



NOTICE AND AGENDA

BOARD OF GOVERNORS MEETING

Friday, December 7, 2018, 8:30 a.m. – 12:30 p.m.

Registration and continental breakfast at 8:30 a.m., Meeting at 9:00 a.m.

History Colorado Center, 1200 N. Broadway, Denver, CO 80203

Park at the Cultural Center Complex Parking Garage 65 West 12th Avenue

Dress is Business Casual

Reception Thursday, December 6, 2018 5:00 PM, Art Hotel Fire Lounge, 1201 Broadway, Denver, CO 80203

The CBA Board of Governors will meet at the above time and place. Registration and continental breakfast will be from 8:30 a.m. – 9:00 a.m. The meeting will begin promptly at **9:00 a.m.** and is expected to conclude no later than 12:30 p.m.

10 minutes	I.	Call to Order, Welcome and Introduction of New Members	John Vaught
	II.	Management	
20 minutes	a.	Executive Director Report	Patrick Flaherty
30 minutes	b.	CBA Program Highlights	
	i.	Introduction:	
	ii.	Program Highlights	
	a.	Federal Pro Se Clinic	Sabra Janko
	b.	Justice for All	Kath Schoen
	c.	MGMT HQ	H. Folker or B. Baker
	d.	Higher Logic: “CBA Community”	Shanna Montoya
	e.	Solo Small Firm Conference	Vince O’Brien
	f.	MLPI: Modern Law Practice Initiative	Lauren Lester
15 minutes	BREAK		
	III.	Judiciary	
15 minutes	a.	Chief Justice Coats report	Chief Justice Coats
5 minutes	b.	Judge Loeb retirement recognition	John Vaught

	IV.	Governance	
20 minutes	a.	President's Report	John Vaught
5 minutes	b.	CBA financial report	Mary Jo Gross (20-27)
5 minutes	c.	Consent Agenda	John Vaught
	i.	Approve minutes from May 3, 2018 Board of Governors Meeting	(28-31)
	ii.	Approve ABA House of Delegates	
20 minutes	d.	Joint Diversity & Inclusivity Steering Committee	Patricia Jarzowski (36-45)
60 minutes	e.	Broadband	
	i.	The issue	John Vaught
	ii.	The role of the CBA	John Vaught
10 minutes	f.	ABA House of Delegates Report	Mark Fogg
	V.	Adjournment	John Vaught
30 minutes	VI.	Optional tour of 1290 Broadway, Suite 1700 (conditions permitting)	

You can purchase tickets to tour the History Colorado museum for just \$5 as a BOG meeting attendee.

Please contact Jessica Lindzy, jlindzy@cobar.org if you are unable to attend the meeting. Board representatives unable to attend the meeting can send someone else from their constituent in their place; that person will not be able to vote. Please let Jessica know if an "alternate" will be attending the meeting.

JOB DESCRIPTION

The Board of Governors reached an overwhelming consensus at the October 2016 Board of Governors meeting to clarify the role of the Board of Governors. Based on the consensus reached the primary role of the governors is to serve as an ambassador and conduit of communications for the Colorado Bar Association while retaining a governance role.

As a Governor serving on the Colorado Bar Association Board of Governors, you are:

- An AMBASSADOR who creates awareness about the Colorado Bar Associations within the legal community and beyond;
- An accountable LEADER who represents the Colorado Bar Association as well as local constituents;
- A BRIDGE-BUILDER between the Colorado Bar Association and local constituents that promotes relationships and productive communication;
- An INNOVATOR who offers new insights or institutional knowledge for ongoing organizational development and decision-making.

(Expectations) of Governors:

- Attend all Board of Governors meetings
- Prepare for all Board of Governors meetings
- Actively participate in all Board of Governors meetings
- Accept committee or project assignments
- Stay informed
- Evaluate individual and collective performance
- Act in accordance with Fiduciary Duties (Care, Loyalty, Obedience)
- Review Executive Council minutes
- Be in touch with Vice President/Executive Council liaison
- Regularly interact with constituents about Colorado Bar Association and Board of Governors matters, and solicit feedback

(Expectations) of Colorado Bar Association

- Provide orientation on Colorado Bar Association and Governor role
- Inform governors of substantial CBA business and actions of the Executive Council
- Notify Governors of the meetings well in advance
- Solicit input for agendas
- Send Meeting materials in advance
- Provide a point of contact and/or liaison
- Provide leadership training and tools
- Provide opportunity to listen to governors at meeting and in advance
- Maintain Board of Governor portal with necessary information

Communication Tools

- Portal
- Use Executive Council contacts
- Orientation Video
- Enhanced communication routes
 - Phone
 - Joint Meetings
 - CBA meetings
 - Portal
 - Newsletters
 - Events
 - Orientation video

MEETING MINUTES
EXECUTIVE COUNCIL
Tuesday, August 13, 2018

Meeting called to order at 3:02 p.m.

In Person: Dan Deasy, Dick Gast, Judson Hite, Joi Kush, Kim Neilio, Bonnie Schriner, Dan Sweetser, Ted Tow, John Vaught, Mo Watson

Guests: Lauren Lester, Brian Shepard

Staff: Joanne Crebassa, Toni-Anne Dasent, Patrick Flaherty, Heather Folker, Carolyn Gravit, Sabra Janko, Lori Krupske, Greg Martin, Shanna Montoya, Vince O'Brien, Amy Redfern, Jeremy Schupbach, Amy Sreenen

Phone: Melanie Bartlett, Leslie German, Courtney Holm, Michelle McCarthy

Call to Order, Welcome & Preview of the Year

We want to elevate rural Colorado. Broadband coverage is simply not available to some areas of the state. Broadband is an access to justice issue when a lawyer has to drive an hour to get access to upload a brief to the court. Other things I will be working towards are:

- Expand MLPI to all 4 corners of Colorado.
- Strengthen the role of the CBA Vice Presidents.
- Try to expand and engage the Executive Council Board.
- Challenge the Colorado Bar Foundation to raise an additional \$300,000.

Introductions

Around the room intros.

Consent Agenda

Minutes were passed with a couple of spelling changes from Bonnie.

Treasurers Report

Greg Martin and Amy Redfern stood in for Mary Jo Gross. The revenue is over budget but expenses are also over budget. Revenue is still over expenses.

The auditors made some adjustments to the unrealized gain/loss and how it relates to the actual value of the investments. Lori is working to make the adjustments monthly.

The Justice for All grant came back into the revenue and there were some miscellaneous royalties from Law Pay as well. Moving people around made some departments over budget and some under budget. The budget does not move.

Another auditors change moved some money for video conferencing from this year to next year. Taxes should stay the same from here on out. There was some unrelated business income for marketing/advertising. We stayed on budget. Affinity used up the extra money left by reduced staff in the department. Total department budgets came out slightly under budget.

CLE Introductions

Vince O'Brien. After 4 years of losses it has turned around. They plan on making distributions to the DBA and CBA at the end of the year. Formed by DBA, CBA, DU and CU. Now it is just the CBA and DBA. Working on diversity & inclusiveness, Project GeoPoint to have better outreach to greater Colorado. Vince is going to try to meet with all of the VPs and go with John on some visits. The VP's will start meeting every other month.

MLPI

Lauren Lester is the new Chair of MLPI. 61% of civil cases had no representation on either side. 67% in domestic cases had no representation on either side. 75% of domestic cases only had representation on one side. This committee morphed out of the Modest Means Task Force to help serve this very large justice gap. The wording made it sound like we only help the very poor. They rebranded to emphasize help to those that were not poor but could not afford a lawyer and that the traditional model may not be a good fit for this goal. They want to identify different needs and effectively help serve those needs. This does not mean we want lawyers working harder for less money. Lawyers who have taken this approach are happier and healthier than those that practice traditional law. The goal is to reduce that 75%. Goal is to be a cohesive place where attorneys can be on one list that covers all areas. This board will be critical to that project.

A motion was made to adopt the MLPI strategic plan. Moved and seconded. Passed unanimously.

Broadband Coverage

This is part of the MLPI issue because there are still parts of the state that do not have adequate broadband infrastructure. One county has 6% access to broadband. This impacts access to justice.

Brian Shepard from the Colorado Broadband office. The issues are very complex. They have been missing the lawyer perspective. Working to solve this problem. In Delta county, there is a line at the library by 9 a.m. to use the internet because there is not enough access to do what they need to do. When they started almost half the state did not have adequate broadband. The ROI is not there. It will cost a million dollars a mile to run cable over Monarch pass. There is 50-year-old infrastructure in the mountains. Schools were paying \$175 per megabyte now is down to \$3 a megabyte. The goal is to get more competition and infrastructure in the rural areas. You cannot function today without broadband. It is a utility.

Universal broadband access throughout the state is the goal. We are up to 77% availability. 150,000 homes still lack service. We have 98% availability in schools. Those standards are increasing. They have raised \$31 million in funding so far.

Our focus will be on the legal profession. Starting with an ABA Resolution to the House of Delegates to get the ABA to lobby for more money. We want to get our people to work with county people to bring this issue to the forefront.

Motion to adopt the resolution to send to the ABA. Seconded. This is not Colorado specific. All in favor. Motion to go to our congressional delegation with this resolution. Seconded and passed.

CBA Orientation

See Patrick's slides (attached).

Role of VP's

Include VPs in every decision. Help in the selection of CBA Presidential nominees and participate in Presidential visits. Communicate with local bar members. Reports on each of their seven regions are due at the November VP meeting.

Executive Director Report

Building Update—we are moving to 1290 Broadway in January 2019. CBA and CLE will be on the same floor.

President's Report

Presidential visits have been scheduled. Impeachment process is the CLE topic. Sabra Janko came in to talk about the Federal Pro Se clinic. It has had 44 clients and 74 consults with 12 repeat clients. 34% of litigants in federal court are pro se. This program is run by the CBA and funded by the federal court. Information and advice by phone is available for those in greater Colorado. They are trying to integrate attorneys into the process. The focus is on the process and to help people formulate claims. Employment, civil rights and social security are the top issues.

John Vaught recognized Dick Gast. He did a lot over the last year with poise and grace.

