

2024 TMF  
TENNESSEE MEDICAL  
FOUNDATION

ANNUAL  
REPORT

HELP • HOPE • HEALING • RECOVERY

SAVING LIVES. SAVING CAREERS.

# HELP • HOPE • HEALING •



*"We are here doing that important work and will continue to do so as long as it's needed."*

- stakeholders both statewide and nationally;
- Screened 55 health professionals for mental health concerns via the Tennessee Professional Screening Questionnaire (TN-PSQ), for a total of 835 since 2020;
- Garnered national recognition with TMF Medical Director Dr. Michael Baron taking the helm as president of the Federation of State Physician Health Programs (FSPHP);
- Won a hard-fought victory as Tennessee became a national "WellBeing First Champion" for removing invasive mental health questions from health licensure applications; and
- Much more, as you will read about in these pages.

The environment for healthcare remains a challenging one in 2025. We are seeing intense and increasing pressure on healthcare providers, especially those in private medical practice. Private practices continue to struggle and decline due to inadequate reimbursement, rising costs, and shortages of specialists. Many physicians survived the acute pressure of the pandemic, only to fight for the survival of their practices.

The burden on healthcare providers has never been greater and more consistent than in the last four to five years. This situation drives burnout, mental health decline, and behavioral issues. There has never been a greater need for the TMF to support healthcare professionals. We are here doing that important work and will continue to do so as long as it's needed. Thank you to those who support and join in our mission. And thank you most of all to those who put their trust in the TMF to find Help, Hope, Healing, and Recovery.

Clay W. Runnels, MD  
*Board President*



*"Physician health is out of the shadows. We will not go backwards."*

Medical Boards (FSMB), physician health became less taboo. Two years later, the pandemic changed everything: healthcare providers were being applauded, even celebrated, and Physician Burnout became a national subject. The Dr. Lorna Breen Heroes' Foundation promoted this subject very successfully.

Physician health and Professionals Health Programs have come out of the closet and into the limelight. Participants are now proud to be in recovery, not ashamed. The House of Medicine is changing its mindset; as a result, health fitness, credentialing, and license application questions are being reformed. Specialty boards are making changes to view monitoring as a healthy parameter, not as a clinical restriction. Stigma, a lethal weapon, is losing some of its grasp, and we expect to see further progress in 2025 and the years to come.

Physician health is out of the shadows. We will not go backwards.

Michael Baron, MD, MPH  
*Medical Director*

## Out of the Shadows

The TMF has been around since 1978 in one form or another and has been an independent charitable foundation since 1992. We stayed in the shadows for our first 40 years; physician health was a taboo subject. No one - not the public, legislators, or medical leadership - wanted to even acknowledge, let alone talk about a sick physician, a physician using alcohol or drugs, or a physician with burnout or other illnesses that can lead to impairment.

In 2018, thanks in part to the work of Dr. Art Hengerer and the Federation of State

FROM THE  
BOARD PRESIDENT

FROM THE  
MEDICAL DIRECTOR

# RECOVERY



*“At the TMF, we are all about HOPE.”*

would say it is “HOPE.” At the TMF, we are all about HOPE. Hope that sobriety and mental health are not only attainable, but sustainable for life. Hope that families, friendships and practices can be restored. Hope that all of the time, hard work, dedication, and money spent to become a health professional can be redeemed in a thriving practice.

I have been with the TMF for over nine years and I have seen what hope can do. Hope gives momentum that leads to action. Hope inspires us to take the next step on a difficult journey. Hope keeps us going.

Thank you to the many supporters of the TMF who help to keep us going. Your dedication makes a difference in the lives of health professionals across Tennessee. We can’t do it without you!

Jennifer Rainwater  
*Executive Director*

## A Common Thread

We hear a lot in the news these days about division. There seems to be a pronounced emphasis on what makes us all different. I think this thought can be useful when approached positively. It is nice to think that we are all unique and special in our own way - that there is something exceptional in every person. I believe there is. But there’s also a lot of insight to be gained by focusing on what binds us all together.

I’ve been thinking a lot about the common thread that runs through us all and if I had to choose one word to define it, I



## Medical Director

Dr. Michael Baron was installed as president of the Federation of State Physician Health Programs (FSPHP). He is serving two years as president, leading the organization in its mission to support PHPs in improving the health of medical professionals and thereby contributing to quality patient care.



**A \$1 million grant** from Tennessee’s Opioid Abatement Council was awarded to the TMF. The three-year grant will fund training lectures, videos, and educational events related to proper opioid prescribing, opioid addiction and treatment; an in-depth outcome study; and ongoing recovery support for opioid use disorder (OUD) among TMF-PHP participants.

## 2024 HIGHLIGHTS



**TMF was the host PHP** for the FSPHP Annual Meeting in Nashville in April, which drew 331 attendees from 46 states, Canada, and Africa. Dr. Baron led a panel discussion on PHPs adopting the Interactive Screening Program (ISP) (pictured) and took part in a session for PHP medical directors. TMF staff also submitted a poster on TN-PSQ results and served as session moderators.

FROM THE  
EXECUTIVE DIRECTOR

# 2024 HIGHLIGHTS



**Dr. Baron speaks** during a joint session of the Federation of State Medical Boards (FSMB) and the FSPHP annual meetings in Nashville. He was part of a panel discussion on building better relationships between state medical boards and PHPs for the protection of patients.



