

OBAP Board of Directors 2005

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- PAST CHAIR :**
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- LAW SCHOOLS Representatives:**
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- HONORARY PRESIDENT:**
Malcolm Heins

For Assistance or Information call

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email: starzy@sympatico.ca
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ADMINISTRATION/ORGANIZATION
National Workshop LPAC, Oct. 21, 2005 Vancouver

• **Legal Profession Assistance Conference (October 21, 2005)**
This conference focused on the steps that are required in order to set up a peer support component of a Lawyers Assistance Program. The presentation included outlines of rules of confidentiality, recruiting, screening and training volunteers as well as the limitations that peer systems face. The information John Starzynski provided will surely help other LAPs to further develop their own volunteer system.

Website
The OBAP website: www.obap.ca. The site contains current articles, information on resources and help available for lawyers, and upcoming events and is updated regularly.

Strategic Planning
The Board of Directors has been engaged in a Strategic Planning Process over the past year. There is approval in principal to develop an integrated Lawyers Assistance Program that will have a consolidated case management structure. It will include core functions of peer support and professional counseling. This will result in easier access to services. The process has been difficult but the results positive.

Administrative Changes
We are happy to announce that **OBAP** has received funding for a full time administrative position. **Catherine Hendrick** has joined our staff and has added much needed expertise in the areas of computer programs, internet information access, website updates, and data management. She will also be responsible for telephone intake. You will hear from her!

Office move
The OBAP office moved just down the hall to a larger and more comfortable location. This change was positive and required technical changes, setting up phone lines and internet services. The address is the same except for the suite number
5025 Orbitor Dr. Bldg 2 Ste 220 Mississauga ON L4W 4Y5

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.

OBAP is funded by the Law Society of Upper Canada and LAWPRO (The Lawyers' Professional Indemnity Company) and supported by the Ontario Bar Association. Registered Charity No. 001 888799442RR0001

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.

2005 Annual Report

Letter from the Board of Directors

It is with great pleasure that we advise that an historic agreement has been struck between the Boards of OBAP and LINK in support of legal professionals across the Province.

The excellent support that you have been receiving from our Volunteer Executive Director, John Starzynski, our Manager and Counsellor, Leota Embleton, and administrative staff Catherine Hendrick, and all of our many dedicated peer volunteers will be continued and expanded.

The amalgamation of OBAP and LINK, to form the new Ontario Lawyers' Assistance Program, brings together the best of volunteer and independent services on behalf of the profession. With John and Leota remaining at the helm of the merged operations, we are all assured that our colleagues will be receiving the best services and counseling when they need it.

Funding for this newly combined system will continue to be provided by LawPRO and the Law Society of Upper Canada. The new Board of the OLAP remains a wholly independent decision-making body acting on behalf of and for the best interests of lawyer professionals in Ontario who find themselves in crisis or are in need of support systems or services, spanning a range of resources from personal peer advice to specific counseling programs.

We applaud the Board of OBAP for addressing the challenges of ongoing lawyer support head-on and moving forward to a new, larger vision on behalf of all lawyers. Our special thanks go to John and Leota for their dedication and input during the deliberations with our colleagues at LINK.

To our many volunteers - we count on your continuing assistance to ensure that our colleagues in the legal profession have the benefit of your time and understanding. John and Leota look forward to continuing their work with you and to broadening the scope of our peer services in the future.

Michelle Strom
Chairman OBAP

Diana Miles
Treasurer OBAP

The OBAP Team



JOHN G. STARZYNSKI
Volunteer Executive Director



LEOTA EMBLETON
Program Manager



CATHERINE HENDRICK
Administrative Assistant

Confidential Professional Help and Peer Support

OBAP VOLUNTEERS Volunteer Activities

• ILAA

The International Convention of Alcoholics Anonymous was held in Toronto, Ontario Canada in July, 2005. This was an amazing event. Thank you to OBAP volunteers who helped set up an information table and display with ILAA.

