

ANNUAL REPORT 2022-2023

**TOGETHER WE SHINE
BRIGHTER**

**A REPORT TO THE ILLINOIS
LEGAL COMMUNITY**



MISSION STATEMENT

The Lawyers' Assistance Program is a not-for-profit organization that helps Illinois judges, lawyers, and law students concerned about alcohol use; drug dependency; mental health issues including depression, anxiety, and stress; work-related issues including burnout, compassion fatigue, and incivility; and other career issues including character and fitness. Our services include assessments, individual and group therapy, training, education, peer support, intervention, and referral to appropriate treatment programs or providers.

HELP

1 judges, lawyers, and law students get assistance with substance use, addiction, and mental health problems.

PROTECT

2 clients from impaired judges and lawyers.

EDUCATE

3 the legal community about addiction and mental health issues.

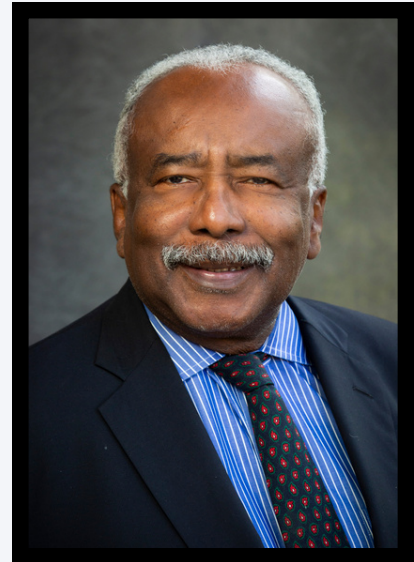
OUR HISTORY:

The Lawyers' Assistance Program was founded in 1980 by a concerned group of lawyers who saw the need for members of the profession to reach out to help colleagues impaired by alcohol use and addiction. By August of that year, Lawyers' Assistance Program, Inc. was incorporated as a 501(c)(3) not-for-profit.

CONFIDENTIALITY is guaranteed under Illinois Supreme Court Rule 1.6

A MESSAGE FROM OUR BOARD PRESIDENT

Judge Stanley Louis Hill, Sr.



Let my first words be those of gratitude. It was my honor to serve as President of the Board of Directors of Illinois Lawyers' Assistance Program during the 2022-2023 term. I believe the organization of LAP is one of utmost importance and relevance currently, as the pressures on Judges, Lawyers, and Law Students continues to remain high. LAP remains the only beacon of hope to many legal professionals who would not normally access help and assistance without their presence and availability.

Through a portion of attorney registrations and the support of our generous donors and supporters, LAP remains financially strong and fiscally responsible. LAP continues to provide essential and vital services to the legal community throughout our state. These include free and confidential assessments for all those that reach out to our organization via email or phone; support groups for men, women and young lawyers and law students; short term counseling and support via our dedicated team of clinicians; and outreach to numerous organizations, bar associations, legal firms, agencies, law schools, and the judiciary educating over 7,000 legal professionals this past year on topics related to health and wellness in the legal profession.

We continued to see a high influx of new clients, with a high percentage continuing to come from self-referrals indicating easy access to LAP, and confidence in the services offered at LAP as well as the importance of the confidentiality component of LAP. The increased self-referral rate is also the result of the success of Dr. Diana and the clinical staff's increased presentations throughout the State. LAP's outreach serves legal professionals in all five of the supreme court districts, and now reflects a ratio that all supreme court districts are being accessed and serviced by LAP.

LAP's annual fundraiser at Brookfield Zoo was a 'roaring' success. The event emphasized the importance of fundraising but also LAP's visibility; showing people what LAP does and the impact it has had and can have on saving and improving lives in the Illinois legal community. Our theme of giving all to others without the expectation of receiving any personal benefit or gain in return is a worthy theme that resonated throughout the evening.

I have stated many times, both publicly and privately, my high regard for LAP's staff of Dr. Diana Uchiyama, Tony Pacione, Joe Scally, Carol Ramski and Sofia Sinnokrot and my colleagues on LAP's Board of Directors. I have learned to admire them for their personal qualities and have appreciated the splendid fashion in which they work together to fulfil our mission and serve the Illinois legal community. All involved with LAP show their dedication and belief in the importance of their work through their hard work and perseverance.

To my successor Executive Board, J. Nelson Wood, President, Kristine Tuttle, Vice-President, Judge Susan Boles, Treasurer, and Kevin Kelly, Secretary, I wish you a successful administration and express hope that, should you find that I can be helpful at some time in the future; you will not hesitate to call upon me. I plan to continue as a member of the board of directors, and along with other LAP board members, it is my pledge to continue to be devoted to the mission of LAP and be of service in any way in the future. It is my fervent hope that together we will make a united effort to meet the present problems facing our organization – Increasing financial support from all legal organizations to help continue to fund LAP's statewide efforts, working to improve the health and wellness of all legal professionals, and finding financial resources to fund areas of law that are currently unfunded but have great need for services.

Thank you for your trust in me and allowing me to be the President of the Board of Directors for this past term. It is gratifying to know that my leadership improved many areas of LAP. I am honored to work with a highly respected and devoted group of male and female lawyers who place such importance on health and wellness issues in the law, and I feel great affection, gratitude and respect for all of them.

