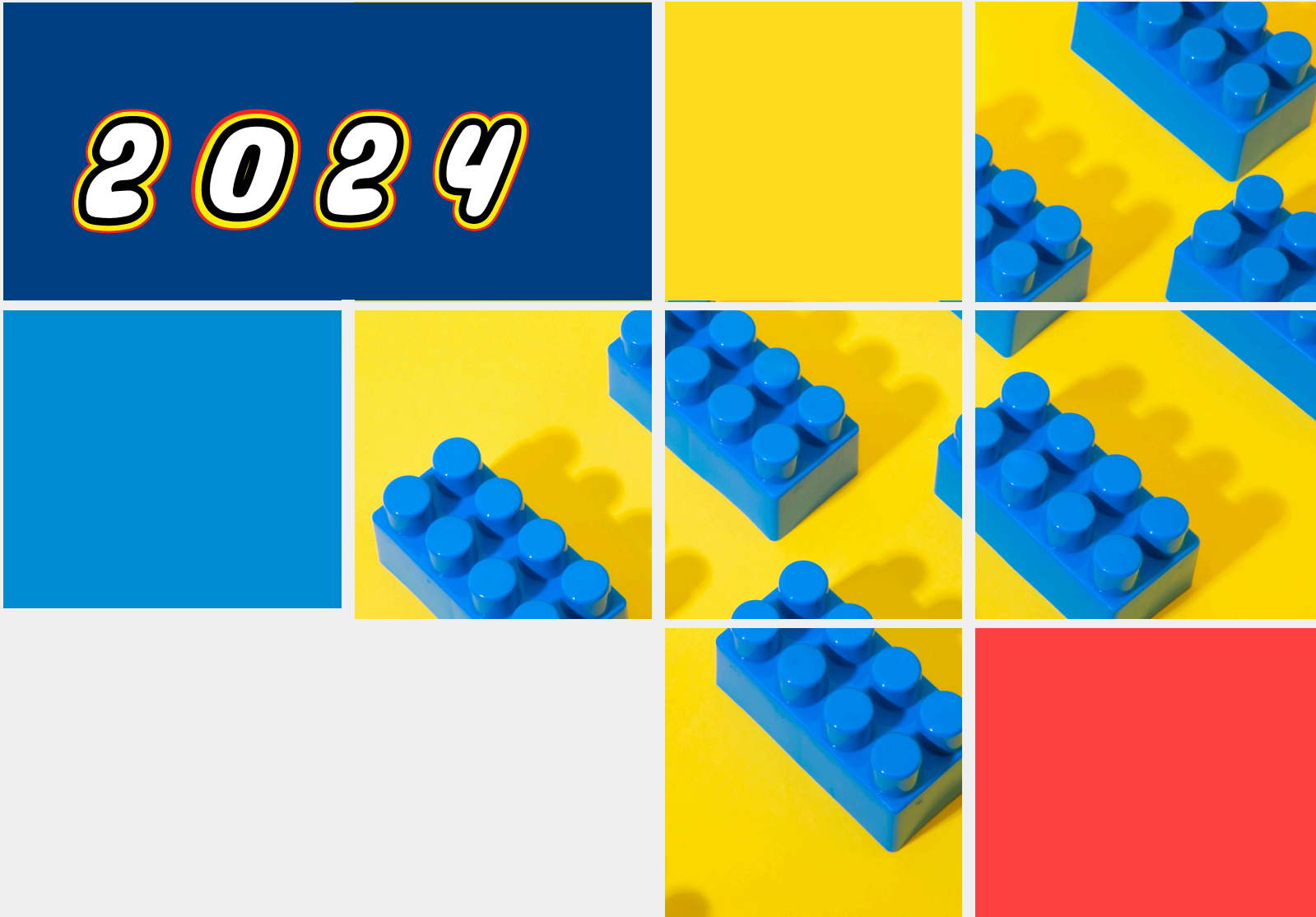

Colorado Attorney
Mentoring Program

Annual Report

2024



A Message From The Director

In 2024, CAMP made bold strides forward—not by leaps or bounds, but by carefully placing one brick at a time.

In a world that often glorifies rapid transformation, we've leaned into the quiet power of steady construction. Like building with Legos, our progress has come through thoughtful connections—each program, partnership, and person adding their unique shape and strength to the larger structure. Some blocks are foundational—core services, long-standing commitments, essential relationships. Others are new pieces—innovative ideas, fresh collaborators, and adaptive strategies that bring color and dimension to our work.