New Business

YLD has broken into subcommittees and will collaborate more with diversity bars and sections.

Adjourn to Reception at 5:20 p.m.



Colorado Bar Association

MEETING MINUTES

EXECUTIVE COUNCIL

Tuesday, October 2, 2018, 3:00 - 5:00 PM

CBA Offices, 1900 Grant Street, 9th Floor, Denver, CO 80202

In Person: Dick Gast, Joi Kush, Kim Neilio, Bonnie Schriener, Dan Sweetser, Ted Tow, John Vaught, Mo Watson, Emma Garrison, Mary Jo Gross, Kathleen Hearn Croshal, April Jones, Melanie Bartlett, Courtney Holm and Michelle McCarthy.

Guests: Mario Trimble, Sam Cheris, Tyler Murray and Catherine Hance. DanDiBella and John Dunn joined by phone.

Staff: Patrick Flaherty, Carolyn Gravit, Lori Krupske, Greg Martin, Vince O'Brien, Amy Redfern, Jeremy Schupbach, Amy Sreenen, Jessica Lindzy, Toni-Anne Dasent and Kath Schoen.

Phone: Leslie German, Cobea Becker and Melissa Nicoletti.

1. President John Vaught called the meeting to order at 3:01 p.m.
2. Introductions – Executive Council members, guests and staff.
3. Dan Sweetser made a motion to approve the August 14, 2018 as amended. Seconded by Joi Kush. Motion passed.
4. Mary Jo Gross reported on the current August 31, 2018 financials which were included in the packet.
5. Audit report – Auditor, Dan DiBella summarized the audit communication letter that was included in the audit report package. Dan went over key points in the audit as well as new accounting standards that will change how the lease is reflected on the financials. Patrick clarified the split with CBA/DBA/CLE for the new lease. Ted Tow made a motion to approve the audit report. Seconded by Courtney Holm. Approved unanimously.
6. Building expense report – Patrick went over the building budget which was handed out at the meeting. Project is on budget thus far, but that changes day to day. The building expense split is 52% DBA/CBA and 48% CLE depending on rooms and equipment, this can fluctuate throughout the process based on a number of factors. There is no move date set as we are

waiting on a permit that is necessary to keep the timeline on track. We got news at the end of the meeting that the permit has been received.

7. Investment Policy Proposal – Mario Trimble, Tyler Murray and Sam Cheris gave a report regarding the investment policy that they were tasked with creating. Mario Trimble gave a history as to why the committee was created and how the CBA has been investing historically. Sam Cheris reported that the CBA's reserves have been underperforming due to inflation, etc. The committee looked at a three tier funding approach. There was question regarding diversity in the investment firm and the investment committee, Sam reported there was diversity in the firm that they chose and that the CBA President is responsible for diversity in the committee. Discussion ensued regarding the wording of the charter and the blanks that needed to be filled in. Mary Jo Gross made a motion to approve the CBA Investment Committee Charter on an interim basis with the understanding it will come back to the Executive Council for the December meeting. Seconded by Mo Watson. Approved unanimously.
8. Rent Abatement Request – Patrick gave history of LAF and COLTAF which is requesting a 5 month abatement through 1/31/19. The CBA portion is \$6250. Dick Gast made a motion to approve the rent abatement through January 31, 2019. Seconded by April Jones. Approved unanimously.
9. Proposed Revisions to Title Standard 8.3.2 - Catherine Hance gave a brief description of what title standards are and this specific title standard regarding the vacation of alleys. Revisions were developed by the Real Estate Section along with Real Estate Commission to clarify the standard and conform to changes in the law. Mary Jo Gross made a motion to approve the revisions to Title Standard 8.3.2. Seconded by Mo Watson. Approved unanimously. Ted Tow abstained.
10. Board Orientation – DBA Executive Director, Patrick Flaherty gave a Power Point presentation as Part 2 of Board orientation on management and REFOCUS 20/20. The Power Point slides were included in the Board packet.
11. Amicus Brief - Ted Tow excused himself from this portion of the meeting. John Dunn explained the brief and requested authorizing the Real Estate Section to file an Amicus Brief based on the memo provided in the Board packet. Mary Jo Gross made a motion to authorize the Real Estate Section to file the Amicus Brief. Seconded by Courtney Holm. Approved unanimously.
12. BOG December meeting calls – Melissa Nicoletti gave information on the handouts provided with a script and list of BOG representatives to call for RSVP's to the upcoming BOG meetings.
13. President's Report – President John Vaught reported that Presidential visits are going as planned. He reported that we need to start using our Vice Presidents better to organize, run and govern our organization.

14. New Business-

- a. Patrick Flaherty mentioned the ABA's Board Catalyst series and asked if there was any interest. He will be sending out an email to gauge interest in the series.
- b. Mary Jo Gross discussed the Waterman Fund, what it's there for and the need to encourage qualified attorneys to apply.

Adjourned at 5:12 p.m.

DRAFT

COLORADO BAR ASSOCIATION REGION 1

Describe your Region – Geographic Diversity, Population Diversity, Broadband Coverage, unique issues

- CBA Region 1 consists of the City and County of Denver
- Denver is the capital of Colorado
- It is the largest city in Colorado, the most populous city within a 500-mile radius, and the second most populous city in the mountain west after Phoenix.
- In 2016, Denver was named the best place to live in the U.S. by U.S. News & World Report.
- Denver is a consolidated City/County.
- More lawyers practice in Denver than any other city in Colorado.
- Denver is growing rapidly.
- Population: 680,000 in the city limits; 2.8 million metro area
- Metro Denver is a relatively young region with a median age of 37 years, compared to the nationwide median age of 37.7. Metro Denver has its largest population concentrations in the 30-44 year range (22.4 percent) and 45-59 year range (20.2 percent), supplying companies with a large and highly skilled workforce.
- 68.9% white; 10.2% black/African American; 3.4% Asian; 9.2% other race

Who are your county Commissioners and what Judicial Districts are in your region?

Mayor: Michael Hancock

13-member City Council

Strong mayor/week city council government

2nd Judicial District

Democrats have long dominated city politics; most citywide officials are democrats, since 1963 Denver's mayors have all been democrats, almost all of the city's seats in the state legislature are held by democrats.

Who are the legislators/senators/decision makers who represent your region? Jeremy Schupbach can get you contact info.

State house Rep (District 1): Susan Lontine

State house Rep (District 2): Alec Garnett

State house Rep (District 4): Serena Gonzales-Gutierrez

State house Rep (District 5): Alex Valdez

State house Rep (District 6): Chris Hansen

State house Rep (District 7): James Coleman

State house Rep (District 8): Leslie Herod

State house Rep (District 9): Emily Sirota

State Senator (District 16): Tammy Story

State Senator (District 32): Robert Rodriguez

State Senator (District 34): Julie Gonzalez

U.S. Rep. (1st Congressional District): Diana DeGette

What is the state of Diversity and Inclusivity in your region?

Denver is more diverse than many other parts of Colorado, but this is still an area that needs significant improvement.

Overall population statistics: 68.9% white (non-Hispanic); 10.2% black/African American; 3.4% Asian; 9.2% other race

Do you have the ability to travel to Local Bar Meetings in your region?

Yes.

Should your region be changed?

I don't see an obvious or compelling reason to change Region 1.

Do you know the Judges in your region?

There are around 50 district and county court judges in Denver. I only know a handful of them.

**Interim report on information
requested regarding your
region by Sept. meeting. Final
report by Nov. meeting**

UPDATED 11/21/18
CBA Regional Report - Region 3
prepared by Judson Hite, VPR3

Geography:

Regional Bar Associations – Boulder; Larimer; 13th JD; and Weld
Judicial Districts – 20th (Boulder); 8th (Larimer); 13th (K. Carson/Morgan/Sedgwick); 19th (Weld)
Geographic – Boulder, Estes Park, Sterling, Holyoke, Yuma/Wray, Greeley, Frederick, Lafayette

Diversity/inclusivity considerations:

The Region contain “haute” urban, urban/industrial, suburban, and rural components; obviously a very broad demographic and geographic mixture; it includes some of Colorado’s most dense populations and least; the population is changing from majority white to mixed in rural areas.

In far NE Colorado, the population trend is changing from decreasing populations to increased minority populations; these changes are impacted by and have an impact upon the agricultural and energy economy sectors; notably, Morgan County has become home to many refugees from Somalia and other East African nations.

All counties enjoy less than 3% unemployment, but for Larimer, Weld, Morgan, and Logan, where unemployment was up to 4% as of August 2018.

Far NE is far below median Colorado income and median home value, in contrast to Louisville and Frederick/Firestone which exceed the state’s median income by 180% and home value by 105%.

Counties/Commissioners (pre-election):

Boulder: Cindy Domenico; Deb Gardner; Elise Jones
Larimer: Sean Dougherty; Steven Johnson; Tom Donnelly
Weld: Jeff Freeman; Julie Cozad; Barbara Kirkmeyer; Steve Moreno; Sean Conway
Kit Carson: Gary Koop; Cory Wall; Dave Hornung
Morgan: Mark Arndt; Laura Teague; Jim Zwetzig
Washington: Terry Hart; Leland Willeke; Lea Ann Laybourn
Yuma: Terry Bushner; Dean Wingfield; Robin Wiley
Phillips: K. Joe Kinnie; Harlan Stern; Don Lock
Sedgwick: Mark Turner; William McCormick; Donald Schneider
Logan: Bryon Pelton; Joseph McBride; David Donaldson

This is by far too broad a group of governing officials with which to uniformly collaborate.

Internet/Broadband:

There is an apparent broad band of no broadband along the I-76 corridor from Boulder to Sterling: Keensburg, Ft. Morgan, Brush; south to Last Chance, and north to Stoneham/Pawnee Grasslands have little or no coverage.

Ability to travel to meet bar representatives: unlimited.

Need for additional Region within Region:

Due to its unique breadth, an independent Vice President from the 13th JD would be justified.
There are Boulder Bar members who advocate Boulder having its own VP as well.

Familiarity with judges in Region/challenges:

Boulder, Larimer and Weld lawyer frequently appear before all judges in all of those counties; Boulder and Larimer lawyers are suspected to appear far less frequently, if at all, before 13th JD judges. Similarly, 13th JD lawyers are not frequent litigants in Boulder.

