April 2025

Boulder COUNTY BAR ASSOCIATION

ANNUAL AWARD NOMINATIONS

Seeking candidates for the Sonny Flowers Award of Merit and the Outstanding New/Young Lawyer Award

The 2024 BCBA Annual Meeting will be held on Thursday, June 5. We will be awarding the Outstanding Young Lawyer award (1-7 years of practice) and the Sonny Flowers Award of Merit at this time, and seek nominees for both awards from our membership.

If you have a candidate for either award, please send their name and a brief description to Laura. These awards are an important way to recognize deserving recipients in our legal community, and we look forward to considering each and every nomination received.

Jazz for Justice Page 2-3

We are also seeking new board members! There are 3 positions opening for the 2025-2026 year. More information can be found on page 13 of the newsletter.

Please click here to apply for board service

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2025 Boulder County Bar Foundation



JAZZ FOR JUSTICE

A Fundraiser benefiting Colorado Legal Services

Join us for music and dancing led by local musician Steve Christopher and his jazz quartet
We will have tasty Cajun appetizers, delicious desserts, beer, wine and mocktails

Saturday, April 5 at 7 pm
The Studio (Boulder)

3550 Frontier Ave Suite A2, Boulder, CO 80301

Scan above or click here to register

BOULDER COUNTY BAR FOUNDATION

A Huge Thank You to Our Sponsors

Philanthropic ($5000)

LYONS GADDIS
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Germany Law Firm
Selinger Law Firm
Shoemaker Ghiselli + Schwartz LLC
Brenda Dixon - RBC
Hofgard & Associates
Ruth Family Trust
Martin Law Office LLC
Brennan Law

CALENDAR OF EVENTS



Tuesday, April 1
Employment Law Membership Section Lunch
Special thanks to our event sponsor *Berg Hill Greenleaf Ruscitti*
12:00 - 1:00 PM @ BCBA Office (3269 28th Street)
Free for BCBA Members
Please click here to RSVP

Saturday, April 5
Jazz for Justice
7:00 - 10:00 PM @ The Studio Boulder (3550 Frontier Ave)
$35 per ticket
Please click here to register

Tuesday, April 15
Family Law Section Membership Lunch
12:00 - 1:00 PM @ BCBA Office
Free for BCBA Members
Please click here to RSVP

Tuesday, April 22
Criminal Law Section CLE
Addressing Vicarious Work Trauma
12:00 - 1:00 PM via Zoom
Free for BCBA Members
Please click here to register

Every Wednesday
Bagels with the Bar
8:30 - 10:00 AM @ BCBA Office (3269 28th St.)
Free for BCBA Members

Thursday, April 24
Longmont Lawyer's Lunch
11:30 - 1:00 pm @ Jefe's Longmont
$15 member / $25 nonmember
Please click here to register

Tuesday, April 29
Tax & Estate Planning Section CLE
SECURE and SECURE 2.0 Act
12:00 - 1:00 PM via Zoom
Free for BCBA Members
Please click here to register



PRESIDENT'S PAGE

CAROLYN STEFFL



Thank God for music. Let's start this column with a song. Take a couple minutes to listen to one of my favorite bands – Squirrel Nut Zippers. Good Enough For Granddad. Now, substitute Grandma for Grandad, and let's proceed.

My late maternal grandmother, Barbara Ochs (maiden Busher) was born almost a century ago in 1926 in St. Paul, Minnesota.Her young life was difficult in ways I can't comprehend.Born to a prosperous doctor, who had no time for a girl, and growing up without a mother, she said that she was saved by two things: 1) education and 2) the love of her own grandmother.Barb became the matriarch of our large, boisterous, loving family.In times of difficulty, I look to her for strength.I also look to the grandmothers of my profession – Jean Dubofsky, Ruth Bader Ginsberg, Sandra Day O'Conner and others.

From my grandmother, I learned the importance of education, including education for girls.My grandmother could not recall ever getting a toy from her father, but he gave her an even greater gift by sending her to boarding school and later to university.

