December 2025

Boulder COUNTY BAR ASSOCIATION

BIG CHANGES COMING FOR THE BCBA!

It's hard to believe we have been at our office for almost 7 years! The original vision for our space was a shared community of lawyers who would co-work together, network together, and share community. Alas, Covid interfered and changed the landscape so that vision was never fully realized. We're grateful for the ways we were able to capitalize on our space, but now it's time to move on.

Community Spotlight: Bridge to Justice Page 7-8

On February 1, we will be moving to Office Evolution at 4845 Pearl East Circle. This was the perfect choice for us as we will immediately be central to where many of our members have offices and will allow us to continue our programs. We will still be holding Bagels with the Bar every Wednesday in the community space, and the complex has a fantastic space called Basecamp where we can hold events for our members. In the summer, we hope many of you will join us for lunches at the food trucks!

As you can imagine, we have a lot to do to prepare for the move. We have an office full of modern furniture in excellent condition, and we are offering everything to our members first at deeply discounted prices before advertising to the general public. You can see a list of available furniture ready to be picked up any time after December 15! *Click here for available furniture.*

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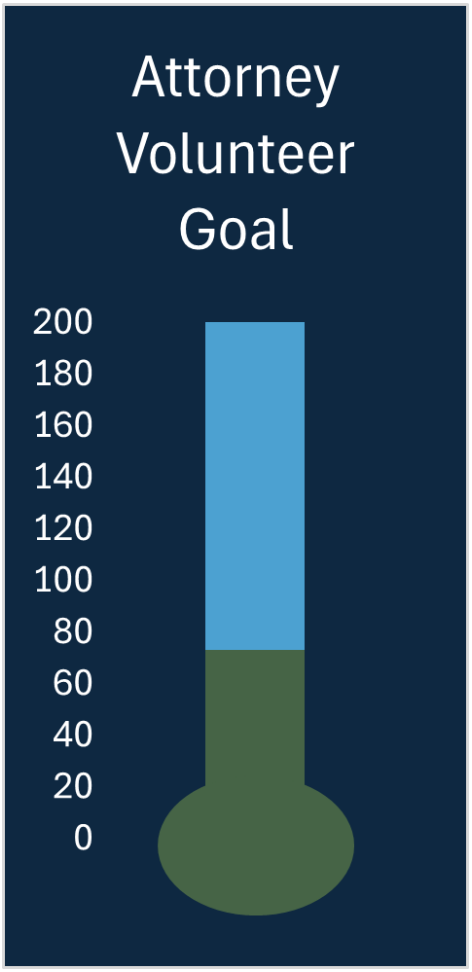
Cover art by Bay Shogrin

BIG CHANGES CONTINUED

We're also excited to announce we have a date for our return to in-person legal clinics in Longmont. Our first one will be held on Saturday, January 24 from 9-11:30 am at the Longmont Senior Center and will be held quarterly. Volunteers are needed in many areas. Keep an eye out for sign up in the next few weeks.

We continue to receive numerous Free Virtual Legal Clinic inquiries and are still woefully short on the amount of attorneys we need to serve the public through limited legal advice. This is an easy way to give back, as generally the ask is only about 20 minutes once or twice a month if we are fully staffed.

We have seen a 55% increase in queries for our virtual legal clinic compared to this same time last year, but we have not increased the number of volunteer attorneys at the same rate. To meet the increasing needs of the public, we are aiming for 200 volunteer attorneys so we can get help to people sooner without overburdening our 73 current volunteers. We only picked up 5 new attorneys after the last article but need many more! I know Boulder County attorneys are very generous, and we have over 1000 in the our association. I'm confident we can reach this number and are making it our goal by the end of the year. *Click here to sign up to volunteer for the Virtual Legal Clinic.*



Thank you all for being members. We appreciate every one of you and hope you have a wonderful holiday season.



