



TMF
TENNESSEE MEDICAL
FOUNDATION

PHYSICIAN'S HEALTH

Fall 2018

A Publication of the Physician's Health Program
of the Tennessee Medical Foundation

INSIDE:
MEMORIAL TO
DR. ROLAND GRAY
FEB 10, 1947-OCT 6, 2018

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MESSAGE FROM THE PRESIDENT



A SEASON FOR RECOVERY

BY THOMAS MALONE, DPH
TMF President

Before I begin my regular President's message, I want to announce some sad news: we received word during our fall board retreat on Saturday, October 6, that former TMF Medical Director Dr. Roland Gray had died after a brief illness. So this is not only a season for recovery, but a season for grieving for all those who knew and loved him.

Dr. Gray was a mentor to me. He was selfless and compassionate in his dealings with TMF participants, staff, and leaders. He saved a lot of lives. I will always be grateful to him; his family is in my thoughts and prayers. We are paying tribute to Dr. Gray with a special insert in this edition of *Physician's Health*.

It is fall now, and while it may not feel like it as you read this column, rest assured it is on its way. Fall in Tennessee varies from one region to another and the beautiful green is soon

replaced with brown and then no foliage at all. In between the green and brown are several weeks of beautiful yellows, oranges and reds.

In my own recovery, fall has always represented the beginning of a new life. I began my recovery on August 26, 1993, and it was almost like being reborn. I had been lost for many years, spiritually, mentally, and physically. In the throes of my alcohol and drug addiction I saw no way out and life had become a daily marathon. I had become the person I never intended to be. I was not a husband to my wife or a father to my children, and was also struggling professionally. Because of a group of caring professionals and a loving God, I was restored to the person God had always intended for me to be.

The Tennessee Medical Foundation knows no seasons. It is a 24-hour-a-day, seven-day-a-week, 12-month-a-year organization whose main purpose is to help physicians. The TMF not only helps physicians who suffer from alcohol and drug dependency, it also helps

(Continued on page 2)

THANK YOU, JULIE!

BY MICHAEL L. TODD
Administrator

As I thought about one word to describe Julie Eberle, who is retiring this month after 14 years with the TMF, I kept coming back to "unique." Webster defines it as "being without a like or equal." I can safely say she is unlike anyone I have worked with in my entire career (don't worry, Julie, I mean that in only a good way).

From my initial interview with her in 2004 to the present, Julie has been a bright light that has provided love, support, comfort, laughter, friendship, and most of all, delicious Italian food to all who have been associated with the TMF. Her enthusiasm for life and what it offers is infectious!

Julie has never met a stranger. Her smile and easygoing personality calmed the initial

fears of so many potential new participants. I always knew that in a short period of time Julie would develop a new "friend" and without realizing it, make the TMF a lot less scary and intimidating



Julie Eberle and her fiancé
Joe Bartone.

for newcomers. Her ability to welcome both acquaintances and strangers, to develop

(Continued on page 4)



MOBILE MEETING VERIFICATION: A NECESSARY, CONVENIENT WAY TO DOCUMENT COMPLIANCE

BY MICHAEL BARON, MD, MPH
Medical Director

The recent change to electronic verification for meeting attendance has caused a stir among some of our participants. This was partly expected; we all like our privacy and don't like change. As a result, I'm taking this opportunity to help explain the reasoning behind going this route. Changes like this are not done in a vacuum; they are done for good reasons and with the knowledge and majority votes of the TMF Board and the Physician's Health Quality Improvement Committee (PHQIC).

The "Big Brother is watching" situation has already occurred to anyone carrying a smart phone. Ten years ago, if I had said we would all carry an electronic device that pinpoints our every move, listens to our conversations, tracks our spending, and traces our travel habits, your response would be, "No way" or "Go back to treatment." As we all know now, that is exactly what our smart phones and electronic personal assistants do today. I don't participate in social media as I value my privacy and don't want corporations to know my spending, traveling, or viewing habits. However, because I carry a smart phone, they probably do.

The TMF Physician's Health Program (TMF-PHP) advocates for our participants so they can return to work as physicians and other healthcare providers, which as we all know is a privilege, not a right. In many other states, once that privilege is violated, even by illness, it is a difficult and tumultuous return – if a return is even possible. We are fortunate to have a close, trusting relationship with the Tennessee Board of Medical Examiners (BME), Board of Osteopathic Examiners, and the Department of Health. When the TMF advocates for you to your licensing board, to a hospital for privileges, or to an insurance provider panel, it means something. It means you are fit for duty and fulfilling certain obligations that will help keep you healthy and fit for duty.