November 18, 2018

CBA Report – 6th Region: Four Corners, Mesa, 7th JD, and southwestern

- Describe your region: The 6th Region makes-up the southwest corner of the state. The northern border of the 6th Region is Mesa County, with the city of Grand Junction as the County seed. In the center of the Region is the 7th Judicial District which includes the Counties of Montrose, Delta, Ouray, Gunnison, Hinsdale, San Miguel). The southwest corner is made of up Dolores, Montezuma, San Juan, La Plata, and Archuleta Counties.
 - Geographic: Southwest Colorado includes the San Juan Mountains, and the Colorado Plateau. Grand Junction is the largest city in the 6th Region. The region also includes the destination ski resorts of Telluride, Crested Butte, Purgatory, Wolf Creek and Silverton Mountain. In areas like Telluride and Crested Butte, many homes are occupied by second homeowners. On the other end of the spectrum, there are very remote and rural communities with low population.
 - Population Diversity: There is a diverse socioeconomic and ethnic population in this region. However, the bar doesn't necessarily reflect this diversity. For example, there is a large Hispanic population in the area, but very few Hispanic or Spanish speaking attorneys in the region. Education background throughout the 6th is diverse; and there are some college towns in the region (Grand Junction, Gunnison, Durango). Agriculture is a large economic component of this region, and many people make their living farming and/or ranching.
 - A portion of the 6th is on reservation land. This can make for complicated issues when there is crossover in federal and state laws.
 - Broadband Coverage: (information from www.broadbandnow.com) In the more populated areas, this does not appear to be a problem. In Dolores, San Juan, Hinsdale, La Plata, and Montezuma there seems to be a lack of broadband coverage. While internet access might not always be an issue, speed or bandwidth is an issue. The ability to download or watch videos can be problematic. Slow broadband affects the legal community in a few ways; attorneys working remotely, conferencing into or streaming CLE's, and parties needing to watch videos self-help or parenting videos for court purposes.
- Unique Issues:
 - Mesa County: Rapid increase in population. Lack of funding for DAs Office and Law Enforcement. Overcrowding in jails.
 - 7th Judicial District/SW/4 Corners: Lack of new attorneys to replace attorneys reaching retirement age. Most rural areas have a general lack of attorneys. Other regions in the 6th have plenty of attorneys but these attorneys are mostly doing things like business and real estate. There are not enough attorneys taking family law type cases.
 - The attorneys I spoke with did not have a problem with broadband as it relates to their practice, rather the challenge lies in covering large geographic areas, and some in difficult to

pass terrain. The most frustrating thing about this is the reliability of cell phones in these areas. This can make it difficult to contact clients or to call in for hearings.

- Who are the County Commissioners:
 - 4 Corners:
 - Dolores:
 - Chairperson: Steve Garchar
 - Commissioner: Floyd L. Cookbr
 - Commissioner: Julie R. Kibel
 - Montezuma:
 - Chariman: James Lambert
 - Vicechair: Keenan Ertel
 - Commissioner of Deeds: Larry Don Suckla
 - Southwest:
 - La Plata:
 - Chairperson: Gwen Lachelt
 - Vice Chair: Brad Blake
 - Commissioner: Julie Westendorff
 - San Juan:
 - Chairperson: Ernest Kuhlman
 - Commissioner: Scott Fetchenhier
 - Commissioner: Peter McKay
 - 7th Judicial District:
 - Montrose:
 - Chairman: Keith Caddy
 - Vice Chair: Roger Rash
 - Commissioner: Sue Hansen
 - Delta:
 - Commissioner: C. Douglas Atchley
 - Commissioner: Don Suppes
 - Commissioner: Mark Roeber
 - Gunnison:
 - Commissioner: John Messner
 - Commissioner: Jonathan Houck
 - Commissioner: Phil Chamberland
 - Ouray:
 - Chairperson: Don Batchelder
 - Vice Chairperson: John E. Peters
 - Commissioner: Ben Tisdell
 - San Miguel:
 - Commissioner: Hilary Cooper
 - Commissioner: Joan May

- Commissioner: Kris Holstrom
 - Hinsdale:
 - Chairperson: Susan Thompson
 - Vice Chairperson: Cindy Dozier
 - Commissioner: Stan Whinnery
 - Mesa:
 - Mesa:
 - Commissioner: John Justman
 - Commissioner: Scott McInnis
 - Commissioner: Rose Pugliese
- What judicial districts make-up the region?
 - 6th, 7th, 21st and 22nd
- Who are the legislators/senators/decision makers in your region?
 - House District 54: Representative Matt Soper (R) (Delta, Mesa)
 - House District 55: Representative Janice Rich (R) (Mesa)
 - House District 58: Representative Marc Catlin (R) (Dolores Montezuma Montrose San Miguel)
 - House District 59: Representative Barbara McLachlan (D) (Archuleta Gunnison Hinsdale La Plata Ouray San Juan)
 - House District 61: Julie McCluskie (D) (Delta, Gunnison)
 - Senate District 5: Senator Kerry Donovan (D) (Delta, Gunnison, Hinsdale – others not in 6th)
 - Senate District 6: Senator Don Coram (R) (Archuleta Dolores La Plata Montezuma Montrose Ouray San Juan San Miguel)
 - Senate District 7: Senator Ray Scott (R) (Mesa)
- The state of diversity and inclusiveness unique to your Region:
 - The concern I hear from attorneys throughout my region is the rate, or lack thereof at which new attorneys are moving to the area. While not a substantive issue in Mesa County for the more rural areas the attorney population is aging, and new attorneys are not moving in to replace those retiring attorneys. Additionally, the areas of practice are not well represented. The practice of family law is underrepresented in this Region. It is also difficult to find Spanish speaking attorneys.
- Ability to travel to local bars to meet CBA leadership:
 - With advance notice, I can attend events in my region. The region is vast geographically and traveling to other areas in the region may take the better part of a day. Additionally, there is a challenge in getting to Denver for meetings. The drive is approximately six hours each way. To incur the cost of travel and lodging to attend a half-day meeting may be prohibitive. This type of travel would require me to miss work and personally incur the expenses.

- Are 7 Regions the right number? Should your region be changed?
 - I do not know if 7 is the appropriate number of regions. However, in looking at Region 6, Mesa County is a bit of an outlier as a county having issues that may be more aligned with metropolitan areas rather than rural areas. Perhaps if there are changes made, the members of the Mesa Bar would be better served in a region with counties of a similar size and issues.
- Do you know the judges in your Region? Challenges to doing so?
 - I work with the Judges in the 7th Judicial District. I know several in the 6th, 21st, and 22nd, as they are often in attendance at trainings I attend through the judicial department. In my role as family court facilitator, I often interact with district court judges and magistrates with a domestic relations or dependency and neglect docket, accordingly, I am not as acquainted with county court judges.

Describe your Region – Geographic Diversity, Population Diversity, Broadband Coverage, unique issues)

Region 7 is a part of Greater Colorado located in the central mountains of the state. Region 7 is a large geographic area and encompasses following counties:

Garfield (Glenwood Springs, Rifle, Carbondale), Pitkin (Aspen), Eagle (Basalt, Vail, Eagle, Avon, McCoy, Red Cliff), Summit (Breckenridge, Silverthorne, Dillon), Clear Creek (Georgetown, Idaho Springs), Lake (Leadville), Routt (Steamboat, Craig, Hayden, Oak Creek), Jackson (Walden) Grand(Hot Sulphur Springs), Moffat (Craig), Rio Blanco (Rangely)

There are several different types of communities in this vast region, many of these communities have a ski resort in or near their community. Ranchers, skiers, professionals, are a major component in these communities. Each county has a different population demographic and a different population density. For example, Clear Creek is predominantly Caucasian, 96% High school graduates, nearly 10% are veterans, and 44% are college graduates (Summit has similar percentage but about 3 times the population), Eagle county is about 67% Caucasian and 30% Hispanic, with 88% college graduates, and 45% college graduates and is about twice the population of Summit County (60,000 year-round residents). Jackson County has a very low population and many lawyers that reside in Jackson, but generally the lawyers and judges travel from Steamboat which is about an hour and Weld County which is 2 hours. Jackson is about 1300 people, 87% Caucasian and 2.5 % native American, 10% Hispanic, 87 % High School Graduates, and 20% college graduates. That is just a sample of the different community makeups in this vast region. The general point is that each community may have similarities with surrounding communities, but each community stands very much in its own unique light with personalized customs and community values. Broadband and Cell coverage varies throughout the region. In the more rural areas, or mountainous areas, broadband is low level, cell coverage is spotty or non-existent for more than 50 miles in some areas. Most of the lawyers are solo or small firm, and even the larger firms are generally a max of 10 lawyers.

Who are your county Commissioners and what Judicial Districts are in your region?

Region 7 is comprised of the Fifth judicial District and the 9th Judicial District and 14th Judicial District, plus a portion of the 8th Judicial District (Jackson)

The 5th Judicial District is composed of 4 counties: Lake, Eagle, Summit, and Clear Creek

Lake

Commissioner Dolores Semsack 719-486-4102 dsemsack@co.lake.co.us

Commissioner Mark Glenn 719-486-4100 mglenn@co.lake.co.us

Commissioner Sarah Mudge 719-486-4101 smudge@co.lake.co.us

Eagle (Contact available on county webpage) www.eaglecounty.us

Jill Ryan, Jeanne McQuenney, Kathy Chandler-Henry

Summit

Dan Gibbs (970) 453-3411, Thomas Davidson (970)453-3413, Karn Stigelmeier (970)453-43412

Clear Creek

Beth Luther Executive Assistant to the County Commissioners 303-679-2312

Tim Mauk, Sean Wood, Randy Wheelock

Pitkin 970920 5200 Patti Clapper, Rachel Richards, Greg Poschman, Steve Child, George Newman

Garfield www.Garfield-county.com Mike Samson, John Martin, Tom Jankovsky

Jackson www.jacksoncountycogov.com Betsy Blecha-Chair, Dan Manville, Jeff Benson

Rio Blanco www.corio-blanco.co.us (970) 878-9435 Shawn Bolton, Jeff Rector, Si Woodruff

Routt www.co.routt.co.us 970 878 0108 Dan Weinheimer, Tom Sullivan, Helena Taylor

Moffat www.colorado.gov/pacific/moffatcounty/county-commissioners

Don Cook 970-824-9155, Ray Beck 970 824-9115, Frank Moe 970 824-9112

Who are the legislators/senators/decision makers who represent your region?

