

**ALBERTA FAMILY MEDIATION SOCIETY
ANNUAL GENERAL MEETING AGENDA
Wednesday November 9, 2021, 7pm
via Zoom**

Topic: AFMS Annual General Meeting November 9, 2021, 7pm
Time: Nov 9, 2021, 07:00 PM Edmonton

Join Zoom Meeting

<https://us06web.zoom.us/j/87185451209?pwd=VWJlYj15OFJlQXV1SU82aHVYblY1UT09>

Meeting ID: 871 8545 1209

Passcode: 596589

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1.0 Approval of the Agenda

2.0 Approval of Minutes of the AGM October 28, 2020 (below)

3.0 Reports

i) Treasurer's Report (below)

- a. Audited financial statements from 2020/21 can be reviewed on the AFMS website here: <https://afms.ca/about-us/documents/>

ii) Report from the Chair (below)

4.0 Awards

a. Awards

- i. Special Recognition Award: Tara Fitch** – recognized for her outstanding contribution to the AFMS Board and Family Mediation in Alberta. Board Member since 2015 and Chair from 2017-2020.
- ii. Volunteer Appreciation Award: Yen Dang** – Yen joined the Board in 2018 and we are very sorry to see her go. Thank you so much for all your many contributions and hard work, Yen!

5.0 Election of the Board of Directors for 2021-22

The Alberta Family Mediation Society is managed by a Board of Directors consisting of a maximum of 15 members of the Society. A new Board of Directors is elected each year at the Annual General Meeting (AGM).

The AFMS Board of Directors usually meets once each month (9 times per year, currently the second Wednesday of each month) by teleconference for 1 hour. Additionally, the Board meets face-to-face up to two times per year. Committees are chaired by Board members and meet whenever necessary throughout the year.

All current members are welcome to put their names forward or nominate someone they feel would be interested in being a part of this progressive organization. AFMS welcomes representatives from all parts of the Province of Alberta.

All board members are required to sign and commitment, conflict of interest, and loyalty document.

List of Nominees

Returning: Sharon Crooks – Sylvan Lake
Tanya Hutchinson – Calgary
Iain Campbell – Calgary
Edie Kloberdanz – Calgary
Katherine Mooney – Calgary
Beth Thompson - Calgary
Brad Mustard – Calgary
Katherine McKinnon Forgeron – Red Deer
Susan Herman - Calgary

Motion – *to accept this slate of Board of Directors* –

6.0 Election of Auditor – Motion – *to continue using accountants Ho LLP to audit our financial records*

7.0 New Business

8.0 Adjournment



Treasurer's Report 2021

I am honoured to have been Treasurer of the Alberta Family Mediation Society since 2019. It is a heartfelt regret I resign from my position, so this is my final Treasurer's Report. It is an extremely difficult decision for me, as I firmly believe in this organization and appreciate the hard work and dedication that each member devotes to the development of effective family mediations.

I am pleased to report that our Auditor, Ho LLP, has completed their audit and provided us with a clean audit opinion on our financial statements for the latest fiscal year ended March 31, 2021.

Fiscal 2021 financial position and operating results

We ended the fiscal with a small income of approximately \$16,000, attributed to total revenue of \$51,000, net of total expenses of \$35,000. During this fiscal, we generated \$28,000 in training fees.

AFMS remained financially healthy. In addition to an operating cash balance of approximately \$33,000, we continued to have a reserve fund of \$35,000, which is being held as GIC investments with the Bank of Montreal.

Fiscal 2022

We entered fiscal 2022 with continued challenges from the COVID-19 pandemic. This health crisis is dramatically changing our lives. We recognize the challenges faced by our members, their friends and family as well as their clients.

We are working hard to find ways to adapt to the new environment to support our members during these very difficult times. AFMS continues to raise the profile of our members in the community and to promote the development and appropriate use of mediation as an alternative to parties involved in family conflicts.

The input of members is always welcome, and I would be pleased to address any questions members may have concerning the Society's finances.

In closing, I wish AFMS continued success and great accomplishments as a leader in resolving family disputes effectively and fairly. Having had the opportunity to be involved with the AFMS Board has been a great privilege and I want to thank my fellow board members for their engagement and passion for supporting family mediation in Alberta. I learned a lot from each one of you.

I especially thank our administrator, Sue Bedier, for her exemplary work in keeping our ongoing books in order, and in her ongoing organization and assistance to the Board and the Board's Chair, Sharon Crooks for her leadership and dedication. And finally, on behalf of AFMS Board, we would like to thank our auditors Ho LLP for

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#1650, 246 Stewart Green SW
Calgary, AB T3H 3C8

their dedicated service and continued support.