The BME is required to do yearly audits for our participants who are "Board Ordered," to ensure that the participant and

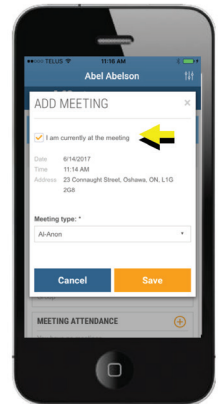
the TMF are doing what we have all agreed to do. As part of that process, verification of attendance at 12-step and Caduceus meetings is now needed. Taking someone's word does not work in this environment. If I get audited for CME hours, the BME does not take my word for it, it wants verification. The same is true for these attendance requirements.

Since your phone already knows where you are, it seemed like a logical step to use this device and the Affinity SPECTRUM Mobile App to verify meeting attendance. Until now, the alternative has been to get attendance roster signatures for every attended meeting across the state, which has proven to be quite cumbersome and demeaning.

Most of us reading this were given a second chance to do what we were trained and perhaps what we love to do. Utilizing electronic verification for meeting attendance is necessary to keep doing what we do. Again, essentially, we are already doing this by carrying a smart phone. Now we just need to record our location while at a meeting on the SPECTRUM mobile app.

We realize this change can feel intrusive and "Big Brotherish." However, this is a tool the TMF-PHP will use to document compliance with our monitoring agreements. Ensuring that our participants are compliant with their monitoring agreements is the best way to continue this process. It is the only way for TMF advocacy to continue to have the significance that it does. Thank you for bearing with us as we move forward in this endeavor. 🙏

Share your thoughts with Dr. Baron at michaelb@e-tmf.org.



MESSAGE FROM THE PRESIDENT

(Continued from page 1)

the physician who suffers from burnout and mental health problems. Each year in the United States over 400 physicians die by their own hands. I personally know of many physicians who have died from this disease. The TMF is concerned about this population of physicians and is working hard to address this group. The TMF Physician's Program has been the go-to resource for the last 40 years for the physicians of Tennessee who suffer from these problems.

I have been blessed to be a part of the TMF for many years. I have seen it grow from an organization that worked out of Dr. David Dodd's home to an organization that moved into a new facility last year. We've had strong medical directors, including the late Dr. Gray and the current Medical Director Dr. Michael Baron, with a passion for recovery and who've worked hard every day

to address all of these problems. I have seen the lives and careers of many physicians restored because of the TMF and the gift of recovery. Beginning this fall I would like to issue a challenge to a number of groups who have benefited from the TMF: all of the physicians in the state, the past participants, the present participants, the hospitals that employ these physicians, and anyone else who has benefited from this great organization. *The challenge is to GIVE.* The TMF needs your money and support to continue its work. The Physician Health program saves lives and saves careers. Please give! 🙏

DR. TATE TRANSITIONS FROM TMF BOARD TO PHQIC

Dr. Steven Tate of Nashville completed his six-year term serving on the TMF Board of Directors on October 6, and will continue his long-time service to the TMF as a member of the Physician's Health Quality Improvement Committee (PHQIC).

His knowledge in assessing, intervening, and communicating with individuals suffering from the disease of substance abuse and other disorders has been instrumental in salvaging many valuable careers, and, in fact, saving lives. With his steady, wise counsel, he has contributed immensely to the growth and mission of the TMF and the Physician's Health Program.

"We asked Dr. Tate to serve on the PHQIC and he has graciously agreed to do so," said TMF Administrator Michael Todd. "In addition, he has been a leader of the Nashville Caduceus group for many years. He has provided an invaluable service in every position of service to the TMF."

Dr. Tate and his wife Miriam Tate, LPC, are ardent supporters of the work of the TMF-PHP. Thank you for all you do, Dr. Tate! 🙏



NEW TMF COIN MARKS CONTRACT COMPLETION

As of mid-September, graduates of the TMF Physician's Health Program now have a symbol of their accomplishment: a bronze coin that honors the completion of their time as a participant in the PHP.

"This is to acknowledge those individuals who have been successful in completing their contractual obligations," said TMF Field Coordinator Jeanne Breard, RN, adding, "It's a tangible way to give them a way to

remember their connection with the TMF-PHP, and to encourage them on their recovery journey."

