

**OLAP
understands
lawyers.**



**OLAP reaches
out to
lawyers.**

www.olap.ca

The **Ontario Lawyers' Assistance Program** is a registered charity and provides assistance at no cost to members of the legal profession in Ontario. **OLAP** assists lawyers, judges, law students and/or their immediate families with issues including addictions, mental health, career challenges, health and well being.

Network

OLAP's Online Volunteer Newsletter
May 2008, Eighteenth Edition

LAWYERS HELPING LAWYERS SINCE 1978

Dear Volunteers

It is that time of year again—time for the Second Annual OLAP Volunteer Workshop!

This workshop is an opportunity to meet other volunteers and OLAP staff. Spouses and partners are welcome. This workshop, accommodation and meals are provided at no cost to volunteers as our way of showing appreciation for your involvement with OLAP and the help that you provide to colleagues.

Goals:

- Recognize Volunteer Services and Activities
- Learn from the Shared Experiences
- Relax and Rejuvenate
- Update information on addiction and mental health

We have three themes. Presentations and discussion focus on

- The roles and responsibilities of OLAP volunteers
- The importance of relaxation and balance

The presenters have been chosen with care and we believe each one will provide interesting and relevant information.

Location: Manresa Spiritual Retreat, 2325 Liverpool Road, Pickering, Ontario.
To find out more about Manresa the website is www.manresa-canada.ca

Volunteers who attended in 2007 found the experience positive and the information useful. We hope that you can join us for both days but if you can only attend part of the workshop you are welcome.

Please see the attached notice for the details of the 2008 Volunteer Workshop.
We hope to see you there.

John G Starzynski
Volunteer Executive Director

Leota Embleton
Program Manager

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WOMEN'S WORK AND WELLNESS LUNCHEONS

The following date and topic has been confirmed for our 2008 luncheon series:

DATE: May 30, 2008
 TOPIC: "Pilates-O: Breaking New Ground in Wellness"
 SPEAKER: Jan Murray – Pilates Coach, Osteopath and Registered Massage Therapist

Lawyers work at jobs that involve relatively limited physical demands, yet they can experience significant levels of physical and mental stress. Our busy work and family schedules may distract us from taking some simple steps to maintain or improve our well-being. Jan Murray understands these competing priorities. She has designed Pilates-O to address concerns she has heard from clients over the years, that they need a program that they can do by themselves, for themselves and on their own time. Pilates-O combines techniques from Pilates and Osteopathy, with accents from fitness training and general wellness. Jan will introduce us to her Pilates-O program and explain how some very small steps can make a very big difference. If you would like to attend, please contact Catherine Hendrick at catherine@olap.ca.

PAST OLAP ACTIVITIES AND EVENTS

WOMEN'S WORK AND WELLNESS LUNCHEONS

DATE: March 27, 2008
 TOPIC: "The Positive Energy of Pets"
 SPEAKER: Renee deVilliers, Owner of "All About Dogs"



This presentation was a lot different than our previous topics. The positive impact of pets has been documented in many instances – as help for the disabled, seizure warnings, depression and just plain joy. Renee's passion for pets – especially her dogs – was inspiring and invigorating. We thank Cynthia Ledgley for suggesting the topic and Renee as presenter!

(left, Renee deVilliers at the Women's Work and Wellness Luncheon

OLAP REVIEW APRIL 24-28 2008

At the request of the Board OLAP had two consultants come to review our program. The purpose was to compare our program with others in the network of lawyers' assistance programs. The consultants were Derek LaCroix Q.C., Director of LAP in British Columbia and Ian Aikenhead, Q.C., Board Member of the LAP in B.C. Both have extensive experience with programs and knowledge of the functioning of different models of LAPs.

They spoke with many people involved with OLAP including staff, board members, representatives of funding organizations, volunteers and constituents. They will be submitting a report to the board with a summary of the strengths and weaknesses of OLAP and will make recommendations for future directions.