**TMF clinical staff** retained a research consultant and began work in July on an in-depth Outcome Study for the Professionals Health Program; results will be presented during the 2025 FSPHP Annual Meeting.



**Legislation** was passed to allow the Tennessee Board of Medical Examiners (BME) to interview license applicants in Executive Session to protect their privacy regarding their mental health history, effective 1/1/2025. Medical Director Dr. Michael Baron was instrumental in this achievement.



**2024's Caduceus Retreat** for TMF-PHP participants featured speakers Stephanie Thornton, MSW, LICSW (L), speaking about "Your Future Self," and TPRN Director Nancy Hooper, DPh (R), a former TMF case manager, sharing her personal recovery story with attendees.



**AMA President** Dr. Bruce Scott and Dr. Baron pose for a photo following Dr. Baron's presentation of his annual report to the TMA House of Delegates in May.



**The 2<sup>nd</sup> Annual Mental Health, Recovery, & Suicide Prevention Summit** was held in September, co-hosted by the TMF and the Tennessee Pharmacy Recovery Network (TPRN). Speakers and Hosts (L-R): TPRN Director Dr. Nancy Hooper, Elizabeth Power, MEd, TMF's Brenda Williams-Denbo, Dr. A.J. Reid Finlayson of Vanderbilt's Comprehensive Assessment Program, and TMF Executive Director Jennifer Rainwater.

**Tennessee** was named a WellBeing First Champion state by the Dr. Lorna Breen Heroes Foundation for removing overly invasive mental health questions from its physician licensure applications. Dr. Baron was again instrumental in this work.



# VOLUNTEER PROFILE

## Dr. Eric W. Berg, III

Board Member  
Clarksville, TN

### I Owe Everything to My Battle Buddies

After 30 years of service, I was a year away from retirement as an active-duty Army colonel pathologist at Fort Campbell when confronted by my boss and two other superior officers. I had been drinking vodka at work for two years and getting away with it, or so I thought.

On that day in May 2008, the deception was over. I had already realized I was powerless over alcohol, but now I understood the second clause of the first Step, that my life had become unmanageable. "Eric, do you have a problem with alcohol?" My boss's demeanor melted when I paused for reflection and said, "Yes, sir, I do."

My hospital paid to send me to seven weeks of treatment at a homelike recovery center in Nashville, instead of the Army's three-month barracks-style program. There were no board actions, credentialing consequences, fines, legal actions, or loss of status or salary. I was allowed to remain as chief of pathology and, surprisingly, still served as acting deputy commander during his absences; this meant also chairing the credentials and risk management committees that handled "discipline problems" when doctors drank, used, or bullied.

Nobody reported me to the TMF; it was almost an afterthought but there was no

obligation. I signed a monitoring agreement with my treatment program at discharge but contacted the TMF for additional aftercare because of its reputation for efficacy.

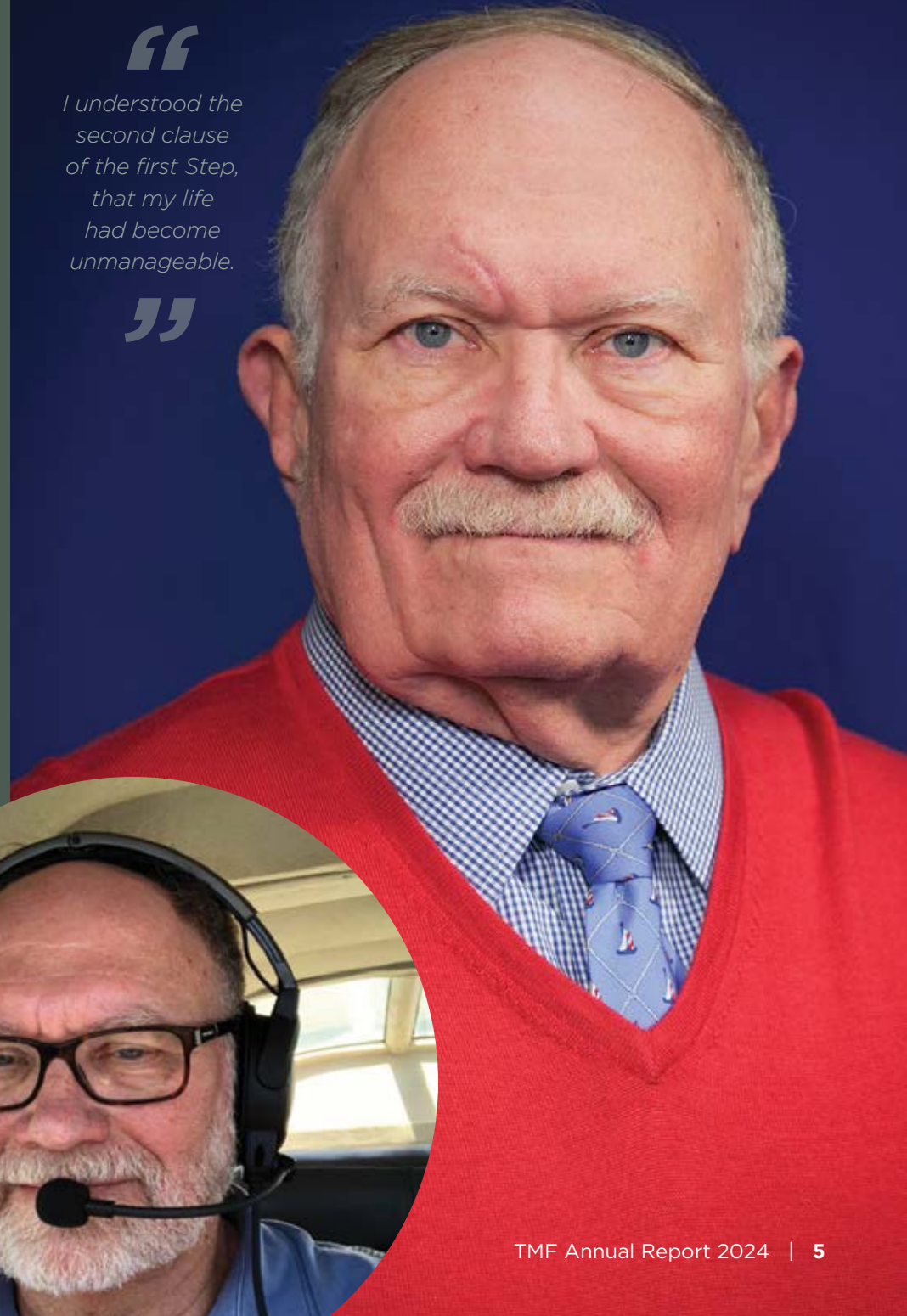
Caduceus support group meetings in 2008 were followed immediately by local meetings of the International Doctors in Alcoholics Anonymous (IDAA). It was there that I met many titans of sobriety, people I have come to revere. That included my first and only sponsor, the man who took me through the Steps and held me accountable.

