



Colorado Office of
Attorney Professional Excellence

**Same Mission.
New Momentum.**

A Year of Evolution and Alignment

2025 Annual Report



This past year marked a defining moment for our organization — and we gave it a name to match.

After years of growth, we made the deliberate decision to evolve from CAMP to APEX. Not a rebranding for its own sake, but a recognition that our identity had outgrown its container. APEX reflects who we are becoming: sharper in focus, broader in reach, more deliberate in how we communicate our value to the legal profession.

At our core, nothing has changed. We remain committed to supporting legal professionals, strengthening the legal community, and advancing a more accessible and equitable legal system.

What has changed is our momentum. Our mentoring initiatives grew, connecting more legal professionals across experience levels and practice settings. Our legal entrepreneurship efforts supported a new generation of lawyers building sustainable, community-centered practices. Our well-being work reached more organizations, advancing a culture where professional excellence and personal sustainability go hand in hand.

The transition to APEX has already accelerated this work by strengthening our ability to engage partners, reach new audiences, and communicate what we do and why it matters. Where CAMP reflected our origins, APEX signals our direction.

That direction points toward a single goal: ensuring that every Colorado legal professional regardless of background, geography, or practice setting has access to the support, community, and tools they need to thrive.

Our foundation is strong. The name we now carry reflects the organization we have built and the one we are still becoming.

Thank you for being part of this journey. Together, we are building what comes next.

J. Ryann Peyton, Esq.
Executive Director



ALIGNING IDENTITY WITH IMPACT

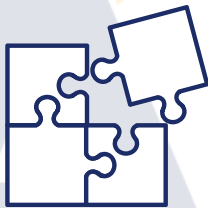
As our programs expanded and evolved, a gap began to emerge between the scope of our work and how it was understood. What we offered had grown more sophisticated, more integrated, and more impactful. But our identity had not kept pace. The result was a lack of clarity about how our work connected, who it was for, and why it mattered.

This year, we addressed that gap by rebranding as the Colorado Office of Attorney Professional Excellence (APEX).



APEX Clarifies Our Role

We refined how we define and communicate our work making it easier for legal professionals partners, and stakeholders to understand who we are, what we offer, and where they fit.



APEX Connects Our Programs

We organized our work into a more cohesive framework, strengthening the alignment between mentoring, legal entrepreneurship, and well-being and creating clearer pathways for engagement.



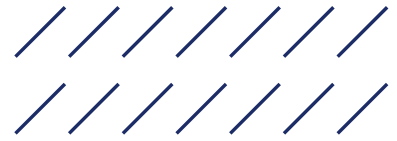
APEX Expands Access

We improved how our resources are presented and delivered ensuring they are not only available, but accessible, discoverable, and usable across the profession.



APEX Strengthens Our Reach

With a more unified identity, we enhanced our ability to build partnerships, engage new audiences, and scale our impact in a sustainable and intentional way.



SAME MISSION

Our mission and the core pillars of our work remain the same: shape the future of law and close the gap between the ideals of the legal profession and its lived reality by empowering legal professionals with the alliances, strategies, and actionable resources to achieve peak performance.

CORE PILLARS

1

Advancing Professional Excellence

As a program of the Colorado Supreme Court, APEX is dedicated to strengthening the legal profession by equipping legal professionals with the tools, relationships, and strategies needed to thrive.

2

Supporting the Full Legal Career

From law students to LLPS to experienced attorneys, APEX serves professionals at every stage, helping them build, sustain, and evolve meaningful careers in the law.

3

Integrating Practice Development and Well-Being

APEX recognizes that professional excellence requires more than technical skill. Our work integrates mentoring, practice development, and well-being to support long-term success.

4

Expanding Access and Impact

Through mentoring, legal entrepreneurship, and community-centered initiatives, APEX advances a more accessible, equitable, and resilient legal system.



OUR TEAM



J. Ryann Peyton

Executive Director



Rebecca Payo

Director of
Mentoring &
Community
Engagement



**Lauren
Solomon**

Program Manager

Our team 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 Office of Attorney Professional Excellence (APEX)

2025 Supreme Court Advisory Committee on The Practice of Law

David W. Stark, Esq (Chair)

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

Hon. Angela Arkin

David Beller, Esq.

Diana David Brown

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.




DELIVERING ON OUR MISSION




Colorado
Attorney
Mentoring
Program

The graphic consists of a dark blue teardrop shape pointing downwards, with a white circle inside containing the text.