CALENDAR OF EVENTS

Thursday, December 4 Annual Holiday Party
5-7 PM at the BCBA Office
Free for BCBA Members
Please click here to register
Thank you to our current sponsors: JAMS and Berg Hill Greenleaf Ruscitti
Seeking an additional sponsor, please click here to sponsor

Monday, December 8 BCBA Criminal Law Section CLE Webinar: The Return of Joe Pelle: The New Alternative Sentencing Unit and Programs
12-1 PM via Zoom,1 General Credit
Free for BCBA Members
Please click here to register
Seeking a sponsor, please click here to sponsor

Wednesday, December 10 BCBA Solo/Small Firm Section CLE: Insurance & Retirement Planning for Solo/Small Firm Lawyers
12-1 PM via Zoom,1 General Credit
Free for BCBA Members
Please click here to register
Seeking a sponsor, please click here to sponsor



Every Wednesday
Bagels with the Bar
8:30 - 10:00 AM @ BCBA Office
Free for BCBA Members

Tuesday, December 16
Employment/Civil/Business Law Sections Membership Lunch
12-1 PM at the BCBA Office
Free for BCBA Members
Please click here to register
Thank you to our sponsor, Berg Hill Greenleaf Ruscitti



PRESIDENT'S PAGE

JODI MARTIN



"It's that time of year again." I wonder what comes to mind for each of you when you hear that phrase. Many immediately think of the holiday season, and so do I, but I also think "year-end." The trick is to balance my response – the usual struggle of work-life balance really – such that worrying about year-end and all it brings doesn't overshadow the joy of the holiday season.

I can't say I always do a good job with the balancing, as my wife often points out helps me recognize. The reality of year-end, at least in my practice, is that it can easily overwhelm everything else. In addition to the regular ongoing client work, there are the clients that suddenly realize they didn't complete the planning they wanted to do this year, so their emergency becomes mine, or the clients with a sudden interest in getting money out of an estate. At the same time, as a business owner there is my review of the current year's numbers and worry about whether I have met the annual goals I set for my firm, and if not, whether I can crank it out in December. And as an employer there are considerations related to employees, such as scheduling and year-end bonuses. Add to that the various holiday parties and end-of-year CLEs, and it can all be overwhelming.

Then there are the ever-present thoughts of – Is it just me? Does everyone else have this year-end stuff all figured out? And now they're just coasting through work and spending time with their loved ones?

Don't get me wrong though, I still find time for all the holiday joy and am so thankful for all the holidays bring. Holidays in my family have always been a big affair. Both my parents are from large families (my mom is one of six kids, and my dad is one of ten), so large gatherings were part of my childhood and continue today. The stories I tell my wife of childhood holidays with dozens of people all staying at my aunt's farm – sleeping wherever you could find a free surface – are images that seem unimaginable to her as an only child from a small family. She has since experienced and come to appreciate the massive gatherings, whether at family reunions on my dad's side or the annual holiday gathering on my mom's (at a local hotel though, as we outgrew even the farm).

Holiday gatherings meant and still mean lots of games - of all sorts and some with a few wagers involved - as well as some adult beverages, lots of food, and massive amounts of children of all ages running and hollering at all hours of the day and night. For us, those are the sights and sounds of family, love, and joy. So, regardless of whether it is a lean year financially, it is always a very fulfilling year when you have those you love near.

PRESIDENT'S PAGE CONTINUED

As a child from a divorced family, where each parent lives in a different state and I live in yet another state, the annual balance of how to find time to see even my parents at the holidays is a struggle all its own. But as a member of the LGBTQ community, I recognize and am thankful that I continue to have a relationship with my parents. My wife and many friends in the community have lost much of their family, and while certain extended family relationships have changed due to my sexual orientation, I still have both of my parents, my brother, and much of my extended family.

This year, my wife, daughter, and I will spend a short weekend with my father and his wife, then we will travel to my mom's home to spend time with her and our nieces, solidifying our place as the favorite aunts.

