



ANNUAL REPORT FY2026



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Executive Director's Message

2026 has been another year of growth and progress for the Kansas Lawyers Assistance Program. KALAP partnered with the Judge's Assistance Committee to develop a proposed Supreme Court Rule to merge the two organizations. The proposal was approved by the Kansas Supreme Court to move forward to the next stage of the process.

This year also marked the launch of KALAP's structured volunteer training program. Staff and board members worked together to develop the curriculum, which was presented to volunteers in Topeka and Johnson County in June. Participants earned two hours of CLE Ethics credit, and evaluations reflected overwhelmingly positive feedback about the program.



Emily Hartz
Executive Director

KALAP continues to serve as a permanent member of the Kansas Task Force on Lawyer Well-Being. This year, Kansas participated in the highly anticipated 10-year follow-up study examining the state of lawyer well-being nationwide. With the generous support of the Kansas Bar Association, nearly 450 Kansas attorneys completed the survey. Nationwide, more than 35,000 lawyers across 32 states participated, making it the largest study of its kind to date. We look forward to the publication of the final results, which will provide valuable insight into changes in lawyer well-being since the original 2016 study and allow us to compare national trends with those in Kansas.

During the second half of the fiscal year, KALAP expanded its peer support offerings by launching weekly groups focused on resiliency building and 12-step recovery. KALAP also introduced a monthly mindfulness group to help participants develop practical mindfulness skills. All peer groups are open to Kansas judges, attorneys, law students, and bar applicants, regardless of whether they are currently involved with KALAP.

KALAP continued its Coffee with KALAP program, offering monthly drop-in office hours for students at Washburn Law School. The program provides a confidential, welcoming space where students can discuss concerns, manage stress, and access support. In addition, KALAP offered in-person trainings throughout the year for the Washburn community, focusing on stress management, mindfulness, and overall well-being.

KALAP continues to welcome opportunities to educate and connect with the legal community across Kansas as part of its ongoing effort to reduce the stigma surrounding mental health and seeking support. Challenges such as addiction, mental health concerns, aging, physical health, and work-life balance can significantly impact the well-being of attorneys and judges. Research continues to show that substance use, mental health concerns, and chronic stress affect legal professionals at higher rates than the general population.

This year, KALAP delivered 47 continuing legal education presentations and expanded its outreach through social media campaigns and participation in legal community events across the state. These efforts help raise awareness, promote well-being, and encourage early intervention.

Our Team



Emily Hartz



Brynn Mroz



Ana Parra-Ruiz

Who We Are

The Kansas Lawyers Assistance Program (KALAP) is a confidential program established under Kansas Supreme Court Rule 233 to educate the legal community and support attorneys, bar applicants, and law students experiencing personal challenges or impairments that may affect their well-being or ability to practice law.

KALAP is guided by a Supreme Court-appointed Board of Advisors composed of members of the legal community, ranging from law students to retired attorneys. The organization is supported by three full-time staff members and more than 100 dedicated volunteers across Kansas who work together to provide KALAP's programs, resources, and confidential services.

Confidentiality

The most crucial piece of KALAP's success is its strict adherence to confidentiality of both KALAP clients and those who refer an attorney for services. KALAP follows very strict confidentiality protocols as set out in Kansas Supreme Court Rule 233(i), as follows:

- All communication between attorneys and any KALAP staff or volunteer is confidential and treated as attorney-client communication;
- KALAP staff, volunteers, and board members are immune from reporting requirements to the Office of the Disciplinary Administrator when working with KALAP clients or potential clients; and
- KALAP records and information are confidential, privileged and not subject to discovery or subpoena.

Key Services

CONTINUING EDUCATION



- **Free CLE Presentations:** KALAP offers free CLE presentations to state, regional, and local bar associations, law firms, specialty bar organizations, judges, law students, and public service legal offices throughout Kansas.
- **Ethics & Law Practice Management Credit:** Many KALAP CLE presentations qualify for Ethics and/or Law Practice Management CLE credit.
- **Annual Spring Seminar:** Each year, KALAP hosts a full-day Spring Seminar featuring local and national experts who provide education and training on health, wellness, and well-being within the legal profession.



