

The SUMMATION

May 2023

The Monthly Newsletter of the Evansville Bar Association

501 Main Street, Suite 101
Evansville, IN 47708

PRESIDENT'S MESSAGE

By: **Joe Langerak**

A LIFEGUARD'S LESSON



If you attended Law Day you heard me discuss the April 13 CLE we held at Friedman Park Event Center about living and working in a healthy, positive way. The practice of law is extremely stressful. It is your license on the line, clients depend on you for serious issues that impact them in the most personal way, and the work never ends. We, as lawyers, often fail to address our own personal well-being while taking care of others.

My wife was a lifeguard at Burdette Park in high school and college. She remembers the job quite fondly. One thing she mentioned to me is that lifeguards are trained to save themselves above the troubled swimmer because if the lifeguard fails to do so both people may drown. As lawyers, we sometimes forget that concept. If we are not taking care of ourselves, are we really in the best position to "save," or more correctly serve, our clients?

The answer is no. No doubt, I'm as guilty as anyone. I allow stress to build, use less than healthy mechanisms to cope, and work more than I should. But, I love what I do so its easy to let self-care slide. What the CLE reminded me about is how much happier and healthier we can be as lawyers if we focus on ourselves. However, it is also important that we focus on *each other*. We need to watch out for each other in a more meaningful way. And, its not waiting until your partner has a nervous breakdown or is found drunk on the sidewalk. Its much earlier....

One way we can do that is in our role as employers. The majority of our members are also employers. Take yourself *personally* out of the equation and approach it from the employer side. The ABA offers some guidance on how to do that in a more meaningful way. I think its suggestions can be adopted for the Evansville legal employer community.

First, provide enhanced and robust education to everyone you employ (including judges, lawyers, staff, and students) on topics related to well-being, mental health, and substance use disorders. Provide information on programs and available resources to everyone in your organization. Force participation so you ensure folks hear the information, and they know its an important part of your corporate culture.

Second, disrupt the status quo of drinking-based events. This is a huge problem for lawyers. Challenge the expectation that all events include alcohol; seek creative alternatives. Ensure there are always appealing non-alcoholic alternatives when alcohol is served.

Third, develop visible partnerships with outside resources committed to reducing substance use disorders and mental health distress in the legal community: healthcare insurers, lawyer assistance programs, employee assistance programs, and experts in the field. If you don't have an EAP, contact your insurance broker to discuss adding one. They are quite inexpensive and offer free professional resources such as counseling or rehabilitation.

Fourth, provide confidential access to addiction and mental health experts and resources, including free, in-house, self-assessment tools. The key here is confidentiality. Lawyers are proud people. Seeking out help needs to be a confidential option. After all, our reputation is our stock and trade and too often a negative connotation is attached to those that seek help when, in fact, it's the responsible and healthy thing to do.

Fifth, develop proactive policies and protocols to support assessment and treatment of substance use and mental health problems, including a defined back-to-work/school policy following treatment.

Sixth, actively and consistently demonstrate that help-seeking and self-care are core cultural values, by regularly supporting programs to improve physical, mental and emotional well-being. This is a big one. A healthy well-being and actually *embracing* self-help must be concepts weaved into the defined organizational values.

Seventh, highlight the adoption of this well-being framework to attract and retain the best individuals in the organization (including judges, lawyers, staff, and students). Quality of life is now a huge facet focused on by potential hires. A healthy and balanced work life is a large component of the same. Adopting these strategies will allow you to attract the best and brightest.

I came across a great resource guide you should check out. It has tools, assessments, and websites that can help you and your fellow Bar members in ensuring we are living our "best lives." Its attached to the summation this month. Perhaps it will help you adopt the lifeguard mentality of helping yourself above all others, or else we all go down with the ship!

Inside this issue:

EBA News	2
Foundation	3
CLE Offerings	4
Bar Updates	5
We Are the EBA	6
Calendar	7



EVANSVILLE BAR ASSOCIATION

2023-2024 EBA BOARD OF DIRECTORS

The Annual Meeting of the Evansville Bar Association was held on Thursday, April 20 at the beginning of the Law Day Celebration. Congratulations to the Officers and Board Members that will serve the Evansville Bar Association in the coming year:

President – Cliff Whitehead, ZSWS

President-Elect – Greg Freyberger, Barber & Bauer

Vice President – Megan Brien, United Companies

Secretary/Treasurer - Jillian Hanneken, Indiana Dept. of Child Services

Out-of-County - Rhea Jones-Price, Attorney at Law

Young Lawyer Representative – Mark Abell, Jackson Kelly

Judicial Representative - Mag. Celia Pauli, Vanderburgh Circuit Court

Prior Board Member – D. Tim Born, Terrell, Born, Sullivan & Fiester

Evansville Bar Foundation Appointment – TBD

At Large:

Magistrate Judge Matthew Brookman, U.S. Court
for the Southern District of Indiana

Michele Bryant, SKO

Jamie Dameron, FSORS

Beau Dial, Fifth Third

Bill Hussmann, Kightlinger & Gray

Kristen Koewler-Campbell, ETFUCU

Patrick Thomas, KDDK

Cassee Vivian, Jackson Kelly

Keith Vonderahe, ZSWS

Seth Zirkle, KDDK

Thank you to the departing Board of Directors Members for their dedicated service:

Nathan Bishop

Trisha Dudlo

Cathy Nestrack

Jordan Saner

Hon. Gary Schutte

VLP News

By: Senior Judge Sheila Corcoran and Susan Vollmer

If you have visited the Law Library recently you may have noticed the new Indiana Legal Help kiosk located just inside the facility. Our local kiosk is part of an effort by the Indiana Bar Foundation to locate at least one machine in each county in the state (Vanderburgh County will be receiving a couple more). The kiosks are part of a grant from the Indiana Housing and Community Development Authority that VLP is part of and supplement the eviction prevention efforts VLP is providing presently across our region. Later this summer, the kiosks will expand to provide access to all services presently provided through www.indianalegalhelp.org along with live legal navigation services, forms, and court information. The kiosk is available any time the Law Library is open and is another tool local attorney can use to direct low-income litigants to obtain help.