**Judge Stanley Louis Hill, Sr. President Board of Directors (2022-2023)
Illinois Lawyers' Assistance Program**

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

**Dr. Diana Uchiyama, JD,
PsyD, CAADC**



Gratitude, by definition, means the quality of being thankful and a readiness to show appreciation for and to return kindness. I grew up with great role models in my parents who exemplified the concept of giving back and raised me and my siblings with the guiding principle to be kind and giving to others, to be thankful for all that we had, and in turn, we would be blessed with abundance. This set of beliefs has been the guiding path in my life, and whenever I deviate from my set of values and principles, I am left feeling empty and lost.

I had the privilege of being appointed the Executive Director of LAP in 2019, a not-for-profit organization that began in 1980 as a grass roots movement, for Judges and Lawyers who were struggling in our profession. A group of likeminded people came together with the simple model that kindness and compassion for others can be instrumental to change, which remains the founding tenets of LAP. The LAP founding members came together to give to those in need of help and support in our profession, and as a result, they and those who temporarily lost their way, found robust careers and more abundance in their lives.

Today LAP remains committed to the principles of kindness and compassion. All of our outreach efforts educate legal communities about the hazards facing the profession, how to identify those struggling, and how to make work forces healthier and more resilient, leading to healthier legal professionals. The concept of LAP is simple. It is a safe harbor for those in the profession, who fear others knowing about their interpersonal and professional struggles. Due to the Illinois Supreme Court making confidentiality and immunity one of the benefits of seeking help at LAP, under Supreme Court Rule 1.6 and 21, Judges and Lawyers can come to LAP, be honest about their struggles, and get the help and resources they need to thrive as individuals and professionals. In addition, these silent sufferers who utilize LAP are better able to identify those around them who also might need support and guidance.

As a result of the current Zeitgeist, related to the aftereffects of a global pandemic, strife in our communities, high levels of discord in our political climate, and higher

levels of anger and discord in the general population, more and more people are struggling with mental health and substance use problems. The importance of LAP during difficult times becomes even more essential to the profession of Law, which in general, has never reported high levels of health and wellness even before so much uncertainty entered the fabric of our lives.

As a not-for-profit organization, LAP relies on the generous donations of the legal community to provide extensive and direct clinical services for Judges, Lawyers and law students. Although a portion of ARDC dues is provided to LAP to support the agency, without all the generous external donations it would not be possible to continue to address the needs of all legal professionals who require our help and support. LAP offers free and confidential assessments of need, support groups for men, women and young lawyers and law students, and short-term counseling and support via our clinical staff. We refer out to providers who can help professionals in need of specialized care. Through the generosity of the public, LAP has a Treatment Assistance Fund, both upstate and downstate, for those in the legal community who have no ability to pay for mental health and substance use services, as our motto is "Everyone should have equal access to healthcare."

In addition, LAP does extensive outreach throughout the State, educating local bar associations, legal firms, agencies, law schools, and the judiciary. We continue to develop new presentations that address relevant topics in the law that may be impacting people in our legal communities. We write articles for the Illinois Bar Journal, the American Bar Association, and other organizations. We use our statistical information to inform people in the legal community about trends in the profession including who is struggling, what we are seeing firsthand, and how to combat negative outcomes.

By educating the legal communities, LAP is now engaging in less intervention work and seeing higher levels of self-referrals. With over 7000 legal professionals educated through LAP presentations, self-referral rates are now over 70 percent of the new clients who come to LAP. This means that LAP is able to identify what is causing distress to many in our profession, while providing quality help and support to those who seek our help. We also see many returning clients, who come back for additional support, suggesting the benefit of LAP is critical to people navigating the challenges facing them both at work and in their worlds. LAP's outreach extends to all five of the Supreme Court districts, and now reflects a ratio that all Supreme Court districts are being accessed and serviced by LAP, namely because of having a telehealth platform that all can access regardless of their zip code.

It is my great honor to lead an organization that believes in the goodness of all people, and has the knowledge to know that compassion and empathy to others can improve the quality of a person's life. I remain eternally grateful to the Illinois Supreme Court, my incredible Board of Directors, and my amazing staff. We are all committed to making LAP services available today and in the future for those who encounter

troubling and difficult times in their personal or professional lives. LAP provides a beacon of hope to the legal community. We often feel alone in our struggles and fear the shame of failure and suffering. LAP is a place established with the support of the Illinois Supreme Court, to turn to when difficult times show up in our own lives. Please support this wonderful organization so that we can provide hope and support to the many good legal professionals who seek our help and need assistance believing in a better tomorrow. As Martin Luther King Junior once said, "Only in the darkness can you see the stars."

**Dr. Diana Uchiyama, JD, PsyD, CAADC, Executive Director
Illinois Lawyers' Assistance Program**

TOGETHER



WE SHINE BRIGHTER

BOARD OF DIRECTORS



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Maywood

J. Nelson Wood, Vice President

Attorney at Law
Mt. Vernon

Kristine M. Tuttle, Treasurer

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Mike McElvain

The Law Office of Mike McElvain
Bloomington

Patrick Murphy

Corby & Demetrio, P.C.
Chicago

Hon. Sheila M. Murphy, Ret.

