

ANNUAL REPORT

2024-2025

**A REPORT TO THE ILLINOIS
LEGAL COMMUNITY**



Illinois Supreme Court Commission

MISSION STATEMENT

The Lawyers' Assistance Program, an Illinois Supreme Court Commission, 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, and intervention training.



1 HELP

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



2 PROTECT

clients from impaired judges and lawyers.



3 EDUCATE

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 for lawyers and Rule 21 for judges.

As of January 1, Justice Mary K. O'Brien was appointed as LAP's Supreme Court Liaison as a Commission of the Illinois Supreme Court.

A MESSAGE FROM OUR BOARD PRESIDENT

Kristine M. Tuttle



The Illinois Lawyers Assistance Program (LAP) presents its annual report for the year 2024–2025, a period marked by historic developments and meaningful progress in our mission to support the well-being of Illinois’ legal community.

As a result of the valuable work of Past Board President Nelson Wood and Executive Director Dr. Diana Uchiyama, in coordination with Illinois Supreme Court Justices, the Illinois Supreme Court formally designated LAP as an Illinois Supreme Court Commission on January 1, 2025. This recognition demonstrates the Court’s commitment to prioritizing attorney and judicial wellness and affirms LAP’s role as a trusted partner in advancing mental health and addiction recovery resources across the profession.

In September 2025, our Executive Director, President, Vice President, and a Board Member attended the Illinois Supreme Court Leadership Summit. Their participation ensured that LAP’s voice was represented in critical discussions about leadership, mental health, and the future of the profession.

We are pleased to report that our budget remains healthy, allowing us to expand our initiatives and invest in long-term planning. To that end, LAP has engaged a consulting group to guide us through a comprehensive strategic planning process, with a finalized plan expected by the summer of 2026.

In addition, LAP commissioned the same consulting group to conduct the first-ever statewide survey on attorneys' and judges' mental health and addictions. The survey has now closed, and its findings—expected to be released in 2026—will provide invaluable insights to inform our programs and advocacy efforts.

As we look ahead, LAP remains steadfast in its mission to provide confidential support, education, and resources to Illinois lawyers, judges, and law students. With the Supreme Court's designation, a strong financial foundation, and groundbreaking research underway, we are poised to make lasting contributions to the health and resilience of our profession.

Thank you for your continued support of LAP. Together, we are building a stronger, healthier legal community.

Kristine M. Tuttle
President, Board of Directors (2024-2025)
Illinois Lawyers Assistance Program

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

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



Having served in my role as Executive Director of LAP since 2019, I remain dedicated to the initial foundations of our organization while expanding our footprint and outreach throughout the State of Illinois. LAP started off as a grassroots not-for-profit organization in 1980 for Judges and Lawyers who were struggling with substance use in our profession. They were guided by a group of legal professionals who believed that recovery was possible, and these founding members developed a model of intervention-like processes that were guided by kindness and compassion for others. We have expanded our staff to accommodate our growing role in the Illinois legal community, with additional dedicated staff to meet the needs of the organization and the people we serve.

Today LAP remains committed to the principles of kindness and compassion. LAP has expanded outreach throughout Illinois, and increased education at law firms, government organizations, bar associations, and other legal organizations. We continue to train legal professionals about how to help those in need and how to provide support in getting people access to no cost services at LAP. It remains a place of refuge for those who are struggling in the profession, and for those who fear others knowing about their interpersonal and professional struggles. This is especially true for those in smaller or more rural communities where access to mental health and substance use care is limited. 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.

Unfortunately we continued to see high levels of mental health and substance use problems in our profession. These levels often correlate with the ongoing demands of our profession, our repeated exposure to the trauma of others, our roles as problem solvers for others, strife in our communities, high levels of discord in our political climate, and higher levels of anger and discord in the general population. During difficult times, LAP becomes more essential than ever to the legal profession. We promote a culture of mandatory self-care, work-life balance, and providing resources to help manage ongoing problems.

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. LAP offers no cost and confidential assessments of need; support groups for men, women and young lawyers and law students; and newly added relapse recovery support groups, and anxiety and depression groups. We have an extensive and vetted group of specialized providers throughout the State, who can help professionals in need who need a higher level of care and support. As a result of the generosity of the Illinois legal community, LAP has a Treatment Assistance Fund, both upstate and downstate, for those professionals who lack the financial ability to pay for mental health and substance use services, providing mental health and substance use treatment parity for all, regardless of income level.

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 are 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. We have a robust social media presence as well, and provide short videos and tips related to how to stay healthy while doing legal work.