ENJOY A BEER,
SIP SANGRIA, OR MEET
FRUITY MARGE AND SPICY RITA!
501 MAIN STREET, SUITE 101

03 MAY 2023
4-6PM



Let's get together to Keep Evansville Beautiful!

This is a bar-wide, community service day!
Bring your colleagues, family, and friends to help
Clean Evansville!*

Saturday, May 6
9-11am

Meet at 9am in the large Parking lot behind Felts Lock
at 4000 E. Indiana Street, 47715



Information: (812) 463-3201
julie@evvbar.org

*Trash bags, gloves and "trash pickers"
will be provided



Jimmy Gentry
President

As a former Evansville Bar Association Board member and the current President of the Evansville Bar Foundation, I appreciate the timing in which both organizations have their annual cycles. For me, it has always felt like I am a spring graduate like so many of your loved ones throughout our community in the month of May. Just like those students, I want to pause and thank the individuals whom have made my job easy possible this past year. As I pass the gavel to **Carrie Roelle** (current Vice President and incoming President), I cannot thank her enough for her time and financial investment in the Foundation during my tenure. Her insight and guidance has been key for the Foundation fulfilling its mission of promoting justice and improving lives through the law by issuing grants to community organizations, which includes the EBA. I must also thank **Barbara Williams** (current Treasurer and incoming Vice President), **Bob Carithers** (current Secretary and incoming Treasurer), **Carrie Lynn** (current board member at large and incoming Secretary), and our current and remaining at-large board members **Mag. Molly Briles**, **Mike Mitchell**, **Judge Pigman**, **Laura Scott**, and **Aaron Tuley**. I also want to thank **Angela Freel** and **Aaron Allen** for agreeing to be in-coming at large board members. And I would be remiss if I did not thank **Brent Weil** for his time and dedication to the Foundation as an at-large board member. Brent's formal commitment to the Foundation will end this month but I know his time and financial contributions to the Foundation will continue. Of course, a big thank you to **Julie Moore Holtz** and **Ashley Martin** for their daily roles in keeping the Foundation afloat. Lastly, I want to thank you, each of you, for allowing me to serve you and the Foundation this past year. Without your annual financial contributions to the Foundation, none of this would be possible. Your support and commitment to the Foundation ensures we continue to help make a difference in our communities through these grants. Your donation to the Foundation is tax deductible and is reportable under Rule 6.7(a) (3) of Professional Conduct. Furthermore, if you or your loved one wish to consider incorporating the Evansville Bar Foundation into an estate plan to help fund it for years to come, please contact Carrie Roelle or me to discuss. Whether a one-time donation or through planned giving, the Foundation Board and I appreciate you and your support. And, if you have already given, your generosity and investment in your foundation is greatly appreciated.

To donate to the Foundation, mail a check to
501 Main Street, Suite 101, Evansville, 47708 or
go to <https://evvbar.org/foundation.aspx>

Donate

LIBRARIAN'S CORNER: NEW COPIER

Last month, the law library received a new Ricoh copier. Law firms and their attorneys are still able to enter their user code to make color or black/white copies at the machine or print color or black/white documents from the public access computers. Because of the EBA's and Law Library Foundation's strong commitment to providing access to justice for all members of our community, the law library continues to offer copying and printing to the public at a lower cost.

Black/white documents cost \$.15 per page; color costs \$.25 per page. Law Library Foundation members continue to receive a discount as a benefit of their membership (\$.10 per page). Your ongoing support of the law library makes it possible for self-represented litigants involved in any matter to access self-help materials located in the law library at this new lower cost. Many thanks again for your ongoing support!

As always, I welcome your questions, comments, and suggestions. Please feel free to call me, Kathleen Weston, at (812) 435-5175 or send me an email (kweston@vanderburghgov.org).



Annual Campaign Donors*

Legacy of Leadership

Randall K. and Rebecca Craig Family Foundation, Inc.

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Jeana Goebel

Lauren Gore

Michelle Motta

Friends of the Foundation

Julie Moore Holtz

Kathleen Weston

* 2023 Campaign donations received November 1, 2022-April 30, 2023

You can find an up-to-date listing of CLE on the EBA website at evvbar.org

Registration and pre-payment are required by phone at (812) 463-3201, email at Ashley@evvbar.org or online at evvbar.org.

Registrations received two hours prior to start of course will be charged an additional \$5. Printed materials are available by request for \$5 per credit hour, not to exceed \$25. Credit will not be reported to the Indiana Supreme Court Commission on Continuing Legal Education (CLE Commission) until payment for the course has been received in full.



Breakfast with the Judge

Hon. Andrea K. McCord
US Bankruptcy Court
Southern District of Indiana
1 CLE

Wednesday, May 17

EBA Office

Check-in and Light Breakfast - 8:00am

CLE Presentation - 8:30am

Commercial Law Section \$30

Member \$35

Non-member \$55

To register call (812) 463-3201, email ashley@evvbar.org or go to evvbar.org.

SUMMER SCHOOL JUNE 2023

JUNE 09
3 CLE

PICTURE DAY!

ATTEND AND PAY FOR ALL THREE CLE TO GET A NEW HEADSHOT - AT NO CHARGE!

JUNE 16
3 CLE

RECESS

TAKE A FEW MINUTES FOR FUN BETWEEN EACH CLE!

JUNE 23
3 CLE/3 ETHICS

MOVIE DAY

THE GODFATHER, TO KILL A MOCKINGBIRD AND THE JUSTICE LEAGUE

JUNE 30
3 CLE

FIELD DAY

THERE'S NOTHING WRONG WITH A LITTLE FIRENDLY COMPETITION! WIN PRIZES!