Circuit Court of Cook County
Chicago

Hon. Mary K. O'Brien (thru Dec. 4, 2022)

Appellate Court Justice - Third District
Diamond

Shari Rhode

Rhode Law Firm
Carbondale

Valée L. Salone

Law Office of Valee L. Salone
Chicago

Karen Munoz

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Hon. Sophia Atcherson

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Chicago

Kevin Kelly

Markoff Law LLC
Chicago

Hon. Warren D. Wolfson, Ret. Emeritus

DePaul School of Law
Chicago

Hon. Michael T. Caldwell, Ret. Emeritus

Twenty Second Circuit Court
McHenry County

STAFF



Dr. Diana Uchiyama, JD, PsyD, CAADC

Executive Director

Tony Pacione, LCSW, CSADC

Deputy Director

Joe Scally, MA, JD

Clinical Director

Carol Ramski, MBA

Accounting Manager

Sofia Sinnokrot

Outreach / CLE Coordinator

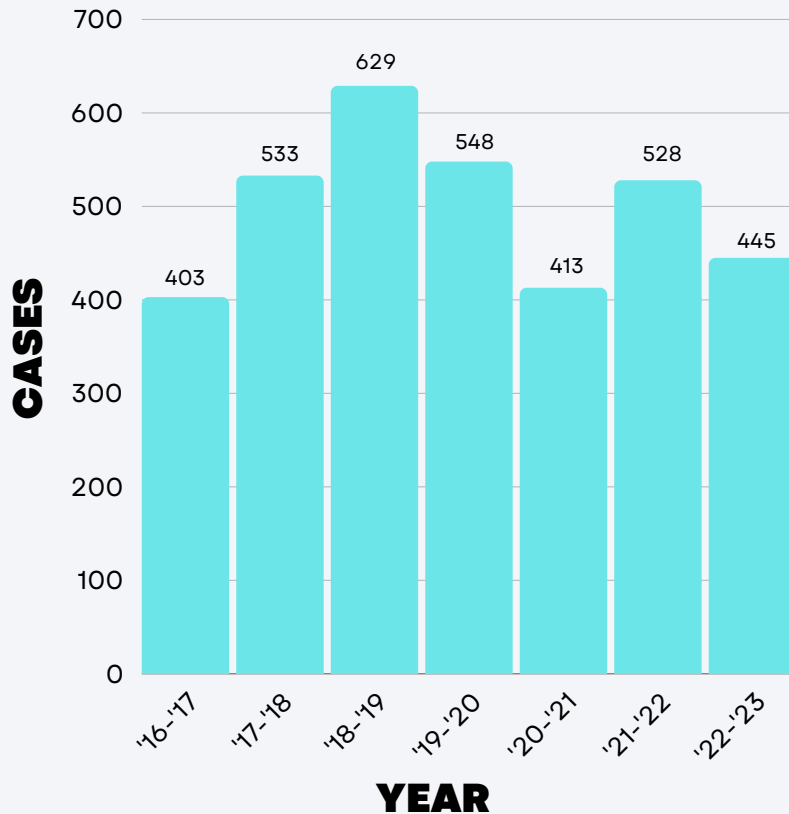
Nneka Ugwu

Intern



LAP ATTORNEYS BY THE NUMBERS REPORT

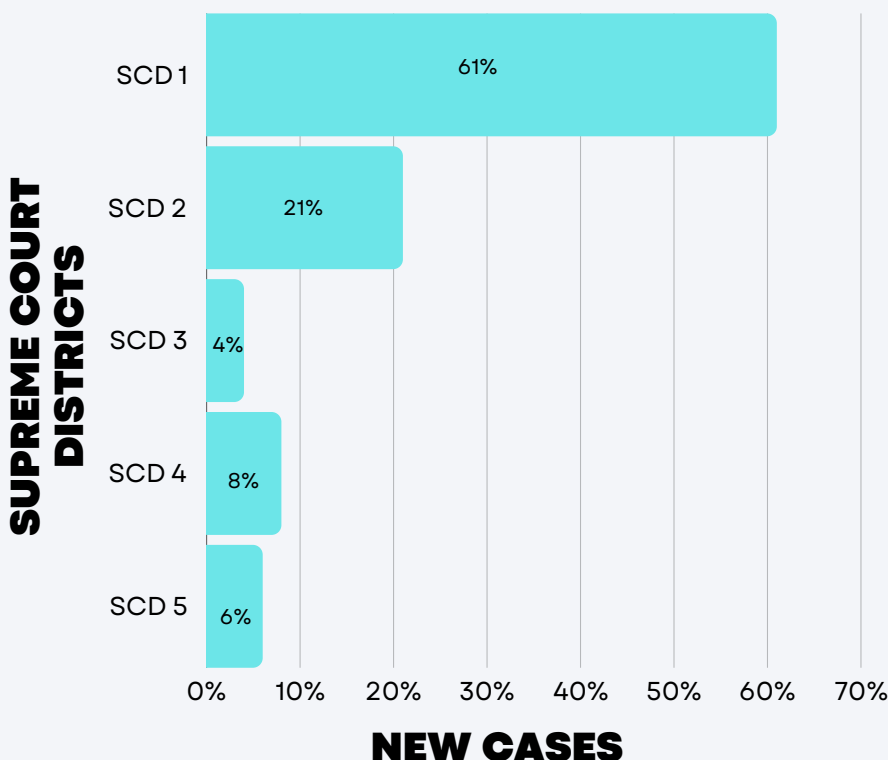
LAP clinical staff opened **445 new** client cases in 2022-2023.



