

2004 Annual Report

The Ontario Bar Assistance Program (OBAP) functions under the guidance of the Board of Directors with professional staff and active volunteers. OBAP understands the needs of lawyers and reaches out to members of the legal profession. OBAP has developed experience and resource material to benefit the well being of the profession. This year we have maximized the resources available and are working at capacity.

GOALS

- * TO PROVIDE EFFECTIVE AND TIMELY ASSISTANCE TO MEMBERS OF THE LEGAL PROFESSION AND THEIR FAMILIES
- * TO PROMOTE A LIFESTYLE OF BALANCE AND WELL BEING
- * TO PREVENT PROBLEMS THROUGH EARLY INTERVENTION

VALUES

OBAP is committed to provide high quality services based on:

- * CONFIDENTIALITY AND MUTUAL RESPECT
- * SENSITIVITY TO INDIVIDUAL NEEDS AND DIVERSITY
- * RESPONSIVE AND ACCESSIBLE SERVICE (24 hr. helpline)
- * SHARED EXPERIENCES AND BUILDING ON SUCCESSFUL STRATEGIES AND RECOVERY
- * MAINTAINING AN EFFECTIVE VOLUNTEER SUPPORT NETWORK
- * POSITIVE NETWORKING WITH OTHER PROGRAMS AVAILABLE TO ASSIST LAWYERS
- * LOSS PREVENTION THROUGH EARLY INTERVENTION

HIGHLIGHTS AND COMMENTS



FOCUS ON VOLUNTEERS

The Work of Volunteers--

"An essential virtue of Lawyer Assistance Programs is the notion of *"lawyers working with lawyers."* There are special aspects of law and the role of lawyers vis a vis colleagues and the community. A lawyer who has personally had to confront their own demons of one kind or another makes it possible to communicate with and help a colleague." Justice Paul Reinhardt

Support for Volunteers--

"Imagine a place away from the phones, computer and your clients, a place where everything is quiet, lush and green, where you can relax, decompress and learn to prevent burnout. Imagine sitting in a room with twelve other lawyers who feel the same way as you do." Stanley Kershman describes the Spiritual Renewal and Preventing Burnout: A Retreat for Lawyers



FOCUS ON CLINICAL SERVICES

Help for Young Lawyers--

"The support and help that I received from OBAP staff and volunteers during my articles and during my first year of practice as a new lawyer has made a difference in my life. They eased the isolation and self-doubt that I felt by making me aware that there were others dealing with similar issues and they have helped me to find my way." *anonymous*

Support for Lawyers in Crisis--

"Without OBAP I might not be alive today - my only regret is that I did not phone sooner." *anonymous*

Finding Help--

"My contact with OBAP has been a critical element of success in my recovery to date. But for fate, I might never have found OBAP ...OBAP needs to get in the face of those who need OBAP." Coulson V. Mills LLB

VOLUNTEER OF THE YEAR



Charles (Chuck) Rotenberg,
B. Comm. (Hons), LLB



Manresa Retreat May 2004

OBAP VOLUNTEERS

Volunteer Activities

The number of new volunteers more than doubled in 2004. We had eleven new volunteers. This indicates a continued interest and commitment of members of the legal profession to assist their peers. Volunteers were asked to help in any number of ways. It can be a phone call, accompaniment to a facility or to a twelve-step meeting or even involvement in a complex intervention. The contact may last anywhere from a few minutes to over a year. The dedication and commitment of our volunteers is what makes our program unique and successful.

The core function of peer volunteers is one-on-one support. The roles continue to expand and volunteers are involved in promotion, publication of articles, presentations, training and group facilitation, mentoring and work re-entry.

Presentations

• OBAP Breakfast Presentations at the OBA Institute(2004):

Focusing on Today-Dealing with Life in the Office.

Panelists: William (Will) O'Hara, Gardiner, Roberts, LLP, Toronto and Jane Ferguson, McCarthy Tétrault, LLP, London

Living Your Personal Values Daily, Personally and Professionally,

Panelists: Constance (Connie) Brothers, Barrister & Solicitor, Toronto and Gary Gottlieb, Q.C., Barrister & Solicitor, Toronto

• County Law Association CLE Events

Essex County Law Association CLE. Jeff Morris, presented on dealing with stress and the OBAP resources available to help lawyers.