Well-Being
Recognition
Program

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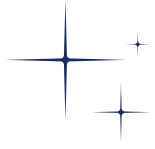
Legal
Entrepreneurs
for Justice

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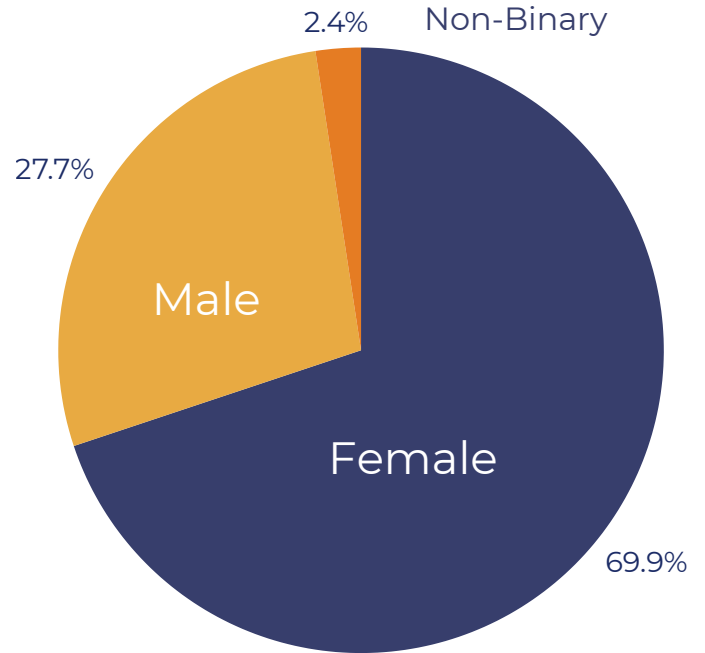
Mission only matters if it translates into measurable results. Over the past year, APEX continued to expand the reach, depth, and effectiveness of its work by connecting more legal professionals, supporting more sustainable practices, and advancing a culture of well-being across the profession.

The results that follow reflect not just activity, but progress: tangible outcomes that demonstrate how our programs are strengthening practitioners, improving systems, and extending our reach across Colorado.

