Reaching out...one colleague at a time
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JLAP PEOPLE
2012-2013

**JLAP Committee**

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Little Rock

**Friday Eldredge, & Clark**

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Camden
Lay Member

**J.R. Byrd, Sr.**
Hamburg
Byrd Law Firm

**Melanie Conway, MD**
Little Rock
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**Hon. Ann Hudson**
Forrest City
First Circuit

**Jim Julian**
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Chisenhall, Nestrud, & Julian

**Prof. Cynthia Nance**
Fayetteville
U of A Law School

**Amanda Nixon White**
Child Support Enforcement
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**Shannon Pearce, LCSW**
Hot Springs

**JLAP Foundation**

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Collins Law Firm

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Retired, AR Supreme Court

**Jane Kim**
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**Hon. Alice Lightle**
6th Judicial Circuit, 1st Division

**Hon. Randy Morley**
6th Judicial Circuit, 2nd Division

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Walton Law Firm

**Vince Ward**
Wolff and Ward Law Firm
JLAP Volunteers

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Ed Adcock      Barbara Malm
Melody Barnett Jeffrey Malm
Matt Barker    Scott Mashburn
Jack Browne    Laura McKinnon
Dru Cessna     Ben McMinn
Hilary Chaney  Carla Miller
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Gloria Fender  Phillip Oliver
J.D. Hays      Carolyn Sawyer
Floyd Healy    Melissa Sawyer
Paul Herrod    Brock Showalter
Dori Hornbacker Maggie Smith
Rick Hughes    Danny Sowell
Karen Hutchins Jim Smith
Robert James   Carol Tarvin
John Johnson   Ed Tarvin
Jessica Middleton-Kurylo Jim Tripcony
Craig Lambert  Annabelle Imber Tuck
Alice Lightle  Steve Vowell
The Staff

Dr. Sarah Cearley is Executive Director for the Arkansas Judges and Lawyers Assistance Program (JLAP). Dr. Cearley joined JLAP in 2006 as Director of Client Services. She received her PhD in Social Work from the University of South Carolina and held faculty positions in the Schools of Social Work in Arkansas, Illinois, and South Carolina prior to joining JLAP staff. She is a Licensed Certified Social Worker.

Laura Laser, LCSW is Assistant Director of the Program. She received her Master of Social Work degree from the University of Arkansas at Little Rock in 2008. Laura joined the JLAP staff in October 2012. She is responsible for the law student program and providing clinical and outreach services.
MESSAGE FROM THE EXECUTIVE DIRECTOR

We’ve come a long way since the Arkansas Supreme Court created the Arkansas Lawyer Assistance Program (now called Arkansas Judges and Lawyers Assistance Program, JLAP) in December of 1999. In 2002, the first year we saw clients, 25 lawyers walked through our door. Eleven years later, in 2013, JLAP’s counselors saw four times that number, including, not only lawyers, but judges, family members, and law students. The more important story in these numbers is the stress eased, the addiction turned into recovery, the mood disorder relieved, the families communicating. This is our mission, to protect the community, clients, and litigants by helping Arkansas’ legal professionals back to good mental health, clear decision-making and right actions.

While that is happening inside the JLAP offices, outside, our committee, foundation, and volunteers have been busy reaching out to their colleagues, businesses, and families to spread the word of this program in new and exciting ways. Because of their efforts, JLAP is truly becoming a community that is peopled by folks who care about the work done here. The following pages show the picture of us, not only for the present, but for the future. Our vision is that as we strengthen JLAP’s presence in Arkansas, we are making possible the realization of our mission for generations to come in every corner of the state.

We are doing this by educating the bench and the bar about the issues JLAP deals with, training volunteers to work on projects to spread the word, hosting events that bring the community of JLAP friends together for CLE and for fun and fellowship, raising funds that provide grants to clients all over the state so that everyone has equal access to JLAP services. We now have a website that attracts thousands each year, a video that tells the JLAP story, and JLAP student liaisons in the law schools with their fingers on that pulse.

I am proud to work with all the caring individuals who come together as a group to keep the JLAP structure strong—the Arkansas Supreme Court justices, the JLAP Committee, the volunteers, the staff, and the Foundation Board and donors.

Sarah Cearley, Ph.D., LSW
TWO YEARS IN REVIEW

JLAP received 79 referrals in 2012, 27 of which were students. Of the 101 referrals we received in 2013, 46 were students.

The divide between male and female clients for both groups has become almost equally divided.

