

OLAP
Understands
lawyers



OLAP
reaches out
to lawyers

www.olap.ca

LAWYERS HELPING LAWYERS SINCE 1978

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
December 2010, Twenty-sixth Edition

To All of Our Volunteers:

Thoughts for the coming year ~

Take time for 12 things:

Take time to Work ~ it is the price of success.

Take time to Think ~ it is the source of power.

Take time to Play ~ it is the secret of youth.

Take time to Read ~ it is the foundation of knowledge.

Take time to Worship ~ it is the highway of reverence and washes the dust of earth from our eyes.

Take time to Help and Enjoy Friends ~ it is the source of happiness.

Take time to Love ~ it is the one sacrament of life.

Take time to Laugh ~ it is the singing that helps with life's loads.

Take time for Beauty ~ it is everywhere in nature.

Take time for Health ~ it is the true wealth and treasure of life.

Take time to Plan ~ it is the secret of being able to have time to take time for the first eleven things.

- Anonymous

John Starzynski

Volunteer Director Liaison and Support Services

Leota Embleton

Program Manager

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Ontario Lawyers'
Assistance Program
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Mississauga, ON
L4W 4Y5
www.olap.ca

Happy Holidays



*May you celebrate many blessings
throughout the holiday season
and the coming year.*

From all of the staff at OLAP



Women's Work and Wellness Luncheon ~ Friday, January 28th, 2011

TAKE SOME TIME FOR YOURSELF ~ MEET OTHER WOMEN LAWYERS ~ SHARE IDEAS AND STRATEGIES. The Women's Work and Wellness Group is sponsored by the Ontario Lawyers' Assistance Program in keeping with our mandate to promote a healthy and balanced lifestyle for members of the legal profession. The luncheon series is promoted and organized with support from the Ontario Bar Association.



Watch the website for details www.olap.ca

12 Step Group for Women Lawyers ~ The Ontario Lawyers' Assistance Program is a confidential voluntary program for lawyers. OLAP reflects the commitment and acknowledges the



responsibility of the legal profession to assist its members who experience personal or professional distress. A cornerstone of the program is **lawyers helping lawyers**, and the Women's Group seeks to help fulfill this purpose. We are pleased to announce the start of a new Lawyers' Group designed for Women Lawyers in the 12 Step Tradition. This Group recognizes that sometimes women lawyers may feel more comfortable in a 12 Step Group with those who understand their unique challenges. The Group will launch in February 2011 and will be held at the Ontario Bar Association, 2nd Floor, in one of the confidential meeting rooms.

The meetings will take place on the second and fourth Wednesday of the month from 5:30 – 7:00 pm. All women lawyers interested in being part of a 12 Step Group are welcome!

Ontario Lawyers' Assistance Program

12 Step Group for Women Lawyers **CONFIDENTIAL**

To strengthen the concept of **lawyers helping lawyers**,
OLAP has established a

12 Step Group for Women Lawyers to offer an additional
"safe place"

and the fellowship of other women lawyers who are in recovery.

LOCATION: Ontario Bar Association, 2nd Floor
300-20 Toronto Street
Toronto, ON, M5C 2B8

DATE: 2nd and 4th Wednesday of the month

TIME: 5:30 p.m. – 7:00 p.m.

Women Lawyers at any stage of recovery are welcome.

Contact Judy Grout, OLAP for more information about the group.

judy@olap.ca

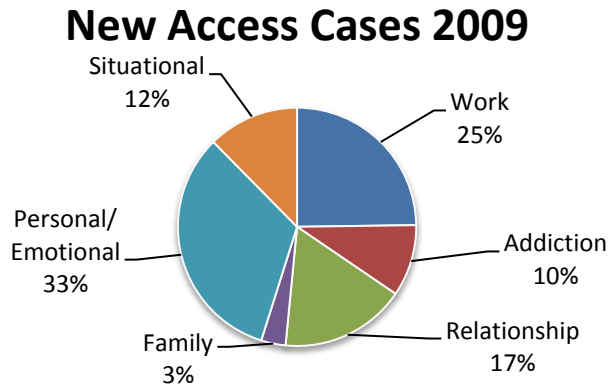
(905) 238-1740

1-877-576-6227

PAST EVENTS

The **Volunteer Handbook** has been revised. This was distributed to lawyer assistance programs across Canada as part of the National LPAC Symposium held in Montreal in November. OLAP continues to provide leadership in developing and sustaining peer volunteer programs. Check the website www.olap.ca or, if you would like a copy, contact Jill Keaney at j.keaney@olap.ca

The **2009 Annual Report** is available and is posted on the OLAP web site www.olap.ca under Annual Reports.



