

FINDING BALANCE IN WORK AND LIFE



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OUR MISSION

- To protect clients from impaired lawyers and judges
- To help lawyers, judges, and law students with alcohol, drug, or mental health problems
- To educate the legal community about these issues

OUR MESSAGE

As LAP nears the beginning of its 36th year, we are faced with two major concerns: one, continuing to service the impairments of judges, lawyers and law students; and two, getting our message to the bar.

Last year LAP aided about 300 clients between our Chicago and Downstate offices.

Unfortunately, if statistics are correct, there is a huge population of judges, lawyers and law students currently in need of our services who are not receiving them. After 35 years of helping people, a large percentage of the bar is still not aware of the Lawyers' Assistance Program.

To address this concern, we have increased our outreach efforts to the extent our budget allows. We have conducted almost 60 statewide MCLE programs in the past year. We have also expanded our Annual Training Program to include a second city, hosting in both Chicago and Springfield.

Additionally, we have just completed a LAP commercial, which was produced and funded by the Chicago Bar Association and will be offering it to bar associations across the state to include on their webpages. A similar video, geared at law students and produced in conjunction with DePaul University College of Law, is currently in production and will reach audiences as part of DePaul's 1L curriculum, via LAP's social media platforms and through many of our future presentations.

In the coming year we will be launching a new webpage for greater impact and we are also growing our presence on Facebook and LinkedIn. Additionally, we have had a successful "AMA" (Ask Me Anything) day on Reddit to answer law student's questions about confidentiality, alcohol and drug abuse, and coping with stress.

Lastly, we have developed 2 new committees to expand outreach: the LAP Writing Committee and the LAP Law School Advisory Committee. The writing committee prepares articles for inclusion in bar association newsletters statewide and the Law School Advisory Committee develops and facilitates programs to increase awareness in the law school community.



Francis Patrick Murphy
President



Robin Belleau
Executive Director

In the coming year we will partner with the Dave Nee Foundation in a seminar which will focus on identifying and de-stigmatizing depression, anxiety and other mental health issues in the law school community. It will be hosted in Chicago and be offered in simulcast to downstate law schools.

These outreach efforts are critical to educating the Illinois legal community that they are not alone in the fight against depression, stress, and alcohol/drug addiction.

So what can you do to help?

First: volunteer your time as a peer support mentor, speaker, intervention team member, or simply by telling someone about the Lawyers' Assistance Program.

Second: the need for our services has grown, but our financial support has not increased since 2002. We need to further increase our outreach capabilities. We need additional offices and staff in Springfield and the western part of the state in order to provide clinical services and educational (MCLE) programming. Lastly, we need funds to aid those who need treatment, but who do not have adequate insurance or emergency funds to support their families during the treatment process.

Too many of our colleagues are mired in the despair of addiction and mental health issues and are not receiving help. Assisting these people is a constant challenge for LAP. It is a challenge that is faced everyday by the staff and volunteers.

It is an honor to be associated with the Lawyers' Assistance Program. We encourage everyone who reads this message to partner with us in facing this challenge today and in the years to come.

“ At LAP we are all striving to be our best and I've found the encouragement and the *I can do it* support system that was lacking in my private life. **”**

LAWYERS' ASSISTANCE PROGRAM

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A BRIEF HISTORY OF THE LAWYERS' ASSISTANCE PROGRAM

The Lawyers' Assistance Program was incorporated in August 1980 as a 501(c)(3) not-for-profit corporation by a group of lawyers concerned about colleagues impaired by alcohol abuse and addiction. The lawyers who founded LAP sought guidance from clinicians about addiction and recovery, peer support, and intervention techniques. These dedicated founders confidentially assisted legal professionals in finding the path to recovery.

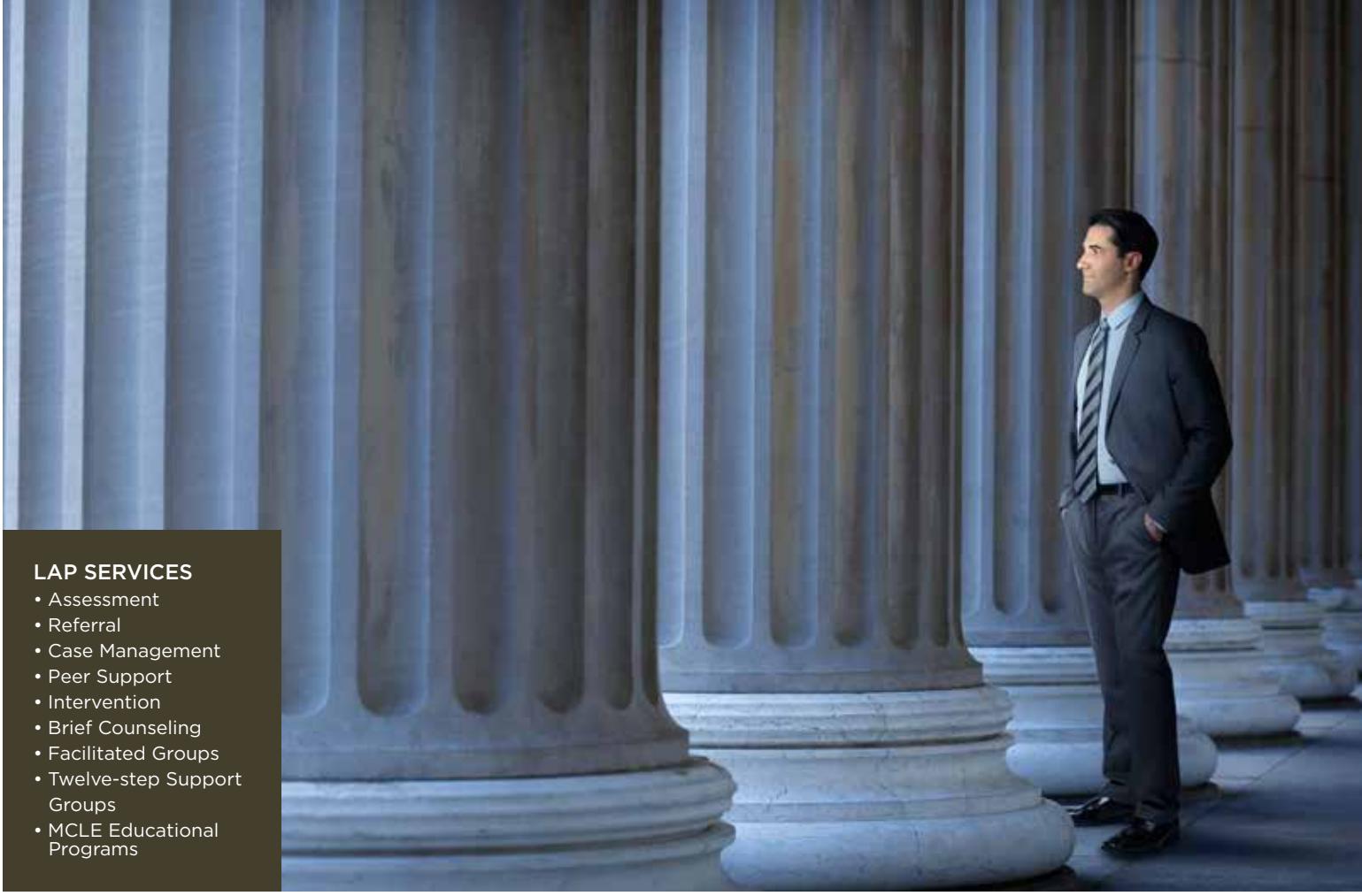
Initially, LAP solely depended on the Chicago Bar Association, the Illinois State Bar Association, law firms, and individual donors for financial support. In 2002, with the support of the Illinois Supreme Court and the Lawyers' Assistance Program Act, LAP began to receive stable funding. \$7 of every lawyer's registration fee goes towards operating LAP. The funds, collected by the Illinois Attorney Registration and Disciplinary Commission, are administered by the Administrative Office of the Illinois Courts. LAP still relies heavily on donations and sponsorships to supplement its' budget, as its funding has not increased since 2002.

