



# NC LAP Annual Report

August 1, 2014 - July 31, 2015



**NCLAP**  
NORTH CAROLINA  
LAWYER ASSISTANCE PROGRAM

Protecting the public by  
insuring the health and integrity  
of the legal profession.



## MESSAGE FROM THE EXECUTIVE DIRECTOR



The Lawyer Assistance Program (“LAP”) has had a busy year.

We welcomed Nicole “Nicki” Ellington to our staff in October of 2014 to serve as our Eastern Region Clinical Coordinator. Nicki has been a counselor since 2005. She is a Licensed Professional Counselor (LPC) and Licensed Clinical Addictions Specialist (LCAS). Nicki received her MA in Counseling at Marymount University in Arlington, VA and her BA in Psychology at the University of New Hampshire in Durham, NH. She has served a variety of populations including adults and adolescents, couples, families, and active duty service members. She has helped clients suffering from both substance abuse and a range of mental health disorders in intensive in-home counseling, out-patient substance abuse and mental health counseling, out-patient counseling for the United States Army (specializing in working with elite forces) and working in private practice. Upon joining LAP, she hit the ground running. She has traveled the eastern region and gotten to know our clients and volunteers across the region. She began facilitating the support groups in her area and has been a quick study on State Bar rules and procedures. We are delighted to have such a competent and dedicated counselor as a new addition to our already stellar team.

LAP has furthered the initiatives begun in previous years. Sidebar, our quarterly e-newsletter, continues to receive positive reviews and to grow its subscriber base. The LAP Minority Outreach Conference, held in February in Chapel Hill, remains one of our most popular offerings and consistently fills to capacity. LAP remains the official provider of the work-life balance CLE credit hour as part of the mandatory, state-wide Professionalism for New Admittees (“PNA”) program.

LAP’s collaborative partnership with the NC Bar Association’s Transitioning Lawyer Commission (“TLC”) (for older lawyers needing to transition out of practice) continues as well. The LAP recommended, and the State Bar Council granted, a 5-year extension of the TLC’s status as a lawyer assistance program. The TLC and LAP will continue to cross refer and work together on cases involving lawyers who need to transition out of practice in a supportive way.

LAP has also developed a speakers’ bureau comprised of volunteers across the state who have been trained to give certain high-demand CLE programs. As part of that effort, we had an additional 25 LAP volunteers attend training to be specialized

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speakers for the presentation entitled, “Getting Lost in Our Own Lives.” This program is a general CLE program that is always in demand and has been adapted for use at PNA programs. With this training, our LAP presentation and information is consistent across presentations, and we reached every newly admitted lawyer in NC in the 2014-2015 admissions year. We currently have 43 volunteer speakers as part of this newly created CLE speakers’ bureau in addition to the 100 or so volunteers who currently present personal recovery stories at CLE presentations across the state.

In terms of our client base, the ratio of addiction to mental health cases remains fairly consistent. And as a continuing trend, we are seeing more complex cases with multiple, serious issues occurring in the same individual. Alcoholism and depression remain by far the two most prevalent issues with which lawyers struggle. The data this year remains consistent with the trends we have seen over the past few years. The percentage of lawyers who refer themselves to our program remains very high (52% this year), an indicator that our CLE and outreach efforts are indeed effective.

As we have seen over and over again in the 36 years since our inception, lawyers who reach out to our program and follow our suggestions become the most emotionally resilient, happiest and balanced lawyers in the state. We at LAP have been fortunate to witness countless lives transformed as well as the resulting community and fellowship that has emerged out of this shared journey of personal transformation. Amazing things are possible when one lawyer shares experience, strength and hope with another. For this reason, our outreach efforts will always remain a top priority.

*Robynn E. Moraites*

## LAWYER ASSISTANCE PROGRAM OVERVIEW

### HISTORY OF NC LAP

The North Carolina Lawyer Assistance Program's ("NC LAP") roots began in 1979 with the assemblage of a group of lawyer volunteers who were themselves recovering alcoholics who saw the need to offer assistance to other lawyers suffering from addiction and alcoholism. The group was named the Positive Action for Lawyers with Substance Abuse Issues ("PALS") committee. In 1994, the State Bar formally recognized the PALS Committee and incorporated PALS as part of the State Bar administration and infrastructure. In 1999, further recognizing the need for additional assistance for lawyers dealing with mental health issues not related to substance abuse, the State Bar then formed the FRIENDS committee.

Today both programs have been merged into a single Lawyer Assistance Program. NC LAP currently has a staff consisting of a director, three clinicians and 2 office administration and special projects personnel.

NC LAP has a Board consisting of three State Bar Councilors, three LAP volunteers, and three clinicians or experts in the field of mental health and addiction. NC LAP also has a steering committee of volunteers from around the state who assist in the execution of special initiatives. NC LAP is also part of the ABA's Commission on Lawyer Assistance Programs (CoLAP), a network of LAPs serving nearly all 50 states in the U.S.

### LAP SERVICES

- Assessment
- Referral
- Case Management
- Peer Support
- Intervention
- Facilitated Support Groups
- Educational Programs

### MISSION OF NC LAP

NC LAP is a service of the North Carolina State Bar which provides free, confidential assistance to lawyers, judges, and law students in addressing substance abuse, mental health issues and other stressors which impair or may impair an attorney's ability to effectively practice law. In sum, our mission is to:

1. Protect the public from impaired lawyers and judges;
2. Assist lawyers, judges, and law students with any issues that are or may be impairing;
3. Support the on-going recovery efforts of lawyers and judges
4. Educate the legal community about the issues of substance abuse and mental health.

## NC LAP GOALS AND GUIDING PRINCIPLES

### NC LAP PROGRAM GOALS:

- To respond to the referral and identification of legal professionals who may be impaired and need assistance;
- To assist NC LAP clients in their personal recovery from addiction, or physical or mental health conditions;
- To educate the legal community on identification, assessment, referral, treatment and resources available to meet the needs of judges, lawyers, law students;
- To provide a network of trained volunteers who are available to respond to the needs of NC LAP clients through a peer assistance model;
- To monitor and assist clients while they work to gain admission to practice law, rehabilitate and return to the practice of law or to a better quality of life;
- To establish and maintain a cooperative and on-going working relationship with the Superior and District Courts of North Carolina and their judges, the NC State Bar Office of Counsel, the CLE Board and other administrative offices of the NC State Bar, the Board of Law Examiners and the legal community at large.

### NC LAP GUIDING PRINCIPLES:

- The program recognizes that the most effective way to protect the public is to insure the mental health and emotional integrity of the legal profession;
- The program recognizes that addiction, mental health issues and physical disabilities are treatable conditions and are not moral issues;
- The program is motivated by a humanitarian concern for the legal community and the public;
- The program also recognizes that accountability is key in treating many impairments;
- Impaired lawyers and judges are ethically obligated to seek assistance and to participate in services necessary to renew their full effectiveness;
- Lawyers and judges have a moral and ethical responsibility to recognize the signs and symptoms of a colleague who may be impaired and to assist the colleague in accessing appropriate services.