Over the year, initial calls reflect an increase in personal and emotional issues. This includes mental health issues and suicide related calls. The number of cases related to addiction also shows a slight increase.

Volunteer Orientation Session – October 21st, 2010

Doron Gold and Judy Grout led a group of interested and caring lawyers who attended our most recent Volunteer Orientation Session. Discussions centred around how to make a successful first connection, confidentiality, and the use of OLAP resources to support the volunteer's role. We provided an overview of OLAP's services including case management, counselling, support groups, volunteer training and support, and educational programs regarding mental health issues. We also reviewed the skills of active listening, offering support, and providing resource/referrals.

The second half of the day was spent in a training session for co-facilitating mutual support groups. Two of our volunteers were present to learn and review the key skills to effective co-facilitation. Doron and Coulson (Coulie) Mills provided an interactive and informative segment that covered the fundamentals of group facilitation and allowed for important dialogue about the balance of facilitating/guiding a group and allowing the group to set its own tone. Since this session, Alex Novak, one of our volunteers, has co-facilitated the OLAP Lawyers' Support Group for one of the November meetings. OLAP is pleased to have five new volunteers on our team! Two of these volunteers are also able to assist with the co-facilitation of our support group. Thanks to all of you for participating.



Naomi Nurgitz

Women's Work and Wellness Luncheon ~ November 18th, 2010

Our latest presentation on November 18th titled "A Taste of Mindfulness" attracted over 50 registrations and 45 actually showed up. The presenter was Naomi Nurgitz who is a lawyer and a trainer in Mindfulness Based Stress Reduction. The topic of Mindfulness Based Stress Reduction seemed to have wide appeal and proved to be our best attendance to date. This initiative continues to be a positive one and provides an opportunity for women lawyers to meet with presentations of interest. Quarterly luncheons will be held in 2011 with the upcoming one to be held (details to be announced) on **Friday, January 28th**.

Law Schools ~ Over the past year, OLAP staff have visited the University of Ottawa Law School, the University of Western Ontario Law School and the Osgoode Law School. We have made presentations and provided brochures to their student wellness programs. UWO featured John Starzynski in their Alumni magazine. This activity saw a notable increase in calls from law students, particularly at the University of Ottawa where co-operation to promote OLAP is very positive.

Federation of Asian Canadian Lawyers 4th Annual Conference ~ On November 13th, John attended the Federation of Asian Canadian Lawyers Annual Conference with one of our delightful and personable volunteers, Nicole Phillips. Nicole is from Hong Kong and was the magnet that drew many lawyers to our table to talk about OLAP, its services and especially peer support. It was a great day of meeting lawyers who would not otherwise know about OLAP. Thanks Nicole!

LSUC Career Fair ~ The Law Society hosted a Career Fair at Osgoode Hall on November 19, 2010. There were 250 law students and new lawyers signed up to come to speak to about 100 lawyers and law firms from across the province. The goal was to introduce law students to options, other than Toronto, although Toronto lawyers were in attendance as well. The OLAP booth was busy all day as students learned about OLAP. Most of them did not know about OLAP, at all. They were unaware that our services extended to them and their families, at no charge, with counselling available in their location and with peer support as another option.

Board News ~ Welcome New Board Members

Two new Board members were appointed at the Board Meeting on December 13th. Coulson Mills joined the board as Member-at-large. Jack Daiter was appointed as representative of LAWPRO.

We thank Ruth Cameron and Iveri Vv Boudville as resigning members.

OLAP reaches lawyers in NUNAVUT

OLAP is excited to be able to partner with lawyers in Nunavut to provide access to our program as well as to the counseling services of Shepell.fgi.

ONGOING EVENTS

Volunteer Activities ~ We continue to expand the roles of volunteers. The peer volunteers who provide one on one support are the back bone of our volunteer program. We have encouraged volunteers to act as co-facilitators of The Lawyers' Group and have recently provided training to have other volunteers act in this role. Volunteers, also, chair The 12 Step Group. Dedicated peer volunteers support lawyers in recovery by accompanying colleagues to AA groups or 12 Step Group for Lawyers. Volunteers help set up meetings such as the Women's Work and Wellness luncheon meetings in Toronto and in Ottawa. Without volunteer support, it would be very difficult to manage across the province. We greatly appreciate the work that is provided by a volunteer, Rose Keefe, to maintain our web site. OLAP was part of a presentation on Volunteer Management at the Legal Profession Assistance Conference (LPAC) Annual Symposium. This presentation was more effective because we were able to include a volunteer as part of the panel discussion. Volunteers were involved in 203 activities, so far, this year.