LAP began with a handful of volunteers, but by 2001, LAP's Chicago office had two full-time employees: an executive director and an

administrative assistant. In 2003, LAP opened an office and hired a part-time associate director in Belleville, IL, to better serve clients outside the Chicago area. The Chicago LAP office, originally housed in the offices of the Illinois State Association, was moved to 20 South Clark Street, Suite 1820 in 2004, to provide space for expanded services. LAP staff and volunteers now address a broad range of mental health problems, in addition to the original mission of alcohol and drug abuse. LAP now has five staff members: three clinicians/administrators in Chicago, an administrative assistant, and an associate director in Belleville.

CONFIDENTIALITY IS THE CORNERSTONE OF LAP

Confidentiality is the cornerstone of LAP. Supreme Court Rule 1.6(d) cloaks in confidentiality all information received by LAP volunteers and trained interveners during interventions and related meetings. Both the volunteer and client are assured that anything disclosed is specifically protected by the attorney client privilege. The only exception is if the client signs a release of information and asks LAP to report on his or her behalf to another organization or individual. Additionally, the Alcoholism and Drug Addiction Intervenors and Reporter Immunity Law guarantees immunity for LAP Volunteers and those who participate in its work.



LAP SERVICES

- Assessment
- Referral
- Case Management
- Peer Support
- Intervention
- Brief Counseling
- Facilitated Groups
- Twelve-step Support Groups
- MCLE Educational Programs