## LAWYER ASSISTANCE PROGRAM OVERVIEW

### HOW THE PROGRAM WORKS

About 50% of calls to LAP are self-referrals from those who recognize they have a problem and ask for help. About 90% of these problems range from temporary conditions caused by grief, relationship issues, or work difficulties to ongoing struggles with anxiety and depression. About 10% of the self-referred clients are calling about alcoholism or addiction. Usually LAP clinicians do an assessment, in person wherever possible, or refer the individual to an outside professional for an assessment. LAP works with treatment programs throughout the country as well as with individual therapists, psychologists, and psychiatrists, and often makes referrals to these professionals. We can also arrange peer support with one of our trained LAP volunteers who has experienced a similar problem and successfully managed it and we invite the client to attend the local lawyer support group meeting.

For those clients who are not self-referred, about 40% of calls come from colleagues, judges, friends, and family members who are concerned about a lawyer, judge, or law student who may be showing signs of a mood disorder or a problem with substance abuse. Of that 40%, about 90% of those calls are concerns about alcoholism or substance abuse. Our clinician will offer suggestions on ways to express concern and motivate the individual to get help. Often, in the case of these referrals, the person making the referral prefers to remain anonymous and not participate further in the process. Sometimes, LAP will refer the caller to a professional interventionist or the LAP will assist in conducting either a formal or an informal intervention.

### CONFIDENTIALITY IS THE CORNERSTONE

All client interactions with LAP are held in strict confidence as are any referrals. The only exception is if an individual signs a release of information and asks LAP to report on his or her behalf to another organization or individual. Confidentiality is guaranteed by Rule 1.6(c).

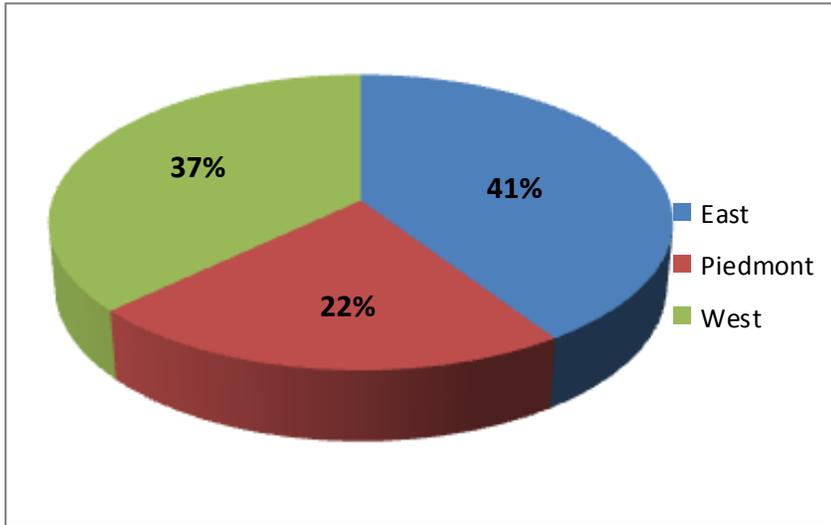
Intervention is a group process that, with respect and concern, helps an individual who may not realize he or she has a serious problem with alcohol or other drug use. The objective is to dismantle denial, stop family and friends from enabling the subject's behavior, and initiate change. For informal interventions without a professional interventionist, LAP uses a peer intervention model with two trained, experienced volunteers who are in recovery from the same issue. The LAP volunteers meet with the subject individual and share their experience with him or her. In the course of that meeting, they inform the individual about the services offered by LAP. Because recovery is an ongoing process, we also continue to work with individuals following treatment as part of an after-care plan.

Although we address serious mental health and addiction problems, we encourage lawyers to seek assistance for less severe issues of stress, grief, or simply feeling overwhelmed. Everyone has problems at times and the confidential help available through LAP can prevent problems from becoming more severe.

Whatever the issue is that brings an individual to LAP for assistance, we follow up with ongoing case management services.

NEW CASES/FILES

135 NEW CASES BY REGION

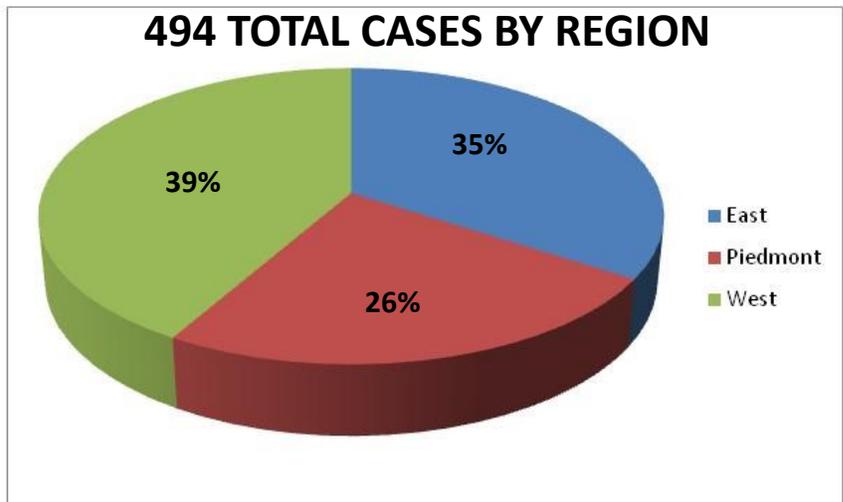


Now in its 36<sup>th</sup> year of operation, NC LAP is busier than ever. NC LAP typically fields anywhere from five to ten “new inquiry or concern” calls a week in each of its Charlotte and Raleigh offices, totaling approximately 600-800 telephone calls, from impaired attorneys, judges, or law students, or concerned family members, managing partners, and colleagues. Of these calls this year, 109 resulted in newly opened files, with 26 additional files reopened, bringing the total number of opened cases to 135. We closed 69 files resulting in a combined total of 494 open cases at year’s end.

Many of the calls that do not result in the opening of a new file include situations where a lawyer or a judge calls seeking guidance for next best steps. For example:

- An older lawyer may need to wind down a practice and the judge or lawyer who is concerned does not know how to approach the individual or what to say. We coach them and eventually become directly involved if needed, but we typically do not open a file. We have recently begun collaborating with the TLC on these cases, and we do not open a file.
- A Bar Councilor, judge or lawyer may call to ask for guidance about a certain lawyer or situation without giving us the name of the lawyer at issue. We will often coach the caller through that situation and/or provide some referral resources.
- A lawyer has a child (ranging from teen to middle aged) who has an impairment requiring treatment and needs a referral for a treatment center or mental health provider.
- Lawyers sometimes call in and need treatment center recommendations for their own clients who appear to be impaired professionals (like doctors, nurses, pilots, etc).
- Lawyers who have attended a CLE where we spoke and are seeking a recommendation for a good therapist in his or her local area, but where it is clear there is not a need for full LAP involvement or case management.