Similar to chips and coins used by Alcoholics Anonymous, the main purpose is to keep PHP graduates motivated to continue their recovery program throughout their lives. The TMF coin will include the Foundation's logo and motto on one side, and the message "Acceptance, Courage, Wisdom = Serenity" on the opposite side.

For more information, contact Ms. Breard at 615-467-6411 or jeanneb@e-tmf.org. 🙏



Dr. Jarrod Craig (center) completed his contract in October and became the first TMF Physician's Health Program graduate to receive the new TMF completion coin.

In the photo he is congratulated by TMF Medical Director Dr. Michael Baron and Field Coordinator Jeanne Breard, RN.



IN MEMORY OF

TMF MEDICAL DIRECTOR EMERITUS DR. ROLAND W. GRAY

The Tennessee Medical Foundation was saddened to learn of the passing of our former Medical Director and leader, Roland W. Gray, MD. Dr. Gray died after a battle with cancer on Saturday, October 6, 2018. He served as Medical Director of the Physician's Health Program from 2002-2017. We are honored to remember him and pay tribute to him in this special part of our Fall newsletter.



Roland William Gray, MD
Feb 10, 1947-Oct 6, 2018

I had the honor and privilege of working with Dr. Gray for 14 years. He was a trailblazer in Physician Health Programs (PHPs); a giver of his time and energy to those suffering from addiction; a teacher; a devoted family man; and a friend to so many. I am one of those who count him as a friend. He was always there for me professionally and personally, and I will miss his wise counsel and his wonderful listening skills. I thank God that I knew him, worked with him, and was his friend. Please keep Diane and the entire Gray family in your thoughts and prayers!

—Mike Todd

Dr. Roland Gray was my friend, mentor, confidant and, at times, my sponsor. Dr. Gray was a gentle man who was Medical Director of the Tennessee Medical Foundation Physician's Health Program from 2002-2017. As well, he held leadership positions in local, state, and national organizations related to physician health and recovery. He will be dearly missed.

—Michael Baron, MD

Dr. Gray was much loved and well lived. In his kind, comforting manner he offered assistance to so many. He was always there and available when someone needed help, especially those who suffer from the disease of substance abuse. He will truly be missed.

—Jeanne Breard, RN

Although I had only met Dr. Gray a few times, I was saddened to hear that he passed away. It is with heartfelt sympathy that I extend my condolences to his family.

—Dot Walker



A familiar image for many in the TMF Physician's Health Program: Dr. Gray leading a newcomer's session at a Caduceus Retreat event for PHP participants.

Whenever I think of Dr. Gray the word that comes to mind is "gentleman." Dr. Gray was truly a gentleman in the way he interacted with everyone. He was passionate about helping people. I especially admired his volunteer work with Renewal House and the compassion he had for mothers and children. The world needs more gentlemen who use their gifts to make a difference in peoples' lives. I am grateful that I had the privilege to work with him, if even for a short time. He was an inspiration and he will be missed.

—Jennifer Rainwater

I met Dr. Gray in the 1990s while working with the Tennessee Medical Association, and was delighted to continue working with him and getting to know him better when I joined the TMF staff in 2014. As medical director, he displayed compassion combined with honesty and pragmatism with our participants – exactly what was needed as they

were guided along the path of recovery. He was missed in our offices when he retired, and will be missed all the more now. My thoughts and prayers are with the Gray family as they grieve and remember him.

—Brenda Williams-Denbo

State Volunteer Mutual Insurance Company (SVMIC) has lost a great doctor and a true friend. When Dr. Roland Gray went to be with the Lord, he left behind an insurance company that is stronger and better because of his 15 years of service there. SVMIC exists to serve physicians, and no one exemplified that service better than did Dr. Roland Gray. Those who knew him best knew him to be a godly man, a family man, and a brilliant and peaceful man. Dr. Gray was a true gentleman who achieved remarkable professional success. We at SVMIC are extremely thankful for the life of Dr. Roland Gray, and we shall miss him very, very much.

—Hugh Francis, III, MD

He will be greatly missed.

—Terry A.

Roland and I were great pals. Such a lovely man. He will be missed.

—Candace B.

So very sorry for you and for the physicians in our state. He has been so supportive and a champion of those who had struggles, as well as helpful to ones who were dealing with troubled medical professionals. He will be missed!