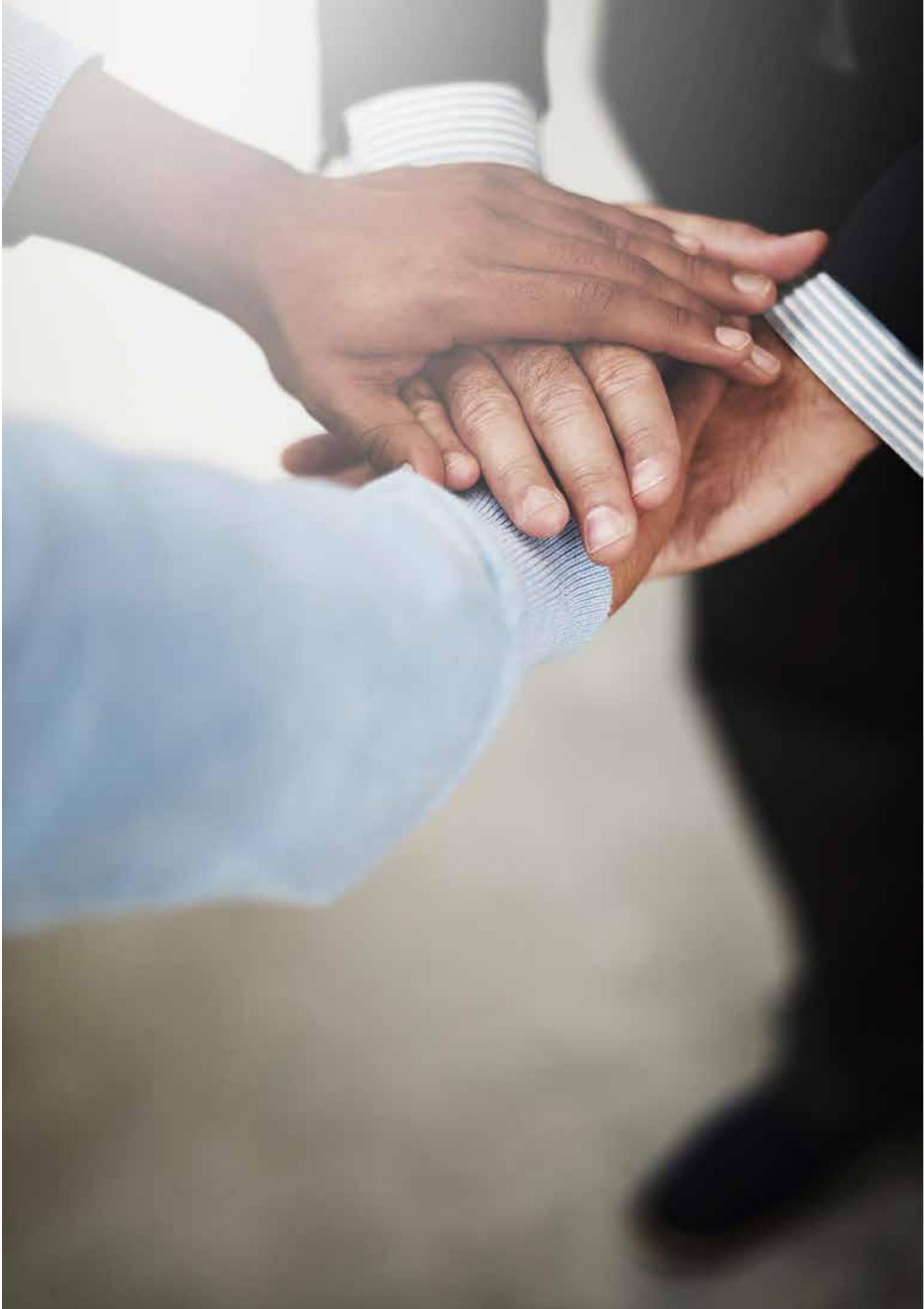
HOW THE PROGRAM WORKS

All of LAP's services are totally free and confidential. Most calls to LAP are self-referrals from those who recognize they have a problem and want help. Colleagues, friends, and family members can also call if they are concerned about a lawyer, judge, or law student who shows signs of addiction or issues such as stress and anxiety. Some of the concerns are temporary and caused by stress, grief, relationship issues, or work difficulties. Other problems may originate from ongoing struggles with anxiety, depression, compulsive behaviors, and addiction.

LAP clinicians first do an assessment (in-person wherever possible). Based on that assessment, they may recommend that the individual make use of LAP's free and confidential in-house services, or they may refer the individual to an outside professional for treatment. The staff works with treatment programs throughout the country and often makes referrals to LAP vetted individual therapists, psychologists, and psychiatrists. We can also arrange confidential peer support with trained LAP volunteers who have experienced similar issues and successfully managed them. When appropriate, we also welcome anyone interested to attend the two twelve-step groups that meet weekly in the Chicago LAP office, and volunteers can help individuals find 12-step meetings anywhere in Illinois.

LAP also conducts interventions. An intervention is a group process that helps someone who may not realize he/she has a serious issue with either alcohol/drug use or mental health concerns. Interventions help dismantle denial, stop family and friends from enabling destructive behavior, and initiate change. LAP uses a peer intervention model with three trained, experienced volunteers. At least one team member must be a judge and at least one must be in recovery for the same issue. The team meets with those concerned, gathers information, conducts practices, and ultimately confronts the person in a non-judgmental, respectful way. The team presents a clear, concrete plan of action to the individual. Because recovery is an ongoing process, LAP works with the individual and the family during and after they receive professional treatment.

While LAP assists clients with varying degrees of mental health and addiction problems, we encourage lawyers to seek assistance early for whatever issues they are facing. Everyone experiences problems from time to time and the free and confidential help available through LAP can prevent problems from getting worse. Whatever the issue that brings an individual to LAP for assistance, LAP provides ongoing case management services.



REACHING OUT TO OUR COLLEAGUES

REACHING OUT TO ILLINOIS JUDGES

Judges experience many of the same problems as other members of the legal profession – stress, depression, balancing work and family, alcohol or drug abuse, and compulsive behaviors. However, a judge's problem is more likely to go unnoticed and untreated because of the insular nature of the judge's role in the legal system. Judges work in isolation and many are reluctant to seek help because they are concerned about their problems becoming known and negatively impacting their status and reputation. Judges can confidentially call LAP for assistance for themselves, their colleagues on the bench, and for lawyers who appear before them who need assistance.

CONNECTING WITH LAW STUDENTS

Educating law students about the Lawyers' Assistance Program is an important part of our mission. Law school is a stressful time, and students often need assistance with stress, anxiety, depression, alcohol abuse, and chemical dependency. Many also come to LAP with questions about how to deal with character and fitness issues.

LAP speaks at law student orientations, ethics classes, and other special events. More recently we have engaged with law students at wellness fairs and well-being courses hosted by law schools and hope to bring this idea to other law schools with the help of our Law School Advisory Committee. We distribute our brochure, *Straight Talk about Law School*, to any law school that requests it. Our goal is to make students aware that LAP is a confidential resource they can utilize when faced with addiction and/or mental health issues – whether while in school or later in their careers.

LAP WRITING COMMITTEE

The LAP Writing Committee effectively increased the number of LAP publications three-fold in its inaugural year. In 2015, LAP was published 7 times in 5 different bar association publications, not including its regularly published series of recovery stories. The articles have covered a variety of topics ranging from LAP's Peer Support Volunteer Program to how

judges play a role in interventions. The LAP Writing Committee has also contributed to the content in this year's Annual Report and has produced content for LAP's website.

LAP LAW SCHOOL COMMITTEE

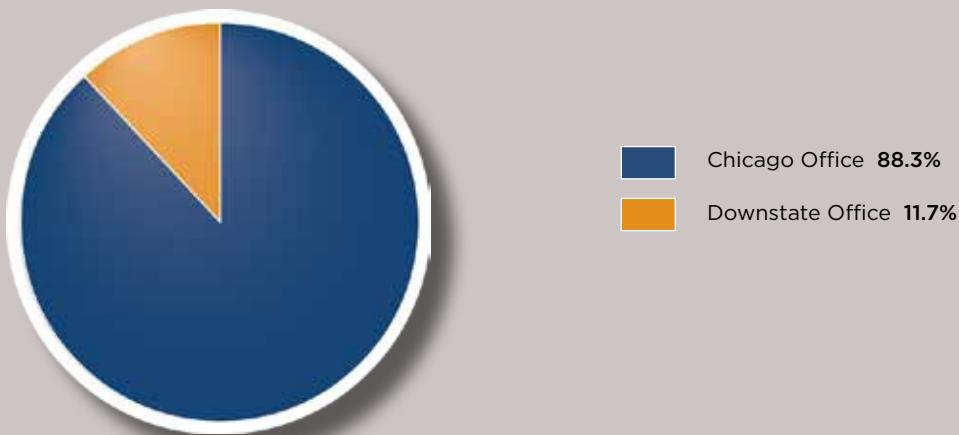
The inaugural year of the LAP Law School Advisory Committee has proven to be a productive one. The Committee boasts the membership of 6 Illinois law schools, including administrators, law students and alumni members. In early 2015, LAP presented before almost 300 DePaul University Law Students on the stress related challenges of law school and the services available through LAP. Shortly thereafter, LAP tabled at Northwestern Law's Wellness Fair, and most recently presented to over 200 first year law students at the University of Illinois Chicago-Kent law school.

