

Conferences and Continuing Education

OBAP keeps up with the latest trends, practices, and clinical research in the field of lawyer assistance programs.

- American Bar Association Commission on Lawyer Assistance Programs (ABA-CoLAP) Annual Conference
- Work, Wellness and Balance Conference
- The INPUT Conference-Employee Assistance Program Conference
- Seminar on Employee and Family Assistance Programs
- HINKS Institute Brief Therapy Training Centre: Treatment of Worry, Generalized Anxiety & Obsessive-Compulsive Disorder

Law School Outreach

• Law Schools: Success Strategies of Managing Law School Stress. It is important to reach students with the message that help is available if and when needed. This power point presentation was developed for Queen's Law School and is available for other law schools.

Special Events

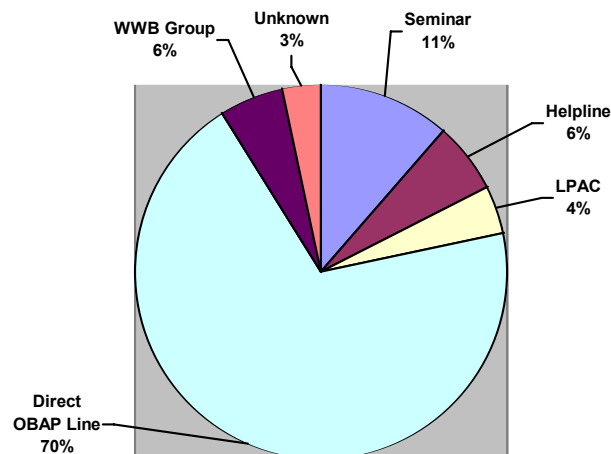
• Women's Wellness and Balance Group. The OBAP WWB Group luncheon series is chaired by volunteer Krista Martin-Gorelle and takes place quarterly. The goal is to promote wellness and balance for women in the legal profession. This successful event reached 120 women lawyers in 2003. The luncheons are made possible with the assistance of The Women's Law Association of Ontario and the Ontario Bar Association. Highly skilled presenters donated their time to help make it a success.

Cost/Benefit

OBAP is a loss prevention program. The cost of an individual lawyer facing problems that involve discipline or claims is estimated at \$100,000. This does not include time and cost to the public. Although it is not possible to predict which situations may proceed to a discipline level, at least twenty were in serious situations when contacting OBAP. Early intervention in problem situations and problem prevention are major goals for OBAP.

OBAP is funded by the Law Society of Upper Canada and LAWPRO (The Lawyers' Professional Indemnity Company).

Most Frequent Source of Information & Access



Working in The Community

It takes the commitment and cooperation of many services and resources to help. These resources have contributed to the recovery and wellness of our clients. OBAP works as a team with others.

Community Services	25
Treatment Centres	12
Mental Health Professionals	40
Legal Counsel	2
LINK	56
LSUC	12
The Coaching Clinic	8
Private Therapist	18

What's next? Goals for 2004

Planning for the future-consultation with board members to set priorities for OBAP functioning. These priorities may include additional direct service capacity, mentoring, research, law school program involvement and specialized service development such as a specific lawyer stream at treatment centres.

2003 Annual Report

OBAP Board of Directors

Thank you to a dedicated, interested and informed board of directors. It is with their help that OBAP has been successful in reaching the legal community.

CHAIR :

David Stockwood, Q.C.

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Dr. Adrian Hill, LSM

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Michelle Strom

Secretary & Volunteer Executive Director:

John G. Starzynski

Chair-Fundraising:

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Caron Wishart

OBA Representatives:

James Murphy

LSUC Representatives:

Diana Miles

BENCHER:

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Elissa Gamus

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R. Douglas Elliott

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P. A. Neena Gupta

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John R. Parkinson

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HONORARY CHAIR:

John R. Campbell

HONORARY PRESIDENT:

Malcolm Heins

Introduction:

The Ontario Bar Assistance Program (OBAP) had a very active year in 2003. OBAP is well positioned to provide assistance to the legal community. Active involvement with legal groups, individuals and organizations provides a unique understanding of the challenges and struggles facing lawyers, judges and law students and family members. Our professional staff, active volunteers and committed members of the board of directors make the program unique in the sphere of lawyers' assistance. OBAP continues to develop the confidence of the profession by adhering to the founding values of respect, individual attention and confidentiality.

