



## NOTICE AND AGENDA

### BOARD OF GOVERNORS

**Saturday, October 22, 2016 at 9 a.m. – 1:00 pm**

5 minutes	<b>1. Call to Order, Welcome, and Introductions of New Members</b>	Patricia Jarzowski
	Meeting was called to order	
5 minutes	<b>2. What are our goals today and what will we accomplish?</b>	Patricia Jarzowski
	President of Mariner management	
45 minutes	<b>3. The “R” Goal: Recruit and Retain Members: How can we reimagine member engagement and retention? Let’s talk Micro-Volunteering!</b>	Peggy Hoffman [1-4]

Volunteers like to do things that men doing thing in the community. Latest research shows that is someone does one small task (posting pictures, mentoring, outreach, committee work) it increases their loyalty by 6 points. If they are involved they are more likely to speak highly of your association. Which means they will bring in one new member each. Drive engagement you can drive membership.

Most important thing that is ignored is the time flexibility. We want to do more but still only have 24 hours. Multitasking is what we do. We need to offer opportunities for volunteers to multi task. We need to rethink the engagement path. We told them when to come to the organization. We need to think on a 24 hour cycle so they need us all the time.

What is your preferred mode of volunteering. All ad hoc micro short term volunteering 60%. 17% give it all. They are the ones that shape the organization. 23% will be community builders. Lead committees, small group activities. We have to find more small way to connect in the organization.

They want to help others and there had to be something in it for them too. What is the most frequent deterred to volunteering was time. We need to figure out how to do virtual volunteering and short-term assignments. Do not require a heavy time commitment and do not make the go out of their way.

We need to let the members drive the car. Ad hoc opportunities, virtual, mico, episodic. Do not get rid of leadership roles but create a continuum that will let people plug in where they can fit. This allows them to find an opportunity for where they are in their life. Consuming-promoting-creating-serving-governing. The moment they validate or share they become feeding back into the system.

How are you meeting members where they are? Examples. People need to be invited. Need social activities. Perhaps focusing on Involvement instead of volunteering. Ask some questions. How have they contributed? What

is not getting done and how can you use help. What jobs are unfilled? What jobs could be unbundled.

Translating brochures. Jobs that staff are doing. Break jobs up. Steal ways from other associations.

<http://bit.ly/1KP>

Short and virtual programs.

List the opportunities and make it easy to find. And make it easy for them to get notification. Take the nominating committee and make it a talent committee. What can we do to meet members where they are today?

10 minutes      **4. How is the CBA starting to implement the REFOCUS 20/20 Strategic Plan?**      Patrick Flaherty  
[5]

Where are we with the Refocus 20/20 plan? Seven goals R-Recruit and retain members, e-engage under-represented populations, f-facilitate access to justice, o-optimize sections,-continue core programming, u-utilize new and young attorneys, s-strengthen governance and operations.

We have added some capacity. We have to know where we are starting from to be able to move forward. Starting to track demographic information.

We will need to work on our space and on technology to be able to change how and what we are using. Colorado and Minnesota are the only ones who work with their local bar associations. They are an entering point to the CBA. Working on Access to justice funding. Pioneering road show and modest means tool kit. California has adopted it and Texas is using it as a text book.

Optimize sections 10,000 of 18,000 belong to a section. On the member survey satisfaction 29% to 91%. We will be training sections on that and best practices. Section Summit on November 30<sup>th</sup>.

Core programming. Need to look at all of them and make sure they are strategic, professional and successful. Implementing impact measurements and we will be keeping the Executive council up to date on this reporting.

We need to find a place for the young attorneys. We need simple paths to leadership. Range of opportunities to get involved. Change the association between the two.

S goal – We are taking the staff and implementing the policies into line with the law, best practices and values. Do not know the staff. Staff morale is good. We have been empowered to implement the plan.

We need the board to start the process on the S goal here today. Many have two governing boards just like the CBA. One of the 5 primary problems if the governing body. Board size is tied to membership. Executive council was created and meets and does the work of the CBA. This group is hard to function like a board room. This board does not need to go away, but how do we make this worth time and take advantage of the board.

75 minutes      **5. The “S” Goal Strengthening Governance: How can we refocus your role on the Board of Governors to optimize your time and talents? (Breakout sessions)**      Peggy Hoffman

Break Out groups –

Potential roles of the BOG

Governing  
Curating knowledge  
Communicating  
Building CBA's capacity  
Developing public policy positions  
serving as an ambassador

What are the themes?

1<sup>st</sup> important – Serve as an ambassador. 2<sup>nd</sup> most – communicating to and from respective groups 3<sup>rd</sup> most important role – Serving as ambassadors and building CBA's capacity.

10 Minute Break - Caucus of Districts to pick Nominating Committee Representative

5 minutes      **6. What is the Waterman fund and how can the fund help more attorneys? Are our finances on track?**      Mary Jo Gross  
[6-31]

Financials are on track. We will send the Colorado Lawyer Article on Monday about the Waterman fund. It is a Denver Bar Program, but it applies to lawyers all over the state of Colorado. Helps attorneys in good standing for at least 10 years. If they have financial difficulties because of an impairment, or is in need for circumstances out of their control. Everyone should let folks know to apply if they need help.

