

In This Issue

Social Media Use 4
Storming The Bench 5
Court Reporting Chronicles 9
Public Policy Updates 10
Raising The Bar 11
Legal Services 12
Upcoming Events 13

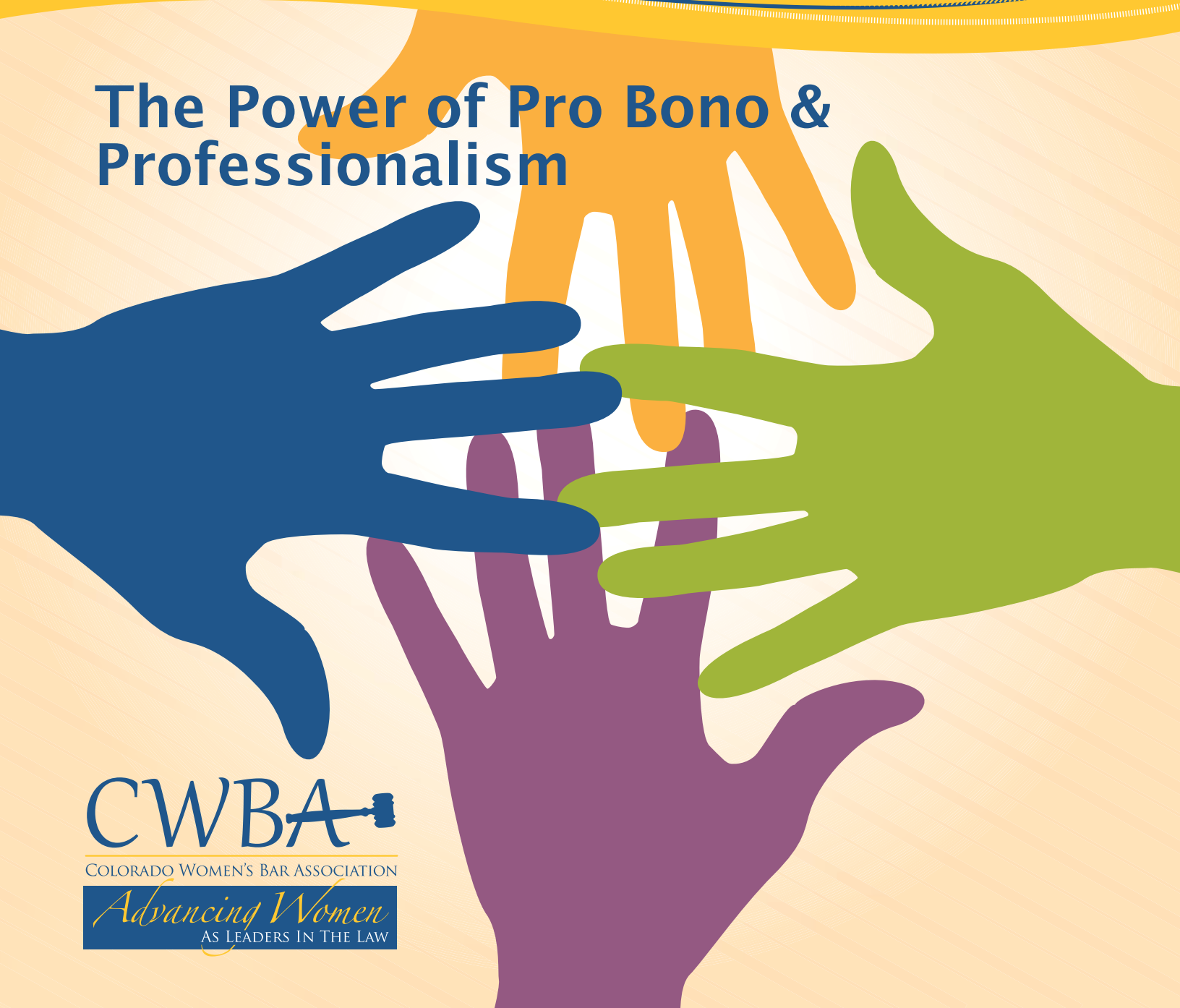
Features

President's Letter 2
Perspectives 3
Someone's Gotta Say It 6
Inside The CWBA 7
Confetti 15

the **Advocate**

A Publication of the Colorado Women's Bar Association

The Power of Pro Bono & Professionalism





President's Letter || Alison E. Zinn

Ladies: Leave that ladder down.

The Importance of Sponsorship.

Mentorship is essential to professional and personal growth and advancement in a person's life. We are all familiar with the importance of mentoring relationships in the legal profession. Most of us would not be where we are today without these very special and very important relationships. What we don't hear too much about is *sponsorship* of women climbing up the ladder. Sponsorship is just as important as mentorship.

What is sponsorship exactly? Sponsorship doesn't mean meeting for coffee or engaging in advice driven sessions (all important, by the way) but rather, professional sponsorship is the use of your own personal influence to "open doors" for another CWBA member through opportunities and networks. This can include strategic introductions, invitations to events, or advocating for a fellow member's application to the bench, pursuit of a job, securing a promotion, or landing a leadership position. A sponsor helps forge strategic relationships and *advocates* for that member in their professional journey. A mentor offers sound advice; a sponsor pulls you up to that next level.