—Debbie C.

Dr. Gray was an extremely dedicated and humble partner to the physicians of Tennessee and TMA. His deep sense of service to his physician colleagues and many others was a true testament to his commitment as a healer. We have all been very fortunate and grateful to him for answering the call and choosing to serve as the TMF medical director for so many years. He built upon that work started so long ago and kept the light on for those in search of help, whether they recognized the need themselves or needed a little help to find their way. We will fondly remember his warm spirit, and celebrate his many contributions to the medical profession.

—Russ Miller

Sorry for your loss (and really all of our loss) of a fine man, Roland.

—Paul E.

Roland exemplified recovery, helping countless people with his presence and wisdom. If one aspect of heaven is to experience the ripple effect in the lives we improved here, then I hope Roland has a surf board!

—Greg E.

Dr. Gray was initially an imposing figure to me. With time and sobriety, I grew to understand him for the man he truly was -- a true gentleman with a sincere commitment to serve and help those suffering from addiction. I think of Roland Gray and I smile... I will miss him.

—Peter G.

Condolences to his family. Sad news.

—Tim G.



I was president of the TMF at the time Dr. Roland Gray became our medical director. At the time of his interview with me, I thought to myself: how could this soft-spoken, constantly smiling and mild demeanored man be "mean enough" to handle the stress of this job? Little did I know that I was one who had the wrong approach and opinion. Within a short period of time, I found out that this mild man could manage a "herd of cats," our clients. Under his tutelage the program got to the point where physicians willingly asked to see Dr. Gray. As the program grew, so did his stature. I know of no one else who could have handled this arena and still be a contemporary witness to comfort and recovery. Our son was an alcoholic and Dr. Gray managed to help us have treatment and success, and we will never forget his kindness, professionalism, and witness. To the family, we send our love and condolences but know they are celebrating this well-lived and incredible life of service to mankind. Roland, may you celebrate a joyous reunion in heaven.

—David G. Gerkin, MD

We were friends and went to meetings together for 33 years. I first recall meeting Roland when we passed one another in the parking lot at Donelson Hospital and he told me he was probably going to lose his medical staff privileges and needed to talk with the chief of staff. He asked me, "Who is the SOB?" and I replied, "I am." We've been friends ever since. Roland did a great job the 15 years he served as medical director of TMF. I loved him like a brother. He was always available when needed and steered a lot of struggling medical professionals through to recovery. My wife Alice and I send our sincere condolences to Diane, Roger, Willie, Camilla, Andy, and their families.

—Don L. Gaines, MD

Roland was indeed a mentor, a friend, and colleague. A true "Lion in the field" of physician health and a gentleman Lion at that.

—Brad H.

Oh, no! Such a very fine human being. Thank you for sharing with us.

—Mike M.

Dr. Gray was a calming voice to those suffering the pain of addiction. There are countless individuals who recovered because Dr. Gray was willing to give second and even third chances. He somehow knew when to give grace, and set the standard worldwide for how addiction should be managed: firmly, yet fairly. I will miss him.

—Jere Hammond, MD

A great gentleman, a great doctor, and a great friend to those in need. Roland will be truly missed.

—Harry H.

He was a gentle and kind physician. He will be truly be missed. Our condolences to his family, friends and colleagues.

—Jim H.

Roland was a standout leader in the PHP world. He was a gentleman at all times and was a tremendous resource for so many of us.

—Lynn H.

Dr. Gray absolutely saved my life because he didn't believe any of my stories or excuses. I credit him with my sobriety today and with the renewal of my life.

—Julie J.

He was a very kind, sweet, and wonderful "gentle" man. Condolences to Diane

—Barry L.

It is with a heavy and saddened heart that I close on this note and that is the untimely death of Dr. Roland Gray. What a man! He will be missed, and I pray for comfort and for God's grace for the family during this time.

—Pat L.

He was one of the truly good people who was a genuine force for good in our field. We will miss him. My thoughts and prayers are with you and with his family.

—Charlie M.

To say he "saved my life" may not be too grandiose a statement to make about Roland's impact in my life. He will be dearly missed.

—Curtis M.

Sorry to hear. Our condolences to his family, friends and colleagues. As we traditionally say, may his memory be a blessing.

—Mark



Dr. Gray with his wife Diane, receiving the TMA Distinguished Physician Award in 2016.