Carleton County Law Association CLE.

Spiritual Renewal and Preventing Burnout:

A retreat held at the Manresa Spirituality Centre provided the OBAP staff as well as many of our volunteers, the opportunity to reflect and renew their energy. The presentations provided techniques on preventing burnout and taught self healing techniques and coping strategies.



Presenters: from left to right: Jack Bethune (Addiction Counsellor), Dr. Heather Fiske (Psychologist), John Starzynski (OBAP's Volunteer Executive Director), Adrian Hill (former Director, LPAC)

Working in the Community

It takes the commitment and co-operation of many services and resources to help. These resources have contributed to the recovery and to the wellness of our clients.

- Community Services
- Treatment Centers
- Health/Mental Health Professionals
- WWB Group
- Legal Counsel
- LINK
- LSUC
- Volunteers
- The Coaching Clinic
- Private Therapists

VOLUNTEER OF THE YEAR

Charles (Chuck) Rotenberg, B. Comm. (Hons), LLB

We are pleased to present the OBAP Volunteer of the Year Award for 2004 to Charles (Chuck) Rotenberg. Charles Rotenberg was called to the bar in 1980. His firm is Drache Rotenberg Buchmayer LLP.

Chuck is a prominent and successful Ottawa tax and corporate lawyer. He has been an OBAP volunteer since March 1993. His interest in OBAP began when he had his own personal difficulties to deal with and other lawyers and colleagues were there to support him. He



credits their help as one of the reasons he is a successful and healthy lawyer today. As a volunteer he has responded to many calls from our helpline and is always ready to offer immediate help-whether the caller requires ongoing face to face support or a phone call. He is equally comfortable helping a lawyer who is



dealing with substance use or addiction issues, a senior lawyer overwhelmed by the pressures of maintaining a practice or a young lawyer questioning his/her role in the profession. Chuck has also helped OBAP by co ordinating a volunteer training session in Ottawa, sharing his personal experiences with others, speaking at the OBAP breakfast at the OBA Annual Institute, promoting the concept of "lawyers helping lawyers." Chuck personifies the commitment of OBAP volunteers and the difference volunteers make to the lives of other lawyers. The award includes a certificate of recognition and covers the costs for the recipient to attend an OBAP or LPAC workshop or event.

Women's Wellness and Balance Group Luncheons 2004

Chaired by Krista Martin-Gorelle

The WWB Group meets quarterly to promote wellness and balance for women in the legal profession and provide an opportunity to network and learn.

Confidence Matters: Leadership & Women Lawyers. (February 5)

Presenters Vicki Wilson, Personal and Business Coach, and Maureen Bogoroch-Ditkofsky, BCL, LLB., discussed techniques for building confidence and keeping anxiety in check.

Imagine Enjoying it-Presenting with Confidence. (April 22)



Guest speaker, Marguerite Senecal presented practical strategies for developing presentation skills. Included in the presentation was a "live" demonstration with Elissa Gamus and Lori Goodfield.

Pictured from left to right:

- Elissa Gamus, President Women's Law Association of Ontario
- Lori Goodfield,

Excel Group Development • Patti deLaat, WLAO

Lawyers and Career Transitions: Align Your Work and Life (May 10)

Presenter Maureen Fitzgerald is a lawyer and author. The discussion was on lawyer career change, goal setting and working with a sense of purpose, passion and energy.

Harassment, Discrimination and Equity in the Legal Profession.(November 5)

Josee Bouchard, Equity Advisor from the Law Society of Upper Canada presented on the findings of period studies conducted by the Law Society over the past thirty years. She presented on the initiatives that help to deal with these topics.

Help and Peer Support

OVERVIEW OF SERVICES

ACTIVITIES

Number of Calls/Contacts	1,414
Number of Cases	201
Number of Volunteer Connections	138
Program Volunteer Hours	501
Volunteer Hours--(estimate)	375
Clinical/services--(Counselling)	1,000

Comments

- Utilization is equally distributed between men and women lawyers.
- The age range sees the majority of users between the ages of 41 - 60 (mid career lawyers) and the 2nd largest utilization age is 20-30 (young lawyers).
- The mid career issues are most frequently mental health and/or addictive behaviours. The young lawyers issues are most frequently work related issues including job search and career dissatisfaction.