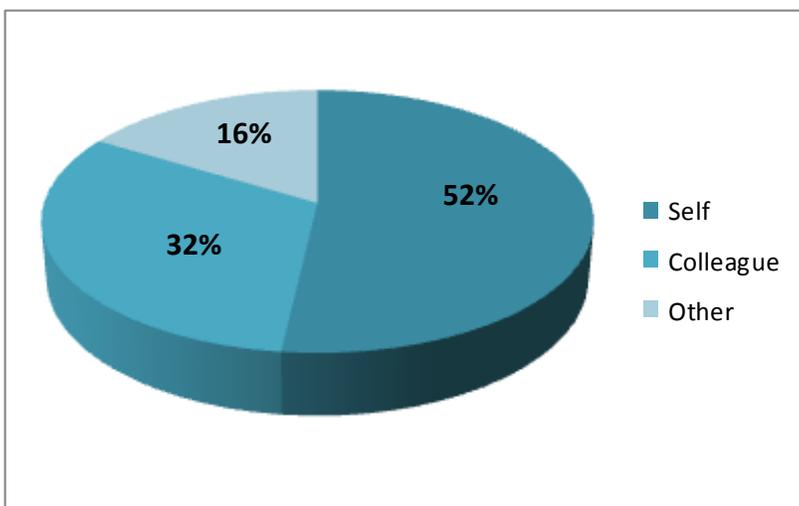
494 TOTAL CASES BY REGION



**REFERRAL SOURCES**

The rate of self-referral to LAP increased by 4% to 52%. This year 32% of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 16% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff or the grievance committee. We saw a shift this year with 4% of cases moving from the other category to self referral with the percentage of colleague referral remaining the same.

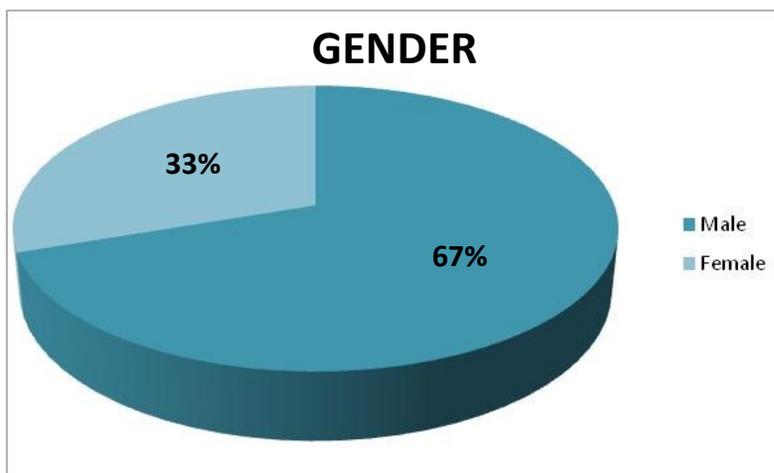
**REFERRAL SOURCES**



Referred by	Total
Another LAP	4
Another Lawyer	92
Bar Staff	29
Board of Law Examiners	14
DA	1
Family	26
Law Firm/Employer	17
Friend, Non-lawyer	4
Grievance	8
Judge	17
Law School	12
Other	5
Physician	6
Self	256
Therapist	3
<b>Grand Total</b>	<b>494</b>

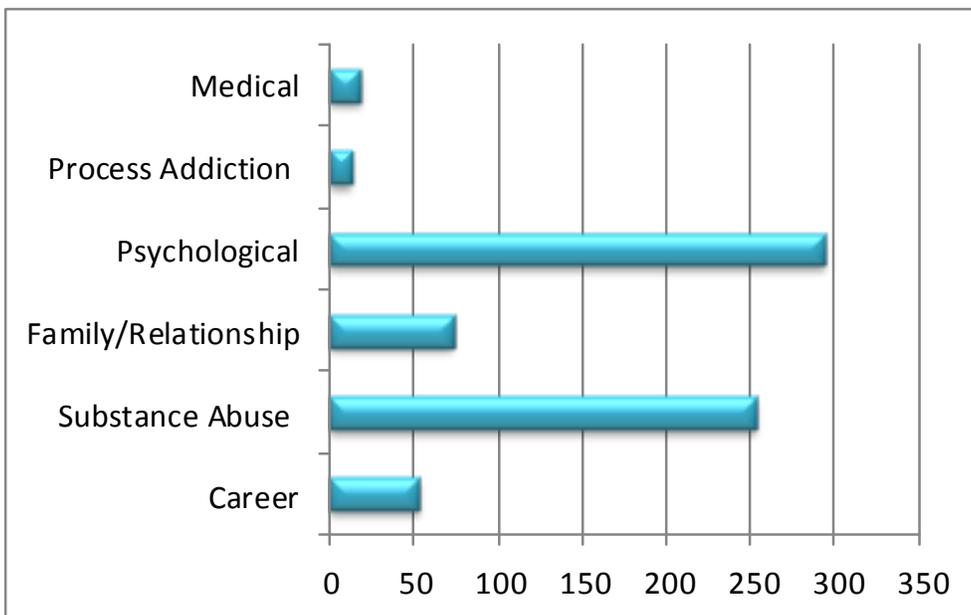
**GENDER**

The gender breakdown for clients seeking services this year was 67% men and 33% women. We saw a slight uptick in the percentage of women seeking services.



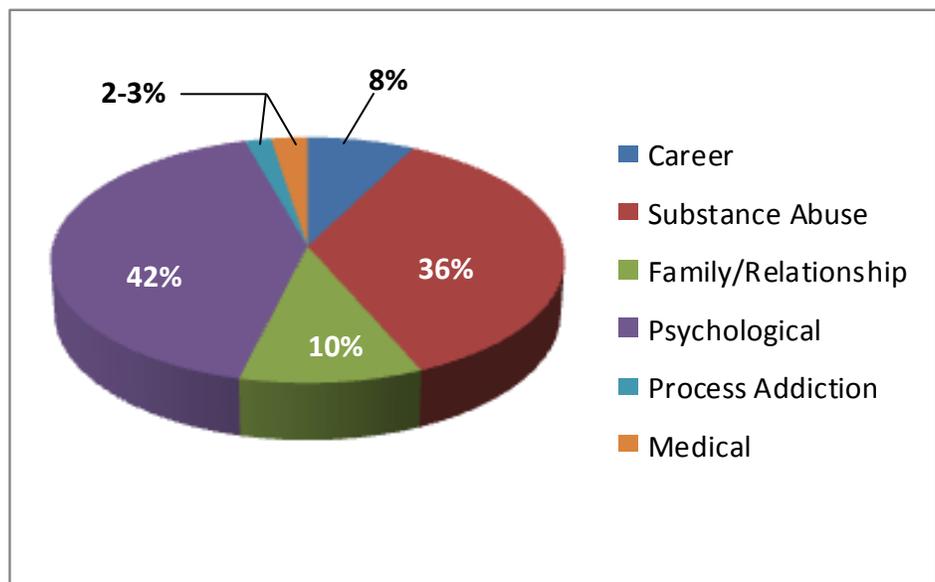
Many clients exhibit problems in more than one category, so there is overlap in documenting the issues. We continue to see psychological problems more often than other issues and these frequently coexist with substance abuse issues. Some issues, like codependency, appear across the spectrum and could fit within multiple categories. Although lawyers rarely come to us with only career related issues, many describe their job-related concerns that exist along with depression, anxiety and problem drinking. The term “process addiction” refers to compulsive behaviors such as problem gambling, eating disorders, compulsive spending or sexual addiction including overuse of internet for sexual reasons.