I want to extend my sincere condolences to Roland's wife Diane, his brother Roger, his children, grandchildren, and many loved ones. May they find peace and comfort in the days ahead. As a TMF newcomer in 2003, I was privileged to accompany Dr. Gray as he travelled throughout Tennessee meeting with Caduceus members and many others involved in recovery efforts. He tutored me about addiction, mental health, and stress – subjects about which he was passionately expert. He generously modeled his abiding belief in second chances and the importance of spirituality in helping and serving others. I join his countless friends and colleagues in mourning his passing. Roland made the world a better, healthier place. May he rest in peace.

—Vince Parrish, LCSW

Such sad news. What a good guy he was. RIP.

—Mel P.

What can I say? He took me to my first meeting when I got back from Atlanta, introduced me to the sponsor I still have today, and was my guiding light for almost two decades. My wife called it best, nicknaming Dr. Gray as "Columbo" – he acted clueless, but always knew EVERYTHING! RIP.

—JDR

So sad; such a wonderful, sweet, caring man. May he Rest in Peace.

—Judy R.

What a great guy he was. Very sad news.

—Adam S.

I will miss him. RIP.

—C. Chapman Sledge, MD

Thoughts and prayers to you, and other family and friends. Such a loss.

—Mike S.

I am sorry for your loss. My loss as well. I will miss this loving, gentle, and kind friend.

—Ken T.

Very sad. He was a mentor to many and one of the PHP stalwarts dating back to Roger Goetz.

—Scott T.

Another giant in the field has "gone west," to use an aviation phrase. Learned much from him.

—Berton T.

Roland was a kind and humble gentleman and a great friend of Australian Doctors in Recovery. We will miss him.

—Jack W.

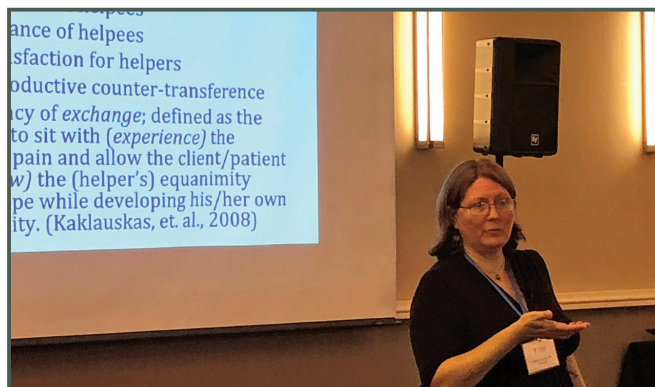
Condolences. So very sad to hear of Roland's passing. What a great and gentle man.

—Melissa W.

Dr. Roland Gray and I were medical school classmates at UT Medical Units, 1969-1972. Roland was an exceptional student, looked up to by all of his classmates. His sincere, caring personality and ability to relate to the little ones made him a brilliant pediatrician. We came on the TMF board years ago at the same time and soon Roland was elevated to the position of medical director, a position he pursued with a passion. His retirement years with his sweet wife Diane and children have ended way too soon, but realize he has cut a wide swath in life that will be very hard to duplicate. Dr. Roland Gray, you will be missed tremendously.

—Scott Portis, MD

MINDFULNESS SEMINARS WELL RECEIVED AT 2018 CADUCEUS RETREAT



Mindfulness in Recovery was the focus for the TMF's 32nd annual Caduceus Retreat, held June 22-24 at the Four Points by Sheraton Hotel in Brentwood, TN. TMF officials said the 2018 event had the largest attendance ever by Physician's Health Program participants and graduates.

"It was the most well-attended Caduceus Retreat in my 16 years at the TMF," said Administrator Mike Todd, who added the workshops on mindfulness were well received. "It was a success," agreed TMF Medical Director Dr. Michael

Baron, who said Keynote Speaker Christie Bates, LPC, led a thoughtful program full of good information for both newcomers and veterans in recovery.

PROGRAM SESSIONS

Ms. Bates titled the weekend, "In Harmony with Reality: Developing Serenity through Mindfulness." The theme focused on disrupting the disease of perception, and showing attendees how working a path or program of recovery helps to bring perception in line with reality (mindfulness), so they can live more at peace with how things really are (serenity).