By educating the legal community, LAP is now engaging in less intervention work and seeing higher levels of self-referrals. With over 7,000 legal professionals educated through LAP presentations, self-referral rates are now over 72 percent of the new clients who come to LAP. Legal professionals value LAP as a network that understands their challenges and provides comprehensive, high-quality support to those seeking help. We also continue to see clients utilizing LAP's services for longer periods of time for ongoing support, as well as returning clients who seek additional assistance when new challenges arise. This pattern underscores the critical role LAP plays in helping individuals navigate difficulties in both their professional and personal lives. Additionally, LAP's outreach spans all five Supreme Court districts, reflecting increased awareness of—and equitable access to—LAP services regardless of where one lives in Illinois.

It remains a privilege to lead an organization that believes in recovery, support and redemption, and a staff that also adheres to the belief that compassion and empathy to others can improve the quality of a person's life. My gratitude to the Illinois Supreme Court, LAP's dedicated Board of Directors, and the people who work beside me everyday at LAP, with the same ideology, remains constant and unwavering. We are all committed to making LAP services available today and into the future and offer a beacon of light and hope to the legal community.

As a lawyer, clinical psychologist, spouse, mother and friend, life can often be complicated, difficult, and at its worst, hopeless and devastating. There are many times throughout our lives that we often feel alone, afraid, incapable, demoralized, full of shame, and unable to meet our own high standards to be the best version of ourselves. LAP is a place, established with the support of the Illinois Supreme Court and a dedicated group of founding members, where legal professionals can turn, when life feels unmanageable and overwhelming. We strive to provide a community of professionals who welcome you, support you, and see you without judgement, and then help guide you back to your best self and a better tomorrow. On behalf of all of us at LAP, we thank you for your ongoing support of our organization.

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

BOARD OF DIRECTORS



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Jerseyville

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Kane County Presiding Judge, Civil Division
Geneva

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Hon. Alfredo Maldonado

Circuit Court of Cook County
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Winstein Law
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DePaul School of Law
Chicago

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Twenty Second Circuit Court
McHenry County

FY 24-25 NEW APPOINTEES TO BOARD OF DIRECTORS



Hon. Alfredo Maldonado
Circuit Court of Cook County
Chicago



Conrad Nowak
Corboy & Demetrio, P.C.
Chicago



Arthur Winstein
Winstein Law
Rock Island

JUSTICE MARY K. O'BRIEN DESIGNATED AS LAP'S SUPREME COURT LIAISON



The Illinois Supreme Court designated Supreme Court Justice Mary K. O'Brien as the liaison to LAP beginning in January 2025. Justice O'Brien was elected to the Illinois Supreme Court in November 2022. Previously, she was elected to the Illinois House of Representatives in 1996 and served until December 2003. Justice O'Brien spent her legislative career chairing the Judiciary II Criminal Law Committee and advocating for victims of sexual assault and domestic violence.

She was appointed to the Illinois Appellate Court in December 2003 and subsequently elected to the Appellate Court in 2004 and retained in 2014. During her tenure, she served on multiple commissions and committees and received awards from numerous organizations including the Star Award from the Kankakee Society of Women in the Law, the Zonta Club International Woman of the Year Award (Kankakee Chapter), and the Outstanding Alumni Award from Western Illinois University. She served as a LAP Board Member from 2014 to 2022.

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

Alison Siczek, JD
Director of Development and Outreach

Beth Menges, LCPC, CADC
Clinical Associate

Karen Lindenmeyer, MS, LCPC
Clinical Associate

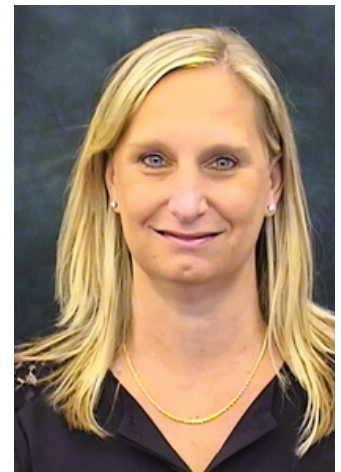
LAP WELCOMES NEW STAFF



Ali Siczek joined LAP in January 2025 as Director of Development and Outreach. She attended University of Denver-Sturm College of Law. After law school, she received an Equal Justice Works fellowship to work at Beyond Legal Aid. She then worked at Beyond as a staff attorney practicing immigration and family law.

Beth Menges, LCPC, CADC, joined the LAP staff in March 2025 as a Clinical Associate. Beth has over 25 years of experience in the behavioral health field.

Prior to joining LAP, she was the Manager of Addiction Services at Linden Oaks Behavioral Health where she oversaw multiple inpatient and outpatient programs.

