



NC LAP Annual Report

August 1, 2019 - July 31, 2020



NCLAP
NORTH CAROLINA
LAWYER ASSISTANCE PROGRAM

Protecting the public by
insuring the health and integrity
of the legal profession.



Message from the Executive Director



The Lawyer Assistance Program, both staff and volunteers, have risen to the unique challenges of this unprecedented year. But first, all our activities came to a screeching halt. Unlike many departments of the State Bar, almost everything we do at LAP we do in person. From counseling sessions to support groups, CLE talks to law school office hours. Even drug testing and client monitoring must happen in person. I have been very proud of how streamlined and efficient we have become across the whole program, from staff to volunteers. But it took shutting everything down over the course of five non-stop, grueling days to realize just how much we were actually doing (especially Delia Brown, our communications and CLE coordinator).

Because LAP has both Charlotte and Raleigh offices and our own database infrastructure separate and apart from the State Bar, we had already converted to a mostly-paperless, virtual office infrastructure years ago. We were thus agile enough to get back up and running in this new virtual world and resume full services; although, like everyone, it took us a stunned minute or two.

One of the very first initiatives we rolled out was a free-of-charge resilience webinar CLE with Laura Mahr, of Conscious Legal Minds, with sponsorship funding provided by the LAP Foundation of North Carolina, Inc. and the North Carolina Bar Foundation. Susie Taylor, LAP's Special Projects Manager, provided staffing support. The State Bar, LAP and BarCARES provided promotional and infrastructural support. It was a huge collaboration and team effort to address an immediate need, and the program can only be described as a runaway success. Over 1,700 lawyers attended the first webinar and over 500 lawyers attended the second. With that single CLE initiative we reached almost 10% of the Bar.

We began holding client meetings and support groups via Zoom. We have also become adept at giving CLE webinars via Zoom and WebEx. "Zoom Gloom" - the perplexing sense of being drained while having accomplished almost nothing - is real. The reasons why are discussed in our latest CLE talk: Mental Health and Well-Being During COVID-19. We, like you, continue to adapt. And we are busy again, albeit with cases that appear even more severe and with COVID-related obstacles.

There had been a lull in new cases, like the tide that goes out before the tsunami hits. "The Lull" was welcome and dearly, desperately needed. We had been understaffed for two and a half years and it was taking a serious toll on Cathy Killian

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and Nicki Ellington, our in-house clinical and counseling team. Cathy and Nicki have given so much to our program and its participants. They deserve far more recognition than they receive. Having no success in finding a third counselor, we restructured the vacant position. We migrated many of Nicki's and Cathy's administrative and volunteer management responsibilities that are time consuming but do not require clinical expertise, and we created a Field Coordinator position.

Candace Hoffman joined our team in March. She came to LAP after many years litigating cases for the Department of Justice. We were in the fortunate/unfortunate position of having dozens of enthusiastic, dedicated volunteers apply – all monumentally overqualified, including Candace. She came on board just as everything was coming to a screeching halt. During The Lull, Cathy and Nicki had a respite from new clients and their attendant emergencies. They reconnected with volunteers and clients in more sustainable and meaningful ways. They had opportunities to connect with those in rural areas whom they do not see as often. We also trained Candace on the database system and the reports she would be running. She began meeting volunteers across the state via Zoom interviews. And our volunteers have showed up in new and amazing ways.

In Farewell to Arms, Ernest Hemingway observed, “The world breaks everyone, and then some become strong in the broken places.” He has beautifully described the process of recovery – all forms of recovery. As soon as LAP participants begin actively using recovery tools, they become incredibly resilient and cope better than most, especially in situations that parallel the COVID-19 pandemic. By that, I mean situations steeped in uncertainty (economic, personal, professional, social, familial), situations where there is a sense of a loss of control, not only to shape outcomes (as we like to think we do as lawyers) but even loss of control over the process.

This is where people in long-term recovery shine. They've had years of practice implementing these tools day in and day out. Recovery is mostly about day-to-day emotional well-being as we navigate the vagaries of life. As soon as we went into lock-down quarantine, volunteers began sharing how they were relying on recovery tools as applied to the pandemic. Out of that sharing, and the various articles they sent me, were born both the [Pandemic Editions of the Sidebar](#) and the [Coronavirus Mental and Emotional Well-Being Toolkit](#).

Thank you all: LAP staff and volunteers. I often get credit for what is really your stellar work.

Robynn Moraites

Lawyer Assistance Program Overview

History of NC LAP

The North Carolina Lawyer Assistance Program's ("NC LAP") roots began in 1979 with the assemblage of a group of lawyer volunteers who were themselves recovering alcoholics who saw the need to offer assistance to other lawyers suffering from addiction and alcoholism. The group was named the Positive Action for Lawyers ("PALS") committee. In 1994, the State Bar formally recognized the PALS Committee and incorporated PALS as part of the State Bar administration and infrastructure. In 1999, further recognizing the need for additional assistance for lawyers dealing with mental health issues not related to substance abuse, the State Bar then formed the FRIENDS committee.

Today both programs have been merged into a single Lawyer Assistance Program. NC LAP currently has a staff consisting of a director, two clinicians, a field coordinator and 2 office administration and special projects personnel.

NC LAP has a Board consisting of three State Bar Councilors, three LAP volunteers, and three clinicians or experts in the field of mental health and addiction. NC LAP also has a steering committee of volunteers from around the state who assist in the execution of special initiatives. NC LAP is also part of the ABA's Commission on Lawyer Assistance Programs (CoLAP), a network of LAPs serving nearly all 50 states in the U.S.

LAP Services

- Assessment
- Referral
- Case Management
- Peer Support
- Intervention
- Facilitated Support Groups
- Educational Programs

Mission of NC LAP

NC LAP is a service of the North Carolina State Bar which provides free, confidential assistance to lawyers, judges, and law students in addressing substance abuse, mental health issues and other stressors which impair or may impair an attorney's ability to effectively practice law. In sum, our mission is to:

1. Protect the public from impaired lawyers and judges;
2. Assist lawyers, judges, and law students with any issues that are or may be impairing;
3. Support the on-going recovery efforts of lawyers and judges
4. Educate the legal community about the issues of substance abuse and mental health.