Likewise, I was blessed with the gift of education, with fewer struggles than the grandmothers of my profession.Ruth Bader Ginsburg was one of 9 women her class at Harvard Law school.Sandra Day O'Connor was one of 5 women in her class at Stanford Law School.Jean Dubovsky was one of 22 women in her class at Harvard Law School.I have had that honor of hearing all three women speak about how they preserved despite being ignored and passed over in law school and when seeking jobs in favor of men.Still, they are all amazing success stories.

By the time that I entered law school at CU (class of 2002), there were as many women entering law school as men.

Of course, women in the profession still faced challenges - being promoted and making partner at lower levels, having a higher attrition rate, and having to work twice as hard to prove yourself to clients.In fact, the career services office recommended that women remove wedding rings before interviews.Still, I grew up and came of age in a time when all professions seemed open to me.If I was discouraged from pursuing engineering or science, I also knew enough to question and challenge that bias from elementary school on.

Today, as all throughout the history of our nation, there are those who would throw new challenges to the ability of women, minorities, and disadvantaged individuals to seek education. As an extreme example, I was shocked when listening to a news report and heard a 2021 quote from political scientist, Scott Yenor stating that "Every effort must be made not to recruit women into engineering, but rather to recruit and demand more of men who become engineers.

PRESIDENT'S PAGE CONTINUED



Ditto for med school, and the law, and every trade."His concern was the declining birth rate and wanting to encourage women to have children, and the news article said that this rationale was gaining support.

Other challenges to women obtaining education come from rising tuition costs, removing information about reproductive health and other women's issues from government websites, de-funding women's studies programs and women's health studies, creating roadblocks to voting by women who changed the names from birth through marriage or divorce or gender realignment.

But challenges faced by women attorneys and law students are balanced by our advances.Remote working and flexible work hours post-COVID have made it easier to balance work and family (even while it makes it harder to completely turn off your work brain).More recently, Colorado's Equal Pay Law and Paid Family and Medical Insurance Program (FAMLI) have made strides in pay equality and paid when having children.

In addition, there are more women in the profession."The percentage of active attorneys who are women in Colorado rose from about 36% of all active attorneys in 2014 to 41% in 2022" per the Denver Post.But more important than numbers, in my 23 years of practicing law, I have seen a shift in attitudes from women being fiercely competitive to the point of women in leadership roles being extra hard on other women, to an increase in camaraderie, support and mentorship.Shout out to the Colorado Women Bar Association for so much love and support over the years.

We must continue to be diligent in support of the right for all individuals to enter the legal profession, regardless of gender, disability, race/ethnicity, sexual orientation and gender identity because new challenges arise every day.But, we can look to the heroes of the civil rights movements and suffrage movements, and the heroes who went to college and studied, even when told that they didn't belong.Pick up a biography about one of the grandmothers of our profession.Emulate RBG's grace and implementation of change in a respectful way, in a time of division.Copy Sandra Day O'Connor's efforts to always to her best and to form deep friendships with those of different political opinions.Learn from the courage and unwavering commitment to justice demonstrated by Boulder's own Jean Dubofsky. My grandmother always encouraged me to read anything I could get my hands on and to speak my opinions freely and loudly.I hope to make my grandmothers proud.

SAY HELLO TO BAY!

LAURA RUTH

Bay Shogrin started March 17th as our new Executive Assistant! Her first day ended after one hour when the wind turned off our power, but she adapted immediately as we worked remotely.

Bay grew up in Louisville and then ventured off to California where she attended the University of California, Santa Barbara and earned dual degrees in Art and Psychological Brain Science. These skills will serve us well as the Bar goes through some redesigns of the website and newsletter.

She also worked as a mentor for high school and college students through Untapped. This is so helpful when taking those calls from the public and lending a sympathetic ear when directing them to services.

Bay loves creating new art, cooking, reading, gardening, and spending time outside doing all the Colorado things.

She has a cat named Peaches who believes chaos is a natural state that should be adhered to.

Please stop by and say hi to Bay, or send her an email at bay@boulder-bar.org.