NEWS FROM THE OLAP BOARD OF DIRECTORS

There have been some changes in our Board. We welcome two new board members: John R. Parkinson will replace John Campbell, Q.C.. John Parkinson has a long relationship with OLAP and was on the Board of the Ontario Bar Assistance Program before the merger. He has also been a peer volunteer with OBAP and now OLAP. His knowledge and experience is valued.

Akhil Wagh, Vice President of Finance at LAWPRO will replace Michelle Strom. Michelle has retired from LAWPRO and from the Board as well. Akhil brings a great deal of financial knowledge and has helped set up OLAP financial records. We will make great use of his expertise.

PROFESSIONALS IN RESIDENCE PROGRAM AT BETTY FORD

The Betty Ford Centre is one of many treatment centres for drug and alcohol addiction in the United States. Terri Wilkinson, Case Manager attended the program as part of OLAP staff training.

Terri's report of the experience: "I was privileged to attend the Professionals in Residence Program, sponsored by The Betty Ford Centre in Palm Desert, California in April. The group attending this 3-day training course were all involved in alcohol and drug treatment in a professional capacity. All participants were either in recovery or had very close family ties to addiction. There were several doctors, psychologists and case managers in our group of 4 women and 3 men.

On a personal note, I have been a client of 2 treatment centres and I am in recovery. My trip to The Betty Ford Centre was nothing short of amazing. It certainly offered me the opportunity to inject some new ideas into my own recovery, but also it brought home to me the importance of providing the same rigorous support for family members, for their own healthy recovery. The Betty Ford experience also reminded me that above all we care givers need to look after our own mental, emotional and physical needs in a positive way, on a regular basis in order to assist those we care so much about.

I look forward to keeping in touch with the members of my group and with the professionals I met at The Betty Ford Centre. Oddly enough this was one place I have always wanted to tour. Never in my wildest dreams would I have envisioned that my substantial life experience with addiction would net me a scholarship to the Betty Ford Centre!!"

JOHN STARZYNSKI AT THE FLOWR GROUP

On Wednesday April 16, John Starzynski attended the FLOWR (Family Lawyers of Waterloo Region) meeting. Eight lawyers came to hear about OLAP's services. The discussion was lively and practical ideas for helping lawyers in Waterloo were discussed. We look forward to working with the FLOWR in

LSUC SOLO & SMALL FIRM CONFERENCE & EXPO

On May 9, 2008, the Law Society held a Continuing Legal Education event for sole and small firm practitioners. OLAP was invited as an exhibitor, and as part of a panel discussing Work/Life Balance issues. Our Case Manager, Doron Gold, represented OLAP on that panel and spoke about his personal story and how OLAP helps lawyers. Approximately 50 people attended and the information was well received. Sole and small firm practice can be particularly challenging, support offered on that day resonated with the participants.

THE INSTITUTE OF LAW CLERKS OF ONTARIO

John Starzynski was one of the Keynote speakers at the Institute of Law Clerks on Ontario (ILCO) Conference in Niagara On-the-Lake on Friday, May 9, 2008. The topic was “The 15 Styles of Distorted Thinking.” John discussed thoughts ranging from catastrophising, should-ing and over generalization to name a few. The 200 attendees learned a lot, applied the knowledge to an office situation and had lots of laughs.

NEW RESOURCES

Many new articles and resources have been added to our website including:

Newsletters: <http://www.olap.ca/newsletters.html>

Shepell Newsletters: Teaming to Succeed: Creating Great Work Teams
Keeping Cholesterol in Check

OLAP News & Events: <http://www.olap.ca/news-and-events.html>

2008 OLAP Peer Volunteer Skills Workshop at Manresa Spiritual Jesuit Center
May 30, 2008 Women’s Work and Wellness Luncheon information