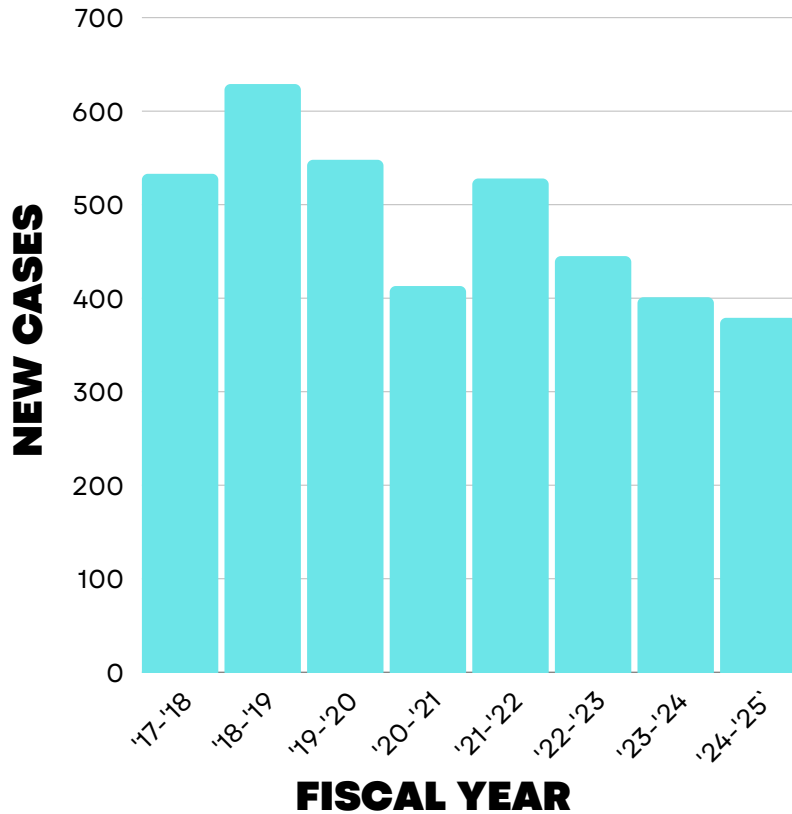


Karen Lindenmeyer, MS, LCPC joined the LAP staff as a Clinical Associate in April 2025. She has over twenty years of experience in a variety of settings within the mental health field. Karen has had extensive training in trauma-informed therapy and is also trained in CISM, a trauma-based crisis intervention training adopted and used by the United Nations.

LAP CLIENTS BY THE NUMBERS REPORT

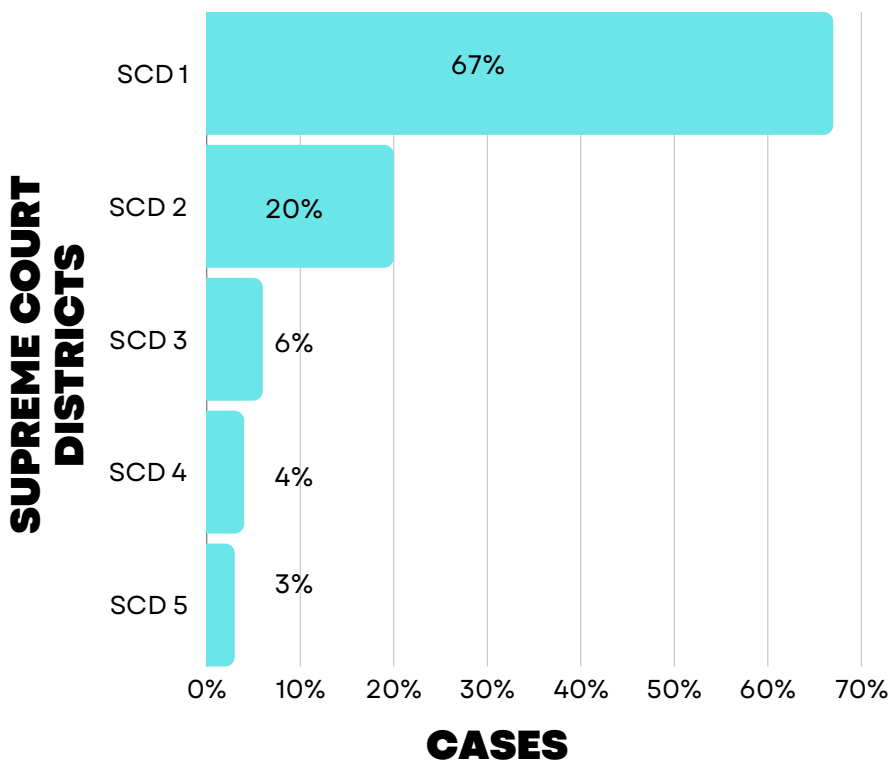
LAP clinical staff opened **379** new client cases in 2024-2025.

