an incredible organization that is indispensable to the legal community."

- "Thank you. It was a good program and there were people on the call who are in obvious need of help. Covid-19 has certainly been a source of much stress. I am going to try meditation based upon what I learned! Thanks and stay well!"
- "You Ladies Were Fantastic! Thank you so, so much!"
- "Thanks again to the three of you for putting on such a timely and informative program. I liked the way that you started with references to the pandemic. I know that has definitely put a lot of added stress on me!"

V. SUMMARY

When you call JLAP and speak to a member of its professional staff, you are not simply talking to a counselor or drug screening service, etc. Instead, you are accessing the real time knowledge and support of a clinician who can assist you and connect you to top experts and volunteers who support JLAP directly with a focus exclusively on the specific clinical needs of licensed professionals.

JLAP's accomplishments emanate from steadfast dedication, but none of it could be possible without the solid support and vigorous endorsements from the entire legal profession. JLAP is extremely grateful for the following:

- 1) strong governance and funding from the LSBA;
- 2) program utilization and funding from the Louisiana Supreme Court;
- 3) program utilization from the Louisiana Disciplinary Board;
- 4) program utilization from the Office of the Disciplinary Counsel;
- 5) program utilization from the LASC Committee on Bar Admissions;
- 6) program utilization from the Judiciary Commission;
- 7) program utilization from Loyola, LSU, Southern, and Tulane Law Schools; and,
- 8) program utilization from the professional liability insurance carrier Gilsbar.

JLAP looks forward to next year and continuing its quest to provide the most comprehensive and effective programming possible. JLAP will continue to promote new well-being and wellness education to the entire profession so as to improve the lives of all members of the Bar, while

concurrently providing top-tier assistance to those who have developed a mental health or substance use issue and need JLAP's confidential assistance.

Whenever an individual in need reaches out for help, JLAP will always be there!

Respectfully Submitted,

Shayna L. Sonnier, President