She'll be at Bagels with the Bar this coming Wednesday from 8:30-10, or you can catch her at her debut event, Jazz for Justice!










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THE COLORADO ATTORNEY MENTORING PROGRAM

J. RYANN PEYTON

Good mentoring is crucial from the start of a legal career. Effective mentors guide new lawyers in aligning their career paths with their values while building key skills and navigating the profession's unwritten rules. Mentors also support lawyers in transition—whether changing practice areas, environments, or locations—by expanding networks and opening new opportunities.

Traditionally, experienced lawyers took on mentoring as a professional duty, often through apprenticeships or informal firm relationships. Today, fewer new lawyers have access to this kind of mentorship, and legal apprenticeships are rare. As a result, many states have established formal mentoring programs to ensure all lawyers, regardless of firm affiliation or experience level, have access to meaningful guidance and support. The Colorado Attorney Mentoring Program (CAMP), created in 2013, has evolved into one of the leading such programs in the nation.

CAMP is a free program of the Colorado Supreme Court dedicated to advancing lawyers, law students, and LLPs in all stages of practice across Colorado. Through our nationally recognized professional mentoring program, small business incubator, and lawyer well-being programming, CAMP provides professional development to support Colorado legal professionals in achieving professional excellence.

CAMP generates meaningful and relevant mentoring relationships through 11 distinct mentoring programs. Each of these programs encourages mentoring pairs to incorporate



principles of professionalism, ethics, law practice management, access to justice, and lawyer

well-being into every mentoring relationship. CAMP also offers informal coffee mentoring and group mentoring programs.

We believe that education and mentorship reinforce each other and that the best attorney mentoring programs bring innovative coaching and relevant instruction together. CAMP distinguishes itself with its unique mentoring curriculum and the close working relationships between mentors and mentees. Innovative training that recognizes the value of lawyer-centered learning at all levels – new, mid-level, and veteran – is fundamental to CAMP's distinction.

MENTORING CONTINUED

CAMP's innovative matching techniques include a comprehensive mentee profile and a pre-match interview to determine your professional goals and objectives and to identify the type of lawyer best suited to meet your mentoring needs. CAMP's holistic, one-on-one approach will connect you with a vetted, expert mentor.

CAMP also hosts educational speaking engagements across the state and produces monthly in-house professional development webinars through uniquely tailored CLE courses spanning topics related to Leadership Development, Practice Readiness, Practical Skills Training, and Professionalism & Wellness. These events occur via live stream webinars to participants around the state.By encouraging personalized approaches, Colorado legal professionals can better align their mentoring journey with their career goals, skill development, and integration into the local legal community.

CAMP is a place where reflection, ambition, and constructive relationships lead to legal careers of purpose and positive consequence. The CAMP approach catalyzes the power of collaboration

among individuals with different perspectives, backgrounds, and areas of expertise to foster training and education with meaningful positive influence on legal practice in Colorado. CAMP cultivates an environment of thoughtful and informed professionalism and invests in the long-term intellectual, professional, and social growth of Colorado lawyers.

Additionally, CAMP is proud to be the home of Colorado's legal incubator Legal Entrepreneurs for Justice (LEJ). LEJ is a small business incubator for socially conscious lawyers providing affordable legal solutions to middle-income people in Colorado. This target market includes those people who fall into the so-called "justice gap": individuals who make too much money to qualify for free legal services, but not enough to pay traditional market rates and assume the risk and inherent uncertainty of the traditional legal pricing model, the billable hour. LEJ provides the training, mentoring, resources, and support these lawyers need to establish their own socially conscious law practices.

Our office also leads the Colorado Well-Being Recognition Program for Legal Employers, a first-of-its-kind Program, recognizing and supporting solo practitioners, legal employers, and individual lawyers for implementing well-being strategies and recommendations encompassing six specific goal areas of lawyer well-being. The Recognition Program provides participants access to education, resources, support, and technical assistance to incorporate well-being strategies into their organizations. Additionally, the program creates a Legal Well-Being Leadership Network to encourage dialogue, innovation, and accountability in implementing well-being practices in legal workplaces.