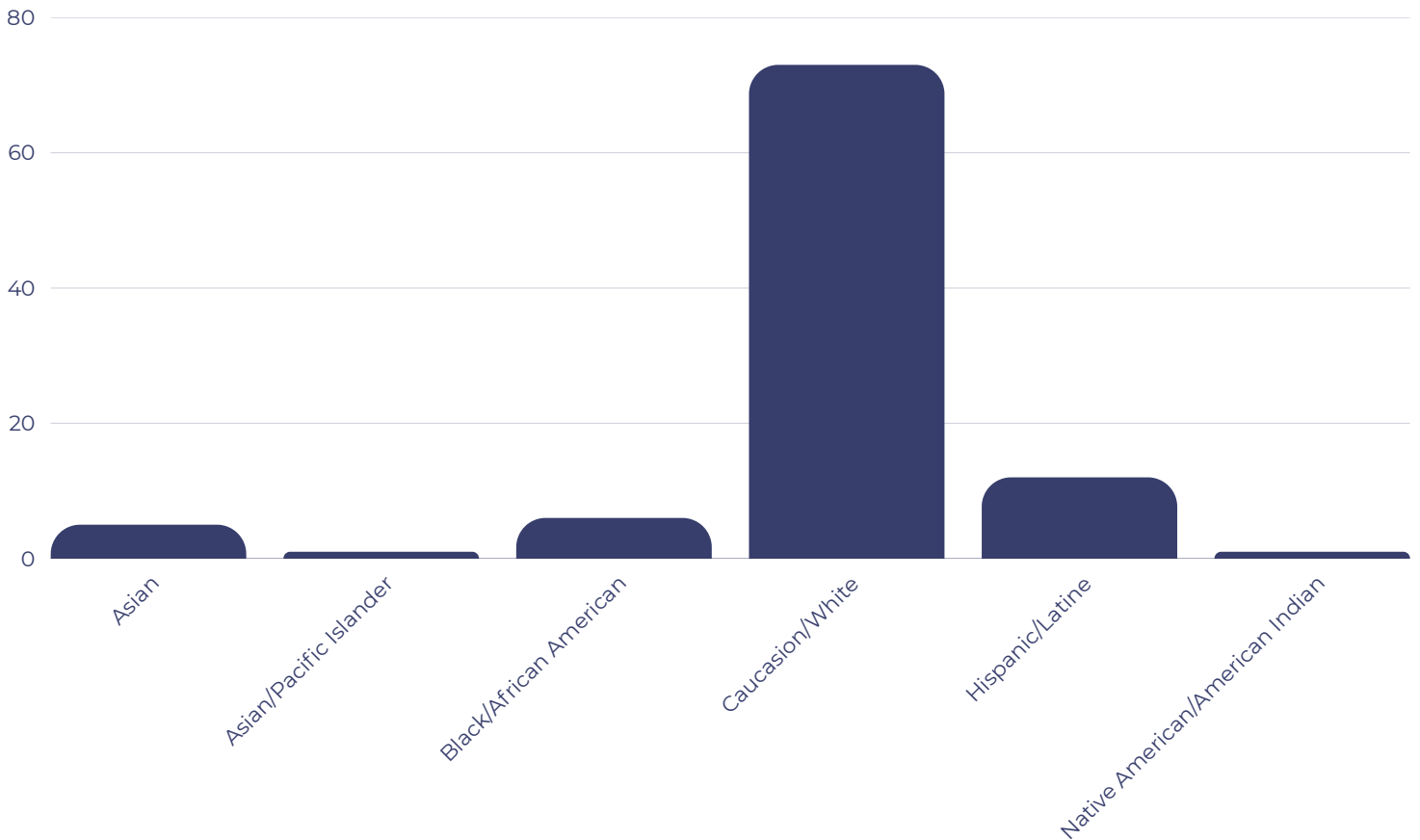
2025 CAMP PROGRAM METRICS



Mentee Gender

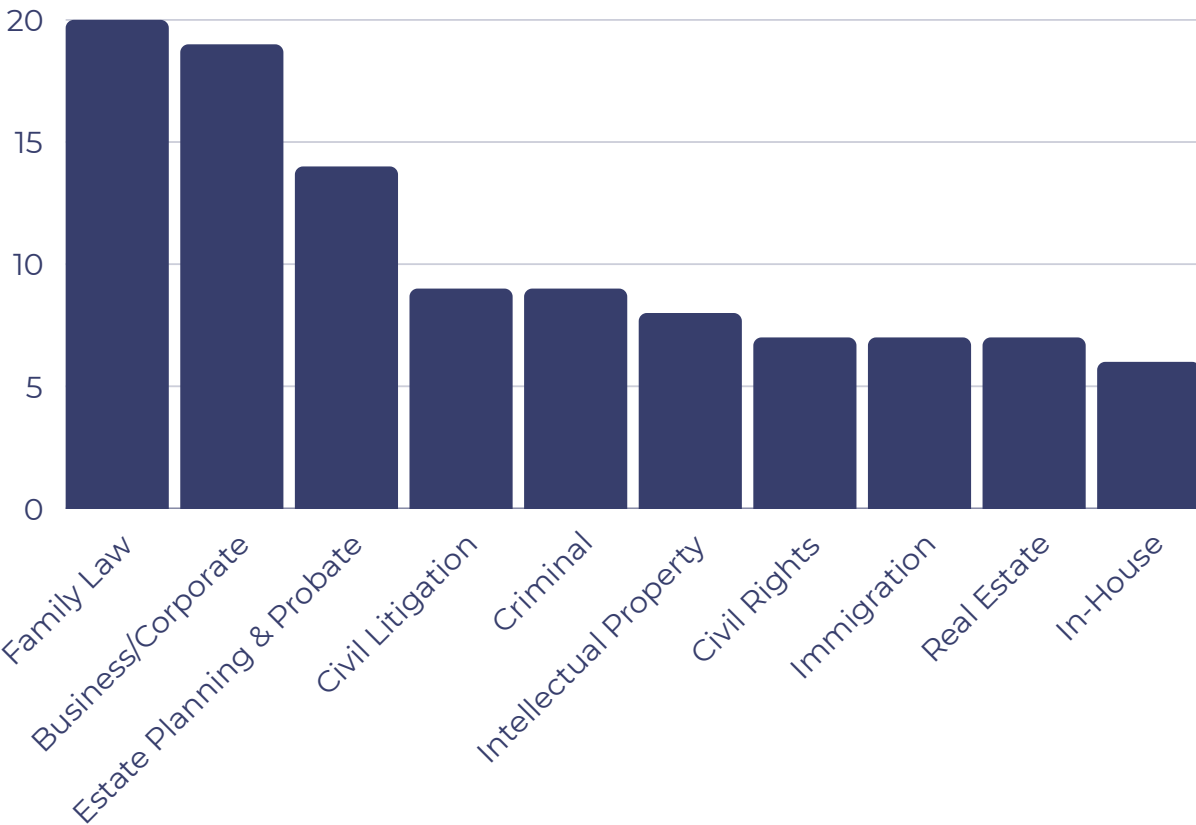


Mentee Ethnicity





Top 10 Mentoring Practice Areas



43

DIVERSE
PRACTICE
AREAS
MATCHED

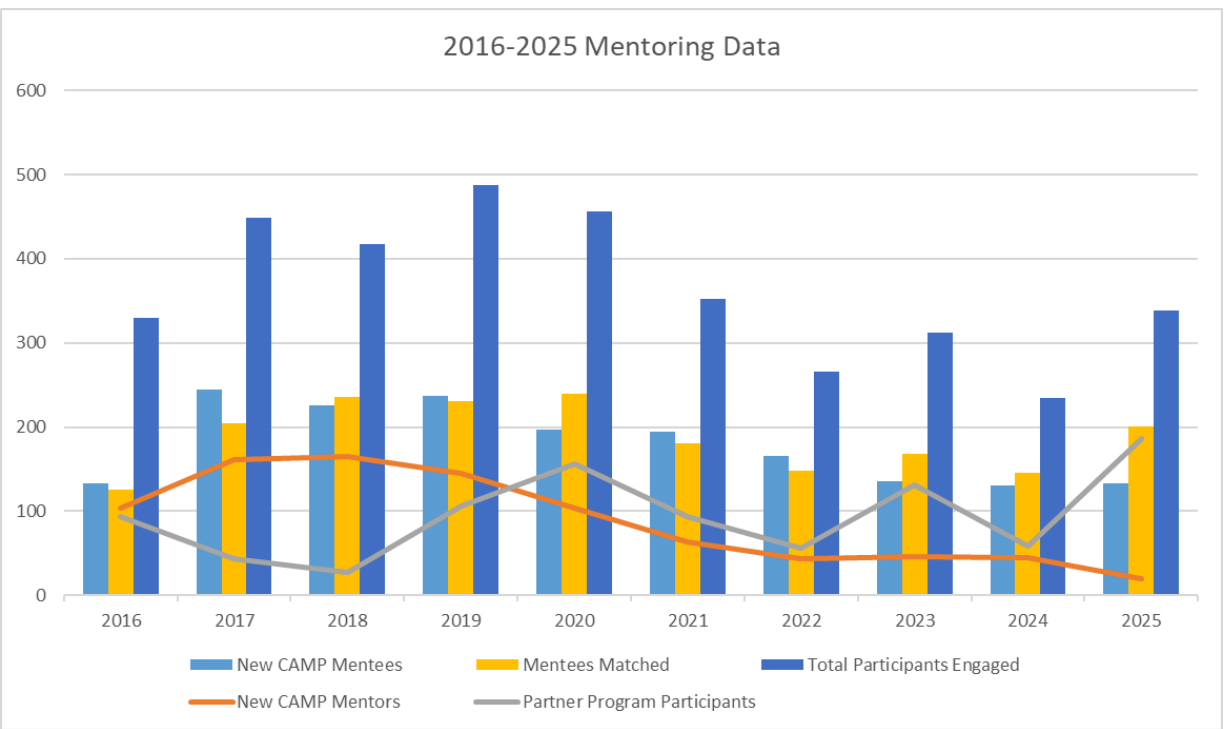
74%

OF MENTEES
ATTENDED OUT
OF STATE LAW
SCHOOLS

MENTEES
LOCATED IN

16

OF
COLORADO'S
23 JUDICIAL
DISTRICTS



Over the past decade, CAMP has evolved in response to both the changing needs of the legal profession and broader external forces. The data reflects not a linear trajectory, but a pattern of growth, disruption, and strategic realignment that has ultimately strengthened the reach and effectiveness of our work.

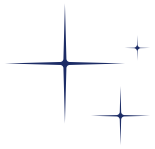
From 2016 through 2019, CAMP experienced a period of steady expansion. Participation grew across nearly every category, with increasing numbers of mentees, mentors, and overall engagement. This growth reflected both rising demand and the early success of building accessible, relationship-centered programming.

Like many organizations, CAMP faced significant disruption beginning in 2020. However, participation remained steady during a critical reassessment period of how programs were structured, delivered, and sustained during a pandemic.

In the years since, CAMP has focused on intentional realignment by prioritizing program quality, accessibility, and long-term sustainability over raw volume. This is reflected in more targeted partner engagement and a renewed emphasis on outcomes and experience. That work is now yielding results.

In 2025, CAMP saw a meaningful resurgence in overall engagement, with total participants increasing significantly year over year. Mentee matching rebounded strongly, and participation in partner programs reached its highest level to date demonstrating both the strength of collaboration and the effectiveness of a more focused, aligned approach.

Taken together, these trends indicate that CAMP is entering a new phase of momentum defined by greater clarity, stronger partnerships, and a deeper, more sustainable value.