LAP's increased outreach in the law student population has yielded the creation of 3 LAP Student Groups at law schools in the Chicagoland area. The LAP Student Groups are committed to increasing awareness of mental health and addiction issues in the law student population, to making it easier for students to access services, and to reducing the stigma attached to seeking help. The groups are collaborating with both LAP and their respective law school administrators to develop student programming that furthers their goals. The LAP Law School Advisory Committee has also collaborated with DePaul College of Law students and administrators in producing a video targeting law students. The video, which will be incorporated as part of DePaul's mandatory 1L curriculum and presented throughout LAP's various digital media platforms, discusses the stress related problems faced by law students, attempts to dispel any stigma associated with seeking help, and provides resources for seeking such help.

THE YEAR IN REVIEW

CALL RECIPIENTS

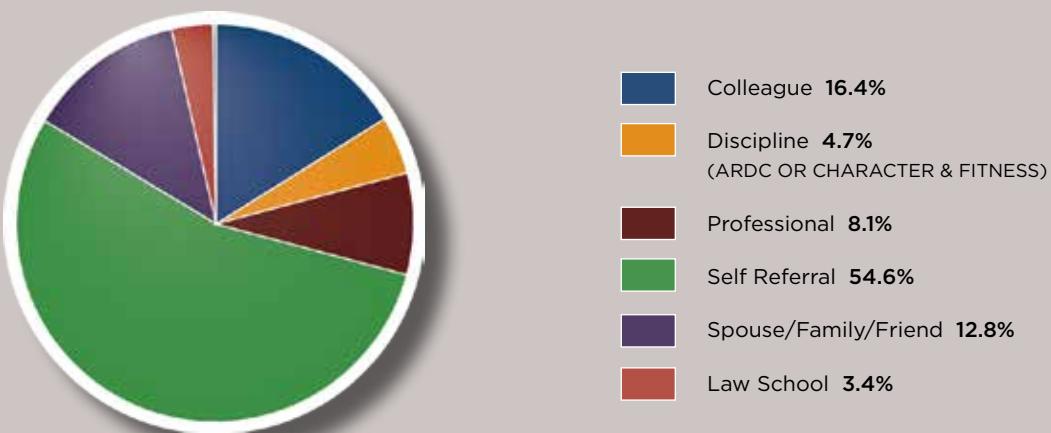
88.3% of all initial calls were made to the Chicago office, with 11.7% of calls going to the Belleville office. Some of the calls placed to the Chicago office were from clients residing in areas outside of Chicago.



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REFERRAL SOURCES

The number of self-referrals has been steadily increasing over the years. LAP has worked hard spreading the message that it is okay to ask for help.



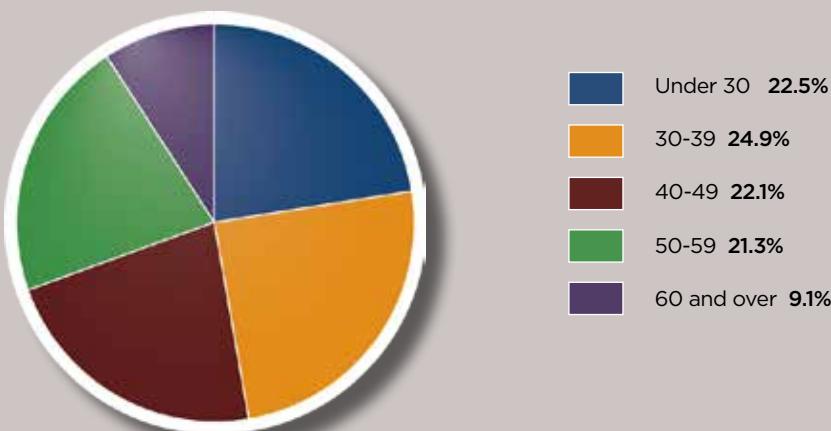
GENDER

The gender breakdown for clients was 25.1% female and 74.9% male, the pattern for the past several years.



AGE

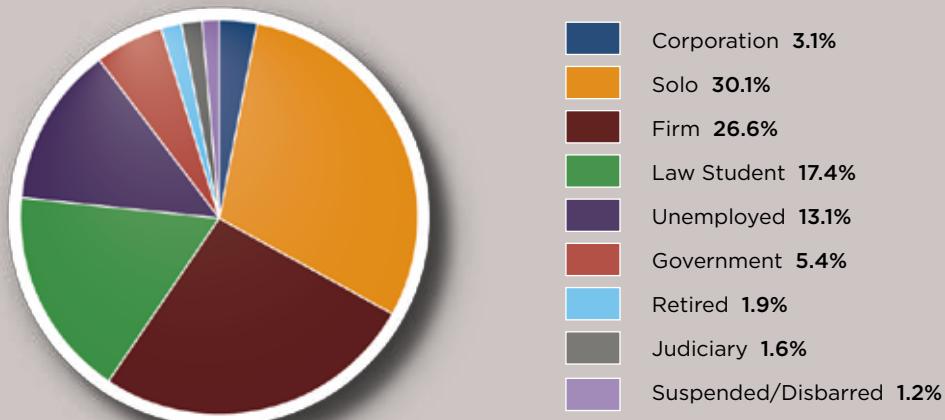
The number of clients under the age of 30 has been steadily increasing from 8% four years ago to 22.5% this fiscal year.



THE YEAR IN REVIEW

PRACTICE SETTING

Law students seeking assistance has again risen this year due to our outreach at the law schools, which we hope to increase even more next year.



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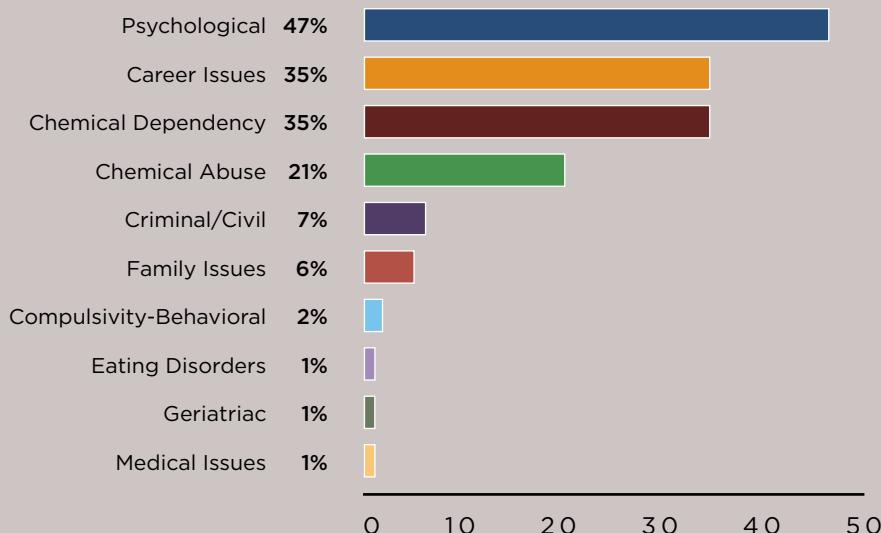
ISSUES

This chart shows the breakdown of the issues that LAP clients are presenting with. Most clients exhibit more than one issue, as a result this chart is a bar graph.