• OBAP Breakfast Presentations at the OBA Institute(2005)

Volunteers spoke of their experiences at the breakfast presentations

Promotions and Presentations

An important aspect of any LAP is promotion. OBAP tries to inform and promote the program whenever possible. These are some of our activities in 2005.

• Presentations to Law Schools University of Toronto Law School HELMUT Conference: Living with the Law (March 2005).

This conference focused on mental health and the law school environment highlighting awareness of areas of risk-perfectionism, workaholism, high expectations, isolation (I'm the only one syndrome) and identifying information and resources available.



I to r: Andrew Pilliar, Dr. Sam Minsky, Leota Embleton, John G. Starzynski

• Osgoode Hall Law School Seminar (Oct 2005)

Young lawyers often say "If you had only told me it would be like this..." This presentation provided an overview of help available for young lawyers and tips for identification and effective management of the pressures in the legal profession.

• Law Firm Outreach

The Early Detection of Symptoms of Lawyer Distress in Large Firms: Discussion with Professional Development Co-ordinators (Sept 14, 2005) Most firms have tried to implement wellness philosophy and response to the need for "balanced lifestyle." It is acknowledged that this is more theory than practice and that balance is seldom achievable in the corporate culture of large law firms. It was noted that lawyers seldom use internal EAP services primarily due to concerns about confidentiality. The importance of professionals who understand the legal culture was discussed.

• Association of Trial Lawyers of America Conference, Toronto, Ontario (Aug 2005)

A Case of Depression, presented by John G Starzynski, Volunteer Executive Director of OBAP. This outlined the impact of clinical depression on a legal practice and on the lawyer who experienced it. This was personal story of great impact and inspiration.

Program awareness 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

Stanley Kershman

Every year OBAP recognizes one of our peer volunteers for their work with OBAP and for helping colleagues. The volunteer receives a complimentary registration to an OBAP event-seminar or retreat and a plaque recognizing their work Stanley Kershman is one of those special people who always has time to help others. Although he is married with two children, writes books on bankruptcy and debt, does television and radio interviews and runs a very busy practice, he still makes time. Stanley is one of OBAP's go-to volunteers. His calm, analytical demeanor and his genuine interest in resolving issues for other lawyers in distress make him a valuable resource. Stanley is truly one of the legal profession's gems. Stanley is a specialist in bankruptcy law and an author (Put Your Debt on a Diet: A Step-by-Step Guide to Financial Fitness, Credit Solutions - Kershman on Advising Secured and Unsecured Creditors). Through his website www.bankruptlaw.com he provides comprehensive background information on credit, bankruptcy and mediation issues. He has conducted more than 300 mediations and has over 25 years experience in bankruptcy and insolvency law.



Women's Wellness and Balance Luncheon Series '05

This group meets quarterly to provide information on topics of interest to women lawyers. The group is chaired by OBAP volunteer Krista Martin Gorelle.

• Women's Health and Alternative Therapies (Jan. 2005)

"This presentation addressed some of the different approaches to women's health and alternative therapies.

Presenters: Iyabo Musa, MSc.,RD, Chamomile Center for Women's Health
Eve Wahn, Lawyer and Health and Wellness Consultant

• Take the Chaos out of Crisis (March 2005)

"This presentation covered several of the essential issues associated with elder care responsibilities. These issues included how individuals manage the health care decisions of their family members, and what every family needs to know about safe, sound, and effective health care."

Presenters: Mary Ellen Tomlinson, Founder of Senior Care Options Inc.
Peter Zawadzki, Consultant Pharmacist

• The Feminine Spirit at Work (April 2005)

This presentation addressed ways to connect your values and spirit with demands for success and productivity. The goal is enhancement of the professional experience without compromising values. Is this possible in the legal profession?

Presenter: Caroline Kohn LL.B

• Participating in the Community as a Volunteer on a Board of Directors (Sept 2005)

An effective way to network and give to the community is participation on Boards. Despite busy schedules many lawyers are active board members. How to determine the best fit for you and make it a positive experience was addressed. This presentation was led by BoardMatch President Norm King.