Total Open Cases on July 1, 2025: **405**



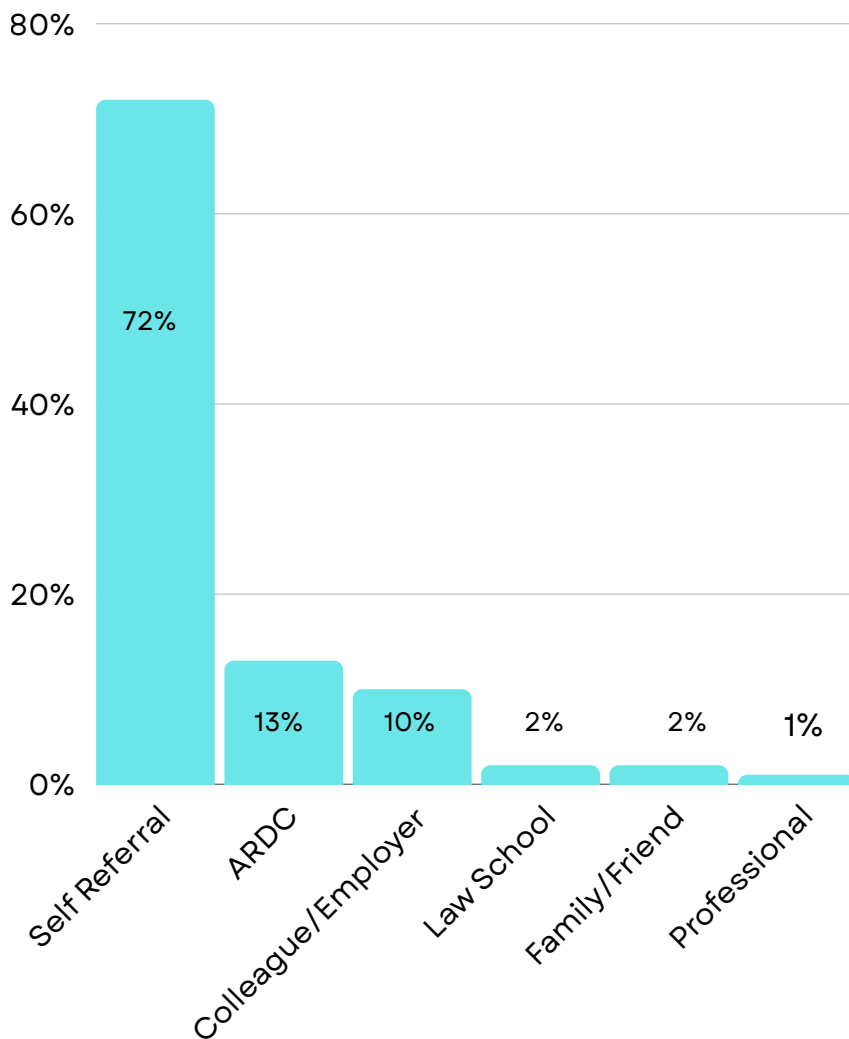
37% identified as female clients

63% identified as male clients



LAP's outreach is throughout the state, serving legal professionals in all 5 Illinois Supreme Court Districts with **87%** being in the Greater Chicagoland area comprised of the counties of highest concentration, including Cook, DuPage, Kane, Lake, McHenry, and Will counties.

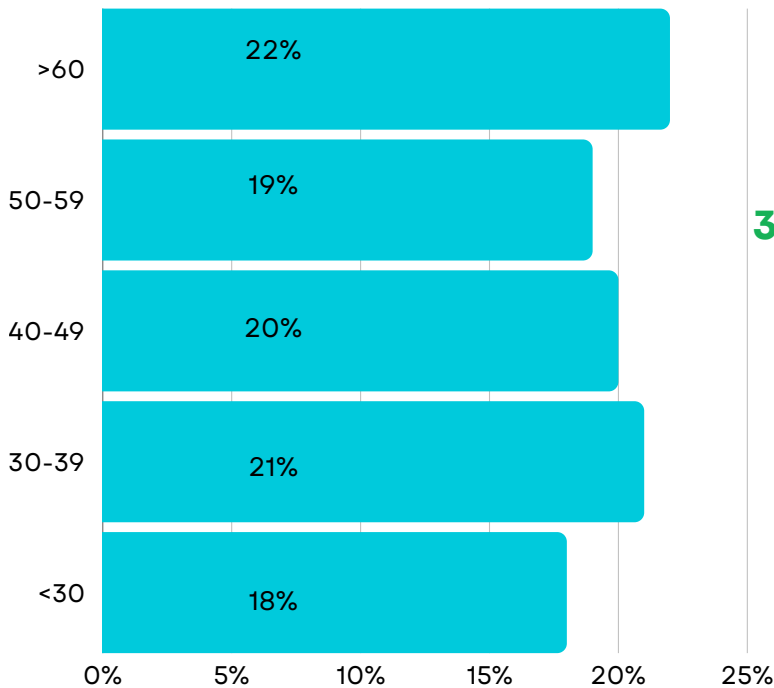
LAP CLIENTS REFERRAL SOURCE



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.