But as has been the rule since our daughter was little and still today when she's in her mid-twenties, we will return by Christmas Eve, so that we are home for Christmas morning. We often spend Christmas Eve and sometimes Christmas night with our chosen family here in Colorado.



So, it may be a bit of a stressful December with all the year-end brings, but rest assured, there will be copious amounts of laughter, games, and love shared with family and friends, as well as with all of you.

As I wrap up 2025, I am so thankful for all of you and for your commitment to our profession, as well as your commitment to the BCBA. I enjoyed speaking to some of you at the recent Judges' Dinner and hope to see many of you at our upcoming holiday party on December 4th from 5:00 p.m. to 7:00 p.m. at the BCBA office.

I also look forward to seeing you in the new year, and please watch this Newsletter for our upcoming events, maybe even a few new ones to change it up a bit.

No matter what though, please find time to enjoy your holiday season sharing laughter and love (I also recommend lots of games) with your chosen people, as that is really the key to this time of year. Wishing all of you the joy of a wonderful holiday season and a happy new year.


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COMMUNITY SPOTLIGHT: BRIDGE TO JUSTICE

BRUCE WIENER

Bridge to Justice: A Colorado Nonprofit Organization

Bridge to Justice (B2J) was established as a Colorado nonprofit organization on April 1, 2013 and attained its 501(c)(3) tax-exempt status on June 20, 2014. As an impact-oriented social enterprise, its mission is to bridge the gap between legal needs and legal access with affordable high quality legal services. B2J focuses services in areas of the law in which there is the greatest need. Approximately 70% of agency cases involve pre- and post-decree divorce, allocation of parental responsibilities (APR) and civil protection order cases. B2J's work in post-decree cases is especially significant given that Boulder County Legal Services does not assist in these cases. The remaining 30% of agency cases involve eviction defense, healthcare and food assistance legal advocacy (Medicare, Medicaid, SNAP (Food Stamps), Old Age Pension, etc.).

Individuals qualify for B2J services based on their household income and assets. Income guidelines are based on the HUD "low" income limit, which is 80% of the Area Median Income (AMI) for Boulder County. In 2025, B2J's income cutoff for an individual was $75,300 and $104,200 for a family of four. The value of a client's assets, excluding primary residence and vehicle, cannot exceed the applicable income limit. B2J services include: one-time consultations; ongoing consultations; limited scope (unbundled) representation; and full scope representation. The geographic service area includes Boulder County and the Denver metro area.

B2J has an innovative hybrid business model, charging eligible family law clients a significantly reduced hourly rate of $125 per hour to $145 per hour based on the client's income and assets. Eviction defense and public benefit clients pay nothing, as the programs are fully grant funded. Client fees are subsidized by municipal and foundation grants and privation donations.

B2J employs five full-time attorneys: Bruce Wiener serves as the Executive Director and is the agency's founder and a practicing family law attorney; Joel Hayes, Jr. is a Senior Staff Attorney and administers the agency's Healthcare and Food Assistance Legal Advocacy Program; and Rachel Dane, Molly Jickling and Mariah Bauguess are Staff Attorneys assisting in family law and civil protection order cases. B2J also contracts with nine private attorneys to support the agency's eviction defense program. Additionally, B2J employs a paralegal, BreAnne Meyer, and a contract grant administrator, Mandy Ross, and two contract interpreters for monolingual Spanish-speaking clients.

The need for B2J's focus on family law is validated by the fact that in fiscal year 2018, 66% of the 1,430 domestic relations cases filed in Boulder County had no attorney on the case and 71% of the 2,864 parties involved in these cases did not have representation. [1]B2J services help parents establish parenting time with their children, assist the adults in communicating effectively with each other as

COMMUNITY SPOTLIGHT (CONT.)

appropriate, and protect the client's physical and emotional safety by obtaining protection orders in cases involving domestic violence. Further, our services promote our clients' financial stability and self-sufficiency by obtaining and enforcing child and spousal support (maintenance) orders. B2J's work in this regard keeps many of its clients out of poverty and reduces their dependency on government benefits.