MENTORING CONTINUED

CAMP's robust portfolio of programming allows CAMP to expand its reach and resources for all participants. The curriculum, training, partnerships, and technology adopted to facilitate our mission-related programs benefit all CAMP participants in the office's ability to interweave those resources and partnerships into CAMP's mentoring plans, group mentoring experiences, and professional development offerings.

Join us today to develop personal and professional relationships with others in the Colorado legal community who can help you learn and grow. If you are looking for community and peer guidance, you'll find participating in CAMP to be a rewarding part of your experience in the profession. Visit www.coloradomentoring.org to find a mentoring partner, register for an event, apply or LEJ, take the Colorado Pledge to Lawyer Well-Being, and connect with our community. We look forward to working with you!

J. Ryann Peyton serves as the Director of the Colorado Attorney Mentoring Program (CAMP) and Legal Entrepreneurs for Justice (LEJ), lawyer professional development programs of the Colorado Supreme Court. They can be reached at (303)928-7750 or via email at r.peyton@csc.state.co,us



How many dragons slayed?

$30 Million
VERDICT FOR
Oilfield Injury
2024

$16 Million
VERDICT FOR
Electrocution
2018

$8.4 Million
VERDICT FOR
Electrocution
2021

$4.3 Million
VERDICT FOR
Trucking Crash
2018



Kurt Zaner
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SUPER LAWYERS COLORADO 2025 X

SEEKING VOLUNTEER BOARD MEMBERS

The BCBA is looking for a few talented and motivated volunteer board members to lead and strengthen our association. This is an interesting time in our community, and now more than ever we need great leaders who have the creativity and dedication to lead us into unchartered waters. This gives you a great opportunity to have your voice heard and help with important decisions moving forward. The BCBA will have multiple board positions available. All terms will begin on July 1, 2025.

If you have any further questions, please contact Laura Ruth at laura@boulder-bar.org. We look forward to welcoming our new board members!

Please click here to apply for board service

BCBA AWARD NOMINATIONS

The 2025 BCBA Annual Meeting will be held on Thursday, June 5. We will be awarding the Outstanding Young Lawyer award and the Sonny Flowers Award of Merit at the Annual Meeting, and seek nominees for both awards from our membership. If you have a candidate for either award, please send their name and a brief description to Laura. These awards are an important way to recognize deserving recipients in our legal community, and we look forward to considering each and every nomination received.

Please click here to nominate a fellow member

MEDIATION

Domestic Landlord/Tenant Personal Injury Business Employment

Morgan O'Brien, MBA
mobrien@fobrienlaw.com
(303) 725-9549

Fern O'Brien, JD
fobrien@fobrienlaw.com
(303) 579-3559

O'BRIEN LAW | LLC

LEGAL CLINIC VOLUNTEERS NEEDED

Did you know the BCBA sponsors a Free Virtual Legal Clinic for Boulder County? This started during the pandemic and was so successful we have continued it to help further our commitment to access to justice. To date, we have helped over 1700 community members!

We have a small group of incredibly dedicated volunteers who give 15-20 minutes of their time approximately once every few weeks. We would like to get that number to once a month, but we need more volunteers! **Can you help with 20 minutes once a month in service to your community?**

Please let us know that you are available to help once per month (or more!) along with your practice areas. We could not provide this service without all of our amazing volunteer attorneys! Please contact Bay for more information about attorney.participating as a volunteer

Please click here to sign up

THANKS TO OUR CLINIC VOLUNTEERS

TJ Willard	5 calls last month	Bruce Weiner	1 call last month
Allison P. Gordon	2 calls last month	Kevin Miller	1 call last month
Brittany Frisbie	2 calls last month	John Barrett	1 call last month
Maki Iatridis	2 calls last month	Rodney Felzen	1 call last month
Scott Hamerslough	2 calls last month	Jennifer Bizzotto	1 call last month
Julia Morganthau	2 calls last month	Lucy Walker	1 call last month
Karen Burns	1 call last month	Peter Fabish	1 call last month
Susan Spaulding	1 call last month	Jennifer Terry	1 call last month
Dipak Patel	1 call last month	Jennifer Landry	1 call last month
Ron Jung	1 call last month	Larry Myers	1 call last month
Bruce Bagelman	1 call last month	Ben Wilson	1 call last month
Mike Rafik	1 call last month	William Rogers	1 call last month
Laurel Herndon	1 call last month	Adam Sher	1 call last month