“Diana--You saved my life.”
-Anonymous Client

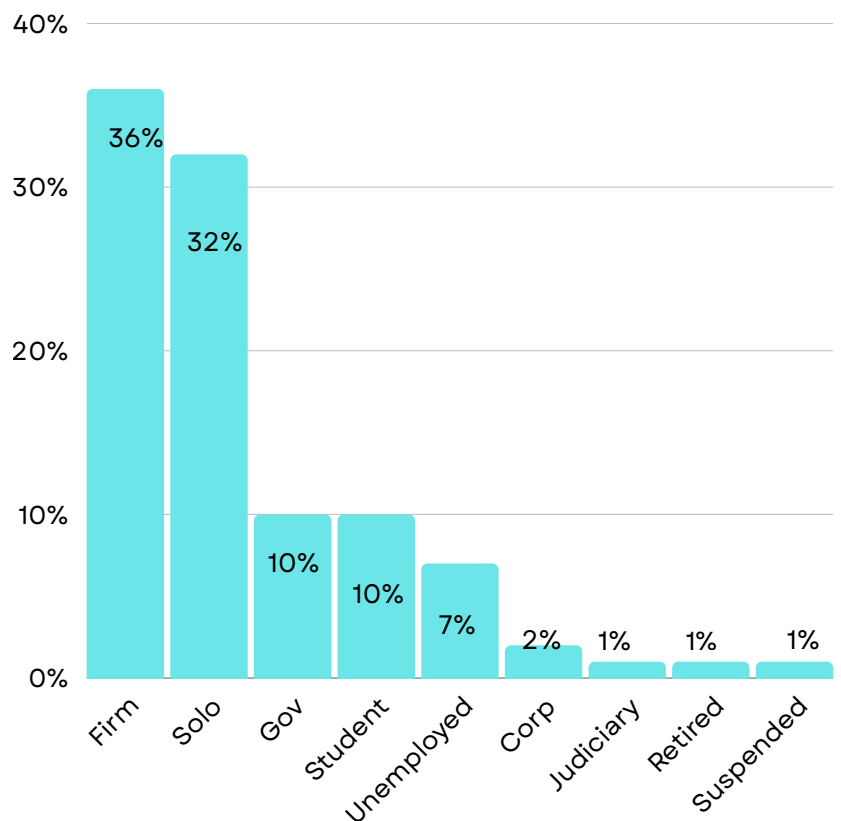
LAP CLIENTS AGE RANGE



39% of clients are **under the age of 40**

41% of clients are **50+**

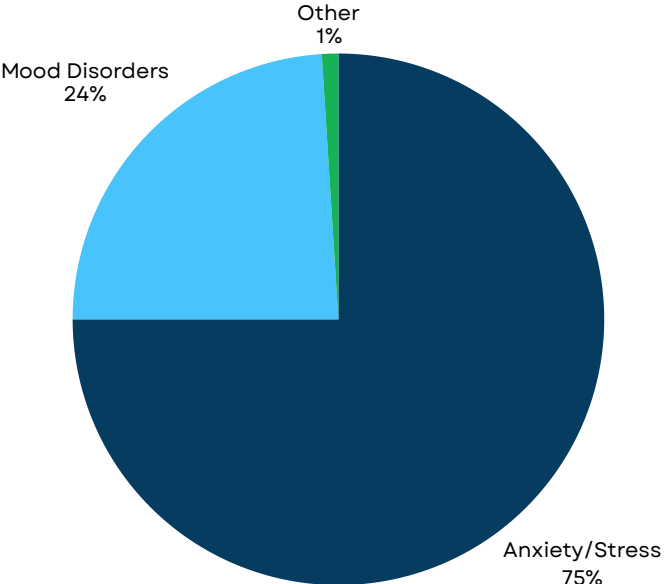
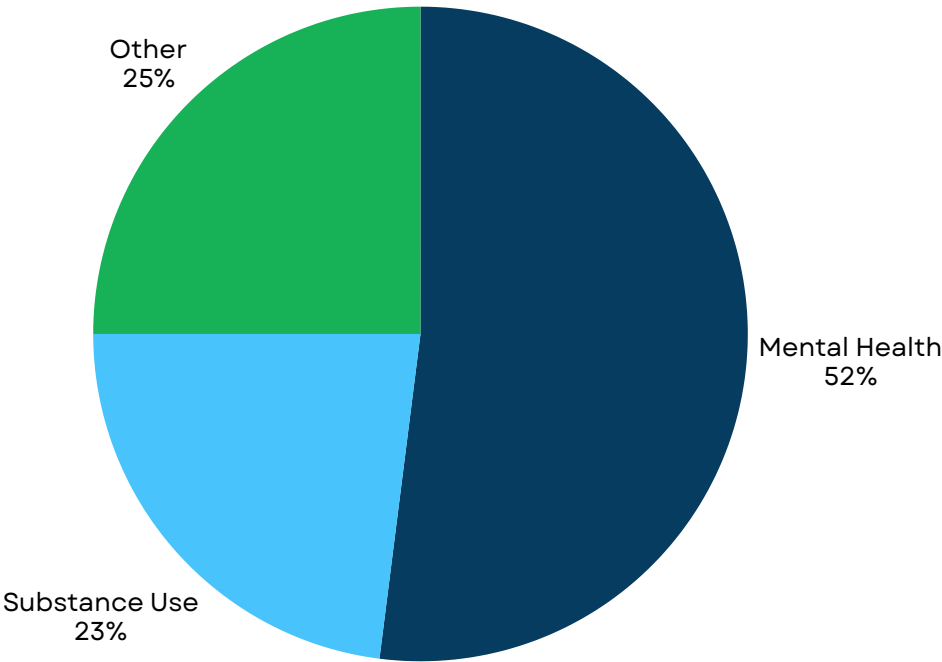
LAP CLIENT WORK SETTING