NC LAP Goals and Guiding Principles

NC LAP Program Goals:

- To respond to the referral and identification of legal professionals who may be impaired and need assistance;
- To assist NC LAP clients in their personal recovery from alcohol or drug problems, or mental health conditions;
- To educate the legal community on identification, assessment, referral, treatment and resources available to meet the needs of judges, lawyers, and law students;
- To provide a network of trained volunteers who are available to respond to the needs of NC LAP clients through a peer assistance model;
- To monitor and assist clients while they work to gain admission to practice law, rehabilitate and return to the practice of law or to a better quality of life;
- To establish and maintain a cooperative and on-going working relationship with the Superior and District Courts of North Carolina and their judges, the NC State Bar Office of Counsel, the CLE Board and other administrative offices of the NC State Bar, the Board of Law Examiners and the legal community at large.

NC LAP Guiding Principles:

- The program recognizes that the most effective way to protect the public is to insure the mental health and emotional integrity of the legal profession;
- The program recognizes that addiction, mental health issues and physical disabilities are treatable conditions and are not moral issues;
- The program is motivated by a humanitarian concern for the legal community and the public;
- The program also recognizes that accountability is key in treating many impairments;
- Impaired lawyers and judges are ethically obligated to seek assistance and to participate in services necessary to renew their full effectiveness;
- Lawyers and judges have a moral and ethical responsibility to recognize the signs and symptoms of a colleague who may be impaired and to assist the colleague in accessing appropriate services.

Lawyer Assistance Program Overview

How the Program Works

About 50% of calls to LAP are self-referrals from those who recognize they have a problem and ask for help. About 90% of these problems range from temporary conditions caused by grief, relationship issues, or work difficulties to ongoing struggles with anxiety and depression. About 10% of the self-referred clients are calling about alcoholism or addiction. Usually LAP clinicians do an assessment, in person wherever possible, or refer the individual to an outside professional for an assessment. LAP works with treatment programs throughout the country as well as with individual therapists, psychologists, and psychiatrists, and often makes referrals to these professionals. We can also arrange peer support with one of our trained LAP volunteers who has experienced a similar problem and successfully managed it and we invite the client to attend the local lawyer support group meeting.

For those clients who are not self-referred, about 40% of calls come from colleagues, judges, friends, and family members who are concerned about a lawyer, judge, or law student who may be showing signs of a mood disorder or a problem with substance abuse. Of that 40%, about 90% of those calls are concerns about alcoholism or substance abuse. Our clinician will offer suggestions on ways to express concern and motivate the individual to get help. Often, in the case of these referrals, the person making the referral prefers to remain anonymous and not participate further in the process. Sometimes, LAP will refer the caller to a professional interventionist or the LAP will assist in conducting either a formal or an informal intervention.

Confidentiality is the Cornerstone

All client interactions with LAP are held in strict confidence as are any referrals. The only time information is shared is when an individual signs a release and asks LAP to report on his or her behalf to another organization or individual. Confidentiality is guaranteed by Rule 1.6(c).

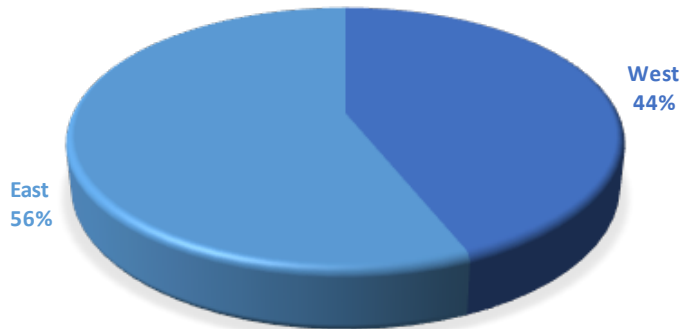
Intervention is a group process that, with respect and concern, helps an individual who may not realize he or she has a serious problem with alcohol or other drug use. The objective is to dismantle denial, stop family and friends from enabling the subject's behavior, and initiate change. For informal interventions without a professional interventionist, LAP uses a peer intervention model with two trained, experienced volunteers who are in recovery from the same issue. The LAP volunteers meet with the subject individual and share their experience with him or her. In the course of that meeting, they inform the individual about the services offered by LAP. Because recovery is an ongoing process, we also continue to work with individuals following treatment as part of an after-care plan.

Although we address serious mental health and addiction problems, we address and offer assistance for a range of issues within the category of general life problems. We encourage lawyers to seek assistance for less severe issues of stress, grief, or simply feeling overwhelmed. Everyone has problems at times and the confidential help available through LAP can prevent problems from becoming more severe.

Whatever the issue is that brings an individual to LAP for assistance, we offer peer support, on-going follow-up and case management services.

The Year in Review ~ Statistical Snapshot

NEW AND REOPENED FILES BY REGION



We eliminated the Piedmont region and split the state into two regions.

New cases/files

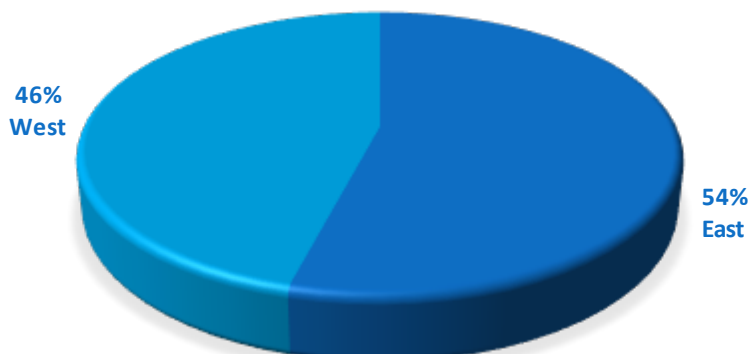
NC LAP is now in its 41st year of operation. Due to COVID-19 the number of new files was down significantly from late March through mid-June. Calls began picking up in June and July. COVID-19 has made certain aspects of our work impossibly hard. As an example, if a lawyer is in the ER or detox, we now cannot visit or send in two volunteers.

For the 2019-2020 reporting year we had 124 total files opened (102 new and 22 reopened), bringing the total number of open cases to 815. We closed 290 files resulting in a combined total of 525 open cases at year's end.