Since completing my five-year TMF agreement in 2013, I've remained active in Caduceus meetings and retreats. I currently have the unexpected and undeserved honor of serving on the TMF Board of Directors. Today, I owe everything to the "battle buddies" in the Army and the TMF who have surrounded and supported me.

“

*I understood the second clause of the first Step, that my life had become unmanageable.*

”



# LEADERSHIP

## TMF Board of Directors & Physician's Health Quality Improvement Committee (PHQIC)

Our volunteer leaders carry out some of the most important work of the TMF, providing expertise, guidance, and oversight in both the tangible and intangible parts of our mission.



**Keith D. Gray, MD**  
Knoxville  
TMF Board\*



**Clay W. Runnels, MD**  
Johnson City  
President, TMF Board  
PHQIC



**W. Reeves Johnson, Jr., MD**  
Knoxville  
TMF Board+



**Eric W. Berg, III, MD**  
Clarksville  
Vice President, TMF Board  
PHQIC



**Pat Lee, CPMSM**  
Chattanooga  
TMF Board\*



**Lee McLellan**  
Nashville  
Treasurer, TMF Board+



**Phyllis E. Miller, MD**  
Chattanooga  
TMF Board+



**Michael R. Miller, DO**  
Nashville  
Immediate Past President,  
TMF Board



**Randy Ratliff, Esq.**  
Nashville  
Consumer Member,  
TMF Board



**Subhi D. Ali, MD**  
Waverly  
TMF Board



**Perry C. Rothrock, III, MD**  
Memphis  
TMF Board

## Caduceus Group Leaders

Our Caduceus volunteer leaders are in recovery themselves and work hard to pass on their knowledge and experience to those who come after them. These groups meet weekly in nine cities and online, offering crucial support, connection, and accountability to PHP participants and graduates.



**Natascha S. Thompson, MD**  
Memphis  
TMF Board



**John Harris, MD**  
Memphis  
PHQIC



**J.D. Rosdeutscher, MD**  
Nashville  
Chair, PHQIC\*  
TMF Board\*



**Rev. Terry Hunley**  
Jackson  
Consumer Member,  
PHQIC+



**John B. Woods, MD**  
Jackson  
Chair, PHQIC  
TMF Board



**Lorraine Johnson, RN**  
Knoxville  
TMAA Representative,  
PHQIC



**Mary I. Yarbrough, MD**  
Nashville  
TMF Board



**Brigham Scallion, DO**  
Bells  
PHQIC+



**Tim Davis, MD**  
Chattanooga  
Co-Chair, PHQIC+



**Steve Tate, MD**  
Nashville  
PHQIC

# VOLUNTEER PROFILE

## Dr. William M. “Billy” Sullivan

2021 Graduate; Caduceus Leader  
Nashville

### The Seeds of Recovery

Christmas Day 2015 marked what felt like my lowest point as a third-year resident – I had run out of my drug of choice and was in physical withdrawal and at an emotional bottom. Yet that moment of desperation became the soil where my recovery would take root, nourished by seeds of hope planted by others who had no idea of their lasting impact.

The first seed was planted in a treatment center detox facility by a woman who simply told me, “You know, you’re not bad, you’re just really sick.” Those words transformed my shame into possibility. Then came the Tennessee Medical Foundation, where I encountered not judgment but welcome: “We’re glad you’re here, and we are here to help.” These simple truths became my foundation.

TMF stood firmly beside me as I faced the renewal of my medical license, proving through action that recovery and professional integrity could coexist. Their unwavering support showed me that by working my recovery program, I could be open about my journey without fear. This realization was transformative – I didn’t have to hide in shame, I could use my experience to help others.