Respectfully submitted,



YEN DANG, CPA, CA, CBV, ABV
Treasurer

Report from the Chair 2021

I am sure that we had all hoped that we would be on the other side of COVID-19 and its personal and societal challenges by now. With the new DELTA strain of COVID-19 that has developed over this last year, that is not yet the case and we have moved into a new normal way of living and working. It has forced us to adapt and grow and to consider which of the changes will become part of our collective evolution and which are only temporary.

We find ourselves once again holding a virtual AGM to mitigate the risk to our members. Like many of you out there, I find that my time is more and more taken up by video meetings, webinars, and many other online obligations. I appreciate that, like me, many of those attending this AGM are likely to have virtual or screen-time exhaustion and we will keep the meeting short.

The Treasurer's Report shows that we remain fiscally healthy. Even with all the challenges of COVID-19 continuing over the last year we managed to earn \$28,000 from online trainings and showed a small net gain of \$16,000 at the end of the year. We also still have a GIC of \$35,000. Sadly, our Treasurer Yen is leaving us. I want to thank her for stepping up for the Treasurer position and for her time, effort, and expert service to this Board. She has helped us set up and navigate a change of banks that will be more user friendly to our Board. We will all miss Yen's smiling face and upbeat demeanor at our Board meetings. I am happy to recognize Yen with a Volunteer Recognition Award. We wish Yen the all the best in her future endeavors.

In talking about access to Justice, both locally and nationally the discussion has turned to whether there is a need to require certification for mediators. Certification and minimum training standards are required in many professions. This is done to ensure the protection of the public using those services. It is very likely that we will start to see more regulation of mediation happening across the country. BC and Ontario already require certification and membership on a provincial roster for Child Protection Mediators. To elevate family mediation and remain relevant moving forward, the AFMS Board has been looking at how we can do this. We remain a volunteer board and only have so much time and resources we can commit to this. As a result, we began investigating other organizations that are active in family mediation, are not in direct competition with AFMS, and how we might partner with them.

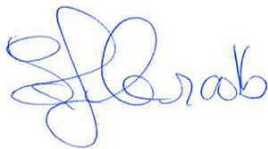
Our External Relations Committee, headed by Tara Fitch, worked with Family Mediation Canada and at our January 13, 2021, Board Meeting, the Board passed a resolution to invite a proposal from FMC with respect to formalizing our relationship with them. We are working on that and hope to have a proposal to take to the membership in the near future.

I want to take this opportunity to recognize and express gratitude to FMC and Judy McCann Beranger. Judy has been instrumental in opening the lines of communication between the AFMS Board and the FMC Board. FMC very kindly offered their national certification to Board members as a pilot project for AFMS members, which involved a significant contribution of time and money. Judy committed a substantial amount of time to personally assist members who applied for the National Certification.

It is with a combination of joy and sadness that I bid farewell to our past chair Tara Fitch. Tara has been a board member since 2015 and was Chair from 2017 to 2020. Tara is both a friend and colleague and I will miss her humor, passion, sage counsel, and unwavering commitment to the AFMS Board as I navigate the way forward. I am happy that Tara has a new direction and focus to challenge her, but I am sad for myself and the Board that we will no longer have her energy and insight to guide and assist us. Tara's strong leadership during her years as Chair was the guiding light that steered us through some challenging times, and she was in large part responsible for the survival of AFMS. I am privileged to honor Tara with a Special Recognition Award for her service to AFMS. There is no one more deserving.

Lastly, we would not survive without the kind and expert assistance of our Administrative Officer for the last 17 years, Sue Bedier. She provides a continuity and knowledge that would not be possible with a volunteer board such as ours. Thank you, Sue, for all that you do!

I close with the belief that we are on the best possible path forward to support our membership and provide the public with skilled mediators. I wish everyone health, wealth, and happiness as you navigate your personal journeys.



Sharon J. Crooks
Chair



**ALBERTA FAMILY MEDIATION SOCIETY
ANNUAL GENERAL MEETING Minutes
Wednesday October 28, 2020 6pm
via Zoom**

Introductions from outgoing Chair, Tara Fitch at 6:06pm
Tanya Hutchinson introduced keynote speaker Dr. Darren E. Lund who addressed the group until 6:52pm.