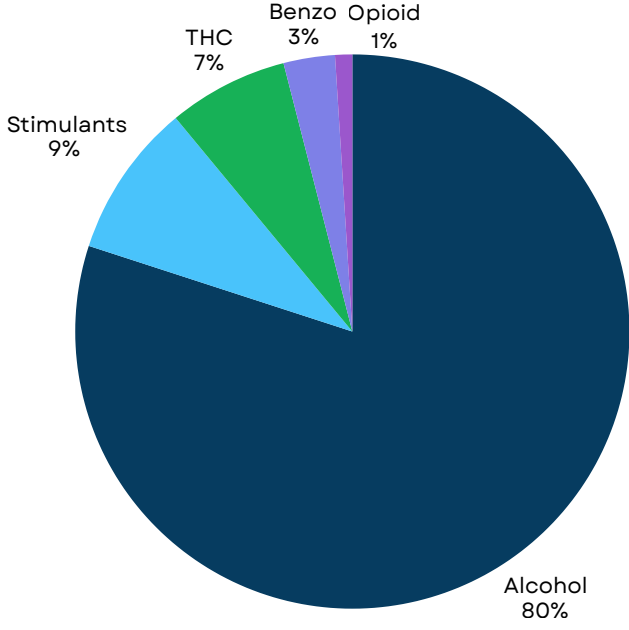
68% of clients are attorneys in a solo or firm practice setting

10% of clients are law students

BREAKDOWN OF PRESENTING PRIMARY ISSUES



**MENTAL HEALTH
CATEGORY**



**SUBSTANCE USE
CATEGORY**

LAP Annual Awards Dinner 2024

Step Into a New Adventure: Pave Your Path to Wellness



On October 10, 2024, we came together at the Brookfield Zoo for our Annual Awards Dinner. Guests enjoyed an evening of live music, great food, and even a few special animal visitors.

Our awards ceremony began with remarks from our honored guest and speaker, Justice Jesse G. Reyes of the Illinois Appellate Court, First District.

We were then honored to present awards to our 2024 honorees: Lester Munson, Matthew S. Sims, Lisa G. Williams, Chief Judge Timothy C. Evans, and Dr. Roueen Rafeyan. Each of these individuals went above and beyond in their support of LAP's mission, and we are deeply grateful for their dedication.

Joseph R. Bartylak Downstate Awards Dinner 2025

*Heal Your Mind, Shine Your Light:
Together We Build Hope*

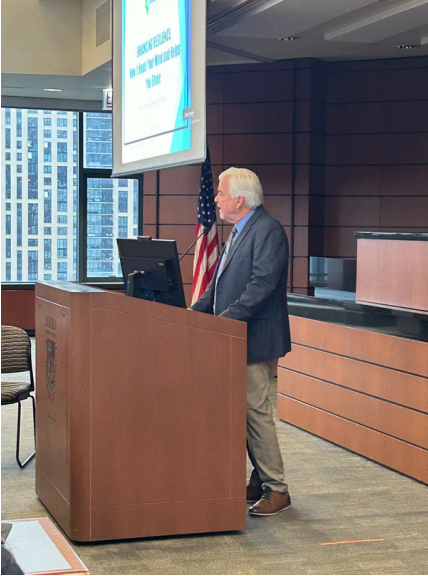


On April 10, 2025 we returned to Springfield for the Joseph R. Bartylak Downstate Awards Dinner. The dinner took place at Arlington's in downtown Springfield and our special guest speaker was Supreme Court Justice Mary K. O'Brien. We celebrated our awardees from 2025 as well as those from 2020 as our last downstate dinner was in 2019 (pre-pandemic). Our 2025 awardees were Supreme Court Justice David Overstreet, Chief Judge Melissa Morgan, attorney Renee Monfort, and Gateway Professional Relations Manager Sandra Beecher.

