



# NC LAP Annual Report

August 1, 2013 - July 31, 2014



**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”) continues to grow and, out of sheer necessity, continues to streamline its processes and upgrade its infrastructure. As technology continues to evolve, we have found it essential to leverage new technologies in order to stay better connected with our clients, volunteers, state bar leaders and other stakeholders. Accordingly, we have undergone several technological overhauls and transformations this year.

In November of 2013, LAP launched the inaugural edition of Sidebar, a quarterly e-newsletter. Sidebar is a place where we share articles and information – from lawyers’ personal stories and perspectives on the practice of law, to national, mainstream news articles about the effects of stress and strategies for work-life balance. All subscriptions are confidential and anonymous and anyone is invited to subscribe directly to receive Sidebar. Sidebar currently has just over 1,000 subscribers.

In 2014, LAP also launched a brand new website. It contains a great deal more information about the types of services LAP provides and the most common issues we see. The content is all new and is geared to answer some of the most common questions we field. The website also has some new sections including a section for our CLE topics and talks, a section with guidance for law firms, a section for family members, as well as a password protected section with resources specifically for LAP volunteers.

Finally, we completed an overhaul of our database infrastructure, allowing for easier data access and compilation. Last year, with the consolidation of PALS and FRIENDS into a single LAP, we began tracking the issues in a more complete and accurate way, allowing for more detailed reporting as is shown in this year’s annual report.

In terms of our client base, the ratio of addiction to mental health cases remains fairly consistent. As reported last year, we continue to see more complex mental health cases with multiple issues occurring in the same individual. Due to the current trend in the profession to attempt to medicate stress in lieu of making life-style changes, we continue to see impairments due to the over prescription, over use, and combined use of prescribed medications. Alcoholism and addiction remain critical, on-going problems, and we saw a small uptick this year in the number of lawyers who self-referred who were seeking in-patient treatment.

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The LAP became involved in two major new initiatives this past year. First, we have undertaken a law school initiative aimed at reaching every law student in the state. With seven law schools in NC, this is a major undertaking, with the bulk of implementation scheduled to begin in early 2015. We began the early phase of implementation in 2014 by becoming the official provider of the work-life balance CLE credit hour as part of the mandatory, state-wide Professionalism for New Admittees (“PNA”) program. Eighteen LAP volunteers attended a specialized speaker training and then volunteered to speak at the PNA events across the state, many of which occur on the same day. With this training, our LAP presentation and information is consistent across presentations, and we reached every newly admitted lawyer in NC in 2014.

The second major initiative we undertook was to begin working collaboratively with the NC Bar Association’s Transitioning Lawyer Commission (“TLC”) (for older lawyers needing to transition out of practice). The TLC and LAP have begun cross referring and working together as needed. The relationship is mutually beneficial, and we look forward to years of cooperative collaboration with the TLC.

As we have seen over and over again in the 35 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

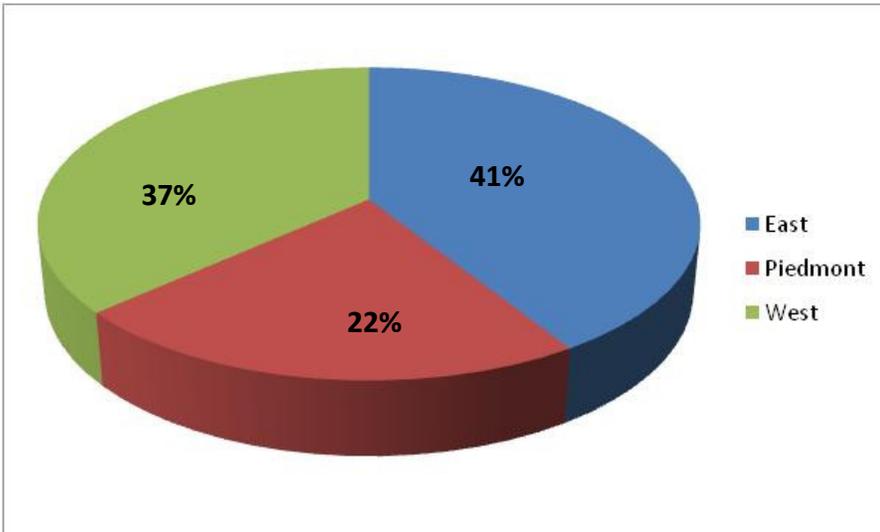
All client interactions with LAP are held in strict confidence as are any referrals. The only exception is if an individual signs a release of information and asks LAP to report on his or her behalf to another organization or individual. Confidentiality is guaranteed by Rule 1.6(c).

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.

