



**TMF**  
TENNESSEE MEDICAL  
FOUNDATION

SAVING LIVES. SAVING CAREERS.

45

YEARS

OF

HOPE

&

HEALING

2022  
ANNUAL  
REPORT

# A MESSAGE FROM THE PRESIDENT



**A**s we celebrate the 45th year of the Tennessee Medical Foundation, I am reflecting on my connection with the organization since my arrival in Nashville in 1991. My initial job was in the ERs at Parkview and Westside Hospitals, now TriStar Centennial Medical Center. At Westside, we would sometimes encounter a group of physicians in the doctor's lounge who would smile and get completely silent until we left. We jokingly called them the "Party Boys" and I now know those were early Caduceus support group meetings for physicians in recovery. How ironic to find myself, a few years later, becoming one of the "Party Boys." The stressful ER work and problems at home caused my drinking to escalate. As the effects of my drinking worsened, I found a 12-step program through a friend in 1999.

I immediately made it my focus and saw my life turn around. At two-and-a-half years sober, I was asked on a job application about my oversight organization; I had no clue until another physician in the program explained and instructed me to contact Dr. David Dodd at the TMF. I did so but feared being asked to go to a rehabilitation facility; working with my sponsor, I became willing to take any direction to maintain sobriety even if it meant going to treatment. Dr. Dodd sat smoking his pipe, listening kindly and thoughtfully as I poured out my story. He concluded that I had obtained what rehabilitation was meant to achieve and invited me to start attending Caduceus meetings, which I did gladly. I was thankful I had that short time to know him before he passed in 2010.

Eight years ago, I agreed to represent my fellow osteopaths on the TMF Board. I've had the pleasure of working closely with the late Dr. Roland Gray and now Dr. Michael Baron. They differ slightly in style and approach but share the same dedication to the advancement of TMF and its advocacy for the affected physician. I have watched as we have grown stronger in our infrastructure and financial stability and added new ways to aid the suffering health professional, such as the hugely successful TN-PSQ program. I am honored and thankful to have been a part of such a lifesaving program and for the relationships I have developed with the wonderful people in the TMF.

*Michael R. Miller, D.O.*

Michael R. Miller, DO  
President

“*I have seen firsthand the miracles that the TMF and its physicians and employees perform on a daily basis. The program works.*”

TMF SUPPORTER/VOLUNTEER



A photograph of several people, mostly men, seated at long tables in a large room, likely a conference or meeting space. They are engaged in discussion or listening. The room has a high ceiling with exposed ductwork and a patterned carpet. An exit sign is visible above a door in the background.

## TMF BOARD OF DIRECTORS

**Michael R. Miller, DO**  
President

**Clay W. Runnels, MD**  
Vice President

**Martin Akin**  
Treasurer

**J.D. Rosdeutscher, MD**  
Chair, Physician's Health Quality  
Improvement Committee (*PHQIC*)

**Timothy P. Davis, MD**  
Past President

**Subhi D. Ali, MD**

**Eric W. Berg, MD**

**Keith D. Gray, MD**

**Pat Lee, CPMSM**

**Randy Ratliff, Esq.**

**Perry C. Rothrock, III, MD**

**Natascha S. Thompson, MD**

**John B. Woods, MD**

**Mary I. Yarbrough, MD**

## PHYSICIAN'S HEALTH QUALITY IMPROVEMENT COMMITTEE (*PHQIC*)

**J.D. Rosdeutscher, MD**  
Chair

**Sherri Gray, MS**

**John Harris, MD**

**Lorraine Johnson, RN**

**Michael Miller, DO**

**Richard Parrish, MD**

**Clay Runnels, MD**

**Steve Tate, MD**

**John B. Woods, MD**

*TMF Board members doing business  
at their fall retreat, October 2022.*





*"(The Impaired Physicians Committee) tackled a grave, grave problem in our profession. I knew classmates of mine who were impaired and went straight down the tubes without any hope or any help before the genesis of our program. We had volunteers who put in years of service without any pay or recognition, as well. It boggles the mind and instills a sense of pride and, to me, is a wonderful example of a professional who cares."*

