

2006-2007

# Lawyers' Assistance Program annual report



LAWYERS' ASSISTANCE



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## Our Mission

Lawyers' Assistance Program has a three-fold 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





## Message From Our President

### AN AMAZING YEAR IN REVIEW

2006-2007 saw LAP strengthen its programming, deepen its concern, and continue to promote health and wellness. Numbers served have continued to exceed prior years. It is no surprise when staff and board members have personally presented the message and services of LAP within law schools, law firms, and judicial opportunities.

Every category has increased in services sought and delivered. The mission of delivering the services of education, information and referral, peer assistance, and intervention has been strongly promoted.

I invite you to carefully note the dynamic statistics of this Annual Report. It is our pleasure to share this service and financial report. This documents our efforts to address some of the spectrum of issues which confront and impair the legal profession. Although callers remain largely victimized by chemical dependency, a strong second is psychological matters. Of course, multiple issues may be in place.

It is encouraging that the largest number of callers was self-referrals -- a direct response to our outreach and educational programs. Information and referral to treatment remain the most delivered services. Services to a more diverse population including women have shown strong improvement.

We have had well attended Alcoholics Anonymous meetings in the Chicago office and were able to respond to requests for a weekly Narcotics Anonymous scheduled meeting.

As an approved MCLE provider, we have reached greater numbers of lawyers through workshops and presentations.

Printed advertisements have kept the message before the bar. The ads always point out that the services are completely confidential.

Luncheons have been held downstate featuring Supreme Court Justice Rita Garman in Quincy and Supreme Court Justice Robert Thomas in Rockford. The Alton office has provided local access to necessary services downstate.

Continuing evidence of the need for LAP recommitments the Board of Directors and staff to find opportunities to assist those at risk.

Whatever the addiction and whether a law student, lawyer, or judge, LAP is pledged to deliver the individual support necessary to prevent abuse and loss of the privilege of serving the law.

One amazing year and still LAP matters.

Valeé L. Salone, President  
LAP Board of Directors





## Executive Summary

Five years ago, the LAP board and staff members conducted a two-day strategic planning session where we planned for a broader scope of services, a greater awareness of our programs through outreach and education, and an increase in the numbers of individuals helped by the Lawyers' Assistance Program.

At the conclusion of the 2006-2007 fiscal year, I am pleased to report we are meeting these goals and continuing progress in each area. LAP is an organization on the move!

Over the past few years, we have expanded beyond alcoholism and drug dependency to include such health issues as stress, anxiety, depression, and other mental health disorders. We provide assistance with problem gambling as well as many other compulsive disorders. And always, we encourage law students, lawyers, and judges to come to LAP for assistance as soon as these issues begin to interfere with their personal and professional lives, rather than waiting until problems become severe or incapacitating.

The new Minimum Continuing Legal Education requirements have provided LAP the opportunity to present educational programs throughout the state. As a certified MCLE provider, LAP has presented programs (approved for the professionalism and ethics requirement) to law firms, bar associations, government agencies, and other organizations reaching more than 2,000 legal professionals in the second half of the fiscal year.

Additional efforts to raise awareness have come through advertising in legal publications, articles, brochures, a web site, and a new 16-minute video which we show at every opportunity.

While we keep no long-term client records, we do track demographic information closely; details follow in this report. The number of clients increases every year and we take special note that, in addition to lawyers, we help more law students and judges every year.

In the midst of this year's successes, LAP faced one significant loss. Associate Director Joseph Bartylak, who established and worked from our Alton office, resigned in June for health reasons. Joe has been involved with Lawyers' Assistance Program since its inception in 1980 and served as Associate Director from 2004 to 2007 working to provide assistance to lawyers in central and southern Illinois.

We expect to relocate the downstate office and have a new associate in place within the next few months, but we remember Joe's dedication and work on behalf of LAP.

Staff members, board members, and our many volunteers continue to work on behalf of LAP with passion and commitment. My personal mission is for every Illinois lawyer to know this important resource is here.

Janet Piper Voss  
Executive Director



## A Brief History of Lawyers' Assistance Program

The Lawyers' Assistance Program, Inc. was founded in 1980 by a concerned group of lawyers from the Chicago Bar Association and the Illinois State Bar Association who saw the need for members of the profession to reach out to help colleagues who were impaired by alcohol abuse and addiction.

By August of that year, this group was incorporated as a 501c(3) not-for-profit corporation.

These committed volunteers sought to help those with alcohol and substance abuse problems. They found guidance from professionals at Parkside Treatment Center and engaged clinicians from that facility to educate the volunteers on addiction and recovery and instruct them on team intervention techniques.

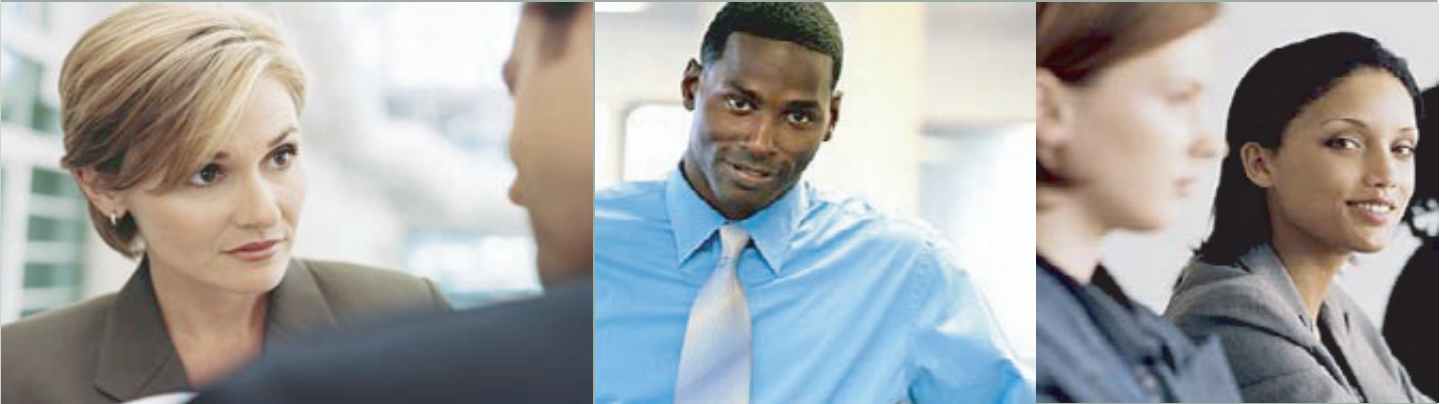
For many years, volunteers and later part-time staff members worked toward the mission of Lawyers' Assistance Program, depending on funding from the CBA, the ISBA, bar foundations, law firms, and concerned individuals. In 2002, the Lawyers' Assistance Program Act provided stable funding for the first time – with \$7 of every lawyer's registration fee designated to support LAP. Funds are administered through the Administrative Office of the Illinois Courts. The Supreme Court now appoints a fourteen-member board of directors.

By 2000, LAP had two full-time employees -- an executive director and an administrative assistant. In 2003, LAP opened a downstate office in Alton, Illinois to better serve clients outside the Chicago area and hired a part-time associate director to work from that office.

In 2004, LAP moved its Chicago office into independent office space on the 18th floor at 20 South Clark Street – providing a more efficient and discreet space for expansion of services. This permitted the addition of a part-time clinical director bringing the total staff to two full-time and two part-time employees.

In recent years, LAP has broadened its scope beyond alcohol and drug addiction to address a broad range of mental health problems and compulsive disorders such as problem gambling.

## How The Program Works



Many legal professionals recognize that Lawyers' Assistance Program helps lawyers, judges, and law students with alcohol, drug, or mental health problems. Not all understand how the process actually works – and how individuals find their way to LAP services.