Many of the calls that do not result in the opening of a new file include situations where a lawyer or a judge calls seeking guidance for next best steps. For example:

- An older lawyer may need to wind down a practice and the judge or lawyer who is concerned does not know how to approach the individual or what to say. We coach them and eventually become directly involved if needed, but we typically do not open a file. We typically refer the call to the NCBA Transitioning Lawyer Commission (TLC) on these cases, and we do not open a file.
- A Bar Councilor, judge or lawyer may call to ask for guidance about a certain lawyer or situation without giving us the name of the lawyer at issue. We will often coach the caller through that situation and/or provide some referral resources.
- A lawyer has a child (ranging from teen to middle aged) who has an impairment requiring treatment and needs a referral for a treatment center or mental health provider.
- Lawyers sometimes call because they need treatment center recommendations for non-lawyer friends or clients who are impaired.
- Lawyers who have attended a CLE where we spoke and are seeking a recommendation for a good therapist in his or her local area, but where it is clear there is not a need for full LAP involvement or case management.

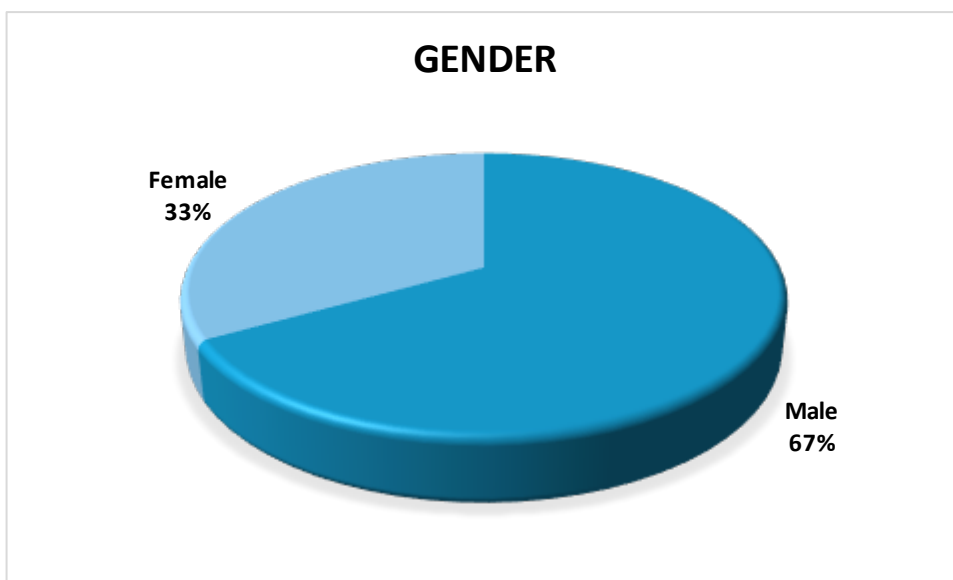
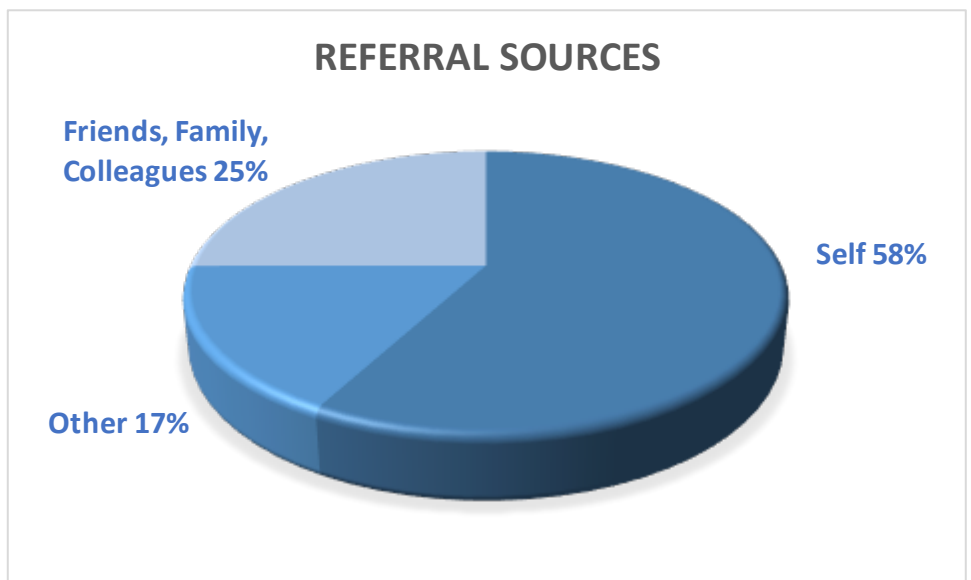
TOTAL CLIENTS BY REGION



Referral Sources

The rate of self-referral to LAP increased to 58% this year while 25% of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 17% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff, the grievance committee or the DHC.

Referred By	
Another LAP	3
Another Lawyer	95
Bar Staff	21
Board of Law Examiners	11
DHC	2
Employee (his or hers)	1
Employer	3
Family	13
Firm (his or hers)	24
Friend, Non-lawyer	1
Grievance	9
Investigators/SCA	2
Judge	9
Law School	14
Other	4
Physician	2
Self	304
Therapist	7
Grand Total	525