**DR. JOHN DORIAN**

*TMA President 1978 (1926-2021; Interviewed in 2014)*

*"To me, there's not anything the TMA has ever done that's been as important as the Impaired Physicians Program, not just for physicians in the state but for the public. When you can take a physician who has those kinds of issues, if you can identify them and they can get rehabilitated, they are multiple times as good a physician as the day you took them out of practice - not just from a quality standpoint but as a human being. Many times you save their lives, many times you save their family, you save the community from losing a physician, and if they came from a rural area, it impacts the entire region."*

**DON ALEXANDER**

*TMA CEO 1995-2013*

*"I first got involved in January 1986 as a result of my own recovery and became very involved with the Tennessee Medical Foundation... In the early days, for most of our interventions we would actually go out into the field. I can tell you that myself, Dr. Bill Anderson, and Dr. David Dodd have been down every little pig trail in the state of Tennessee looking for physicians who were in difficulty."*

**DR. ROLAND GRAY**

*TMF Medical Director 2002-2017 (1947-2018; Interviewed in 2015)*

*"From my employment in 1988 to the time of my retirement in 2020, the TMF-PHP has seen numerous personnel changes and advancement of services, but the heart and focus of the program has never wavered; that is, to provide healing to the healers of the state of Tennessee."*

**JEANNE BREARD, RN**

*TMF Case Manager/Field Coordinator 1988-2020*

*Photo: TMF Medical Director Dr. David Dodd (R) with his successor, Dr. Roland Gray, January 2002.*

# OUR HISTORY

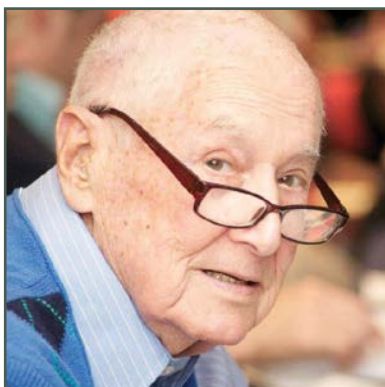
**RESOLUTION NO. 7-78**  
**TMA Program—Disabled Physicians**  
 By: MEMPHIS AND SHELBY COUNTY  
 MEDICAL SOCIETY

*RESOLVED*, That the House of Delegates of the Tennessee Medical Association instruct its Board of Trustees to implement a program for the detection and rehabilitation of impaired or disabled physicians.

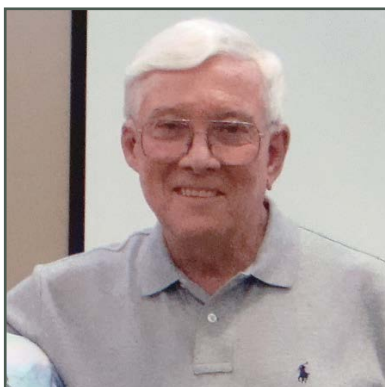
REFERENCE COMMITTEE B—*recommended adoption of Resolution No. 7-78 as amended.*

**ACTION: ADOPTED AS AMENDED**

***This TMA House of Delegates resolution, adopted in April 1978, led to the creation of the Committee on Impaired Physicians, forerunner of the TMF Physician's Health Program.***



***Dr. John Dorian***



***Dr. William Anderson***



***Dr. David Dodd***



***Dr. Roland Gray***

**I**n September 1978, Tennessee Medical Association President John Dorian, MD, attended a presentation on impaired physicians at a national American Medical Association conference; he returned home determined to address the problem in Tennessee.

The TMA Board of Directors established a Committee on Impaired Physicians, with William C. Anderson, MD, as volunteer and then part-time medical director. Dr. Anderson's vision and dedication to helping troubled physicians across the state laid the foundation for the program in the decades to come. The program hired its first full-time medical director, David T. Dodd, MD, in 1984; he is still remembered for his passion and leadership. In 1992, the program was transferred to a nonprofit, the Tennessee Medical Foundation, and was renamed the Physician's Health Program (PHP). Dr. Dodd was succeeded in January 2002 by Roland W. Gray, MD, who led the PHP solidly until his retirement in February 2017. Today, Michael J. Baron, MD, MPH, serves as medical director and continues to provide confidential care for physicians and other healthcare professionals the program is charged to assist.