Scott Tipton, Jared Polis (to be succeeded by Jon Negruse), Kerry Donovan, Randy Baumgardner, Dylan Roberts, Bob Rankin, KC Becker, Millie Hamner (to be succeeded by Julie McCluskie in next term)

What is the state of Diversity and Inclusivity in your region? The region is growing and changing, areas that are over 80 % Caucasian have small pockets of increased diverse population such as 2-4 % African American, 2 % Asian. Hispanic populations are strong in many of the regions, most notably in the youth population and in some areas the Hispanic population is nearing a 50% margin and many schools have dual language classes. For the areas with significant tourism such as Aspen or Vail, there is a large tourist population that often brings over 100,00 people at once to the small towns with diverse visitor populations from different countries, backgrounds and languages including, Spanish, European, Canadian, Mexican, and South American populations that visit and contribute to the fabric of the community. Women are generally underrepresented on the bench in these areas, people of color are not general fixtures on the bench in the 7th region.

Ability to travel to each local bar in your region?

Eagle county alone is 1684 square miles, Jackson is about 3 hours from Edwards in Eagle county. There is some difficulty with traveling to each region on a regular basis, but phone contact and email contact can be a great tool for connection. Advance notice and coordination are key to facilitating the communication. Judges are somewhat isolated in the 7th region.

Should your region be changed?

The Region seems to cover a fair area with similarly interested communities, so while the region itself may not need change, there is a general consensus from many local leaders that the rotating either for the VP positions or for the President be refashioned to allow fairness, and energetic leaders and to allow those ready to participate to act rather than wait for such a long rotation or force someone into the position before the time is right for that person. The concept of three to five major areas for the president was suggested so that President applicants could come from a broad geographic area while harnessing active leadership.

Colorado Bar Association

Balance Sheet

For the Four Months Ending October 31, 2018

Assets

Checking Accounts

Wells Fargo Checking 101038520 \$1,278,250.98

Total Checking

1,278,250.98

Savings Accounts

Wells Fargo Managed Fund Acct 7,023,707.58
Managed Fund Market Adjustmen (17,545.10)

Total Savings Accounts

7,006,162.48

Other Assets

Deposits, Rent 69,061.03
Deposit, Planned Benefit Systems 2,585.35
Postage Accounts 18,162.07
Prepaid Expense 20,524.73
Accounts Receivable Trade 111,466.42
Furniture and Equipment & Comp 80,140.32
CBA Intercompany 183,086.97
Due from DBF for DBF/BBB Exp 15,000.00
CBF Intercompany (598.29)

Total Other Assets

499,428.60

Total Assets

8,783,842.06

Liabilities

Payables

Payroll deductions Payables 7,775.80
Postage Meter Payable (4,102.20)
Local Bars Payable 12,210.00
Other Payables From Dues Collec 330.00
Payroll Taxes Payable 0.01
Income Tax Payable (623.00)
Sales Tax Payable 255.40
Dues Refunds Payable 575.00
Registration Refunds (10.00)

Total Payables

16,411.01

Other Liabilities

Deferred Comp 3,083.33
Accrued Compensation (vacation 144,989.67
Building Remodel funds 12,425.71

Total Other Liabilities

160,498.71

Total Liabilities

176,909.72

Equity

Sections

Business Law Section 58,518.96
Criminal Law Section 32,748.78
Family Law Section 49,628.21
Judiciary Section 1,597.39
Natural Resources Section 27,510.39
Litigation Section 101,780.52
Trust & Estate Section 35,396.98
Real Estate Section 88,830.54
Taxation Law Section 14,072.63
Water Law Section 19,930.78
Environmental Law 10,512.35
Worker's Comp Section 24,115.21
Solo/Small Firm Section 23,872.88
Agricultural Law Section 9,566.26
Intellectual Property Section 48,661.57
Health Law Section 20,621.45
Administrative Law 7,836.38
Alternative Dispute Res. 6,969.22
Communication Law 6,656.61

Colorado Bar Association

Balance Sheet

For the Four Months Ending October 31, 2018

Construction Law	\$40,729.50		
Disability Law	6,168.24		
Elder Law	14,341.43		
Gaming,Ent,Sports	6,659.38		
Immigration Section	5,891.73		
International.Comp Law	4,058.85		
Juvenile Law	6,272.82		
Labor Law	72,238.66		
Government Counsel	19,784.80		
Military Law	2,862.05		
Civil Rights	<u>5,470.56</u>		
Total Section Equity		773,305.13	
 Restricted Equities			
Pro Bono Equity Acct	921.24		
Justice for All	3,672.57		
Justice for All - 2	150,000.00		
COBALT Scholarship Funds	9,840.00		
Federal Pro Se	<u>130,603.38</u>		
Total Restricted Equity		295,037.19	
 Other Equity			
Unappropriated Surplus	5,732,754.52		
YTD Revenue over Expenses	<u>1,805,835.50</u>		
Total Other Equity		<u>7,538,590.02</u>	
Total Equity			<u>8,606,932.34</u>
Total Liabilities and Equity			<u>8,783,842.06</u>

Colorado Bar Association
Statement of Revenue and Expenses
For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
Revenues						
Dues						
Dues Income Senior	\$43,435.00	\$2,406,401.25	\$3,040,000.00	(\$633,598.75)	79%	\$2,307,192.00
Dues Income Junior	4,350.00	112,055.00		112,055.00	0%	136,765.00
Dues Income Intermediate	8,820.00	316,702.50		316,702.50	0%	292,725.00
Dues Income Associate	833.75	13,485.00		13,485.00	0%	14,065.00
Dues Income Retired	690.00	29,670.00		29,670.00	0%	32,570.00
Dues Income Inactive	3,180.00	60,060.00		60,060.00	0%	66,420.00
Dues Income Patron	1,032.50	16,151.25		16,151.25	0%	17,257.50
Total Dues	62,341.25	2,954,525.00	3,040,000.00	(85,475.00)	97%	2,866,994.50
Other Revenues						
Sales Income Pamphlets	46.45	422.66	3,000.00	(2,577.34)	14%	784.94
Department Revenue	277.00	7,382.00	43,000.00	(35,618.00)	17%	(705.67)
Our Courts			10,000.00	(10,000.00)	0%	
Federal Pro Se Clinic			150,000.00	(150,000.00)	0%	
CLE Income			30,000.00	(30,000.00)	0%	
TCL Income	24,438.15	110,487.00	286,000.00	(175,513.00)	39%	90,194.53
Leadership Training	32,000.00	32,000.00	32,000.00		100%	30,300.00
Interest Income	12,472.27	3,041.15	50,000.00	(46,958.85)	6%	14,090.56
Unrealized Gain/Loss Mngd Fund	(4,224.60)	3,855.50		3,855.50	0%	
Royalty Misc	2,958.78	17,373.43	42,000.00	(24,626.57)	41%	14,216.45
Royalty Lexis	502.30	502.30	10,000.00	(9,497.70)	5%	2,499.99
Credit Card Processing Fee	15.00	655.00	1,000.00	(345.00)	66%	500.00
Copies Income	40.39	44.81		44.81	0%	55.78
Rent Income Sub Tenants	1,020.00	4,080.00	5,800.00	(1,720.00)	70%	3,900.00
Section Admin Fee	6,610.00	26,440.00	75,000.00	(48,560.00)	35%	25,385.04
Misc Income	(0.42)	(0.09)		(0.09)	0%	131.70
Total Non Dues Revenue	76,155.32	206,283.76	737,800.00	(531,516.24)	28%	181,353.32
Total Revenue	138,496.57	3,160,808.76	3,777,800.00	(616,991.24)	84%	3,048,347.82
Expenses						
General and Administrative Human Resources						
Salaries	40,374.00	162,999.74	454,000.00	(291,000.26)	36%	149,610.26

Colorado Bar Association
Statement of Revenue and Expenses
For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
Employee Benefits	\$7,104.10	\$30,536.76	\$93,000.00	(\$62,463.24)	33%	\$30,450.94
Human Resources Expense (Advertising)			1,000.00	(1,000.00)	0%	
Medical Expense Reimbursement			5,000.00	(5,000.00)	0%	
Employment Taxes	1,998.41	12,035.44	32,000.00	(19,964.56)	38%	10,398.62
Employee Training	87.04	87.04	3,400.00	(3,312.96)	3%	143.00
Total G&A Human Resources	49,563.55	205,658.98	588,400.00	(382,741.02)	35%	190,602.82
G&A Building and Equipment						
Computer Maintenance & Programming	354.69	6,865.87	40,800.00	(33,934.13)	17%	3,014.88
Computer Supplies		391.63	2,000.00	(1,608.37)	20%	795.02
Depreciation	1,442.75	6,062.00	25,000.00	(18,938.00)	24%	8,007.80
Library		662.87	500.00	162.87	133%	304.80
Office Equipment			1,000.00	(1,000.00)	0%	267.92
Office Machine Rental	391.52	964.26	2,400.00	(1,435.74)	40%	904.18
Personal Property Tax			1,500.00	(1,500.00)	0%	
Rent	19,039.73	73,474.13	224,000.00	(150,525.87)	33%	70,627.84
Repairs and Maintenance	87.92	87.92	1,000.00	(912.08)	9%	
Total Building and Equipment	21,316.61	88,508.68	298,200.00	(209,691.32)	30%	83,922.44
G&A Support/Operational Expense						
Audit	14,688.00	14,688.00	14,000.00	688.00	105%	13,715.00
Bank Charges & Credit Card Fees	2,671.27	40,679.95	78,000.00	(37,320.05)	52%	51,648.48
Clerical Assistance			2,000.00	(2,000.00)	0%	1,104.36
Dues to Outside Organizations	221.00	337.28	3,700.00	(3,362.72)	9%	784.80
Income Tax	14,000.00	14,000.00	25,000.00	(11,000.00)	56%	
Insurance		19,332.90	22,500.00	(3,167.10)	86%	17,582.51
Internet/E-Mail Expense	232.31	811.46	3,300.00	(2,488.54)	25%	1,107.84
Legal Expense	1,361.36	2,109.36	6,800.00	(4,690.64)	31%	9,704.00
Membership Dues Collection	3,154.88	17,090.59	13,000.00	4,090.59	131%	9,613.81
Member Parking	1,653.08	3,317.04	12,600.00	(9,282.96)	26%	3,430.05
Miscellaneous Expense	117.97	7,896.59	2,000.00	5,896.59	395%	1,518.79
Office Supplies	998.89	2,219.71	4,500.00	(2,280.29)	49%	2,026.41
Office Amenities	779.85	2,011.19	8,200.00	(6,188.81)	25%	2,482.51
Office Photocopying	1,098.04	2,196.08	7,500.00	(5,303.92)	29%	2,296.43
Payroll Service	309.74	1,119.85	4,400.00	(3,280.15)	25%	1,051.65
Postage	88.14	516.48	3,000.00	(2,483.52)	17%	1,315.87
Professional Services		151.81	2,500.00	(2,348.19)	6%	4,275.08
Printing & Stationery	334.24	1,270.02	500.00	770.02	254%	493.90
Telephone	151.57	1,574.75	5,700.00	(4,125.25)	28%	1,574.77