Over the past 10 years, substance abuse has continued to rank as the most common issue we work with. In the past few years, we have seen mental health issues’ numbers increase.

The two social workers on staff counsel the majority of the clients. Between 2002 and 2013, we have had 65 clients under a monitoring contract, usually for substance abuse problems. In 2012-2013, we had 13 active monitoring contracts.

Most of our referrals still come from two areas of the state: Central and Northwest. JLAP Assistant Director travels to Northwest Arkansas twice a month to see lawyers and law students. JLAP staff continue to present on the program to local bars and professional associations in order to spread the word to the rural parts of Arkansas.

The following pages present a profile based on a sample of 48 lawyers, judges, and family members who entered the program in 2013. It is similar to the profile for 2012.
Lawyers, judges, family members and in-betweens.

Client Type

- Inactive
- New Active
- Active
- Non-Participant
- Transitional
- Returning

Client Type

- Lawyer
- Family
- Bar Applicant
We have a large number of solo practitioners, paralleling the Arkansas picture which is 70% of all lawyers.
Most of our lawyer clients are in small firms.
A large number of young lawyers are seeking help.
Referrals come from a number of places. At 63%, word of mouth remains the most important form of advertising for JLAP.
61% of our clients refer themselves. This is a factor in their readiness to do the difficult work of counseling and therapy.
There is a range of presenting problems, but mental health is a growing issue.

Presenting Problem

- Substance Use
- Mental Health, Stress, Trauma
- Family Issue
- Other
Alcohol is still the number one addictive substance that we see used by our clients with this issue.
Although we have a range of mental health issues that we work with, mood disorders are the most prevalent.
THE FOUNDATION

PEOPLE

JLAP Foundation consists of legal professionals, dedicated professionals, family members, law students, and volunteers. These individuals are men and women who support the work of JLAP financially and through their time and effort devoted to furthering JLAP’s mission.

PURPOSE

JLAP Foundation raises funds; builds public trust; and utilizes education, outreach, and connection to the legal community to provide needed resources. The funds raised by JLAP are used to sustain the organization and are raised through the donation of time and effort from the individuals comprising “JLAP people.”

1. Helped clients with identified need, including geographic distance from normal staff servicing, with costs of drug screening, medical assessments, and therapy and other services through the JLAP Foundation Grants.

2. Produced a video, which is used for marketing the program in all areas of the state through staff and volunteer presentations and on websites including www.arjlap.org, Arkansas Bar Association, and both law schools.

3. Defrayed the cost of volunteer training and team-building events.

4. Continued to provide program evaluation by purchasing services from researchers at the University of Arkansas at Little Rock, School of Social Work.

The Foundation raised over $40,000 in the past two years as a result of the board’s efforts. In 2012-13 these funds helped 21 lawyers, family members, and law students with needed funding for medical, therapeutic, and recovery support. We also have provided scholarships for treatment and for Camp JLAP, a spring retreat. We delivered JLAP’s first stand-alone seminar, Connect Through Narrative, and funded 3 volunteer trainings about the issues of mental illness, suicide, and addiction.
In 2013, the Foundation held a weekend outreach retreat we called Camp JLAP on top of Mt. Magazine.

There were 40 participants. We provided 6 hours of CLE, volunteer training, time for the people interested in and involved in JLAP to get to know each other in a social and relaxed time. It was, according to all reports, a roaring success. We are planning our second retreat for June 6-8, 2014.
Arkansas Judges and Lawyers Assistance Program gratefully acknowledges the support of its donors.

**FOUNDER**
Wright, Lindsey, & Jennings

**SUSTAINER**
Wilkes and McHugh
Arkansas Bar Association Board of Governors
Pulaski County Bar Association Foundation
Friday, Eldredge, and Clark
University of Arkansas School of Law Student Bar Association
UALR Bowen School of Law Student Bar Association

**SUPPORTER**
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Floyd Healy Law Firm
Hon. Alice Lightle
Judge Randy Morley
Tom & Holly Barron
Smith, Akins, and Gladden
Hon. Annabelle and Henry Tuck

**PATRON**
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Mike and Beth Couslon
Cross, Gunter, Witherspoon, & Galchus
John Elrod
Oasis Treatment Center, (RCA)
Chris and Mary Thomas
Collins Law Firm
Wolff Law Firm
Womack, Phelps, and McNeill
Conner and Winters