Approximately 55% of LAP's clients call one of the LAP offices or a volunteer they know. They recognize they have a problem and ask for help. Usually, LAP's Clinical Director does an assessment – in person wherever possible – or refers the individual to an outside professional for an assessment. LAP works with treatment programs throughout the country as well as with individual therapists, psychologists, and psychiatrists – and often makes referrals to professionals.

When appropriate, our staff members connect the individual with a trained LAP volunteer who has experienced a similar problem and successfully managed it. Peer support and one-on-one peer counseling is often the best way to provide assistance for less severe problems or to provide additional help in conjunction with professional treatment.

Intervention is a group process that, with respect and concern, helps an individual who may not realize he or she has a serious problem with alcohol or other drug use. Many calls to the LAP office or to LAP volunteers come from colleagues, family members, or friends of the lawyer or judge who are concerned about behavior and alcohol/drug use. The objective is to dismantle denial, stop family and friends from enabling the subjects' behavior, and initiate change.

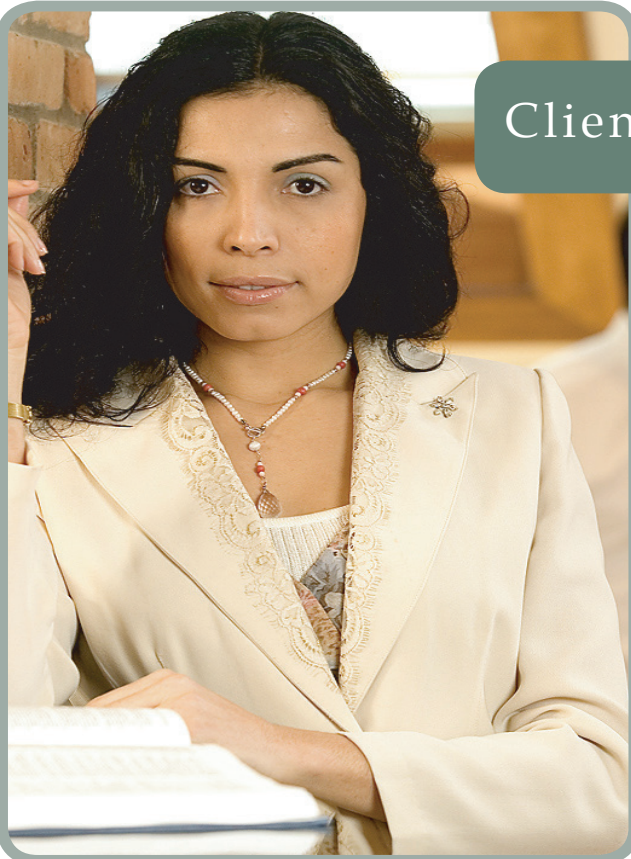
LAP uses a peer intervention model with three trained, experienced volunteers – at least one of whom is a judge – who meet with those who are concerned, gather information, hold a practice session, and ultimately confront the person about the observed behavior in a non-judgmental manner. When a judge is the subject of an intervention, the team consists of three judges. The team presents a clear, concrete plan of action to the individual. At least one member of the intervention team is in recovery from the same issue.

LAP has a strong track record of interventions that initiate change and result in the individual seeking treatment. Since alcohol/drug addiction recovery is an ongoing process, we also continue to work with individuals following addiction treatment.

During the past year, LAP has added additional services. There are twelve-step meetings (both Alcoholics Anonymous and Narcotics Anonymous) in the Chicago LAP office. Our clinical director facilitates a weekly depression group for lawyers and, as the need arises, conducts a relapse prevention group for those in early recovery.

Although LAP addresses serious impairments caused by addiction, mental health problems, and compulsive disorders such as problem gambling, we encourage legal professionals to seek assistance for less severe issues of stress, grief, or simply feeling overwhelmed.





## Client Services: The Year In Review

### PROGRAM ACTIVITY

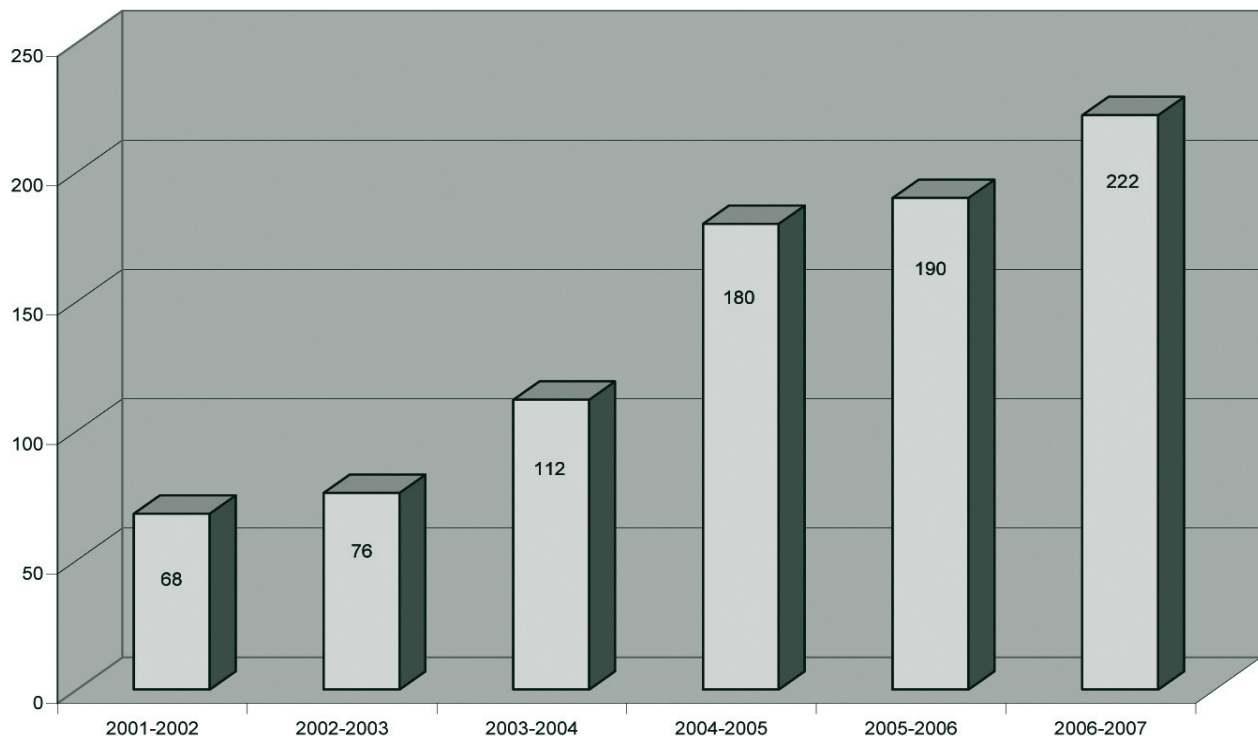
Consistently documented records from the past five years indicate a significant increase in the number of clients the Lawyers' Assistance Program has served.

The amount of staff and volunteer time per client varies widely – from a simple referral to ongoing support and case management. Each new client case is counted only once at intake even though many cases span more than one fiscal year.

The following chart shows the steady increase in new cases between 2001 and 2007. 222 new cases were opened in 2006/2007 – and 74 of those were still active after the June 30 fiscal year close.

Note: 2002/2003 was a foreshortened year (nine months) as we changed our fiscal year to match that of the State.