42% identified as female clients

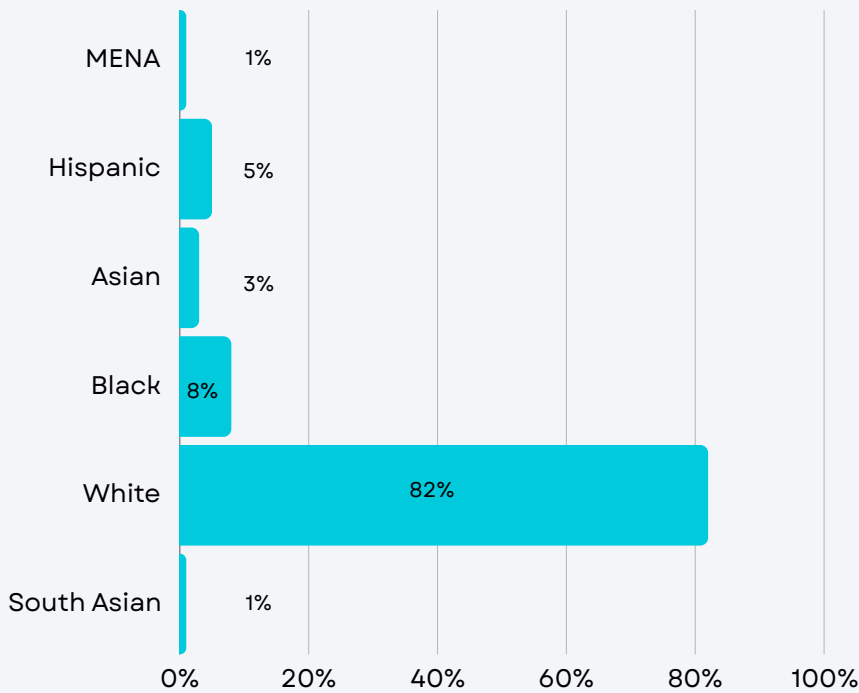
57% identified as male clients

1% identified as non-binary clients



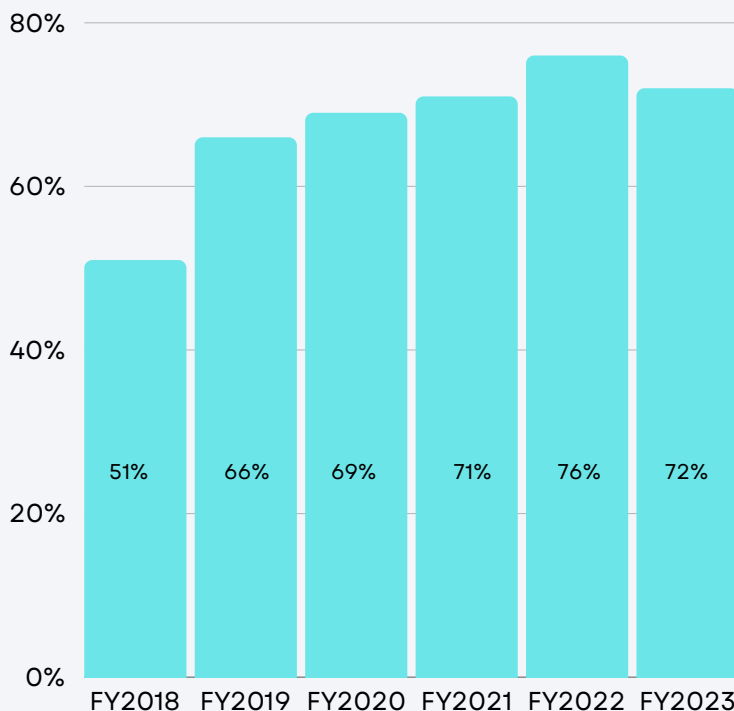
LAP's outreach is throughout the state, serving legal professionals in all 5 Illinois Supreme Court Districts with **82%** being in the Greater Chicagoland area comprised of the counties of highest concentration, including Cook, DuPage, Kane, Lake, McHenry, and Will counties.

LAP CLIENTS BY ETHNICITY/RACE



Self-referrals remained the number one way clients came to LAP. This is due to increased education and training throughout Illinois and the recognition that LAP has valuable staff and resources to assist on the road to recovery.

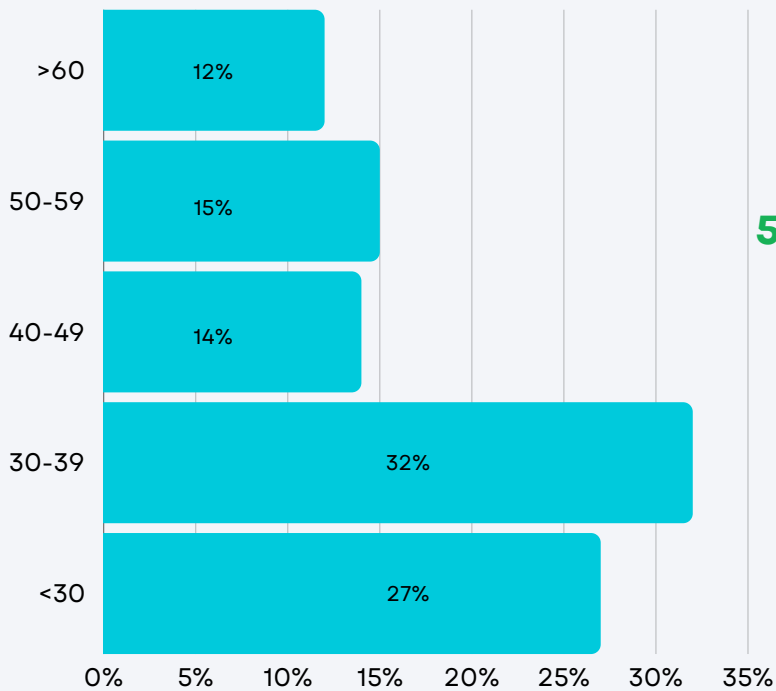
SELF REFERRAL '18-'23



Other referral sources:

- 10%** colleague or employer
- 11%** ARDC
- 3%** family/friend
- 1%** professional
- 2%** judicial
- 1%** law school

LAP CLIENT AGE RANGE



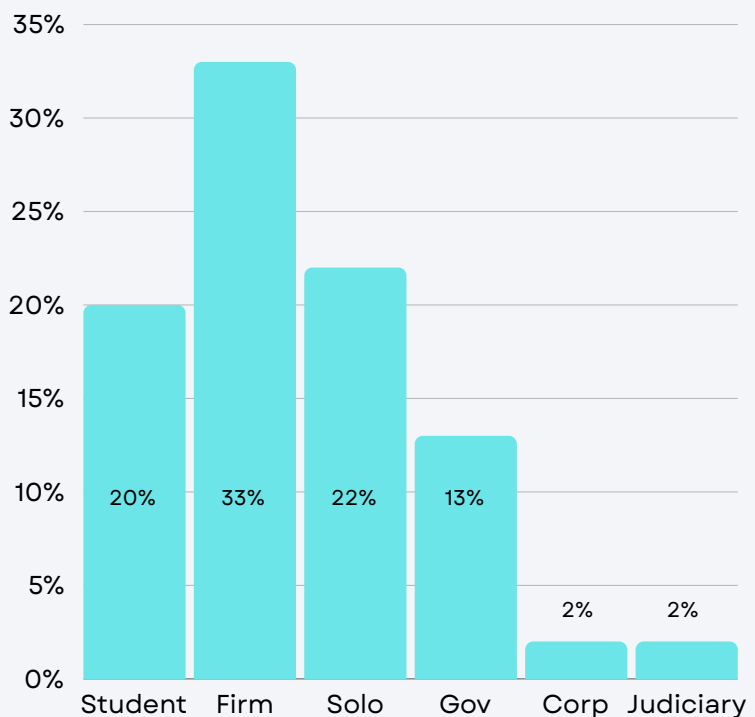
59% of clients are **under the age of 40**

27% of clients are **50+**

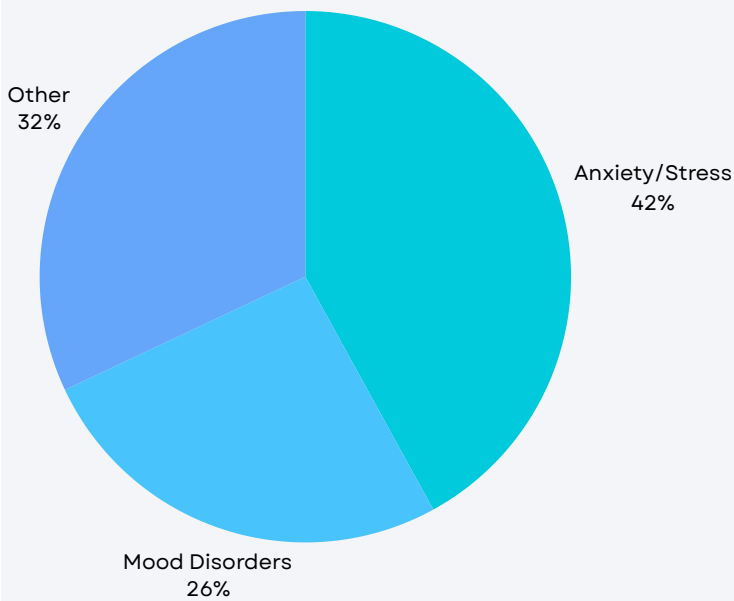
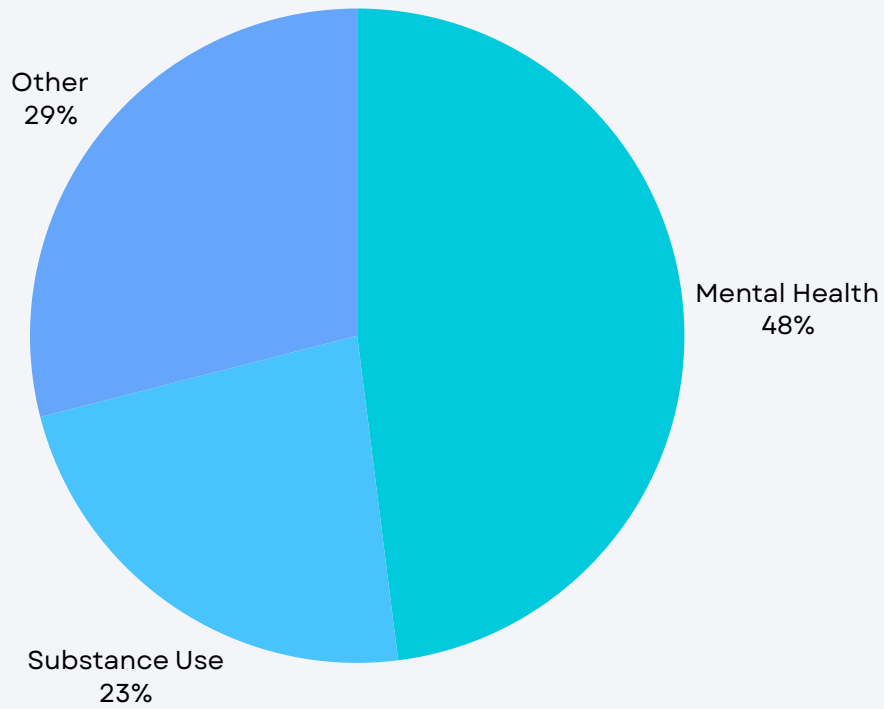
LAP CLIENT WORK SETTING