\$30/HOUR; MUST BE PAID PRIOR TO START OF SESSION!

FOR MORE INFORMATION OR TO REGISTER, CALL (812) 463-3201 OR EMAIL ASHLEY@EVVBAR.ORG

ETHICS POTPOURRI

3 CLE/3 ETHICS

SEPTEMBER 22

8:30 AM-NOON

CHECK-IN AND LIGHT BREAKFAST AT 8:00 AM

EBA OFFICE—501 MAIN STREET, SUITE 101

\$100 FOR EBA-MEMBER

\$160 FOR NON-MEMBER

TO REGISTER,
CALL (812) 463-3201, OR
EMAIL ASHLEY@EVVBAR.ORG.

APPLIED PROFESSIONALISM

FOR THE NEW ATTORNEY

6 CLE/6 Applied Professionalism/ 6 Ethics

Friday, September 22

8:30am-4:00pm

Check-in and light breakfast at 8:00am

Evansville Bar Association

501 Main Street, Suite 101

To register call (812) 463-3201 or email ashley@evvbar.org.

Presented by the
EBA Young
Lawyers Section

FREE for EBA Member
0-3 Years in Practice

\$100 for Non-member
0-3 Years Practice

\$190 for EBA Member
4+ Years in Practice

Law Day and The Annual Meeting

Thank you to our sponsors...

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StewartRichardson
DEPOSITION SERVICES

Evansville Bar Association members and guests celebrated Law Day with an evening of fun and fellowship on Thursday, April 20 at the Evansville Country Club.

Mike Hayden and **Steve LaPlante** were honored for 50 years of service to the legal community; the recipient of the Doran E. Perdue Award Service Award, **Ole Olsen**, was recognized for 500+ hours volunteered for the Talk to a Lawyer hotline; and, **Michele Bryant** was awarded the James Bethel Gresham Freedom Award for her outstanding achievements as an attorney, mentor and volunteer.



update

Bar Updates:

Welcome new members from the **Vanderburgh County Prosecutor's Office**. Please make the following additions and updates to your contacts:

Patrick Koontz
Direct: (812) 204-3572
pkootz99@gmail.com

Michael Land
michaelgaland@yahoo.com

Vanderburgh County Prosecutor's Office

1 NW Martin Luther King Jr. Blvd., Room 108
Evansville, Indiana 47708 O: (812) 435-5150

Erik Bryant ebryant@vanderburghgov.org
James Doyle jdoyle@vanderburghgov.org
Joshua Hutcheson jhutcheson@vanderburghgov.org
David Whitehead dwhitehead@vanderburghgov.org



Brian Oberst
Oberst Law Office
209 NW Ninth Street
Evansville, Indiana 47708
O: (812) 434-4947
oberstlawoffice@gmail.com

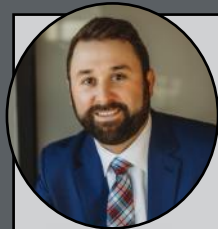
EMPLOYMENT OPPORTUNITIES

For more information or how to apply, go to evvbar.org, click the MEMBERS tab.

NOW HIRING:

Department of Child Services
Gutwein Law
Law Office of Jonathan M. Young
The Law Offices of Dax J. Miller
Reminger Co.
Siesky Law
Terrell, Born, Sullivan & Fiester
Vanderburgh County Prosecutor's Office

WE ARE THE EBA



Aaron Allen, Associate, Ziemer Stayman Weitzel & Shoulders

Practicing for roughly 8 months now; primary areas of practice are Real Estate, School Law, and Corporate Law with emphasis on the areas of Business & Commercial Transactions, Real Estate, and Banking & Finance.

Why did you become an attorney? Prior to becoming an attorney, I worked in data analytics for a large insurance company in Chicago for a little over 7 years and slowly realized two things: (1) I'm not a fan of "big" cities (I grew up in Zionsville – a suburb of Indianapolis) and (2) I wanted to do something that was both challenging but also very gratifying. This led to me pursuing my childhood "dream job" and fulfilling my dad's wish that one of his son's (I'm the middle of 3 boys) go on to become an attorney.

What is the most valuable asset the EBA has to offer? Why? As someone new to the area, it has been a great way to meet and network with others in the legal profession.

What are three (3) fun or interesting facts about you that people may not know? (1) I studied abroad and lived in Luxemburg in undergrad (Miami of Ohio) and traveled to 11 countries (including Oktoberfest in Munich, which was awesome); (2) I just got a puppy (Hank) who drives me crazy ... in a good way; (3) I threw a no-hitter in baseball.

What are your hobbies? Anything involving the outdoors (hiking, kayaking, swimming, walking); I ride my Peloton daily; big sports fan (Green Bay Packers and Atlanta Braves!!); I also enjoy playing golf, pickleball, tennis, basketball, softball, kickball, etc.; love traveling, bingeing a good show on Netflix/HBOMax; trying different food/restaurants; and reading.

What's the best piece of advice you've ever been given? You only have one reputation, so make sure you protect it by always trying to be a good person and doing the right things.

What always makes you laugh? George Carlin

What song would you sing at Karaoke night? Sweet Caroline

What was your first job? At age 15 I was a chair washer / bouncy house cleaner for Party Time Rental.

What's your favorite family tradition? Either the annual Christmas pajamas or the honey baked ham / turkey for Thanksgiving with the "special cheesy potatoes."

What celebrity would you like most to meet for a cup of coffee? Winston Churchill

If you could only eat one meal for the rest of your life, what would it be? This is hard ... sushi or Korean BBQ?



Jordan Heck, Associate, Kahn, Dees, Donovan & Kahn

Three years of practice; Labor and employment litigation and counseling

Why did you become an attorney? I told a teacher in high school that my dream was to be an MLB bullpen catcher, where I could live the professional athlete lifestyle yet be out of shape and earn approximately 1% of their salary. She told me that was a terrible career choice and, instead, I should "become a doctor or a lawyer or something." I despised science classes and have always been squeamish around blood, so law school was the only choice.