**Yearly Summary of New Clients Served**

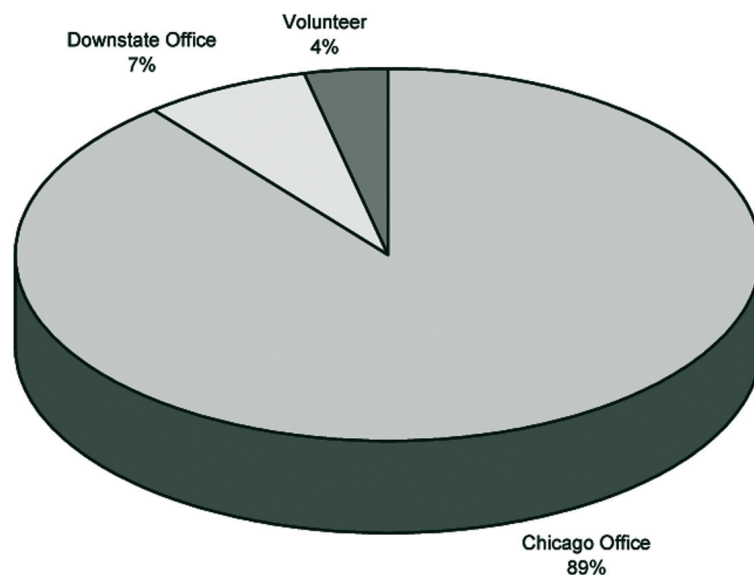


# Call Recipients & Referral Sources

## CALL RECIPIENTS

89% of new client cases were received by the Chicago office and 7% by the Downstate office. The remaining new cases were first directed to volunteers who then reported them to LAP.

Calls to the downstate office decreased this year when it became necessary for our associate director to be on medical leave. Downstate calls were handled through the Chicago office during the last few months of the fiscal year.

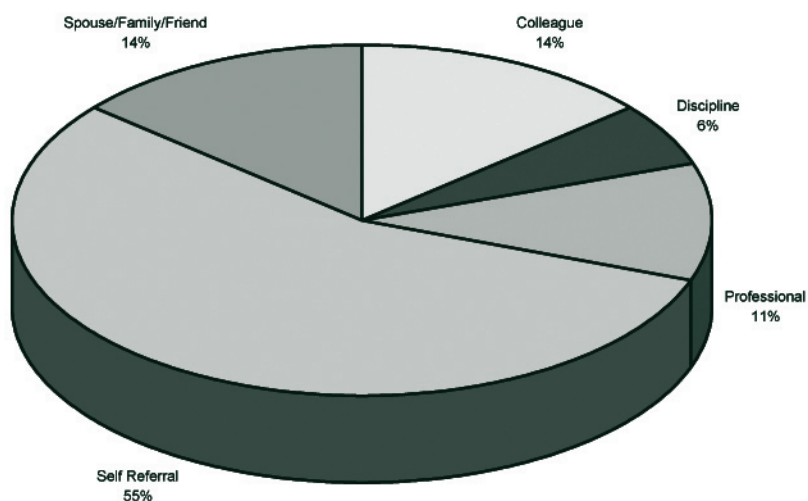


## REFERRAL SOURCES

Referrals come to LAP from numerous sources. More than half of new clients last year were self-referrals – individuals who recognized their problem and called LAP for assistance. The remaining referrals came from concerned colleagues, treatment professionals or treatment programs, family and friends, and discipline.

The number of self referrals has increased over the past four years and we think this indicates a higher level of both awareness and confidence in LAP.

We have also seen an increase in referrals from treatment professionals (both individuals and treatment programs) as LAP becomes better known to them. The recent ARDC rule change has led to more referrals from discipline.

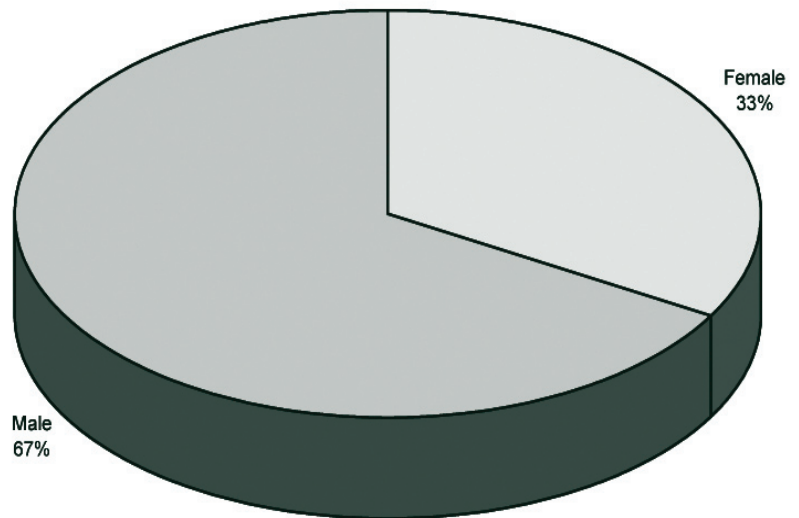


## Gender & Age Statistics

### GENDER

While LAP has always served more men than women, we saw a striking increase in the number of women served in 2006-2007.

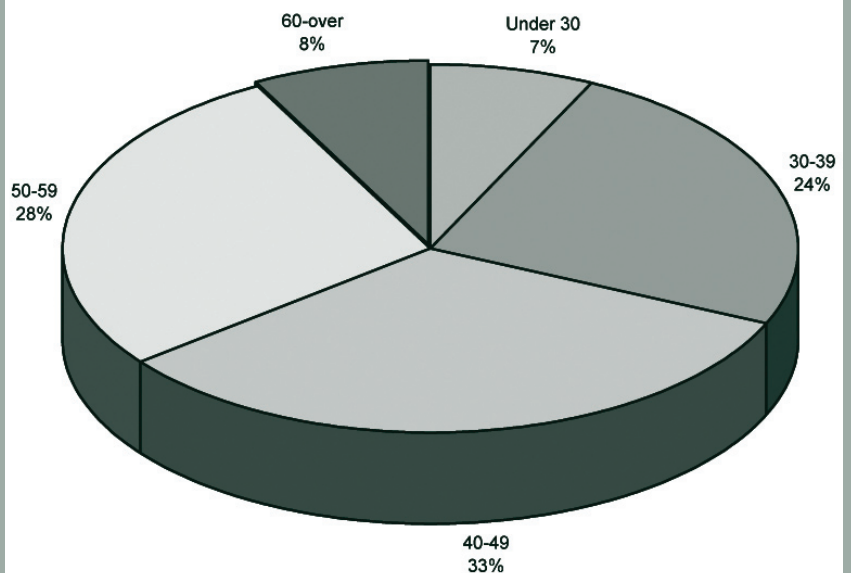
The percentage of women served in recent years had been 18% to 19% of the total new cases. This year the number increased significantly to 33%.



### AGE

Age breakdown usually remains consistent from year to year, though we have seen a slight increase in those under 30 as we work with more law students. There has also been a slight increase in those over 60 as we see cases affected by retirement and other older adult issues.

More than half of our clients (57%) fall between 30 and 49.