55% of clients are attorneys in a solo or firm practice setting

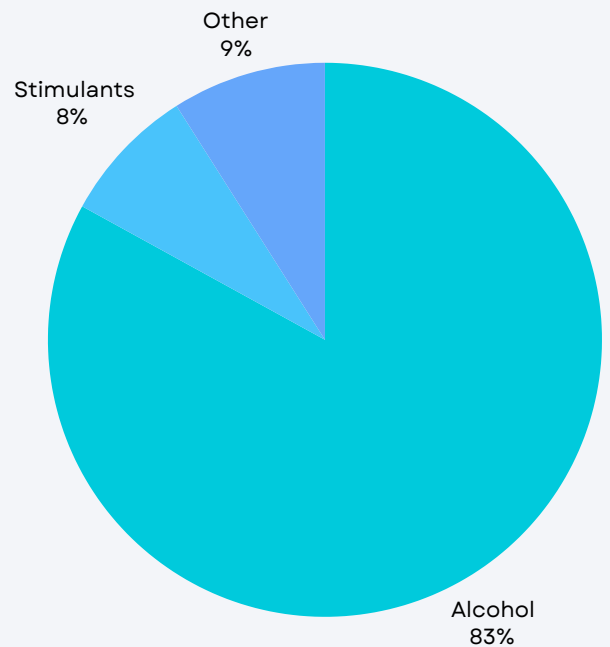
20% of clients are law students



BREAKDOWN OF PRESENTING PRIMARY ISSUES



**MENTAL HEALTH
CATEGORY**



**SUBSTANCE USE
CATEGORY**

HAVE A ROARING GOOD TIME

LAP Annual Fundraiser at the Zoo



On September 22, 2022, the Lawyers' Assistance Program invited the Illinois legal community to **Live Well and Prosper** at our Fall Fundraiser and Awards Ceremony. Guests enjoyed a beautiful evening that included a reception, animal experience, food buffets, networking, and guest speaker Dan K. Webb: Former U.S Attorney for the Northern District of Illinois & Co-Executive Chairman of Winston & Strawn.



LAP hosted the annual fundraiser at the Brookfield Zoo for the second time; a unique open-air venue that ensures the safety and comfort of our guests as we continue to navigate large gatherings in the post-pandemic world.

LAP was honored to present the following awards to those who have contributed greatly to our organization in the past year:



Carl H. Rolewick Award

This award is given to an attorney who has contributed significantly to the goals and mission of LAP.



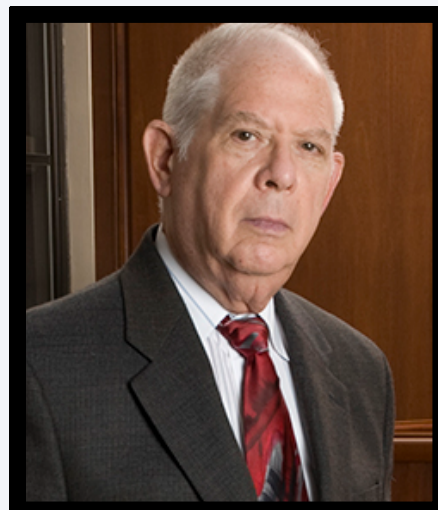
Maggie Huisinga



Conrad C. Nowak

Emeritus Status Board Member

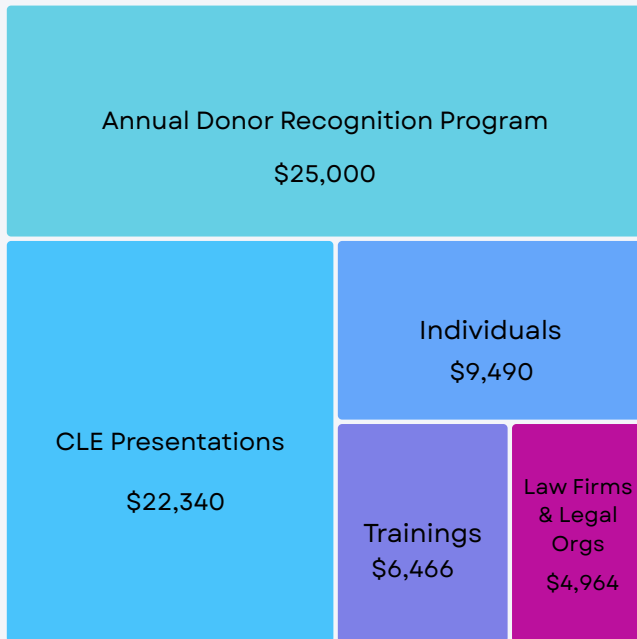
In recognition of his contributions and commitment to the mission of LAP.



Judge Warren D. Wolfson



DONATIONS REPORT



**Total Donations
Received for
FY2023:**

\$68,260

Annual Donor Recognition Program

Thank you to our Champion Sponsor:



Our Annual Donor Recognition exists for donors interested in year-round recognition for their contributions.

LEVELS:

PARAGON: \$50,000 includes CLE presentations & in-house consultation.