Sharon Crooks called the AGM to order at 6:53pm

- 1.0 Approval of the Agenda – Moved** by Tara Fitch, seconded by Katherine Mooney
None opposed. Passed.
- 2.0 Approval of Minutes of the AGM September 26, 2019** (below) – **Moved** by Edie Kloberdanz, seconded by Yen Dang
None opposed. Passed.
- 3.0 Awards** – the Dr. John Haynes Memorial Award was given to Kevin Hannah, QC
- 4.0 Reports**
 - i) Treasurer’s Report** (below)
 - a. Audited financial statements from 2019/20 can be reviewed here:
https://afms.ca/wp-content/uploads/2020/10/1.-Financial-statements_AFMS-f.pdf
 - ii) Chair’s Report** (below)
Motion – *to accept the Treasurer’s and Chair’s reports into the record*, Iain Campbell, seconded by Edie Kloberdanz.
None opposed. Passed.
- 5.0 Election of the Board of Directors for 2020-21**

The Alberta Family Mediation Society is managed by a Board of Directors consisting of a maximum of 15 members of the Society. A new Board of Directors is elected each year at the Annual General Meeting (AGM).

The AFMS Board of Directors meets once each month (9 times per year, currently the second Wednesday of each month) by teleconference for 1 hour. Additionally, the Board meets face-to-face up to two times per year.

All members are welcome to put their names forward or nominate someone they feel would be interested in being a part of this progressive organization. AFMS welcomes

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representatives from all parts of the Province of Alberta.

List of Nominees

Returning: Sharon Crooks – Sylvan Lake
Tara Fitch – Red Deer
Tanya Hutchinson – Calgary
Yen Dang - Calgary
Iain Campbell – Calgary
Edie Kloberdanz – Calgary
Katherine Mooney – Calgary
Beth Thompson - Calgary
Don Schapira - Calgary

New: Brad Mustard – Calgary (submitted interest ahead of time)
Katherine McKinnon Forgeron (put name forward at meeting)
Susan Herman (put name forward at meeting)

Motion – *to accept this slate of Board of Directors* – Iain Campbell, seconded by Yen Dang.

None opposed. Passed.

6.0 Election of Auditor – Motion – *to continue using accountants Ho LLP to audit our financial records* – Tara Fitch, seconded by Edie Kloberdanz. None opposed. Passed.

7.0 New Business - none

8.0 Adjournment – Motion to adjourn – Iain Campbell

Members in attendance:

| | |
|-----------------------------|---------------------|
| Tara Fitch | Katherine Mooney |
| Shannon St. Pierre | Don Schapira |
| Sharon Crooks | Iain Campbell |
| Susan Herman | Erika Deines |
| Brad Mustard | Yen Dang |
| Edie Kloberdanz | Micheline Maes |
| Tanya Hutchinson | Nadia Pirbhai |
| Beth Thompson | Pat Sealy |
| Katherine McKinnon Forgeron | Larry Fong |
| Susan Dedeluk | Henrietta Falasinnu |
| Doug Moe, QC | |

4.0 i. Treasurer's Report 2020

October 26, 2020

I am pleased to report that our Auditor, Ho LLP, has completed their audit and provided us with a clean audit opinion on our financial statements for the latest fiscal year ended March 31, 2020. You can find the statements on the AFMS website as above.

Fiscal 2020 financial position and operating results

We ended the fiscal with a loss of approximately \$37,000. This is mainly attributed to the Board's decision to offer last year's AGM conference at no cost to members, resulting in additional costs of 39,000 to AFMS. This is offset by an increase in membership fee revenue of \$5,000.

AFMS remained financially healthy. In addition to an operating cash balance of approximately \$15,000, we continued to have a reserve fund of \$35,000, which is being held as GIC investments with the Bank of Montreal.

Fiscal 2021

We entered fiscal 2021 with unprecedented challenges from the COVID-19 pandemic. This health crisis is dramatically changing our lives. We recognize the challenges faced by our members, their friends, and families, as well as their clients. Since March, we had to cancel in-person training events to ensure safety for our members and staff.

We are working hard to find ways to adapt to the new environment to support our members during these very difficult times. AFMS continues to raise the profile of our members in the community and to promote the development and appropriate use of mediation as an alternative to parties involved in family conflicts.

The input of members is always welcome, and I would be pleased to address any questions members may have concerning the Society's finances. I can be contacted via email at yen.dang@asperval.com.

I'd like to thank our administrator, Sue Bedier, for her outstanding work and diligence in keeping our ongoing books in order, and in her ongoing organization and assistance to the Board. The Board also thanks our Auditor, Ho LLP.

Respectfully submitted,



YEN DANG, CPA, CA, CBV
Treasurer

4.0.ii. Report from the Chair 2020

October 28, 2020

So many things have changed since I last sat down to draft this letter. There is very little that can be said about 2020 that has not already been said many times over. From the Covid-19 pandemic to the swelling voice of discontent rising from our fellow humans who seek to be seen, heard and understood; we have had much to consider. Each of us has weathered this year with all of its challenges in our own unique ways. Our virtual AGM is just another of the many adjustments that we have made over the past 8 months. At times, we've been angry, sad, frustrated, defiant, and often overwhelmed; and yet we've also been compassionate, creative, uplifted, renewed and inspired. There may never be another season like the one we're experiencing. Since our 2019 AGM, we have entered a quiet season of reflection with the AFMS Board that has allowed us to contemplate the enduring strength of AFMS but also to regroup and focus upon what lies ahead.