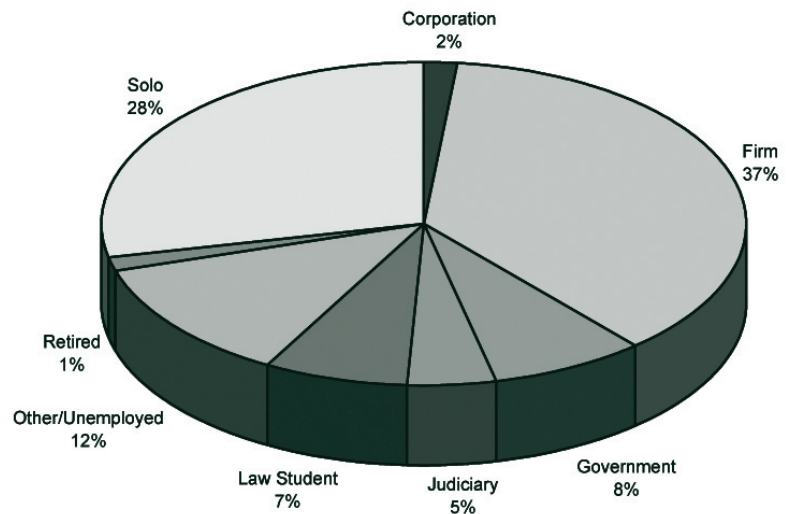
# Work

## WORK

Last year we had nearly equal numbers of lawyers who worked as solo practitioners and those who worked with firms. Historically, there have been higher numbers of lawyers who work on their own.

We are pleased to report a steady increase in the number of law students we serve. 7% of the total clients served last year were law students.

A segment of the legal profession that has been difficult to reach in the past is the judiciary. During the past five years, we have seen a slow but steady increase in the number of judges we have helped. 5% of this year's cases were judges and of those more than half were self referrals.



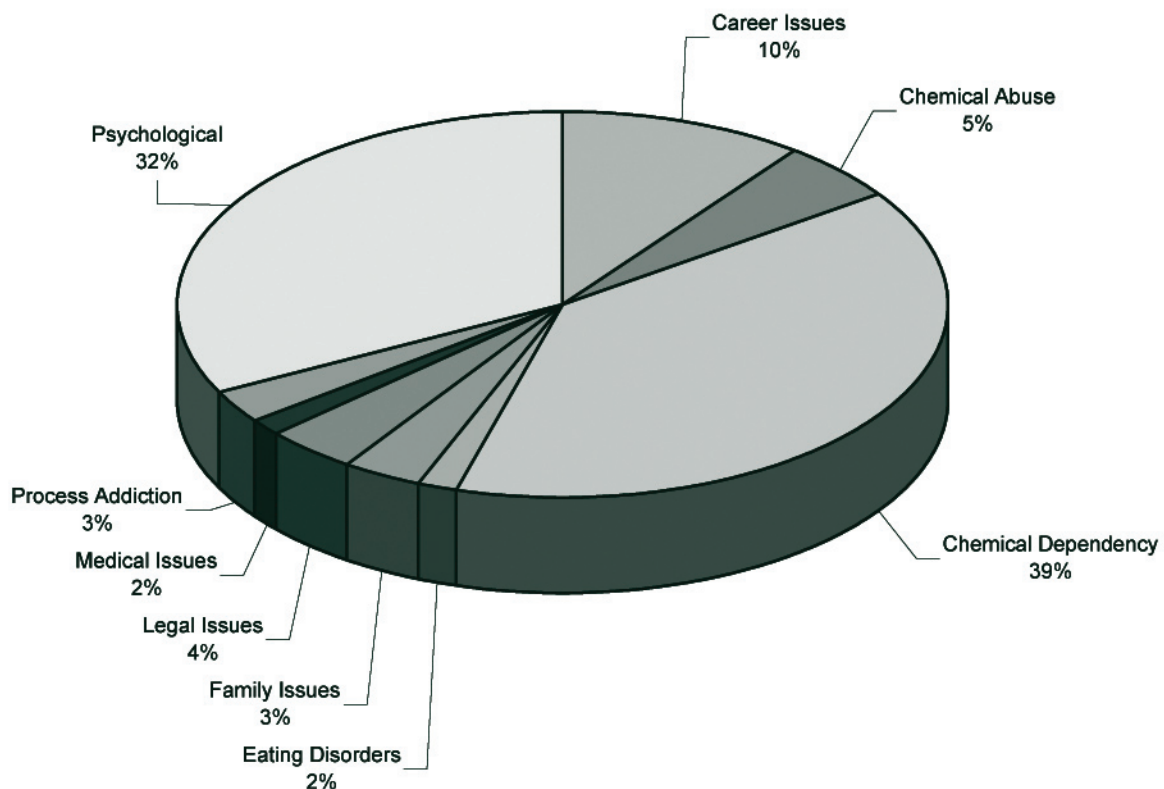
# Issues

## ISSUES

While LAP has primarily focused on alcohol and drug issues over its history, there has been an important effort in recent years to broaden the scope of services and address a wide variety of mental health issues as well. Consistently each year our new cases divide into thirds -- with one-third addiction cases, one-third mental health cases, and one-third a combination of the two.

The following chart shows the breakdown in types of issues, but individuals often experience more than one problem so there is overlap in the counting of each issue. The major categories are chemical dependency (39%) and psychological problems (32%).

Chemical abuse is a problem in 5% of the cases and may involve DUI offenses or disruptive behavior without meeting the definition of alcoholism or drug addiction. The term "process addiction" refers to compulsive behaviors such as problem gambling, obsessive internet use, sexual compulsivity, and compulsive shopping.

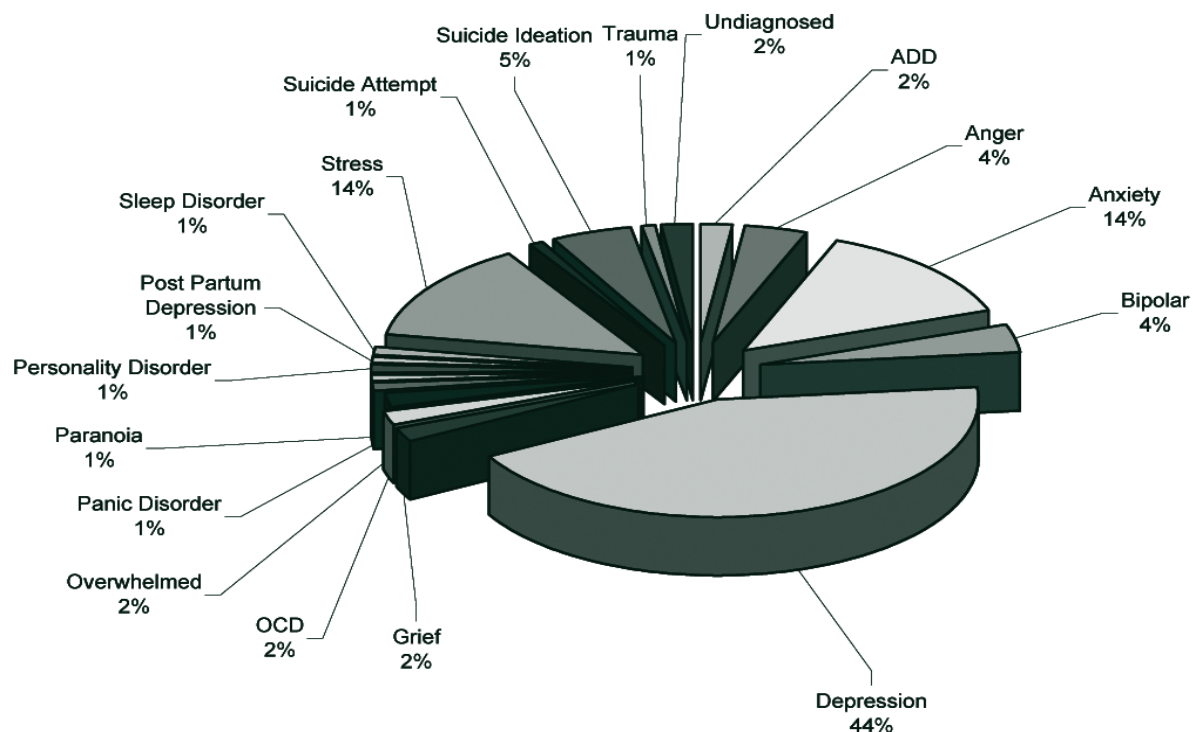
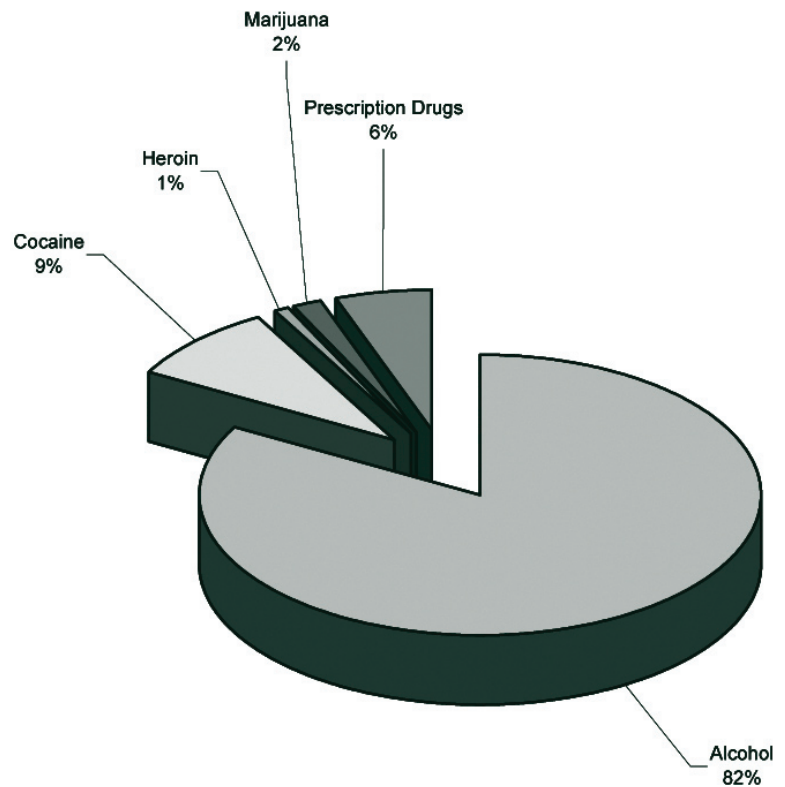