Initially focused on substance use, the TMF mission has expanded to assist with a wider range of problems, including mental, emotional, and behavioral health disorders. Today the TMF seeks to provide proactive help, education, and resources, and is active in state and national efforts to reduce stigma and encourage health professionals to seek help before a problem threatens patient safety, their career, or their lives.

Sadly, we have lost four of these revered TMF leaders: Dr. Dodd in December 2010; Dr. Anderson in November 2013; Dr. Gray in October 2018; and Dr. Dorian in July 2021. We honor their legacy of the past 45 years, and pledge to carry on the mission to **Save Lives, Save Careers** far into the future.



# OUR TIMELINE

**The Tennessee Medical Association** forms the Tennessee Medical Foundation in July 1952 as a vehicle for charitable ventures; IRS tax exempt status is granted in 1955. Its stated purpose is to “extend medical knowledge, advance medical science, elevate the standard of medical education and the prevention and care of disease.” Among its early activities: raising funds for a new TMA headquarters and helping to shore up medical care in underserved regions of the state.

**LIFE magazine** spotlights the TMF in 1957 for its work to recruit and place physicians in rural areas, particularly coal mining towns, and paying their first year’s salary with United Mine Worker grants.

Health access/clinic work is abandoned presumably because of loss of grant funding. **The TMF goes dormant.**

**TMA President Dr. John Dorian** returns from an AMA Conference on Impaired Physicians and leads the charge to address the issue. A TMA House of Delegates Resolution instructs its Board to create a Committee on Impaired Physicians with initial focus on “alcohol and drug abuse” by physicians and an intent to later expand to address psychiatric issues and practice competence; confidentiality and advocacy are key components of the stated mission. Dr. William C. Anderson, an internist, is tapped for clinical leadership, assisted by volunteer physicians. During his tenure, Caduceus Clubs are established across the state to support PHP participants. The program name is later amended to the Impaired Physicians Peer Review Committee to establish protections for physicians in the program.



**Dr. Dorian**  
in 1978



**Dr. Anderson**

1952

1957

EARLY  
1970s

1978

1996

2002

2003

2016

**The TMF Endowment Fund** is established as a separate entity to provide financial support for the Tennessee Medical Foundation and in particular, the work of the Physician’s Health Program.

**TMF operations move** from Dr. Dodd’s Murfreesboro home into new headquarters on Centerview Drive in Brentwood. Dr. Dodd retires and is succeeded by Dr. Roland Gray, a pediatrician and PHP graduate. The TMF mission expands to include additional problems and receives contracts to care for additional health professions.

**Michael Todd** succeeds Marc Overlock as administrator.



**SAVING LIVES. SAVING CAREERS.**

**A rebranding effort begins;** the TMF updates its logo and redesigns its newsletter and website to be more descriptive of its work and provide more resources to health professionals and the public.



**Dr. Gray**



**Mr. Todd**



**The Impaired Physicians program hires its first full-time medical director,**

**Dr. David Dodd, Sr.,** a general surgeon and addiction specialist. Dr. Dodd also serves as co-founder of the Federation of State Physician Health Programs (FSPHP) in 1991, and later helps to develop Vanderbilt University's Center for Professional Health. The mission expands to include disruptive behavior among physicians.



**Dr. Dodd**

**TN Medical Foundation launches second annual fundraising drive**

Please watch your mail for the Tennessee Medical Foundation's request for tax deductible contributions for the Impaired Physician Program (IPP). TMF President Dr. John R. Nelson, Jr., Knoxville, noted that this annual fund drive "was designed to permanently endow the position of Assistant Medical Director."

**The TMA Board revives the Foundation** and transfers oversight and management of the Impaired Physicians program, citing a goal to make the program self-supporting and provide the TMA with liability protection. The name is changed to the TMF Physician's Health Program (PHP). TMA staffers Marc Overlock and Peggy McMurray are tasked with administering the Foundation. The TMF begins holding annual fundraising drives.