It does not take a great deal of time. Using your networks and unique knowledge of opportunities to benefit another CWBA member that you believe in - especially a law student or younger attorney - is a game-changer. Putting your "skin in the game" for a law student or newer attorney not only advances their strategic position within the profession but it instills confidence in all areas where that person may want to advance. Sponsorship is the powerful backing of another attorney that propels them up the ladder.

Identify a CWBA member that shows promise, motivation, and desire. Ask them what their career goals are and build upon your personal observations, professional experience, and influence to create opportunities or make introductions for that member.

You can teach others to navigate the system while changing it too. These two ideas are not mutually exclusive. To tackle the former, finding someone to show you those ladder rungs and how to climb them is essential. If you've already made that climb and find yourself looking back at your journey, make sure that you leave *your* ladder down and show other members how to successfully move on up.

Tips:

- Nominate another member for a professional award!
- Join the professional advancement committee to help promote other CWBA members.
- Engage young attorneys in CWBA membership and make personal invites to CWBA events, programs, and committee meetings.
- Join the membership committee and help build our upcoming mentorship program.
- Write a letter in support of a colleague applying for the bench.
- Make meaningful introductions for fellow CWBA members.

Alison E. Zinn is 2014-2015 President of CWBA and is an Attorney at Wade Ash Woods Hill & Farley, PC where she focuses on litigation involving wills, trusts, and probate fiduciaries.

2014/15 Board of Directors

President Alison E. Zinn
 President-Elect Jessica Brown
 Vice President Victoria V. Johnson
 Secretary Wendy E. Weigler
 Treasurer Sheri L. Betzer
 Historian Patricia M. Jarzowski
 Immediate Past President

Shannon Wells Stevenson Committees

Convention Ryann Fogel
 Tiffany Updegraff
 Judicial Ann T. Lebeck
 Catherine Shea
 Legal Services Casey Schaden Cassinis
 Lisha R. McKinley
 Membership. Melanie K. Corrin
 Diane Wozniak
 Prof. Advancement Alli Gerkman
 Monica Rosenbluth
 Programs Sarah Chase-McRorie
 Stephanie Donner
 Publications Deborah L. O'Neil
 Sally Pennington
 Public Policy. Shelly Dill-Combs
 Angie Schmitz
 CBA Bd. Of Governors Nancy Rodgers
 At Large Reps Sarah Parady
 Megan Rose
 Ad Hoc - CLI Nicole Gorham
 Ad Hoc - CLC Ryann Fogel
 Ad Hoc - Social Media Jacqui Hill
 Ad Hoc - Non Attorney
 Legal Professionals Judy Stevens
 Shae Thurman

Chapter Representatives

Boulder Sara Kuzmich Holmes
 El Paso Theresa Kilgore
 High Plains TBD
 Larimer Claire H. Kauffman
 Pueblo Judge Adele Anderson
 Southwest. Michelle Sylvain
 Weld TBD

Specialty Bar Representatives

Asian Pacific American Bar
 Magistrate Cindy H. T. Dang
 GLBT Bar Kyle Velte
 Hispanic Bar. Victoria E. Lovato
 Sam Cary Bar Olympia Z. Fay
 South Asian Bar Ruchi Kapoor

Law Student Representatives

Univ. of Colorado Elysha Lopez
 Univ. of Denver Kaitlyn Thomas

CWBA Foundation Board of Directors

Beth Doherty Quinn (President)
 Sheri L. Betzer
 Kristin M. Bronson
 Jessica Brown
 Jeanne M. Coleman
 Barbara Grandjean
 Victoria V. Johnson
 Theresa A. Spahn
 Julia T. Thompson

Executive Director. Mary Holverstott
 Marketing Director Kim M. Sporrer, APR



|| Perspectives ||

Bonnie Bowles || Jessica Brown

Pro Bono Work: Big and Small Firm Attorneys Give Back

Bonnie Bowles started her own small firm specializing in estate planning. Jessica Brown is a partner at a large international law firm.

How are you involved in pro bono work?

Jessica: I have represented numerous clients through the Rocky Mountain Children’s Law Center and several other great organizations. Currently, I’m most involved with a different solution to providing access to civil legal services. I raise money through the Legal Aid Foundation (“LAF”) to support Colorado Legal Services (“CLS”).

Bonnie: I offer pro bono work when there is a need that I learn about personally or from professional groups. We don’t have a formal pro bono process and instead become involved as a need becomes evident. If I see someone who could use my help, I try to step up.

What inspires you?

Jessica: The dedication of CLS’s Executive Director, Jon Asher, who has dedicated his entire career to public interest work. His commitment is inspiring, as is that of LAF’s Executive Director, Diana Poole. They motivate me to do my small part.

Bonnie: The idea of helping people inspires me. That’s why I went to law school. Pro bono work is one way to do that.

How do you balance the time commitment?

Jessica: It’s all about priorities. I care about access to justice. So I make time.

We asked two people :

Tell us about your pro bono experience, successes, and challenges.

Bonnie: Balance is always a challenge. Every day I make a commitment to be as productive as possible. I try to follow the time-honored approach of prioritizing the most important tasks for the day and accomplishing the tasks in that order.

How do you manage pro bono with your business goals?

Jessica: I don’t get credit for my work with LAF, but generally, the firm awards one-for-one credit for all pro bono hours worked regardless of the number because it is important to the firm, too.