## A Closer Look At The Problems

Chemical dependency refers to addiction to any substance, both legal and illegal. Of those needing help for dependency, 82% identify alcohol as the issue. While many are dependent solely on alcohol, many abuse alcohol along with other drugs.

Depression is the most significant mental health issue with legal professionals of all ages reporting behavior that qualifies as clinical depression. Suicide attempts and suicide ideation are indicated in 6% of the psychological problems – a rate further reinforced by the high rate of suicide in the legal profession in the country.

For clarification: ADD refers to Attention Deficit Disorder; PTSD is Post Traumatic Stress Disorder; OCD is Obsessive/Compulsive Disorder; and Bipolar Illness describes severe mood swings, formerly known as Manic/Depressive Disorder.



# Services

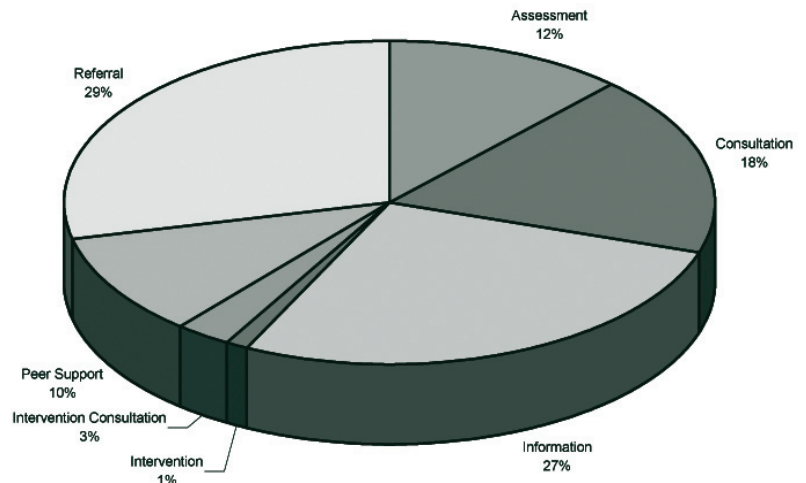
## SERVICES

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

In 4% of the cases, the focus is on intervention for alcohol, drug, or compulsive gambling problems. As more legal professionals contact LAP of their own volition, the numbers of interventions are decreasing in recent years.

Since intervention is a process involving information gathering and planning before the actual intervention takes place, the intervention itself sometimes becomes unnecessary when the subject decides to seek treatment during the intervention preparation stage. Nevertheless, intervention is an important tool when the subject is not able to see the need for help. Last year, the intervention actually took place in 1% of the cases.

Making referrals to other professionals or to treatment facilities is an important LAP service. With connections in Illinois and throughout the country, LAP is able to refer the individual to the program best suited for his/her need.

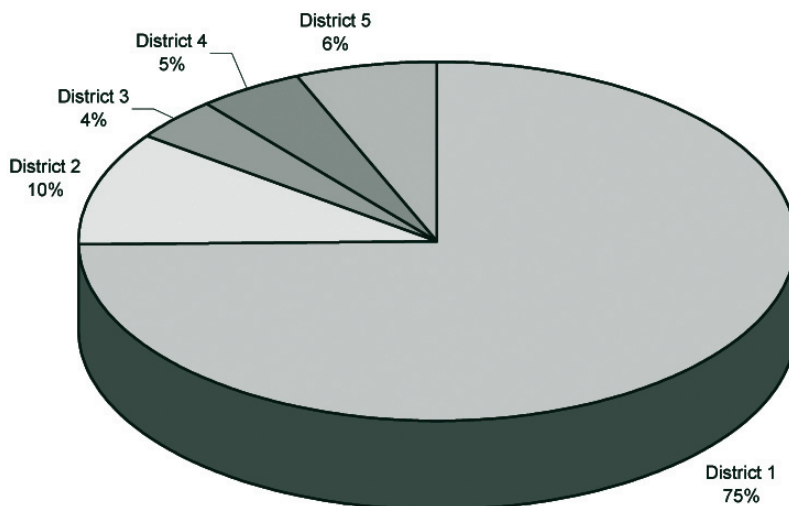




## A Breakdown By The Judicial Districts In Illinois

We track our geographical data according to the judicial districts in which our clients live.

While 75% of the new cases came from the Chicago area, we have seen an increase in "downstate" clients since opening our Alton office in 2003. It is our goal to provide assistance to more of these individuals outside the Chicago area.



## Outreach Activities



### OUTREACH

This includes marketing, advertising, and public speaking and has been a high priority in recent years. Unfortunately, the legal community has not known us well enough and we are aware there are many legal professionals needing assistance who do not know they can turn to Lawyers' Assistance Program.

### DOWNSTATE LUNCHEONS

In 2005 and 2006, LAP held a series of luncheons in Collinsville, Springfield, Champaign, and Peoria to raise awareness and inform legal professionals of new services. This past year, we continued this outreach with luncheons in Quincy, with Justice Rita Garman as the keynote speaker, and in Rockford, with Chief Justice Robert Thomas as the keynote speaker.



### LAW SCHOOLS

LAP staff members and volunteers regularly speak at many of the Illinois law schools – during new student orientation or as part of ethics and professionalism classes. To supplement these presentations and to reach law students who do not have the opportunity to hear these presentations, we created a new eight-page brochure called *Straight Talk About Law School*.