What is the most valuable asset the EBA has to offer? Why? The camaraderie among members is invaluable. I have had the privilege of meeting many incredible attorneys at EBA events whom I otherwise would not have met.

What was your first job? I worked in the concession stand at the city pool in Tell City. I was slinging snow cones for \$4/hour.

What's the best piece of advice you've ever been given? "Dude, sucking at something is the first step to being sorta good at something." – Adventure Time's Jake the Dog. I never thought I would recite a quote I heard from the Cartoon Network to myself so often during my first years of practice, but it is pretty accurate.

What song would you sing at Karaoke night? Tequila by The Champs.

What is one thing you will never do again? Ride a roller coaster. Shrieking in terror and feeling as if you are having a heart attack is not my version of fun.

What's your favorite item in your office and why? My medal for winning KDDK's SOUPer Bowl competition in January 2020. A fellow associate "helped" me make the soup, but once knowledge of his inability to use a can opener got around the office, his share of the title was revoked.

What is something on your bucket list you've completed? What do you still want to do? Attend a game at every MLB stadium. 15 down, 15 to go.



Bryn Owen, Paralegal, Kahn, Dees, Donovan & Kahn

I am currently in my first year as a paralegal at Kahn, Dees, Donovan and Kahn. I currently assist in the areas of real estate and business law.

Why did you become a paralegal? I became a paralegal because I find law fascinating. My dad is an attorney and I've been asking him questions about the law since I was little, so, I suppose I'm a chip off the old block.

What is the most valuable asset the EBA has to offer? Why? I think the most valuable asset the EBA offers are the numerous public resources for legal services. Finding legal assistance can be a daunting task for someone unfamiliar with law. I think the resources the EBA offers, such as the lawyer referral service, are extremely important.

What are your hobbies? I really enjoy sewing and crocheting. I also really like hiking and spending time outdoors.

What was your first job? My first job was working as a tour guide at the Reitz Home Museum. That is still one of my favorite jobs I've ever had.

Tell me a bit about your immediate family. I live with my husband, Alec, and our very crazy cat, Gozer. I am also the oldest of 3. My little sister is a freshman at IU and my little brother is a corporal in the USMC.

What is your favorite movie? The Big Lebowski.

What celebrity would you like most to meet for a cup of coffee? Joaquin Phoenix seems like an interesting guy.

What is one thing you will never do again? I think I can safely say I will never take a "gator sightseeing" kayaking tour in Florida. I saw no gators and was covered in bug bites.

If you could brush up on a skill or work on a new one, what would it be? I have always wanted to be proficient at the piano. I took lessons when I was younger, but I didn't keep up with it.

If you could not work for 1 year, what would you do? I would definitely spend a year traveling. I have always wanted to visit Japan, the UK, India, and Greece. I would probably pick 12 countries and just spend the year exploring a different country every month.

MAY 2023 CALENDAR

The Evansville Bar Association and Evansville Bar Foundation have moved to:
501 Main Street, Suite 101, Downtown Evansville

- 05/02 **Family Law Section Meeting**—Noon, EBA Office
- 05/03 **Bar at the Bar FIESTA!** - 4-6pm, EBA Office—This is a casual event! Join us for a FIESTA!
- 05/04 **Talk to a Lawyer**—4:30-6:00pm, EBA Office
- 05/09 **EBA Paralegal Section Meeting**—Noon, EBA Office; Lunch provided—[RSVP](#) to Kelsey@evvlegal.com
- 05/11 **EBA Board of Directors Meeting**—11:45am, Pangea Pizzeria
- 05/16 **Talk to a Lawyer**—11:30am-1:00pm, EBA Office
- 05/17 **CLE—Breakfast with the Judge: Hon. Andrea K. McCord**—check-in and breakfast at 8:00am with CLE to begin at 8:30am, EBA Office—[REGISTER](#)
- 05/18 **EBF Board of Directors Meeting**—Lunch at 11:45am with meeting at Noon, EBA/EBF Office
- 05/24 **CLE Committee Meeting**—Noon, EBA Office
- 05/29 **EBA Office Closed**—Memorial Day

SAVE-THE-DATE

- 06/09 **Summer School!** (3 CLE) - Picture Day—8:30am-1:00pm
- 06/16 **Summer School** (3 CLE) - Recess—8:30am-1:00pm
- 06/23 **Summer School** (3 CLE/3 Ethics) - Movie Day—8:30am-1:00pm
- 06/27 **Pizza at the Bar**—Noon-1:00pm, EBA Office
- 06/30 **Summer School** (3 CLE) - Field Day—8:30am-1:00pm
- This summer, fulfill your CLE requirements and have fun doing it. Join us for Summer School! Each day of summer school will offer up to three hours of CLE courses (live and/or replay) with an added bonus each day.*
- 08/18 **Barristers and Bets**—Friday, August 18 at Ellis Park—in collaboration with the Henderson County Bar Association
- 08/23 **Bar at the Bar**—4:00-6:00pm, EBA Office
- 09/13 **EBA Member Lunch**—Doors open at 11:30am, Lunch and program at Noon, Location TBD
- 09/19 **Legacy Lawyer Social**—4:00-6:00pm, EBA Office
- 09/22 **CLE—Applied Professionalism for the New Attorney** (6 CLE/6 Applied Professionalism/6 Ethics Pending) - 8:30am-4:00pm, EBA Office, Check-in and light breakfast at 8:00am—[REGISTER](#)
- CLE—Ethics Potpourri** (3 CLE/3 Ethics) - 8:30am-Noon, EBA Office, 8:30am-Noon, Check-in and light breakfast at 8:00am
- 09/27 **Pizza at the Bar**—Noon-1:00pm, EBA Office
- 10/12 **Trivia Night to benefit LAS and VLP**—Doors open at 5:30pm, Trivia begins at 6:00pm, Location TBD
- 10/20 **CLE—Hot Topics for In-House Corporate Counsel** (6 CLE/1 Ethics)—8:30am-4:00pm, EBA Office
- 10/27 **CLE—Family Law Update** (6 CLE/1 Ethics)—8:30am-4:00pm at EBA Office
- 11/10 **CLE—34th Annual Estate & Business Planning Institute** (6 CLE/1 Ethics)—8:30am-4:00pm, DoubleTree
- 11/15 **Bar at the Bar**—4:00-6:00pm, EBA Office
- 12/27 **CLE—Procrastinators' Delight: The Final Countdown** (up to 6 CLE)
- 12/28 **CLE—Procrastinators' Delight: All Ethics, All Day** (up to 6 CLE/6 Ethics)