Changes/Trends (see charts)

- **Service Utilization** has not changed significantly.
- **Mental Health** has increased (13%) and is the most frequent area of usage. This includes a wide range of generalized issues including symptoms of stress, anxiety, and depression.
- **Work Related** concerns decreased 4% and include career issues, dissatisfaction, career change, job searches and job loss, workplace issues such as conflict, discrimination, harassment.
- **Addiction and Addictive Behaviours** remain relatively constant at 20%. There has been a change in drug types to include more street drugs, ecstasy, meth, oxycontin.
- **Access** to the program through the internet (website and email) has increased. This area is expected to grow.
- **Family Member** utilization has increased in the "other" category. (see chart 4)
- **Type of Practice.** The most frequent utilization is in the "Not Practicing" Category. This includes people looking for positions, people changing careers, retired, on disability or medical leave, in disciplinary process or suspended.

Promotion

Presentations, Articles, Interviews Help Increase Program Awareness..

- The Ontario Law Officers of the Crown
- The Ontario Crown Attorneys Association
- The Legal Directors of the various law departments in the Ministries of the Provincial Government
- CMHA Conference
- Conference on Mental Health provision to the Professions, Florida
- NABRICO
- New Lawyer Experience - LSUC
- Annual Workshop - OBAP/LPAC
- Quarterly Volunteer Newsletter - Network

ADMINISTRATION/ORGANIZATION

National Workshop OBAP/LPAC, Nov. 18, 19 2004

OBAP organized a special seminar focusing on volunteer roles and skills. Over 40 participants attended the seminar including representatives from Lawyer Assistance Programs across Canada. The presentations were inspiring and led by OBAP volunteers.

Giving Back To The Profession-Helping Other Lawyers by Jeffrey Morris. This described the rewards and challenges of the role of volunteer.

Maintaining Yourself and Your Practice through Personal Trauma by Edward N. Levitt. This message of strength offered hope to those who face tragedy and understanding of ways to help others who face trauma.

Listening with Understanding by Douglas Millstone. This was an interactive session demonstrating communication and listening skills-techniques essential for the volunteer role.

The dinner presentation topic was lawyers and vicarious trauma.

Trauma in the Courts was presented by Donald C. Murray Q.C. and Johnette Royer and addressed the traumatic nature of law practice-especially criminal and family law.

The workshop included a planning session on future direction for the Legal Profession Assistance Conference of the Canadian Bar Association.

Website

The OBAP website continues to be developed. The site contains current articles, information on resources and help available for lawyers, and upcoming events. Find out what has happened and what is about to happen by checking the website.

Strategic Planning

A committee of the board was established to determine the future direction and structure of OBAP and the lawyer assistance program. The committee continues to look at ways to promote the available services and ensure easy accessibility.

Support Group for Lawyers

A support group for lawyers on the model of a self help group ran for 6 sessions. The group provided an opportunity for lawyers to discuss challenges, share solutions and ideas in a confidential setting with peers. Janny Cho chaired this group with support from mental health professionals.

Administrative Changes

This year saw the retirement of Adrian Hill from the OBAP Board of Directors and chair of the operating committee and as director of the Legal Profession Assistance Conference of the Canadian Bar Association. OBAP was Adrian's vision of a lawyers assistance program. Adrian contributed to its development and was instrumental in setting up the structure and obtaining funding for the program. Adrian devoted much of his time and effort to reaching out to others in the legal profession and promoting the concept of "lawyers helping lawyers". He set an example by sharing his vision, experiences and knowledge, and was an inspiration to others.

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. It is not possible to predict which situations may go to the disciplinary level. In 2004 at least twelve lawyers were in serious situations when OBAP became involved. Early intervention and problem prevention are major goals of the program.

www.obap.ca

OBAP Board of Directors 2004

CHAIR :

Michelle Strom

PAST CHAIR :

David Stockwood, Q.C.

TREASURER:

Diana Miles, LL.B.

Secretary & Volunteer Executive Director:

John G. Starzynski

Program Manager:

Leota Embleton, MSW, I.C.A.D.C.

Chair-Fund Raising:

William D. Howse

LAWPRO Representatives:

Michelle Strom

Caron Wishart

OBA Representatives:

James Murphy

Alternate OBA Rep.:

Heather McArthur

LSUC Representative:

Diana Miles

BENCHER:

Gary Lloyd Gottlieb, Q.C.