We've also done the hard work of re-evaluating the blueprint. Are we building the right thing? Are we leaving space for creativity, inclusion, and joy? Are we constructing something that will stand the test of time—and serve the people who need it most?

This year, I've seen our team act as both architects and builders: planning, experimenting, stacking efforts, and sometimes taking a section apart to rebuild it better. And through it all, our mission has remained the guiding instruction manual.

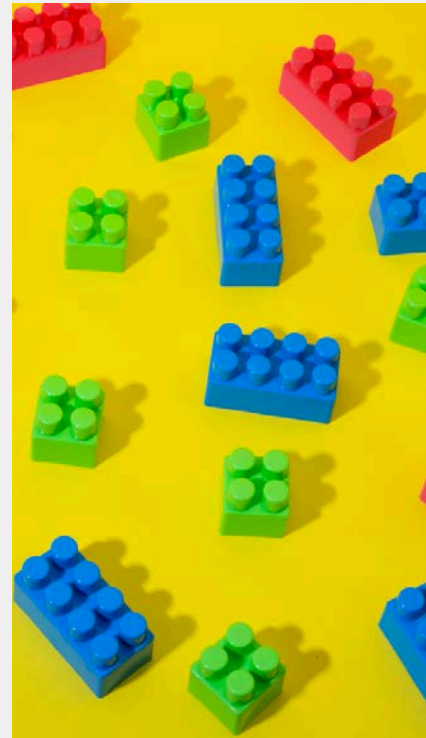
To our supporters, thank you for being part of this build. Whether you contributed a cornerstone or a single bright brick, your involvement has helped shape something strong, purposeful, and uniquely ours.

As we look to the year ahead, we'll keep stacking: skills, solutions, and partnerships. We'll stay curious. We'll stay collaborative. **And we'll keep asking: What can we build next, together?**

With gratitude,

J. Ryann Peyton, Esq.

Executive Director



Leadership - Board

The Colorado Attorney Mentoring Program serves at the pleasure of the Colorado Supreme Court.

The Supreme Court Advisory Committee on the Practice of Law assists the Court by reviewing the productivity, effectiveness, and efficiency of the Colorado Attorney Mentoring Program.

2024 Supreme Court Advisory Committee

David W. Stark, Esq. (Chair)

Steven K. Jacobson, Esq. (Vice-Chair)

Hon. Angela Arkin

David Beller, Esq.

Nancy L. Cohen, Esq.

Cynthia F. Covell, Esq.

Hon. Adam J. Espinosa

Carolyn D. Love, Ph.D.

Hon. Andrew McCallin

Henry R. Reeve, Esq.

Sunita Sharma, Esq.

Brian Zall, Esq.

Alison Zinn, Esq.



Leadership - Staff



J. RYANN PEYTON
(THEY/SHE)

EXECUTIVE DIRECTOR



LAUREN SOLOMON
(SHE/HER)

PROGRAM MANAGER



REBECCA PAYO
(SHE/HER)

DIRECTOR OF MENTORING





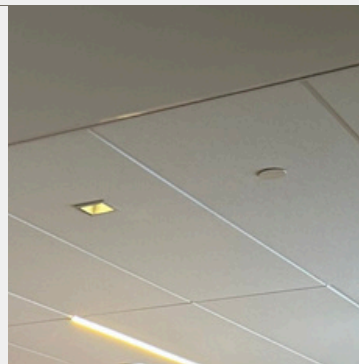
2024 Impact

Connecting With Our Community

Understanding who we serve is essential to ensuring our programs remain responsive, inclusive, and impactful. This section offers a snapshot of the diverse individuals who engage with our work, highlighting key demographic insights and patterns of program participation. By examining who is connecting with us—and how—we gain valuable feedback that helps us grow, adapt, and better meet the needs of our community.