For the past three years, I’ve had the honor of serving as a Caduceus group leader through TMF, allowing me to share and be vulnerable while passing forward the same grace that was once given to me. I never set out to dictate what anyone should do about their addictions; I simply share my story and current struggles and successes, planting seeds of hope just as others did for me. The safety and support of TMF gave me the courage to be vulnerable without fear of shame or repercussion. Today, I understand that recovery isn’t just about stopping substances – it’s about creating a garden where others can grow and heal. Like those who came before me, I may never know all the seeds I’ve planted. But I trust that somewhere, they’re taking root.



“


*...Recovery isn't just about stopping substances – it's about creating a garden where others can grow and heal.*

”

# THE TMF JOURNEY

What happens when a health professional contacts or is referred to the TMF for help? Here is a roadmap of the TMF Journey:

## INTAKE



A Health Care Professional (HCP) contacts or is referred to the TMF. An initial meeting is held with a case manager to discern the reason for the referral and obtain collateral and supporting information.




## TRIAGE

Once we obtain all collateral information, an in-depth interview, called a "Triage Assessment," with the TMF medical director is scheduled to determine subsequent steps.



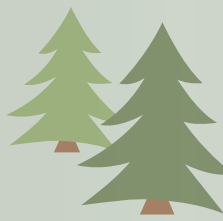
## EVALUATION



Some concerns require an Independent Medical Evaluation (IME). The HCP undergoes an assessment by an external provider vetted by the TMF to work with HCPs. We provide three options for IMEs. The TMF bases next steps on the evaluation recommendations.


## ALTERNATE HELP

The HCP can be referred for therapy, psychiatry, coaching, CME courses, or some other therapeutic modality with no further TMF involvement.



## TREATMENT

If recommended by the evaluation, the HCP is referred for treatment at a center vetted to meet the special needs and requirements of HCPs. We give three options for treatment centers.





## RETURN TO WORK

Following treatment, most clients are able to return to work under strict guidance and with proper supports in place to ensure patient safety and recovery success.



## AFTERCARE

HCPs are monitored based on treatment recommendations, typically for five years. Requirements can include random toxicology screens, therapy, Caduceus group and recovery group meetings, worksite monitors, quarterly case management meetings, and attendance at our annual Caduceus retreat. The TMF provides guidance and support; advocacy with employers, licensing boards, credentialing, insurance, and other entities; and accountability with an eye toward long-term recovery and restoration to health and safe practice.



## GRADUATION

Health professionals in full compliance complete their monitoring and are discharged as a graduate. Ninety-one percent of our participants successfully complete five years of monitoring. Many choose to continue accountability with optional monitoring under a Recovery Maintenance Agreement (RMA).



## RECOVERY

PHP alumni begin a new chapter, encouraged to remain involved with the recovery community; some become volunteer leaders of their local Caduceus support group. The TMF remains a lifelong partner and resource, offering support, consultation, and assistance as needed.





“

*I've clung to TMF, IDAA, and my Caduceus group like the life preservers they are...*

”

# GRADUATE PROFILE

## Dr. Anjalie “Julie” Joshi

2020 Graduate; RMA Participant  
Tulahoma

### Shattering the Secrecy

As a daughter of first-generation immigrant parents, I was a shy, quiet kid who did all the right things. Drugs and alcohol scared me; my foremost addiction was food and by college I was morbidly obese. In medical school I discovered alcohol and Ambien; as a lifelong insomniac, Ambien felt like a miracle drug.

I LOVED residency, both the learning and partying. Post-residency found me working as a nocturnist and my Ambien habit got worse. In 2011, I totaled my car and was arrested for shoplifting under the influence. The most shameful moment of my life was calling my parents to bail their grown daughter out of jail.

I still hadn't hit my bottom: I jumped into marriage and found a job doing scary home primary care visits in South Chicago. I was substance free while my Illinois license was on probation but became pregnant, so I landed a better job at a small hospital in Tennessee. My OB prescribed Ambien and I was off to the races again. I kept my secret for fear of being shunned and stripped of my license.

By 2015, I could not stop using and prayed for death regularly. On January 9, after fortifying myself with Ambien, I met with Mike Todd and Dr. Roland Gray of the TMF. The secrecy

was shattered: I admitted I was addicted, broke, broken, stuck in a failing marriage, alone, and absolutely desperate. I finally hit bottom and felt my life was over. The TMF got me admitted for an evaluation, followed by treatment and a monitoring contract.

I met my future boss at the 2015 Caduceus retreat; after sharing about being fired and feeling like I would never work in a hospital again, he came up to me and shared his own story. Then he worked tirelessly to get me back into hospital medicine. I've worked there for nine years now, even serving as chief of staff.

On January 10, 2025, I hit 10 years of sobriety. I have conquered my food addiction, as well. My son is now 10 and has never seen his mom as an addict.

Over the years, I've clung to TMF, IDAA, and my Caduceus group like the life preservers they are because I know I cannot do this alone. After finishing my TMF contract, I re-upped three times and will continue to do so. Life in sobriety hasn't been easy, but it's seen me through the death of my mother, the end of a marriage, several break-ups, a breast cancer scare, and all the life things that still happen in recovery. TMF saved my life in every sense of the word. I owe everything to them and my family. So when my voluntary RMA contract comes up for renewal, I will say yes, again.