Join The 12 Step Group in the New Year ~ This group has met at Bellwood Health Services on Monday evenings and has been meeting since April. This group has seen a small attendance. We would like to increase attendance. Those who have attended say that it is a powerful venue and there is commitment to involve more lawyers in recovery. We are looking at a location change as some have found the location a deterrent to attendance. One of the leaders of this group is Board member John Parkinson, and we greatly appreciate his dedication and interest in this group.

Come to The Lawyers' Group This continues to be a successful initiative. The group meets at the OBA on the first and third Wednesday of every month. Average attendance is 8 -10 and many report the value that participation has brought them. The Group celebrated its second anniversary in November. An evaluation was completed and the satisfaction level was high. This evaluation was developed and carried out by Judy Grout. The commitment of participants and the support provided is outstanding. The Group operates with two co-facilitators. One is a volunteer and the other an OLAP staff person. A debrief follows each meeting to determine any follow up required. We have trained other volunteers to be able to take on the role of co-facilitator.

OLAP Online Volunteer Community is Up and Running ~ Have you signed on yet? You may have heard that OLAP has created an online message board designed to create an opportunity for volunteers to interact and foster an OLAP volunteer community online. That community is now up and running and can be found at <http://www.olap.ca/forum/index.php>. For those who have not already joined in, please do. It's as easy as visiting the board, clicking "Register" and submitting your information. You may use a pseudonym if you would prefer to post anonymously, so long as you let Jill Keaney, in our office, know so that she can authorize your account. Our goal is to create a confidential, volunteers-only online community that permits the sharing of ideas, concerns, experiences and even good news stories about life as an OLAP volunteer. The board is divided into sections dealing with both General Discussion issues as well as more specific discussions about Addictions, Mental Health, Career Issues, etc. It is our hope that members of OLAP's volunteer corps will find it a safe and fun place to share ideas and get to know each other. Just because geographic distance separates many of you, there is no reason why our volunteer corps cannot be a close and mutually supportive community, extending to every corner of the province. We hope that you'll join in and actively participate in this community. There's strength in numbers!

RECENT ARTICLES / PUBLICATIONS

Publications ~ Publication of articles and promotion material is ongoing. Staff members contribute to many legal journals and newsletters. John is our most prolific author and writes articles on a regular basis. His articles, which appeared regularly in *The Lawyers Weekly*, have been printed in a booklet that is available on line or in hard copy. To view John's articles on coping and success, please check www.olap.ca "John's Articles".

The Upward Spiral: Getting Lawyers From Daily Misery to Lifetime Wellbeing, Harvey Hyman, J.D.
Why don't lawyers in distress seek treatment before it's too late? Sometimes it's denial they have a problem. Sometimes it's the false belief that alcohol is the solution to all their problems. Mainly, it's the fear of stigma, loss of reputation, and loss of income that keeps lawyers from getting help for their depression or alcoholism. The best thing to do is learn to reduce your stress and take good care of yourself before your life melts down to a crisis point

Lawyers Wellbeing Blog: <http://lawyerswellbeing.com/blog/?p=762>

This blog was created by a lawyer to improve the lifetime wellbeing of other lawyers and is a companion to the website www.lawyerswellbeing.com

A current post proposes MBSR (Mindfulness Based Stress Reduction) HELPFUL IN PREVENTING RELAPSE OF MAJOR DEPRESSION FOR PEOPLE WHO REFUSE LIFETIME ANTIDEPRESSANT TREATMENT.

A Lawyer's Guide to Healing: Solutions for Addiction and Depression ~ by Don Carroll, Hazelden
Stress, power, and high expectations of the legal profession leave lawyers especially vulnerable to addiction. What's more, personality traits that contribute to a lawyer's success - among them, grandiosity and a need to control - can impede recovery. As director of the North Carolina Lawyer Assistance Program, Don Carroll has helped hundreds of colleagues overcome addiction and depression. In this candid and insightful book, Carroll discusses addiction in general, how addiction affects lawyers specifically, and how recovery can help lawyers reclaim their professional and personal lives.

Lawyers, Anger, and Anxiety: Dealing with the Stresses of the Legal Profession ~ Rebecca Nerison, Ph. D. Being a lawyer is stressful--finding a job, getting new clients, billing your hours, exacting bosses, and demanding clients can all help create a relentless drain on your internal resources. Coupled with the perfectionism and competitiveness so common in lawyers, the resulting stress, anger, and anxiety can produce devastating physical and mental distress.

Lawyers running from legal profession, by John Starzynski, *The Lawyers Weekly*, December 24, 2010.
In this article, John reviews the book *Running from the Law: Why Good Lawyers are Getting Out of the Legal Profession* by Deborah Aaron. Find this articles under "John's Articles" on the website.

What Are Your Options? Exploring Alternative Careers Before Leaving The Law ~ find this article at [Complete Law Resources and Legal News](#) under Recent Articles.