What strikes me is the notion that as mediators we're well positioned to understand the importance of pivoting toward a greater end. It's how we work to move our families toward resolution – toward greater things that lie beyond the struggles of a separation, divorce, coparenting challenges or in one of the many emerging areas of family mediation.

Living, working and being in the context of a global health crisis has called upon everyone to pivot toward a different way of existing. I know that many of you have been stunningly resilient in your capacity for adaptation and have continued to support families in the best way you can. The collective wisdom in adopting the new parameters for working safely and innovatively as we move through this season is one to be celebrated.

Sadly, as we've hunkered down through this public health crisis, I've become increasingly aware of the rising levels of divisiveness in our world. The conflict that we see in some of our most embattled families is playing out on a larger social tableau with entrenched positions and hostilities that have been simmering for years. As a society, we are being reminded -- sometimes very sharply -- of the need for awareness and sensitivity for the way in which our systems have routinely and without oversight, oppressed, marginalized and overlooked members of our community. A collective voice has been raised, one which demands to be heard. As an organization we have taken a stand of solidarity with this rising voice and have added support.

Access to justice in the family law sector has always been a matter of importance for AFMS. Now, perhaps more than ever, there is a need to ensure that people – all people – are seen heard and understood. As an organization, we wish to renew our commitment to ensuring that all people navigating family transitions are met with just and fair systems that acknowledge the reality of each family as it seeks to be acknowledged. As always, we will work with our partners to promote change, elevate the systems and ensure that all people feel that they are in the right place when they reach toward the family justice system for support and guidance.

As the outgoing Chair, I call on each of you to reflect and to seek opportunities to grow

in alliance with those groups calling out for sensitivity, awareness and most critically, for change. Not everyone is a revolutionary, but all voices are welcome, all change agents are needed to elevate and to unify at a time when division has become all too common.

To quote myself from our 2019 AGM -- I invite each of you to participate in Alberta Family Mediation Society: to challenge each other, to enrich ourselves as practitioner and to elevate our knowledge and our sensitivities so that each of us may continue to provide the exemplar in family mediation practice. This year, when we're feeling resource depleted and wonder at times, "what more can be asked of me?" we need to rely on each other to reach higher.

Thank you, all of you, for your commitment to AFMS but more importantly to the families of Alberta when they are often moving through their most difficult moments.

Before I officially step down from my role as your Chair, I want to recognize my 2019-2020 Board. They have been with me during this season, working toward a vision for AFMS that honours our legacy and strives toward a new way of being. I am stronger for my time with each of them. Iain Campbell, Sharon Crooks, Yen Dang, Tanya Hutchison, Edie Kloberdanz, Katherine Mooney, Don Shapira and Beth Thompson. The membership will only continue to benefit from your collective contribution. Thank you for all that you give to AFMS.

I want to acknowledge and thank 2 retiring board members, Susan Dedeluk and Andrea LaRoche. Andrea has served on the board since 2016 and Susan Dedeluk who has served since 2017. While you will be greatly missed, I wish you both the very best in your next adventures!

I also wish to recognize one of our long serving board members and AFMS legacy member, Brenda Arseneault, who has over the past several years stepped up to support the development of our new registrar, Edie Kloberdanz. Brenda offered her wisdom and her time to guide the Registrar Committee. Her enduring contribution was incredibly valuable during the transition. Please join me in thanking Brenda, Susan and Andrea for their contribution and commitment to AFMS and the families of Alberta.

Finally, I want to extend my appreciation to Sharon Crooks who has agreed to step into the position of Board Chair for 2020-2021. Sharon is a 5-year veteran of the Board, a fierce advocate for mediated outcomes for families and will be a continued asset to AFMS.

And now I will bid you farewell as your Chair. The time spent in this position has been one of profound privilege for me. I have emerged a more robust version of myself having nurtured aspects of my professional self that I didn't know I had the capacity for. I have learned many lessons along the way, endured some skinned knees and developed relationships that will stay with me for a lifetime. I want to give a special shout out to Sue Bedier who has helped me navigate this position and has, at times, steadied my ship. She has kept things moving forward with the lightness in her spirit and the firm grip at the helm that is her administrative gift! Thank you, Sue – you make us all look good!



Tara J Fitch MSW RSW
Outgoing Chair