STORIES OF IMPACT

88%
rate the quality of their
mentoring match as
“Very High Quality”

85% would recommend
CAMP to other Colorado
legal professionals

**Average satisfaction rate of
77% over the 12 month
program**

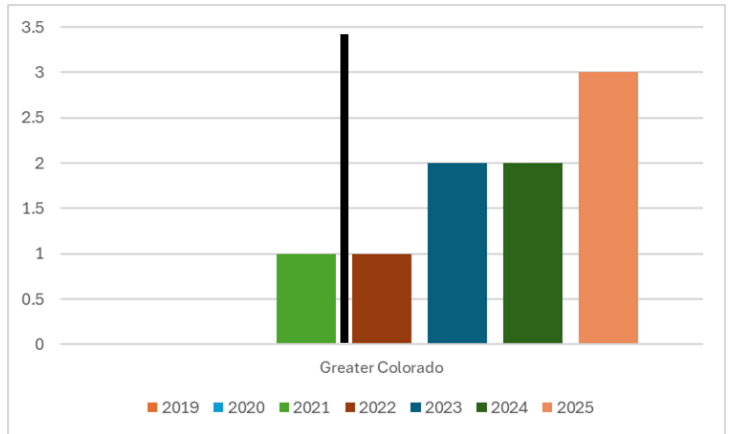
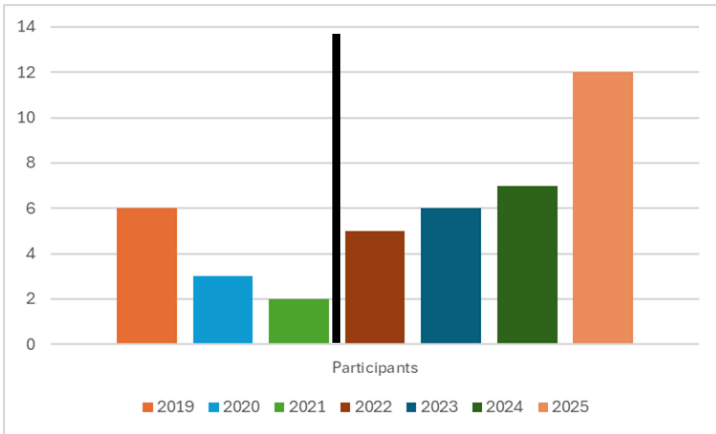
“
A great match in terms
of professional
background, and, as it
turns out, personality
as well.
”

“
I have made many
networking connections
through my mentor and
talked to many attorneys to
gain different perspectives —
my mentor has given me a
clear picture of many aspects
of legal practice.
”

“
I always enjoy encouraging
the next generation of
lawyers and in turn they
give me hope for our
country's legal future. I
wish I had more time to
devote to more mentees.
”

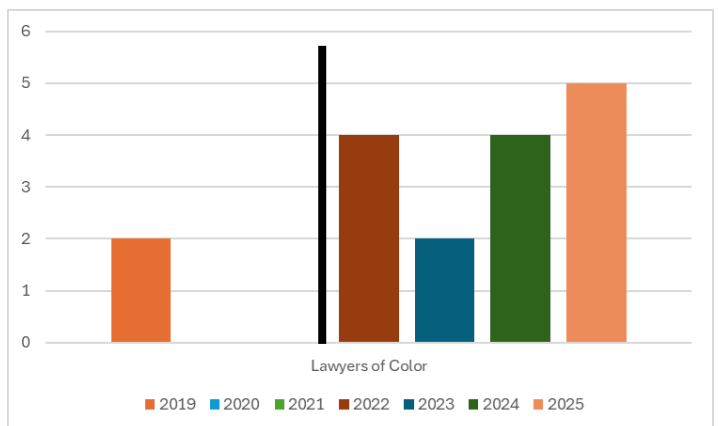
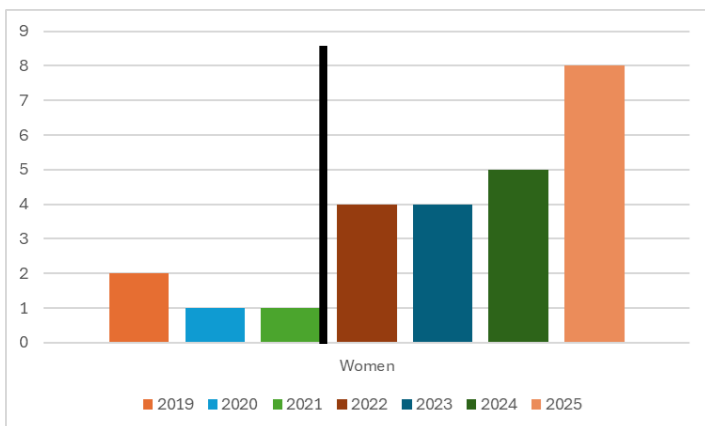