COUNSELING SERVICES

- **Confidential Counseling Services:** KALAP provides up to 12 confidential counseling sessions each year with a licensed mental health clinician at no cost to the attorney.
- **Personalized Support:** KALAP's counseling provider offers individualized care, including coping strategies, short-term counseling, and ongoing therapy tailored to each person's unique needs.



VOLUNTEER PEERS

- **One-on-One Peer Support:** KALAP staff and trained volunteers provide confidential, one-on-one peer support for individuals seeking encouragement, guidance, and connection.
- **Volunteer Peer Support:** Volunteer peers may serve as mentors, 12-step sponsors, or accountability partners, depending on an individual's needs.
- **Ongoing Connection:** These peer support relationships offer regular check-ins, practical guidance, and continued confidential support throughout an individual's wellness journey.

PEER GROUP SUPPORT

KALAP offers confidential peer support groups for members of Kansas's legal community at no cost. These groups provide a safe, supportive environment where participants can connect with others, share experiences, and build skills to support their well-being. In 2026, KALAP expanded its group offerings, which now include:

- Weekly Resiliency Groups for stress management and resiliency building.
- Weekly 12-Step Groups restricted to only Kansas lawyers, law students and judges.
- Grief Group - follows a 7-week curriculum with periodic offerings throughout the year.



LAW STUDENT ON-CAMPUS SUPPORT

Coffee with KALAP offers monthly, on-campus walk-in hours for students at Washburn Law School. Through this program, KALAP provides confidential support and practical tools for stress management, time management, and resiliency building. KALAP also assists law students facing legal and/or financial concerns when applying for the bar examination. All law students are encouraged to take advantage of KALAP's confidential services.



LAW PRACTICE MANAGEMENT

KALAP offers individualized law practice management services and coaching to solo and small firm practitioners who can benefit from a more structured approach to managing the business of law. This one-on-one coaching program is well-suited to address the following common concerns of self-employed attorneys:

- Structuring office systems & workflow practices;
- Time entries and billing practices;
- Staff training and education;
- Workflow management;
- Trust account management;
- Time management;
- File management; and
- Succession planning.



FINANCIAL WELLNESS PROGRAM

The Financial Wellness Program focuses on bar applicants flagged for financial concerns. It provides:

- Financial coaching; and
- Repayment plan support;
- Goal-setting for financial stability; and
- Collaboration with clinicians to ensure accountability.



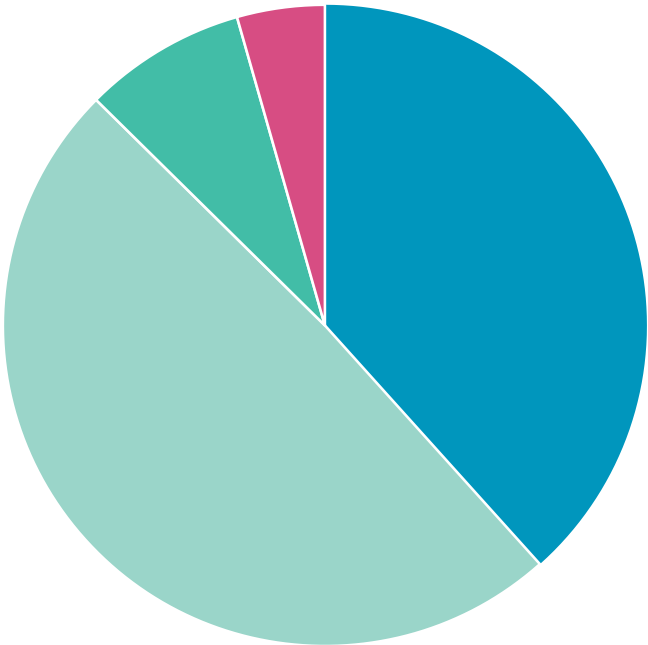
KALAP Numbers

KALAP presented 47 CLE presentations throughout the year.
Over 2,000 attorneys attended CLEs in FY 2026.