CHAMPION: \$25,000 includes 5 CLE presentations

BENEFACTOR: \$15,000 includes 3 CLE presentations

PATRON: \$10,000 includes 2 CLE presentations

"The reasons lawyers reach out to LAP are as unique as each individual person. The incredible folks at LAP met me exactly where I was at, without judgment or shame. When I contacted LAP I felt hopeless, broken, completely wrecked. I was fortunate to work with Tony and Diana, who are both kind and strong but gentle souls. I am in a healthy place today because of their genuine willingness and desire to help me find my way back to actually living life, when I was merely existing. The folks at LAP provided the support and guidance that I needed to get the 'living' back in my life.

What a gift!!"

--- Anonymous Attorney ---

Services provided by LAP **without charge** funded in part by **your donations**:

Presenting Sponsor (\$5000):

Helps turn a life around through an intervention with 2 LAP clinical staff.

Platinum Sponsor (\$3500):

Covers the cost of an Intensive Outpatient Program for an attorney without insurance coverage.

Gold Sponsor (\$2500):

Brings a wellness presentation to a group of law students preparing for the bar exam.

Silver Sponsor (\$1000):

Provides 5 individual counseling sessions with a LAP expert.

Bronze Sponsor (\$500):

Provides one week of sober living for one client.

Your **sponsorship** can **make an impact** in the lives of your colleagues throughout the legal community.



CLINICAL SERVICES POST-PANDEMIC

- Switched to **hybrid clinical services**, offering clients to continue virtually using a HIPPA compliant and confidential service, or to resume in-person sessions
- Continued nightly AA virtual meetings
- In-person Weekly Support Groups continued virtually
- Peer-support expanded services via LAP Locals
- Law student services continued virtually



The flyer features a blue background with white silhouettes of two hands reaching towards each other. In the top right corner is the LAP Program logo, which includes a green outline of the state of Illinois and the text 'LAWYERS' ASSISTANCE PROGRAM' and 'Real Problems. Real Help. Real Experts.™'. The main title is 'LAP WEEKLY SUPPORT GROUP MEETINGS'. Below this, there are four categories of meetings: Men's Group (Monday's @ 12:15 p.m. and Thursday's @ 4 p.m.), Women's Group (Wednesday's @ 12 p.m.), Law Students & Young Lawyers (Friday's @ 12:15 p.m.), and Daily AA Group (Lawyers, Judges, Law Students) @ 8 p.m. There is also a Women's AA Group (Friday's @ 12 p.m.). A green box on the left contains contact information: 'CONTACT US TO JOIN:', 'EMAIL: gethelp@illinoislap.org', and 'PHONE: 312-726-6607'.

LAP WEEKLY SUPPORT GROUP MEETINGS

MEN'S GROUP:
Monday's @ 12:15 p.m.
Thursday's @ 4 p.m.

WOMEN'S GROUP:
Wednesday's @ 12 p.m.

LAW STUDENTS & YOUNG LAWYERS:
Friday's @ 12:15 p.m.

DAILY AA GROUP (LAWYERS, JUDGES, LAW STUDENTS)
@ 8 p.m.

WOMEN'S AA GROUP:
Friday's @ 12 p.m.

CONTACT US TO JOIN:

EMAIL:
gethelp@illinoislap.org

PHONE:
312-726-6607

"I first came to LAP in a moment of panic and desperation. I instantly felt better after talking to Joe and Tony. Since then I continue to attend weekly group sessions whenever possible and can always take comfort knowing I can talk with the group at least once a week. I wholeheartedly recommend working with them to all law students and lawyers."

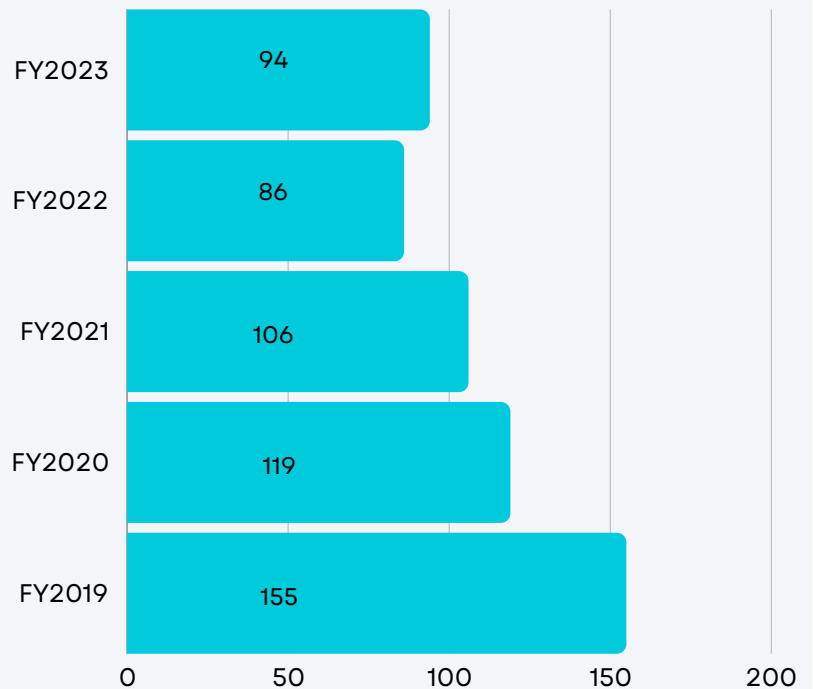
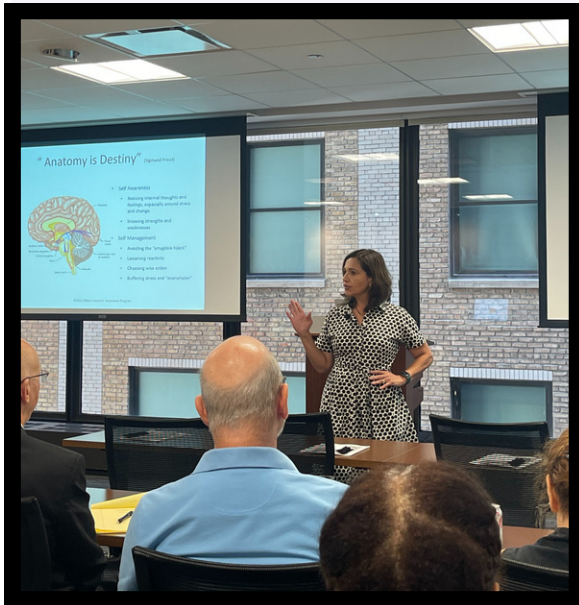
--- Adam ---