Bonnie: Effectively managing every part of my day is my goal. I treat pro bono work on par with fee-generating work—both are equally important and deserve equal attention. While it’s not always an easy undertaking I try to balance all the competing needs, from legal work, to working on the business, to effectively leading and managing my team.

What successes have kept you motivated?

Jessica: During the 2013-14 campaign, LAF raised a record \$1.634 million, about \$100,000 more than the previous year. Our goal is even bigger this year, since other sources of funding are severely reduced from previous years.

Bonnie: Anytime I see a client happy it’s motivating because I feel like they’re achieving something they couldn’t have without my help. Recently I helped a dad whose wife passed away shortly after giving birth to their boy-girl twins. I offered my help as he was navigating unanticipated challenges to care for his biological children as well as his stepdaughter who just lost her mom. In this situation I’m helping to address items such as handling creditors, locating

“Generosity can only have a positive effect on everyone involved.”

continued on page 14

Social Media Use:

One Lawyer's Confessions

By Nancy Rodgers



Nancy Rodgers

I have a social media folder on my iPhone and social media sites are some of my favorites on my home and work computers. In a given day, I will update some social media site at least once. If I am at an event (such as a conference or a CLE), I will become a strong user of whatever #hashtag is trending for that event. At the recent CWBA Storming the Bench event, I 'live tweeted' throughout the program, providing quotes from the speakers.

While not on the extreme end of social media users, I have found that I tend to use social media more than many of my professional friends and colleagues. A byproduct of my own use, coupled with the request of some clients, I have focused some of my work on the use of social media sites in the workplace and the constitutional implications of social media use by local governments.

My social media favorites are Twitter, LinkedIn, and Facebook. Professionally, I use LinkedIn and Twitter to connect with other attorneys, clients, and potential clients. I also use LinkedIn and Twitter to find and share legal articles, as well as articles with an emphasis on the industries of my clients. I will also use Twitter on occasion to follow a trending topic of personal interest (#DowntonAbbey) or to share, aka 'tweet', something funny (check out my Aug. 8 tweet "Reservoir Sharks" on the trending topic #moveismadebetterwithsharks). My goal is to participate in the inherent networking that comes with social media sites, and to enhance my overall marketing plan and

my individual brand. This individual branding, if done right, can mean that your social media connections become a strong referral source.

I use Facebook to stay connected with family and friends, both near and far. With two young children, I openly post about our family events and escapades (with appropriate privacy settings). Most of my Facebook posts are personal, although I occasionally post something work-related, such as a picture of a Courthouse in the mountains or my attendance at the CWBA Convention in Vail.

Social media is not for everyone, nor is it a forum for legal advice. If you are considering using or increasing your professional social media presence, I would suggest these steps: (1) Identify your professional goals. (2) How will social media help you achieve some of these goals? (3) Which sites are the best avenue to meeting your goals? (4) What time and resources can you devote to social media? (5) How will you implement your social media plan?

Social media is - or can be - a way to enhance your public reputation in a bigger community. It can be a way to reach new clients and co-counsel. It can be a way to learn about trade topics, breaking news stories, and trials or court decisions. Managed properly, social media can be a way to present yourself to the public in a polished, professional manner, with a personal touch. Happy posting!

Nancy Rodgers is a CWBA Board Member and is a partner at Kissinger & Fellman, P.C. Find her on LinkedIn at [linkedin.com/in/nancyrodgers1/](https://www.linkedin.com/in/nancyrodgers1/) or Twitter [@Rodgdog72](https://twitter.com/Rodgdog72).



Sarah Chase-McRorie || Stephanie Donner



Storming The Bench!

CWBA Programs Committee

We all agree that diversity within the judiciary is essential to reflecting our diverse culture and to ensure fair and equal treatment of women. This is why we want YOU to “storm the bench!”

With this goal, we expanded our typical one hour “getting benched” program into two action-packed hours of robust programming on September 23, 2014. The session provided the essential tools to demystify the judicial application and nominating process of the state court, the federal magistrate position and the Denver County Court process. Former Supreme Court Justice Rebecca Love Kourlis addressed the sold-out audience of more than 50 attendees expounding the mission of the Institute for the Advancement of the American Legal System and the need for more women and people of diverse backgrounds to be a part of the judiciary.

The program then split into four 15-minute interactive sessions which covered how to thoughtfully create your own glide path to judicial appointment; the application process and endorsements; essential interview skills; and the Denver County Court system. The panelists drew from their own personal experience and highlighted how to work diversity and uniqueness into one’s advantages. The small group sessions were led by active judges, members of the Governor’s staff, and nominating commission members, which included US District Court Magistrate Judge

Kristen Mix; Colorado Court of Appeals Judge Karen Ashby; 17th Judicial District Court Judge Emily Anderson; Governor Hickenlooper’s Chief Legal Counsel Jack Finlaw; Commissioner, District Court Nominating Commission, Kelly Nordini; and Commissioner, Denver County Court Judicial Nominating Commission, Beth Doherty Quinn. Attendees had meaningful and personalized interaction in these small group sessions and left the program with sharpened skills to apply and “Storm The Bench.”

If you have an interest in evaluating your options for a future on the bench, the CWBA is here to help. Please see [upcoming events](#) or look for CWBA members for mentoring.

Sarah Chase-McRorie is a CWBA Board Member and corporate counsel at Matrix Financial Solutions, a financial services industry technology provider.