**FRIEND**
Amana Nixon White
Ben McMinn
Cathi Comptom
Chad and Kila Owens
Chaney Law Firm
Cindy and Chris Thyer

Clayton Blackstock
Colin and Eve Jorgenson
Cypert, Crouch, Clark, Harwell
Dana and Wally Nixon
Danyelle Walker
David and Judge Beth Deere
Dent Gitchel and Charlotte John
Dr. Melanie Conway
Dr. Pawel and Jessica Kurylo
Gene and Barb Bramblett
H. L. (Buddy) Slate
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Hon. Dick Moore
Hon. Don Glover
Hon. Jack and Jane Holt
Hon. Kathleen Bell
Hon. Robert and Charlotte Brown
J. Richard Byrd
Jeff Rosenzweig
Jim Clark
Judge Kathleen Bell
Judy Belew
Karen Hutchens
Lisa Walton
Mart and Joan Vehik
Mike Mitchell
Paul Herrod
Phillip and Ranko Oliver
Shannon Pearce
Sherry Bartley
Shirley and Greg Jones
Stark Ligon
Steve Engstrom
Trammell Law Firm
Watson and Jean Ann Bell
Whitby Law Firm
Wilson & Associates
2012 and 2013 ADVOCATES DINNERS

In November 2012, JLAP held its second fundraiser, the JLAP Advocates Dinner. We raised over $21,000. We presented the third annual award, The JLAP-Community Support Award at the dinner.

This award is presented to a person (or persons), whether within the legal community or connected to it, who has performed outstanding service to Arkansas’ communities through a commitment to building and sustaining a program of lawyers helping lawyers. This service has been performed out of a sense of duty, responsibility, and professionalism to improve lives and protect communities through supporting the health and well-being of judges, lawyers and their families.

The 2012 Justice Robert L. Brown Community Support Award was given to
Chris Thomas

Again, in October 2013, we held the JLAP Advocates Dinner, which this year raised over $23,000. This year we honored both an individual and a law firm.

The 2013 Justice Robert L. Brown Community Support Award was given to
Hon. Annabelle Imber-Tuck

The Arkansas JLAP Humanitarian Award is given to the business or organization that exemplifies outstanding service and dedication to Arkansas JLAP. The recipient has demonstrated:

- Exceptional service to Arkansas JLAP
- An ongoing commitment to the health and well-being of members of the legal community
- A willingness to work with others to meet the needs of judges, lawyers, law students, and their family members who are seeking assistance
- Specific contributions to Arkansas JLAP and to the legal community in Arkansas

The 2013 Arkansas JLAP Humanitarian Award was given to
Wright, Lindsey & Jennings LLP
THE LAW STUDENT PROGRAM

By all accounts, the JLAP Law Student Three-Year Pilot Program was a success, and the Arkansas Supreme Court delivered a per curium order in November 2013 making the program a permanent part of JLAP. JLAP has become a presence in the two schools through class presentations, meetings with student groups and leaders, meetings with faculty, and working with a newly created positions of JLAP law student Liaison in both schools.

The following graphs show the demographics of students who have taken advantage of JLAP’s services over the three years of the pilot program. We at JLAP are proud that the efforts of the schools, the court, and the committee and foundation, and JLAP staff, have had immediate and positive results.

It is clear that many students know about JLAP as a resource and reach out for themselves or a friend when they have a need. Further, we are encouraged that new cohorts of young lawyers are moving into the profession with this knowledge and experience of free and confidential help for them when in their legal careers or lives they are faced with these problems.

Between 2010 and 2013, JLAP provided counseling and notices to the Board of Law Examiners for 12 students using the new Regulation 8 to support those students/bar applicants in their endeavors to turn their lives around and apply for licensure to practice law in the state of Arkansas.

For their part in 2012-2013, the law schools have participated financially through student fundraisers, reimbursement for student services costs through a $10.00 Bowen JLAP Tuition Fee, and faculty donations to the Advocates Dinner, all totaling $13,896.88. The faculty and deans have supported the program through allowing us access to classes and to the school for services and presentations. In addition, the associate deans officially created JLAP Student Liaison positions in each school, establishing requirements and responsibilities and choosing from a pool of applicants. Bowen Law School also has established the Student JLAP Association. The liaisons and the association brought a presentation to the schools in 2013 by a young Arkansas lawyer who spoke of living and working with Bi-Polar Disorder. In spring of 2014 they are bringing in a national speaker from the Dave Nee Foundation who speaks on law student suicide and its prevention.

The following charts provide demographic information of 130 students at both of the state’s law schools over the three years of the program.
It is clear that our presentations to the students are worthwhile.
We have been surprised and pleased that a great majority, just under 70%, of the referrals are self-referrals.