BCBA HOME STUDY WEBINARS

A benefit of BCBA CLE offerings moving to webinars is that we are able to record the programs and make them available to view after the live presentation. We also submit the majority of our recordings for home study CLE credit, which allows our members to view them as needed to fulfill the credits needed for their reporting periods. Please see a list of our current home study offerings below, and if there is a program you're interested that you don't see here, the full list of our video recordings is available for BCBA Members only on our Webinars page. If there is a program that is not currently accredited for home study that you're interested, please contact Bay and we can work to get a recording re-accredited.

Ethics Courses

Creating Effective and Ethical Environments for Colleagues and Clients with Intellectual Disabilities
Presented by April McMurrey, Zoey Tanner, and Judge Chris Larson
Video recording here
Course ID# 850525

Moving from Ignorance to Terror: Engagement Letters for Estate Planners
Presented by Connie Eyster
Video recording here
Course ID# 853868

Getting Your Firm's Affairs in Order: Part 2
Presented by Jodi Martin
Video recording here
Course ID# 838332

EDI Courses

Introduction to Racial Equity: A Lawyer's Responsibility
Presented by Judge Dea Lindsey
Video recording here
Course ID# 847136

A Primer on Disability Advocacy
Presented by Franklin Erickson
Video recording here
Course ID# 853822

A Focus on RMIAN
Presented by Mekela Goehring
Video recording here
Course ID# 853866

The Importance of Pro Bono Service
Presented by Gregor MacGregor
Video recording here
Course ID# 853867

Lessons for Mediators from the EDI Roundtable
Presented by Melora Bentz and Wesley Parks
Video recording here
Course ID# 853869

Advocacy Requires Allyship: Conscious Representation of LGBTQ+ Clients
Presented by Kevin Miller
Video recording here
Course ID# 836005

General Credit Courses

Drafting and Using Arbitration Clauses: Tips from a Litigator & Arbitrator
Presented by Paul Schwartz
Video recording here
Course ID# 847138

An eDiscovery Update for 2024
Presented by Kelly Twigger
Video recording here
Course ID# 853823

Fall 2024 Tax & Estate Legislative Update
Presented by Scott Challinor
Video recording here
Course ID# 853824

Tips on Having a Successful Mediation
Presented by Hon. Patrick Butler
Video recording here
Course ID# 853870

Law of the Colorado River
Presented by Gregor MacGregor
Video recording here
Course ID# 812690

Business Valuation: A Guide to Understanding How It Works
Presented by Tamara Rigberg
Video recording here
Course ID# 853871

CLASSIFIED ADS

Associate Attorney. Warren, Carlson & Moore, LLP, is looking for an attorney to join a 4-person general practice 50-year-old law firm in Niwot, Colorado. The ideal candidate has at least 3 years' experience in some combination of estate planning, probate, real estate, business, family law, copyright & trademark, but we're looking for the right fit, even if your experience is different. We value community service highly and support pro bono work. An established clientele is a plus. Flexible hours, work-life balance, opportunity to move up quickly in earnings. Annual salary guaranteed at half of fees collected, with first full-year range from $60,000 to $90,000. Please click here for full position responsibilities and requirements

Paralegal Position. Provide paralegal services and intake coordination for Bridge to Justice's (B2J) Eviction Legal Defense Program. Work in conjunction with Senior Intake Paralegal to assist with the management and monitoring of legal assistance and support services for eligible tenants facing eviction in the City and County of Boulder. Help coordinate no-cost B2J attorney consultations, community referrals and resources, and collaborative efforts with city and county agencies. Compensation is $70-$85/hour. Please click here for full position responsibilities and requirements.