• Taking Care of Yourself - The Challenge for Women Lawyers (November 2005)

This presentation focused on the challenges of achieving work life balance. Women lawyers often struggle to find a balance between work, health, family, and finances. Our four speakers' expertise varied, and ranged from exercise and physical health, to counseling and mental health and insurance practices and financial health.

Presenters



I to r
Roxanne Derhodge,
Deborah McPhail,
Lois Warren

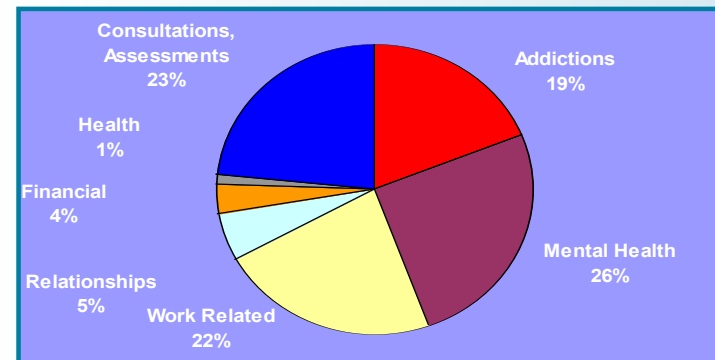
I to r
Susan McCallum
Norm King

Overview of OBAP Services

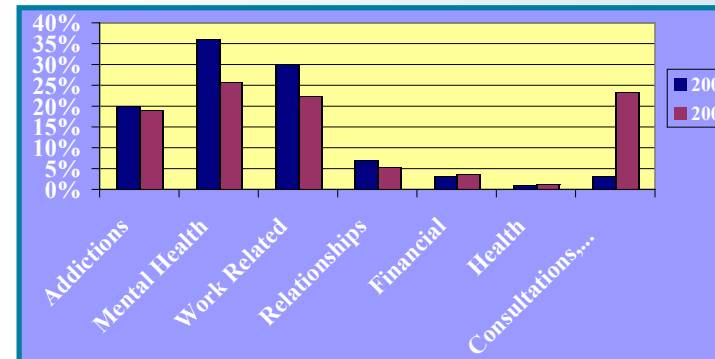
ACTIVITIES

Number of Calls/Contacts	1,143
Number of New Cases	356
Number of Volunteer Connections	132
Program Volunteer Hours	787

OBAP Clinical Services 2005

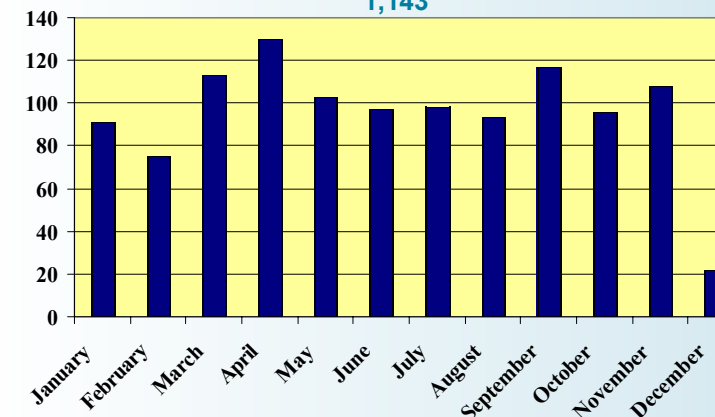


OBAP Comparison: Cases 2004/ 2005



Calls/Contacts 2005

1,143



Other Help for Lawyers

OBAP worked closely with the LINK PROGRAM- Contracted out services to WarrenShepell Consulting

COUNSELLING CASES 238

Work	28
Addiction	20
Relationships	59
Family	22
Personal	107

PROFILE

GENDER:	Male	44%
	Female	56%
AGE:	Average age range:	35 - 45 yrs.

Program utilization was steady in 2005. Promotion activities were limited due to planned changes and the merger with LINK. Due to heavy workload more cases were referred to other services and quality was assured by the case management system. There was also an increase in calls for individual consultation to partners and colleagues to provide information.



Type of Practice