ONTARIO JUDGES CONFERENCE Rep.:

Justice Paul Reinhardt

Alt. ONT. JUDGES CONFERENCE Rep.:

Justice Peter Coulson

RENASCENT TREATMENT CENTRE Rep.:

Ed Harding

LAW SCHOOLS Representatives:

Gina Alexandris, LL.B.

WOMEN'S LAW ASSOC. ONTARIO Rep.:

Elissa Gamus

DIRECTORS-AT-LARGE:

R. Douglas Elliott

Derek Freeman

P. A. Neena Gupta

Roderick M. McLeod

John R. Parkinson

Jim Varro

HONORARY CHAIR:

John R. Campbell, Q.C.

HONORARY PRESIDENT:

Malcolm Heins

For Assistance or Information call

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Linda Boulton

Admin. Assistant

Tel:(905) 238-1740

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The OBAP Team



JOHN STARZYNSKI:
Volunteer Executive Director



JOHN STARZYNSKI is the Volunteer Executive Director of the Ontario Bar Assistance Program. He received his Bachelor of Law degree from the University of Western Ontario in 1974. Called to the bar in 1976, John practiced in the area of matrimonial law and litigation in Oshawa, Ontario. In 1990, he stopped practicing due to bi-polar illness (manic-depression). He became involved with OBAP in 1995 as a peer support volunteer to provide assistance to other lawyers. John has had training in alcohol and drug issues at the Professional-in-Residence Program at The Betty Ford Center (USA), completed an internship at Bellwoods Health Services (Toronto) and was designated as an Associate Counsellor for Alcohol and Drugs (ACAD) through the Addiction Intervention Association. In addition to his work with OBAP John is a member of the LINK Board of Directors, President of the Mood Disorders Society of Canada, past Director of the Ontario Suicide Prevention Network and past President of the Toronto Blue Jays fan club.

Guaranteed to make him smile-- anything related to the Toronto Blue Jays.



LEOTA EMBLETON:
Program Manager



LEOTA EMBLETON is the Program Manager, Ontario Bar Assistance Program. She is a therapist with over 30 years of clinical and administrative experience. She received her Bachelor of Arts Behavioral Sciences in 1967 and her Master of Social Work (MSW) in 1971 from Carlton University. Leota is a certified addiction counselor (ICADC) and has also been certified by the Employee Assistance Certification Commission. She holds memberships in the Ontario Association of Social Workers and the International Employee Assistance Professionals Association. Leota has extensive management experience as director of employee assistance programs and in the health care system. In her clinical practice Leota specializes in marriage and relationship counseling, trauma, and stress and/or conflict. She has participated in many conferences and presented seminars on lawyer stress, case management, addictive behaviors, and volunteer training.

Guaranteed to make her smile-- her chocolate Labrador retriever Ganong.



LINDA BOULTON:
Administrative Assistant



LINDA BOULTON is the Administrative Assistant of the Ontario Bar Assistance Program. Linda has held various positions in her ongoing career including a Data Entry Operator, Production Manager, Account Executive, and Pension Administrator with the Communications, Energy and Paper Workers Union of Canada. Linda attended Sheridan College from 1997 to 1999 obtaining a business diploma. She attended Humber College and studied computer programs, and broadcasting. Her duties with OBAP include telephone call response, administrative support, data entry, development of reports and clerical work for all aspects of the Ontario Bar Assistance Program.

Guaranteed to make her smile-- The island of Cuba.

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

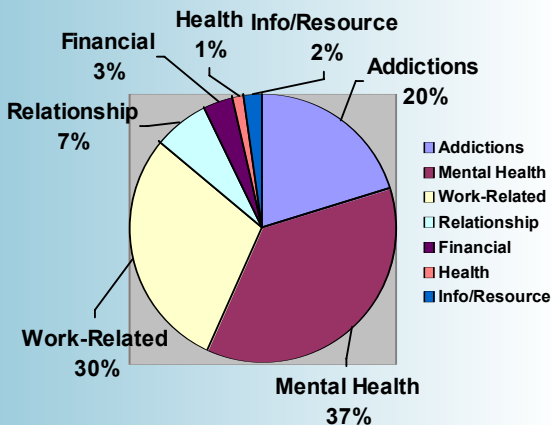
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Giving Back OBAP Volunteers - Purveyors of Hope