2025 LEJ PROGRAM METRICS

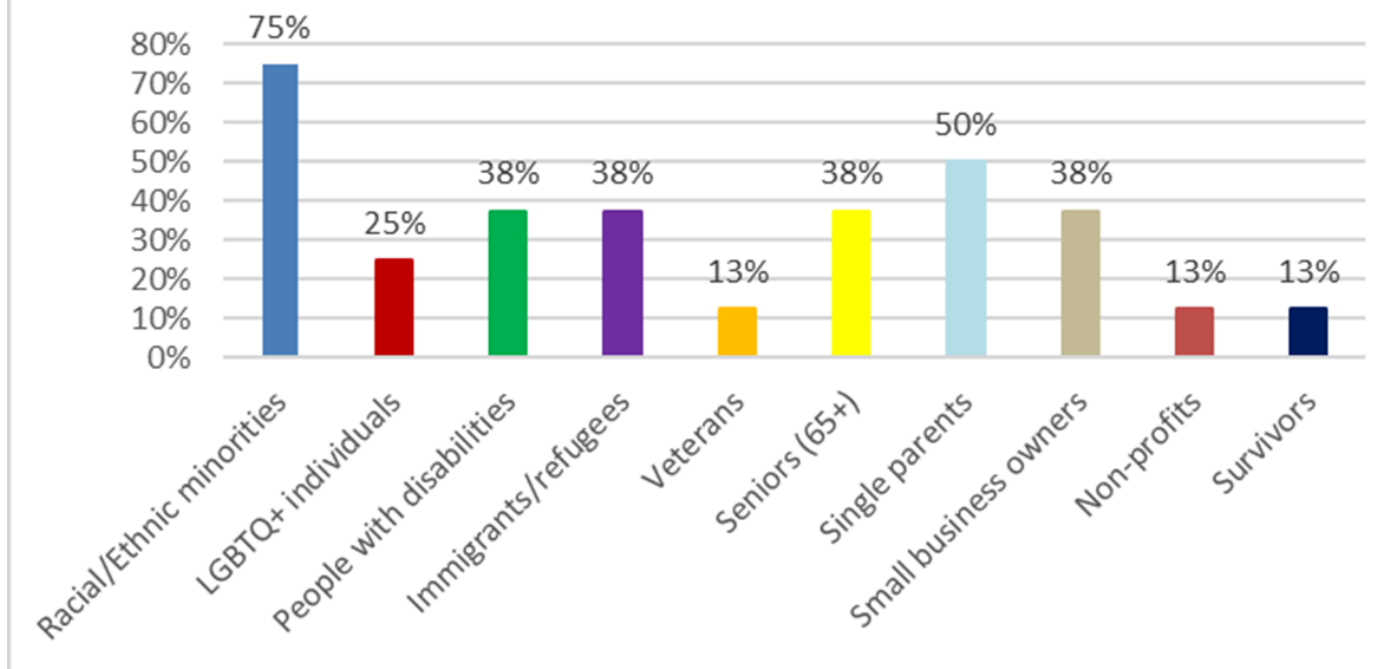


In 2025, LEJ welcomed its largest cohort to date with 12 cohort members. Since acquiring LEJ in late 2021, APEX has grown LEJ's footprint year over year in both the number of program participants generally, as well as the number of program participants practicing in Greater Colorado.

LEJ continues to prioritize women and lawyers of color in recruiting outreach and cohort placement. Participation by these groups of lawyers substantially increased in 2025 and has shown consistent year over year growth.



Which of the following best describes the demographics of the clients you primarily serve?



The impact of LEJ alumni is both statewide and deeply community-focused. Graduates of the program are practicing in 100% of Colorado's 23 judicial districts, ensuring that every corner of the state benefits from their presence. Notably, a quarter of alumni dedicate up to half of their practice to communities outside the Front Range Urban Corridor, extending access to legal services in rural and underserved regions.

This geographic reach is matched by a strong commitment to serving clients of modest means. 67% percent of alumni report that the majority of their clients fall within the low-income category, defined as annual household incomes between \$15,650 and \$49,499.

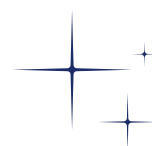
In response to the financial realities faced by these clients, 88% of LEJ alumni offer sliding scale fees, unbundled legal services, or other alternative pricing models demonstrating a sustained effort to make legal representation more accessible, flexible, and equitable across Colorado.