### 112 NEW CASES BY REGION

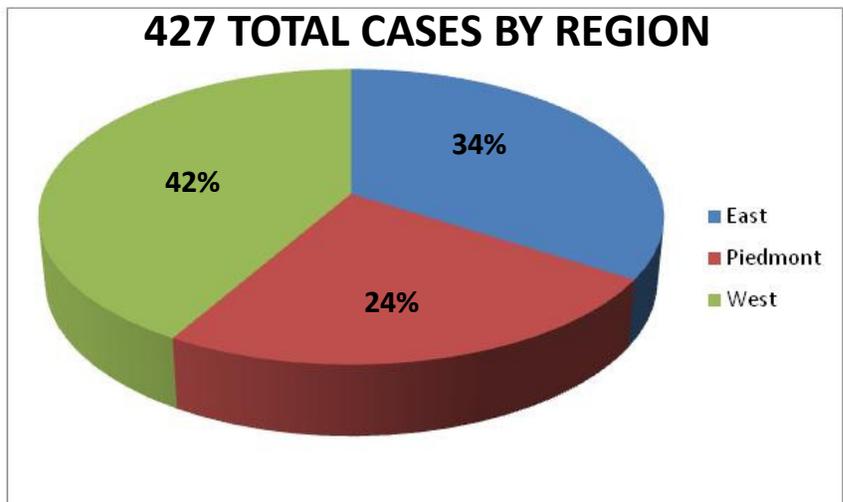


### NEW CASES/FILES

Now in its 35<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, 95 resulted in newly opened files, with 17 additional files reopened, bringing the total number of opened cases to 112. We closed 414 files resulting in a combined total of 427 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.

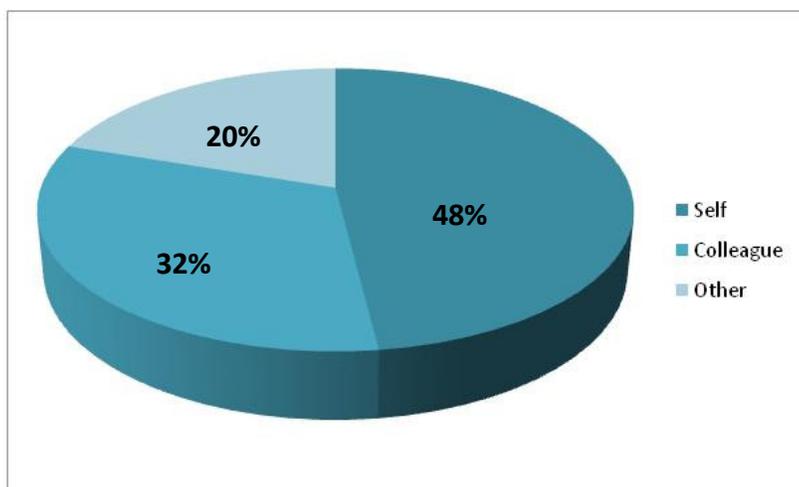


# THE YEAR IN REVIEW ~ STATISTICAL SNAPSHOT

## REFERRAL SOURCES

The rate of self-referral to LAP remains steady at 48%. 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 20% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff or from the DHC or grievance committee.

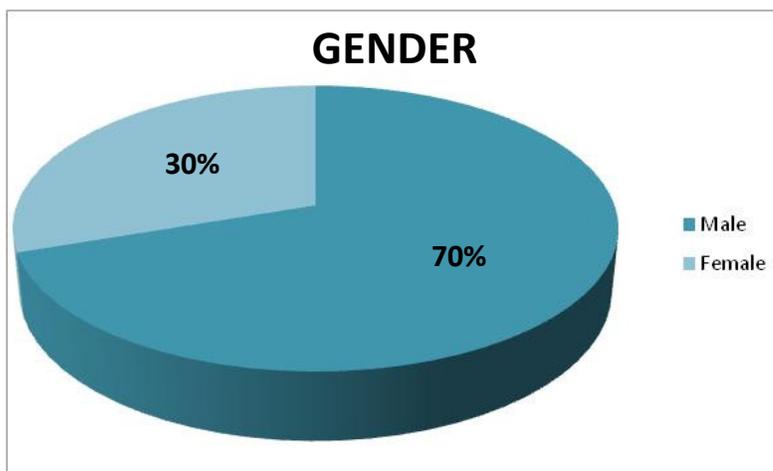
### REFERRAL SOURCES



Referred by	Total
Another LAP	4
Another Lawyer	84
Bar Staff	26
Board of Law Examiners	15
DA	3
DHC	1
Employer	1
Family	20
Firm (his or hers)	12
Friend, Non-lawyer	5
Grievance	7
Judge	15
Law School	10
Other	4
Physician	7
Self	205
Therapist	2
Unknown	6
<b>Grand Total</b>	<b>427</b>