Of the total open files as of July 31, 2015, here is the breakdown of the issues in both real numbers and percentages:



*Real  
Numbers*

*Percentages*



## THE YEAR IN REVIEW ~

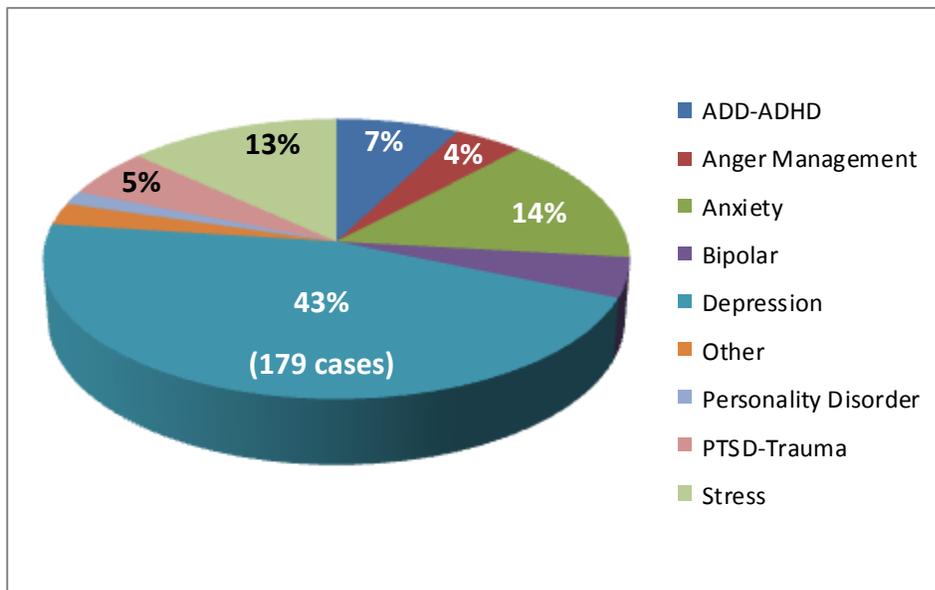
### A CLOSER LOOK AT THE ISSUES

#### PSYCHOLOGICAL ISSUES

(414 CASES)

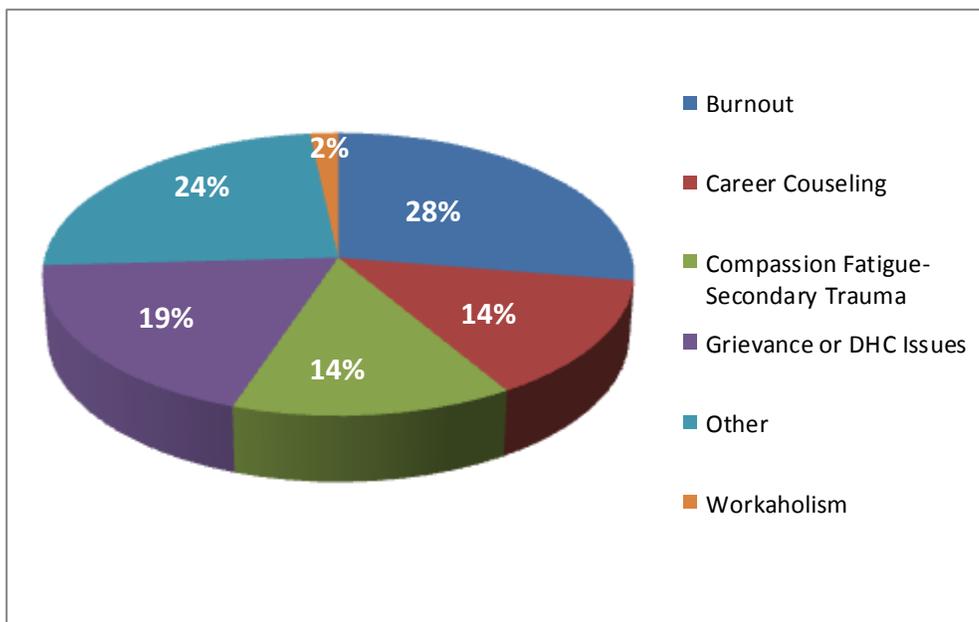
In the psychological category, we are seeing more complex issues and individuals with multiple issues that compound each other. Depression remains by far the single largest issue facing lawyers today.

We also have clients dealing with grief and loss, psychosis, schizophrenia, thoughts of suicide, obsessive compulsive disorder, and severe financial distress. Each of those categories represents 1-2% of total cases and because each is such a small percentage, they have been omitted from the chart on the right.



#### CAREER ISSUES (58 CASES)

Many of the career issues that lawyers report are co-occurring with psychological issues or substance abuse issues. Sometimes career issues cause psychological or substance abuse issues and sometimes pre-existing psychological or substance abuse issues can cause career issues. It is important to discern and treat the core cause while also addressing the co-occurring symptoms.

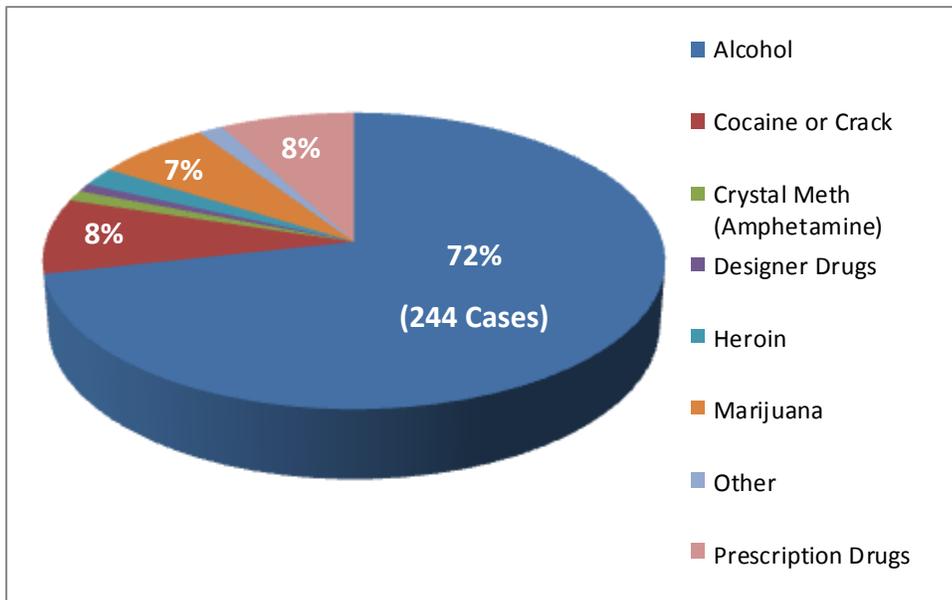


Now that there is established research on compassion fatigue in the legal profession, we have begun tracking compassion fatigue, which can mirror depression in many respects. We are seeing a fair number of cases of compassion fatigue and secondary trauma, especially in lawyers who are working in practice areas involving criminal law, domestic and family law, personal injury and workers compensation. Many NC judges also report suffering from compassion fatigue and secondary trauma.