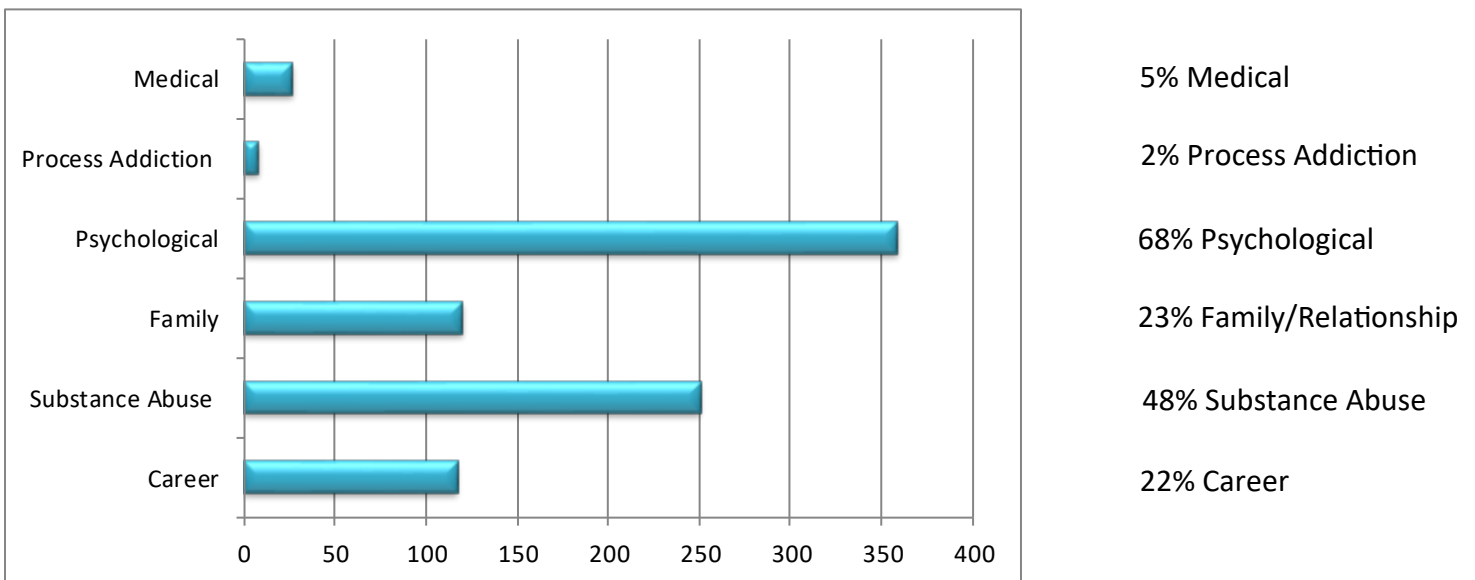


Gender

The gender breakdown for clients seeking services this year was 67% men and 33% women. This statistic stays generally consistent year after year, shifting only a percentage point or two.

Many clients exhibit problems in more than one category, so there is overlap in documenting the issues. We continue to see psychological problems more often than other issues and these frequently coexist with substance use disorders. Although lawyers rarely come to us with only career related issues, many describe their job-related concerns that exist along with depression, anxiety and problem drinking. The term “process addiction” refers to compulsive behaviors such as problem gambling, eating disorders, compulsive spending or sexual addiction including overuse of internet for sexual reasons. And more lawyers are turning to the LAP for assistance in dealing with spouses or children that are having serious mental health issues or substance use disorders.

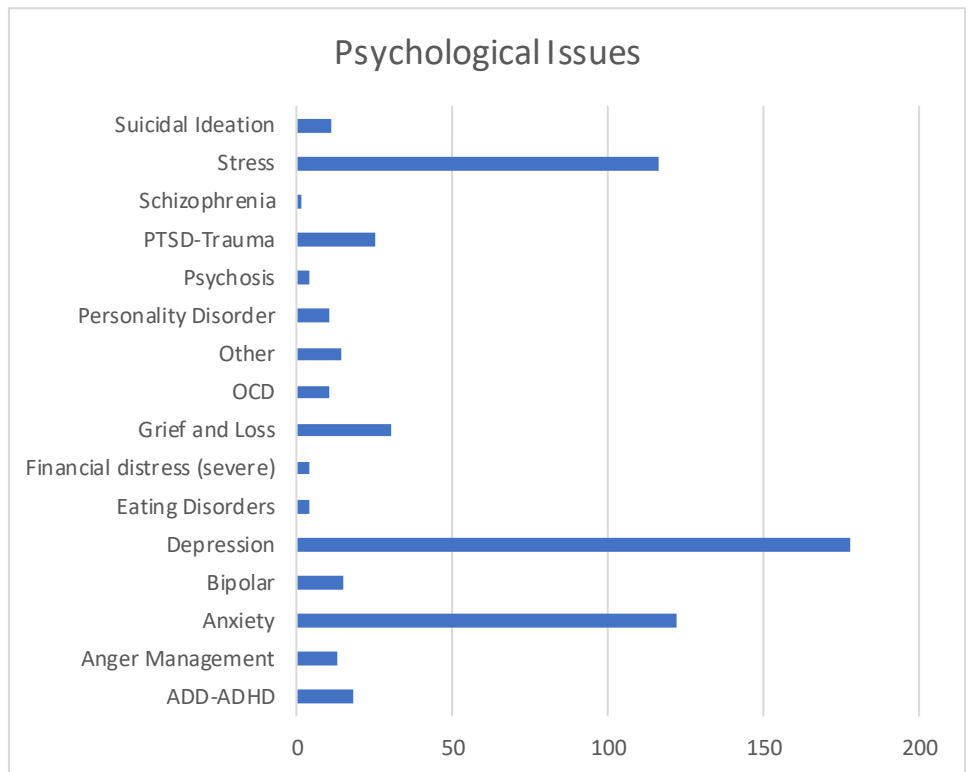
The table below shows the breakdown of the issues in real numbers and percentages*:



* Because lawyers often have more than one issue, these percentages do not equal 100%. Instead, they show the total percent of 525 clients that are dealing with a given issue.

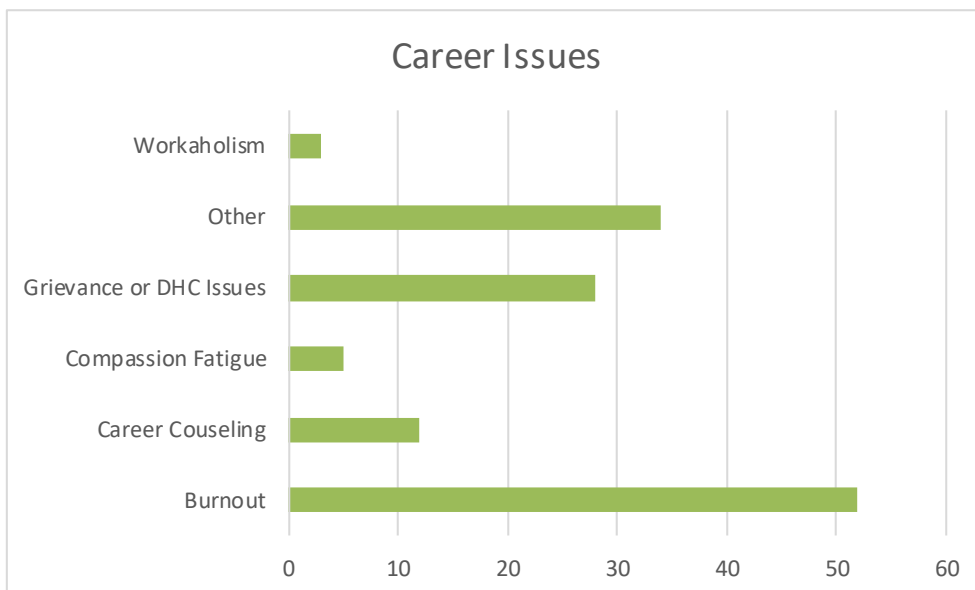
Psychological Issues

The data indicates that lawyers struggling with psychological issues are often dealing with more than one single issue. Depression remains by far the single largest issue lawyers face today with severe anxiety and debilitating stress coming in second and third respectively. The culture and demands of the profession itself are the greatest factors causing these issues for most of the lawyers who are struggling with them (rather than a genetic/biological cause), indicating behavioral changes will make the greatest impact as opposed to pharmacological interventions. Anti-depressants certainly have a place and can play a key role, but for lasting happiness and satisfaction in the profession, most lawyers will need to do additional work.