Annual Reports: <http://www.olap.ca/olap-annual-reports.html>

The 2007 OLAP Annual Report is now available online

Articles and Publications

The Spring 2008 Advocates e-Brief includes a new article by Leota Embleton

http://www.advocates.ca/publications/pdf/eBrief/E-brief_Spring_08a.pdf

John Starzynski’s article in the Ontario Lawyers Gazette, Spring 2008 Vol. 12 No. 1, “Learning About OLAP’s Services Online” (below)

http://www.lsuc.on.ca/media/olg_spring08_mentoring_and_your_practice.pdf

THE ONTARIO LAWYERS ASSISTANCE PROGRAM (OLAP)

Learning About OLAP's Services Online

Information about the services OLAP provides to the profession is available in a few ways. One is to call our toll-free number and speak to a member of OLAP staff. You may then be transferred to a peer volunteer to discuss your concerns, or referred to our Counselling Service.

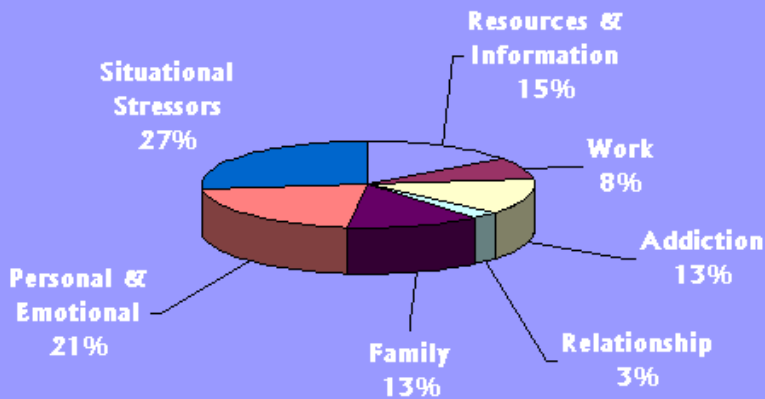
You can also visit our website at www.olap.ca – the Work-Life Balance section shows all the services you are entitled to access. When you speak to one of OLAP's staff, you will be given a code to enter the website where you surf at your leisure. Some of the issues addressed include:

- Achieving personal well-being:** personal stress, depression, grief and loss, anxiety, aging/midlife issues, life transitions, managing anger, mental health and well-being, crisis situations, trauma
- Marriage relationships and family:** communication, relationship conflict, separation/divorce, parenting, domestic abuse, blended family issues, family relationships, aging parent concerns
- Financial clarity:** credit/debt management, bankruptcy, early retirement, financial aspects of separation/divorce, financial emergencies
- Researching child and elder care resources:** child care, adoption, maternity/parental leave, schooling, adult day programs, nursing/retirement homes
- Workplace challenges:** workplace conflict, workplace performance, career planning, violence, harassment, work-life balance, work-related issues
- Addictions:** alcohol, drugs, tobacco, gambling, other addictions such as internet and sex, post-recovery support
- Nutrition:** weight management, addressing high cholesterol, high blood pressure, diabetes, heart disease, boosting energy and stress resilience

OLAP provides assistance to lawyers, law students and their immediate families with issues of stress, burnout, addictions, mental wellness and work-life balance concerns. The OLAP team includes Leota Embleton, MSW, program manager, Doron Gold, BA, LLB, case manager, Terri Wilkins on, BA, LLB, case manager, and John Starzynski, LLB, volunteer executive director. You can reach the program at 1-866-576-6227. John Starzynski can be reached at 1-877-584-6227. Visit the website at www.olap.ca