Saturday sessions included *Mindfulness as a Way to See Clearly*; *The Dis-Ease of Misperceptions*; *Seeing the Dis-Ease with Compassion*; and *Cleaning Our Glasses with Gratitude*. The Retreat wrapped up on Sunday morning with a final session titled *To See Clearly is to Let Go*.

Ms. Bates is the sole proprietor of Passati Counseling & Direction, a psychotherapy and spiritual direction practice in Nashville.

QUESTIONS?

For more information about this or next year's retreat, contact TMF Field Coordinator Jeanne Breard at 615-467-6411 or jeanneb@e-tmf.org.

TMF CADUCEUS RETREAT JOINS IDAA IN KNOXVILLE IN 2019



For 2019, the annual TMF Caduceus Retreat is being held in Knoxville in conjunction with the 2019 annual meeting of the International Doctors of Alcoholics Anonymous (IDAA).

TMF Physician's Health Program participants should save the dates on their calendars now: **Friday, August 2-Sunday, August 4**. The meeting itself will be held at the Knoxville Convention Center; the retreat agenda and hotel details will be announced in early 2019.

Watch the TMF website, newsletter, and Facebook page for future announcements regarding the Caduceus Retreat.



THANK YOU, JULIE!

(Continued from page 1)

rapport, to laugh, and to flash her welcoming smile are rare qualities in today's work settings.

When Julie is absent from the office there is a noticeable difference. Things are quieter; there is less laughter and conversation at the lunch table isn't as lively. There is always eager anticipation of her return and the return to a semblance of normalcy - Julie is back in the office.

How do I adequately thank someone who has given so much over so many years in so few words and in such a limited space? As I work on this article, I have written and then deleted because I have gone over my word count, so I believe I will just say, Julie, we all love you, appreciate you, and are sorry to see this day finally come. You have been a friend to all and will never be forgotten. Thank you for everything! We are all blessed that you have been part of our lives!

One of our staff members asked her, "How do we fill the void after you are gone?" Well, I am not sure you do. You adjust and go forward. After all, you just can't replace "unique."

We love you, Julie!

HCA FRIST AWARD AMONG GIFTS OF RECOVERY FOR TMF PARTICIPANT

One of the winners of this year's HCA Awards of Distinction at TriStar StoneCrest Medical Center in Murfreesboro is a participant in the TMF Physician's Health Program. The TMF always celebrates the achievements of its participants, typically in private to preserve confidentiality. Dr. Juris Shibayama, who received the hospital's Frist Humanitarian Award, has agreed to share his accomplishment with "Physician's Health" in light of his personal story and involvement with the TMF-PHP.

When I first started practice in 2006 at StoneCrest Medical Center, I was full of ego and pride. I had just completed one of the most prestigious spine fellowships in the country and was ready to make my mark. I knew there was a need for a spine surgeon and I would be busier than I could ever want to be, quickly. It was true: I came in on a hospital income guarantee and recovered that money faster than anyone before me.

During my first year I learned of the HCA Frist Humanitarian Award. It is given to a physician who exemplifies the ideals of Dr. Thomas Frist, whose daily dedication and caregiving epitomize the highest standards of quality and personal commitment.

Because of my rapid success at StoneCrest and my belief in my abilities as a surgeon, I felt I was the perfect candidate for that award. After all, with spine surgery generating so much revenue for a hospital and being a hospital-based specialty, I thought it was just a matter of time before I would be given that distinction. As the years went by, I was never even nominated. It didn't bother me greatly but I would be disappointed each year when the names came out.

Meanwhile, as my practice grew, so did my drinking. It was no longer something I did just to have a good time; I would drink to deal with the pressures of my practice, family, and other obligations. I became unable to handle "life on life's terms" and over time, my drinking progressed to the point of alcoholism.

In 2015, my alcoholism reached a point where I was put into rehab at The Ranch and came under the advocacy of the Tennessee Medical Foundation. Little did I know this would be the greatest blessing in my life. I put my laser focus on recovery and God, and worked as hard as I could to get and stay sober and work my Alcoholics Anonymous (AA) program. At first I attacked this like I did everything else in my life: I read as many books as I could about recovery, attended my groups, and completed whatever work was given to me as quickly as I could. One day, my Christian counselor told me, "You have to stop reading." I was trying so hard to get "recovered" that I wasn't giving God room to work in my life.