KALAP’s peer support groups had approximately 250 in attendance over the course of the year. Group attendees are not always counted as KALAP clients under our current tracking systems.

ANNUAL CLIENT STATISTICS FOR CLIENTS RECEIVING Individual Services	
Fiscal Year	Open Client Files
2022	184
2023	198
2024	~200
2025	159
2026	195

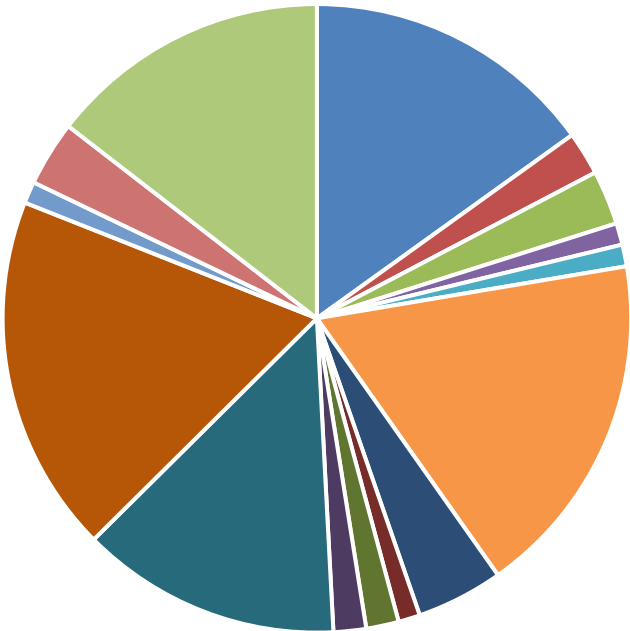
REFERRAL



REFERRAL	
Self	78
3rd Party	61
ODA	13
Other	7

LOCATION/COUNTIES

Shawnee	33
Johnson	32
Douglas	27
Out of State	26
Sedgwick	24
Leavenworth	8
Wyandotte	6
Franklin	5
Ellis	4
Reno	3
Saline	3
Harvey	2
Jackson	2
Lyon	2
Sherman	2