Financially, LEJ has made significant progress, with revenue steadily growing to meet, and in 2025 exceed, program costs. At the same time, strengthened financial management practices and more effective collection processes reduced uncollectible revenue to 0% in 2025. Together, these gains reflect a more disciplined and resilient financial model, reinforcing the program's long-term sustainability and its capacity to continue delivering meaningful value to participants.

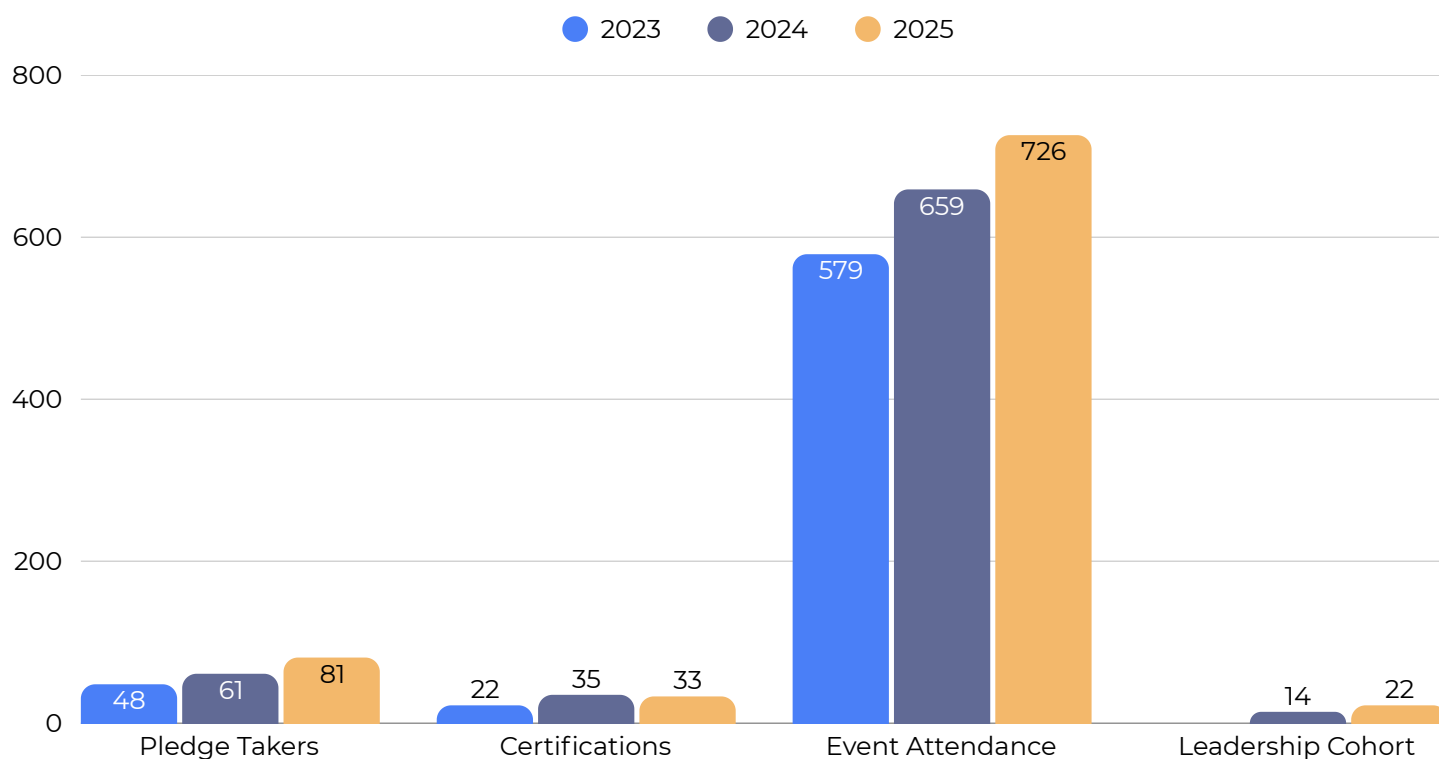


2025 WELL-BEING RECOGNITION PROGRAM METRICS



The data reflects steady and meaningful growth across all key areas of engagement. Participation in the program continues to expand reaching 81 pledge participants in 2025, an indicator of rising interest and commitment. Certifications have followed a similar upward trajectory, suggesting a sustained level of achievement among participants. Engagement through events has also strengthened. This consistent growth points to the program's expanding reach and relevance within the community.

In addition, the growth of the Legal Well-Being Leadership Cohort signals a deepening investment in participant development. From its launch in 2024 with 14 participants to 22 participants in 2025, the cohort reflects a growing pipeline of engaged leaders who are taking on more active roles within the community. Together, these trends demonstrate not only increased participation, but also a maturing ecosystem of involvement, leadership, and impact.