**The first annual Caduceus Retreat** is held, a required recovery-focused event for all program participants.

1982

1984

1986

1992

**The TMA creates the Impaired Physician Loan Fund, Inc. (IPLFI),** chartered to provide need-based loan assistance to participants in the Impaired Physician program.

2017

2018

2020

2022



**Dr. Baron**

**Dr. Gray retires and is succeeded by Dr. Michael Baron,** an anesthesiologist, psychiatrist, and addiction specialist and PHP alumnus; Dr. Baron steps down from the Tennessee Board of Medical Examiners to take the position. The TMF moves to new headquarters on Virginia Way in Brentwood's Maryland Farms area.

**State regulatory approval is received** to begin providing TMF services to Tennessee physician assistants. Increasing mental health referrals prompt Dr. Baron to search for more proactive resources to aid in earlier intervention. After exploring a number of options, the TMF begins talks with the American Foundation for Suicide Prevention to utilize its online mental health screening platform, the Interactive Screening Program (ISP).

**The TMF customizes and launches the Tennessee Professional Screening Questionnaire (TN-PSQ),** just before the outbreak of COVID-19; first-year usage by struggling health professionals is triple the expected number. TMF weathers the pandemic by shifting Caduceus groups and most activities to virtual platforms; the annual Caduceus Retreat is canceled for the first time.



**Ms. Rainwater**

**Jennifer Rainwater** is approved by the TMF Board as executive director, succeeding Michael Todd upon his retirement.

**The TMF Board finalizes an agreement with the TMA** to take ownership of the Impaired Physicians Loan Fund, Inc. (IPLFI). In the process, Dr. Subhi Ali, Dr. Timothy Davis and Dr. Clay Runnels are named to the IPLFI Board. Renamed the TMF Loan Fund, Inc., it now operates as an independent organization providing loans to impaired health professionals with verified need.

# A MESSAGE FROM THE MEDICAL DIRECTOR



**T**raveling at high altitude toward a vacation spot with my family in tow, I was recently able to reflect on my life now compared to what it looked like over 27 years ago. I was rapidly on my way to becoming a fatality from the treatable disease called addiction when my predecessor at the TMF, Dr. David Dodd, literally saved my life. It took work and time but the “promises of recovery” have come true for me, over and over again. I have a good relationship with my wife and family, they love me and want me around; I have a solid career, financial security, and most important to me, I have serenity. I am comfortable in my own skin. I am one of the thousands of healthcare providers that the Tennessee Medical Foundation Physician’s Health Program (TMF-PHP) has successfully helped over the last 45 years. For the last 20 years, for which we have solid data, the TMF has helped over 2,700 health professionals, most of whom are physicians, trainees, and medical students.

When I got sick, I was fortunate to be living in Tennessee, a state with an effective Physicians Health Program, both then and now. I was intervened on, referred to treatment, returned to work, monitored for many years, and became a better everything: physician, husband, father, and friend. That wasn’t luck; that is recovery. The TMF has been improving the quality of healthcare by saving lives and saving careers, including mine, since 1978. By one statistician’s data estimating each physician sees 1,000 patients each year, extrapolating from our 20-year figure, and making a conservative guess of at least 4,000 physicians helped by the TMF since 1978, we believe the Foundation has improved care in at least 80 million patient visits, one day and one health professional at a time.

You, our donors and supporters, have played an immense and vital role in this accomplishment. Thank you.