A CLOSER LOOK AT THE ISSUES

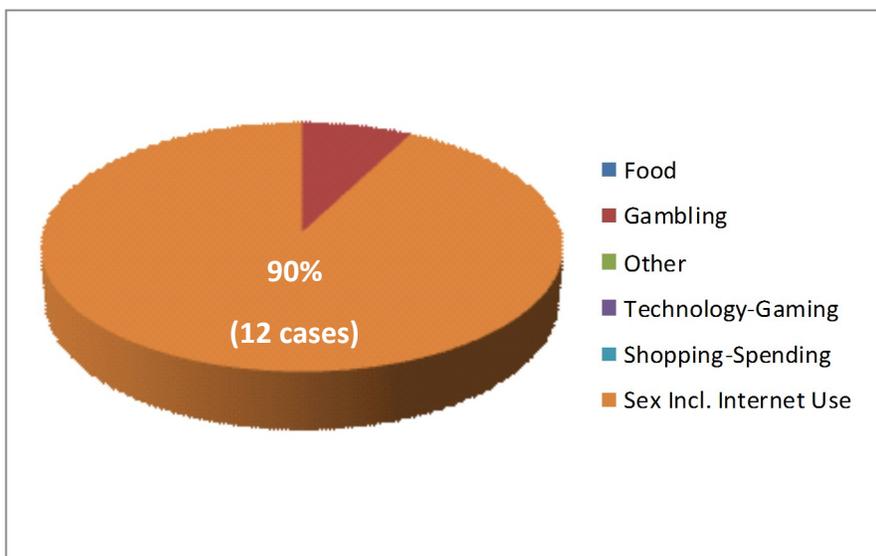
**ALCOHOL AND DRUG PROBLEMS (341 CASES)**

Alcoholism remains by far the single largest problem lawyers are dealing with, with over 70% of cases reporting problems with alcohol. We also have seen a surge in recent years of the abuse of prescription drugs, whether prescribed and being used in a manner not as prescribed or those same drugs being used without a prescription.



**PROCESS ADDICTIONS (13 CASES)**

While the word addiction traditionally refers to overuse of alcohol and drugs, it also applies to compulsive behaviors, such as gambling, sex, work, eating, shopping/spending, internet usage, or other technologically driven activities such as video gaming. Rather than being addicted to a substance, the person is addicted to a behavior, or more precisely: the feeling brought

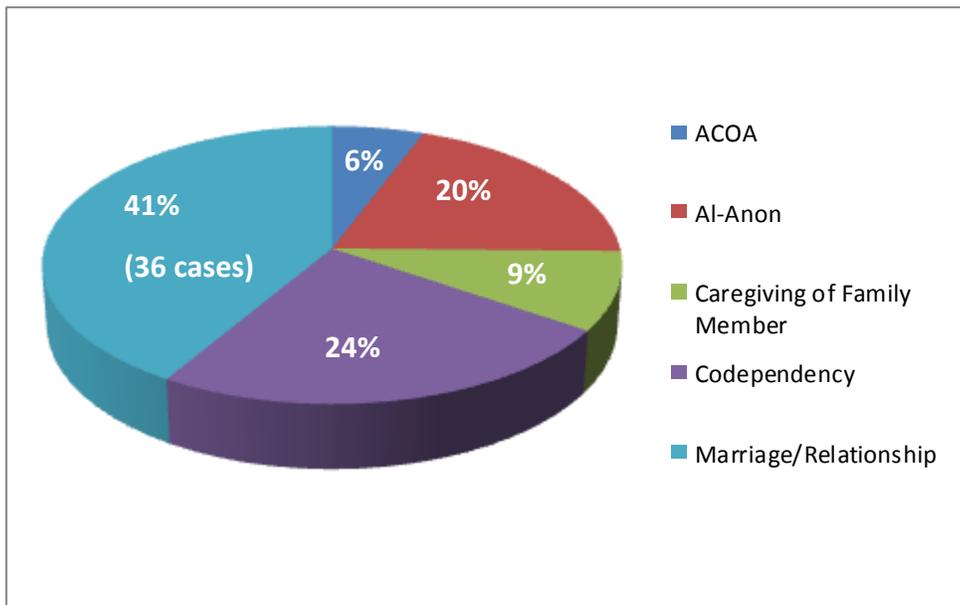


about by a certain behavior or action. The suffering, losses, and devastating consequences stemming from process addictions are similar to those of alcohol/drug addiction. Like addiction to alcohol/drugs, process addictions follow a characteristic course with similar phases and stages. A process addiction follows a destructive process characterized by a recognizable set of signs and symptoms. It is progressive in nature. Left untreated, it will only continue to get worse over time. The highest percentage we are currently seeing involve use of sexual internet websites while at work.

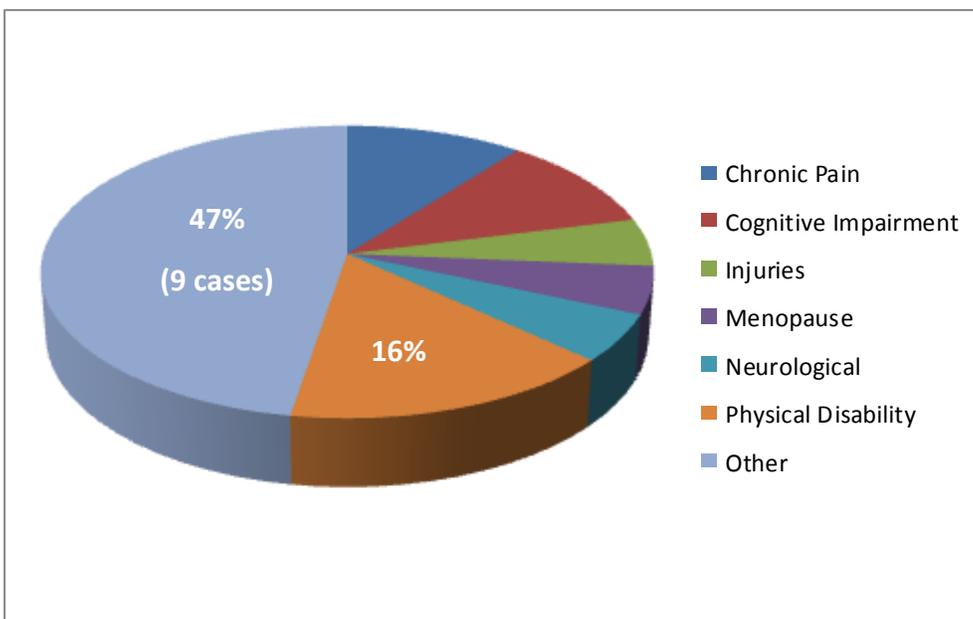
## THE YEAR IN REVIEW ~ A CLOSER LOOK

### FAMILY ISSUES (87 CASES)

Some lawyers have been deeply affected emotionally and psychologically by the substance abuse of a parent or a grandparent. The syndrome and symptoms associated with such a scenario is “ACOA” which stands for Adult Child of an Alcoholic. We have lawyers who also seek our assistance because they have a spouse, partner or child who is a substance abuser (Al-Anon).



A majority of our clients experience some form of marriage or relationship difficulty, but we only track those who have this issue as a primary issue.



### MEDICAL ISSUES (19 CASES)

Sometimes lawyers are coping with a medical issue or a physical disability or injury. Sometimes the issue warrants assistance in coping with early retirement or winding down a practice. Sometimes the issue warrants assistance with coping and management strategies as well as support for the on-going emotional strife of dealing with a medical issue.