The 2025 programming year reflects both strategic growth and deepening engagement across Colorado's legal well-being ecosystem.

A thoughtfully curated series of events anchored the year, beginning in March with "Embedding Well-Being in Legal Organizations: Strategic Staffing for Systemic Change", followed by a June session on "Widening Our Lens: The Importance of Our Identity in the Legal Profession." The third annual "Well-Being in Law Symposium" in September served as a cornerstone event bringing together leaders for plenary sessions, peer mentoring, and community-building before the year concluded in December with a program focused on purpose-driven lawyering and its connection to overall well-being.

The program has maintained a strong emphasis on recognition and community. On April 15, 2025, participants who successfully met their 2024 well-being goals were honored at a reception at the Colorado Supreme Court, reinforcing a culture of accountability and celebration.





MOMENTUM IN PRACTICE

APEX continued to strengthen its presence as a consistent and trusted resource for Colorado's legal professionals.

In 2025, we delivered a robust slate of in-house CLE programming, producing 10 original webinars focused on leadership development, practice readiness, practical skills, and professionalism and well-being. These programs not only maintained strong engagement, but reinforced APEX's role in meeting the evolving, day-to-day needs of legal professionals across the state.

Beyond live programming, APEX expanded its digital reach. Social media engagement continued to grow, generating over 3,000 views and extending the visibility of APEX's resources to broader and more diverse audiences.

APEX's monthly newsletter remains a cornerstone of its connection to the legal community. Reaching an audience of more than 2,500 subscribers, it delivers timely insights, practical guidance, and a consistent voice of encouragement, helping legal professionals navigate both the demands and the realities of modern practice.

Together, these efforts reflect a growing and more integrated approach to engagement. One that extends APEX's reach beyond individual programs and into the daily professional lives of Colorado legal professionals.





Outreach highlights in 2025 included the successful launch of Colorado's inaugural Legal Community Resource Fair. The fair brought together 20 Colorado bar associations, specialty legal organizations, and professional groups to connect with lawyers, law students, and LLPs seeking to expand their professional network, access valuable resources, and connect with the legal community.



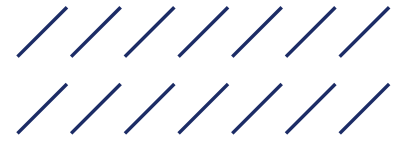
COLORADO

LEGAL COMMUNITY RESOURCE FAIR

Join Colorado's inaugural Legal Community Resource Fair to learn about resources, networking, and membership opportunities for lawyers, law students, and LLPs!

Visit with local bar associations, Inns of Court, and pro bono





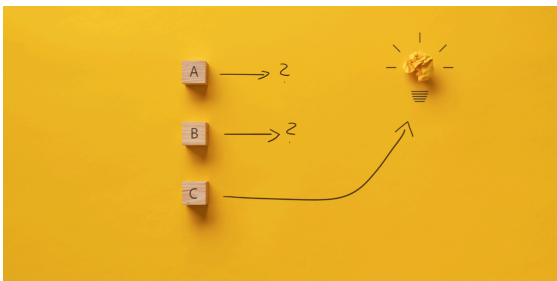
ADVANCING LICENSED LEGAL PARAPROFESSIONALS



MENTORING PLAN FOR
LICENSED LEGAL
PARAPROFESSIONALS (LLPs)

In 2025, APEX created an intentional focus on Colorado's Licensed Legal Paraprofessionals (LLPs) beginning with comprehensive focus groups to understand the unique professional development needs and pain points of LLPs.

Building on the information gathered from these focus groups, we developed the CAMP **Mentoring Plan for Licensed Legal Paraprofessionals** focused on core practice development topics such as client service, ethics, business development, and balancing dual professional roles.



COLORADO ATTORNEY
MENTORING PROGRAM

**LLPS IN PRACTICE:
MAINSTREAMING ALTERNATIVE
LEGAL SERVICES PROVIDERS**

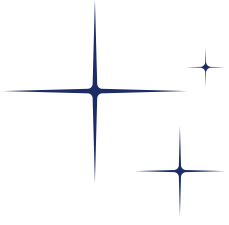
Our CLE webinar on LLPs in practice helped to educate the broader legal community about the role of LLPs and how to best work with and support alternative legal service providers.

Finally, LLPs were welcomed into Legal Entrepreneurs for Justice for the first time resulting in two LLPs joining the 2026 cohort.

February 13, 2025 12:00-1:00
Via Webinar

Free CLE Credit

Register at coloradomentoring.org/events



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coloradoattorneyexcellence.org



Colorado Office of
Attorney Professional Excellence