Colorado Bar Association

Statement of Revenue and Expenses For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
Travel		\$8.16		\$8.16	0%	
Total Admin Support.Operational Exp	41,860.34	131,331.22	219,200.00	(87,868.78)	60%	125,726.26
Total G&A Expenses	112,740.50	425,498.88	1,105,800.00	(680,301.12)	38%	400,251.52
Governance						
ABA Annual Meeting		3,211.02	5,000.00	(1,788.98)	64%	903.76
ABA Midyear Meeting			5,000.00	(5,000.00)	0%	
ABA Delegate Expense		3,448.77	6,000.00	(2,551.23)	57%	4,667.50
ABA Bar Leadership Institute			6,000.00	(6,000.00)	0%	
Board of Governors	5,329.26	6,900.48	20,000.00	(13,099.52)	35%	7,345.27
Executive Council	17.62	464.19	6,000.00	(5,535.81)	8%	1,303.65
Local Bar Visits	4,149.70	5,107.97	10,000.00	(4,892.03)	51%	5,955.73
Officers & Directors	2,568.15	3,761.94	15,000.00	(11,238.06)	25%	2,342.05
Great Rivers		752.05	5,000.00	(4,247.95)	15%	
Total Governance	12,064.73	23,646.42	78,000.00	(54,353.58)	30%	22,517.96
Departments						
The Colorado Lawyer						
Salaries, Benefits and Taxes	19,036.69	78,719.24	240,000.00	(161,280.76)	33%	74,940.96
General Expenses	40,078.25	109,166.66	350,000.00	(240,833.34)	31%	116,197.49
Total Colorado Lawyer Exp.	59,114.94	187,885.90	590,000.00	(402,114.10)	32%	191,138.45
Communication and Membership Department						
Salaries, Benefits and Taxes	14,130.32	62,719.59	181,000.00	(118,280.41)	35%	64,021.08
General Expenses	23,519.74	50,314.21	100,000.00	(49,685.79)	50%	34,178.08
Total Communication and Membership Department	37,650.06	113,033.80	281,000.00	(167,966.20)	40%	98,199.16
Access to Justice & Local Bar Relations						
Salaries, Benefits and Taxes	12,812.29	55,915.73	179,000.00	(123,084.27)	31%	48,513.01
General Expenses	868.88	4,158.47	15,000.00	(10,841.53)	28%	20,644.96
Total Access to Justice & Local Bar Relations	13,681.17	60,074.20	194,000.00	(133,925.80)	31%	69,157.97
Family Violence 9 West Program						
Information Technology Dept						
Salaries, Benefits and Taxes	15,024.40	62,274.22	205,000.00	(142,725.78)	30%	50,491.33

Colorado Bar Association

Statement of Revenue and Expenses For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
General Expenses	\$1,132.47	\$12,154.23	\$50,000.00	(\$37,845.77)	24%	\$14,867.36
Total Information Technology Department Expenses	16,156.87	74,428.45	255,000.00	(180,571.55)	29%	65,358.69
Law Practice Management/Risk Management Department						
Salaries, Benefits and Taxes	4,875.19	20,842.09	62,000.00	(41,157.91)	34%	43,485.81
General Expenses	4,018.32	15,625.64	60,000.00	(44,374.36)	26%	3,001.77
Total Law Practice Mngmnt/Risk Management	8,893.51	36,467.73	122,000.00	(85,532.27)	30%	46,487.58
Legislative Department						
Salaries, Benefits, Taxes & Consulting	11,914.51	44,166.47	175,000.00	(130,833.53)	25%	52,047.96
General Expenses	1,106.18	5,023.05	14,000.00	(8,976.95)	36%	4,056.04
Total Legislative Department	13,020.69	49,189.52	189,000.00	(139,810.48)	26%	56,104.00
Membership Department						
General Expenses					0%	219.86
Total Membership Department					0%	219.86
Section & Committee Department						
Salaries, Benefits and Taxes	16,652.97	70,634.86	245,000.00	(174,365.14)	29%	72,790.37
General Expenses	1,296.25	4,608.39	8,000.00	(3,391.61)	58%	4,841.93
Total Section & Committee Department	17,949.22	75,243.25	253,000.00	(177,756.75)	30%	77,632.30
Public Legal Education Dept						
Salaries, Benefits and Taxes	6,120.37	25,490.11	81,000.00	(55,509.89)	31%	24,853.99
General Expenses	151.14	3,007.57	74,000.00	(70,992.43)	4%	753.84
Total Public Legal Education Dept	6,271.51	28,497.68	155,000.00	(126,502.32)	18%	25,607.83
Total Departments	172,737.97	624,820.53	2,039,000.00	(1,414,179.47)	31%	629,905.84
Meetings						
Local Bar Conference					0%	100.00
Past Presidents Dinner			9,000.00	(9,000.00)	0%	
Total Meetings			9,000.00	(9,000.00)	0%	100.00
Committees						
Committees General Expense	526.21	(393.10)	2,000.00	(2,393.10)	-20%	782.75

Colorado Bar Association
Statement of Revenue and Expenses
For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
Committes Contingency Expense			\$6,000.00	(\$6,000.00)	0%	
Animal Law Committee					0%	4.05
Awards Committee		588.15	1,000.00	(411.85)	59%	891.83
Bill of Rights Committee		36.48		36.48	0%	18.74
Cannabis Law Committee	38.26	66.83	1,000.00	(933.17)	7%	76.73
Ethics Committee		3,172.95	13,000.00	(9,827.05)	24%	4,010.95
Joint Management Committee			500.00	(500.00)	0%	6.70
Public Legal Education Committee (Law Ed.)	213.62	411.31	1,000.00	(588.69)	41%	486.59
Modern Law Practice Initiative	15.23	219.45	7,500.00	(7,280.55)	3%	1,349.50
Legal Fee Arbitration Committe	13.84	39.43	500.00	(460.57)	8%	18.87
Legislative Policy Committee			2,000.00	(2,000.00)	0%	
Military Law Committee	5.00	5.00		5.00	0%	
Diversity in the Profession		1,768.20	1,000.00	768.20	177%	2.97
Nominating Committee		158.28		158.28	0%	
Professional Liability Committ	7.53	23.36	3,000.00	(2,976.64)	1%	38.84
Professionalism Committee	281.99	1,372.22	4,000.00	(2,627.78)	34%	1,300.87
Spanish in the Legal Profession	149.00	449.00	3,000.00	(2,551.00)	15%	113.92
Total Committees	1,250.68	7,917.56	45,500.00	(37,582.44)	17%	9,103.31
Special Programs						
ADA Reimbursement Program			2,000.00	(2,000.00)	0%	
Access to Justice	548.15	653.38	9,000.00	(8,346.62)	7%	1,859.62
Casemaker Cost	7,151.85	28,607.40	93,000.00	(64,392.60)	31%	28,757.40
Colorado Lawyers Health Program			15,000.00	(15,000.00)	0%	
CJC Veterans Program	104.09	104.09	1,000.00	(895.91)	10%	
LAF/COLTAF GRANTS (MBNA)			15,000.00	(15,000.00)	0%	
Leadership Training	2,020.35	7,715.15	54,000.00	(46,284.85)	14%	4,309.09
Local/Diversity Bar Programs			5,000.00	(5,000.00)	0%	
Our Courts	2,205.00	3,657.19	25,000.00	(21,342.81)	15%	100.02
Pamphlet Cost			3,000.00	(3,000.00)	0%	1,503.98
Young Lawyers Division	6,737.29	17,861.24	32,000.00	(14,138.76)	56%	3,009.30
Total Special Programs	18,766.73	58,598.45	254,000.00	(195,401.55)	23%	39,539.41
Contingencys						
Contingency Fund/Internal Programs			5,000.00	(5,000.00)	0%	
Federal Pro Se Clinic	8,647.63	41,538.52	130,000.00	(88,461.48)	32%	
Justice for All - 2	7,500.89	17,500.89		17,500.89	0%	
Initiative Contingency	12.00	24.00		24.00	0%	12.00

Colorado Bar Association

Statement of Revenue and Expenses For the Four Months Ending October 31, 2018

	October	YTD	Budget	Variance	%	Last Year YTD
Legislative/Ballot			\$10,000.00	(\$10,000.00)	0%	
Long Range Planning			10,000.00	(10,000.00)	0%	76.62
Presidential Projects		512.88	5,000.00	(4,487.12)	10%	
New Building Expense	112,222.15	154,915.13		154,915.13	0%	
Total Contingency Fund	128,382.67	214,491.42	160,000.00	54,491.42	134%	88.62
Total Expenses	445,943.28	1,354,973.26	3,691,300.00	(2,336,326.74)	37%	1,101,506.66
Revenue over Expenses	(307,446.71)	1,805,835.50	86,500.00	1,719,335.50	2088%	1,946,841.16



MINUTES

BOARD OF GOVERNORS MEETING

Saturday, May 5, 2018 at 9 a.m. – 1:00 pm
The Elizabeth Hotel, 111 Chestnut Street, Fort Collins, CO 80524, Walnut Room

Attendance sheet attached at the end of these minutes.