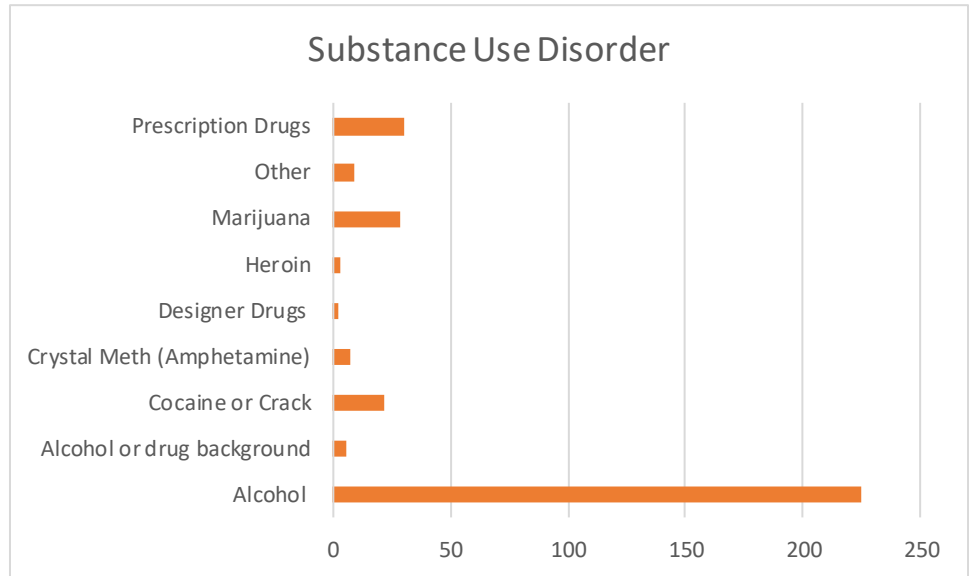
Career Issues

As stated above, a large percentage of the depression, anxiety and debilitating stress cases we see are caused by the profession itself. Sometimes a lawyer may seek out assistance based on what he or she can identify as a specific issue related to the profession as indicated in this graph.



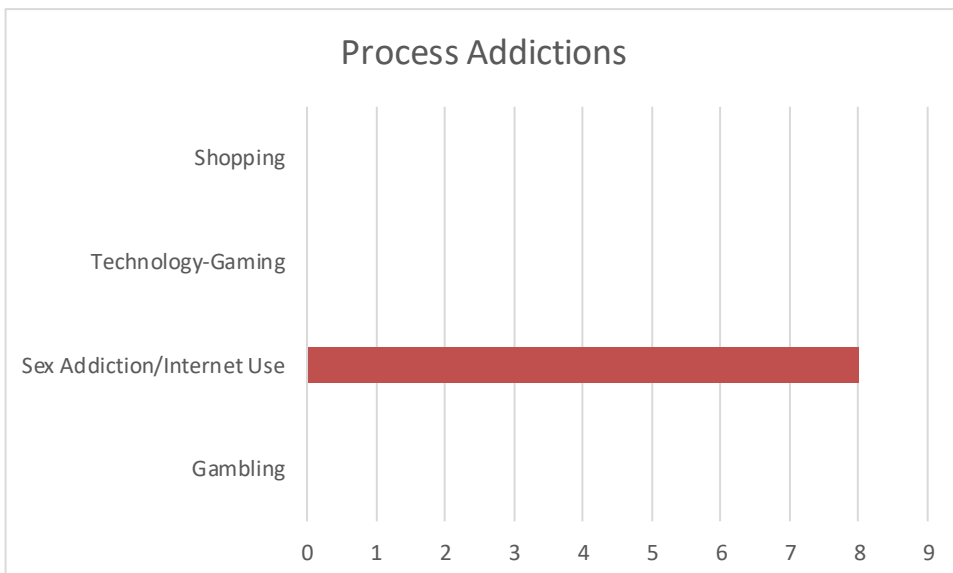
Alcohol and Drug Problems

Alcohol abuse and dependency continue to be the single largest problem lawyers face when there is a substance use disorder present. Based on the ABA-Hazelden study, we know we are still only reaching a small percentage of lawyers who have problems with alcohol.



Process Addictions

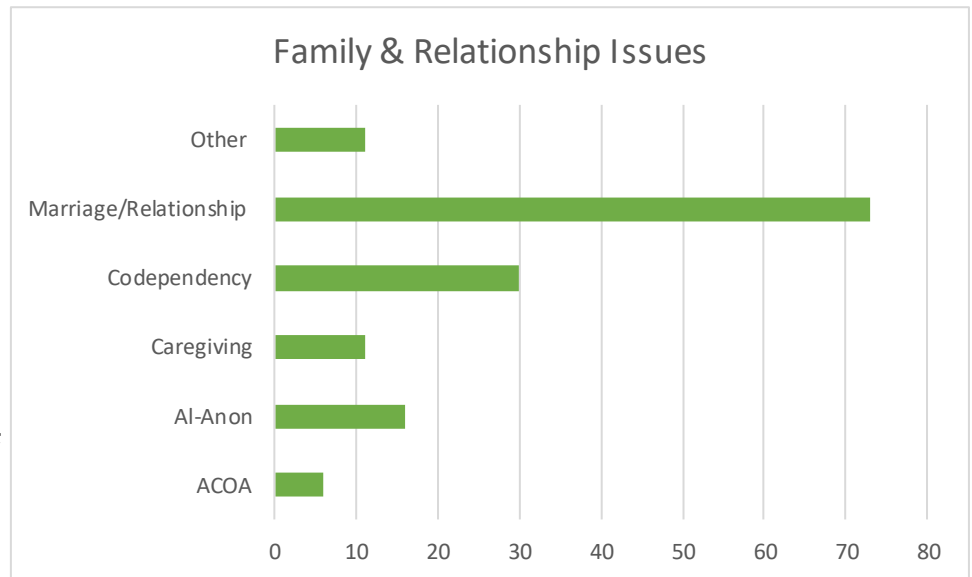
While the word addiction traditionally refers to dependency on alcohol and drugs, it also applies to compulsive behaviors, such as gambling, sex, work, eating, shopping/spending, internet usage, or other technologically driven activities such as video gaming. The suffering, losses, and devastating consequences stemming from process addictions are similar to those of substance use disorders.