B2J services also benefit clients' children by reducing problems associated with parental conflict that may negatively impact the children's emotional, physical, and cognitive well-being. Toxic stress response can occur when a child experiences strong and frequent adversity, such as exposure to domestic violence, child abuse/child neglect, substance abuse, or mental illness on the part of the caregiver. This stress response can impair the development of the brain and other organ systems and result in increased risk of physical and mental illness throughout life, with heart disease, diabetes, substance abuse, and depression being some of the likely outcomes. Supportive, responsive relationships with nurturing adults can prevent or reverse the damaging effects of toxic stress response.[2]

Finally, B2J services improve court administration because self-represented (pro se) litigants often do not understand court procedures and the law and thus require a disproportionate amount of judicial resources. The Colorado Access to Justice Commission has found that "[the presence of a lawyer for even a limited time in a case helps to clarify the legal issues and speed its resolution."[3]B2J's focus on post-decree family law services is particularly important in this regard because of the high-conflict and ongoing nature of these cases.

Over one-half of B2J clients are victims of domestic violence. In general, clients who are separating from an intimate partner are at a higher risk of domestic violence than the general population, even if there has been no prior domestic violence in the relationship. Domestic violence incidents are also disproportionately more common among families engaged in child custody disputes. In one study, 76% of families involved in custody disputes reported incidents of domestic violence.

B2J services promote the physical and emotional well being of their clients by assisting in obtaining parenting time orders that prioritize the safety of the client and the minor children. B2J also represents individuals in county and district court permanent protection order (PPO) hearings. Additionally, B2J assists clients in establishing, modifying and enforcing child support and spousal support (maintenance) orders. These services are critical for victims of domestic violence, as it is well documented that victims of domestic violence are likely to return to their abuser as a result of the financial and other types of abuse and control exerted by the abuser. Low-cost legal services allows B2J to reach a historically underserved segment of the population that typically resorts to self-representation in family law and civil protection order cases, which often results in unfavorable and inequitable outcomes.

[1]Office of the State Court Administrator, Court Services Division, December 2018.
[2]Harvard University, Harvard Center on the Developing Child, 2015.
[3]Colo. Access to Justice Comm'n., Justice in Crisis in Colorado: Report on Civil Legal Needs in Colorado 6 (2014).

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ESTATE QUESTIONS EVERY BUSINESS ATTORNEY SHOULD ASK NEW CLIENTS

BY ELISE AIKEN & JOCELYN KANOFF, KOTTKE & BRANTZ, LLC

When creating a new entity for a client, business attorneys are well versed in discussing the pros and cons of different entity structures, tax elections, and ownership terms. However, they often overlook a key consideration – what will happen to the client's ownership interest after death? Business attorneys should always ask about a client's estate plan when creating a new entity.

Discussing whether a client has an estate plan and if so, what tools their plan uses, is critical to helping clients achieve their goals. Ignoring a client's estate planning goals can result in unnecessary probate proceedings and cause delay and frustration for heirs and remaining entity members alike.
This article covers the two main ways to help clients address business interests upon death:

1. Revocable Trust: The goal of a revocable trust is to avoid probate and permit trustees to act quickly and with authority right after the client's passing. To achieve this goal for business assets, the client's business entity should be owned by the revocable trust rather than the client individually. Putting the assets in the revocable trust can be achieved by naming the trust as the owner on the stock certificate, operating agreement members list, or in the partnership agreement. Keep in mind, for a trust to have ownership, the entity's organizational documents may need to be changed. For example, the operating agreement may be amended to include transfer language permitting transfers to and from revocable trust or estate planning vehicles, and member-managed entities may need to switch to manager-managed.