The “career issue” category includes issues relating to unemployment, under-employment, career dissatisfaction, licensing issues, character and fitness issues, and how they relate to a client’s overall mental health. Career issues often result in increased depression, stress, and anxiety, and sometimes increased use of drugs or alcohol.

The “compulsivity -behavioral” category includes process issues such as gambling and sexual compulsion issues.

Criminal/civil category is a newer category. It includes clients who, along with their primary issue, also have criminal cases, such as DUI, or civil cases, such as divorce. LAP does not provide legal advice, but does provide support for the stress and anxiety that comes along with being a defendant in a legal proceeding.

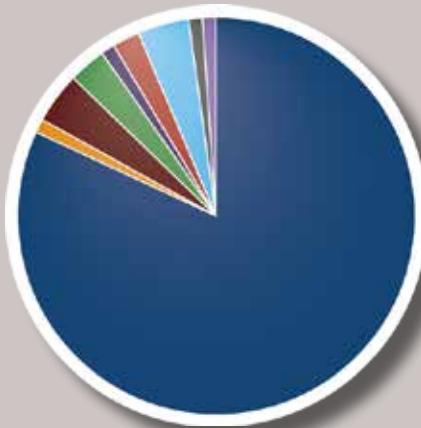


A CLOSER LOOK AT THE ISSUES

Alcohol still remains the most prevalent substance that the legal community abuses. The statistics are similar to those of the previous three years.

Depression is still the most significant issue that the Illinois legal community faces. Often this depression starts out as stress and anxiety in law school and left untreated becomes depression.

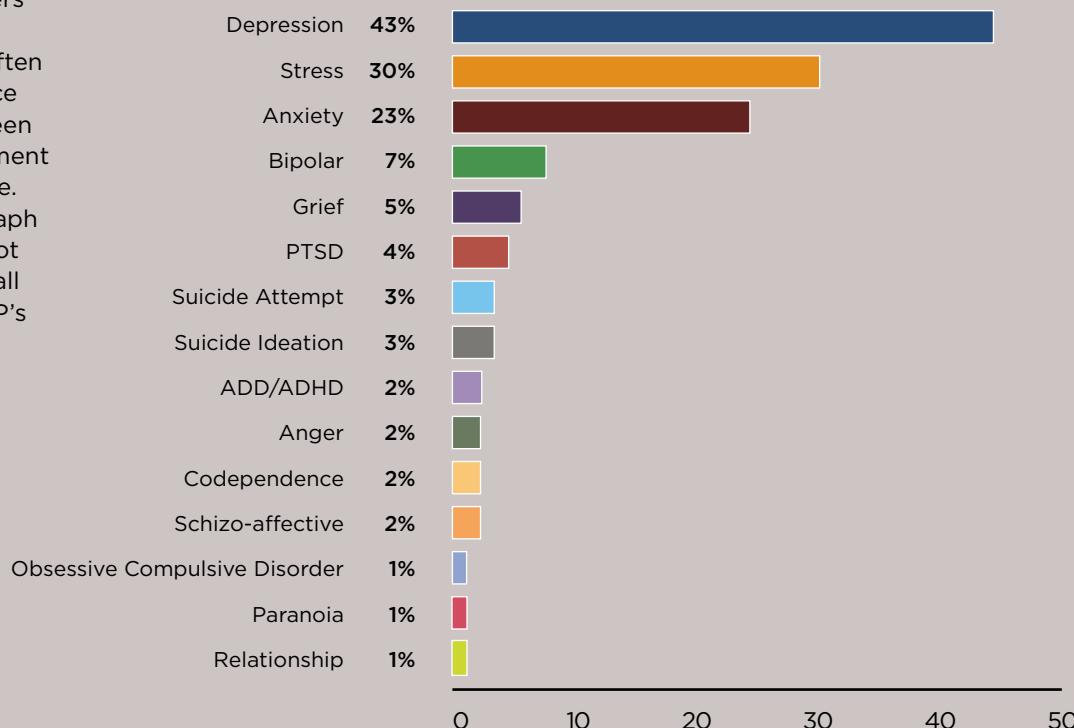
Many clients who come in for their initial assessment under-report their issues. Sexual abuse and eating disorders are two examples. These issues are often disclosed later once the clients have been in long term treatment for a period of time. As a result, this graph most likely does not accurately reflect all the issues that LAP's clients face.



Chemical Dependency Detail

Alcohol	80%
Benzodiazepines	1%
Cocaine	4%
Heroin	3%
Marijuana	1%
Opiates	2%
Prescription Drugs	4%
Sedative-Hypnotic	1%
Stimulants	1%

Psychological Detail

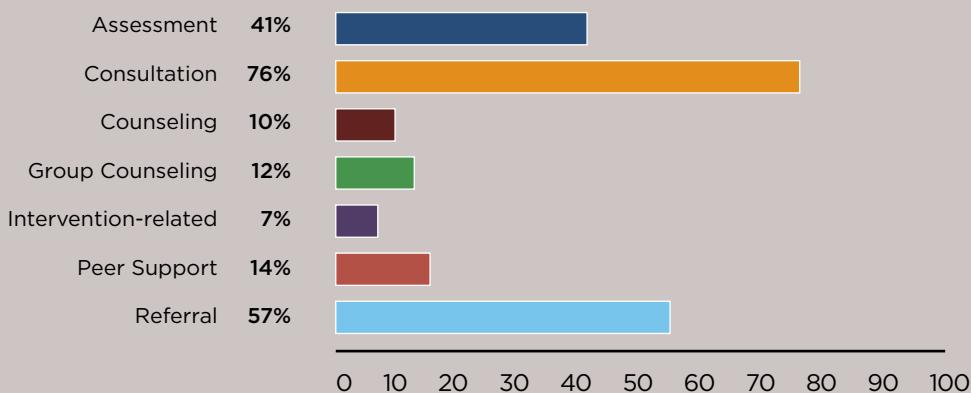


THE YEAR IN REVIEW

SERVICES

There is almost always overlap in the services we provide for clients and it is not uncommon to do an assessment, make a referral, and then follow up with peer support.