1. Call to Order, Welcome and Introduction of New Members
2. Approve Minutes of the October 14, 2017 Meeting – Motion, Second, Approved.
3. Approve Appointments to the ABA House of Delegates – Motion to approve the appointment of Mark Fogg and Maria Carminati, Second, Approved.
4. CBA Financial – Key economic indicators – Membership revenue from dues is down, but overall revenue is up. Projected year end profit is suspected to be \$100K at the end of the year. The moving costs will come out of the reserves. Mary Jo thanked everyone on the budget committee including Greg Martin for working so hard to get the Budget together. The budget has been approved by the Executive Council. Line 8 projected that we will have increased dues revenue due to a slight increase in dues. Line 15 federal pro se clinic. Revenue for that is listed. Who will be at the Federal Court? This will cover a full time staff member. Projecting a distribution from CLE for the coming year. There is a new administrative split between the CBA and the DBA and the new percentages are reflected in the new budget. Rent is anticipated, as we do not have a final number for that yet. Line 135, we have purchased Informz and Higher Logic. We will be instituting these programs in the fall.
 - a. Budget Overview 2018-2019
5. Reports (5 minutes each)
 - a. Legislative - Session continues, but it almost over.
 - b. CLE Update – Vince reported that CLE has had a very good year. CLE will continue to work with sections and local bars. They have a diversity council working on being inclusivity to the speakers at CLE. The age requirement change will allow CLE to offer a classic pass for those over the age of 62 which will provide lawyers to be able to attend courses at a lower cost. Thank you for the variety of CLE that is offered to members.

- c. Colorado Bar Foundation – John Vaught reported that the Colorado Bar Foundation gives away \$150,000 a year. The foundation is looking to increase their base by 10% going forward so that the foundation can continue to support great programs.
 - d. COLAP – COLAP has worked to have good stats from 2013-2018, we have lost 4 lawyers so far in 2018. We pause in remembrance of those that we have lost. The program has been able to make 2238 first contacts, 1252 males, 986 females, 374 public calls. Thank you to CLE and all that welcome COLAP to be exhibitors and speakers at programs. Justice Marquez is the chair of the wellness group.
 - e. Retirements
 - i. Barb Ezyk
 - ii. Jim Coyle
 - iii. Justice Nancy Rice
 - f. Chief Justice Report – The legislature has been able to bring the Judiciary up and equal in pay in Colorado. Our request for Civil Jurisdiction for county courts raised to \$35K, it has been raised to \$25K vs. \$35 but that raise is helpful. Next year may be a more active year where the branch will be asking for new judges. The larger districts are in need of the most help mostly due to an increase in Criminal Cases. Justice Ben Coats will be the incoming Chief Justice as Chief Justice Rice retires. Jessica Yates will replace Jim Coyle at the Office of Attorney Regulation. Sarah Miles will take over at COLAP for Barb Ezyk.
6. Executive Director Report
- a. REFOCUS 20/20 Update
 - i. R – Recruit and Retain Members - The Bar is facing many challenges. Among them the younger members do not feel the “need to join” that was there in the past. We are working on addressing our dues structure to better fit what people are looking for. We are also working on our Communications. With that we are rolling out Informz for updates communications about our programming and we will also be rolling out Higher Logic, which is an online peer community.
 - ii. E – Engage Under-Represented Populations – We have begun gathering information about our current location. We need to continue to work on the pipeline and to have the difficult conversations. We are all committed to making the CBA a model in the area of Diversity. The other half is working on being open to all areas of
 - iii. F – Facilitate Access to Justice – We have been lobbying to keep funding for Colorado legal Services. We received a Justice for all Grant to help improve access to justice. We have also received a grant for a fully funded federal pro se clinic. The person will be housed in the Federal Courthouse. We have quadrupled the Modest Means Road Show.
 - iv. O- Optimize Sections – We have created a Best Practices Playbook. 9 chapters 38 recommendations. We are asking
 - v. C – Continue Core Programming – Legislative, Colorado Lawyer has been redesigned, Law Practice Management has now been switched to Affinity Consulting, and we are now providing additional content, and
 - vi. U- - Utilize New and Young Attorneys – This is the one goal that needs the most

- vii. S – Strengthen Governance and Operations – Updates moved to 7 departments, increased staff by 10%. Updates the employee handbook. Sharing staff where we can with CLE. Executive Coaching. We also developed department strategic plans.
 - viii. Building Update – 46 to 60 % increase in Rent in the metro area. We are working to decrease our footprint. We have a task force working on this with a professional broker and architects. We are down to 3 locations.
- b. Building Update
- c. Greg Martin Retirement
- 7. President’s Report Dick Gast
 - a. CBA Executive Council Report – 22 members who meet 6 times per year. We have had 3 meetings since October. Minutes are in the packet.
 - b. Local Bar Leaders’ Summit and Resource Guide – June 23, 2018
 - c. Justice for all Grant – see EC minutes
- 8. BREAK
- 9. Evolution of the BOG - In the last few meeting we asked the BOG to create a job description. That description can be found on the governance page of the cobra.org web site. The CBA has also produced orientation videos at that site.
- 10. Future of the Legal Profession and how will it affect Colorado Bar Associations-Allison Gerkman
- 12. Breakout groups – Grouped in CBA Regions for Breakout
 - a. What can Bar Associations do to attract and engage members?
- 13. Breakout groups feedback session –
 - Ideas
 - List to local bar associations of the new members each month. We need those to be sent
 - Lunch programs with multiple section invited
 - Child care for meetings
 - Community project programs so that members can get together but also do community service.
- 14. Introduction of Incoming CBA President, John Vaught
 - Access to justice – Broadband, this is the crux of the problem.
 - Command control – how do you get things implemented in rural Colorado when we come up with great ideas.
 - Casemaker – unbundled legal services.

YLD big, spread the word in all day presentations on how to make young lawyers more profitable.

Section leaders a substantive part of CBA management. June 2018 meeting of the section leaders. Bring them in in a different way to govern the CBA.

Monthly meetings of the VP. VP's will meet the months the EC does not meet.

Thank you to Patrick for all of the work he does and how he moves forward the CBA.

Dick Gast – 4th generation leader of the Colorado Bar Association.

15. Adjournment

Dick Gast

16. Networking with other BOG Members

Customercd	Firstname	Middleinitial	Lastname
516635	Jennifer	S	Allen
520547	James		Anaya
281703	Braden	C	Angel
10799	Randall	C	Arp
5623	Jonathan	D	Asher
51623	Leigh	L	Augustine
56675	Stephen	A	Bain
250967	Christopher	J	Baumann
257987	Cobea	E	Becker
292770	Josh	I	Berry
7614	Peter	R	Black
263235	Ryan	W	Brackley
9105	Jon	T	Bradley
255456	Jaclyn	C	Brown
257267	Christopher	D	Bryan
299017	Ashley	M	Burgemeister
1309	Brian	T	Campbell
8982	Joe	A	Cannon
48859	Morgan	L	Carroll
294878	Raul		Chacon
300198	Klaralee	R	Charlton
49095	Marco	D	Chayet
11206	Paul		Chessin
255784	David	S	Cheval
151170	Cynthia	H	Coffman
10382	Nancy	L	Cohen

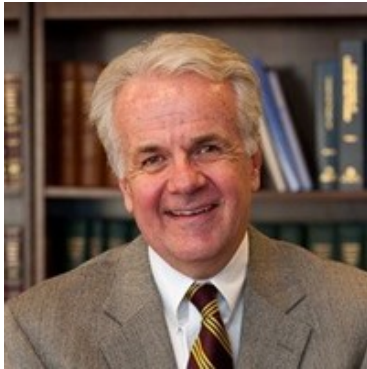
290431	Justin	L	Cohen
279860	Clarissa		Collier
284120	LaKischa	J	Cook
257650	Jacqueline	S	Cooper Melmed
15994	James	M	Croshal
44047	William	J	Culver
262040	Benjamin	E	Currier
255638	Damon	J	Davis
7476	Randall	J	Davis
42273	Christopher	R	Decker
270612	Adelita	J	DeHerrera
56732	Lucy	H	Denson
251037	Amy	C	DeVan
282909	Darius	T	Dugas
52058	Katy	J	Dunn
6353	David	L	Erickson
42293	Barbara	A	Ezyk
55650	Patrick	M	Flaherty
297540	James	E	Fogg
259311	Marci	M	Fulton
14021	Charles		Garcia
56308	Robert	S	Gardner
295492	Surbhi		Garg
290782	Emma	E	Garrison
9839	Richard		Gast
290951	A. Tyrone		Glover
6370	Perry	L	Goorman
255492	Douglas	A	Gradisar
8930	Mary Jo		Gross
300848	Melissa	C	Guggisberg
56745	Steven	J	Hahn
52208	Franz		Hardy
269340	Jennifer	L	Helland
12942	David	P	Hersh
509838	Eric	J	Hobbs
300896	Stephanie	R	Holguin
252781	Courtney	A	Holm
285889	Robin	E	Hoogerhyde
279299	Amanda	C	Hopkins
298747	Drew	J	Horowitz
280841	Julie	J	Huffman
303948	Arash		Jahanian
58009	Patricia	M	Jarzowski