### REACHING ILLINOIS JUDGES

We created another eight-page brochure on *Confidential Assistance for Illinois Judges* which describes the unique position of the judge to see impairment in the lawyers who come before him or her and to identify problems among judicial colleagues. It also addresses the risks judges face regarding their own chemical dependency or mental health problems. LAP has sought out forums where LAP volunteer judges can address other judges to raise awareness about the confidential assistance available to the judicial community.

### VIDEO PROJECT

Those of us associated with LAP are very excited about our new 16-minute video that describes the need for LAP as well as the services available. Following long months of script writing, interviewing, staging role plays, editing, and packaging, we introduced this new video at our annual dinner in October. The reception has been extremely positive. Now the task of distributing this video and assuring that large numbers of Illinois legal professionals see it lies ahead. We believe this video will have a huge impact on our outreach efforts.





## Minimum Continuing Legal Education

The new Illinois Minimum Continuing Legal Education requirement has opened new doors for Lawyers' Assistance Program and provided a dynamic forum for education and outreach to the legal community.

LAP is an MCLE Certified Provider and all of our programs qualify for the Professionalism and Ethics Requirement. These presentations include all volunteer training programs as well as special programs of varying lengths presented to law firms, bar associations, government agencies, and other legal education groups. There is no charge for these MCLE programs.

During the second half of the fiscal year, LAP provided programs to more than 2,000 Illinois lawyers. While we always tailor the program to fit the audience, two basic programs are most popular:

- The Impaired Lawyer: When a Colleague Needs Help
- Striving for Balance in a High Stress Job

Both programs are available in one, one and one-half, and two-hour formats. Wherever time permitted, we also showed our 16-minute video describing why assistance for lawyers is important and what LAP services include.

We believe these programs fill a need in the legal education for Illinois lawyers and look at them as a new opportunity to increase awareness and let more legal professionals know about Lawyers' Assistance Program and the services available.



## Confidentiality as the Cornerstone

All client interactions with LAP are held in strict confidence according to Supreme Court Rule 1.6 (Article VIII). The relationship between an individual who seeks or receives assistance and the LAP staff person or trained volunteer is the same as that of a lawyer and client.

In addition, trained LAP volunteers who provide assistance have immunity under the Alcoholism and Drug Reporter Immunity Act, 745ILCS 35/4. This also pertains to individuals who report their concerns about colleagues or family members to LAP staff members or volunteers as long as the report is made in good faith. All reports relating to an intervention are confidential and privileged.

Lawyers, judges, and law students can seek assistance – for themselves or for others -- with complete assurance that their confidentiality will be upheld.

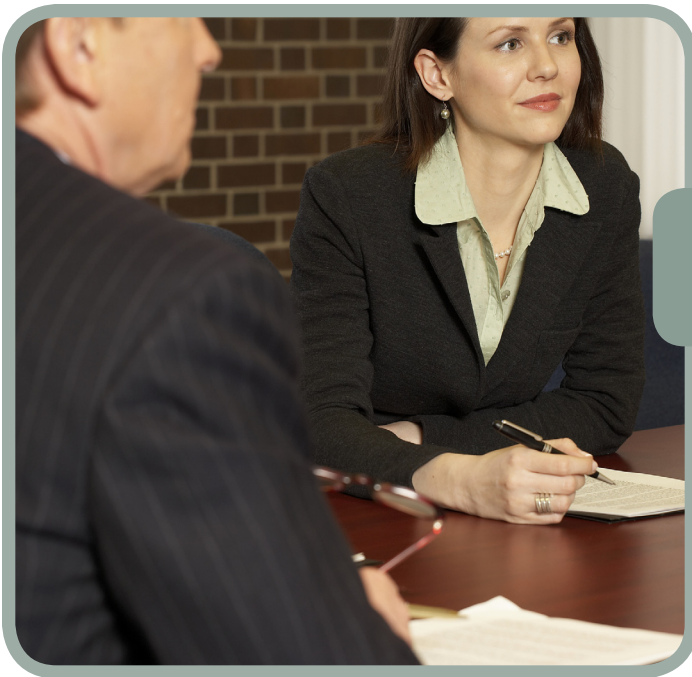
The Lawyers' Assistance Program and the Illinois Attorney Registration and Disciplinary Commission have always maintained a separate and distinct relationship -- with LAP focusing on assistance and the ARDC on discipline. This has not changed.

Through a rule change this past year -- Supreme Court Rule 766 (B) (3) -- the ARDC is now permitted to make referrals to LAP when the issue for the lawyer is alcohol or drug abuse, addiction, mental health problems, or compulsive disorders such as problem gambling. As a result, 6% of LAP clients were referrals from the ARDC during the past year.

This is strictly a one-way referral process: the ARDC makes the referral to LAP but LAP maintains the individual's confidentiality and does not report back to the ARDC.

The only exception to this process is when a client waives the confidentiality and specifically asks LAP to report to the ARDC as a means of assisting the lawyer by verifying that appropriate treatment is in place and recovery is evident.

Lawyers' Assistance Program is completely separate from the Attorney Registration and Disciplinary Commission as well as the Judicial Inquiry Board.



## LAP's Trained Volunteers

For the past 27 years, volunteers with the Lawyers' Assistance Program have been working confidentially and behind the scenes to help impaired lawyers. Although Lawyers' Assistance Program now has two offices and four salaried employees, these dedicated volunteers continue to be the foundation of the work LAP does.

Staff members are there to receive calls, meet with individuals who need assistance, and make referrals to professionals.

It is the volunteers who provide direct peer support and carry out most of the interventions.

To assure all volunteers understand the LAP mission and philosophy and to provide them with up-to-date information on addiction and mental health among legal professionals, all volunteers are required to participate in volunteer training. Any Illinois lawyer or judge may attend a LAP training seminar to:

- Acquire a foundation of knowledge regarding the philosophy and theoretical concepts which form the basis for peer assistance and interventions; and
- Develop a capability for providing peer support to legal colleagues; and to learn how to participate in and make a contribution to the intervention process.

Attorneys and judges volunteer because they feel the assistance they provide is valuable and beneficial for the profession. Most find it personally rewarding to help others and those in recovery find it enhances their own recovery experience.

In addition to providing peer support and participating in interventions, LAP volunteers often speak with law students, bar associations, law firms, and other legal organizations on the impact of chemical dependency on the legal profession and the services provided by LAP.



## ABA Commission on Lawyer Assistance Programs

The American Bar Association's Commission on Lawyer Assistance Programs links the assistance programs in the United States and Canada and serves as an important resource. Known as CoLAP, this commission provides a variety of services to LAP directors and LAP volunteers.

A "list serve" links individuals and provides an important forum for discussing issues that LAP programs face and for sharing problems, resources, and strategies that have worked. When a problem surfaces, directors and volunteers send out a call for help and those who have faced a similar situation respond with ideas and solutions. This has been invaluable to programs just getting started – and long-established programs such as Illinois give and receive helpful information on an almost daily basis.

Each year CoLAP hosts an Annual Conference – held this year in San Francisco in October. It is four days of programs and workshops that keep directors and volunteers up to date on issues, current information on addiction and mental health, and ways to successfully implement programs. The theme of the 2006 conference was *Justice and Healing for the Individual in the Justice Community*. The 2007 conference will be in Halifax, Nova Scotia on October 2.

Janet Piper Voss just completed the first year of her appointment to the CoLAP Advisory Commission and will continue as an Advisory Commission member for the coming year. She is a member of a new Judicial Assistance Committee that is addressing the issues surrounding assistance for judges with substance abuse and mental health issues. Three other LAP volunteers have been appointed to that committee: Judge Michael Caldwell (Woodstock), Judge Sheila Murphy (Chicago), and Appellate Court Justice Michael J. Murphy (Chicago).