Process addictions follow a characteristic course with similar phases and stages. A process addiction follows a destructive process characterized by a recognizable set of signs and symptoms. It is also progressive in nature like a substance use disorder; left untreated, it will only continue to get worse over time. The highest percentage we are currently seeing involve use of sexual internet websites.

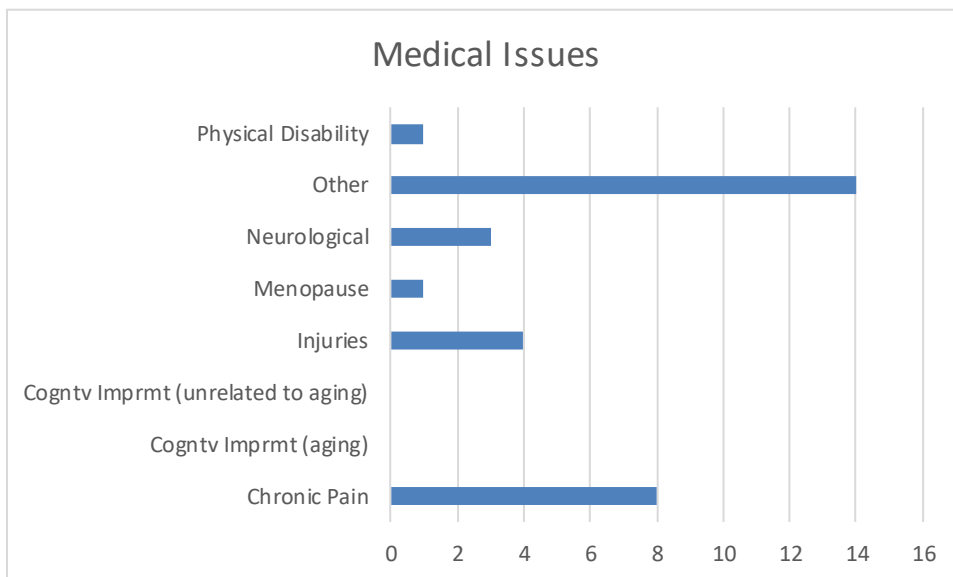
Family Issues

Some lawyers have been deeply affected emotionally and psychologically by the substance abuse of a parent or a grandparent. The syndrome and symptoms associated with such a scenario is “ACOA” which stands for Adult Child of an Alcoholic. We have lawyers who also seek our assistance because they have a spouse, partner or child who is having problems with alcohol or drugs (Al-Anon). The stress of having to be a primary caregiver for a disabled or chronically ill parent or spouse can also take a toll. A majority of our clients experience some form of marriage or relationship difficulty, but we only track those who have this issue as a primary issue.



Medical Issues

Sometimes lawyers face a medical issue, physical disability or injury that is problematic enough that it affects the lawyer’s ability to practice. Often the issue warrants assistance with coping and management strategies as well as support for the on-going emotional strife of dealing with a medical issue.



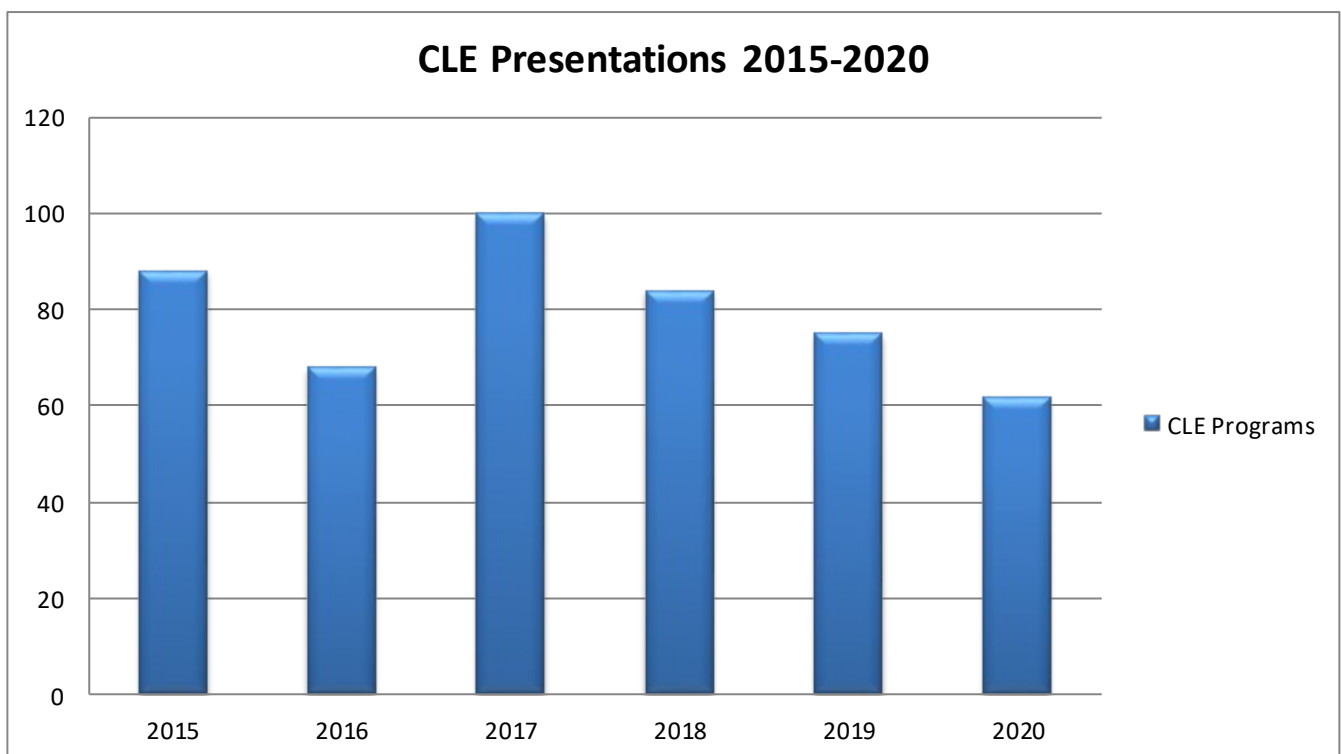
Continuing Legal Education and Outreach Minority Outreach Conference

The Minority Outreach Conference continues with great success. This year it was held at the Durham Convention Center. The conference’s goal is to reach out to minority members of the bar. Historically, LAP has been underutilized by African American attorneys. The conference provides an opportunity to explore themes related to practice unique to African American attorneys and to dispel myths about the LAP. We have consistently had registration numbers in the 600 range. The cost of the Durham Convention Center has continued to rise and we began looking for other venues in March. Presently we have not booked a venue and it is unlikely we will hold the event in February 2021. We hope all in-person events will be restored in 2022.