514333	Benjamin	M	Johnston
52837	April	D	Jones
41382	Kendor	P	Jones
9104	Craig	D	Joyce
11590	David	R	Juarez
299259	Casey	C	Kannenber
293779	Ruchi		Kapoor
255600	Tucker	M	Katz
55141	Elizabeth	L	Kearney
251307	Michael	O	Keating
509086	Kelsey		Kern
266276	Virginia	V	Koultchitzka
303668	Christine		Kroupa
10505	Karl	F	Kumli
295729	Joi	G	Kush
257861	Bryon	M	Large
267655	Matthew	S	Larson
279820	Chris		Levkulich
11592	Lino	S	Lipinsky de Orlov
290471	Laura	E	Liss
2487	Alan	M	Loeb
13076	Kathryn	S	Lonowski
283313	Michal	A	Lord-Blegen
30236	Kate	H	Mackey
505683	Genevieve		Manco
266773	Porya		Mansorian
1703	Ernest	F	Marquez
37481	Gregory	L	Martin
269360	Tina	M	Martinez
511186	Alexander	M	Masterson
300490	Michelle	L	McCarthy
268627	Padraic		McCoy
36633	Kathleen	S	McGuire
289311	J Clay		McKisson
50863	Bonnie	H	McLean
288710	Kevin	E	McReynolds
276299	Sarah	M	Mercer
255234	Heidi	M	Miller
288152	Jeremy	A	Moseley
259049	Pax		Moultrie
30418	Daniel	C	Muffly
302440	Jillian		Mullen
48243	Melissa		Nicoletti

257713	Brandi	L	Nieto
42470	Keith	M	Olivia
257962	Lucia	C	Padilla
269829	Margrit		Parker
513104	Samantha	S	Peaslee
286056	J Ryann		Peyton
525442	Karen	A	Phillips
280624	Samantha	L	Pryor
268233	Caitlin	S	Quander
52122	Troy	R	Rackham
254488	M. Michael		Rafik
14954	Nancy E		Rice
286692	Matthew	J	Richardson
55021	Kathie	T	Riley
305127	Pilar		Rodarte
55858	Carrie	A	Rodgers
281370	Dawn	N	Rodgers
276100	Justin		Ross
50002	Robin	R	Rossenfeld
268138	Echo	D	Ryan
263630	Jessica	A	Ryan
15942	Mark Harold	H	Scheffel
3161	Bonnie	M	Schriner
36680	Melissa	R	Schwartz
263904	Catherine	S	Shea
49109	Daniel		Slater
251268	Krea		Sledge
520548	Bruce		Smith
31848	David	A	Sprecace
257502	David	C	St. John-Larkin
255083	Sarah	A	Steinbeck Adelson
13106	David	J	Stevens
258820	Shannon	W	Stevenson
55118	Daniel	A	Sweetser
15936	Michelle		Sylvain
56604	John	H	Tatlock
295739	Rabea		Taylor
285933	Patrick	R	Thiessen
267513	Lance	P	Timbreza
262629	Christopher	D	Tomchuck
50136	Ted	C	Tow
266969	Mario		Trimble

45037	Douglas	B	Tumminello
46748	Marla	C	Underell
46539	Bradley	V	Varmo
8219	John	M	Vaught
258813	Mariana		Vielma
258181	Nina	Y	Wang
8582	Star	L	Waring
517274	Zachary		Warren
290475	Maureen	R	Watson
58170	Elizabeth	A	Weishaupl
259619	Rhonda	L	White-Mitchell
284316	Benjamin	E	Wick
276194	Clayton	E	Wire
297919	Danae	D	Woody
265101	Alison		Zinn
	Attended		

CBA/DBA JOINT DIVERSITY & INCLUSIVITY STEERING COMMITTEE



John Baker
*Board Member Center for Legal
inclusiveness and National Institute for
Trial Advocacy*

Phone (720) 272-7261
Email john.t.baker47@gmail.com

John Baker

On June 30, 2016 John retired as director of the Colorado Attorney Mentoring Program. John was appointed by the Colorado Supreme Court Advisory Committee in February of 2013 as the first director of CAMP. Grand kids, pro bono work, teaching NITA, serving on the Board of Directors of the Center for Legal Inclusiveness, serving on the Board of Trustees for the National Institute for Trial Advocacy, and volunteering with bar and Court committees will keep John busy.

John spent 35 years concentrating his legal practice in products liability litigation, representing individuals that have been injured by defective pharmaceutical products and vehicles. John was listed was a Colorado Super Lawyer for 2007 to 2011.

John has always had a special interest in professionalism and professional responsibility. John served as President of the Denver Bar Association 2009-2010, Executive Director of the National Institute for Trial Advocacy (“NITA”) 2010 – 2012 and is a member of the American, Colorado, and Denver Bar Associations, the Colorado Trial Lawyers Association and is a fellow of the International Society of Barristers.

In Denver John is active in the community. John serves on the Colorado Supreme Court Chief Justice’s Commission on the Legal Profession. He is past president of the board of directors of Denver Kids, Inc. John is married and has three children and four grandchildren, who have involved him over the years in coaching youth soccer, basketball and baseball.



Catherine Chan

*Catherine A. Chan
The Chan Law Firm*

Phone (303) 586-5555

Email: cchan@chanimmigration.com

Catherine Chan is the Managing Attorney at the Chan Law Firm. Her practice focuses on complex removal (deportation) cases, appellate immigration litigation, civil litigation against government agencies in immigration, and business immigration.

Catherine has litigated immigration cases at every state and federal court and administrative agency level in the state of Colorado. She has also represented clients across the United States before USCIS and immigration courts, and internationally before American consulates abroad. As counsel to the Colorado Immigrant Rights Coalition she worked at the Colorado state capitol testifying on immigration-related legislation and proposing text and amendments for the legislation. She has served the boards and commissions of many Colorado organizations, including the Denver Bar Association, the Colorado Bar Association, the Faculty of Federal Advocates, the Colorado Lawyer's Committee, the Center for Legal Inclusiveness, the Denver Women's Commission, among others. Through her community activism and individual cases, she has fulfilled the Colorado Supreme Court's Pledge to Pro Bono service for over a decade.



Patrick Flaherty

*Patrick Flaherty
Executive Director at Colorado Bar
Association & Denver Bar Association*

Phone (303) 824-5314

Email: pflaherty@cobar.org

Patrick Flaherty is a Denver Native. He attended the University of Denver for undergraduate and law school, and then Regis University for a master's degree. Patrick Flaherty has been the CBA executive director since January 1, 2015. Prior to joining the CBA he was the Director of Policy Advocacy Programs at the Gill Foundation, where he served for nine years. Flaherty also was the Executive Director of the nonprofit Project Angel Heart, which he grew from a fledgling organization to a highly impactful service organization. Under his leadership, it received the El Pomar Foundation's Award for "Most Outstanding Nonprofit Organization in Colorado." Flaherty also has 9 years of legal experience. He began his law career at Lewis Roca Rothgerber, rising from summer associate to partner. He received his JD from DU in 1987. Flaherty has a master's degree in nonprofit management from Regis University.



Courtney Holm
Courtney Holm and Associates, PC

Phone (970) 748-8800
email courtney@lawyersvail.com

Courtney Holm

A Colorado native, Courtney earned her law degree at the University of Denver College of Law. She has been practicing law in the Vail Valley since 2002 in the areas of family law, criminal law, and civil litigation. Courtney is admitted to the Colorado bar and the United States District Court in Colorado. She has appeared in the Court of Appeals as well as the Supreme Court of Colorado. Courtney is an active member of the Colorado Bar Association in which she serves on the Executive Council as the 7th District Vice President, chaired the Board of Governors ad hoc committee, Board of Governors representative of the CDBA since 2016, founder and Chapter President of the Mountain Chapter of the Colorado Women's Bar Association, and formerly served as the President and Vice President of the Continental Divide Bar Association. She previously initiated and oversaw the CDBA Mentoring Program, the educational outreach program to the local schools for Constitution and Law Day each year, and still participates regularly in the Legal Aid Skype Clinics for underrepresented rural areas. Since 2009 Courtney has been successfully mediating cases in all areas including domestic, civil, business disputes, construction disputes, and significant monetary matters with a high rate of settlement.



Patricia Jarzowski
Law Office of Patricia M. Jarzowski

(303) 322-3344
Email: Patricia.Jarzowski@icloud.com

Patricia Jarzowski

2016-2017 Colorado Bar Association President. Patricia was the first woman in a decade to serve as CBA president and only the fifth woman to serve in the CBA's 120-year history.

A Nebraska native, Patricia graduated from the University of Denver law school and has lived in Colorado for 35 years. She has been practicing law for 29 years – 22 as a solo practitioner and trial lawyer handling exclusively plaintiff's personal injury and wrongful death cases.

Patricia served as the president of the Colorado Women's Bar Association from 2012-2013, beginning an upward trajectory in membership and revenue that continues today. Patricia was appointed to and serves on the 17th Judicial District Nominating Commission, and during her term seven of nine judicial vacancies have been filled by women. Patricia also served as Vice Chair of Planned Parenthood of the Rocky Mountains' Board of Trustees. In 2018 she received the University of Denver Sturm College of Law's highest honor, the DU Law Stars Award for Professionalism. The Colorado LGBT Bar Association Foundation honored Patricia with its Attorney of the Year award in 2016. In 2015, the CWBA Foundation honored her with the "Raising the Bar" Award, and the same year she was rated one of the top women lawyers by *Law Week*.



Melissa Nicoletti

Melissa Nicoletti
Colorado Bar Association

Phone (303) 824-5321
email melissan@cobar.org

Melissa is the CBA Director of Sections and Committees, she has been with the Colorado Bar Association for 21 years. Melissa enjoys organizing sports for Elementary and Junior High School children. She specialized in Non-Profits, Meeting Planning, Educational Program Planning, Coaching Volleyball and Fundraising.



J. Ryann Peyton

J. Ryann Peyton
Director of Colorado Attorney
Mentoring Program (CAMP)

Phone (303) 928-7750
Email: r.peyton@csc.state.co.us

Ryann serves as the Director of the Colorado Attorney Mentoring Program (CAMP), a program of the Colorado Supreme Court. A former litigator and a seasoned consultant and advocate on diversity and inclusivity in the legal field, Ryann is a frequent commentator, presenter, and lecturer having contributed to the Denver Post, Law Week Colorado, Denver Business

Journal, KDVR Fox 31, Rocky Mountain PBS, and Colorado Public Radio. Prior to joining CAMP, Ryann focused her law practice on civil litigation with an emphasis on LGBT civil rights. Ryann has been routinely recognized for her legal practice, most recently earning the 2014 Colorado Bar Association's Outstanding Young Attorney of the Year award. Ryann sits on the boards of the Colorado LGBT Bar Foundation, GLBT Community Center of Colorado, Colorado Bar Association Young Lawyer's Division, and Center for Legal Inclusiveness. Ryann is a graduate of the Center for Legal Inclusiveness' Level I Diversity and Inclusiveness training program. Ryann earned her law degree from the University of St. Thomas School of Law and holds an LLM and undergraduate degree from the University of Denver.