Michael Baron, MD, MPH, DFASAM  
Medical Director

## REGION

**NEW IDS 119**

WEST  
**27**

MIDDLE  
**33**

EAST  
**39**

OUT-OF-STATE\*  
**20**

**PHP 264**

WEST  
**56**

MIDDLE  
**70**

EAST  
**109**

OUT-OF-STATE\*  
**29**

\*AK, AL, AR, CO, FL, GA, KY, MO, MS, NC, OH, SC, VA, WV



# 2022 PROGRAM DATA

## SPECIALTY

### ALL REFERRALS

Addiction Medicine 1	Endocrinology 1	Oncology 1	Physical Rehabilitation 1
Anesthesiology 3	Family Medicine 12	Optometry 1	Plastic Surgery 1
Cardiology 4	Gastroenterology 1	Oral/Maxillofacial Surgery 1	Psychiatry 6
Cardiothoracic Surgery 2	Hematology 1	Orthopedics/Orthopedic Surgery 4	Radiology 2
Chiropractic 3	Internal Medicine 12	Pathology 1	Surgery 13
Clinical Perfusion 1	Medical Student 3	Pediatrics/ Pediatric Specialist 8	Thoracic Surgery 1
Computerized Tomography/Angiography 1	Neurology/Neurosurgery 5	Physician Assistant 7	Urology 1
Emergency Medicine 9	Nuclear Medicine 1		Veterinary Medicine 1
	Obstetrics/Gynecology 8		X-Ray/Radiology Technology 2

### PHP PARTICIPANTS

Addiction Medicine 5	Internal Medicine 30	Otolaryngology 2	Radiology/ Diagnostic Radiology 12
Anesthesiology 19	Medical Student 4	Pathology 2	Rheumatology 1
Cardiology/ Cardio Surgery 6	Nephrology 1	Pediatrics/ Pediatric Specialist 14	Surgery 22
Chiropractic 8	Neurology/ Neurosurgery 7	Physician Assistant 11	Surgery Asst 1
CTA Technician 1	Obstetrics/ Gynecology 13	Physical Rehabilitation 1	Transplant Surgery 1
Dermatology/ Dermatopathology 2	Occupational Health 2	Plastic Surgery 1	Urology 7
Disability Medicine 1	Oncology/Surg Oncol 4	Podiatry 1	Vascular Surgery 2
Emergency Medicine 17	Ophthalmology 2	Psychiatry 5	Veterinary 8
Family/Primary Care 36	Orthopedics/ Orthopedic Surgery 6	Public Health 1	Veterinary Technician 1
Gastroenterology 1		Pulmonology/ Critical Care 5	X-Ray/Radiology Technology 1

## PROFESSION

### ALL

MDs 82  
MD Residents 14  
DOs 1  
DO Residents 2  
DMDs 1  
Medical Students 3  
Chiropractors 3  
Clinical Perfusionist 1  
CTA Technicians 1  
Optometrist 1  
Physician Assistants 7  
Veterinarian 1  
X-Ray/Radiology Technicians 2

### PHP

MDs 200  
MD Residents 15  
DOs 8  
DO Residents 3  
Medical Students 4  
Chiropractors 8  
CTA Technicians 1  
Physician Assistants 11  
Podiatrists 2  
Surgical Assistants 1  
Veterinarians 9  
Veterinary Technicians 1  
X-Ray/Radiology Technicians 1

## REASON REFERRED

### ALL

Substance Use/ Abuse 63  
Behavioral 34  
Burnout 4  
Cognitive 5  
Overprescribing 1  
Psychiatric 6  
Sexual Boundary 4  
Other/Consultation 2

### PHP

Substance Use/ Abuse 240  
Behavioral 6  
Burnout 1  
Cognitive 1  
Psychiatric 9  
Sexual Boundary 7

# 2022 PROGRAM DATA

## REFERRAL SOURCE

### ALL

Attorney 4  
Board 29  
Colleague 13  
Employer 28  
Family 3  
PHP/Advocacy Pgm 2  
School/Training Pgm 7  
Self 29  
Treatment Center 4

### PHP

Anonymous 1  
Attorney 7  
Board 35  
Colleague 28  
Employer 71  
Family 7  
Toxicology Agency 2  
Patient 1  
PHP/Advocacy Pgm 9  
School/Training Pgm 5  
Self 77  
SVMIC (*Malpractice Insurer*) 1  
Therapist 1  
Treatment Center 19