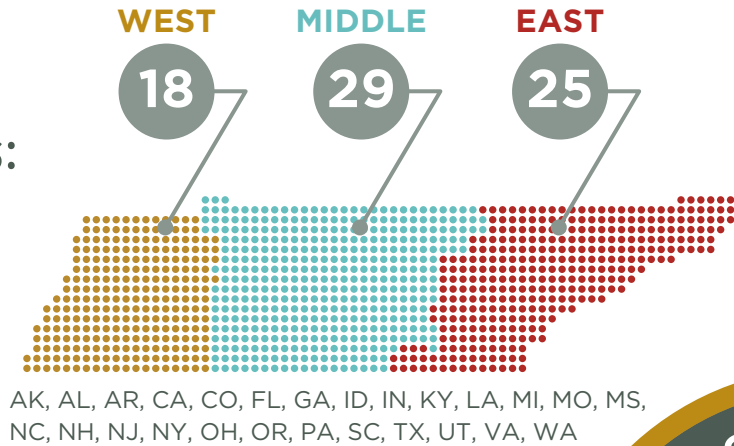
# 2024 CLINICAL DATA: NEW IDs

## REGION

NEW IDs:  
**102**

**30**

OUT OF STATE:



AVG AGE  
**46**

## PROFESSION

- Acupunct Detox 1
- Chiropractor 1
- DO 1
- DO Resident 2
- DO Student 2
- MD 69
- MD Student 1
- MD Resident 3
- Occupational Therapy Asst 1
- Physician Asst 6
- Polysomnographer 1
- Respiratory Therapist 7
- Surg Asst 1
- Veterinary Tech 1
- X-Ray Technician 5

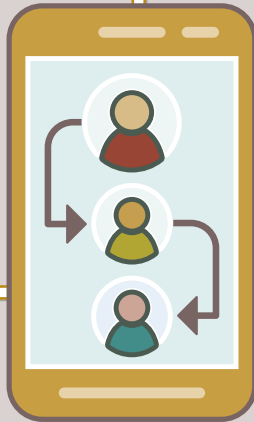
## SPECIALTY

- Acupunct Detox 1
- Addiction Med 3
- Anesthesiology 3
- Cardiology 1
- Chiropractic 1
- Emergency Med 12
- Endocrinology 1
- Family Med 7
- Gastroenterology 3
- Infectious Dis 1
- Internal Med 7
- Nephrology 1
- Neurology/Neuro Surg 3
- OB/GYN 5
- Occup Med 1
- Occup Therapy Asst 1
- Orthopedic Surg 2
- Pediatric Emerg 2
- Physician Asst 6
- Plastic Surg 2
- Polysomnography 1
- Preventive Med 2
- Psychiatry 5
- Pulm/Critical Care 5
- Resp Therapy 7
- Sleep Med 1
- Student/Trainee 3
- Surgery 4
- Surg Asst 1
- Transplant Med/Surg 2
- Vascular Surg 2
- Veterinary Tech 1
- X-Ray Tech 5

## REFERRALS

### REASON

- Substance Use/Abuse 63
- Behavioral 21
- Burnout 3
- Cognitive 3
- Misprescribing 1
- Psychiatric 7
- Sexual Boundary 4



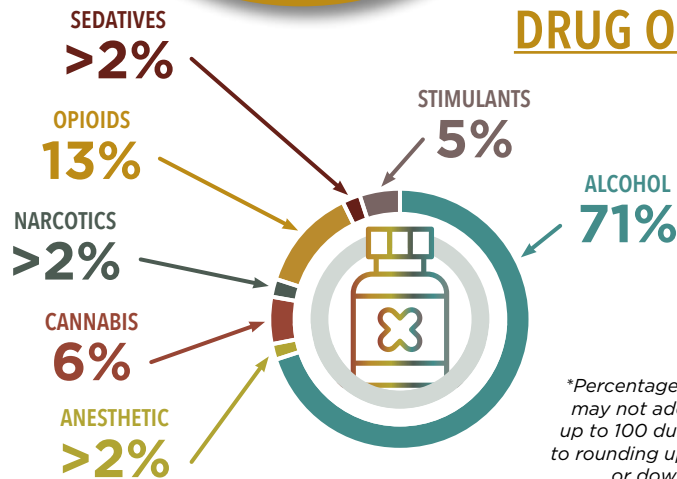
### SOURCE

- Attorney 1
- Board 38
- Colleague 7
- Employer 17
- Family 1
- Hospital 6
- Malpractice Ins 1
- PHP/Advocacy Pgm 13
- School/Training Pgm 6
- Self 9
- Specialty Cert Org 1
- Treatment Center 2



GENDER  
27 FEMALE  
75 MALE

## DRUG OF CHOICE\*



\*Percentages may not add up to 100 due to rounding up or down

## OUTCOMES

- No Verified Need for TMF involvement 37
- Signed Contract 29
- Evaluation Pending 4
- Treatment/Contract Expected 3
- Alternate Therapies/Solutions 23
- Intake/Status Pending 6

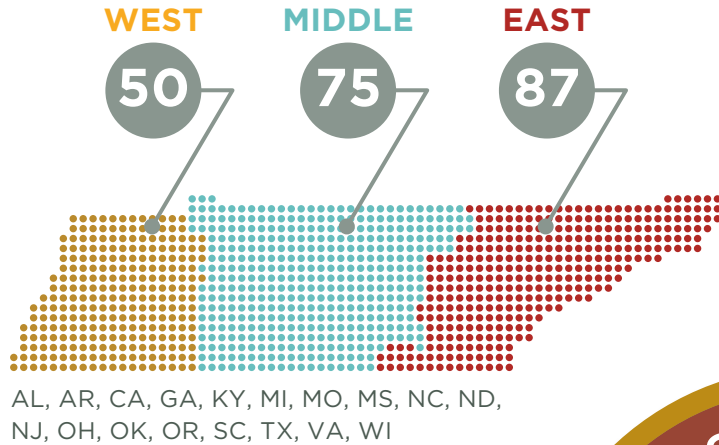
# 2024 CLINICAL DATA: PHP PARTICIPANTS

## REGION

PHP:  
260

48

OUT OF STATE:



AVG AGE  
50

## PROFESSION

Acupunct Detox 1  
Chiropractor 8  
DO 12  
DO Resident 3  
DO Student 2  
MD 197  
MD Student 4  
MD Resident 8  
Optometrist 1  
Physician Assistant 11  
PA Student 1  
Podiatrist 1  
Polysomnographer 1  
Respiratory Therapist 6  
Surg Asst 1  
Veterinarian 3

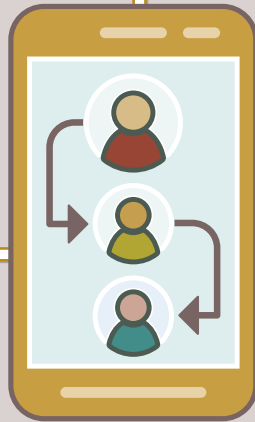
## SPECIALTY

Acupunct Detox 1  
Addiction Med 7  
Anesthesiology 15  
Cardiology 5  
Chiropractic 8  
Dermatology 3  
Emergency Med 19  
Endocrinology 1  
Otolaryngology/Oto Surg 3  
Family Med 33  
Gastroenterology 1  
Infectious Dis 1  
Internal Med 20  
Nephrology 2  
Neurology/ Neuro Surg 7  
OB/GYN 14  
Occup Health 1  
Oncology/Onc Surg 4  
Ophthalmology 1  
Optometry 1  
Orthopedics/Ortho Surg 9  
Pathology 2  
Pediatrics/ Peds Surg 11  
Pediatric Neurol 1  
Physician Asst 8  
Physical Med & Rehab 2  
Plastic Surg 1  
Polysomnography 1  
Preventive Med 1  
Psychiatry 5  
Pulm/Critical Care 7  
Radiology/ Rad Onc 7  
Resp Therapy 6  
Rheumatology 1  
Sleep Med 1  
Student/Trainee 6  
Surgery 33  
Urology 6  
Vascular Surg 2  
Veterinary Med 3

## REFERRALS

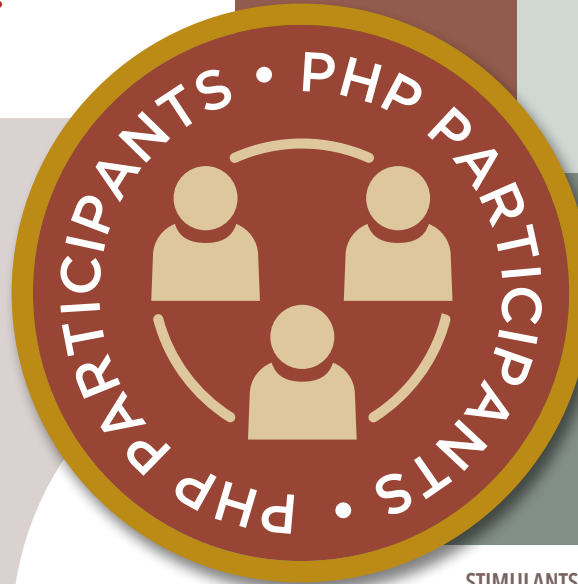
### REASON

Substance Use/Abuse 230  
Behavioral 6  
Burnout 2  
Cognitive 1  
Misprescribing 1  
Psychiatric 11  
Sexual Boundary 9

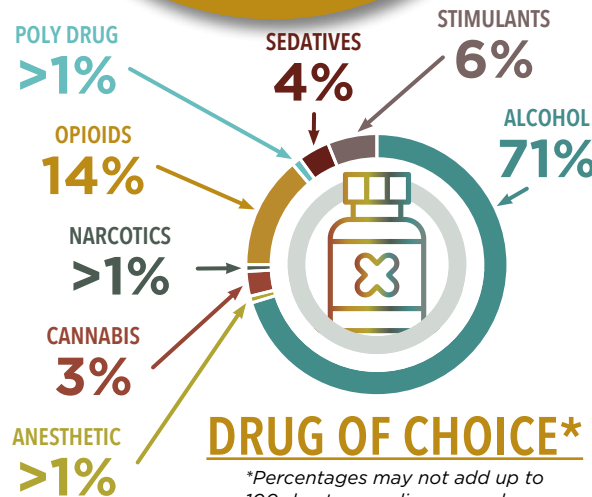


### SOURCE

Anonymous 1  
Attorney 6  
Board 50  
Colleague 31  
Employer 34  
Family 5  
Hospital 23  
Malpractice Insurer 1  
Therapist 1  
Patient - 1  
PHP/Advocacy Pgm 19  
School/Training Pgm 24  
Self 42  
Treatment Center 22