I took her suggestion, stopped reading, and started praying and being still with God. I was terrible at it at first and I can't say I am great with it now. But the program works by progress, not perfection, which was something totally foreign to me in my alcoholism.

I was Chief of Staff at StoneCrest when I disappeared out of my practice for 90 days. The week I returned to work in September 2015, we had a Medical Executive Committee



Dr. Juris Shibayama (2nd from L) poses with fellow Frist Humanitarian Award winners at StoneCrest Medical Center in March: Dick Brown, Volunteer Award; Vicki Taylor, Employee Award; Courtney Cole Maynard, Quality & Patient Safety Award; Lisa Queen, Service Excellence Award. Photo courtesy of Ian Riley Photography/TriStar StoneCrest Medical Center

meeting; everyone was glad I was back and put me back at the head of the table. It is still amazing and humbling to see the grace and restoration I was given that day.

Back at work, I concentrated on my recovery program, doing the next right thing with God's direction, one day at a time. I purposefully limited my work hours, and still do. Career and money are just not that important to me anymore. My relationship with God and my sobriety are my priorities now.

When the 2017 Frist Award nominations came out, I was shocked to see my name among them. On Award Day in March of this year, my parents and most of the operating room staff were there. I was completely floored and humbled. In my speech, I made sure to say I could only have achieved this honor with God and the support of the excellent employees in every area of that hospital. I truly enjoy working at StoneCrest because everyone takes pride in their jobs and does their absolute best every single day.

It is gratifying and enlightening to know that these days, people do not see what I am doing or achieving personally; instead, they see God doing for me what I can't do for myself – they see Him working in my life. Had I won that award in the throes of my alcoholism, I would have felt it was because I was deserving. It would have inflated my already overblown ego to astronomical proportions. Now, I am humbled. It's not about me anymore – it's about how I can be of maximum service to God and mankind. Any accolades beyond that are extraordinary; God goes above and beyond and blesses obedience.

I am so thankful for my recovery and the AA. I love going to meetings and talking with my sponsor. At three years sober, my life today is already so much more than I could have imagined. I know it only works because I ask God for direction and do the next right thing, one day at a time. I pray that I can pass this on to others because it is the greatest gift I have ever received. I am excited to see what God has in store for me in the future.

I am also very grateful to the TMF Physician's Health Program for its advocacy. It's only because of their efforts that physicians like me can be restored to their positions after treatment. I appreciate Caduceus because it is a place where I can bring issues forth in my life that I could not address elsewhere. Without the TMF, I am certain I would not be experiencing the many blessings of recovery that I have today. 🙏

DONOR ACKNOWLEDGEMENTS

OUR MAJOR CONTRIBUTORS

The TMF annually enjoys the staunch financial support of the **State Volunteer Mutual Insurance Company (SVMIC)**, the **State of Tennessee Board of Medical Examiners (BME)**, and the **Tennessee Medical Association (TMA)**. Together they provide approximately 63% of the annual budget for the Physician's Health Program. Without their support, our crucial work of ***Saving Lives, Saving Careers*** would not be possible. We are immensely grateful to them.

Below are contributors who provide the rest of our program funding. We thank each and every one of you for the support you give to the mission of ***Saving Lives, Saving Careers***.

GIFTS FROM JANUARY 1 - SEPTEMBER 30, 2018

Organizational Contributions

HOSPITAL & HEALTH SYSTEMS

Baptist Memorial Health Care Corporation	\$10,000
Community Health Systems	\$5,000
Cookeville Regional Medical Center	\$2,500
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University of Tennessee Medical Center-Knoxville	\$2,500
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Knoxville Academy of Medicine Alliance	\$1,500

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KAMA GRANT HELPS FUND NEW TMF “STRUGGLING?” POSTER

A grant from the Knoxville Academy of Medicine Alliance (KAMA) has helped underwrite a new physician health awareness poster by the Tennessee Medical Foundation.