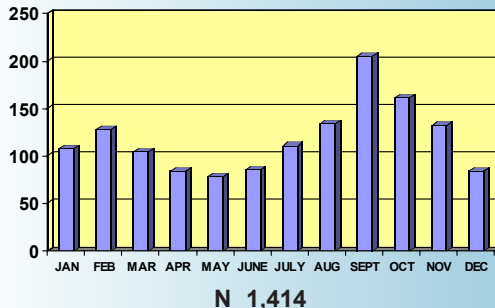
The hardest thing for lawyers to do is to ask for help for any personal problem or concern. After all, we solve problems; we can't have them. This attitude and myth has led to many lawyers suffering with issues of alcohol and/or drug addiction, stress and burnout, mental wellness challenges and sheer isolation. We also believe that to talk to a colleague would be a sign of weakness and that this weakness would diminish our reputations. Another myth. There are many lawyers who have survived periods of stress and burnout, who are in daily recovery from alcohol and drug addiction, who have put their mental wellness as a priority and who understand the stresses and unique culture of the legal profession so that a caller will have a sympathetic and understanding ear. There are lawyers who care about the health of individual lawyers and the profession as a whole. These lawyers give back. They are the 100 OBAP peer volunteers throughout the province, and they are willing to listen. by: John Starzynski (originally published in Ont. Lawyers Gazette fall 2004)

OBAP Annual Report 2004 Supplemental Information

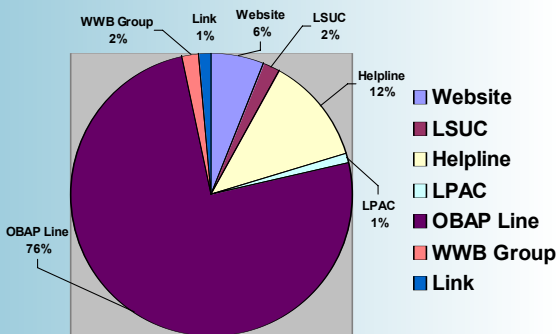
1. Clinical Services



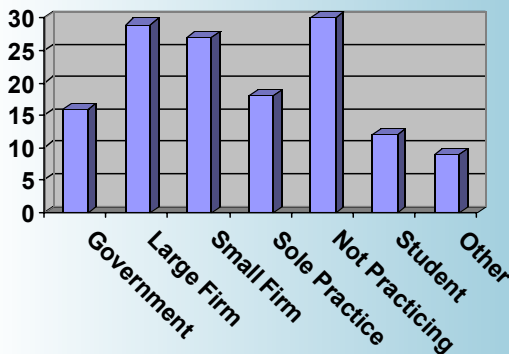
2. Contacts and Calls 2004



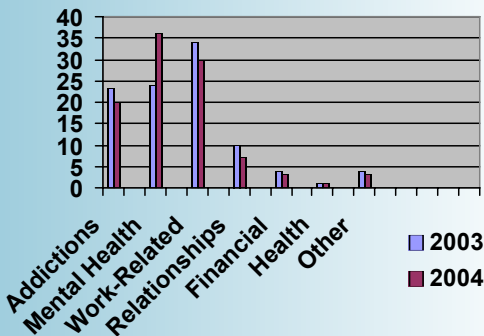
3. Access



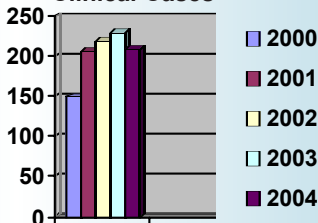
4. Type of Practice



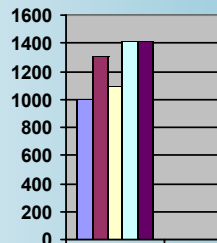
5. Comparison: Cases 2003/2004



6. Comparison: Clinical Cases



7. Comparison: Contacts/Calls



Clinical Case - A specific problem that results in face to face contact with OBAP staff or volunteer and/or ongoing support and help with a specific problem.

Contact and Call - A contact with different individuals requesting help, information, a third party resource, follow up or education.