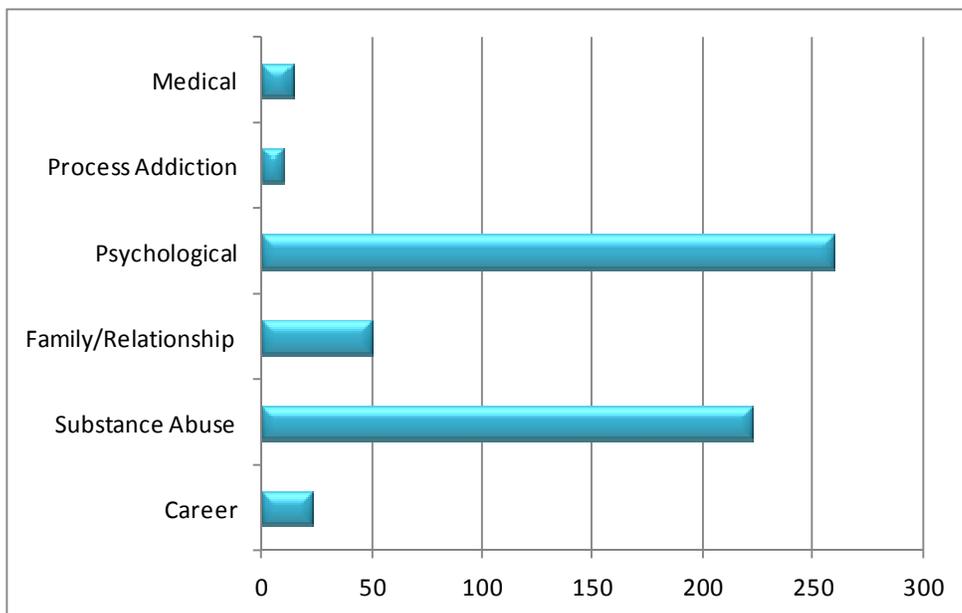
## GENDER

The gender breakdown for clients seeking services in 2014 was 70% men and 30% women.



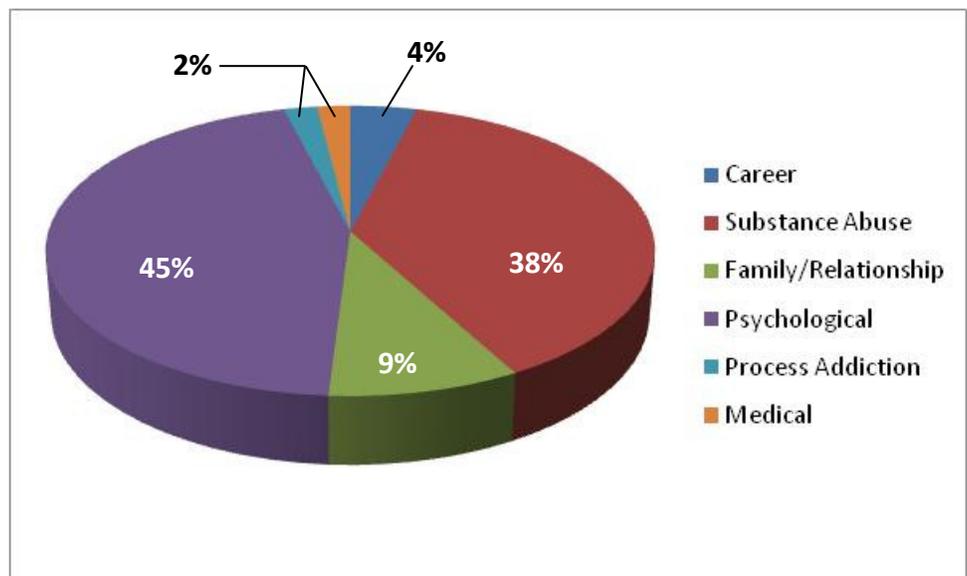
Many clients exhibit problems in more than one category, so there is overlap in documenting the issues. We continue to see psychological problems more often than other issues and these frequently coexist with substance abuse issues. Some issues, like codependency, appear across the spectrum and could 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, 2014, here is the breakdown of the issues in both real numbers and percentages:



*Real Numbers*

*Percentages*



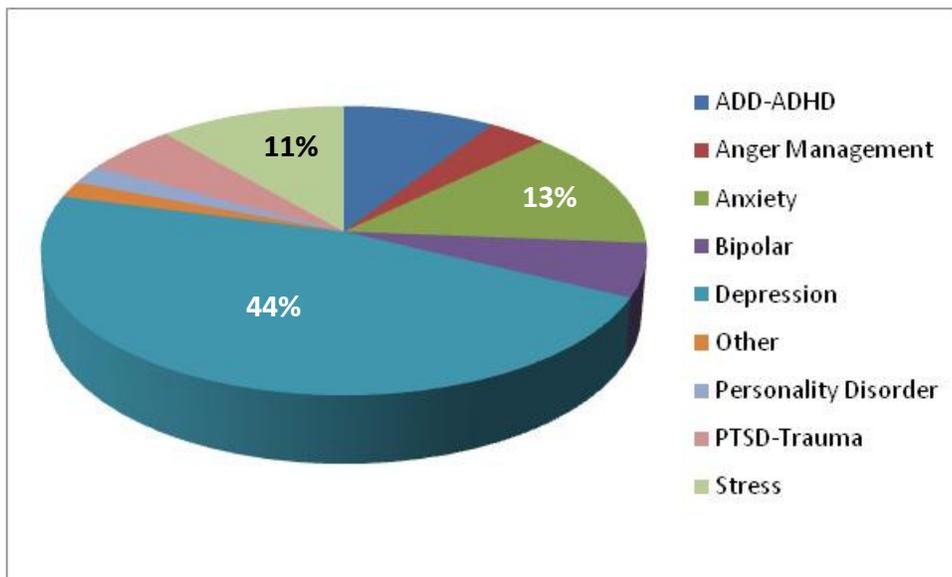
## THE YEAR IN REVIEW ~

### A CLOSER LOOK AT THE ISSUES

#### PSYCHOLOGICAL ISSUES

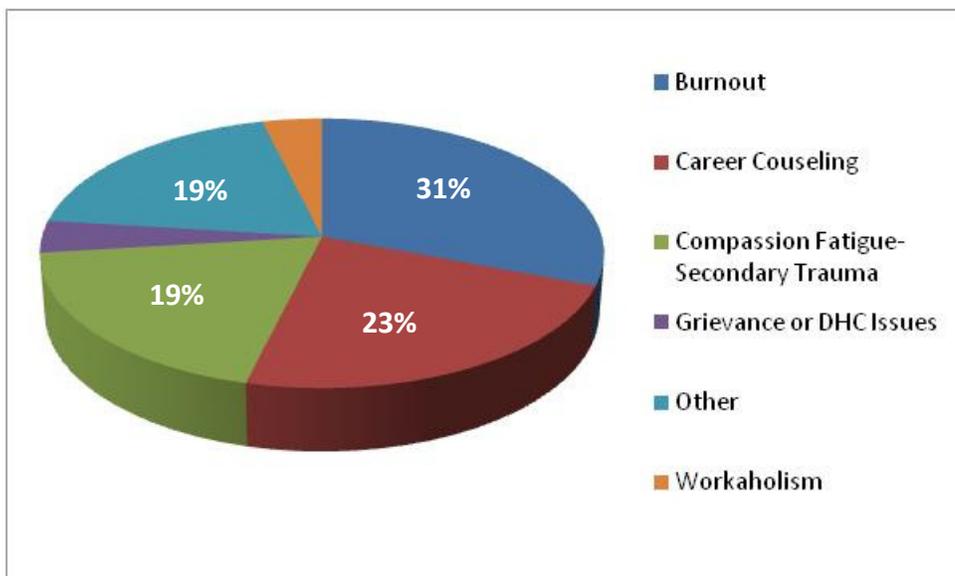
In the psychological category, we are seeing more complex issues and individuals with multiple issues that compound each other. Depression is by far the single largest issue facing lawyers today.

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

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.



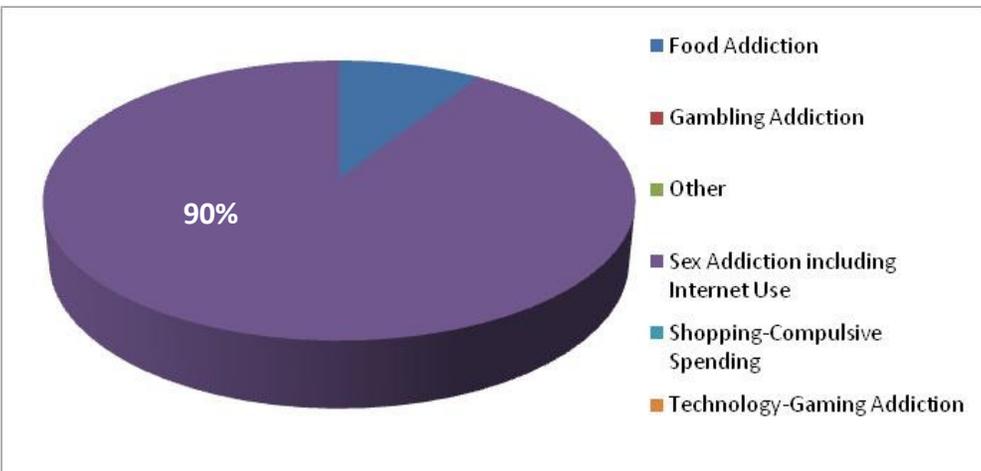
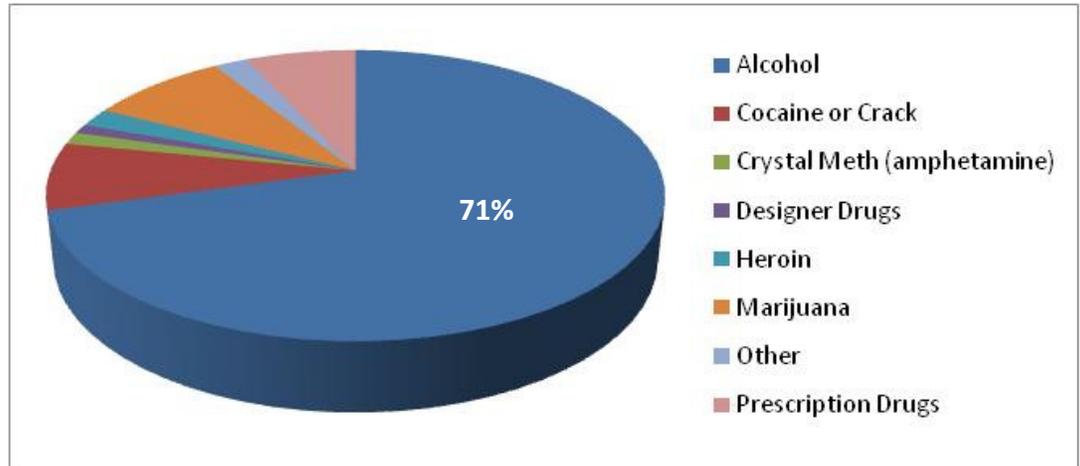
Now that there is established research on compassion fatigue in the legal profession, we have begun tracking compassion fatigue, which can mirror depression in many respects. We are seeing a fair number of cases of compassion fatigue and secondary trauma, especially in lawyers who are working in practice 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