Stephanie Donner is a CWBA Board Member and Chief Legal Counsel for the Office of Governor John Hickenlooper.

**REGISTER NOW FOR THE
CWBA HOLIDAY PARTY!**
December 4, 2014
Please join us to celebrate the holiday season, enjoy drinks and hors d’oeuvres, and to share holiday spirit with friends and colleagues.
**Offices of Haddon Morgan & Foreman, PC,
150 E. 10th Ave, Denver.**
As always, free for members!
Event benefits Smart-Girl

Someone's Gotta Say It

The CLE Scramble

By Nicole Mundt

It's that time of year again; the leaves are turning, football is in full swing and people have started saying, "before you know it, the holidays will be over." And then... You wake up in the middle of the night, in a cold sweat, with the realization: MY CLEs ARE DUE THIS YEAR!



Nicole Mundt

You jump out of bed and go immediately to the Supreme Court website and click on "Check Your CLE Transcript" on the right-hand side. After entering your attorney registration number and your birthday, you cross your fingers and send a silent plea out into the universe that either: (1) your three-year CLE period doesn't expire until NEXT December, or (2) you somehow miraculously acquired 45 general credits, of which seven were legal ethics, without really doing anything at all.

If you find that your CLE period does in fact expire this December and you're not even close to the required minimum credits, you're not alone... which, actually, could be a bad thing as you scramble to register for the remaining CLE courses offered this year.

Luckily, there are many different ways to earn CLE credits. You can find CLE Live Events, Webcasts, Video Replays, Audio Home Study, Video On-Demand, Books and Course Materials by logging into cle.cobar.org/ (note: this is a different username and password than you used to log into the Supreme Court website). Going to

www.coloradosupremecourt.com/CLE/CleFaq.htm will give you the answers to some FAQs, as well as some solace from the fact that you're not the only one asking the same questions you ask yourself every three years.



After a few sleepless nights and way more money than you would have spent if you had planned a little better, you will probably earn your 45 CLE general credits (of which, seven must be legal ethics) at the 11th hour. Then, you will vow (yet again) to NEVER leave your CLEs to the last minute.

"Someone's Gotta Say It" is a new feature of the The Advocate, committed to bringing you true, relevant and/or hilarious information.

Nicole Mundt loves writing and is a member of the CWBA Publications Committee. She is a Business Transformation Consultant focused on helping companies grow efficiently and effectively.



Inside The CWBA: Meet Shelly Dill-Combs

Board Member Spotlight



Shelly Dill-Combs and I met for lunch at Freshcraft, just around the corner from her workplace – the Judicial Arbitrator Group, Inc. where she is a staff attorney – to discuss her involvement in pro bono work. For nearly an hour, I

sought answers to questions concerning the demand for free legal services, solutions for meeting that demand, and various ways for attorneys to get involved.

While I gained quite a bit of insight throughout the entire discussion, it wasn't until the end of the interview that I realized the extent and impact this profession can have on individuals through free legal services.

We were wrapping up the interview when I asked her to tell me about any accomplishments or gratifying moments she had experienced involving pro bono work. After a long pause, she recounted a recent event: "I got a call [at the end of August] from the woman who has been cleaning my house for the last six years. She told me that she had recently seen me at a Legal Night at Centro San Juan Diego from afar and realized that I was a lawyer." Shelly had gone there as a volunteer with the CWBA's Legal Services committee.

The woman had gotten sick and was unable to pay the remaining \$700 balance for her son's private catholic school tuition. "It was

two weeks into the start of the new school year. She was trying to move her son into the public school, but the public high school said the school would not take her son unless the private school would release his records which it would not until the \$700 was paid."

Unsure of her legal options and still needing further help, the woman contacted Shelly on a Friday evening. With the help of several other individuals, Shelly was able to get the woman's son into public school that following Monday so he could begin his freshman year of high school.

Why are you so passionate about doing pro bono work?

I became acutely aware of the inequalities of the world we live in at a young age. I felt moved to make a difference. I think, uniquely as a woman attorney, I have a role and a responsibility to try to promote public interest work, particularly to help women and children.

Why should attorneys get involved?

I think the short answer is that because they can. Not because they have to and not even because they want to, but because they are in a unique situation to understand how so many of our legal systems – our school systems, our criminal system, our political system – operate.

At the end of the day, life gets really busy, but I think it's important for attorneys to think about why they became lawyers and what matters to them."

continued on page 8

While acknowledging the sensitivity in asking attorneys to provide more free work, Shelly looks beyond the bottom line of profit-maximization. “It boils down to whether you think of the law as a profession or a business. I think of the law as a profession and the result of that is that I give a lot of my time away for free. But that’s a personal choice.

How can attorneys get involved?

There is a wealth of opportunities. First, there is most likely some kind of legal services or volunteer mechanism for an area you are passionate about. Any bar association is also likely to have volunteer opportunities. The CWBA Legal Services Committee participates in Legal Nights, LawLine9, the protection order-training program and coordinates a fundraiser for community organizations including Colorado Legal Services each year. If you are a CWBA member, I would start there.

Shelly Dill-Combs is a staff attorney at the Judicial Arbiter Group and the Co-Chair of the CWBA Public Policy Committee. Shelly has and continues to participate in Legal Nights Centro San Juan Diego, LawLine9, volunteer attorney at Project Homeless Connect, CWBA’s Protection Order Training (currently has two pro bono clients and is helping them with their permanent protection order cases), Colorado Mediation Services in Denver City and County Court, and she is a member of the Denver Bar Association’s Access to Justice Committee. Shelly has also co-written several articles for the Colorado Lawyer that promote pro bono and address the need for increased funding for Colorado Legal Services.