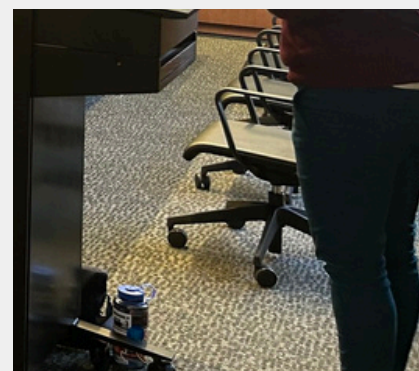
Community



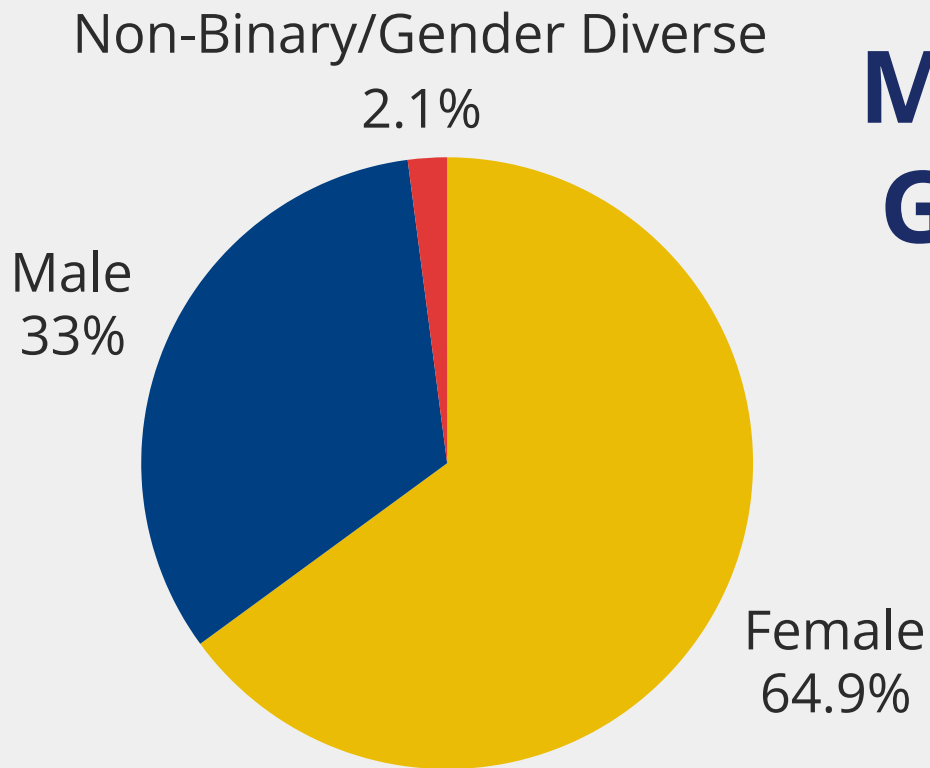
Competency



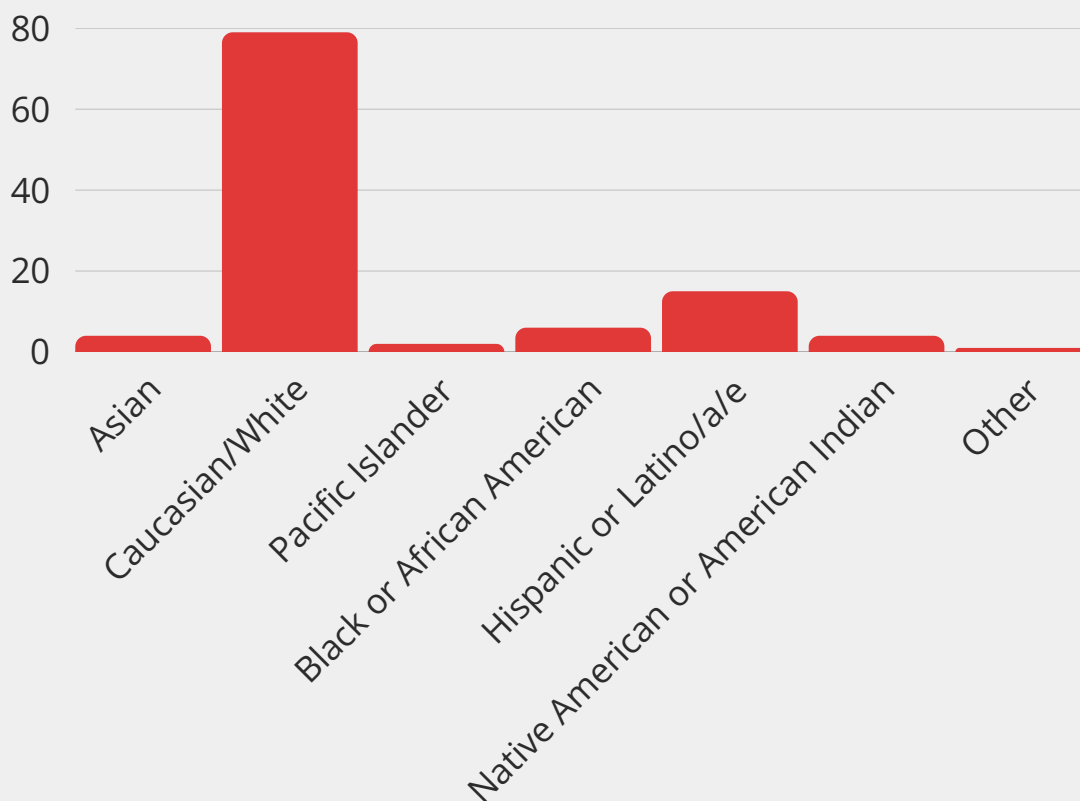
Civility

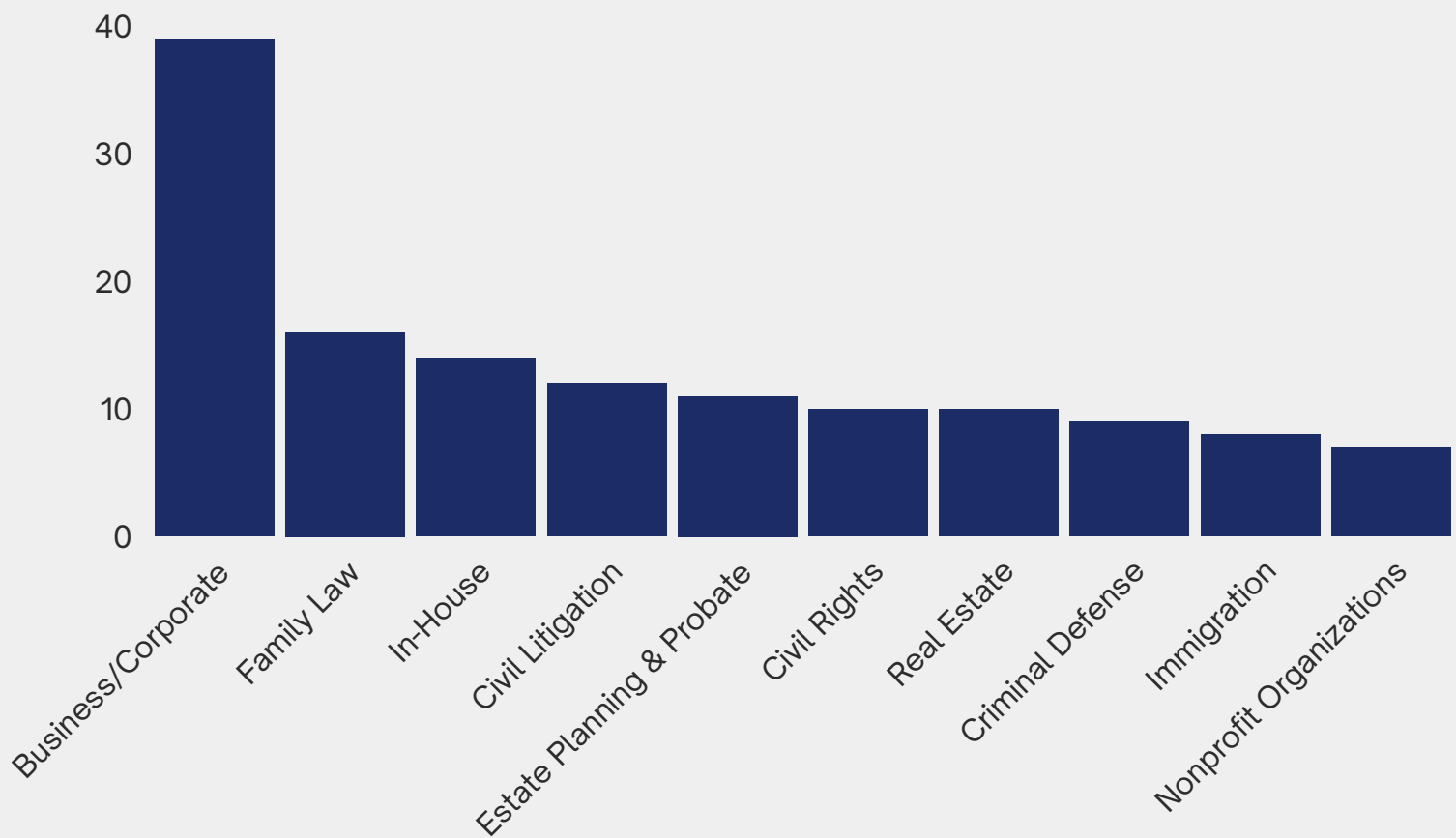


Mentee Gender



Mentee Ethnicity





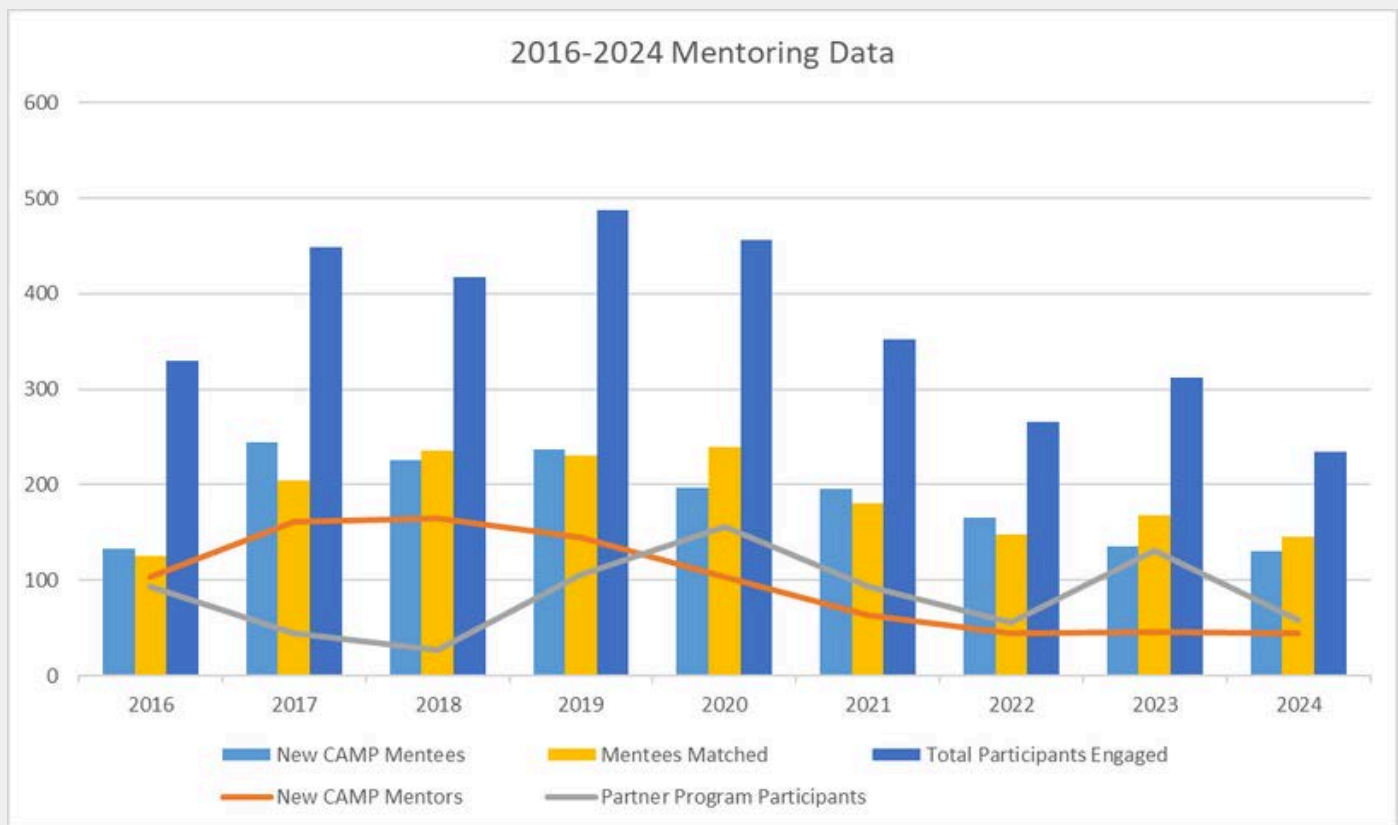
Top 10 Mentoring Practice Areas

**64 Diverse Practice
Areas Served in 2024**



**71% of 2024
Mentees
attended law
school outside
of Colorado**

**Mentees
located in 11 of
Colorado's 23
Judicial
Districts**



CAMP's volume and operations have demonstrated notable trends influenced by participant dynamics and operational factors. Mentee participation has remained consistent over the past nine years, with an average year-to-year fluctuation of only 3.3%. This stability reflects sustained interest and demand for mentorship opportunities in Colorado's legal community.

Mentor and partner program growth, however, varies annually due to partner organizations operating on alternating-year cycles and mentor recruitment being tailored to meet specific program needs. This variability directly impacts the total volume of mentoring matches from year to year.



2024 was an "off year" for partner programs as they completed their annual cycles which resulted in relative flat participation growth for the overall CAMP program.