GENDER  
50  
FEMALES  
210  
MALES



## OUTCOMES

Ongoing Contracts 207  
New Contracts 53  
Graduates 29  
RMA\* Contracts 19

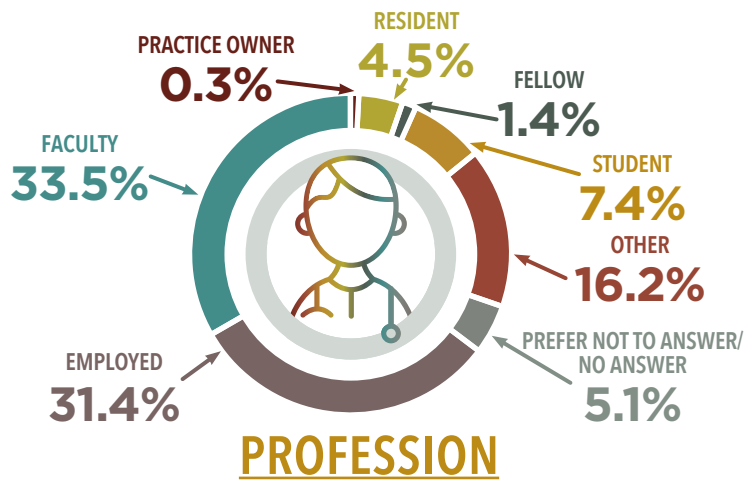
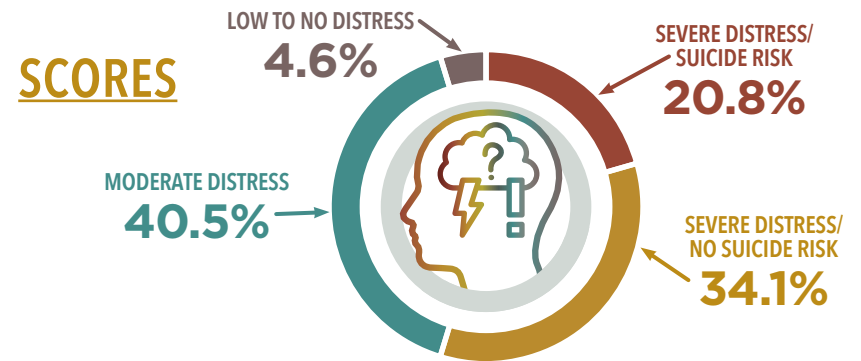
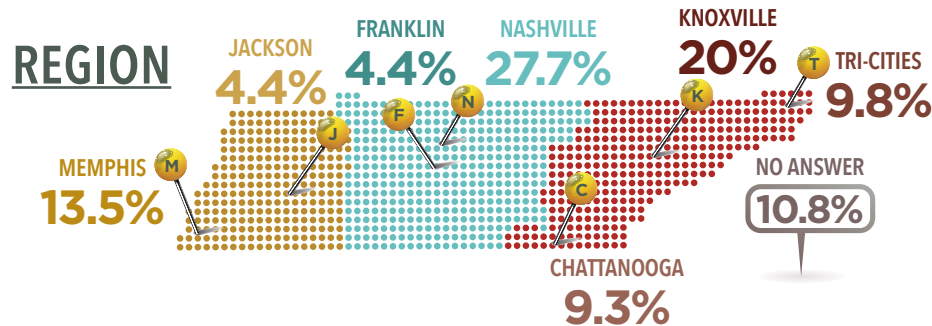
\*Recovery Maintenance Agreements — Voluntary monitoring following graduation

# RESOURCES



## TENNESSEE PROFESSIONAL SCREENING QUESTIONNAIRE (TN-PSQ)

TMF was the first Professionals Health Program (PHP) in the country to adopt and launch an anonymous mental health screening tool for its clients. The TN-PSQ was shared by TN health licensing boards, hospitals, medical groups, societies, medical and health professional schools and training programs last year. To date it has assisted more than 900 health professionals across the state.



## RESULTS



- 835 screeners
- 69% reviewed the counselor's response
- 31% dialogued with mental health professional
- 62.7% asked for appointment/referral
- 82.1% not already getting help for their concern

## EDUCATION/OUTREACH



- 41 presentations delivered by Medical Director Dr. Michael Baron statewide and nationally to more than 2,440 health professionals
- 6 presentations given by Development Coordinator Brenda Williams-Denbo statewide
- 10 Exhibits and 27 healthcare leadership meetings to share our services and resources
- 2,498 subscribers to the TMF biannual newsletter

## ONLINE RESOURCE LIBRARY



TMF offers an online library of resources on physician and health professional health. Visit [e-tmf.org](http://e-tmf.org) and access the "Forms & Resources" tab to view a host of articles, policy and position materials, guidance on health and impairment, recovery resources, and state and national resource links.



# DONOR PROFILE

## Dr. J. Mack Worthington

Former Board President  
Chattanooga

### The Power of Compassion

In the early days of my career, a call from Dr. David Dodd marked the beginning of a profound and fulfilling journey that has lasted 30 years. He sought my help with a physician in recovery who needed additional training. When I learned that the Tennessee Medical Foundation would oversee the recovery process, my reservations melted away; I was confident and eager to help with the rehabilitation of this physician.

From that moment, my involvement with TMF was solidified. I welcomed several more physicians into my residency training program, each one committed to overcoming their challenges and eager to return to medical practice. Witnessing their dedication and the positive transformation in their professional and personal lives was immensely rewarding.

that allowed me to understand the organization's mission and operational intricacies deeply. The success rate in recovery facilitated by TMF is truly remarkable. I have observed, up close, the profound impact that TMF's work has had on physicians and their families, not only restoring careers but rebuilding lives, instilling hope and stability where it was once lost.