Andrea LaFrance is a CWBA Member and a second-year law student at the University of Denver focusing on Intellectual Property and Employment Law.



*The Advocate is going all-digital in April with the Spring 2014-2015 issue!
Be on the lookout for an email with the username and password to gain online access
to the member-only Advocate on the website.*

Court Reporting Chronicles

Things You Should (and Shouldn't) Expect From Your Court Reporter

By Judy Stevens

Much of what court reporters do is behind the scenes. However, there are several critical aspects that should always be front and center. Likewise, there are some things that should never be allowed or tolerated when working with your court reporting firm.

Always Expect:

- **Courtesy and timeliness.** Your reporter should always be professional, polite and on time, both with their arrival time and with the delivery of their final transcript.
- **Confidentiality.** What happens in the deposition setting remains in the deposition setting. You should be able to trust that your reporter isn't talking to others about the case, the exhibits or anything he/she heard.
- **Impartiality.** Professional reporters are always impartial, meaning we work for BOTH sides of the case even though one side hired us. Your court reporter should not offer their opinion of the deponent's testimony or demeanor to you, nor should you ask.
- **Accuracy.** Your final transcript should be an exact, word-for-word replication of what was said in the proceedings. There shouldn't be parentheticals notating something was inaudible. When the reporter interrupts the proceedings it's in an effort to get the most complete and accurate record possible.
- **Transcript Pages with Standardized Formats.** Different states have format requirements for

transcripts. Your transcript should have 25-lines per page and no fewer than 10 characters per inch. At a quick glance, you should see more typed words than white space. No page should have fewer than three lines on the page, even the ending pages of the file.

Never Accept:

- **Gifts/Reward Programs/Raffles/Rebates.** Some reporting firms offer "reward programs" for scheduling depositions with them. This "gifting" is a direct violation of the Ethics First policies that all responsible court reporting firms adhere to. Coffee mugs, pens, calendars and small baskets of goodies are all examples of marketing materials. They are not "gifts" like the reward programs are.
- **Special Pricing to One Party.** Special pricing for a "case" is perfectly fine, but special pricing to one party is NOT fine and should not be allowed. This shows partiality to one side and preferential treatment, which is an ethical violation regulated by our national association. If one party is offered a discounted price, all parties involved in the case must be offered that same price and/or service.
- **Assistance in Trial or Case Strategy.** There should always be a distinction in the work done by the court reporter and that for trial presentation strategy. Combining these services can appear as though the reporting firm is working for one side of the case and, therefore, against the other.



Judy Stevens,
President of
Stevens-Koenig
Reporting

continued on page 14



Shelly Dill-Combs || Angie Schmitz



It's Not Politics as Usual

CWBA Public Policy Committee

If you own a TV, a mailbox, or a radio, then you know that elections were on this fall in Colorado. Some of the biggest money races in the country were right here, including the U.S. Senate race between Cory Gardner and Mark Udall, and the Governor's race between John Hickenlooper and Bob Beauprez. Other usually quiet races, including Colorado's Attorney General contest, gained national attention, and money, this year.

CWBA's Public Policy committee shared opportunities to meet the gubernatorial candidates and co-hosted a debate between Colorado Attorney General candidates Cynthia Coffman, Don Quick, and David Williams. Public policy committee members received early notice of these and other politically oriented events, so join our email list and get involved.

Ballot Measures

The CWBA took a position on one ballot measure this election year. The CWBA officially opposed Amendment 67, the "personhood amendment," and issued the following position statement:

Amendment 67 would change the words 'person' and 'child' in the Colorado Criminal Code and the Colorado Wrongful Death Act to include unborn human beings. Therefore, Amendment 67 might have the secondary result of banning all abortions, including in cases of rape and incest and when the life and health of a woman is in danger. The CWBA supports protecting pregnant women, but believes that Amendment 67 is not in the best interests and welfare of women.

Pay Equity—Ongoing Work

The Colorado Legislature formed a "Pay Equity Commission" in 2010, which is "focused upon determining the scope of pay inequity based on gender and race in Colorado, identifying policies and practices that help produce it and suggesting areas of reform." The Commission has already conducted valuable research on the causes of pay inequity, and identified some legislative fixes. But the Commission needs more time to do its work. The Commission will terminate in 2015 unless the legislature re-authorizes it. The CWBA has already started making the case for re-authorization, urging the Department of Regulatory Agencies (DORA) to support continuation and expansion of the Commission. Stay tuned for 2015 legislation on this effort.

2015 Legislative Session

In a few weeks, the dust of the campaigns will settle, and we'll get down to the important committee work of supporting and monitoring legislation in the Colorado State Legislature. The Public Policy Committee engages in the legislative process to promote and protect the interests of women and children in Colorado. During committee meetings, we will learn about and discuss proposed legislation. We have already heard from 9 to 5 (an organization committed to workplace fairness for women) about legislative proposals on pay equity and paid family leave. We have also heard from the Colorado Alliance for Endangered Children about efforts to define "drug-endangered child." We will hear more from organizations working on juvenile justice, child care costs, child abuse,

continued on page 14



Victoria V. Johnson || Beth Doherty Quinn



CWBA Foundation’s “Raising the Bar” Dinner Honored Legal Educators

On September 4, 2014, the CWBA Foundation held its 9th Annual “Raising the Bar” Dinner at the historic Brown Palace Hotel & Spa. More than 300 attendees helped us honor “Legal Educators Who Have Raised the Bar.” The honorees were: Emily Calhoun, Melissa Hart, Marianne Wesson, Sheila Hyatt, Lucy Marsh, and Catherine Smith.