**85% of 2024
Mentees have
been in
practice for
less than 5
years**



We met consistently and I was able to discuss issues around management and leadership and receive good feedback. I learned a lot.

2024 CAMP MENTEE

CAMP did an amazing job actually finding a mentor who met the criteria of what I was looking for in a mentor - I have never actually had that happen before (usually it feels like I am just paired with someone random - probably because it is difficult to find mentors, but my mentor was amazing and exactly what I was looking for!)

2024 CAMP MENTEE

The topics provided in the curriculum are very helpful in addressing things that may not have come up in day to day work, and my mentor has been helpful in addressing these new topics.

2024 CAMP MENTEE

Were You Satisfied With Your Mentoring Partner?

My mentor did a great job of understanding my goals and being as present as I wanted him to be.

2024 CAMP MENTEE

94%
Satisfaction
Rate With
Mentor Pairing

Professional Development & Outreach

Bricks to Bridges

Bricks to Bridges embodies our commitment to transforming small, intentional efforts into meaningful connections across the legal profession. What began as localized outreach has grown into a dynamic network linking practitioners, students, and legal professionals throughout Colorado. Through collaborative programming and thought leadership, we've built bridges between urban and rural communities, law schools and courts, solo practitioners and institutional leaders. Our work reflects the spirit of creativity, structure, and endless adaptability—helping us assemble a more inclusive, connected, and resilient legal community one brick at a time.

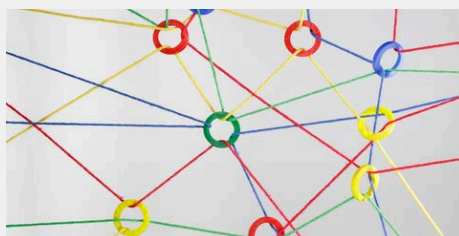


COLORADO ATTORNEY MENTORING PROGRAM

OBSTACLES & OPPORTUNITIES IN RURAL LAW PRACTICE

Meghan Bush, Colorado Bar Association
Mesa Jetton, Jetton Legal
Drew Lyman, Greeley Assistant City Attorney

October 15, 2024 12:00-1:00
Via Webinar
Free CLE Credit
Register at coloradomentoring.org/events

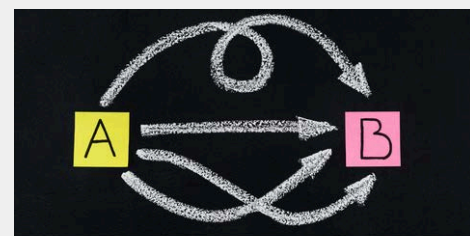


COLORADO ATTORNEY MENTORING PROGRAM

STRATEGIC RELATIONSHIP DEVELOPMENT FOR MODERN LAWYERS

Barbara Randell, Future Image Group

January 24, 2024 12:00-1:00
Via Webinar
Free CLE Credit
Register at coloradomentoring.org/events



COLORADO ATTORNEY MENTORING PROGRAM

ALTERNATE LEGAL PROVIDERS: COLORADO'S NEW LICENSED LEGAL PARAPROFESSIONAL PROGRAM

March 19, 2024 12:00-1:00
Via Webinar
Does Not Qualify for CLE Credit
Register at coloradomentoring.org/events



CAMP continued to see high engagement in our monthly CLE webinars. In 2024, CAMP produced 10 unique, in-house CLE events focused on leadership development, practice readiness, practical skills training, and professionalism & wellness. Additionally, our social media engagement continued to grow across platforms generating nearly 3,000 views.

With an audience of 2,112 subscribers, CAMP's monthly newsletter contains meaningful messages of encouragement, humor, validation, and learning for Colorado's legal professionals. Additionally, CAMP remains a featured author in The Colorado Lawyer providing thought leadership through quarterly articles examining the intersection of mentoring and the practice of law.

CAMP expanded its reach by 16% in 2024 through professional development events provided to the following organizations:

Association For Continuing Legal Education (ACLEA)
Adams Broomfield Bar Association
American Bar Association COLAP Conference
Arapahoe County Bar Association
Aurora Bar Association
Boulder County Bar Association
Colorado Bar Association Leadership Training Program (COBALT)
Colorado County Attorney Association
Colorado Court of Appeals
Colorado Eminent Domain Conference
Colorado Diverse Attorney Community Circle (CODACC)
Colorado Hispanic Bar Association
Colorado Municipal League
Colorado Trial Lawyers Association
Colorado Women's Bar Association
Colorado Public Defenders Conference
Contra Costa Bar Association
Doyle Inn of Court
Govern For Impact
Holland & Hart
Institute for the Advancement of the American Legal System (IAALS)
Institute for Well-Being in the Law
Ireland Stapleton
Law School Yes We Can!
Minoru Yasui American Inn of Court
National Legal Mentoring Consortium
Practising Law Institute
Pueblo County Bar Association
Sotomayor Inn of Court
Texas Indigent Defense Commission
Texas Lawyer Assistance Program
University of Colorado School of Law
University of Denver Sturm College of Law
Utah Criminal Defense Bar Association
Washington State Attorney General's Office
Werge Law
Wine, Beer, & Spirits Law Conference