Our 2020 awardees were former Chief Justice of the Supreme Court Lloyd Karmeier and attorney Megan Moore. We also honored LAP's 2023-2024 Board President J. Nelson Wood and retired Board Member Shari Rhode. All of these individuals went above and beyond to support LAP's work and we are so grateful for their help.

LAP Annual Peer Support Training

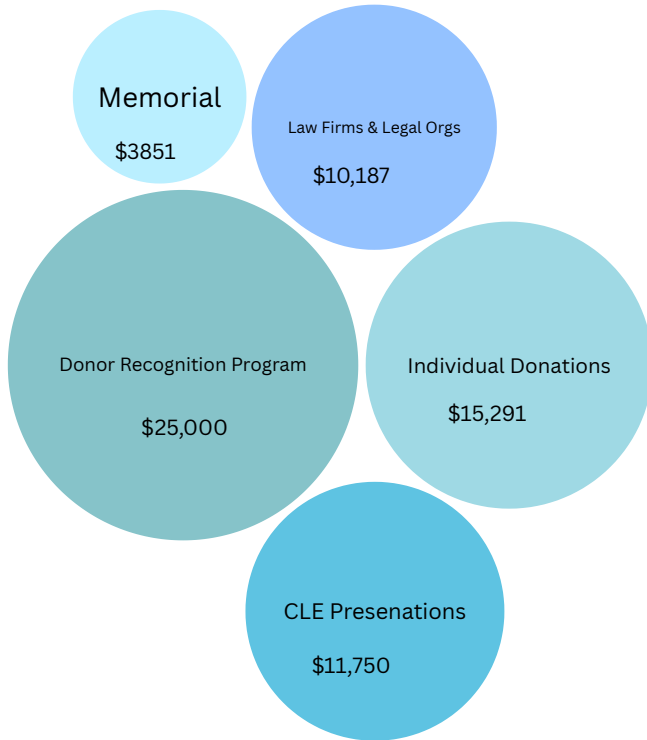
Heal Your Mind, Shine Your Light



HYBRID TRAINING:
82 total
29 in-person trainees
33 virtual trainees
20 on-demand trainees

On June 20, 2025, LAP held its annual peer support volunteer training at Loyola Law School's Power, Rogers, and Smith Ceremonial Courtroom. Attendees, both in-person and virtual, learned about LAP's services and programs; gained an understanding of mental health, substance use issues, and recovery; and learned how to assist members of the Illinois legal community. The training is required for those who wish to serve as peer support volunteers. Participants earned 3.75 MCLE Professional Responsibility-Mental Health and Substance Abuse credits. After the training, we offered it on-demand on our CLE courses webpage.

DONATIONS REPORT



**Total Donations
Received for
FY24-25:
\$66,079**

Annual Donor Recognition Program

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

Thank you to our Champion Sponsor:



The Value of LAP's no-cost services funded in part by your donations:



\$6000:

Provides professional CLE education to meet credit criteria and production of online programming

\$5000:

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

\$3500:

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

\$2500:

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

\$1000:

Provides 5 individual counseling sessions with a LAP expert.

\$700:

Covers the cost of group therapy for two weeks

\$500:

Provides triage referral support assistance to five professionals, providing access to appropriate care

CLINICAL SERVICES

- We added two experienced therapists to our staff for a total of five full time clinicians.
- We also expanded our weekly support groups with two new offerings: a Relapse Prevention Group and a Depression & Anxiety Support Group.



The flyer features a blue background with a white silhouette of a hand reaching out from the left. In the top right corner, there is a white outline of the state of Illinois with the text 'LAWYERS' ASSISTANCE PROGRAM' overlaid. Below the state outline, the tagline 'Real Problems. Real Help. Real Experts.™' is written. The main title 'LAP WEEKLY SUPPORT GROUP MEETINGS' is centered in white. The flyer lists six support groups with their respective days and times. A green box on the left contains contact information. A note at the bottom right states that all meetings are held virtually on Zoom.

LAWYERS' ASSISTANCE PROGRAM
Real Problems. Real Help. Real Experts.™

LAP WEEKLY SUPPORT GROUP MEETINGS

MEN'S GROUP: Mondays @ 12:15 p.m. Thursdays @ 4 p.m.	RELAPSE PREVENTION GROUP: Thursdays @ 12 p.m.
DEPRESSION AND ANXIETY SUPPORT GROUP: Tuesdays @ 12 p.m.	LAW STUDENTS & YOUNG LAWYERS: Fridays @ 12:15 p.m.
WOMEN'S GROUP: Wednesdays @ 12 p.m.	*All take place virtually on Zoom
DAILY AA GROUP (LAWYERS, JUDGES, LAW STUDENTS) @ 8 p.m. (see our website's Events page for Zoom info)	

CONTACT US TO JOIN:

EMAIL:
gethelp@illinoislap.org

PHONE:
312-726-6607

"Beth was a phenomenal counselor/provider."