## GENDER

ALL | 27 FEMALES  
92 MALES

PHP | 47 FEMALES  
217 MALES

## AVERAGE AGE

ALL | 48.1 YEARS

PHP | 49.6 YEARS

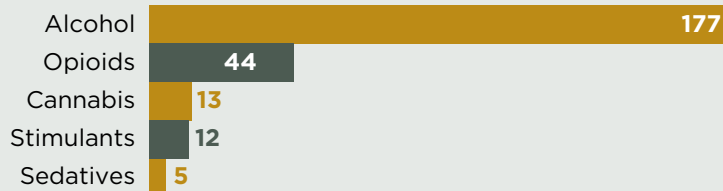
## OUTCOMES

### NEW IDS 119

No Verified Need of TMF involvement 26  
Signed Contract 40  
Treatment/Contract Expected 5  
Loss of Advocacy 1  
Alternate Therapies/Solutions 18  
Licensure Application Withdrawal 2  
Intake/Status Pending 27

## DRUG OF CHOICE

### PHP



CONTRACTS 49

GRADUATES 29

RMA CONTRACTS\* 19


\* Recovery Maintenance Agreement -  
Voluntary monitoring for PHP graduates

SEE  
PHYSICIAN'S  
HEALTH  
PROGRAM  
FAQS





# SUPPORT



Once a year, PHP participants gather over a weekend in June for the Caduceus Retreat. Established in 1985, these annual events bring health professionals currently under monitoring together with PHP graduates for a time of learning and mutual support.

Past retreats have covered topics such as mindfulness, relapse prevention, shame and trauma, spiritual and self-help knowledge in recovery, and in 2022, a focus on personality traits impacting recovery. Speakers have included some of the premier leaders in recovery including Claudia Black, PhD, Cardwell Nuckols, PhD, David Posen, MD, LPCs Deb Leinart and Christie Fultz, and in 2022, the Rev. Sky Kirshner, LPC, LCSW. Sunday Sessions feature speakers sharing personal stories including William Borchert, author and screenwriter for the book and movie, *My Name is Bill*, based on the life of Alcoholics Anonymous founder Bill Wilson. In 2022, attendees heard from Lyle Prouse, an airline pilot who went to prison for flying under the influence, but entered recovery, earned back his wings, and retired as a captain for Northwest Airlines.

Participants bring their families, and feedback indicates this is one of the highlights of the year for those in our program.

*Photo: Caduceus Retreat attendees hear from Author/Screenwriter William Borchert, June 2016.*

**P**articipants of the TMF Physician's Health Program are typically required to attend weekly Caduceus support group meetings. These are held in 10 cities across Tennessee, with an online group for participants in rural areas or with special circumstances. In 2022 there were 22 volunteers leading these groups – all graduates of the TMF-PHP and veterans in recovery. These trusted leaders pass on their experience and wisdom, create an

environment of trust and accountability, and help their colleagues navigate the participant experience. Once they graduate from the PHP, health professionals are welcome to continue as part of their local Caduceus group, and many have signed on to become Caduceus leaders. We are extremely grateful for this dedicated group of people who are committed to passing along the help and guidance that was extended to them during their time in the program.

# RESOURCES



## MENTAL HEALTH SCREENING

### 3-YEAR RESULTS

**648** Submitted Questionnaire  
**443** Reviewed MHP Response  
**141** Dialogued with MHP  
**97** Requested Referrals  
**83%** Not Already Receiving Help