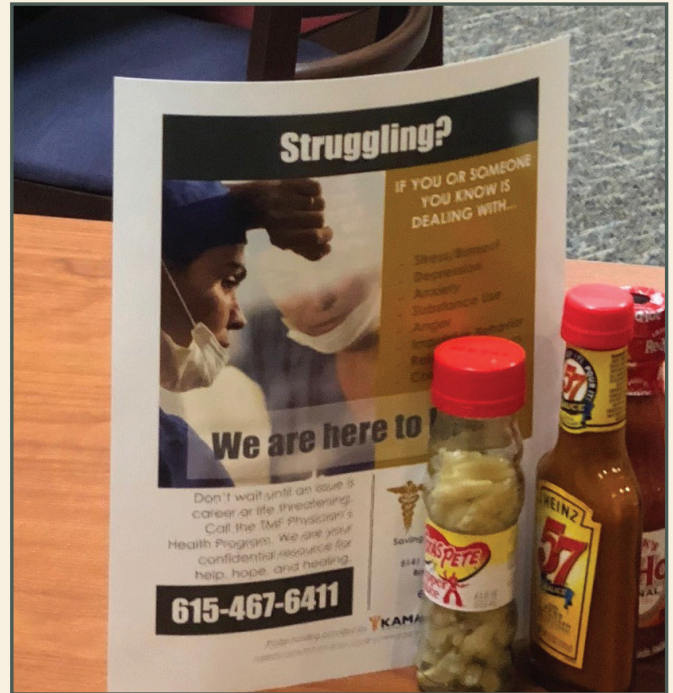
“KAMA has a long history of support for TMF; former KAMA President Sharon Gerkin served on the TMF’s Quality Improvement Committee for several years,” said Jacquelynne V. Prince of KAMA, who now serves as the TMAA’s ex-officio representative on the TMF Board of Directors. “As spouses of physicians, we feel firsthand the frustrations of the practice of medicine and are a first line of support for our physician spouses. The many pressures of the changing scope of practice and physician burnout are issues we hope to address by knowing the resources available to our spouses,” she added.

TMF Administrator Michael Todd said the Foundation is happy to be partnering with KAMA again this year. A 2016 grant from the Alliance chapter helped fund speaker fees for its annual Caduceus Retreat for Physician Health Program participants, and a 2017 grant helped fund an update to the TMF’s informational video.

“KAMA’s Philanthropic Board understands the importance of healthy physicians, particularly the urgent need to address signs of impairment, burnout, or other problems early on, before they escalate and require more serious intervention or cause patient harm,” he said.

Designed for medical staff lounges, break rooms and other appropriate staff areas, the “Struggling?” poster outlines common signs of impairment, explains that the TMF PHP is a confidential resource for struggling doctors, and includes contact information for the Physician’s Health Program. The poster has already been distributed to many hospitals and medical practices across Tennessee and that project will continue through 2019.

“The TMF serves those who struggle with addictions and mental and emotional health problems, and allows the physician to be monitored and supported as they go through the recovery process. KAMA is proud to support this agency that serves the medical family,” added Mrs. Prince.



The new TMF Awareness Poster displayed in the Parkwest Physician Services doctor's lounge.

DOWNLOAD THE POSTER

Download the TMF-KAMA “Struggling?” poster at e-tmf.org/forms under the heading “TMF Resources.” Hospitals and medical groups can request multiple printed copies of the 8.5” x 11” poster by emailing Development Coordinator Brenda Williams-Denbo at brendaw@e-tmf.org. 🙌

WELCOME ALICIA ALMADE TO THE TMF FAMILY



Alicia Almada joined the TMF this September as Administrative Assistant, taking over for longtime TMF employee Julie Eberle who is now retiring.

“We are fortunate to have Alicia join the TMF. Her people skills and cheery personality make her a terrific addition to our team,” said TMF Administrator Mike Todd.

Alicia graduated from the University of South Florida

majoring in Communications. While there she interned in the Athletic Communications office, where she used her knowledge of sports to further her education. After graduating, she worked for a few years at a Los Angeles voice-over talent agency. In 2016, Alicia moved to Nashville where she worked for one of the top real estate teams in Middle Tennessee before joining the TMF.

“What drew me here is the ability to help people, not only to better themselves but to stay healthy; I look forward to seeing their progress throughout the years. I believe I will actually be making a difference,” she said.

Welcome, Alicia! 🙌



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PHYSICIAN'S HEALTH

TMF MEDALLION SOCIETY RECOGNIZES SPECIAL COMMITMENT

Every donation to the Tennessee Medical Foundation is deeply appreciated. Yet, special acknowledgement is given to those of you whose contributions exemplify your commitment to the mission of the TMF Physician's Health Program. Your leadership is recognized by membership in the **TMF Medallion Society**, honoring individuals who have given \$10,000 or more to support the PHP over a 10-year period. We honor you for your generosity and commitment.

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