We worked cooperatively with the Wisconsin Lawyers' Assistance Program in May when we participated in an intervention demonstration at the Wisconsin Bar Association Annual Meeting. Senator George McGovern was the keynote speaker for the event.



## Annual Dinner



The Annual Dinner is a celebration of Lawyers' Assistance Program and a tribute to the volunteers who work on its behalf. LAP president Gerald Walters turned over the gavel to the new incoming president, Valeé Salone.

Sports Illustrated Legal Affairs Writer and LAP volunteer Lester Munson was the keynote speaker at this year's Annual Dinner – held October 6 in the Empire room of the Palmer House Hilton Hotel. A record number of attendees heard his presentation.

Each year LAP honors a lawyer and a judge who have contributed to LAP and to the quality of life in the Illinois legal community. This year the Carl H. Rolewick Award went to Mary Robinson of the Attorney Registration and Disciplinary Commission. The Honorable John Powers Crowley Award was presented to long-time LAP volunteer Justice Michael J. Murphy of the Illinois Appellate Court.





## Financial Summary

### LAWYERS' ASSISTANCE PROGRAM, INC.

#### Statement of Financial Activities

Year Ending 30 June 2007

#### Financial Position

Total Liabilities and Net Assets	\$127,509.00
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#### Statement of Activities

##### Support and Revenues

Lawyer Registration Fees	\$431,000.00
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Other Income	\$17,321.00
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TOTAL REVENUES	\$448,321.00
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##### Expenses

Program Services	\$230,371.00
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Supporting Services	\$206,301.00
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TOTAL EXPENSES	\$436,672.00
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#### Statement of Functional Expenses

Personnel Expenses	\$224,412.00
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Occupancy	\$45,830.00
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Marketing and Outreach	\$31,061.00
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Office Expenses	\$108,926.00
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Education and Training	\$26,443.00
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Total Functional Expenses	\$436,672.00
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## Staff



**Janet Piper Voss,  
Executive Director**

Janet became executive director in 2002. With 20 years experience in the addiction treatment field, she has a background in administration, fundraising, marketing, and program development. She served as the executive director of the Cenaps Corporation, a training and consulting firm in addiction treatment, and was the former executive director of Grateful House, an extended residential treatment for women in Oak Park, Illinois.



**Joseph R. Bartylak,  
Associate Director**

Joe Bartylak became a LAP volunteer in 1980 and served on its board of directors until he resigned in 2004 to become a LAP staff member and head the downstate office in Alton. Prior to becoming associate director, Joe was executive director of the Land of Lincoln Assistance Foundation. After 27 years of active involvement with LAP, Joe retired in June 2007.



**Susan Riegler,  
Clinical Director**

Susan has a master's degree in sociology from Illinois State University and a master's degree in clinical psychology from the Chicago School of Professional Psychology where she is working on her doctorate. Prior to becoming the LAP clinical director in 2005, she worked for Chestnut Health Systems, Hazelton Chicago, and was the Chicago representative of MusiCares, providing counseling services for musicians with addiction and mental health needs. Susan also has a consulting and intervention service that facilitates interventions for families and businesses and leads groups in continuing care, relapse prevention, and education.



**Bridget A. McLaughlin,  
Administrative Assistant**

Bridget came to LAP on a temporary basis in 2001 and in 2002 became its full-time administrative assistant. She has a degree in elementary education and was a pre-school teacher at St. Barnabas School before her work at Lawyers' Assistance Program.

## Board of Directors



**Valeé L. Salone, President**

Valee Salone practices law in Chicago with a focus on wills, trusts, probate estates, real estate, and adoption.



**Hon. John A. Gorman,  
Vice-President**

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



**Larry R. Rogers, Jr.,  
Treasurer**

Larry Rogers, Jr. is a partner with the firm of Power, Rogers, and Smith in Chicago



**Hon. Michael T. Caldwell,  
Secretary**

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



**Timothy Bertschy**

Timothy Bertschy is a lawyer with Heyl, Royster, Voelker, and Allen in Peoria.



**Philip H. Corboy**

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



**James J. Faught**

James Faught is Associate Dean of Student Services at Loyola University Chicago School of Law.



**Richard N. Gillingham**

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

## Board of Directors



**Hon. Michael J. Howlett, Jr.**

Michael Howlett is a judge in the Juvenile Justice and Child Protection Division of the Cook County Circuit Court in Chicago.



**Matthew A. Hutmacher**

Matthew Hutmacher practices law with the firm of Hutmacher and Rapp in Quincy (Adams county).



**Hon. Sheila M. Murphy**

Sheila Murphy is a retired Cook County Circuit Court Judge who is currently of counsel at Rothschild, Barry, and Meyers in Chicago.



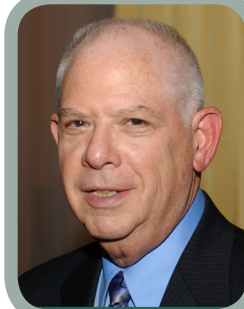
**Hon. James M. Radcliffe, III**

James Radcliffe is an Associate Circuit Court Judge in the 20th Judicial Circuit in Belleville (St. Clair County).



**Gerald R. Walters**

Gerald R. Walters is a lawyer with the Lakin Law Firm in Wood River (Madison County).




**Hon. Warren D. Wolfson**

Warren Wolfson is an Appellate court Justice in the First District in Chicago.

## Our Advertisements

*Are you*  
**CONCERNED**  
*about a* **Colleague?**




Are you concerned about a colleague who needs help and may not realize it?

Do you see signs of alcohol or drug use that impair work or family relationships?


If you want to help but don't know what to do, Lawyers' Assistance Program can provide confidential assistance for alcohol abuse, drug addiction, and mental health concerns.

A team of trained LAP intervenors can meet with you and concerned individuals to plan and conduct an intervention that will encourage recovery and help save a career. With respect and compassion, these experienced intervenors can help the individual become willing to seek help.

Assistance is confidential as guaranteed by Supreme Court Rule 1.6 – for you and the individual you help. **Turn to LAP when there is someone you want to help.**


**LAWYERS' ASSISTANCE**  
  
*Program*

**LAWYERS' ASSISTANCE PROGRAM, INC.**  
20 South Clark Street, Suite 910 • Chicago, Illinois 60603  
312.726.6607 office • 312.726.6614 fax • 800.LAP.1233 toll free  
email: GetHelp@IllinoisLAP.org • www.IllinoisLAP.org



*It's your* **JOB** *to* **HELP others.**

**WHERE DO YOU TURN when YOU NEED HELP?**

**LAWYERS' ASSISTANCE**  
  
*Program*

**We can help you.** Lawyers' Assistance Program provides confidential assistance for the problems that surface in your life or in the lives of your colleagues – alcohol abuse, drug addiction, and mental health concerns including stress, depression, and compulsive behaviors.

If you are concerned about a colleague whose alcohol or drug use impairs work or family relationships, a team of trained LAP volunteers can meet with you and concerned individuals to plan and conduct an intervention that will encourage recovery and help save a career.

If you need help, LAP services include information, referral to appropriate professionals, or peer support from another lawyer who may have faced the same issue. LAP provides confidential support guaranteed by Supreme Court Rule 1.6.

Since 1980, Lawyers' Assistance Program has been addressing problems before they jeopardize a lawyer's practice, a judge's career, or a law student's education. Turn to LAP when you need help.

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# When **GAMBLING**

## *Becomes a Problem*

Lawyers' Assistance Program can help. Compulsive gambling can interfere with a lawyer's practice, a judge's career, a law student's education. Its consequences impact families and personal relationships.

