The Denver MAMAs is pleased to collaborate with the Colorado Attorney Mentoring Program (CAMP) to provide mentoring opportunities for attorneys at all stages of practice in Colorado.

The Colorado Attorney Mentor Program (“CAMP”) is a program of the Colorado Supreme Court. Through the fostering of mentoring relationships between lawyers new to or transitioning in the practice of law and lawyers experienced in the practice of law, the goals of the CAMP program are to assist:

(a) Lawyers during the transition from law student to practitioner;

(b) Lawyers to adopt and uphold the professional qualities of honesty, integrity, fairness, and civility in the legal profession;

(c) Lawyers to adopt high standards for client representation;

(d) Lawyers to acquire the knowledge of how to exercise professional judgment and carry out the highest ideals in the practice of law;

(e) Lawyers in the development of practical legal skills, knowledge of legal customs, and the use of best practices; and

(f) Lawyers in the appreciation of the law practice tradition of community service and *pro bono* activities.

**Who are the Mentees?**

Licensed, active lawyers, who are either practicing or are intending to practice law in Colorado. Many mentees are within their first three years following admission to practice law in Colorado, however our programming is available to any licensed, active Colorado attorney regardless of years of practice. Mentees need only have the interest and commitment to complete a structured mentoring program. Mentees can self-identify mentors or have a mentor assigned to them.

**Who are the Mentors?**

Colorado attorneys or judges, with an active license, in good standing or retired Colorado attorney or judge, who retired from the practice in good standing. Mentors have a minimum of five years practice experience, although younger attorneys may mentor with an experienced co-mentor on occasion or through our Coffee Mentoring program. Mentors must have the commitment and availability to complete a 12-month structured mentoring program.

**DENVER MAMAS & camp Mentoring Options**

CAMP has developed specialized mentoring tracks to meet the needs of Colorado lawyers at all stages of their professional careers. Our formal mentoring tracks provide structure and organization to your mentoring relationship. Our comprehensive curriculums assist mentoring pairs in setting goals and developing important competencies during the mentoring relationship.

CAMP offers eight different 12-month mentoring curriculum to support attorneys at any stage in their practice:

**"Newly Admitted Attorneys"**
**"Hanging a Shingle"**
**"Practicing in Rural/Mountain Communities"
"Transitioning Practice Areas"
"Government & Public Interest Practice"
"Diverse Attorneys"
"Attorneys Raising or Caring for Families"**

**“In-House/Transactional Attorneys”**

Each mentoring track can be modified by the mentoring pair to fit the specific needs of the mentee. However, to qualify for CLE credit, each track must cover certain subject areas including:

* Personal and Professional Development, including work-life balance, inclusiveness & diversity, and wellness
* The Colorado Bar and Legal Community
* History and Importance of the Legal Profession
* Colorado Rules of Professional Conduct, Professionalism, and Civility
* Practical Practice Area Experience
* Law Office Management and In-Office Procedures
* Working With Clients
* Pro Bono & Civic Involvement

Participants seeking a formal mentoring program can choose between a 12 or 6 month program.

**Mentors and Mentees who satisfactorily complete the one-year Program will receive 15 CLE credits, 2 of which will count toward the ethics requirement of C.R.C.P. 260.2. Mentors and Mentees (on-motion attorneys) who participate in the six-month Program will receive 7 CLE credits, 1 of which will count toward ethics requirement of C.R.C.P. 260.2.**

For those mentees and mentors who are not interested in receiving CLE credit or who are not seeking a formal structure to their mentoring relationship, CAMP offers informal programs that can be designed with as much or little inferstructure as you desire.

Choosing an informal mentoring program does not offer any less benefit or significance to your mentoring relationship. It simply means that you are choosing not to follow a formal mentoring curriculum for the purposes of structure or CLE credit. The timeframe and content of the mentor relationship is entirely at your discretion.

In selecting an informal program, you are taking sole responsibility for developing and sustaining your mentoring relationship. The CAMP mentoring curriculums remain available to you for guidance and inspiration. Additionally, participants in informal programs still receive the benefit of CAMP mentor/mentee matching, BootCAMPs, and mentoring effectiveness resources.