LOCATION/COUNTIES

- Douglas

Johnson

Sedgwick
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Leavenworth

Shawnee
- Franklin

Lyon

Sherman
- Harvey

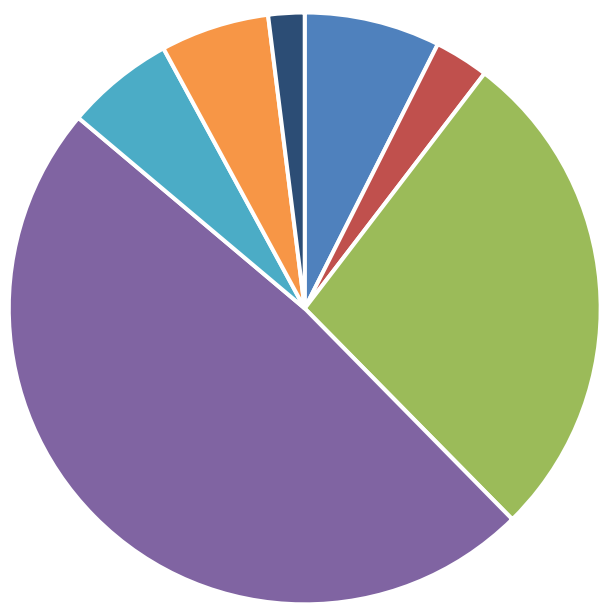
Reno

Wyandotte
- Jackson

Saline

Out of State

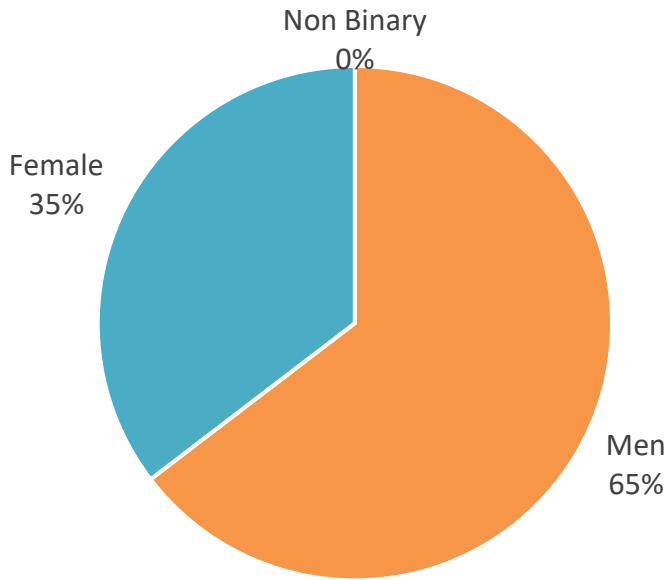
PRESENTING ISSUES



- Aging & Physical Health
- Substance Abuse
- Stress/Burnout
- Other
- Grief
- Mental Health
- Law Practice Management

ISSUE	
Mental Health	98
Substance Abuse	55
Aging & Physical Health	15
Stress/Burnout	12
Law Practice Management	12
Grief	6
Other	4

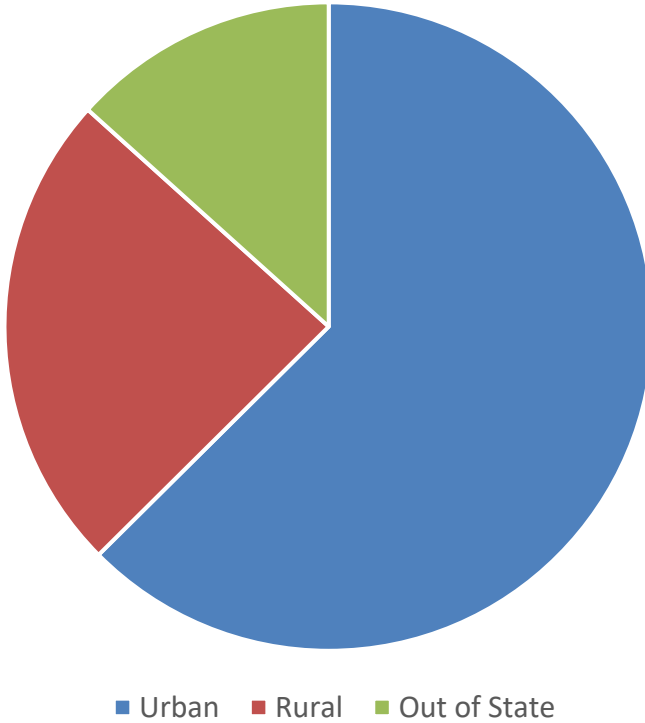
GENDER	
Men	126
Women	69
Non-Binary	0



- Men
- Female
- Non Binary

GENDER

RURAL & URBAN



DEMOGRAPHICS

Urban	122
Rural	47
Out of State	26

INDIVIDUAL THERAPY & COMMUNICATIONS

151

Hours of Individual Therapy Provided

KALAP provided **151 hours of confidential individual therapy** during the reporting period, helping members of the Kansas legal community access personalized support from licensed mental health professionals..

These services support attorneys as they navigate personal and professional challenges while promoting long-term well-being.

151

Hours of Individual Therapy

12

Counseling Sessions Available Per Year

\$0

Cost to the Attorney

Looking Ahead

As KALAP continues to grow and adapt, our commitment remains the same: supporting the well-being, resilience, and success of Kansas attorneys.