Management and Clinical Services

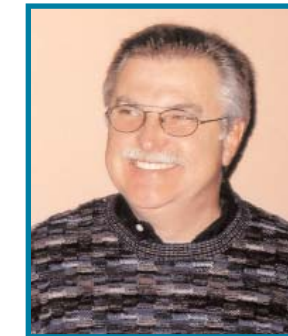
As program manager Leota Embleton develops the structure and services for OBAP. She provides clinical services, assessments, volunteer training and support and liaison with treatment programs. The number of contacts, calls and individual client services increased in 2003.



Leota Embleton:
OBAP's Program Manager

Promotion

The key to successfully reaching lawyers is making them aware of the program and services in as many ways as possible. OBAP activities reflect this priority. Our presentations and seminars reached over 1200 lawyers in 2003. John Starzynski a tireless promoter of OBAP sharing his personal experience and message of hope and help.



John Starzynski:
OBAP's
Volunteer Executive Director

Administration NEW

We were granted funding for a part-time Administrative Assistant. Linda Boulton joined us in April 2003. It is with her help that we have an updated website, this annual report, statistical reports and the volunteer newsletter, not to mention a friendly voice on the telephone line.



Linda Boulton: OBAP's
Administrative Assistant

For Assistance or Information call

John Starzynski
OBAP Volunteer Executive Director
Tel: 1 877 584- 6227
email: starzy@sympatico.ca

Leota Embleton MSW ICADC
OBAP Program Manager
Tel:(416) 241-7983 or 1 877 576- 6227
email: leota@sympatico.ca

Dr. Adrian Hill LSM
Executive Director LPAC
Tel:(416) 520-9016
fax:(416) 694-9927
email: adrian@LPAC.ca

Linda Boulton
Admin. Assistant
Tel:(905) 238-1740
email: lindai@sympatico.ca

Ontario Bar Assistance Program: 5025 Orbitor Dr. Bldg. 2, Suite 400 Mississauga ON. L4W 4Y5

God grant me the **Serenity** to accept the things I cannot change the **Courage** to change the things I can and the **Wisdom** to know the difference

Work/Life/Balance Good For Your Health
Blurring the Boundaries Between Work and Home-Watch for Red Flag Behaviour!
 Things to keep in mind:

- Check your connections Be aware of the nature of your relationships at work. Are they based on mutual respect?
- Check your messages How do you communicate with colleagues and other legal professionals? Are you sending signals that may be misunderstood?
- Check your schedule Have you built in time for yourself outside of your legal practice?

Adapted from HEALTHQUEST, Warren Shepell Workplace Matters, Spring 2002

Communication Tips for Lawyers

- **Listen effectively**
 - Hear client's description
 - Restate the issue
 - Ask open ended questions
 - Acknowledge feelings
 - Ask client for final comments
- **Speak persuasively**
- **Write clearly and convincingly**
- **Develop rapport with clients**

The 7 Lessons For Living Wisely

- A joyful life begins with joyful thoughts
- Boldly follow your life's mission
- Success on the outside begins within
- Cultivate self-discipline and act courageously
- Time is your most important commodity
- Nourish your relationships daily
- Just for today, live life fully

Robin S. Sharma

Confidential Professional Help and Peer Support

Volunteers

NUMBER OF ACTIVE VOLUNTEERS 100
NEW VOLUNTEERS 2003 5

CONNECTIONS 57
Volunteer Hours (estimate) 261
Our volunteers are being utilized more and more for many different roles. Our volunteers are the heart of our program. The dedication and commitment of our volunteers is what makes our program unique and successful. Volunteers directly assist other lawyers in need in any number of ways. It may be a phone call, accompaniment to a treatment facility or to a twelve-step meeting or even being involved in a complex intervention. The duration of the relationship between a lawyer in need and a peer volunteer can last anywhere from a few minutes to a few years!

Some volunteer activities

- Assisting with a presentation to law students
- Mentoring-Providing support to young lawyers
- Response to helpline calls-It is great to have immediate help with a call to a lawyer
- Support for an isolated lawyer in Northern Ontario
- Sharing information/experience of setting up a home office
- Organizing a group information session
- Learning Opportunities--volunteers attended the LPAC Annual Workshop, A Wellness Approach to Mental Health & Mental Illness and the Manresa Retreat
- Writing articles for legal publications
- Providing financial suggestions
- Retirement adjustment
- Work hardening

NEW

Volunteer Newsletter

June 2003 marked the launch of our new Volunteer Newsletter. This electronic newsletter is designed to keep volunteers up to date on our activities, Board of Directors meetings and appointments to the Board and to inform our volunteers of upcoming events that may interest them. We also highlight one of our volunteers in each newsletter and inform every one of our volunteer activities. We have received a very positive response to the newsletter, as volunteers are becoming more involved in the program. It is on our website—check it out at www.obap.ca