Contract Attorney. Bridge to Justice (B2J) is a 501(c)(3) Colorado nonprofit law firm established in 2013. Its mission is to bridge the gap between legal needs and legal access with affordable high quality legal services. B2J provides civil legal services to low- and moderate-income Colorado residents in the areas of family law, civil protection orders, eviction defense and public benefits, In 2020, B2J contracted with the City and County of Boulder to provide legal services and representation to residents who are threatened with or facing an eviction. This position offers attorneys the opportunity to engage in a full range of litigation practice: from one time advise only calls, mediation/alternative dispute resolution, initial in-person advertisements and limited representation, drafting pleadings and motions, discovery, trial advocacy and appellate advocacy—with a flexible schedule and competitive hourly rate when compared to similar public interest contract positions. Compensation is $120-$150/hour. Please click here for full position responsibilities and requirements.

Finance Associate Attorney. Stinson LLP's Banking and Financial Services division in the Denver office is looking to hire an associate attorney with 4-6 years of experience representing lenders and borrowers in financing transactions. Candidates must have drafting and negotiating skills and significant experience with credit agreements, security agreements, other collateral documents, and closing documentation. High level of academic achievement and law firm experience is required. Ability and desire to work as part of a team is essential. The salary range for this role is $205,000 – $225,000. Please click here for full job responsibilities and requirements.

Employment Law Associate. Attorney Stinson LLP seeks an associate attorney with at least 4 years of employment law experience to join our Denver office. The role requires a candidate with strong interpersonal skills, a high degree of maturity, a willingness to learn, and a desire to manage a challenging workload. We are relentlessly committed to client service and look for candidates who share that commitment. Active Colorado license or eligibility to become admitted to the Colorado bar is required.The base salary range for this role is $205,000 – $235,000. Please click here for full job responsibilities and requirements.

PROFESSIONALISM ON CALL

April 07	Connie Eyster	303.442.514
April 14	Meghan Pound	303.443.8010
April 21	Tom Rodriguez	720.931.3231
April 28	Karl Kumli	303.447.1375

The Professionalism Committee assists lawyers, clients, and other members of the community with questions or complaints about behavior by lawyers that fails to meet generally accepted standards of professionalism and courtesy, or that is contrary to the BCBA Principles of Professionalism.

The Professionalism Committee does not address allegations of criminal or ethical violations by lawyers, as regulated by the Colorado Rules of Professional Conduct, and any such violations should be addressed to the Office of Attorney Regulation Counsel.

BOULDER COUNTY FREE LEGAL CLINIC

The Boulder County Free Legal Clinics have been replaced with our Virtual Legal Clinic until further notice. We are always seeking new volunteers to assist the public: Please email Bay if you are interested in participating.

PRO BONO REFERRALS

Thank you to the following attorneys:

David Sipiora

PRO SE VOLUNTEERS

There were multiple Pro Se Clinics held thanks to the help of the following attorneys:

Shana Beggan

Kathleen Franco

Patricia Riley

Vickie Vetter-Holmes

Kim Peterson

WILLS CLINICS

There were multiple Wills Clinics held thanks to the help of the following attorneys:

Jodie Gilbert x3
David Sipiora x2

PRO BONO CORNER

Interested in a Pro Bono case? Please call Alisiana Medina at 970-499-1003. CLE credits available for pro bono service.

c

Boulder COUNTY BAR ASSOCIATION

THE BCBA NEWSLETTER IS A MONTHLY ELECTRONIC PUBLICATION BY THE BOULDER COUNTY BAR ASSOCIATION. ARTICLES BY GUEST LAWYERS MAY NOT BE REPRODUCED WITHOUT PERMISSION FROM THE BOULDER COUNTY BAR ASSOCIATION OR THE AUTHORS.

COMMERCIAL ADVERTISING INFORMATION IS AVAILABLE BY CONTACTING
laura@boulder-bar.org

OR THE BAR'S WEBSITE

www.boulder-bar.org