   Note that ownership by a trust may have tax repercussions for the entity if it is taxed as an S-corporation. If your client is setting up an entity taxed as an S-corporation, notify them the revocable trust may be a member while the client is alive, but upon death, there is a 2-year limitation for the trust to continue being a member unless additional tax qualifications are me

2. Will based estate plan: Clients with a will-based plan (i.e. without a revocable trust) may still wish to avoid probate or execute a document outside a will regarding entity ownership after death. The Uniform TOD Security Registration Act, Colorado Revised Statutes (C.R.S.) § 15-15-301 et. seq., provides for this by allowing the present owner of a security to designate a new owner upon his/her death. Attorneys can provide clients with a designation form for securities including interests in an LLC or shares in a corporation. It is best practice for both the interest holder and the entity itself to sign the form and keep a copy with entity records.

Discussion of life of the business is an important part of helping clients set up a business. Including estate planning goals in your discussion adds value and empowers your client to create a business set up for success in this life and the next.

LAWYER ANNOUNCEMENTS

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HBC is pleased to welcome to the firm:

Clarice Tenorio, Associate Attorney

A graduate of the University of Colorado Boulder Law School, Clarice Tenorio gained experience through the Colorado Law Immigration Clinic, externing for Magistrate Judge Kristen L. Mix, and serving on the board of the Latin Law Students Association. Clarice first joined HBC as a Summer Associate in 2022 and 2023, focusing on civil rights, sexual assault survivor, and immigration cases. Now as a practicing attorney, she continues to champion clients' rights while expanding her work into employment and construction law.

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HBC is pleased to welcome to the firm:

Shelly D. Merritt, Of Counsel

Shelly D. Merritt brings more than 30 years of experience in estate planning, trust and estate administration, and business law. A Certified Public Accountant and a fellow of the American College of Trust and Estate Counsel, Shelly focuses her practice on estate planning, trust and estate administration, probate, and small business law with expertise in complex wealth preservation estate plans, succession planning, and tax matters for businesses.

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LAWYER ANNOUNCEMENTS (CONT.)

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HBC is pleased to welcome to the firm:

Turner Hughes, Associate Attorney

Turner Hughes joins our Real Estate and Business practice groups, advising clients on transactional, corporate, and real estate matters. A graduate of the University of Denver Sturm College of Law, where he received the Robert B. Yegge Memorial full-tuition scholarship and was named a 2023 ACREL Scholar, Turner previously worked as a Summer Associate at HBC and built a career in commercial real estate financing before law school.

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OBSERVATIONS BY A PERSONAL INJURY ATTORNEY THROUGH THE COVID-19 PANDEMIC AND THE MARSHALL FIRE

DOMINICK M. SAIA

It has been an interesting five years, to say the least. I will never forget the day. My kids and I, along with our dog, Cookie, were winding up a long hike in the snow to Brainard and Long Lakes in the Indian Peaks Wilderness. We were celebrating my birthday, March 25, 2020. We got reception on the radio coming out of Boulder Canyon in time to hear Governor Jared Polis issue a stay-at-home order effective the next day. [1] Little did I know what the next five years would bring for my family, my personal injury practice, and the world. Chief Justice Nathan B. Coats of the Colorado Supreme Court had already issued an Order Regarding COVID-19 and Operation of Colorado State Courts on March 16, 2020, suspending through April 3, 2020, "all jury calls in state courts, with the exception of jury calls for criminal trials facing imminent speedy trial deadlines" and services not related to essential constitutional rights. [2] The suspension of civil jury trials in Boulder District Court would last through February 11, 2022, almost two full years after being originally suspended in March of 2020. [3]

When the COVID-19 pandemic began in 2020, my personal injury practice was thriving. I had eight four-to-five-day jury trials scheduled in multiple jurisdictions in the Denver Metro area, with the first of those set in April of 2020. I had a jury trial scheduled each month for the remainder of the year. When the civil jury trials were suspended in March of 2020, all of these scheduled trials were vacated with no resetting. For a personal injury attorney, it was like watching a slowmotion train wreck. A trial date is one of the main incentives that parties have to settle a personal injury case. Without a firm trial date, it is impossible to have a meaningful mediation. Furthermore, 2 personal injury attorneys represent injured clients on a contingency fee basis and pay costs for clients while handling their claims through litigation. Not having trial dates and meaningful mediations does not bode well for a personal injury practice.