It was, as usual, a special night. The pre-dinner reception was packed with old friends and new friends catching up, including many former students catching up with our honoree professors. The honorees doled out some great advice, both in the video presentation and in their comments from the podium. Professor Mimi Wesson even sang for us! Everyone left inspired, caught up with old friends and, as is our hallmark, out the door by 8:20 p.m. – unless of course you stayed for a drink at the Ship Tavern. If you missed this great event, be sure to join us next year for our 10th Annual “Raising the Bar” Dinner.

Our thanks to Emcee and Videographer Tamara Banks as well as to everyone who attended the event.

We offer special thanks to our event sponsors, whose support was vital to the event’s success as well as to the ongoing work of the CWBA Foundation.

Beth Doherty Quinn is President of the CWBA Foundation and “Raising The Bar” Dinner Committee Co-Chair. She is with Baird Quinn, LLC., a boutique business and employment law firm in Denver.

Victoria V. Johnson is Secretary of the CWBA Foundation and Vice President of the CWBA. She is also “Raising The Bar” Dinner Committee Co-Chair. She works as an employee benefits attorney for Davis Graham & Stubbs LLP in Denver.

2014 Sponsors

GOLD SPONSOR
Holland & Hart LLP

BRONZE SPONSORS
Bartlit Beck Herman Palenchar & Scott LLP
Brownstein Hyatt Farber Schreck LLP
Colorado Bar Association, Denver Bar Association
Faegre Baker Daniels LLP
Gibson Dunn & Crutcher LLP
Haddon Morgan and Foreman PC
Hall & Evans LLC
Husch Blackwell LLP
JAMS
The Law Office of Patricia M. Jarzobski PC
Lathrop & Gage LLP
Lewis Roca Rothgerber LLP
Littler Mendelson PC
Morrison & Foerster LLP
Reilly Pozner LLP
Sherman & Howard LLC
Snell & Wilmer LLP
University of Colorado Law School
University of Denver Sturm College of Law

WINE SPONSORS
Sheri L. Betzer, CPA, CFE
Jeanne Coleman
Barbara A. Grandjean
JAG - Judicial Arbitrator Group Inc.
Victoria V. Johnson
Valeri Pappas
Beth Doherty Quinn
Sam Cary Bar Association
Theresa A. Spahn - Wedgle & Spahn PC
(4 wine sponsorships)
Julia T. Thompson - Schoenwald & Thompson LLC



L-R: Marianne Wesson, Melissa Hart, Emily Calhoun, Lucy Marsh, Sheila Hyatt, and Catherine Smith.



Casey Cassinis || Lisha McKinley



Enthusiastic For Community Service

CWBA Legal Services Committee

The 2014-2015 Legal Services Committee is already off to a great start as a result of our membership's enthusiasm for community service. On August 18th, several members attended the first committee meeting to brainstorm legal service opportunities in the community and ideas for the April fundraiser, an exciting and fun-filled event you won't want to miss! Scheduled for April 13, 2015, this year's event will focus on dressing for success and will incorporate a clothing drive for women in need of the professional attire necessary to boost confidence and provide an edge in the interviewing process.

Aside from planning our April bash, Legal Services has already headed up three successful legal service nights at Centro San Juan Diego where CWBA members provided pro bono services on a variety of legal topics. Are you eager to give back and put in some pro bono hours while enjoying the company of your colleagues? Don't worry! Legal Services encourages you to join us to volunteer for LawLine 9 on December 17. No special expertise is necessary. Check the website cwba.org for details.

Behind the scenes, Legal Services is busy planning future events aimed to assist non-profit groups that the CWBA has traditionally supported such as the Center for Work Education and Employment (CWEE) and WeeCycle, in addition to new organizations aligned with

the CWBA's mission. We are also organizing a lunch with the Plaintiff's Employment Lawyer's Association to brainstorm ways to address pay equity concerns in the community.



Legal Services is truly excited to match the talent in our organization with the needs of our community. Whether you are interested in volunteering for a single event or joining the Legal Services Committee, please contact Co-Chair Lisha McKinley at mckinleyl@s-d.com or Casey Cassinis at ccassinis@petlawfirm.com for more information.

Casey S. Cassinis is a CWBA Board Member and a litigator at the law firm of Richard F. Schaden, PLLC, and founder of The Pet Law Firm.

Lisha R. McKinley is a CWBA Board Member and a civil litigator at the law firm of Silver & DeBoskey, P.C.

Volunteer!

Join us for LawLine9 at 9News on December 17.