Substance Abuse and Mental Health CLE Presentations

Continuing legal education programs remain the single most effective outreach tool we have available. We receive at least one referral from almost every CLE talk we give. North Carolina is a leader in its CLE requirements and many states around the country are only beginning to add mental health topics as either an approved ethics hour or a mandatory stand alone hour.

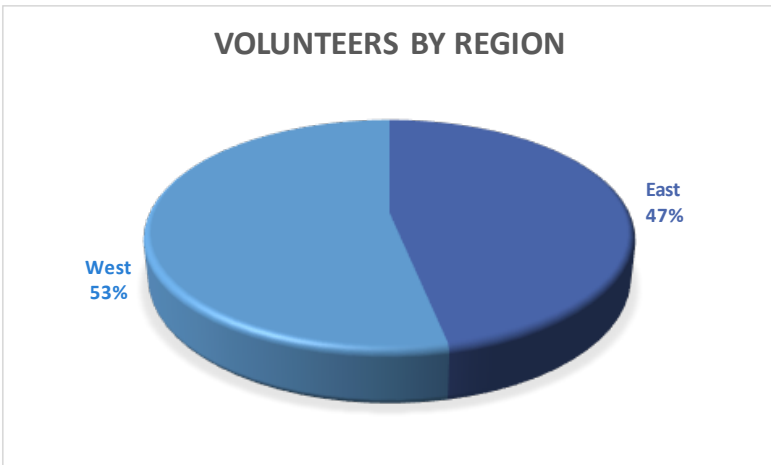
CLE around the state shut down as we all went into lockdown quarantine mid-March. We are only now (September 2020) seeing an uptick for scheduled talks in the coming months (now all are webinars). We presented at least 62 CLE programs this year (see Appendix A).



Volunteers

LAP's Trained Volunteers Make a Difference

As I always emphasize, LAP volunteers are the core foundation of NC LAP. We could not accomplish a fraction of what we accomplish without their dedication and hard work on our behalf. They do any number of the following activities:



- Speak at CLE
- Visit lawyers who have been referred to LAP to explain the assistance the program can offer
- Attend local discussion/support groups
- Write articles for the Sidebar or the quarterly State Bar Journal or solicit articles
- Serve on leadership committees and boards that undertake specific initiatives to support the program
- Meet lawyers for coffee or lunch to mentor

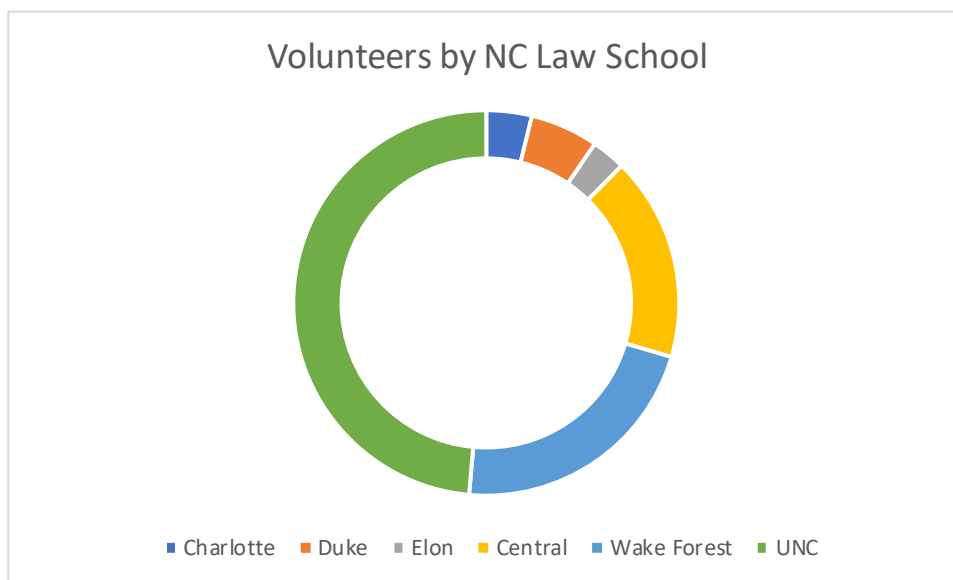
and introduce them to others

- Monitor lawyers who are on recovery contracts that require monitoring
- Secure speakers and workshop leaders for retreats

LAP has volunteer opportunities for attorneys and judges 1) who themselves are in recovery from alcohol or drug problems, depression, anxiety or other mental health issues, or 2) who have experienced a family member or friend who has suffered from these ailments and who learned how to effectively deal with that situation. We are trying to build our volunteer base on the family side.

LAP volunteers are not volunteers in the usual sense. All LAP volunteers receive formal and informal training from LAP staff. Volunteers are individually selected to be paired with clients based upon the facts and circumstances of their experience and that of the lawyer who is of concern. We currently have 208 active volunteers and our volunteer base is represented by the following NC law schools (some of our volunteers did not attend law school in NC).

NC Law School	Total
Campbell	13
Charlotte	4
Duke	6
Elon	3
Central	18
Wake Forest	23
UNC	51



LAP Steering Committee

The LAP Steering Committee is a volunteer leadership committee. It was formed in 2012 when the former PALS and FRIENDS subcommittees combined into one committee. LAP Steering Committee members are all active LAP volunteers from across the state and are appointed by the LAP Director. The Steering Committee is composed of 2 volunteers (a member and an alternate) from each of the LAP meetings across the state as well as 2 members at large from each region (West, Piedmont and East).