To register as a mentee or mentor in the Denver MAMAs/CAMP mentoring program, please create a profile at this link: www.camp.chronus.com

#### Please select Denver MAMAs when answering the question “Which co-sponsor program most interests you?” Once your profile is created, a CAMP or Denver MAMAs staff member will be in touch to discuss the matching process.

**Coffee Mentoring**

**What is the CAMP Coffee List?**

Sometimes our mentees aren’t looking for a formal or structured mentoring program and are instead seeking a “cup of coffee mentor” who is available for short meetings to discuss career path questions, practice area issues, or to attend networking events.

**How does it work?**

By joining the CAMP Coffee List, mentors are agreeing to make themselves available to meet with mentees for coffee, breakfast, lunch, drinks, or to attend a bar association or legal organization event with a mentee. Their role is simply to answer questions, provide insight, and make introductions. There is no CLE credit available for participating in coffee mentoring.

**What is the benefit?**

Mentoring comes in all different forms, just as mentors come in all different shapes and sizes. Traditional, formal mentoring may not work for all mentors and mentees. The CAMP Coffee List is designed to give mentees more options when it comes to connecting with Colorado’s legal community and finding seasoned and knowledgeable attorneys to provide sage advice and guidance.

**Who should take advantage of the CAMP Coffee List?**

Mentees in need of any of the following assistance should consider contacting a member of the CAMP Coffee List:

* Seeking a “starting place” for networking within a certain practice area, bar association, or legal organization
* In need of a more seasoned attorney to serve as a resource for practice area specific questions
* Solo practitioners seeking other solo attorneys to serve as a resource for practice management questions
* New lawyers looking for someone to accompany them to a bar association or legal organization event
* Pursuing available leadership opportunities within a bar association or legal organization
* Resume review
* Informational interview
* Alumni connection
* Client referrals
* Professionalism resources

**What if I want to connect with someone outside of the Denver Metro Area?**

CAMP Coffee List mentors are available to speak with you via telephone and skype. Regardless of your location, a CAMP Coffee List mentor is accessible to any interested mentee.

**How do I Participate?**

Anyone interested in serving as a CAMP Coffee List mentor should complete the application found here: http://coloradomentoring.org/wp-content/uploads/2016/09/Colorado-Attorney-Mentoring-Program-Coffee-List-Application.pdf.

Once approved, your name, contact information, and relevant biographical details will be made available on the CAMP website.

Mentees should access the Coffee List at this link: http://coloradomentoring.org/coffee-mentoring/coffee-list-mentors/ and reach out to any mentor of interest at your convenience.

**trial Attorney Mentoring Program**

Getting face time in front of a judge or a jury is a relatively rare opportunity for new lawyers that also presents a chronic challenge for law firms. With the high cost of litigation, most cases settle before reaching the courts. But when they do, clients want experienced litigators making their arguments.

In many firms, associates spend their early years in the law library doing research for legal briefs or in front of tons of corporate documents doing tedious discovery for civil lawsuits, all on behalf of more senior attorneys. Courtroom appearances are rare, and the opportunity to argue a motion or cross-examine a witness is even more unlikely.

Indeed, trials are less common as the time and cost of pursuing litigation makes settling a case an economic alternative to putting a case in the unpredictable hands of a jury. As a result, it takes longer for new attorneys to get courtroom experience.

The Trial Attorney Mentoring Program is a pilot program developed by the Colorado Attorney Mentoring Program to give new lawyers early courtroom exposure to improve their trial practice skills.

The program provides access to federal and state judges to talk about courtroom protocol and places new attorneys with seasoned attorney mentors where they can try actual cases together.

The Trial Attorney Mentoring Program provides participants with a unique opportunity to gain real world jury or bench trial experience while receiving one-on-one coaching and mentoring from seasoned litigators.

Mentors or mentees wishing to participate in the Trial Attorney Mentoring Program may choose to utilize one of their own fee-for-service cases or receive a pro bono matter.