UPCOMING EVENTS

December:

- 4 - Holiday Party
- 11 - Legislator Appreciation Breakfast
- 17 - LawLine 9

January:

- 8 - Colorado Legislative Women's Caucus Event with CWBA
- 20 - CWBA and Colorado GLBT Bar Association Event
- 26 - CWBA Membership Social - DTC

February:

- 5 - Membership Winter Networking Luncheon
- 12 - CWBA Mom's Luncheon
- 26 - "Tea & CLE" at Brown Palace Hotel and Spa

March:

- 12 or 19 - CWBA Judicial Reception
- 31 - CWBA Membership Reception & Convention Promotion

April:

- 13 - CWBA Charity Fundraiser
- 29 - LawLine 9

May:

- 15 - 17 - 38th Annual CWBA Convention | The Sebastian Vail

More info at cwba.org

Have you seen it yet?

The New Benefits Feature on the CWBA Website

Check out the new drop-down between [NEWS](#) and [HOME](#) on the CWBA Website.

www.cwba.org/list/



The new [BENEFITS](#) section was created by the Non-Attorney Legal Professionals Committee (NALPC) to share information about CWBA members that offer services you may need.

We hope you find this new addition helpful for your business and enjoy the experience of working with another CWBA member. For questions about any of their services, please contact them directly.

Let's support our Non-Attorney members!

Coming Soon!
Watch the website during the 2015 legislative session to see details about our priorities and Public Policy updates.

Perspective continued from page 3

assets, and addressing health care coverage changes.

Closing thoughts?

Jessica: CLS is forced to turn away about half of all Coloradans who seek its assistance. There are only 48 attorneys on staff at CLS compared to about 420 public defenders statewide. Pro bono lawyers cannot make up for this discrepancy alone. They are wonderful to contribute their time, but they are not experts in poverty law, like CLS lawyers. We need to broaden our base of financial support for LAF and thus CLS. Encourage your employer to donate to LAF if it doesn't - or to increase the size of its gift if it does. Consider getting involved with the LAF Associates Campaign. Donate individually. And spread the word!

Bonnie: In my first few years of practice, I didn't have the experience to know or ascertain the scope of a project or anticipate how long a case might take. I was not clear with the client or with myself what I was getting into. One case in particular took several years to complete and multiple six-hour round trips to court hearings in Albuquerque, all on my own time and expense. That was challenging for sure! Keep track of your time just like you would for billable work. Map your vision for what the case will require. Generosity can only have a positive effect on everyone involved. I'm also licensed in New Mexico where the bar uses the honor system—they ask attorneys to either make a donation or state how many hours they did pro bono work. They emphasize you can do either, and that both are valuable. Charity should not be mandatory. It takes out the important elements of the willingness of the provider and the gratitude of the recipient. If you focus on the service you provide and not the dollar, you're going to be better off for it.

Jessica Brown has been ranked by Chambers USA for 10 consecutive years as one of "America's Leading Lawyers for Labor & Employment," and was named by the Denver Business Journal as one of Denver's "Forty Under 40" and finalist for the 2013 and 2014 "Outstanding Women in Business" awards. Jessica is Chair of the Legal Aid Foundation Board and President Elect of the CWBA.

Bonnie Bowles opened the doors to her law practice, Wills & Wellness, in mid-2013 which has grown from one to three attorneys. Bonnie's firm educates families about probate, wills, and trusts and how to sidestep the most common mistakes in estate planning. She is licensed in Colorado, Texas, and New Mexico and is currently working on her CPA license.

Public Policy continued from page 10

human trafficking, child support calculations, and much more. After we have absorbed the potential issues, our fearless lobbyists, Amy Redfern and Sara Odendahl from the firm of Aponte & Busam will guide us to a 2015 legislative agenda that maximizes our impact.

Shelly Dill-Combs is a CWBA Board Member and a staff attorney at JAG, the Judicial Arbiter Group, Inc., where she works on complex civil cases that are being arbitrated or mediated prior to trial. She is also an adjunct professor at the Community College of Denver where she teaches legal research and writing.

Angie Schmitz is a CWBA Board Member and an associate attorney with The Drake Law Firm, P.C., representing businesses and individuals in creditors' rights, insurance, and general business disputes.

**Register Now! Annual Legislator
Appreciation Breakfast on December 11th.
Go to the CWBA Calendar at cwba.org
for more information. Seating limited!**

Court Reporting continued from page 9

Your reporting firm should always strive for excellence and provide accurate and timely transcripts using qualified and professional reporters. Excellence is what you should expect and receive - without exception. How well is your reporting firm performing?

Judy Stevens is a CWBA Board Member and the president of Stevens-Koenig Reporting, providing premium court reporting services in the Denver metro area since 1973. Stevens-Koenig is an "Ethics First" firm through the National Court Reporters Association, committed to excellence in their work and ethical practices in all services. Judy can be reached at 303-988-8470 or judy@skreporting.com

Perspectives Author:

Jyoti Pandya is a member of the CWBA Publications Committee and is the founding partner of Pandya Law, LLC, a boutique intellectual property and employment law firm.



Confetti!

Bench Strength

- **Olympia Fay**, CWBA Board Member, was appointed to the Denver County Court Bench.
- **Theresa Spahn**, CWBA Past President, was appointed to the Denver County Court Bench.
- **Kyle Velte**, CWBA Board Member, was a finalist for the Denver County Court appointments.

On the Move

- **Stephanie So** and **Amanda Schiabor** began work at Brownstein Hyatt Farber Schreck in September.
- **Rachel Ellis** and **Megan Kelly** launched Ellis Kelly, an employment law firm.