Monthly Well-Being Theme Resource Guide: April 30, 2022

May is [Mental Health Awareness Month](#), which IWIL Programming has adopted as its May 2022 well-being theme. Mental Health Awareness Month encourages events and activities that raise awareness about mental health, fight stigma, provide support, educate, and encourage support for people with mental illness and their families. The IWIL team has compiled this Resource Guide that includes a list of tools, assessments, websites, apps, gadgets, and other resources to support psychological well-being.



MENTAL HEALTH & ALCOHOL USE SELF-TESTS

- **Depression, Anxiety, & Addiction**

The website of the nonprofit [Mental Health America](#) offers free, confidential online screening surveys for multiple mental health conditions, including depression, addiction, and anxiety. Following screening, you will receive information, resources, and tools to help you understand and improve your mental health.

- **Problematic Drinking**

VeryWellMind.com provides a free, confidential [self-assessment](#) of alcohol use disorder symptoms. Answering 11 questions will give you an idea if your drinking patterns are safe, risky, or harmful. By recognizing when your drinking habits have become potentially harmful, you can take steps to address them before they cause more damage to your life. The website also includes numerous articles to help you understand your drinking patterns and take action if needed.

- **Self-Reflection: Why Do You Drink?**

How you think about alcohol plays a big role in why and how you use it. Examples of many possible motives for drinking are provided in this [self-reflection exercise](#), courtesy of Jarrett Green.

Note: Self-assessments should not be used in place of a doctor's evaluation. If you believe you may have symptoms of a mental health or alcohol use disorder, please talk to your doctor.



OTHER WELL-BEING SELF-TESTS

- **Positive Mental Well-Being Self-Tests**

Mental health is not measured only by an absence of illness—it also encompasses positive states that reflect psychological thriving. The [Authentic Happiness website](#) is operated by University of Pennsylvania and developed by the Positive Psychology Center, which is led by Dr. Martin E. P. Seligman, founder of positive psychology. It includes a Questionnaire Center that offers free, confidential self-assessments. Free registration is required. Self-tests include, for example:

- General Happiness Scale
- Optimism Test
- VIA Survey of Character Strengths
- Gratitude Survey
- Grit Survey
- Work-Life Questionnaire
- PERMA questionnaires
- Satisfaction with Life Scales
- Meaning in Life Questionnaire.

- **Burnout Self-Test**

This brief [Burnout Self-Test](#) from MindTools assesses the way you feel about your job and your experiences at work, so that you can get a feel for whether you are at risk of burnout. It also provides links to relevant articles about avoiding and recovering from burnout.



CRISIS HOTLINES & HELP LINES

- **Mental and/or Substance Use Disorders**

The Substance Abuse and Mental Health Services Administration (SAMHSA) has a National Hotline in the U.S. that provides a confidential, free, 24-hour-a-day information service for individuals and family members facing mental and/or substance use disorders. This service provides referrals to local treatment facilities, support groups, and community-based organizations. The Hotline number is 1-800-662-HELP (4357). More information can be found on the [SAMHSA website](#). There is also an [online resource locator](#) and a texting hotline, where you can send your zip code to HELP4U (435748) to get a list of resources.

- **Suicide Prevention**

The National Suicide Prevention Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States. The Lifeline number is or 1-800-273-TALK (8255). Starting July 16, 2022, dialing “988” will route callers to counselors. More information can be found on the [organization’s website](#).

- **Mental Health Peer-Support Service**

The National Alliance on Mental Illness (NAMI) HelpLine is a nationwide peer-support service, not a crisis line. It provides information, resource referrals, and community support if you or someone you know are living with a mental health condition. The NAMI HelpLine is 1-800-950-NAMI (6264) or info@nami.org. More information is available on the [NAMI website](#).



MENTAL HEALTH TIPS, CHECKLISTS, & WORKSHEETS

- **Depression Toolkit**

The University of Michigan Eisenberg Family Depression Center’s [Depression Toolkit](#) includes information and resources to support mental health for oneself and others.

- **Video: What Is Depression?**

In less than 5 minutes, [this video](#) examines the symptoms and treatments of depression and gives tips for helping friends who may be suffering.

- **Talking To Your Doctor About Mental Health**

This Mental Health America [worksheet](#) will help you consider whether to share a mental health concern with your doctor and how to do so. It seeks to overcome barriers to getting help: Many people (46%) will not bring up a problem if their provider doesn’t ask. More than half (63%) don’t know how to bring up mental health or how to explain what they’re feeling.

- **Tips For Talking About Your Mental Health**

These Tips For [Talking About Your Mental Health](#) from Mental Health America provide guidance on how to start a conversation about your own mental health and how to respond when someone talks to you about their mental health.

- **Managing Mental Health in the Workplace: Conversation Guide from Well-Being Week**

Open communication about mental health can reduce stigma, break down barriers, and build trust—which, in turn, promotes long-term, positive behavioral change. This [Conversation Guide](#) provides basic tips to give supervisors and colleagues confidence to initiate such conversations.

- **Retraining Unhelpful Thoughts – Well-Being Week Activity Guide**

Learning to push back on automatic, unhelpful thoughts that often flood our minds will help us feel better, enable us to intentionally choose behaviors that align with our goals and values, and protect

our mental health. Try out the [Retraining Unhelpful Thoughts Activity Guide](#).