LAP PRESENTATIONS

Continued offering both virtual, in-person, and hybrid presentations.

**Total presentations delivered in
FY 2022-2023: 94**

**Total individuals
reached: 7,029**



Outreach by group:
Attorneys: 5,811
Law Students: 994
Judges: 91
Legal Administrators: 133

“Joe Scally did an excellent job and he has such a warm, compassionate voice and manner that you felt like you were in the presence of a wonderful "father knows best" person. I will be totally re-evaluating myself and hopefully incorporating some positive changes and actions in my daily routines, both professional and personal. Clearly he knows his audience all too well.”

--Anonymous Attorney Presentation Feedback--

LAW SCHOOLS

Presentations at law schools continued both virtually and in-person.

2022-2023 Law Schools by the Numbers:

- 9 Illinois Law Schools served
- 994 law students reached through 21 presentations
- 20% of LAP clients are law students

Tips for coping with pressure & burnout in law school:

1

DEVELOP MINDFULNESS PRACTICES

Such as: breathwork, meditation, grounding exercises, journaling, and gratitude practice. Find a 20 minute meditation at illinoislap.org/media

2

PRIORITIZE SLEEP

Getting enough quality sleep is essential for our brain and body to function properly. Read "To Sleep Perhance... To Enhance" by Joe Scally on illinoislap.org/lap-news-publications

3

STAY CONNECTED TO COMMUNITY

Time with family and friends is vital as we are social beings. Join our Law Students & Young Lawyers support group Friday's @ 12:15 P.M.



LAP staff worked with the following law schools to ensure clinical services were delivered - including 1L orientations and other law school presentations:

UIC Law, UChicago Law, Northwestern Law, DePaul Law, Loyola Law, UIUC Law, SIU Law, Chicago-Kent Law, NIU Law

"What a FABULOUS presentation last night! You held the students' attention, got them all to actively participate and helped them to learn that they CAN do this and there are all sorts of ways to engage in wellbeing and self-care! It was such a positive message and something that, with practice, everyone can implement and "retrain" their brains! I was thrilled that so many of them approached you after class to ask questions and also confide in you!"

--Loyola Law School Presentation Professor Feedback--

LAP LOCALS

LAP Locals exist to create a statewide network of trained Judicial and Attorney volunteers. The program assists Judges, Attorneys, and Law Students seeking confidential support for mental health and substance use issues.



LAP Locals Expanded:

3rd Circuit: Madison & Bond Counties

6th Circuit: Champaign & Douglas Counties

7th Circuit: Jersey & Sangamon Counties

10th Circuit: Peoria County

12th Circuit: Will County

21st Circuit: Kankakee & Iroquois Counties

Posters are placed in courthouses, firms, local bar associations, and other prominent sites throughout the state.

Long-time Board member Mike McElvain worked with LAP Deputy Director Tony Pacione to expand LAP Locals throughout the state.

LAP ANNUAL TRAINING

June 28, 2023
Loyola University Corboy Law Center

The Three C's of Lawyering:

Community
Collaboration
Communication

Extending a hand to colleagues in need.

HYBRID TRAINING:

54 total
25 in-person trainees
29 virtual trainees

Agenda included LAP Clinical Team Presentations:

The Three C's of Lawyering: Community, Collaboration, and Communication: Extending a Hand to Colleagues in Need: Dr. Diana Uchiyama, JD, PsyD and Tony Pacione, LCSW, CSADC

Flexing Your Resiliency Muscle: Increasing Career and Life Satisfaction: Joseph Scally, JD, MA

The Three C's of Lawyering: Community, Collaboration, and Communication: Stages of Change-Pathways to Health and Recovery / Strength from Adversity: Dr. Diana Uchiyama, JD, PsyD

3.5 hours of MCLE Credit for course completion



The Illinois Lawyers' Assistance Program

THANK YOU TO OUR SPONSORS:



in helping LAP raise \$6,000

MARKETING & COMMUNICATIONS

PUBLICATIONS:

Destructive Anger - When anger turns toxic, no one wins, Dr. Diana Uchiyama, Illinois Bar Journal, March 2023

It's Not Really Magic. It Just Works—Creating a Positive Mindset, Joe Scally, Illinois Bar Journal, June 2023

Hocus Focus, Lawyers and ADHD, Joe Scally, Illinois Bar Journal, December 2022

Retirement in your Future (Probably!), Joe Scally, Decalogue Society, September 2022

PODCASTS:

ABA Section of Litigation Podcast: How to Prevent the Holiday Blues, Dr. Diana Uchiyama, November 2022

ABA Section of Litigation Podcast: Strategies and Tips to Increase Resiliency Factors in the Post Pandemic, Dr. Diana Uchiyama, October 2022