You Were Recognized

- CWBA President Elect **Jessica Brown** and **Beth Klein** were recognized as finalists in the 2014 Outstanding Women in Business law category by the Denver Business Journal.
- The CWBA received an "Above and Beyond Award" for the CWBA's pro bono legal services for Denver's Legal Nights.
- **Jaime Reed** was featured in the August edition of The Colorado Lawyer discussing her transition from practicing law to becoming an insurance broker.
- **Mari Newman** was featured in The Denver Post for the \$4.25M judgment in the Booker case.
- CWBA President **Alison Zinn** was featured in the *Denver Business*

Journal in August and in *Law Week Colorado's* October 27 issue for a roundtable with specialty bar presidents.

- Congratulations to our 20 CWBA members recognized as 2014 Best Lawyers:
Jody Alderman
Rebecca C. Alexander
CWBA President Elect
Jessica Brown
LeaAnn Fowler,
Heather R. Hanneman
Lisa Hogan
CWBA Vice President
Vicki Johnson
Sarah Klahn
Victoria E. Lovato
Pamela Robillard Mackey
Joan H. McWilliams
Lesleigh W. Monahan
Rosemary Orsini
Lorraine E. Parker
Ronda L. Sandquist
Megan M. Sherr
Holly Stein Sollod
Jean C. Stewart
Carol Warnick
Maureen Reidy Witt

Leading The Way

- CWBA Board Member **Catherine Shea** was selected for the 2015 Colorado Bar Association's Leadership Training Program (COBALT).
- CWBA Past-President **Patricia M. Jarzowski** was elected to the Board of Directors of the National Conference of Women's Bar Associations.
- CWBA Board Member **Tiffany Updegraff** will serve as Treasurer of the Thompson G. Marsh Inn of Court this year.
- CWBA Secretary **Wendy Weigler** presented at a CLE for the CBA-CLE on "HOA Basics".

Congratulations – You Did It!!

- **Ryann and Nick Fogel** are the proud parents of Cash Lenox Fogel born October 11, 2014.
- **Stephanie Donner** will become Chief Legal Counsel for Gov. John Hickenlooper on Nov. 15.
- **Alison Zinn** is the CWBA nominee for the Richard Marden Davis Award.
- **Debbie O'Neil**, CWBA Board Member, graduated from the DU Graduate Tax program in August with the LL.M. in tax.
- Congratulations to our 19 CWBA members who passed the July 2014 Colorado Bar Exam:
Gretchen Bundy-Ladowicz
Bethany Gorlin
Mary Sue Greenleaf
Valerie Harper
CWBA Board Member
Jacqui Hill
Jill Mullen
CWBA Board Member
Megan Rose
Kimberly J. Smith
Kathryn Thomas
Allison Wegrzyn
Sarah Wolter
Stafanie Arndt
Lauren Bronson
Amanda Essex
Amanda Hensen
Olivia Kyle
Martha Legocki
Heidi Ruckriegle
Tessa Schmitzer

You Will Be Missed

- **Brooke Wunnicke**, a 1992 Mary Lathrop Award recipient, passed away Sept. 20, 2014.

Submit your Confetti news!
Emailpublications@cwba.org

The Advocate is published quarterly by the Colorado Women's Bar Association. The deadline for articles is the 1st day of the month prior to the publication month. *The Advocate* staff reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: Advocate Editors, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002 or to publications@cwba.org.

Send change of address notices to Executive Director, CWBA, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002. Phone: (303) 831-1040; Fax: (303) 539-3994; e-mail: execdir@cwba.org.

Visit our website at www.cwba.org



6870 W. 52nd Avenue, Suite 125
Arvada, CO 80002

PRSR STD
US POSTAGE
PAID
DENVER, CO
PERMIT NO. 2474



38th Annual CWBA Convention

Save The Date!

May 15 - 17, 2015 || Vail, Colorado

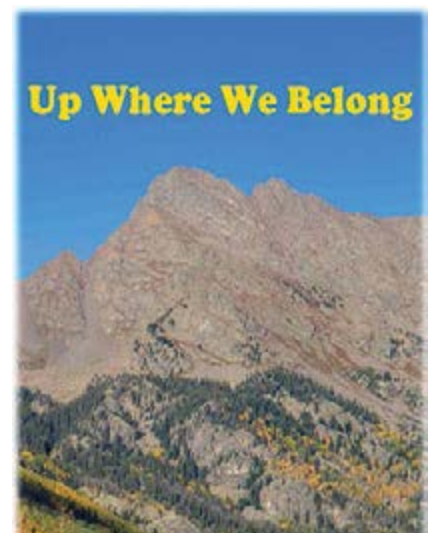
The Sebastian - Vail

Last year's [Annual Convention](#) was a fantastic success! The 38th Annual Convention will continue CWBA's tradition of hosting an exciting, informative, and energizing weekend. Enjoy the premier boutique venue at The Sebastian - Vail.

The Convention will provide ample opportunities to interact with colleagues and hear from leaders in the profession. The Convention will offer fun social and family activities, CLE programs, the Mary Lathrop Award and reception, and exceptional faculty featuring distinguished local and national speakers. Plan to join your fellow CWBA members for another "can't miss" weekend!

Registration will be open in early 2015.

Interested in sponsoring? Contact us at execdir@cwba.org.



For more information about CWBA events, membership and activities, visit the website at www.cwba.org or contact the CWBA office at (303) 831-1040.