Mission Related Programs



LEGAL ENTREPRENEURS FOR JUSTICE

Legal Entrepreneurs for Justice has achieved significant growth and success, marked by key metrics that reflect its increasing impact and sustainability. Year-over-year participation has steadily risen, demonstrating a growing interest in and demand for the program's offerings.

Central to the program's mission is a strong commitment to diversity and inclusion. Efforts to ensure a representative cohort have been successful, with a target of 50% participation from women and lawyers of color, as well as 20% of participants from Greater Colorado. These goals underscore the program's dedication to fostering equitable opportunities and creating a cohort that reflects the richness of the Colorado legal community.

Financially, the program has achieved remarkable strides, with revenue steadily increasing to meet or exceed program costs. Additionally, effective management and improved collection processes have resulted in a significant reduction in uncollectible revenue, decreasing from 17% to 8% annually. This financial stability reinforces the program's long-term sustainability and ability to continue providing valuable experiences for participants.

LEJ welcomed the largest cohort in the organization's history to date in 2024.





Colorado

Well-Being Recognition
Program For Legal
Employers

Although still in its early stages, the Well-Being Recognition Program for Legal Employers has already demonstrated significant progress and promising potential. Year-over-year improvements in both pledge participation (27%) and audience engagement (13.8%) reflect increasing awareness and enthusiasm for the program's initiatives.

Attendance at the programs four annual events has also shown consistent growth, indicating a strong and expanding interest in the program's offerings. This upward trend highlights the program's ability to engage its audience effectively and deliver value through its events.

In 2024 the program launched Colorado's Lawyer Well-Being Leadership Cohort, a group mentoring program for organizational leaders seeking to develop their well-being leadership skills. We also recognized our 2023 pledge participants who met their well-being priorities with a reception and recognition ceremony.





Strategic Plan



ELEVATING EXCELLENCE

2024 - 2026 STRATEGIC VISION

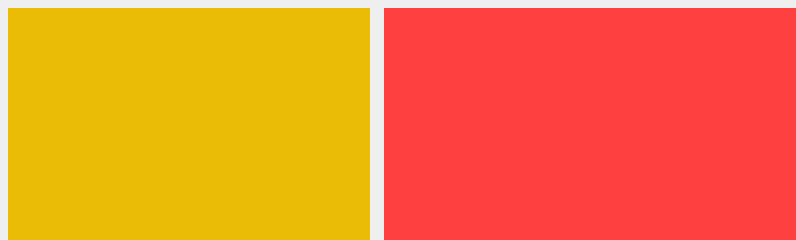
CAMP's 2024-2026 strategic plan "Elevating Excellence" was adopted in April 2024. The new CAMP Strategic Plan is a plan by and for our community and is the result of many months of information gathering, analysis, and careful thought by our staff.

CAMP's strategic plan is based on three primary objectives designed to maintain CAMP's reputation and stature in the community while driving innovation and expansion to meet the modern professional needs of Colorado legal professionals. Each objective is interrelated and their synergy is found in the specific operational goals that bind them together.

CAMP has six domains of influence which represent the critical operational components of the CAMP office. We have articulated specific strategic objectives for each domain which will in turn drive key results to be achieved through actions and initiatives based on CAMP's integrated service delivery methods.

This strategic plan builds on CAMP's current strengths and focuses our energies and resources on the most pressing needs of Colorado's legal professionals that we are distinctively positioned to address.

CAMP's strategic plan can be viewed at <https://coloradomentoring.org/wp-content/uploads/2024/07/CAMP-2024-2026-Strategic-Plan.pdf>



STRATEGIC OBJECTIVES



Influence Professional Culture

Influencing professional culture requires proactive leadership and consistent communication of values, fostering an environment where collaboration, innovation, and respect are paramount. Our goal is to cultivate a culture in Colorado's legal profession that promotes growth, engagement, and overall excellence among lawyers.