**LEARN MORE  
ABOUT THE  
TN-PSQ**

### PARTICIPANT DISTRESS

**Tier 1A** High distress with suicidal thoughts, plans, behaviors

**Tier 1B** High distress with no suicidal thoughts, plans, behaviors

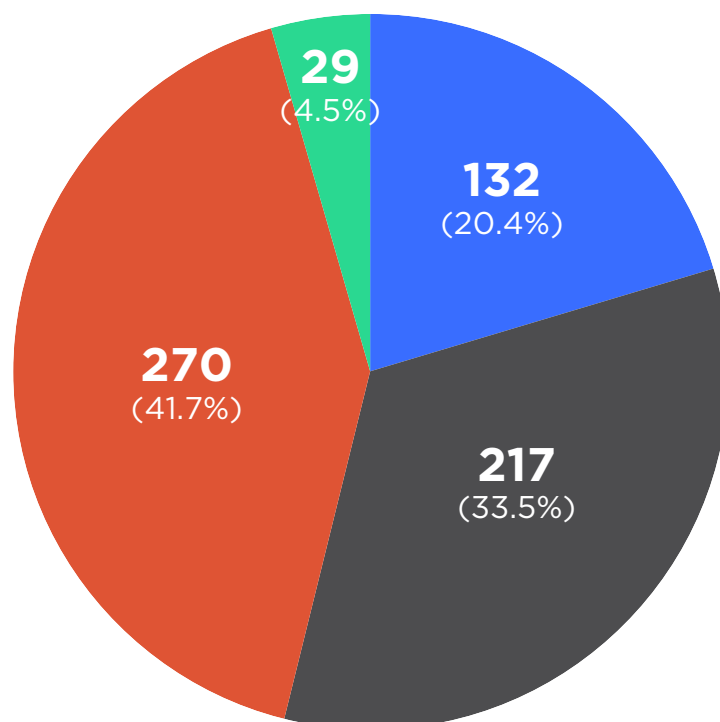
**Tier 2** Moderate distress

**Tier 3** No distress

**TMF donors have now funded** three years of the Tennessee Professional Screening Questionnaire (TN-PSQ). This online, anonymous resource launched in February 2020 just before the pandemic and through February 2023 has had a total of 648 users; 83 percent indicated they were reaching out for help for their problem for the very first time.

Optional demographic questions indicate academic and employed health professionals are the biggest users to date but there has been good utilization among health professional students and residents as well. TMF staff continues to work with stakeholders, including Tennessee's medical licensing boards, societies, and healthcare workplaces, to share this resource with all the health professions served by the TMF.

We are deeply grateful to our donors and grantors for making this screening tool available; to Rhonda Bartine, PMHNP-BC, and Selena Phillips, FNP-BC, our mental health professionals who thoroughly and quickly review and respond to each questionnaire; and to the American Foundation for Suicide Prevention (AFSP) for developing the Interactive Screening Program (ISP) platform and for its partnership over the past three years.







**E**ducation is a crucial part of the TMF mission. Teaching health professionals how to avoid or address impairment, to recognize it in others, and where to go for help is an important step in **Saving Lives, Saving Careers**.

In 2022, Medical Director Dr. Michael Baron gave 49 presentations to Tennessee health professional organizations and societies, workplaces, medical schools, and training programs, lecturing on topics that include physician and health professional health, addiction, and mental health including suicide, boundaries and professionalism, stress and burnout, proper prescribing and more. He writes regularly for health professional publications on topics of physician health and impairment. Dr. Baron's involvement with state and national health professional and regulatory organizations also informs the TMF's ongoing efforts to be more effective and proactive with health professional wellness and impairment.

*Dr. Baron speaks to residents at Ascension Saint Thomas in Nashville, June 2022.*

## TN-PSQ TOUTED NATIONALLY



**In April, TMF and AFSP jointly presented** an abstract on the TN-PSQ at the Annual Education Conference of the Federation of State Physician Health Programs. As a result, PHPs in Arkansas, Ohio, and Wyoming are following our lead in using the AFSP screening platform and other PHPs are exploring the idea.



**In November, TMF's experience with the TN-PSQ** was featured as a "Success Story" in physician wellbeing and suicide prevention on [NPSADay.org](https://www.npsaday.org), the Physicians Foundation *Vital Signs* campaign website for National Physician Suicide Awareness Day. The TMF Success Story was then shared on social media by Dr. Christine Moutier, chief medical officer of the AFSP, and by the Dr. Lorna Breen Heroes' Foundation.