Substance abuse, at 59% of the presenting problems, is still a very big problem in Arkansas’ law schools. Issues of mental health and stress ranked 23%.
As with Arkansas’ lawyers, the substance most used/abused by students is alcohol (91%).

As with the lawyers, mood disorders, at 58.6%, are the most prominent of mental health problems for the students that we see.
CONTINUING EDUCATION

PRESENTATIONS

JLAP's mission includes education the bench and the bar to the causes of and remedies for impairments affecting members of the legal profession. In the 2012-2013 we made 31 presentations to legal groups around the state. As of this date we have 12 presentations arranged for the first quarter of 2014.

The topics included:
- Cognitive Impairment
- Addiction
- Suicide
- Compassion
- Fatigue
- A Lawyer’s Story of Bi-Polar Disorder
- PTSD and Stress Reduction
- Understanding All Addictions as One Disease
- Depression
- JLAP Student Services
- Why Should I Call JLAP?

The locations included:
- Local bar associations
- The Arkansas Bar Association Annual Meeting
- Law schools
- Law firms
- Legal professional associations
- Camp JLAP

Since 2010, we have trained approximately 85 volunteers to know about the program called JLAP and to participate in various activities, such as:
- Outreach Regional Access and Monitoring (RAM) Teams
- Peer Support
- Presenters
- Monitors
- Committees and Events
VOLUNTEERS

We trained 34 volunteers in 2013 over three days of training in Little Rock, Rogers, and Camp JLAP.

Participation in a training session does not obligate an individual to become a LAP volunteer, but it is a prerequisite if one wishes to serve clients in a volunteer capacity. Indeed, many legal professionals attend these training events to improve their understanding of addiction and mental health problems as these issues affect the profession.

We see our volunteers as the most important rising piece of the JLAP family. They help us with our outreach and with fundraising and educational events. Their presence, as lawyers, judges, and law students, who can speak to the confidential and free help JLAP can offer, is invaluable. They are bold and unafraid to speak about their belief in this program of lawyers helping lawyers.

MARKETING JLAP

rjlap.org
Life, love, and the practice of law.
Finding balance.

Finding balance in our personal and professional lives is a challenge for busy professionals – including those in the practice of law.

The demands of work and the priorities of our lives with families and friends can slip out of balance before we know it. We know what to do – take care of ourselves and set aside time for family and leisure activities.

But when work infringes on these important activities, the result is often stress, anxiety, depression, or the inappropriate use of alcohol or drugs.

Lawyers’ Assistance Program was founded in 1999 to help lawyers, judges, and law students with alcoholism and substance abuse.

Today we also address a wide range of mental health issues. We can even help legal professionals evaluate and schedule their lives to prevent hectic lifestyles from developing into serious mental health problems.

JLAP offers many free and confidential services: assessment, brief counseling, referral, facilitated support groups, peer assistance, and education. Confidentiality is guaranteed by Supreme Court Rule 10.

How balanced is your life?
There are many stories about judges and lawyers who struggle with addiction, depression, stress, and anxiety.

The American Bar Association estimates 20% of legal professionals suffers from addiction or abuse.

We do have countless success stories. But we do our work quietly, confidentially, and professionally, so the stories stay with us.

We’d love to share our success stories, but they’re completely confidential.
MESSAGE FROM THE FOUNDATION CHAIR

The Arkansas Judges and Lawyers’ Assistance Program, founded in ____, saw its busiest year ever, serving ____ lawyers, judges, and law students in an effort to assist them combat and overcome alcohol and drug issues, depression, and other mental health issues. It has been my privilege and honor to have served on the Foundation Board since ___ and serve as the Chair of the Commission this past year.

This year marked a tremendous step forward for our program, for two ways. First, our law student program, which began as a pilot program in __, was made permanent. Second, we hosted our first annual Camp JLAP, a weekend retreat and learning experience for staff, volunteers, and other stakeholders of our program.

Our Executive Director, Sarah Cearley, and Laura Laser, our Assistant Director, are energetic, compassionate, and committed.

We also continue to be supported by the non-profit JLAP Foundation. The Foundation has contributed much enthusiasm, assistance, and offered important meaningful suggestions to help fulfill our mission.

Our many volunteers are committed to assisting those in need of our services with dedication and assurance that Arkansas JLAP is there for them and their families. But our mission is also to protect clients from impaired lawyers and judges. Thanks to the support and commitment of the bar and bench in Arkansas, this facet of our mission is also being fulfilled.

We still have much work to do and will continue striving to fulfill our mission.

Michael S. Moore