Many participate in our weekly facilitated groups, which are offered at no cost. The Chicago LAP office also houses two AA meetings, and LAP volunteers have also started an AA meeting for the Illinois legal community in Waukegan.



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BREAKDOWN BY THE JUDICIAL DISTRICTS IN ILLINOIS

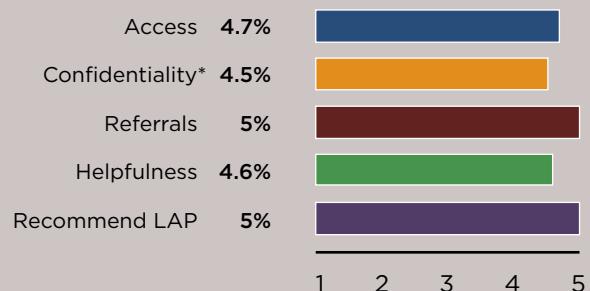
While 68.2% of our cases came from District 1, we make every effort to reach lawyers from all over the state through education, outreach, special events, and volunteer training. We are hoping in the near future to offer services in the Springfield area.



[Blue square]	District 1 68.2%	[Green square]	District 4 5%
[Orange square]	District 2 10%	[Purple square]	District 5 8.9%
[Dark red square]	District 3 7.9%		

SATISFACTION SURVEY

In an effort to measure and improve the benefit that LAP clients' received from their involvement with LAP, we initiated a Client Satisfaction Survey Project at the start of 2015. A committee developed five questions to measure the level of our clients' satisfaction with LAP services, and then the draft survey was reviewed by actual LAP clients. The questions covered 1) Ease of access to LAP; 2) Protection of clients' confidentiality; 3) Referrals to other professionals; 4) The helpfulness of the services provided by LAP; and 5) Would you recommend LAP to other attorneys.



**Despite there being no confidentiality issues, this number reflects the attorneys overall preoccupation with confidentiality.*

VOLUNTEERS

LAP'S TRAINED VOLUNTEERS MAKE A DIFFERENCE

Volunteers are the foundation of the Lawyers' Assistance Program and are the reason we refer to LAP as a program of "lawyers helping lawyers." Our trained volunteers provide peer support to lawyers in need and they serve on intervention teams to help those legal professionals who may not realize they have a problem. LAP volunteers also serve as speakers who help educate the legal profession about addiction and mental health problems.

Our volunteers give their time and assistance because they believe their participation is valuable and beneficial for the legal profession and because they find it personally rewarding to help others. LAP has volunteer opportunities for attorneys, judges, and law students who are in recovery from chemical dependency or mental health problems as well as for those who are not in recovery, but simply want to help.

All LAP volunteers participate in a six-hour training session to qualify for this role. Treatment professionals from Presence Behavioral Health and LAP staff members provide education in the form of lecture, demonstrations (live and video), and role play. This day-long training qualifies for MCLE ethics credits.

Participation in a training session does not obligate an individual to become a LAP volunteer, but it is a



prerequisite to serving in a volunteer capacity. Some legal professionals attend these training events to improve their understanding of addiction and mental health problems and how these issues affect the profession.

You may call or email the LAP office if you wish to be notified of the next volunteer training session—or watch the LAP website for upcoming events at www.illinoislap.org.

This year we held our Annual Volunteer Training on June 26th, simultaneously in Chicago at Loyola Law School and Springfield at the University of Illinois. Live presenters were in both locations, with a live feed connecting both Chicago and Springfield. Also present at this year's training were exhibitors that either directly provide support services to lawyers or treatment providers.

- Advantage Technologies
- AXA Advisors
- Chicago Bar Association
- Court Call
- GHI Accounting
- Hanley Centers
- ISBA Mutual
- Illinois Bar Foundation
- Illinois State Bar Association
- Presence Behavioral Health
- Smokeball

“I'm very grateful that someone cared enough about me to recommend me to LAP. I truly believe it saved my legal career. **”**

LAP'S DOWNSTATE PRESENCE

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LAP has a second office located in Belleville, Illinois. Both the Chicago and Belleville offices serve clients throughout the state. If you need assistance you may contact either office.

The 6th Annual Joseph R. Bartylak Dinner was held in April at the Sangamo Club in Springfield, Illinois. Illinois Supreme Court Justice Lloyd A. Karmeier received the Joseph R. Bartylak Award in honor of his ongoing support and dedication of LAP's mission. The award was presented by Connie Clark, Joe's daughter. Judge Robert Anderson of DuPage County and Incoming President of the Illinois Judges Association gave the keynote address.

DINNER SPONSORS

Gold

Patrick & Patti Murphy
J. Nelson Wood

Silver

Computer Bits
Heyl Royster
ISBA Mutual
Presence Behavioral Health

Table Sponsors

Attorney Registration & Disciplinary Commission
HeplerBroom
Illinois State Bar Association
MCLE Board
Rieff, Schramm, Kanter, & Guttman
Southern Illinois University Law School



LAWYERS' ASSISTANCE PROGRAM

JOSEPH R. BARTYLAK ANNUAL DINNER



“ During a time in my life when honesty and respect were in short supply, LAP's help allowed me to continue working, stay healthy, and eventually put my family back together and our legal crisis behind us. **”**

2014 ANNUAL DINNER

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On November 14th we celebrated our volunteers, supporters, and clients at LAP's Annual Dinner. This year's speaker was Illinois Supreme Court Justice Anne M. Burke. The Carl H. Rolewick Award was presented to the law firm of Tressler LLP. The John Powers Crowley Award went to the Honorable Henry R. Simmons (ret.). The President's Award went to the Honorable James R. Wexstten (ret.). Illinois Supreme Court Justice Lloyd A. Karmeier inducted the new Officers and Board Members.