10 minutes      **7. Should the CBA approve a resolution supporting legislation to authorize two additional judgeships for the District of Colorado? (Action Item)**      Lino Lipinsky  
[32]

Lino Lipinski reported that the resolution is that the ABA Delegates support the ABA's resolution that there be additional Federal judgeships requested from congress. Congress has not acted on the previous judges that were to be added to the District of Colorado. Last time Judges were added was 1984. Population has grown 64% since then. Chief Judge Krieger started a task force. Aster all member of the Colorado delegation signed on to a house bill going on record that we need additional judgeships. MOTION TO ASK THE HOUSE OF DELGATES TO ASK THE ABA TO PASS A RESOLUTION SUPPORTING THE DELEGATIONS RECOMMENDATIONS. PASSED UNANIMOUSLY.

10 minutes      **8. The "U" Goal Utilizing New and Young Lawyers: Should the YLD serve on the CBA Nominating Committee? (Action Item)**      Jake Eisenstein  
[33]

Jake thanked the CBA YLD for being so committed and all of their work for the CBA. Working on the strategic plan. Not a one size fits all shoe for things that should be offered to members. Averaging 4-5 events a month. With a huge variety of things that can fit a number of different groups within the CBA. Bullyproofing program is great. Working with specialty bars and Sections. Working with the Law Schools in state and out state to get folks to sign up for members. Will be at Limelight after the swearing in ceremony all are invited to attend.

We need to have an ongoing dialog with young lawyers and the Bar. Guest speakers coming to the council meetings to talk to the board on how we can integrate in the Bar Association.

Seat at the table for the nominating committee. Motion to waive notice for the bylaw amendment. Motion to change the bylaws to include a YLD member on the nominating committee. Second. Approved.

30 Seconds      **9. Do we approve the Presidential appointment of Mario Trimble and Alison Zinn to the CBA Executive Council? (Action Item)**      Patricia Jarzowski

Motion to approve appointments of Mario and Alison to the EC. Second, approved.

30 seconds      **10. Consent Agenda – May, 2016 Minutes**      Patricia Jarzowski  
[34-36]

Minutes are approved.

10 minutes      **11. How has the CBA Executive Council been fulfilling our governance duties? Where has Gigi the Presidential RV been traveling? What is planned in the next few months?**      Patricia Jarzowski

CBA is strong. We are listening to our members. The CBA is a tanker and not a jet ski, takes a lot of people to turn a tanker and it is a slow process. Presidential visits have been happening, 15 so far, 12 to go. Have been talking a team approach to the visits. Staff members have been going on the visits. Court of Appeals has also joined in on the visits. We have been asked how the CBA can help them. Making personal connections around the state. Celebrate and gathering is happening more often. Cobalt Selection has happened. Most diverse class ever. ACT now initiative. Pipeline of leadership with the minority bar associations and the CBA. Section Summit on November 30<sup>th</sup>.

5 minutes      **12. What does Supreme Court Chief Justice Rice want us to know?**      Honorable Nancy Rice

Judiciary, they are working on budgeting and legislative package. It is a very difficult process. Not requesting and new judgeships this year. The judiciary must have a business plan looking forward. Need to look at the county court level in respect to jurisdictional limits. Tied in with that is how we make litigating smaller cases less expensive. What will we do with the attacks against the judiciary? Need to continue to be positive and get the message out on how wonderful the judiciary is. Celebrating 50 year anniversary of the merit selection process. Judicial performance statute is sun setting in 2 years. Statute need to be made sure it does not sunset in 2019. Commission is taking the lead to make sure that the statute does not sunset. They will have town meetings all around the state. They will be asking how the process is going. If you are in the area and see the ads in the paper, and have any concerns about the process, you should go and voice your opinion.

5 minutes      **13. What does COA Chief Judge Alan Loeb want to share with us?**      Honorable Alan Loeb

Judge Loeb thanks the CBA for their support of the judiciary. See DBA notes from DBA BOT meeting.

5 minutes      **14. What is the new Dean of the University of Denver, Sturm College of Law's vision for the future?**      Dean Bruce Smith

Dean Smith is excited to have representation from DU Law School in the CBA. Most diverse class in the last 5 years. Law School was highest in the state for bar passage. Incorporating imperial results of what lawyers want – Ali Gerkman – Extra Mile project – 5, 280 alumni all over the state. Law School dean wants to go everywhere in the state. They need the help from the Bog to get the connections across the state. Law School wants to support lawyers after law school and will work with the bar to do this. Speaking to COBALT on leadership. We can rethink and remake the relationship between law schools and the profession.

5 minutes      **15. What happened at the ABA Annual Meeting in August?**      Kisha Cook

Kisha reported that the annual meeting was held in San Francisco. ABA House of delegates is the policy making body of the ABA. It happens on the last two days of the ABA Conference. Ethical violation for attorneys to discriminate in the practice of law.

5 minutes	<b>16. How can COLAP help us stay happy, health and successful?</b>	Barb Ezyk
3 minutes	<b>17. What can individual Board of Governors do in between meetings in your role as CBA ambassadors?</b>	Patricia Jarzowski
	<b>18. New Business and Adjourn</b>	Patricia Jarzowski