"I cannot express how invaluable the counsel was that I received from Tony."

-Anonymous Attorney Clients

LAP PRESENTATIONS

Total presentations
delivered in FY
2024-2025: **62**

Total
individuals
reached: **3,577**

The two most requested topics were:
Stress in the Workplace & Vicarious Trauma

Outreach by group:

Attorneys: 2,647
Law Students: 642
Judges: 288

“Your approach to our judges on such a sensitive and important subject was truly commendable. Your ability to break down often emotionally-charged subjects into practical, every day advice made the session both engaging and empowering. I am certain all of our judges left the seminar with a greater understanding of the importance of mental, emotional, and physical well-being and with tools to better care for themselves and to better serve the legal community.”

-Anonymous Judge



“The way you spoke about the importance of recognizing how our work impacts us resonated deeply with me.

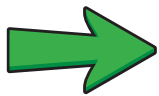
Hearing your message affirmed much of what I’ve experienced personally.
I’m grateful I had the opportunity to hear you speak.”

-Eva

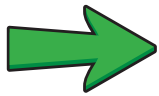
LAP PUBLICATIONS



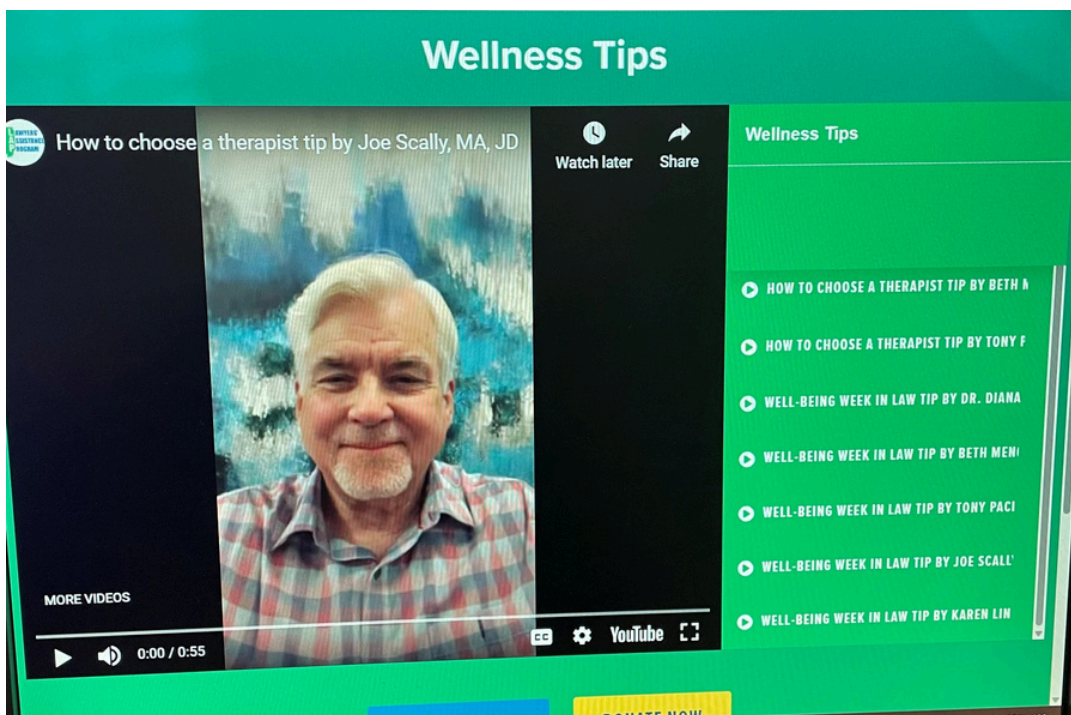
Walking Into the Lion's Den-Understanding our Fears Begins with Facing Them, Joe Scally, Illinois Bar Journal, September 2024



Workplace Stress, Dr. Diana Uchiyama, Illinois Bar Journal, December 2024



We launched short videos of “Wellness Tips” with LAP clinicians sharing advice on well-being and mental health: They can be found on our Instagram, Facebook, YouTube channel, and Media webpage.



LAP SPECIAL PROJECTS

Mental Health and Wellness Survey for Illinois Judges & Attorneys

In Spring 2025, we received approval to launch a first-of-its-kind statewide survey in Illinois examining judicial and attorney wellness, mental health, and substance use. In partnership with the Red Bee Group, this initiative was designed to gather updated, comprehensive data to better understand needs and strengthen services for the Illinois legal community.



Board of Directors Strategic Planning

We also received approval from our Board of Directors to implement a new strategic plan that will guide LAP's work in the coming years. This plan will provide a strong framework for expanding our reach and impact statewide. We selected the Red Bee Group to facilitate the planning process, with a final strategic plan scheduled for completion in early 2026.