Over the years, my admiration for TMF has made me a steadfast supporter. I often say, "I don't know of any organization that has done so much for physicians," and it's true. The dedication and effectiveness of TMF's initiatives are unparalleled. I wholeheartedly encourage everyone to support the significant work that TMF is providing for our physicians. Their efforts are not only transforming lives but also enhancing the quality of medical care on which we, as a community, rely.

Initially asked to serve on the TMF peer review committee (PHQIC) in 2000, I transitioned to serve as TMF Board president, an honor

My journey with the Tennessee Medical Foundation has been a testament to the power of compassion, dedication, and professional support. TMF's unwavering commitment to physician recovery and rehabilitation continues to inspire me, and I remain deeply grateful for the opportunity to be part of such a noble and lifesaving cause.

“

*I don't know of any organization that has done so much for physicians.*

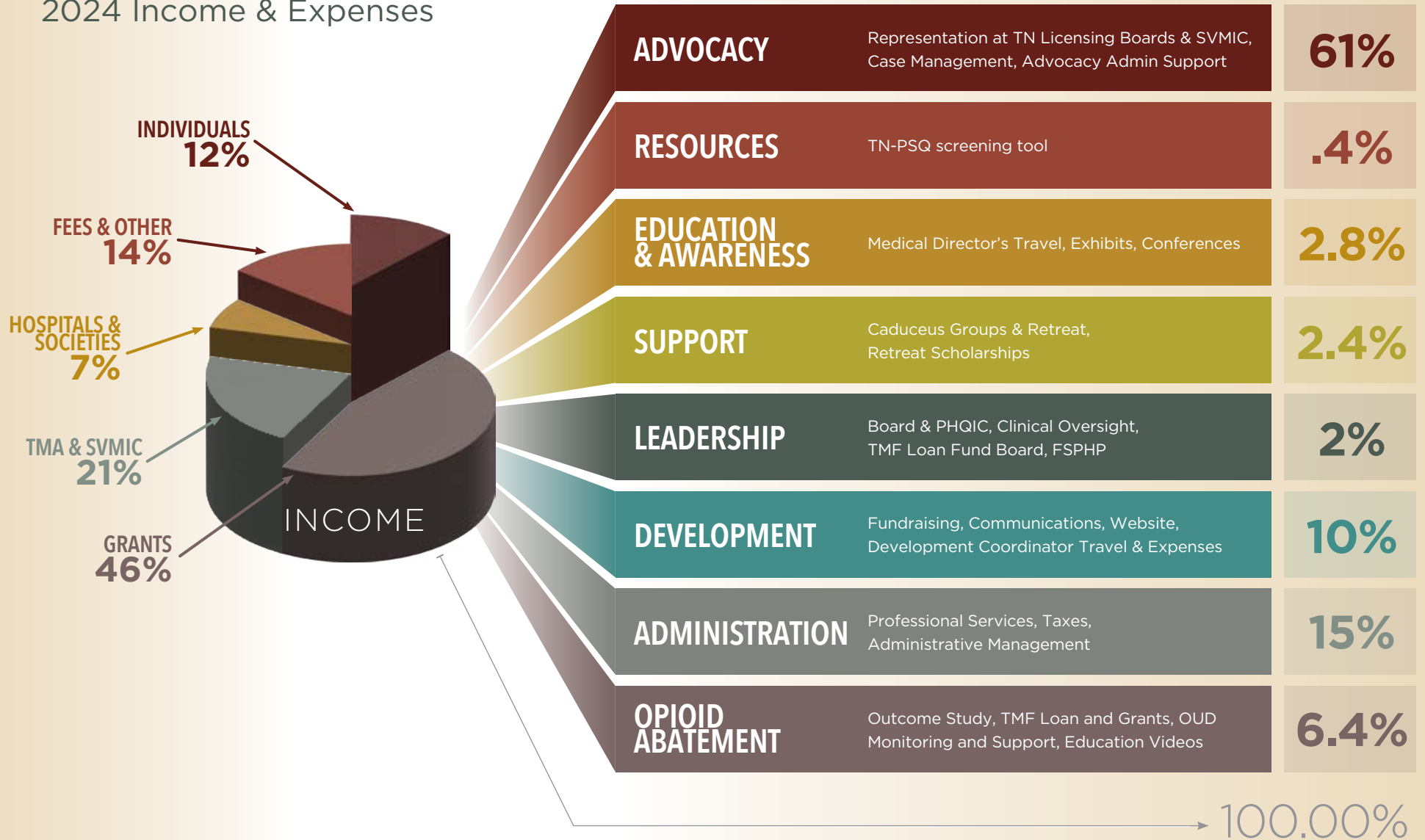
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# WHERE DID YOUR GIFTS GO?

2024 Income & Expenses

## FINANCES





5141 Virginia Way, Suite 110  
Brentwood, TN 37027  
Phone: 615-467-6411  
Fax: 615-467-6419  
www.e-tmf.org

# OUR MISSION

The mission of the Tennessee Medical Foundation (TMF) is to **protect patients** through identification, intervention, rehabilitation, and the provision of **advocacy/support** for physicians and other health professionals impaired by addictive disease, mental or emotional illness.



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SAVING LIVES. SAVING CAREERS.