#### SUBSTANCE ABUSE ISSUES

Alcoholism still remains the single largest problem lawyers are dealing with, with over 70% of cases reporting problems with alcohol. We also have seen a surge in 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.



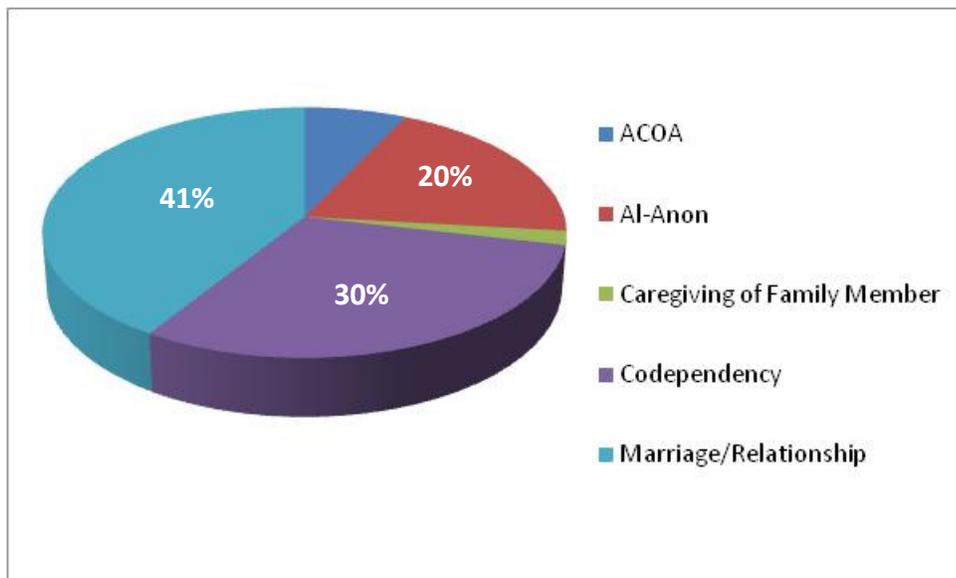
#### PROCESS ADDICTIONS

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

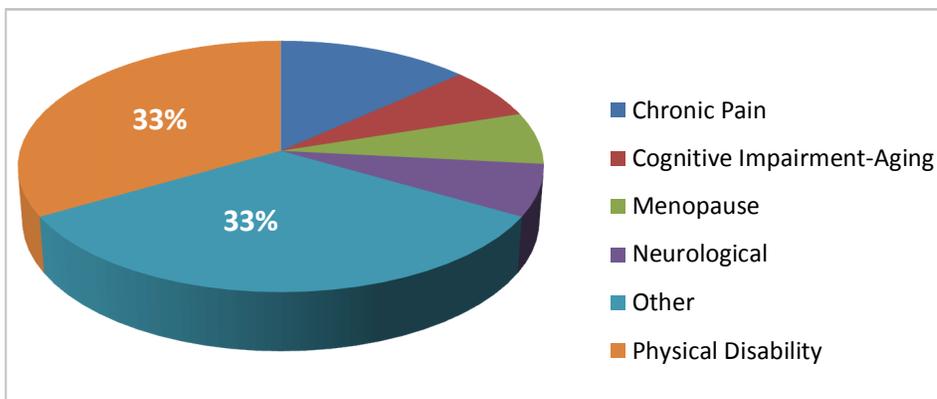
activities such as video gaming. Rather than being addicted to a substance, the person is addicted to a behavior, or more precisely: the feeling brought about by a certain behavior or action. The suffering, losses, and devastating consequences stemming from process addictions are similar to those of 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.