OBAP Volunteer Award

Each year OBAP recognizes one of our volunteers who has helped in different ways. William S. O'Hara is the recipient of the award for 2003. Will offered his support and encouragement to colleagues whenever asked to discouraged articling students, overwhelmed lawyers in mid career and young lawyers trying to find their way. Will was a presenter at the OBAP breakfast at the OBA annual Institute. Will draws from his personal strength and experiences. His message was to leave work at the office and be present for family and personal life. His advice was also to celebrate successes. We are privileged to have volunteers like Will O'Hara. The award includes a free registration to the Manresa Retreat or the LPAC/OBAP National Workshop.



William S. O'Hara



Craig Kinsman
Exec. Dir., Alberta LAP

Education and Training

OBAP provided an overview of our structure and services to help other provincial programs develop. Craig Kinsman, Director, Alberta's Lawyer's Assistance Program. Craig spent three days with LPAC and OBAP, discussing policies, practices, visited Renasant Treatment Centre and he attended the LPAC/OBAP Workshop in October 2003.

Promotions

Publications

We received coverage in 12 provincial publications and journals. There are regular articles in Ontario Lawyers Gazette, The Advocates Brief, Ontario Reports, and CBA National. This helps to increase our profile within the legal community.

OBAP was interviewed for 7 articles in different publications. This quote appeared in the autumn issue of Crosscurrents Magazine. The article was entitled "Shared Experiences Enrich Peer-support Networks for Professionals."

"OBAP is one of the more prominent groups organized by professionals to assist colleagues with substance use and mental health issues."
Crosscurrents

Articles

- Ontario Lawyers' Gazette-Brief Testimonials in each issue submitted by John Starzynski
- Advocates' Brief-Articles submitted to each issue by Leota Embleton
- CBA National Magazine-regular column by Dr. Adrian Hill

Presentations

- Queen's University Law School
- Red Mass, Thomas More Lawyers Guild and the Opening of the Courts in Ottawa
- RCMP International Symposium on Drug Enforcement
- Department of National Defence Judge Advocate General CLE Seminar
- Public Sector Lawyers
- New Lawyer Experience, LSUC

Interviews

- CBA National Magazine
- The Training Report
- Young Lawyers Division of OBA
- Osgoode Hall Law school magazine
- LAWPRO Magazine
- Law Times
- Crosscurrents-Journal of the Centre for Addiction and Mental Health

Annual Events

- CBA Annual Conference: The ever popular presentation Swimming with Sharks, Dancing with Dolphins, organized by LPAC
- "Do it on Purpose": This was a fund raiser for OBAP presented by The Coaching Clinic
- OBA Annual Institute, two breakfast presentations
- Manresa Retreat, LPAC-This retreat focused on burnout prevention workshops with an emphasis on practical and experience based skills acquisition. The retreat format encouraged reflection and growth.

- LPAC National Workshop, A Wellness Approach to Mental Illness and Mental Health

The LPAC/OBAP NATIONAL Workshop Thank you to sponsors who donated funds to OBAP to help make this workshop a success



Dr. Adrian Hill LSM
Executive Director LPAC

LPAC Ontario Bar Assistance Program
Thank you to our Financial Supporters Sponsors & Donors

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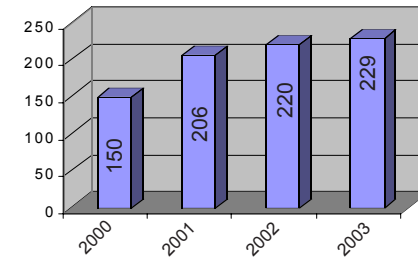
Services

Highlights

- Calls and contacts - 1,413
- Clinical services and counselling - 229
- Peer Volunteer hours - 261
- Volunteer staff hours - 607
- Clinical hours - 359.5

What is a case?

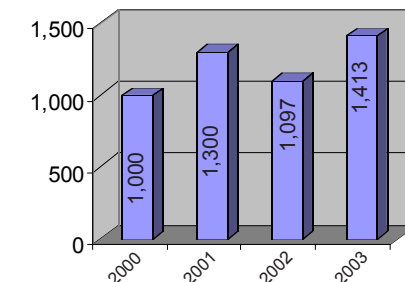
Clinical Case - A specific problem or issue that results in face to face contact with OBAP staff or volunteer and/or ongoing support and help with the specific problem(s).



Clinical Cases

What is a contact/call?