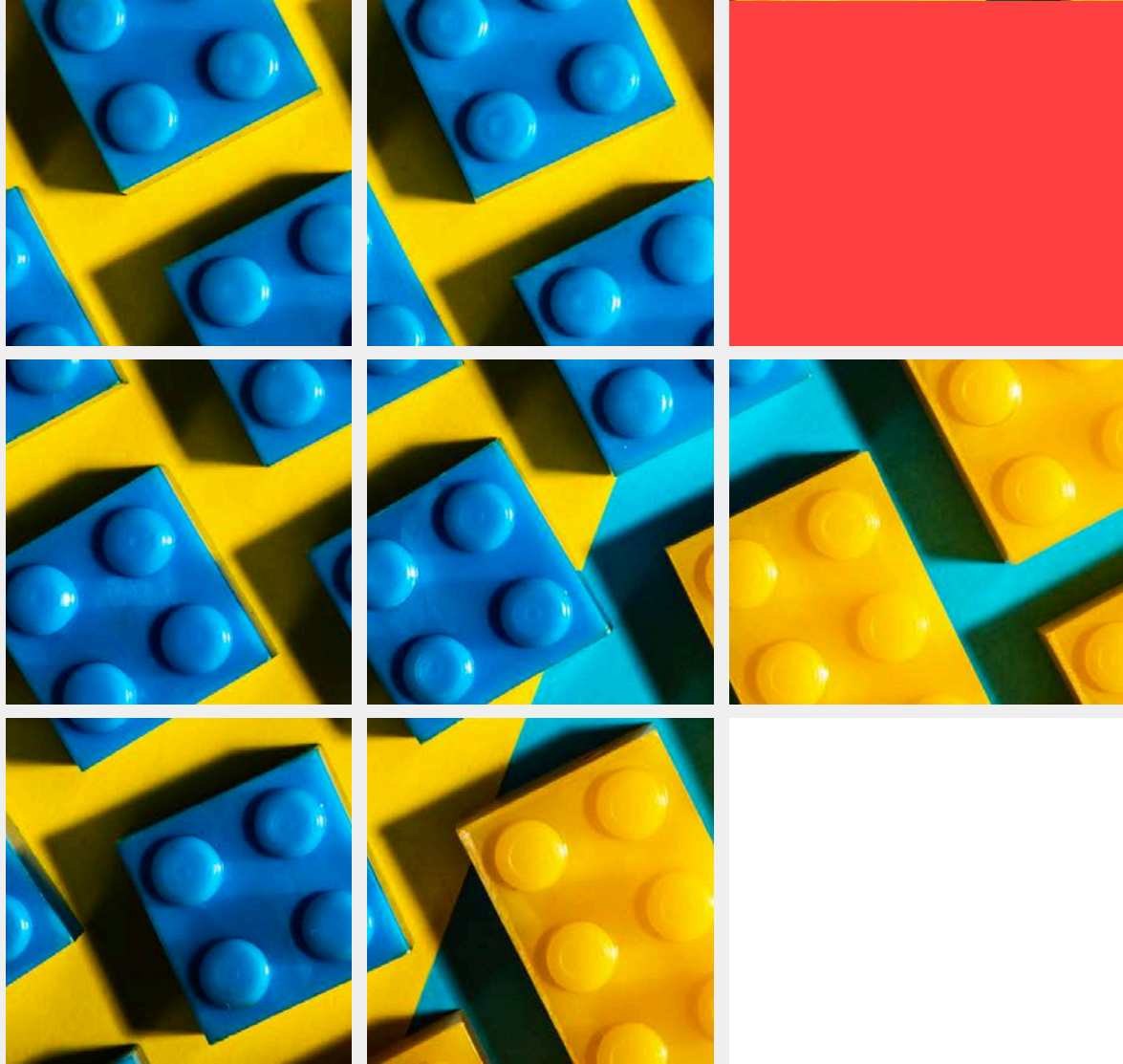
Leverage the Power of Relationships for Professional Success

Leveraging the power of relationships is essential for professional success, as it opens doors to opportunities, fosters collaboration, and builds trust. By nurturing genuine connections, networking strategically, and offering mutual support, CAMP can cultivate a strong community that enhances career prospects and unlocks new avenues for growth and advancement.



Advance Lawyer Excellence

Advancing lawyer excellence necessitates a commitment to continuous learning, honing both legal expertise and soft skills crucial for effective advocacy and client relations. By embracing innovation, ethical standards, and fostering a culture of collaboration and mentorship, CAMP can elevate lawyers' capacity to do well for themselves while doing good for the community.



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 www.coloradomentoring.org