- **Self-Care Check-In**

PositivePsychology.com offers a free [Self-Care Check-In worksheet](#) that provides a quick way to see where more attention is needed to ensure you're meeting your self-care needs.

- **All Well-Being Week in Law Activity Guides**

Find a list of all Well-Being Week in Law Activity Guides [here](#). The Guides provide activity ideas and resources related to all five dimensions of well-being that are the focus of Well-Being Week: physical, spiritual, social, career, and emotional.



MENTAL HEALTH SERVICES

>> IN-PERSON THERAPY

- **Lawyers Assistance Programs (LAPs).** Lawyer Assistance Programs provide confidential services and support to judges, lawyers, and law students who are facing substance use disorders or mental health issues. A directory of state and local LAPs can be [found here](#).
- **Therapy for Black Girls:** Support for Black women to find a virtual or in-person therapist.
- **Therapy for Black Men:** Support for Black men to find a virtual or in-person therapist.
- **Inclusive Therapists Site:** “We center the needs of Black, Indigenous, and People of Color (BIPOC) and the 2SLGBTQIA+ community. We honor the full neurodiversity spectrum and advocate for mental health care accessibility for people with disabilities/ disabled people.”
- **Melanin and Mental Health:** Database for finding therapists of color - targeted at both the Black and Latinx communities in major US cities
- **Latinx Therapy:** Database for finding Latinx therapists in the U.S.
- **Asian Mental Health Collective:** Database for finding Asian therapists in the U.S. and Canada.

>> ONLINE MENTAL HEALTH SUPPORT

A substantial [body of evidence](#) reflects that teletherapy or telepsychology—which includes care delivered via phone, video or both—can work for a variety of problems and populations.

- **Virtual Therapy**

- **Online Therapy: Is It Right For You?** Online counseling may be an effective solution for a variety of issues for which you might seek psychotherapy, e.g., stress, relationship difficulties, bereavement, depression, anxiety, or another mental health problem. This [Help Guide article](#) provides what you need to know to make an informed decision.
- **Best Online Help for Depression.** This [article](#) from VeryWellMind.com (2022) recommends 10 options for virtual therapy for depression across multiple categories, including best overall, best for a budget, best for marginalized communities, best for peer counseling, etc.

- **Apps & Online Tools**

Digital mental health tools require people to log in to a software program, website, or app to interact with content. Such approaches are not the same as teletherapy, which uses videoconferencing or telephone services to facilitate one-on-one psychotherapy (and for which there is a greater body of supporting evidence).

A [growing body of evidence](#) reflects that digital treatments can improve depression symptoms, but it's unclear whether the effect is as strong as with face-to-face psychotherapy. The digital treatments that included human contact in some form—whether in the form of feedback on assignments or technical assistance—have been found to be the most effective in reducing depression symptoms.

- **MoodMission:** App designed to help you overcome feelings of depression and anxiety by developing better ways of coping.
- **Woebot:** Offers a chatbot for therapy. Uses Artificial Intelligence and Natural Language Process to provide cognitive behavioral therapy, interpersonal therapy, and dialectical behavior therapy.

- **Psychology Foundation of Canada:** Provides stress management strategies and a downloadable personalized stress management plan.
- **The Safe Space:** Free app for the Black community that features a number of tools, from breathing techniques and meditations to Black mental health statistics.
- **Moodfit:** Offers customizable tools to help focus on what helps you most. Provides insights into what brings you up and down.
- **Spectrum:** Queer community app for queer people who are isolated, closeted, or at risk. Provides tools to manage mental health, find resources, and connect with the community.
- **Text Therapy Services.** In text-based therapy, you exchange messages using your phone through an app or chat platform throughout the day. This [VeryWellMind article](#) recommends options that cover eight different categories, such as best overall, for anxiety, for depression, for BIPOC and LGBTQ+, etc.
- **Alcohol Addiction Recovery Apps.** There's no substitute for treatment for alcohol use disorders. But finding support in an app can offer daily reinforcement and accountability. [Healthline chose 11 apps](#) based on their content, reliability, and positive user reviews.



- **Lawyers Depression Project**

The [Lawyers Depression Project](#) (LDP) coordinates a group of legal professionals (attorneys, paralegals, law students, and admin) who have suffered from mental health conditions. It is a grassroots project to help break the stigma of discussing mental health and to provide peer support. The LDP hosts a confidential forum and bi-monthly online peer support group meetings.

- **Online Sobriety Support Groups**
Sobriety support groups are aimed at those looking to manage substance use disorders. Groups may be faith-based or secular, promote abstinence or moderation, meet in-person or online, and involve structured coaching and programs or only understanding and support. This [article from VeryWellMind.com](#) recommends seven options for online support groups.
- **Depression Support Groups**
This [article from VeryWellMind.com](#) recommends options for depression support groups, which allow individuals with depression to talk about their experiences while offering each other encouragement, empathy, and support.
- **Mindfulness in Law Society Virtual Sits**
The [Mindfulness in Law Society](#) organizes weekly Mindful Mondays and Wakeful Wednesdays. They generally consist of about 20 minutes of guided meditation with 5 minutes of gathering time at the beginning and 5 minutes at the end for questions and comments. All in the legal profession are welcome. No experience is necessary; experienced meditators and beginners are welcome.



This [article from VeryWellMind.com](#) recommends mood trackers in eight different categories, including best overall, for anxiety, for depression, for bipolar disorder, for stress management, for self-help tools, and for customization. While they cannot diagnose mental disorders and should not be a substitute for professional care, mood-tracking tools can help you monitor how your mood varies and aid you in better understanding stressors and triggers that can cause negative emotions.