2007 ANNUAL REPORT ON THE WEB

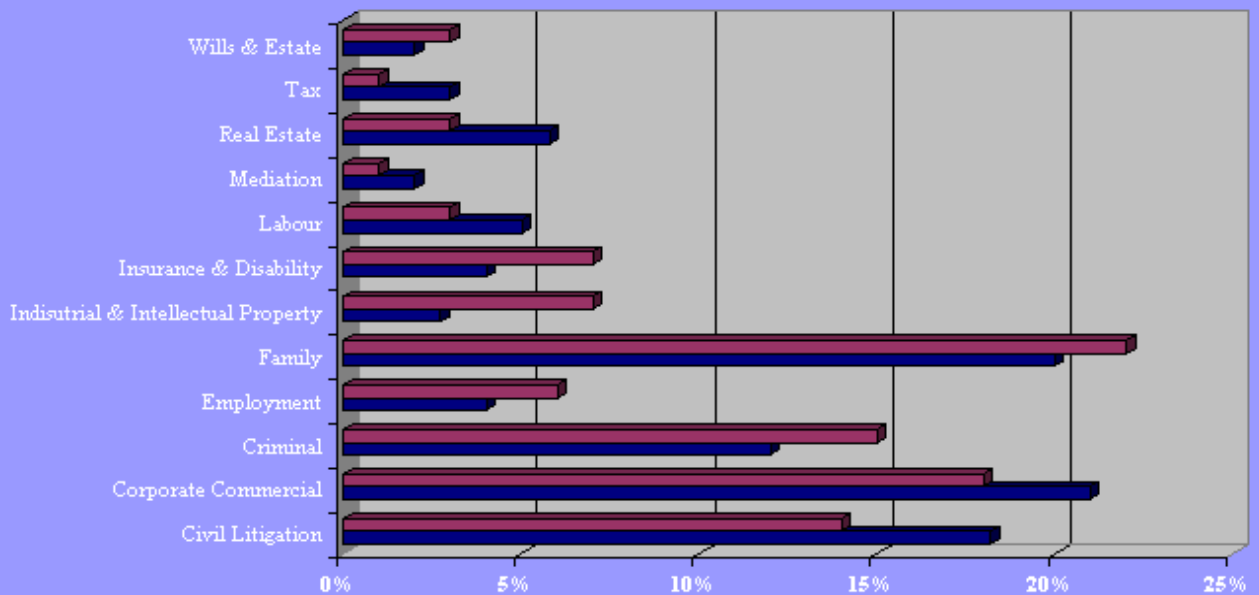
NEW ACCESS 2007 (CASES)



The leading reasons that people call are for help with personal/ emotional issues and situational stressors (27%). Situational stressors include crisis situations such as a health problem, financial stress, workplace conflict, workplace stress, job loss, professional stress such as discipline or claim. Personal emotional issues (21%) include the mental health challenges such as mood disorders (anxiety and depression), suicide, and behaviour changes such as anger or aggressive behaviour.

AREA OF PRACTICE COMPARISON 2006/2007

■ 2007 ■ 2006



From our utilization reports, lawyers working in the areas of family practice, corporate commercial and civil litigation most often seek assistance.

The 2007 Annual Report can be viewed on our website [here](#)

A MESSAGE TO OLAP STAFF

“I can vouch for the fact that members suffering from depression would appreciate the aesthetic and emotional beauty of the environment you have created.

The elegant & refined luncheon, and the visit to your office (your home away from home) were a thrill, & created a day brimming over with happiness (& there were many days, maybe years, when I lost hope that I would have even another moment of joy, let alone day filled with it). But mostly, I remain eternally grateful that you continue to be there, for members like me, through this awkward (one step forward, two steps back) process of recovery. As you may know, those of us with mood disorders generally have nowhere else to turn.

Thus, your presence is all the more invaluable, precious & priceless.”

- Anonymous

AN INSPIRATIONAL MESSAGE

This poem was provided by a parent whose son is lost to drugs and alcohol. The parent found comfort in these words and we share them hoping they may provide comfort to others.

A Parent's Eyes
 By John O'Donahue.
No one else can see beauty in his darkened life now.
His image has closed
Like a shadow.
But he is yours;
And you have different eyes
That hold his yesterdays
In pictures no one else remembers.
He is yours in a way no words could ever tell;
And you can see through the stranger this deed has made him
And still find the countenance of your son.

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