**CONTINUING LEGAL EDUCATION AND OUTREACH**

The best intervention always begins with education. In addition to our 4 quarterly articles appearing in the State Bar Journal, the LAP continues to provide CLE presentations for across the state.

**MINORITY OUTREACH CONFERENCE**

The Minority Outreach Conference continues with great success. This year it was held in Chapel Hill on February 20, 2015. In its fifth year, the conference’s goal is to reach out to minority members of the bar. Historically, LAP has been underutilized by African American attorneys. The conference provides an opportunity to explore themes related to practice unique to African American attorneys and to dispel myths about the LAP and how it works. We reached registration capacity of 400 African American attorneys with 340 in actual attendance.

Justice Cheri Beasley did a wonderful job as keynote speaker for the conference. Following Justice Beasley’s keynote was a roundtable discussion focusing on Special Considerations Unique to African American Attorneys. Panel participants included attorneys Glenn Adams, Fred Williams, Claudia McClinton, Lenita Arrington and Terry Sherrill. The afternoon session featured a high energy presentation by Charlotte therapist, Courtney Nesbitt, entitled *Professional and Black: Owning the Differences, Addressing the Barriers, Finding the Balance*. The final session of the day was a presentation from well-known publicist and author Terrie Williams. Ms. Williams shared stories about her battle with depression and the impact that it had on her life and career. Immediately after the conference, LAP hosted a book-signing reception where participants were able to purchase copies of Ms. Williams’ latest best-selling book, *Black Pain, It Only Looks Like We’re Not Hurting*.

LOCATIONS OF ATTORNEYS REPRESENTED AT 2015 MINORITY OUTREACH CONFERENCE					
City	Number	City	Number	City	Number
Apex	4	Hickory	1	Raeford	4
Asheville	1	Hillsborough	3	Raleigh	71
Binghamton	1	Holly Springs	1	Red Springs	1
Carrboro	1	Kannapolis	1	Research Triangle	1
Cary	9	Knightdale	1	Roanoke Rapids	2
Chapel Hill	5	Lancaster, SC	1	Rolesville	1
Charlotte	55	Louisburg	4	Roxboro	1
Clayton	2	Matthews	1	Sanford	1
Clemmons	1	Mebane	2	Smithfield	1
Columbia, SC	2	Morrisville	6	Statesville	1
Concord	3	Mount Holly	1	Wake Forest	1
Durham	89	Mt. Holly	1	Walkertown	1
Fayetteville	14	New Bern	1	Warrenton	1
Fuquay Varina	2	Newport	1	Whitsett	1
Goldsboro	1	Oxford	1	Wilmington	2
Greensboro	10	Pembroke	1	Wilson	4
Greenville	4	Pleasant Garden	1	Winston Salem	13
Henderson	1				

\* Yellow shaded locations indicate areas with greatest number of participants: Charlotte, Durham and Raleigh  
 Green shaded locations indicate out-of-state attorneys practicing in North Carolina.

### SUBSTANCE ABUSE AND MENTAL HEALTH CLE PRESENTATIONS

Although we can tailor any program to specific needs or audiences, our most popular educational programs are:

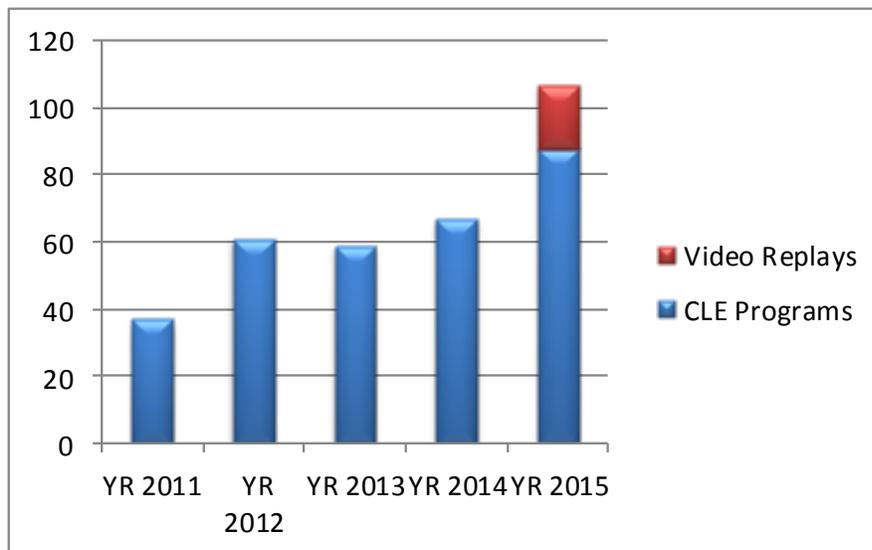
- Getting Lost in Our Own Lives (focus is on preventive work-life balance and inherent stress of the profession) (this program has been adapted for the Professionalism for New Admittees Program)
- Compassion Fatigue: The Price We Pay As Professional Problem Solvers
- Mentally Preparing for Life’s Transitions – the Psychology of Change (focused on the emotional impact of preparing for retirement)
- Addiction Basics and the Lawyer Assistance Program

### SUBSTANCE ABUSE AND MENTAL HEALTH CLE PRESENTATIONS

The LAP presented at least 88 CLE programs this year (see Appendix A) with 19 additional video replays. We are able to present this volume of programs due to our dedicated volunteers who regularly speak and present as LAP representatives. Occasionally our volunteers are asked directly to speak at a CLE in addition to the requests that formally come through our office, and we do not necessarily receive that information for statistical reporting purposes. CLE remains our best outreach tool.

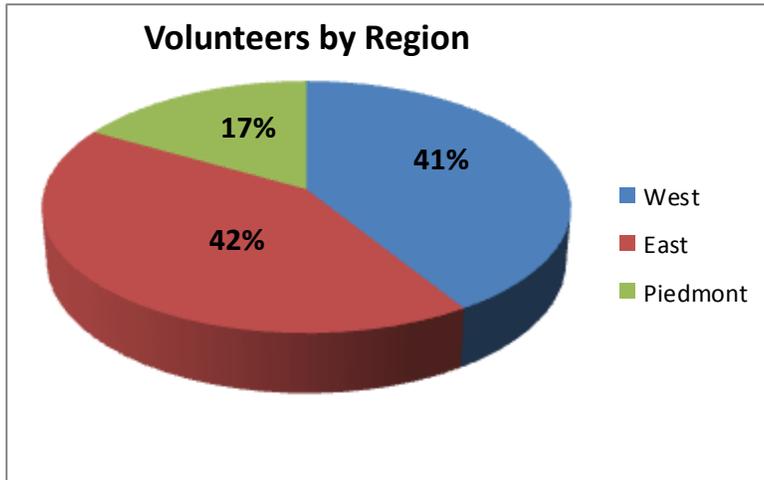
We’ve seen a big jump in the number of CLE presentations in recent years as we now provide the presentation on work-life balance to all newly admitted lawyers as part of the Professionalism Program for New Admittees. To accommodate these greater numbers, 32 volunteers to date have been trained to give this talk. Typically six or seven different CLE sponsors need the presentation delivered on the same day. Many CLE sponsors are now recording our live presentations and offering video replays, which we are also now attempting to track.