DINNER SPONSORS

**A special thanks to the Tully Family Foundation
for their generous donation.**

Gold

Clifford Law Offices
Corboy & Demetrio
Harvey L. Walner & Associates
J. Nelson Wood

Silver

A Fresh Start Sober Living
Computer Bits
DuPage County Bar Association
Goldberg, Weisman, & Cairo, LTD.
McAndrews, Held, & Malloy
Patrick & Patti Murphy
Segal McCambridge

Bronze

Heyl Royster
Illinois Bar Foundation
Illinois Creditor's Bar Association

Illinois State Bar Association

James F. McCluskey

The Private Bank

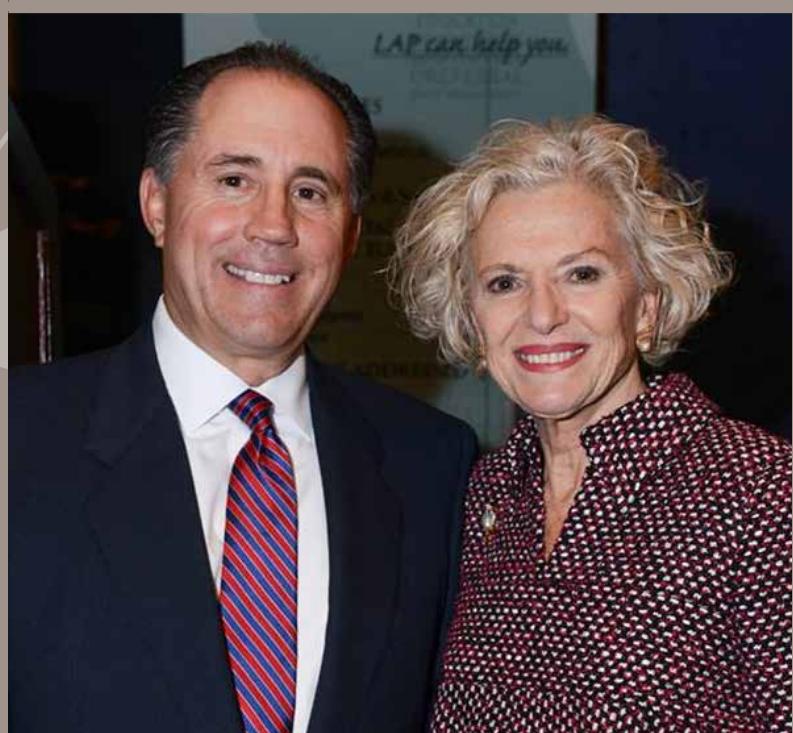
Robert Soderstrom

Salvi, Schostock, & Pritchard

Table Sponsors

A Fresh Start Sober Living
Attorney Registration & Disciplinary Commission
Chicago Bar Association
Clifford Law Offices
Computer Bits
Law Office of Brigid Duffield
Elmhurst Professionals Program
Gateway Foundation
Harborview Recovery Center
Hazelden-Betty Ford Foundation
Illinois Creditor's Bar Association
John Marshall Law School
Positive Sobriety Institute
Tressler LLP

2014
ANNUAL DINNER
AT THE
UNION LEAGUE CLUB
IN CHICAGO



“I called LAP because I wanted help. I didn't want to drink anymore. But I didn't know how to stop. It was a huge relief knowing I had reached out to someone who could help me.**”**

CONTINUING LEGAL EDUCATION

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Since 2006, LAP has been a certified MCLE provider, with every program qualifying for the ethics requirement. This educational outreach has helped us raise awareness of the issues lawyers face, as well as the many services available through the Lawyers' Assistance Program.

LAP staff members and volunteers provide programs for law schools, law firms, bar associations, government agencies and legal organizations. Programs are available in varying lengths and LAP representatives are available to serve on panels or present segments of programs presented by other organizations.

Although we can tailor any program to specific needs or audiences, our most popular educational programs are:

- Best Thinking in the Worst Situations: Proven Practical Solutions to Manage Stress
- Burnout Prevention
- The Art and Science of Remediating Burnout in Lawyering: Cultivating Emotional Balance in the Legal Profession
- The Impaired Lawyer: When a Colleague Needs Help

- The Happy Lawyer: The Path from Stress to Well Being
- An Overview of the Lawyers' Assistance Program
- Stress Hardiness: Resilience Training for Lawyers
- Lawyers and Suicide: What We Can Do

Online MCLE programs are available on the LAP website. Although there is no charge for any of our programs, we do encourage donations to help cover the administrative costs of these events and to support our operating budget. LAP is a 501(c) (3) not-for-profit corporation and all donations are tax deductible.

During the 2014/2015 fiscal year, LAP presented programs for the following organizations:

- American Bar Association
- Attorney Registration and Disciplinary Commission*
- Black Women Lawyers' Association
- Chicago Bar Association*
- Clark Hill
- Cook County Public Defenders
- Decalogue Society



- DePaul Law School*
- Drinker, Biddle, & Reath
- DuPage County Bar Association*
- Governor's Office – State of Illinois
- Hinshaw & Culbertson*
- IICLE Elder Law Short Course
- Illinois Association of Criminal Defense Attorneys
- Illinois Department of Employment Security
- Illinois Executive Ethics Commission
- Illinois Public Defender Association/State Appellate Defender Conference
- Illinois State Bar Association*
- Illinois Supreme Court Committee on Character & Fitness
- Jackson/Williamson County Bar Association
- Judicial Education Conference*
- Kane County Bar Association*
- Kane County Public Defender's Conference
- Kent Law School
- McAndrews Held & Malloy*
- McDonnell Boehnen Hulbert & Berghoff
- National Judicial Conference*
- NIEPA Conference
- Northwest Suburban Bar Association
- Northwestern Law School
- Southern Illinois University Law School
- Swanson, Martin, & Bell
- St. Clair County Bar Association
- University of Chicago
- Vedder Price*
- Winnebago County Bar Association

**denotes more than one presentation*

DONORS

ORGANIZATIONS

- A Fresh Start Sober Living
- Anonymous
- Black Women Lawyers' Association
- Chicago Bar Association
- Chicago Community Foundation
- Clifford LLP
- Computer Bits
- Corboy & Demetrio
- Cummins & Associates
- DuPage County Bar Association
- Goldberg, Weisman, & Cairo
- Harvey L. Walner & Associates
- Hazelden Betty Ford Foundation
- Heyl Royster
- Hinshaw & Culbertson
- Illinois Bar Foundation
- Illinois Creditor's Bar Association
- ISBA Mutual Insurance
- Law & Medicine Society Southern Illinois University
- Law Office of Jon Walner
- Mathis, Marifian, & Richter
- Mays, Walden, & Anastas, P.C.
- McAndrews, Held, & Malloy
- McDonnell Boehner Hulbert & Berghoff
- Minnesota Lawyers Mutual Insurance Company
- Presence Behavioral Health
- The Private Bank
- Segal McCambridge
- Swanson, Martin, & Bell
- Tressler LLP
- Tully Family Foundation
- Veritas Realty Capital Advisors
- Walker & Williams