Another major issue during the height of the pandemic was the difficulty for injured clients to access appropriate medical care. Many non-emergency procedures were postponed. Telehealth was not an option for physical therapy, chiropractic care, or massage therapy. The offices of many medical providers were closed or working with limited staff. Even when clients were being treated through telehealth or in person, it was difficult to access their medical and billing records to present claims to insurers or required disclosures to defense counsel. Medical providers, many of whom were in danger of losing their practices due to the COVID-19 pandemic, were justifiably more concerned with returning to visits with their patients than providing medical and billing records to an anxious personal injury attorney.

Despite this lack of trial settings, it was difficult not to continue to accept clients with meritorious claims, including claims which in litigation became career altering in positive ways. Also, claims which could not be settled, due to insurance company offices being closed or on limited staff, needed to be filed due to pending statutes of limitation, adding to a growing litigation docket. I applied for a Payroll Protection Plan loan during the COVID-19 pandemic which was not available for my personal injury practice. I ultimately decided, as I had done several times before in my career, to redouble my efforts and continue to do a good job for my clients. As the Courts began to fully reopen and reset civil jury trials in February of 2022, I had more clients to service than ever in my career.

OBSERVATIONS BY A PERSONAL INJURY ATTORNEY (CONT.)

DOMINICK M. SAIA

My family had decided to travel to the beach at the end of 2021 for the holidays, and our first airplane trip since before the COVID-19 pandemic began, in part, to celebrate the easing of 3 COVID-19 restrictions. Unfortunately, my entire family tested positive for COVID-19, on Christmas Day, December 25, 2021, our first full day in San Diego. While quarantining in the hotel on December 30, 2021, the Marshall Fire burned over a thousand homes within five miles of our family home in Louisville, five hundred of which were within a mile of our family home and my office. We were fortunate our home was not destroyed, and we were only displaced for soot and smoke remediation. However the community of Louisville, where we lived for 17 years, where my children were raised, and where my law office remains, was ravaged, disrupted, and changed forever.

One lesson I learned through the COVID-19 pandemic and the Marshall Fire is the importance of self-care to allow one to be available for family, friends, and clients. Another related lesson that was reinforced and instilled through my upbringing in New Orleans, Louisiana, and the threat of destruction caused by disasters, such as hurricanes and oil spills, is an understanding of the symbiotic relationship between recovery and resilience. One needs to learn how to recover and take the time to do so in order to become resilient. Another lesson reinforced is that persistence pays. Additionally, prosperity is not measured by an operating account balance and gratitude is vital. Finally, I have learned to try not to take adversity personally and to do my best with any given situation.

In the Fall of 2022, with one of my trial settings looming in early 2023, I had the largest settlement of my 40-year career to that point, after four trial settings, having represented since 2016 a client regarding his severe brain injury and his spouse for her loss of consortium and household services. A year ago I received an even larger settlement for a client in a case that was extremely rewarding for several reasons, including the disputed legal issues and the nature and severity of the injuries to my client. I accepted that case in the Fall of 2021, as the COVID-19 4 pandemic was winding down, and unbeknownst to me, the specter of the Marshall Fire was looming on the horizon in December of 2021. I am glad I took that case.

I need to sincerely thank my amazing co-counsel and colleagues, who have assisted me, encouraged me, and buoyed my spirits throughout this time. Amazingly, with everything that has happened in the past five years, I am in a much better place personally and professionally than before the COVID-19 pandemic and the Marshall Fire. Let's see what the next five years will bring. Be well, colleagues.