We sometimes receive requests to use our LAP History or Lawyer Risk and Resiliency Videos. They are now available on our website via YouTube and are easily downloadable for any CLE presentation.



**LAP’s TRAINED VOLUNTEERS MAKE A DIFFERENCE**

Volunteers are the foundation of NC LAP. Our trained volunteers provide peer support to lawyers in need and they serve on informal intervention teams to help those lawyers and judges who may not realize they have a problem. LAP volunteers also serve as CLE speakers who help educate the legal profession about substance abuse and mental health problems.



Our volunteers give their time and assistance because they recognize and believe their participation is valuable and beneficial for the legal profession and because they find it personally rewarding to help others find the solutions they found so transformative. LAP has volunteer opportunities for attorneys and judges 1) who themselves are in recovery from alcohol or drug problems, depression, anxiety or other mental health problems, or 2) who have experienced a family member or friend who has suffered from alcoholism or other substance abuse issues, depression,

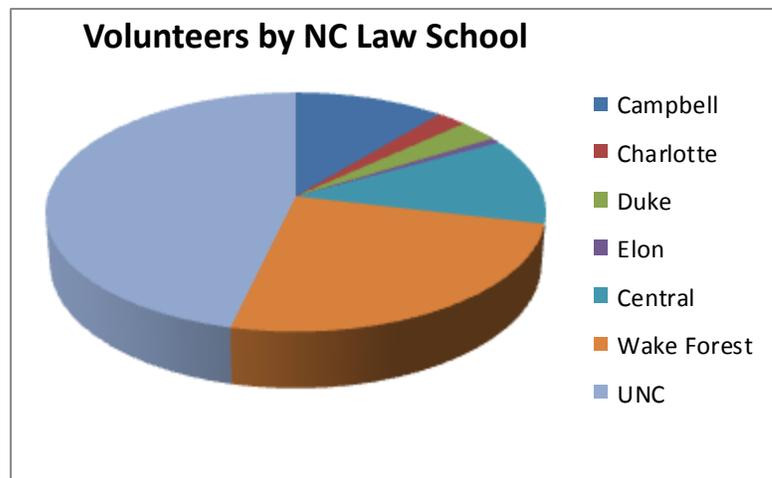
anxiety or other mental health problems and who had to learn how to effectively deal with that situation.

LAP volunteers are not volunteers in the usual sense. All LAP volunteers receive formal and informal training from LAP staff. Volunteers are individually selected to be paired with clients based upon the facts and circumstances of their experience and that of the lawyer who is of concern.

We currently have 200 LAP Volunteers. As described, the LAP network of volunteers and lawyer support groups provide a major part of the assistance given by the LAP to lawyers around the state. Without the extended volunteer network, it would be impossible for the LAP to be as effective as it has been during the past year.

On an interesting note, our current volunteer base is represented by the following NC law schools (some of our volunteers did not attend law school in NC).

NC Law School	Total Volunteers
Campbell	15
Charlotte	3
Duke	4
Elon	1
Central	16
Wake Forest	34
UNC	63



## VOLUNTEERS

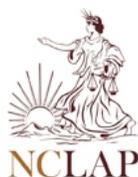
### LAP STEERING COMMITTEE

The LAP Steering Committee is a volunteer leadership committee. It was formed in 2012 when the former PALS and FRIENDS subcommittees combined into one committee. LAP Steering Committee members are all active LAP volunteers from across the state and are appointed by the LAP Director. The Steering Committee is composed of 2 volunteers (a member and an alternate) from each of the LAP meetings across the state as well as 2 members at large from each region (West, Piedmont and East).



The LAP Steering Committee selects projects and initiatives that it deems important to the function or direction of the LAP. The LAP Steering Committee has continued to build upon its momentum from last year with these selected major initiatives this year:

- Ongoing operation of SIDEBAR, an electronic quarterly newsletter as an outreach tool,



## SIDEBAR

- In continuation of the law school initiative, the committee developed content about LAP for inclusion on law schools' websites and is working on character and fitness brochures that will contain information about LAP for distribution at all law schools,
- Having secured the one-hour work-life balance hour as part of the mandatory Professionalism for New Admittees program across the state, steering committee members attended training to give the program and volunteered to speak at PNAs through the remainder of the year, and
- Continuation of a 12-step study retreat weekend (not paid for by LAP, but self-supporting through paid registrations of participants) that was revived in 2013 and held this year at Browns Summit to rave reviews.



The LAP Steering Committee continues great and dedicated work and we look forward to its continued visionary process and success.

**NEW WEBSITE: [WWW.NCLAP.ORG](http://WWW.NCLAP.ORG)**

It has taken the better part of a year to develop and launch a brand new website, and it has been worth the effort. The new LAP website has a totally different look and feel than our old website. Knowing what we know today about client-driven internet usage, the site has been completely reconceptualized and brought up to today’s standards in terms of both content and structure. The all-new content is comprehensive while remaining approachable. The site is streamlined and easy to navigate. It now contains landing pages for CLE requests, special sections for volunteers and family members, and articles on a variety of issues.

**TRAINING**

- The 35<sup>th</sup> Annual LAP Meeting and Workshop was held November 7-9, 2014 at the Holiday Inn SunSpree Resort, Wrightsville Beach, North Carolina. Approximately 150 lawyer volunteers attended the event to receive on-going training. Justice Robert Edmunds was in attendance and presented the Chief Justice’s LAP Service Award.
- The 36<sup>th</sup> Annual LAP Meeting and Workshop will be held on November 6-8, 2015 at the Crowne Plaza Resort in Asheville.
- Due to high demands for certain CLE presentations and in preparation for providing the one hour work-life balance hour for the Professionalism for New Admittees program, the LAP held 2 stand-alone volunteer speaker trainings (and immediately put these dedicated volunteers to work) as follows:
  - August 4<sup>th</sup> – Getting Lost in Our Own Lives, Charlotte, NC – 9 volunteers were trained to speak on this subject
  - August 5<sup>th</sup> – Getting Lost in Our Own Lives, Raleigh, NC – 15 volunteers were trained to speak on this subject

**LOCAL VOLUNTEER MEETINGS**

The LAP continues the development of local volunteer meetings to provide greater continuity and support in meeting the needs of lawyers new in recovery and allowing volunteers the chance to grow in their own recoveries. Local volunteer support meetings are held in the following areas (contact the clinical coordinator in the area for more information as to time and location):

<b>Asheville</b>	<b>Greensboro</b>
<b>Charlotte</b>	<b>Greenville</b>
<b>Durham-Chapel Hill</b>	<b>Raleigh</b>
<b>Fayetteville/Sandhills</b>	<b>Wilmington</b>
	<b>Winston-Salem</b>

## ADMINISTRATION

### LAP BOARD

Darrin Jordan, Chair  
 Lanée Borsman  
 John Bowman  
 Christopher Budnick  
 Barbara Christy  
 Jerry Jernigan, Vice Chair  
 Dr. Joseph Jordan  
 Dr. Nena Lekwauwa  
 Robert “Bert” Nunley



**NCLAP**  
 NORTH CAROLINA  
 LAWYER ASSISTANCE PROGRAM

### LAP BOARD MEETINGS SCHEDULED FOR 2015-2016

LAP Board meetings are usually scheduled for lunchtime on Wednesday of the week the Bar Council meets except in October. Instead, the LAP Board meets at the Annual LAP Meeting and Conference held the first weekend in November. The upcoming schedule is as follows:

2015

November 6-8 – Crown Plaza Resort, Asheville, NC

2016

January 19-22 - NC State Bar Headquarters, Raleigh

April 19-22 - NC State Bar Headquarters, Raleigh

July - TBA

November 4-6 – Probably Wrightsville Beach

## APPENDIX A—CLE

<b>Date</b>	<b>Sponsor</b>	<b>City</b>
8/7/2014	NCBA	Concord
8/15/2014	Catawba County Bar	Newton
8/20/2014	Clerk of Superior Court Summer Conference	New Bern
8/27/2014	Womble Carlyle Sandridge & Rice and Poyner Spruill	Winston Salem
8/28/2014	NC Child Support Council	Concord
9/4/2014	Campbell Law School Connection Mentor Program	Raleigh
9/10/2014	Duke Energy	Charlotte
9/12/2014	Virginia LHL Conference	Wintergreen, Va
9/19/2014	District Bar Meeting (District 15A)	Burlington
9/24/2014	Lowes Legal Department	Mooresville
9/24/2014	Association of Legal Administrators	Cary
10/2/2014	UNC School of Law	Chapel Hill
10/2/2014	Attorneys Title	Wilmington
10/3/2014	Wake County Bar	Raleigh
10/3/2014	28th Judicial District - PNA	Asheville
10/7/2014	Attorneys Title	Greensboro
10/9/2014	School of Government	Raleigh
10/9/2014	NC Industrial Commission Education Conference	Raleigh
10/10/2014	NCBA - Annual Review	Greensboro
10/10/2014	Charlotte School of Law	Greensboro
10/10/2014	Mecklenburg County Bar	Charlotte
10/14/2014	Investor Title	Pinehurst
10/18/2014	Advocates for Justice	Asheville
10/18/2014	NCAWA	Asheville
10/18/2014	Law to the People - PNA	Raleigh
10/23/2014	NC Bar Association	Cary
10/29/2014	Campbell Law School Initiative	Raleigh
11/13/2014	Womble Carlyle Sandridge & Rice and Poyner Spruill	Charlotte
11/13/2014	Greensboro Criminal Bar Ass'n	Winston Salem
11/14/2014	Womble Carlyle Sandridge & Rice and Poyner Spruill	Raleigh
11/14/2014	Attorneys Title - Paragon Group	Raleigh
11/20/2014	Advocates for Justice	Raleigh
12/2/2014	NCBA - PNA	Cary, NC
12/4/2014	MCB - PNA	Charlotte
12/9/2014	NCBA - PNA	Charlotte
12/10/2014	Mecklenburg County Bar	Charlotte
12/12/2014	Rowan County Criminal Law CLE	Salisbury
12/15/2014	NCBA - PNA	Charlotte
12/16/2014	Attorneys Title	Winston Salem
12/19/2014	Haywood County Bar	Waynesville

## APPENDIX A – CLE (CONTINUED)

1/15/2015	Mecklenburg County Bar	Charlotte
1/15/2015	Inns of Court	Durham
1/26/2015	NCBA	Cary
1/30/2015	Wake Forest Law School Initiative	Winston Salem
1/30/2015	Dispute Resolution Seminar	Pinehurst
2/2/2015	GAL Attorney Advocacy	Asheville
2/3/2015	BridgeTrust Title Group	Raleigh
2/5/2015	Mecklenburg County Bar	Charlotte
2/6/2015	NCBA Workers Comp Annual Section Meeting	Greensboro
2/12/2015	NCBA - PNA Webinar	Webinar
2/12/2015	NCBA - PNA Webinar	Webinar
2/12/2015	Lowes Legal Department	Mooresville
2/12/2015	BridgeTrust Title Group	Greensboro
2/16/2015	NCBA - PNA Webinar	Webinar
2/17/2015	NCBA - PNA Webinar	Webinar
2/19/2015	Advocates for Justice	Webinar
2/19/2015	NCBA - PNA Webinar	Webinar
2/19/2015	Chief Justice Commission on Prof	Greensboro
2/20/2015	NCBA Business and Inter Law Sections Meeting	Pinehurst
2/23/2015	NCBA - PNA Webinar	Webinar
2/24/2015	NCBA - PNA Webinar	Webinar
2/25/2015	Advocates for Justice	Raleigh
2/26/2015	Advocates for Justice	Webinar
3/11/2015	Inn of Court	Raleigh
3/12/2015	BridgeTrust Title Group	Fayetteville
3/13/2015	NC Association of Defense Attorneys	Raleigh
3/13/2015	UNC School of Gov	Chapel Hill
3/18/2015	NC Conf of Bar Pres/NCBA Local Bar Serv Com	Cary
3/19/2015	Federal Public Defenders Office Eastern NC	Carolina Beach
3/20/2015	District Bar Meeting (District 12)	Fayetteville
3/23/2015	Myers Bigel Sibley & Sajovec	Raleigh
3/27/2015	NCBA Zoning and Land Use Section	Cary
4/10/2015	NCBA Administrative Law	Cary
4/10/2015	Dare Co District Bar Meeting (District 1)	Southern Shores
4/14/2015	Law Offices of James Scott Farrin	Durham
4/25/2015	NC Electric Corporative Attorney Association	Myrtle Beach, SC
05/06/15	BridgeTrust Title Group	Greenville
5/8/2015	Board of Legal Specialization	Charlotte
5/15/2015	District Bar Meeting (District 18)	Greensboro
5/16/2015	Western NC Bankruptcy	Charlotte
5/19/2015	NCBA - PNA	Cary
5/19/2015	MCB - PNA	Charlotte
5/23/2015	NCBA Tax Session	Kiawah, SC
5/29/2015	Eastern Bankruptcy Institute	Myrtle Beach, SC
6/10/2015	NC Creditors Bar	Raleigh
6/12/2015	23rd Judicial Bar District	Roaring Gap
6/15/2015	Advocates for Justice	Sunset Beach, SC
7/30/2015	NCBA - PNA	Cary

## APPENDIX A—CLE (CONTINUED)

### VIDEO REPLAYS

October 9, 2014	NCBA – PNA – Video Replay
October 10, 2014	NCBA – PNA – Video Replay
November 18, 2014	NCBA – PNA – Video Replay
November 19, 2014	NCBA – PNA – Video Replay
December 2, 2014	NCBA – PNA – Video Replay
December 3, 2014	NCBA – PNA – Video Replay
December 4, 2014	NCBA – PNA – Video Replay
December 5, 2014	NCBA – PNA – Video Replay
December 8, 2014	NCBA – PNA – Video Replay
December 9, 2014	NCBA – PNA – Video Replay
December 11, 2014	NCBA – PNA – Video Replay
December 12, 2014	NCBA – PNA – Video Replay
December 15, 2014	NCBA – PNA – Video Replay
December 16, 2014	NCBA – PNA – Video Replay
December 17, 2014	NCBA – PNA – Video Replay
December 18, 2014	NCBA – PNA – Video Replay
December 19, 2014	NCBA – PNA – Video Replay
December 30, 2014	NCBA – PNA – Video Replay
December 31, 2014	NCBA – PNA – Video Replay