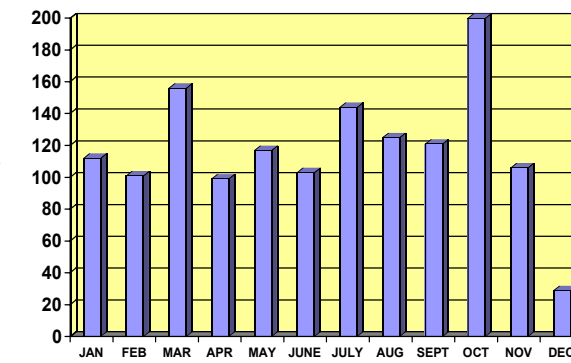
Contact and Call - A face to face contact or telephone call with different individuals who request help, information, a third party resource, follow up or education.



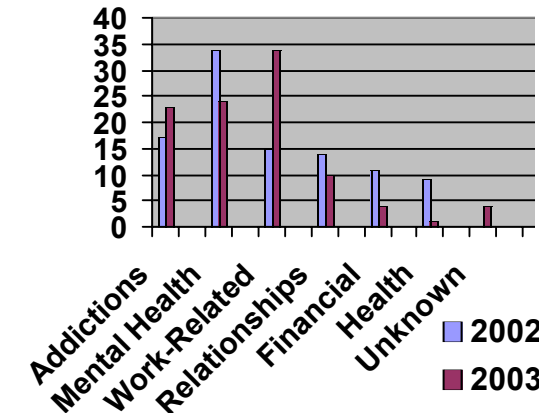
Contacts/Calls

When are we busiest?

Activity Profile 2003



Clinical counselling and Cases



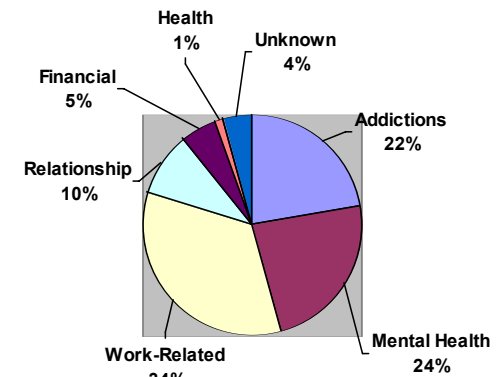
Comparison of Cases 2002/2003

Administration

- Good governance and quality service
- A part time position for an administrative assistant
- Continued good governance: twice a year board meetings, monthly meetings of the Operating Committee
- LINK and LSUC team included in operating committee
- Regular statistical activity reports
- Web site improvements check it out www.obap.ca

Trends and changes

The most frequent issue in 2003 was work related (career dissatisfaction, workplace stress, loss of work or the search for positions). (34%) The second highest number of cases was mental health issues. (24%) These were followed by addictions and addictive behaviours. (22%)



Description of Cases N=229

practice PRO

The Law Society of Upper Canada
Barreau du Haut-Canada

• The Law Society of Upper Canada Advisory Services:
Offers help with your practice issues including ethical conduct. The PracticeWorkshops held throughout the year assist lawyers with the start-up and maintenance of an efficient law practice.
416 947-3369 Toll free: 1 800 668-7380

• The Law Society of Upper Canada Discrimination and Harassment Counsel:
This service provides confidential advice and assistance to anyone who may have experienced discrimination or harassment by a lawyer or within a law firm. Services are free of charge.
Telephone: 1 877 790-2200
email: assistance@dcounsel.on.ca

www.lsuc.on.ca

practice PRO

PracticePRO helps you manage stress, avoid claims and succeed in the practice of law by providing you with information, tools, resources such as:

- The online Coaching Centre - "Getting Stress Hardy" and more
- Managing practice booklets
- Wellness resources
- LAWPRO magazine

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LINK
Lawyers' Assistance Program / Programme d'aide aux avocats

LINK - Confidential counselling when you need it!
Help with any personal issue affecting your health, well being and professional life.

- Eldercare and Childcare
- Stress and Anxiety
- Mental Health
- Relationships-Family Problems
- Substance Abuse/Addictions
- Work and Career
- Financial Difficulties
- Bereavement
- Eng. 1-866-261-6704
- Fre. 1-866-261-6718

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www.lawyerslink.org

L'ASSOCIATION DU BARREAU CANADIEN
LPAC
THE CANADIAN BAR ASSOCIATION
PROGRAMME D'AIDE AUX JURISTES / LEGAL PROFESSION ASSISTANCE CONFERENCE

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A network of support services for legal professionals and their families

Working together...we are stronger

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