The LAP Steering Committee selects projects and initiatives that it deems important to the function or direction of the LAP. The LAP Steering Committee has continued with these selected major initiatives this year:



- Ongoing operation of SIDEBAR, an electronic quarterly newsletter as an outreach tool. Subscriptions now total over 2,000 across the state and country.
- In continuation of the law school initiative, each law school was assigned a primary volunteer liaison as a key point of contact for students and staff. The relationships developed have allowed LAP Volunteers to hold office hours in 5 of the schools for 2 consecutive academic years. Office hours stopped due to COVID, but our work with law students did not.
- The April step study for 2020 was cancelled due to COVID-19. We are foregoing an April 2021 step study as well.

The LAP Steering Committee continues to innovate and consider new ideas and directions. We look forward to its continued visionary process and success.

Training

- The 40th Annual LAP Meeting and Workshop was held on Nov. 1-3, 2019 at the Grandover, in Greensboro, NC. Approximately 150 lawyer volunteers attended the event to receive on-going training. Former Supreme Court Justice Robert Edmunds, Jr. was in attendance and presented the Chief Justice’s LAP Service Award.
- Due to COVID-19, the 41st Annual Conference and Volunteer Training for 2020 has been cancelled. The Hotel Ballast in Wilmington allowed us to move our dates to November 5-7, 2021.

Local Volunteer Meetings

The LAP continues the development of local volunteer meetings to provide greater continuity and support in meeting the needs of lawyers new in recovery and allowing volunteers the chance to grow in their own recoveries. Local volunteer support meetings are held in the following areas (contact the clinical coordinator in the area for more information as to time and location). All support groups have been moved to Zoom.

Asheville	Greensboro
Charlotte	Greenville
Durham-Chapel Hill	Raleigh
Fayetteville/Sandhills	Boone
Winston-Salem	Wilmington

LAP Board 2019-2020

John Bowman, Chair
Ted Edwards, Vice Chair
Reid Acree
Lanée Borsman
Gerald Collins
Mike McGuire
Paul Nagy
Connie Mele
Eben Rawls



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In February, John Bowman rotated off the LAP Board having served two terms. Ted Edwards was appointed chair and Lanée Borsman vice chair. Crawford Cleveland was appointed to the LAP Board.

LAP Board Meetings Scheduled For 2020-2021

LAP Board meetings are usually scheduled for lunchtime on Wednesday or Thursday of the week the Bar Council meets except in October, when instead, the LAP Board meets at the Annual LAP Meeting and Conference held the first weekend in November.

Appendix A – CLE

2019		
August		
8/8/2019	Legal Administrators Group	Kernersville
8/23/2019	Henderson County Bar Association	Hendersonville
8/27/2019	Duke Energy	Charlotte
September		
9/6/2019	Watauga County Bar Association	Boone
9/11/2019	Mecklenburg Bar Corporate Counsel	Charlotte
9/12/2019	NC Court of Appeals & NC School of Government	Raleigh
9/13/2019	8th District Bar Meeting	Wilson
9/16/2019	Parker Poe	Charlotte
9/18/2019	Attorneys Title	Hendersonville
9/19/2019	Attorneys Title	Waynesville
9/20/2019	Catawba County Bar	Newton
9/24/2019	Attorneys Title	Wilmington
9/30/2019	NC Chief Justice's Commission on Professionalism & NC Supreme Court	Salisbury
October		
10/1/2019	NC Chief Justice's Commission on Professionalism & NC Supreme Court	Asheboro
10/1/2019	UNC Law School	Chapel Hill
10/2/2019	NC Chief Justice's Commission on Professionalism & NC Supreme Court	Winston-Salem
10/3/2019	Fidelity National Title	Winston-Salem
10/4/2019	NC State Bar	Raleigh
10/4/2019	28th Judicial Bar - Buncombe County	Asheville
10/10/2019	Wake County Bar Association	Raleigh
10/10/2019	Fidelity National Title	Blowing Rock
10/11/2019	District 33	Lexington
10/15/2019	Neuse Title Services	Charlotte
10/17/2019	Fidelity National Title	Charlotte
10/22/2019	NC Bar Association	Cary
10/24/2019	Attorneys Title	Greensboro
10/25/2019	Parker Poe	Charlotte
November		
11/1/2019	Investors Title	Chapel Hill
11/4/2019	UNC Law School	Chapel Hill
11/6/2019	Mecklenburg County Bar	Charlotte
11/12/2019	Neuse Title Services	Raleigh
11/12/2019	Federal Bar Association	Greensboro
11/12/2019	UNC Law School	Chapel Hill
11/14/2019	NC Advocates for Justice	Raleigh
11/15/2019	District 11 Bar Meeting	Louisburg

Appendix A—CLE (continued)

November continued...		
11/18/2019	Chief Justice's Commission on Professionalism & NC Supreme Court	Greensboro
11/18/2019	UNC Law School Student Bar Association	Chapel Hill
11/20/2019	Forsyth County Legal Aid	Clemmons
11/22/2019	13th Judicial District	Smithfield
11/23/2019	NC Bar Association - Bankruptcy Institute	Wilmington
December		
12/6/2019	Mecklenburg County Public Defenders Office	Charlotte
12/10/2019	Moore & Van Allen	Charlotte
12/12/2019	Attorneys Title	Winston-Salem
2020		
January		
1/16/2020	UNC Law School	Chapel Hill
1/22/2020	Standard Title Company	Raleigh
1/29/2020	Legal Aid of NC	Webinar
February		
2/1/2020	Brunswick County Bar Association	Bolivia
2/6/2020	NC State Bar & Wake County Bar Association	Raleigh
2/7/2020	NC Advocates for Justice	Cary
2/7/2020	High Point Bar Association	High Point
2/7/2020	UNC School of Law (Festival of Legal Learning)	Chapel Hill
2/19/2020	NC Advocates for Justice	Cary
2/28/2020	District 33	Lexington
March		
3/6/2020	District 15 Bar Meeting	Whiteville
3/11/2020	Inns of Court	Raleigh
April		
4/8/2020	Laura Mahr - Concious Legal Minds	Live webinar
May		
5/5/2020	Laura Mahr - Concious Legal Minds	Live webinar
5/6/2020	NC Advocates for Justice	Video
June		
6/4/2020	NC Bar Association - Energy, Environmental & Natural Resources Section	Recording on demand program
6/16/2020	NC Department of Justice	Webinar/Virtual Event
6/24/2020	Womble Bond Dickson	Webinar/Virtual Event
July		