Melissa Schwartz

Melissa Schwartz
Steenrod, Schwartz & McMinnee, LLP

Phone (303) 534-5100
Email mschwartz@steenrodllaw.com

Melissa R. Schwartz is a shareholder with the firm of Steenrod, Schwartz & McMinnee, LLP, in Denver, Colorado, and has been practicing in the areas of estate and trust administration and litigation, guardianships and conservatorships since 1995. In addition to practicing law, Ms. Schwartz regularly acts as a fiduciary in the capacities of personal representative, trustee and conservator, and in addition, acts as an expert witness in these areas. She is the Public Administrator for the City and County of Denver (since April 2010) and was the Deputy Public Administrator from 2003 to 2010. She is an active member of the Trust and Estate Section of the CBA. She previously has been Chair of the Section (Executive Council 2013-2017), in addition to holding the position of Council Member (2007-2008), is the Chair of the Diversity and Inclusion Committee of the Section, and was the Section representative to the CBA Board of Governors from 2011 to 2018. She is also a member of CBA Section Best Practices Committee, which was responsible for preparing the Best Practices Manual to be used by all Sections of the CBA, and the CBA and DBA Diversity & Inclusivity Steering Committee. Ms. Schwartz is a regular speaker on trust and estate related issues and has authored multiple articles on related subjects. She is a fellow of the American College of Trust & Estate Counsel (ACTEC) and is listed in the Best Lawyers in America. She is a graduate of Colorado State University (1990 BA) and the University of Denver, School of Law (1994).



Mario Trimble
Kutak Rock LLP

Phone (303) 297-2400
Email Mario.trimble@kutakrock.com

Mario Trimble

Mario Trimble is a partner in the public finance department of Kutak Rock LLP's Denver office. He has concentrated his practice in the area of municipal finance in Colorado since 2005, acting primarily as bond counsel and disclosure counsel for various Colorado governments and related entities. In addition to his legal experience, Mario serves on the CBA Board of Governors, the DBA Board of Trustees and several voluntary committees for both organizations. Mario is also on the Board of Directors of the nonprofit Center for Legal Inclusiveness where he currently serves as Treasurer. Mario is a lucky husband and the proud father of two public school students.

MEET THE CBA & DBA'S NEW DIVERSITY & INCLUSIVITY STEERING COMMITTEE

"Bar associations are critical vehicles for advancing diversity and inclusivity because we help shape the norms of our profession."

ABA, "Diversity in the Legal Profession: The Next Steps" (2010)

Building bridges and breaking down barriers.

Reimagining how we evolve the Colorado Bar Association and the Denver Bar Association to be more diverse and inclusive.

Creating tools to succeed.

Having courageous conversations.

These are the perspectives the new CBA & DBA Joint Diversity and Inclusivity Steering Committee are focusing on as the team charged with implementing the CBA and DBA's diversity and inclusivity goals adopted in the bar associations' strategic plans.

In 2016, the CBA and DBA each formally adopted diversity and inclusivity as a goal and a core value in both bar associations' respective strategic plans. The CBA and DBA each recognize our responsibility to strengthen our commitment to diversity and inclusivity. When bar associations prioritize diversity, it institutionalizes those critical values. When bar associations do not prioritize diversity, it creates an environment that tends to exclude underrepresented groups. (Ducheneaux, "Implementing Diversity in State Bar Associations," ABA Law Practice Today (July 14, 2016), www.lawpracticetoday.org/article/implementing-diversity-state-bar-associations.)

It is an exciting time and a perfect time to reimagine diversity and inclusivity within the CBA and DBA. This has never happened before in the bar associations.

Past CBA Dick Gast and Past DBA Presidents Franz Hardy launched this committee in 2018 at the urging of executive director Patrick Flaherty, who recognized the alignment of the right people in the right places, at the right time to improve diversity and inclusivity within the bar associations.

Seventy- nine (79%) of the voluntary state-wide bar associations in the United States have a diversity and inclusivity committee. Seventy Six (76%) of the mandatory state-wide bar associations in the United States have a diversity and inclusivity committee.

CBA/DBA bar leadership requested concrete action to improve diversity and inclusivity. Bar leadership wants results. This is not an aspirational endeavor that looks pretty on paper or sounds

good in a written diversity and inclusivity plan. This is a committee directed toward action and outcomes.

WE ARE FOCUSING ON GOVERNANCE, LEADERSHIP, AND MEMBER ENGAGEMENT

We have many well-intentioned leaders--from committee leaders to section councils, from young lawyer divisions to nominating committees--who need better tools to become more diverse and inclusive. The CBA DBA Joint Diversity and Inclusivity Steering committee is focused on governance, leadership and membership engagement. On the management side, executive director Patrick Flaherty is making great strides advancing diversity and inclusivity with bar operations and staff.

The committee is focusing on systems within the CBA and DBA and policies, procedures, culture, events, meetings, educational tools and decisions. Our goal is to create a culture where everyone can thrive, be valued, be heard, lead, and engage meaningful within the CBA and DBA communities. Authentic diversity and inclusivity improves team work, makes decisions more durable, increases productivity and profitability, and fosters more creativity. This strengthens our bar associations. And the next generation of lawyers demands diversity and inclusivity before joining and participating.

The committee's framework for moving forward is doing deep dives into the "nooks and crannies" of the bar associations, and exploring questions like:

1. How does the entity operate?
2. What is the status of diversity and inclusivity?
3. What are the barriers to increasing diversity and inclusivity?
4. What are the governance solutions, tools, resources?
5. How do we sell, educate, cement, implement the solutions?
6. How do we build the pipeline and sustainability?
7. How do we monitor and report progress?
8. How do we communicate our message and progress to build organizational wide commitment?
9. Who are our partners and how do we meaningfully reach out and engage our partners?
10. Let's anticipate fragility, pushback and how to overcome it?
11. Are we missing anyone? Or anything?

There will be goals we can measure with benchmarks and metrics and there will be progress that is intangible and not measurable. Along the way, the committee will collaborate with stakeholders including the CBA executive council and DBA board of trustees, CBA Board of Governors, DBA committees, the DBA and CBA Young Lawyers' Divisions, CBA section and committees, and the diversity bar associations. We will update you, our members, on our work and our progress.

MEET THE TEAM

We were strategic and thoughtful in selecting members to lead this initiative. In selecting the team, we were clear that participation is not a status position that is cool, or ceremonial or looks good on a resume. Members were strategically selected who:

- Are leaders in the CBA and DBA
- Are respected
- Have no ego or personal agenda dominating their motivation
- Care about our bar associations
- Know how to transform organizations
- Have strong connections with the diversity bar associations
- And have a heartfelt commitment to improving diversity and inclusivity.

We also were strategic in having the right number of team members. We decided on nine. We did not want too many people on the committee to make it hard to accomplish work, but we wanted enough members to ensure a critical mass.

The top-notch Diversity/Inclusivity team leaders are:

1. Chair, Patricia M. Jarzowski, 2016-2017 CBA President, is solo practitioner at The Law Office of Patricia M. Jarzowski, P.C. and the 2012 - 2013 CWBA Past President.
2. John Baker - Past DBA President and former Colorado Attorney Mentoring Program (CAMP) (CAMP) director.
3. Catherine Chan - managing attorney at The Chan Law Firm. She has served on the DBA Board of Trustees and the CBA/DBA Joint Management Committee.
4. Courtney Holm - founded Courtney Holm & Associates, P.C. in the Vail and Eagle Valley. She has served on the CBA executive council. She is President of the Mountain Chapter of the CWBA and is past president Continental Divide Bar Association.
5. Ryann Peyton - Director of the CAMP. She has served on the DBA Board of Trustees and is a past President of the Colorado LGBT Bar Association.
6. Melissa Schwartz - is a shareholder with the firm of Steenrod, Schwartz & McMinimee, LLP and is the public administrator for the City and County of Denver. She is a past chair of the CBA Trust and Estates Section and member of the CBA Section Best Practices Committee.
7. Mario Trimble - is a partner at Kutak Rock LLP. He has served on the CBA executive council and is a current member of the DBA board of trustees.

8. Melissa Nicoletti – CBA director of sections and committees. Melissa has been with the CBA for 21 years.
9. Patrick Flaherty – DBA/CBA Executive Director.

WE INVITE YOU TO ANSWER THREE STRATEGIC QUESTIONS

During the committee's first meeting we asked three preliminary strategic questions:

1. What do you believe the barriers are to make the CBA and DBA more diverse and inclusive?
2. What do you believe are the most obvious steps the CBA/DBA could do to become a more diverse and inclusive bar association?
3. What have you always wanted the CBA/DBA to do or to stop doing to become more diverse and inclusive?

The committee invited the CBA Executive Council, the DBA Board of Trustees, and the Presidents of the Diversity Bar Associations to answer these three questions. Themes are emerging that will help guide the committee's work.

We invite you to send your answers to these three strategic chair Patricia M. Jarzowski at, Patricia.Jarzowski@icloud.com, 303-322-3344.

THE CBA AND DBA AS A LEADER AND A NATIONAL MODEL

The Colorado legal community is special! We are not like other states with internal warfare between the state-wide bar and the local bars. We collaborate with each other, we support each other, and our innovation has launched Colorado as an emerging contemporary leader on the national stage.

The CBA and DBA are acting now to ensure the diverse talent of our membership is engaged in shaping how our bar associations move forward. We strive to create innovative strategies institutionalized within every nook and cranny of the bar associations that are sustainable for years to come. Changing culture takes time and hard work. The CBA and DBA are having the courageous conversations and implementing systemic approaches to meet our diversity and inclusivity goals. This will help our bar associations continue to grow and face the challenges and opportunities of the future.