**FAMILY ISSUES**

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**

Sometimes lawyers are coping with a medical issue or a physical disability or injury. Often we see calls in this category regarding lawyers who may be demonstrating signs of dementia.

We added menopause to this category this year because we have had multiple cases of female attorneys who call reporting symptoms of depression, an inability to sleep, and increased difficulty concentrating. Menopause is often misdiagnosed for depression in the medical world, so we are pleased when we can direct a lawyer to the right resource for help.

**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 law firms, local and specialty bar associations, district bars, government agencies and legal organizations to satisfy the substance abuse/mental health CLE requirement.

**MINORITY OUTREACH CONFERENCE**

The Minority Outreach Conference continues with great success. This year it was held in Chapel Hill on February 28, 2014. In its fourth 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 326 in actual attendance.

Judge Joe Webster did a wonderful job as keynote speaker for the conference. Following Judge Webster’s keynote was a roundtable discussion with Judge Webster, Judge Keith Gregory, Vice Chancellor Winston Crisp and Attorneys Glenn Adams, Donna Rascoe, Brandon Shelton and Harriett Twiggs-Small. The afternoon session featured a presentation by Dr. Michael Hall about how to thrive in practice. Terry Sherrill and Towanda Garner gave a LAP Overview. The final session of the day was an outstanding presentation from Florida Representative Darryl Rouson, who shared his personal story of renewal and recovery.

**LOCATIONS OF ATTORNEYS/GUESTS REPRESENTED AT THE MINORITY OUTREACH CONFERENCE 2013**

City	Number	City	Number	City	Number
Apex	1	High Point	1	Pleasant Garden	1
Asheville	1	Hillsborough	2	Pennsylvania	1
Bethel	1	Holly Springs	1	Raleigh	83
Carrboro	2	Huntersville	1	Roanoke Rapids	1
Cary	7	Indian Trail	1	Rockingham	1
Chapel Hill	8	Indiana	1	Rolesville	1
Charlotte	56	Kinston	2	Roxoboro	1
Cheverly	1	Knightdale	1	Sanford	2
Clayton	3	Loganville	1	South Carolina	4
Clemmons	1	Louisburg	2	Statesville	1
Concord	1	Mebane	1	Thomasville	1
Durham	77	Mint Hill	2	Virginia	1
Fayetteville	8	Morganton	1	Wake Forest	1
Florida	1	Morrisville	5	Walkertown	2
Fuquay Varina	2	Mount Holly	1	Warrenton	1
Georgia	1	Nashville, NC	1	Whitsett	1
Greensboro	14	New Bern	2	Winston Salem	8
Halifax	1	Oxford	1	Wilmington	1
Henderson	1				

\* Yellow shaded locations indicate areas with greatest number of participants: Charlotte, Durham, Greensboro and Raleigh  
 \*\* Green shaded locations indicate attorneys licensed out of state, but either living and/or practicing in North Carolina.

### SUBSTANCE ABUSE AND MENTAL HEALTH CLE PRESENTATIONS

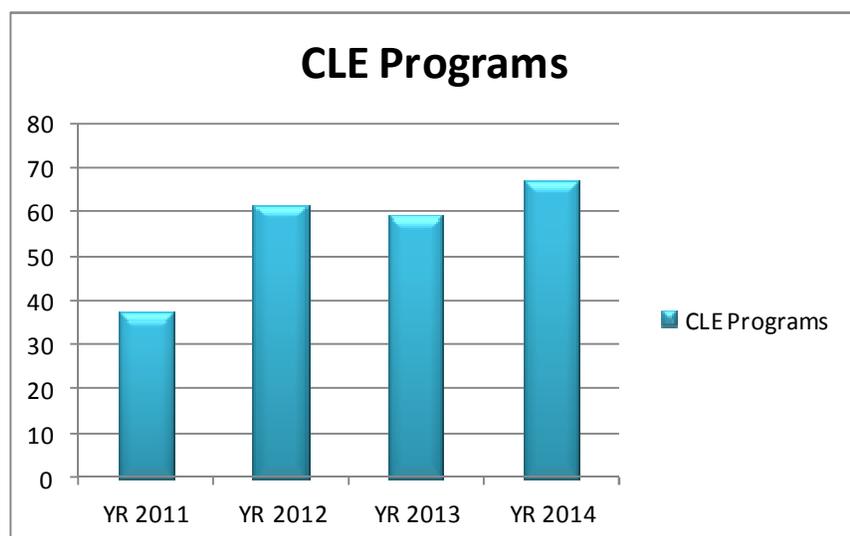
Although we can tailor any program to specific needs or audiences, our most popular educational programs are:

- 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

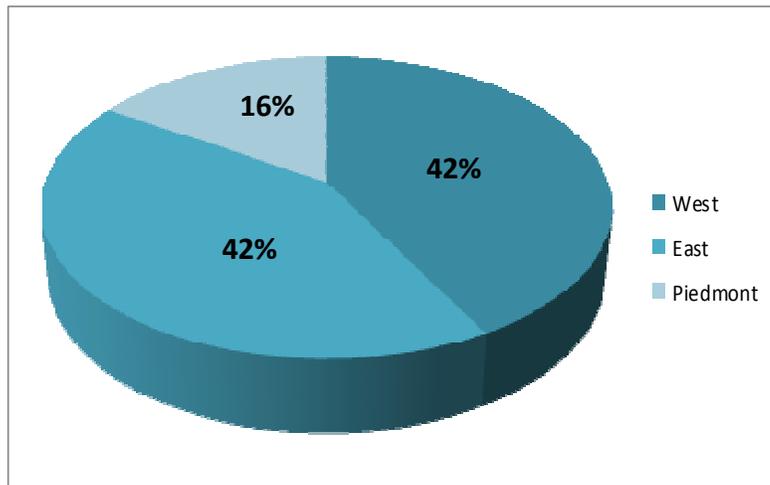
The LAP presented at least 67 CLE programs this year (see Appendix A). We are able to present this volume of programs due to our dedicated volunteers who regularly speak and present as LAP representatives. Occasionally our volunteers are asked directly to speak at a CLE in addition to the requests that formally come through our office, and we do not necessarily receive that information for statistical reporting purposes. We invariably receive at least one call or referral following every CLE we give and CLE remains our best outreach tool.

In addition, we often receive requests for video presentations using our LAP History Video or our Lawyer Risk and Resiliency Video. These programs qualify for CLE credit.



**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. LAP has volunteer opportunities for attorneys and judges 1) who themselves are in recovery from alcoholism or other substance abuse issues, 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

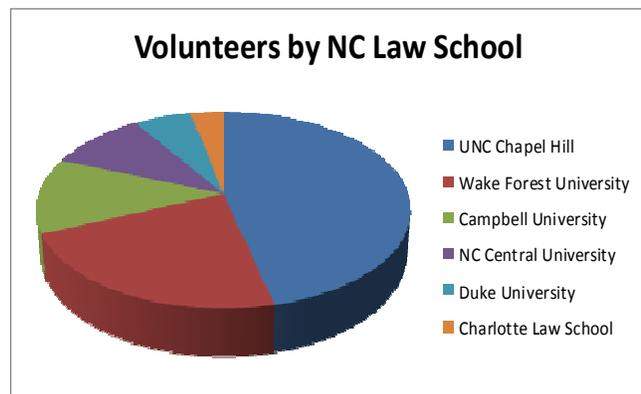
health problems and who had to learn how to effectively deal with that situation.

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
UNC Chapel Hill	63
Wake Forest University	28
Campbell University	15
NC Central University	12
Duke University	3
Charlotte Law School	4



## 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

- A law school initiative, with the goal being to establish formal programs in every law school for consistent annual outreach to all NC law students,
- Securing the one-hour work-life balance hour as part of the mandatory Professionalism for New Admittees program across the state, assuring the LAP reaches every newly admitted lawyer, 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 last year and held at Kanuga Conference Center 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 34<sup>th</sup> Annual LAP Meeting and Workshop was held November 1-3, 2013 at the Crown Plaza Resort, Asheville, North Carolina. Approximately 150 lawyer volunteers attended the event to receive on-going training. Chief Justice Sarah Parker was in attendance and presented the Chief Justice’s LAP Service Award. This marked the first year we hosted a conference that combined the PALS and FRIENDS volunteers together and it was a huge success.
- The 35<sup>th</sup> Annual LAP Meeting and Workshop will be held on November 7-9, 2014 at the Holiday Inn SunSpree Resort in Wrightsville Beach.
- 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 3 stand-alone volunteer speaker trainings (and immediately put these dedicated volunteers to work) as follows:
  - March 27<sup>th</sup>—Compassion Fatigue, Charlotte, NC—5 volunteers were trained to speak on this subject
  - April 29<sup>th</sup>— Getting Lost in Our Own Lives, Charlotte, NC— 7 volunteers were trained to speak on this subject
  - May 1<sup>st</sup>— Getting Lost in Our Own Lives, Raleigh, NC—8 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 representative in the area for more information as to time and location):

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

## ADMINISTRATION

### LAP BOARD

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



**NCLAP**  
 NORTH CAROLINA  
 LAWYER ASSISTANCE PROGRAM

### LAP BOARD MEETINGS SCHEDULED FOR 2014-2016

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:

2014

November 7-9 – Holiday Inn SunSpree Resort, Wrightsville Beach

2015

January 20-23 - NC State Bar Headquarters, Raleigh

April 14-17 - NC State Bar Headquarters, Raleigh

July - TBA

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

	Sponsor	City	Date
<b>2013</b>			
<b>August</b>	Raleigh/Wake Paralegal Assoc	Raleigh, NC	August 14, 2013
	Durham/Orange Women Attorneys	Durham, NC	August 15, 2013
	School of Government (Judges)	Chapel Hill, NC	August 27, 2013
<b>September</b>	NC Court of Appeals	Raleigh, NC	September 5, 2013
	District Meeting 17A	Rockingham County	September 6, 2013
	Attorneys Title	Wilmington, NC	September 12, 2013
	Virginia LHL Conference	Wintergreen, Va.	September 13, 2013
	Duke Energy	Charlotte, NC	September 18, 2013
	NC Bar Association	Cary, NC	September 19, 2013
	Paralegal Certification	Winston-Salem, NC	September 20, 2012
	NCSB District 20A	Wadesboro, NC	September 20, 2013
	District 22A (Iredell Co.) Bar	Statesville, NC	September 20, 2013
	District 28 (Buncombe)	Asheville, NC	September 27, 2013
	Investor Title Fall Gathering	Chapel Hill, NC	September 27, 2013
	Mecklenburg County Bar	Charlotte, NC	September 28, 2013
<b>October</b>	School of Govt - Legislative Staff	Raleigh, NC	October 3, 2013
	NC Industrial Commission	Raleigh, NC	October 10, 2013
	Paralegal CLE	Winston Salem, NC	October 12, 2013
	Attorneys Title	Greensboro, NC	October 15, 2013
	Estate Planners Group	Charlotte, NC	October 17, 2013
	Catawba County Bar	Newton, NC	October 18, 2013
	Guardian ad Litem (GAL) Attorney Conference	Raleigh, NC	October 18, 2013
<b>November</b>	American Assoc of Public Welfare Attorneys	Newport, Rhode Island	November 11, 2013
	Attorneys Title	Raleigh, NC	November 12, 2013
	Campbell Law School	Raleigh, NC	November 15, 2013
	NCSB	Raleigh, NC	November 19, 2013
	Charlotte Womens Bar	Charlotte, NC	November 21, 2013
<b>December</b>	NC Courts Chief Justice's Commission	Asheboro, NC	December 5, 2013
	Wake Women Attorneys	Raleigh, NC	December 12, 2013
	K&L Gates	Webinar	December 12, 2013
	NCSB	Asheville, NC	December 17, 2013
	Attorneys Title	Winston Salem, NC	December 12, 2013

## APPENDIX A—CLE

2014			
<b>January</b>	The Association Roundtable group	Raleigh, NC	January 15, 2014
<b>February</b>	NewBridge Bank & Greensboro Bar Assoc	Greensboro, NC	February 5, 2014
	Union Co CLE	Monore, NC	February 6, 2014
	Legal Aid	Webinar	February 6, 2014
	K&L Gates	Webinar	February 7, 2014
	NC Bar Association	Cary, NC	February 14, 2014
	UNC Festival of Legal Learning	Chapel Hill	February 14, 2014
	Womble Carlyle (Rescheduled from 1/29)	Charlotte, NC	February 17, 2014
	School of Govt - DSS Attorneys Conf	Chapel Hill, NC	February 21, 2014
	Judicial District 15B Bar	Chapel Hill, NC	February 21, 2014
	High Point Bar	High Point, NC	February 21, 2014
	NC Advocates for Justice	Webinar	February 27, 2014
	Wake County Bar	Raleigh, NC	February 27, 2014
	NC Advocates for Justice	Greensboro, NC	February 28, 2014
	Watuga County Bar	Boone, NC	February 28, 2014
	28th Judicial Bar	Asheville, NC	February 28, 2014
<b>March</b>	District Bar Meeting (District 26)	Charlotte, NC	March 21, 2014
	William K. Goldfarb's Staff	Charlotte, NC	March 27, 2014
	Charlotte Chapter of Legal Administrators	Charlotte, NC	March 28, 2014
<b>April</b>	School of Govt -District Court Judges	Chapel Hill, NC	April 3, 2014
	Law to the People	Durham, NC	April 26, 2014
<b>May</b>	School of Govt- Superior Court Judges	Chapel Hill, NC	May 6, 2014
	District Bar Meeting (District 8)	Goldsboro, NC	May 9, 2014
	Advocates for Justice	Raleigh, NC	May 9, 2014
	Advocates for Justice	Raleigh, NC	May 15, 2014
	NC Bar Association	Cary, NC	May 21, 2014
	BB&T Legal Dept	Winston Salem, NC	May 22, 2014
	District Bar Meeting (District 9A)	Roxboro, NC	May 23, 2014
	Law to the People	Durham, NC	May 30, 2014
	Mecklenburg County Bar	Charlotte, NC	May 30, 2014
	Charlotte School of Law	Charlotte, NC	May 31, 2014
<b>June</b>	Meck Co Bar PLLC Committee	Charlotte, NC	June 12, 2014
	Advocates for Justice	Sunset Beach, NC	June 16, 2014
<b>July</b>	Federal Criminal Attorneys	Greensboro, NC	July 25, 2014
	NC Bar Association Foundation	Cary, NC	July 31, 2014