# Pro Bono opportunities

CAMP and the Denver MAMAs has partnered with Metro Volunteer Lawyers (MVL) and the Pikes Peak Pro Bono Project. These organizations refer the following types of civil cases to volunteers on a pro bono or low-fee basis:

* *Adoption*
* *Bankruptcy (only low-fee, no pro bono)*
* *Conservatorships/Guardianships (To provide for the protection and oversight of people who cannot care for themselves or their affairs because of their age (children or the elderly) or conditions that affect their ability to think and act for themselves (such as Alzheimer’s, etc.)*
* *Consumer Debt (such as: car repossessions, contracts/warranties, miscellaneous debt collection matters)*
* *Domestic/Family Law, both through the Family Law Court Program and otherwise.*
	+ *Divorce (Dissolution of Marriage)*
	+ *Custody (Allocation of Parental Responsibilities)*
	+ *On a very limited basis, “post-decree” matters arising after divorces, such as enforcing parental responsibility rights (also sometimes called “custody”), parenting time (also sometimes called “visitation”), or child support orders*
	+ *Protection orders for victims of domestic violence*
* *Estate planning*
	+ *Wills*
	+ *Living wills*
	+ *Power of Attorney*
	+ *Trusts*
* *Immigration ( in cooperation with Rocky Mountain Immigrant Advocacy Network)*
	+ *Appeals of denials of residency*
	+ *Political asylum*
	+ *Representation of inmates at the INS (“Wackenhut”) Detention Center*
* *Landlord/Tenant*
	+ *Wrongful Evictions*
	+ *Security deposit disputes*
	+ *Mobile home issues*
* *Probate*
* *Will contests*
* *Mental health issues*
* *Real estate (for matters such as: fraudulent transfers, property line disputes, HOA disputes)*
* *Social Security Disability- Denial of benefits claims and Continuing Disability Reviews*
* *Tax (such as innocent spouse or audit issues)*
* *Tort Defense (such as uninsured motorists sued for personal injuries or property damage caused in accidents)*

Criminal cases of any kind are not available.

Upon receiving a case referral from MVL or Pikes Peak Pro Bono Project, Mentors and Mentees ***will be automatically covered by these organization’s professional liability insurance, in addition to or in lieu of the volunteer attorney’s independent professional liability insurance.***

# Program outcomes & CLE credit

The outcome of the trial has no impact on the mentoring pair’s ability to earn CLE credits for participation in the program. The mentoring pair need only see the client matter to completion, whether by trial or settlement.

Upon successful completion of the program, the Mentor and Mentee will earn 9 general CLE credits.

Mentees are required to draft a summary of the trial experience (avoiding client names for confidentiality) addressing the Mentee’s self-assessment of skill level, including best practices learned, as it pertains to the following trial skills:

* Best Practices for Trial
	+ Organization and Preparation
	+ Voir Dire or Motions Practice (if a bench trial)
	+ Witness Testimony
	+ Objections
	+ Opening & Closing Statements
	+ Technology
* Professionalism
	+ Client Consent & Engagement
	+ Communication with Opposing Counsel
	+ Conflicts
	+ Communication with the Court
	+ Communication with the Jury
* Introspective Lessons Learned
	+ Is litigation a good fit for you?
	+ What was the most challenging aspect of trial work for you?
	+ What did you enjoy most about trial work?
	+ In what areas do you need improvement?
	+ How do you plan to gain additional trial skills training?

To apply for the Trial Attorney Mentoring Program, please complete an application found here: http://coloradomentoring.org/programs/curriculum/

**Why Should I Participate In camp?**

CAMP approved mentoring plans will allow each mentee and mentor to receive 15 CLE credits, including 2 ethics credits (at NO CHARGE) upon successful completion of the Program. CAMP’s relationship with a variety of co-sponsors across Colorado allows the mentee/mentor pair to engage in relevant and meaningful social activities in their hometown or law firm. While the Program has components that include group activities, an emphasis is placed on the one-on-one professional relationship between the experienced lawyer and the less experienced lawyer because this is one of the best ways to pass on the values, ideals, and best practices of the profession.