INDIVIDUALS

- Robert J. Anderson, The Honorable
- Raymond Bendig
- Leonard Berg

- Timothy Bertschy
- Geraldine Brown
- Charles Caufield
- Connie Clark
- Michael Colwell
- James D'Amico
- Susan & Mark Ehrlich
- Mark Epstein
- James Faught
- Ken Gurber
- Juleann Hornyak
- Matthew Hutmacher
- Lloyd A. Karmeier, The Honorable
- Richard Kleinman
- Philip Kosanovich
- James McCluskey
- Ellen McGury Stone
- Harry Missirlian
- Francis Patrick Murphy
- Joseph O'Donnell
- Tim Olofsson
- Ken & Leola Perkins
- Regina Kwan Peterson
- Christine Piesiecki
- Wendy & Sol Rajfer
- Judith Ray
- Robert Repel
- Dawn Rose
- Valeé Salone
- Barbara Sereda
- Benedict Schwarz
- Robert Soderstrom
- Stephen Stern
- Michael Sullivan
- George Timberlake
- Don Tracy
- Angela Tucker
- Carol Walters
- J. Nelson Wood



FINANCIAL SUMMARY Year Ending 30 June 2015

SUPPORT AND REVENUES

Lawyer Registration Fees	\$487,000
Donations and Other Income	\$65,025
Total Revenues	\$552,025

EXPENSES

Personnel Expenses	\$296,355
Occupancy	\$51,004
Operating Expenses	\$140,714
Total Expenses	\$488,073

BOARD OF DIRECTORS

**Francis Patrick Murphy***President*

Patrick Murphy is a partner in the firm of Corboy and Demetrio in Chicago.

**Matthew A. Hutmacher**

Matthew Hutmacher practices law with the firm of Mays, Walden & Anastas, P.C.

**J. Nelson Wood***Vice-President*

Nelson Wood is the chief executive officer of Wood Energy, Inc. in Mt. Vernon.

**Hon. Daniel J. Kubasiak**

Daniel Kubasiak is a Municipal Department judge assigned to the Traffic Section of the First Municipal District.

**Ira N. Helfgot***Treasurer*

Ira Helfgot is a Chicago attorney who specializes in commercial litigation, collections, and professional liability law.

**Edward T. McCarthy**

Edward McCarthy practices real estate, probate and general litigation in southwestern Illinois, primarily in Madison and St. Clair counties.

**Timothy Bertschy***Secretary*

Timothy Bertschy is managing partner of Heyl, Royster, Voelker and Allen.

**Hon. Sheila M. Murphy (retired)**

Sheila Murphy is a retired Cook County Circuit Court Judge who is currently an adjunct professor at John Marshall Law School in Chicago.

**Hon. Michael T. Caldwell**

Michael Caldwell is a Circuit Court Judge in the 22nd Judicial Circuit in Woodstock (McHenry County).

**Valeé L. Salone**

Valeé Salone is a Chicago attorney with a practice that specializes in wills, trusts, probate estates, real estate, and adoption.

**James J. Faught**

James Faught is Associate Dean for Administration at Loyola University Chicago School of Law.

**Gerald R. Walters**

Gerald Walters is a lawyer with the firm of McCarthy & Allen.

**Richard N. Gillingham**

Richard Gillingham practices law with a focus on estate planning, trusts, and real estate in Carrollton (Green County).

**Hon. Warren D. Wolfson**

Warren Wolfson is a retired Appellate Court Justice, former Interim Dean of DePaul University School of Law and is now a distinguished Visiting Professor of Law at DePaul University School of Law.

**Hon. John A. Gorman (retired)**

John Gorman was a Federal Magistrate Judge in the US District Court (Central District of Illinois) in Peoria.

STAFF

**Robin M. Belleau, JD, LCPC***Executive Director*

A former attorney in DuPage County, Robin Belleau is a Licensed Clinical Professional Counselor with a background in addiction and mental health. She has a master's degree in counseling from Northern Illinois University. She joined the LAP staff in 2010.

**Hon. James M. Radcliffe, III***Associate Director*

James Radcliffe is a retired associate judge from St. Clair County and a former LAP board member. He became associate director in 2008 and manages LAP's downstate office in Belleville.

**Anthony Pacione, LCSW, CSADC***Clinical Director*

Tony is a Licensed Clinical Social Worker in Illinois and a Certified Supervisor Addiction Counselor. He holds a Master of Social Work and a Master of Arts in Education degrees from Washington University in St. Louis.

**Chelsy Castro, JD, MA, MSW***Clinical Case & Program Manager*

Chelsy Castro joined the LAP staff in 2014. Prior to joining LAP, Chelsy practiced law as a multilingual attorney in the field of international regulatory compliance. She earned her Master in Clinical Social Work from the University of Chicago and her clinical experience in the field of mental health includes assessments, psychotherapy and case management.

**Bridget A. McLaughlin***Administrative Assistant*

Bridget McLaughlin has a degree in elementary education and was a pre-school teacher before her work at Lawyers' Assistance Program. She joined the LAP staff in 2001.

ADVISORY COMMITTEE

to the Board of Directors

**Julio Cesar Argueta**

is a criminal defense attorney with Soffietti Johnson Teegen Phillips & Argueta Limited in Waukegan and Fox Lake.

**C. J. Muller**

is an attorney with the David M. Vicek firm in Palos Hills and handles real estate cases as well as estates and trusts.

**Hon. Daniel G. Welter (retired)**

is a retired Circuit Court Judge who now works for the Archdiocese of Chicago.

**Brigid A. Duffield**

practices family law in Wheaton.

**Andrea E. Olness**

is an insurance defense attorney with Lucas & Associates Limited in Woodstock.

**Matthew J. Iverson**

is a retired lawyer who specialized in professional liability cases in Chicago.

**Robert S. Soderstrom**

Robert S. Soderstrom, a retired civil litigation attorney, serves as Of Counsel in the Chicago office of Tressler LLP.

**Mark N. Lee**

is a personal injury attorney in Springfield.

**Lamont M. Walton**

is a Chicago attorney who specializes in family law, probate and personal injury.

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