MINDFULNESS & MEDITATION TOOLS

- **Smiling Mind** is a free mindfulness app that features hundreds of meditations—enough to keep you engaged without overwhelming you with choice. They are organized into structured programs like Mindful Foundations (35 sessions), Sleep (6 sessions), Digital Detox (8 sessions), and Stress Management (10 sessions). You have the flexibility to choose where to start and to easily jump between programs. Most meditations are in the 5- to 15-minute range, with a few practices up to 45 minutes for advanced meditators.
- **The UCLA Mindful App** was developed by the [Mindful Awareness Research Center](#) at the University of California, Los Angeles (UCLA). It features about a dozen meditations of different types in English and Spanish. You can learn to focus on your breath, your body, or sounds; work with difficult emotions; and cultivate loving-kindness in sessions from 3 to 19 minutes long.
- **Healthy Minds Program app** helps develop skills for a healthy mind—by strengthening mental focus; decreasing stress; and growing resilience, compassion, and better immune health. The app integrates neuroscience and research-based techniques with meditation training to increase overall well-being. The framework of the app's mindfulness and well-being training is organized into four pillars: Awareness, Connection, Insight, and Purpose. Each pillar consists of three to five parts, and each part contains three series and multiple sessions within.
- **Headspace.** Offers science-backed meditation and mindfulness tools. Limited free trial followed by monthly membership options.
- **Insight Timer.** Extensive online meditations, yoga, sound therapy, talks, etc. All searchable by topic with free and premium services.
- **Calm.** Customizable meditations and stories by topic and amount of time. Paid membership
- **Liberate.** Meditation website and app developed by Black people for the Black community.
- **Black Girl in Om.** Monthly membership for Black women and women of color for healing.
- **Shine.** Created to make caring for your mental and emotional health easier, more representative, and more inclusive of all experiences.
- **Tara Brach.** Guided meditations, talks, and resources.
- **Bilingual Center for Mindfulness.** Spanish language meditations and information.
- **Mindful Heart Center.** Japanese speaking mindfulness community.
- **Ten Percent Happier.** App and website with a variety of meditations and talks.
- **Liberate.** Daily meditation app for the Black community, by the Black community.
- **Dr. Candice Nicole.** Guided meditation directed toward healing racial trauma.
- **The Spiritual Litigator.** Support for taking control of your lawyer brain with 5-minute meditations and other resources provided by litigator and life coach Cheyne Scott.



GRATITUDE, REFLECTION, & WELL-BEING TOOLS

- **Gratitude**
The Gratitude app seeks to support those with anxiety and depression by targeting their perceptions of their lives. Features include a daily dose of inspiring quotes and affirmations, daily reminders, and function to write gratitude letters and attach photos. It's essentially a gratitude journal that can be used anywhere.
- **Happify**
Happify offers tools and programs to help you take control of your feelings and thoughts.
- **Day One Journal**
The Day One Journal is a digital journal with numerous feature to help develop good habits, including gratitude and mindfulness. You can store photos, videos, audio files, and other data and also add reminders for appointments.

- **Presently**

Presently is a gratitude app for Android users. You can add daily entries and share them with your family and friends and also set daily alarms to remind you to continue your gratitude practice.

- **Reflectly**

Reflectly uses artificial intelligence to help you reflect upon your daily thoughts and interactions. It also takes note of your habits to provide you with suitable, meaningful journal prompts. The app focuses on helping you learn self-care to achieve ultimate happiness and life satisfaction. It aims to reduce stress levels and teach gratitude, empathy, and kindness.



COLORING TOOLS

Coloring—especially complex, structured designs like mandalas that draw us into a meditative-like state—[has been found](#) to improve mood and reduce anxiety.

- **Colorfy**

Colorfy features an extensive collection of designs and adds new content weekly to keep you interested. You can import your own photo for drawing, create custom mandala designs, and compose custom messages.

- **Recolor**

Recolor provides a quality coloring experience with a large selection of images. It uses a fun Live Colors painting brush in which colors that you paint gradually animate onscreen.

- **Adult Coloring Books**

This [VeryWellMind article](#) (2021) recommends 8 adult coloring books to reduce anxiety.



YOGA

- **The Underbelly Yoga**

Inclusive yoga space to practice four pillars of wellness—physical, mental, emotional, and spiritual.

- **Yoga With Adriene**

Online yoga community.



PHYSICAL ACTIVITY

Because physical and mental health are closely intertwined, our wellbeing practices should include behaviors to protect physical health. For example, regular physical activity can prevent and improve symptoms of depression and anxiety and can improve memory, attention, learning, and cognitive processing.

- **Get Moving Activity Guide**

This Well-Being Week in Law Activity Guide encourages more movement throughout the day and provides ideas for doing so.

- **Active Work Stations**

Purchase (and use!) [an active work station](#), such as a treadmill desk or cycling desk.

- **Nike Training Club**

Free fitness app with 200+ free workouts and targeted training programs.



PODCASTS

- **Path to Lawyer Well-Being:** Sponsored by the Institute for Well-Being in Law and hosted by IWIL Board members Bree Buchanan and Chris Newbold. Introduces cool people doing amazing work to support well-being in the legal profession.

- **Thriving Lawyers:** Podcast by ReelTime Creative Learning Experiences and the Thriving Lawyers Collective. Focuses on candid conversations with lawyers from the U.S. and Canada who have found ways to truly thrive in the practice of law to inspire, motivate, and offer practical solutions.
- **Spiritual Litigator Podcast:** Hosted by litigator and life coach Cheyne Scott. Focused on strategies for managing your mind to avoid burnout and creating a thriving life.
- **Substance Abuse and Mental Illness in the Legal Profession:** ABA law students and recent grads podcast.
- **Daily Matters from Clio:** “Explore the new normal for law firms, how legal professionals can find success in a remote-first world, and how lawyers can best serve clients through this unprecedented situation.”
- **Dr. Adia Gooden:** Podcast and resources for helping you embrace your unconditional worthiness. Specializes in imposter syndrome.
- **Being Well:** Podcast with Dr. Rick Hanson and Forrest Hanson on mindfulness, meditation, and neuroscience topics for improving well-being.
- **Ten Percent Happier:** Wide array of mindfulness-related well-being topics.
- **Between Sessions:** Weekly podcast with therapists Eboni Harris and Eliza Boquin discussing all aspects of mental health (specifically aimed at addressing issues that disproportionately affect POC).
- **Latinx Therapy:** Weekly podcast that discusses mental health topics related to Latinx individuals in efforts to demystify myths and diagnoses.
- **The Happiness Lab Podcast:** Hosted by Dr. Leslie Santos, professor of psychology at Yale. Brings science to the pursuit of happiness.
- **Work Life With Adam Grant.** Hosted by organizational psychologist Adam Grant. Focuses on discovering the keys to a better work life.