# A MESSAGE FROM THE EXECUTIVE DIRECTOR

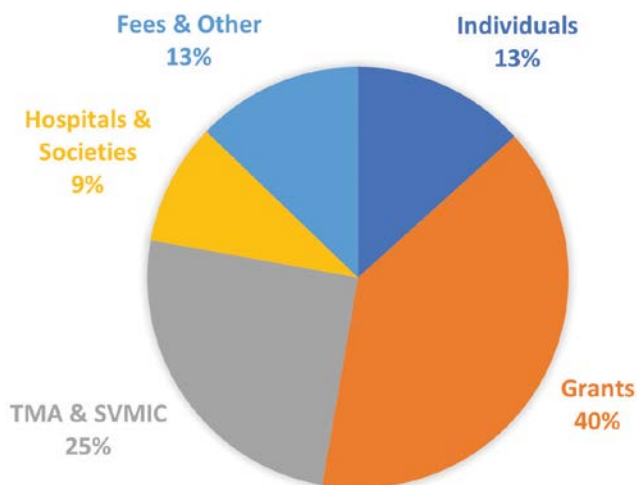


**A**s the TMF celebrates 45 Years of Hope & Healing, I find that I am filled with gratitude. I think of the many medical professionals helped by the TMF who have been able to practice and have gone on to help tens of thousands of patients in Tennessee. I am sure that many patients' lives have been saved as a result. Our Tennessee Professional Screening Questionnaire (TN-PSQ) has been proactively reaching medical professionals struggling with mental health issues and has become a model for other PHPs in the country. In just three years the TN-PSQ has been utilized by 648 medical professionals, most of whom had never asked for help before.

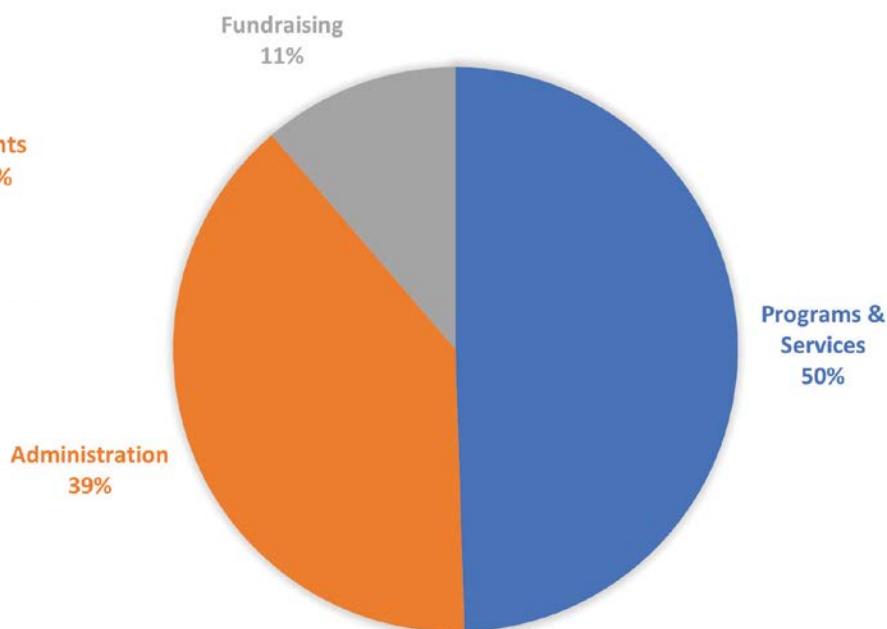
Our many dedicated donors continue to humble me with their sacrificial giving. Many Tennessee hospitals, medical staff and organizations make us a priority in their financial support. And our amazing staff and remarkable TMF Board of Directors and Quality Improvement Committee continually raise the bar in the care of our participants. Yes, I have much to be grateful for and I look forward to many more years of Hope & Healing for the medical professionals of Tennessee. As always, thank you for your continued support as we seek to uphold our mission of *Saving Lives, Saving Careers*.

Jennifer Rainwater  
Executive Director

## INCOME




## EXPENSES



SEE OUR FULL  
NON-PROFIT  
PROFILE ON  
GUIDESTAR





“ As long as I’m  
working, I will  
continue to donate;  
it’s a cause that  
helps so many of us,  
our families,  
and our patients  
and communities. ”

FAMILY MEDICINE PHYSICIAN



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[www.e-tmf.org](http://www.e-tmf.org)

The mission of the Physician's Health Program (PHP) is to protect patients through identification, intervention, rehabilitation, and the provision of advocacy and support for physicians impaired by addictive disease, mental or emotional illness.



SUPPORT  
THE TMF