[1] Executive Order – Ordering Coloradans to Stay at Home Due to the Presence of COVID-19 in the State issued by Governor Jared Polis, March 25, 2020, https://drive.google.com/file/d/1ENqglxdbrMlsjkkcGOIpwWlDlCBubmtY/view?usp=sharing [2] Supreme Court of Colorado – Office of the Chief Justice - Order Regarding COVID-19 and Operation of Colorado State Courts issued by Chief Justice Nathan B. Coats, March 16, 2020, https://www.courts.state.co.us/userfiles/file/Media/Opinion_Docs/COVID19%20Order%2016Mar2020(1).pdf [3] Mitchell Byars, Boulder County Suspending Jury Trials Due to Spike in COVID Cases, Daily Camera, January 22, 2022, https://www.dailycamera.com/2022/01/21/boulder-county-extends-jury-trial-suspension-due-tocovid/

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

Ainigul Holland	4 calls last month	Emily Bauer	1 call last month
Mike Rafik	3 calls last month	Ben Wilson	1 calls last month
Ugyen Tshering	3 calls last month	Doug Stevens	1 call last month
Howard Berkson	3 calls last month	Ian Barringer	1 call last month
Clint Burke	2 calls last month	Jodi Martin	1 call last month
Almy Stengal	2 calls last month	Kurt Hofgard	1 call last month
Scott Goldstone	2 calls last month	Connie T . Eyster	1 call last month
TJ Willard	2 calls last month	Laurel Herndon	1 call last month
Ian Barringer	2 calls last month	David Moorehead	1 call last month
Peter Fabish	2 calls last month	Steve Cook	1 call last month
Michael Travers	2 calls last month	Meghan Hungate	1 call last month
Mark Ringer	1 call last month	Doug Hamilton	1 call last month
Jennifer Terry	1 calls last month	Joel Hayes	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.

General Credit Courses

Practical Tips for Trying and Settling Probate Cases
Presented by Judge Collins, Judge Butler (ret.) and Diedre Braverman
Video recording here
Course ID# 868285

The Only Constant is Change- Keeping up with Colorado Employment Law Changes
Presented by Jake Rubinstein
Video recording here
Course #866588

Immigration Law for Non-Immigration Attorneys
Presented by Brad Hendrick
Video recording here
Course ID #866905

Domestic Violence: A Community Issue
Presented by Jolyn Belk, Sandie Campanella and Shelby Logan
Video recording here
Course ID #867112

Ethics credit

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

Leading Through Generations
Presented by Ryann Peyton
Video recording here
Course #866903

Pro Bono Beyond the Ethics Rule
Presented by Brett Landis, Rachel Kunath, Alisiana Medina
Video recording here
Course #865696

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

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

CLASSIFIED ADS

Lyons Gaddis Water Law Associate: Lyons Gaddis has an opportunity for an attorney with a proven interest in Colorado water law to join its water team as an associate. An applicant must have experience in Colorado water-related matters, including water court proceedings and water rights transactions, and an ideal applicant would have 4-8 years of legal experience. Depending on experience and qualifications, the salary range is $105,700 to $146,000, exclusive of production bonus and benefits. Lyons Gaddis is a dynamic, growing Colorado law firm offering health insurance, life insurance, 401K match, and more. If you want to join our team, please submit a cover letter and a resume to careers@lyonsgaddis.com (12/31)



PROFESSIONALISM ON CALL

December 01	Meghan Pound	303.443.8010
December 08	Tom Rodriguez	720.931.3231
December 15	Karl Kumli	303.447.1375
December 22	Peggy Goodbody	303.440.5736
December 29	Tim O'Neill	303.682.7292

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

CLS PRO BONO REFERRALS

CLS PRO SE VOLUNTEERS

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Shana Beggan x1

Carlos Isidro x1

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Boulder COUNTY BAR ASSOCIATION

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