WEBSITES

The websites below offer good quality information and resources (not specific to the legal profession) to support your own well-being or to share as part of your organizational programs.

- [VeryWellMind](#)
- [Psychology Today](#)
- [PositivePsychology.com](#)
- [Greater Good Magazine](#)
- [New York Times – Well](#)
- [Well + Good – Healthy Mind](#)
- [HelpGuide](#)
- [PsychCentral](#)
- [Calm Sage](#)
- [Happiful](#)
- [Calm](#)
- [Psycom](#)
- [Mind](#)
- [Healthline – Mental Health](#)



OTHER RESOURCES

- **The Institute for Well-Being in Law.** IWIL’s website provides an extensive (and growing) collection of resources to support well-being in the legal profession—found especially under the [Well-Being Week in Law tab](#). Free videos are available on the [Lawyer Well-Being YouTube Channel](#).
- **Florida Bar Mental Health and Wellness Center.** The [Florida Bar Mental Health and Wellness Center’s website](#) collects information and resources about well-being in the legal profession.
- **Georgia Bar – Lawyers Living Well.** The [Georgia Bar’s Lawyers Living Well website](#) collects information and resources about well-being in the legal profession.



RESOURCE GUIDE AUTHORS

- **Illinois Bar - 2Civility.** The [Illinois Bar's 2Civility website](#) provides information and resources about well-being in the legal profession.
- **Massachusetts Bar – Lawyer Well-Being.** The [website](#) of the Massachusetts Supreme Judicial Court Standing Committee on Lawyer Well-Being collects information and resources about well-being in the legal profession.
- **South Carolina Bar–Living Above the Bar.** The [South Carolina Bar's Living Above the Bar website](#) collects information and resources about well-being in the legal profession.
- **Support for the LGBTQ+ Community.** This 2021 [VeryWellMind.com article](#) provides a list of mental health resources to support the LGBTQ+ community.
- **Black Mental Wellness:** “The mission of Black Mental Wellness, Corp. is to provide access to evidence-based information and resources about mental health and behavioral health topics from a Black perspective, to highlight and increase the diversity of mental health professionals, and to decrease the mental health stigma in the Black community.”
- **Specialty Bar Associations**
 - **The LGBTQ+ Bar:** Includes a Mental Health Resources page.
 - **National Asian Pacific American Association:** The largest Asian Pacific American bar association.
 - **National Native American Bar Association:** “Represents the interests of all populations indigenous to the lands which are now collectively the United States : American Indians, Alaska Natives, and Native Hawaiians.”
 - **Hispanic National Bar Association:** “A force for positive change within the legal profession by creating opportunities for Hispanic lawyers and by helping generations of lawyers to succeed.”
 - **National Bar Association:** “Nation’s oldest and largest national network of predominantly African-American attorneys and judges.”

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Tatiana Garcia. As Womble Bond Dickinson’s Professional Development Manager, Tatiana is a strategic learning and development professional and business partner to senior leadership. She promotes the improvement of performance and drives firm wide learning initiatives. She is a champion for lawyers and her collaboration approach leads to the growth of innovative training as well as ongoing relationship building. In her role, Tatiana identifies and develops attorney curriculum and learning initiatives that support retention and advancement. As an avid wellness ambassador, she also currently volunteers for the Institute for Well-Being in Law.

Christina Loftus, J.D., practiced law for over a decade, experiencing and witnessing first-hand the stresses and demands placed on those in the legal profession. Now a licensed mental health professional (Licensed Master Social Worker) and certified coach (Certified Human Potential Coach), Christina’s passion lies in providing mental health assistance and coaching to lawyers. Christina recently presented “Making

Partner With Your Nervous System” for IWIL’s Annual Conference and is an IWIL Newsletter Committee member. Christina enjoys connecting with clients to help them navigate crises, mitigate the effects of stress to prevent burnout, process depression and anxiety, and overcome trauma. www.christinaloftus.com.

Marisa Tashman, JD is a lawyer in Los Angeles, CA. She has a podcast and news letter called [Undefined](#) that explores the journey to full well-being, including issues related to identity, authenticity, and selflove.

Michelle Walter, JD, was an environmental litigator with the United States Department of Justice for 20 years. She left her federal government career in June 2021 to pursue her own business and now guides other legal professionals in finding more resilience. Michele is a Certified Professional Coach and Energy Leadership™ Index Master Practitioner through IPEC; an Associate Certified Coach with the International Coach Federation; a Certified Mindfulness Meditation Teacher through SoundsTrue, Tara Brach, and Jack Kornfield; a Certified NUSHU Group Facilitator; and a Certified Modern Classroom Trainer. She is also an international speaker on mindfulness with Women in Leadership Africa, and has taught mindfulness courses to more than 100 federal government employees, her own clients, and to more than 100 staff in the Colorado Community College system.

USE OF THIS RESOURCE GUIDE

This Resource Guide should not be considered legal or mental health advice or as an endorsement of any of the listed resources by the Institute for Well-Being in Law. It is provided for information purposes only, and you should personally evaluate all resources for fit and effectiveness for the purpose for which you plan to use them.