If you need help – or if a colleague needs help – LAP can provide information, referral to professional treatment, peer support, and intervention. LAP now has two locations to serve you best.

Assistance is confidential as guaranteed by Supreme Court Rule 1.6 – for you and/or the individual you help.

### LAWYERS' ASSISTANCE PROGRAM, INC.

20 South Clark Street, Suite 1820 • Chicago, Illinois 60603  
312.726.6607 *office* • 312.726.6614 *fax*

200 West Third Street, Suite 305 • Alton, Illinois 62002  
618.462.4397 *office* • 618.462.4399 *fax*

LAWYERS' ASSISTANCE  
  
*Program*

*toll free:* 800.LAP.1233

*email:* [gethelp@illinoislap.org](mailto:gethelp@illinoislap.org)

*website:* [www.illinoislap.org](http://www.illinoislap.org)



# *Do the* **Honorable** *thing.*

Lawyers, judges, and law students experience alcohol abuse, drug dependency, and mental health problems at a higher rate than those who work in other professions. When these problems impair your work and strain your relationships, the honorable thing to do is get help. . .

LAP addresses the problems lawyers face – alcohol abuse, drug dependency, mental health problems including stress and depression, compulsive disorders, and problem gambling.

Lawyers' Assistance Program provides confidential assistance through education, referral to professionals, or peer support from one of our trained volunteers -- another lawyer or judge who has experienced a similar problem and confronted it successfully. All requests for information and assistance are handled in complete confidence as guaranteed by Supreme Court Rule 1.6.

If you need help, do the honorable thing. Call Lawyers' Assistance Program.

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20 South Clark Street, Suite 910 • Chicago, Illinois 60603  
312.726.6607 *office* • 312.726.6614 *fax* • 800.LAP.1233 *toll free*  
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LAWYERS' ASSISTANCE  
  
*Program*

## Our Advertisements

# WE'D LOVE TO SHARE OUR SUCCESS STORIES, BUT THEY ARE COMPLETELY CONFIDENTIAL.

There are many stories about lawyers, judges, and law students who struggle with substance abuse, addiction, and compulsive disorders including problem gambling. There are also stories of depression, stress, anxiety, and other mental health problems.

Competition, constant stress, long hours, and high expectations can wear down the most competent and energetic lawyer. The American Bar Association estimates 20% of legal professionals suffer from alcoholism or substance abuse. A John Hopkins Study indicates lawyers top the list of professions when it comes to depression.

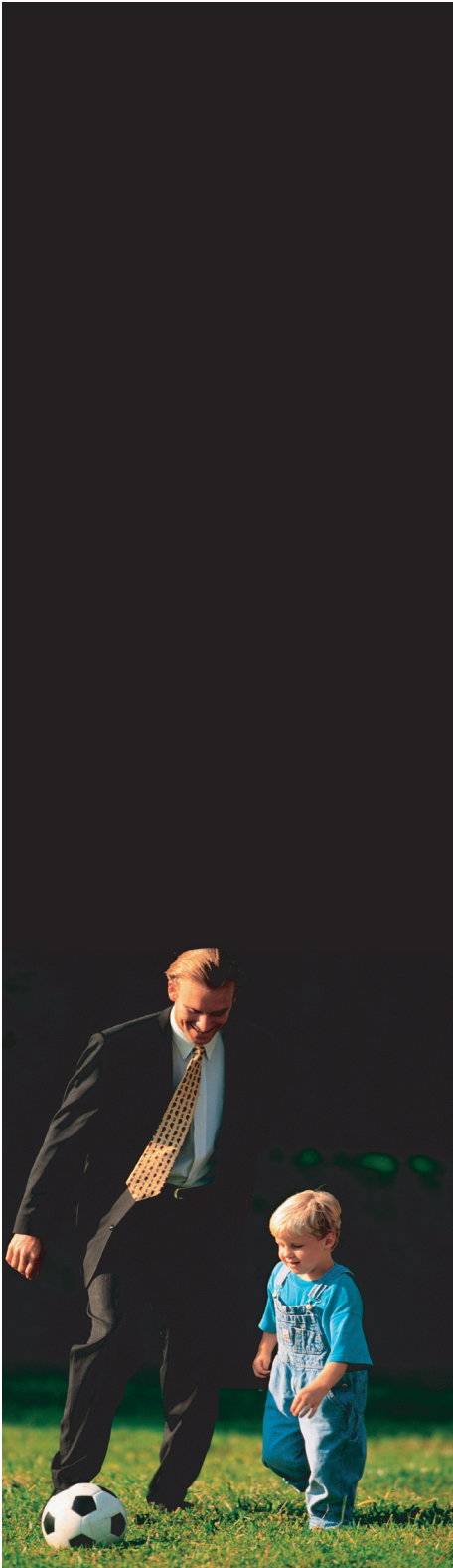
Since 1980, Lawyers' Assistance Program has been helping legal professionals with confidential support guaranteed by Supreme Court Rule 1.6. While LAP began as a way for lawyers to deal with alcohol related problems, we now address any personal issue that interferes with professional and personal life.

Our professional staff and our trained volunteers can help – whether you need help or are concerned about a colleague or family member who needs assistance. Let us help you take the first step in turning a problem into an opportunity for positive change.

We have countless success stories. But we do our work quietly, confidentially, and professionally, so the stories stay with us.

**Toll Free:** (800)LAP-1233  
**Chicago Office:** (312)726-6607  
**Downstate Office:** (618)462-4397

**Website:** [www.illinoislap.org](http://www.illinoislap.org)  
**Email:** [gethelp@illinoislap.org](mailto:gethelp@illinoislap.org)





## Our Advertisements



# DEPRESSION, STRESS, ADDICTIONS...

## BELIEVE IT OR NOT, THIS IS AN UPLIFTING STORY.

There are many stories about lawyers, judges, and law students who struggle with depression, stress, anxiety, and mental health problems. There are also stories of substance abuse, addiction, and compulsive disorders including problem gambling.

Competition, constant stress, long hours, and high expectations can wear down the most competent and energetic lawyer. The American Bar Association estimates 20% of legal professionals suffer from alcoholism or substance abuse. A John Hopkins Study indicates lawyers top the list of professions when it comes to depression.

So where's the uplifting part? That's where Lawyers' Assistance Program comes in.

While LAP began as a way for lawyers to deal with alcohol related problems, we now address any personal issue that interferes with professional and personal life. Our professional staff and our trained volunteers can help – whether you need help or are concerned about a colleague or family member who needs assistance.

Our services are completely confidential and free – paid for with your annual dues.

We have countless success stories and yes, they are uplifting. But we do our work quietly, confidentially, and professionally, so the stories stay with us.

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## Our Advertisements



### SCHEDULE THE TIME TO RELAX AND PLAY...

### IT COULD MAKE YOU A BETTER LAWYER

Our lives are busy. That's true for many professionals, but it has become the norm for those who practice law. Competition, constant stress, long hours, and high expectations can wear down the most competent and energetic lawyer.

Lawyers tell us they struggle to maintain balance between their personal and professional lives. Demanding schedules, deadlines, preparation for trials, and the relentless interruption of phones and email can become overwhelming, leaving little time and energy for friends, family, and the leisure parts of life.

Since 1980, Lawyers' Assistance Program has been helping legal professionals with confidential support guaranteed by Supreme Court Rule 1.6. While LAP began as a way for lawyers to deal with alcohol related problems, we now address any personal issue that interferes with professional and personal life.

Our professional staff and our trained volunteers can help – whether you need assistance in scheduling your life or whether you face more serious mental health or chemical dependency issues. Let us help you take the first step in turning a problem into an opportunity for positive change.

Create the time for relaxation and play. The improvement in your work life may surprise you.

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