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Anyone with the energy, talent and interest to collaborate can contact the Executive Director, P.O. Box 200, Station B, Ottawa, Ontario, K1P 6C4 or 150 Fulton Avenue, Toronto, Ontario.

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Chairperson - Annual General Meeting

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Terry McGuire Hagel Chairperson Annual Meeting Member Board of Directors Alberta Family Mediation Society

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Edmonton Custody Mediation Project
Room 401, A.E. LePage Bldg.
10130 - 103 Street
Edmonton, Alberta
T5J 3N9
Telephone: 427-8329

KENT TAYLOR

PROVINCIAL COURT ACT

Repertoire of Skills in Conflict Management

Divorce Law In Canada. Proposals For Change

centers mediation training & consultation

THE DEW POOLS

"Professionals will discover a wealth of ideas, strategies, and approaches working with families in a variety of situations."

MEDIATION PRACTICE

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SUCCESSFULLY BUILDING

FIRST ANNUAL GENERAL MEETING - Plan to ATTEND

Members and interested persons Date: Saturday, September 14, 1985 Time: 9:30 a.m. - 3:30 p.m. Place: Red Deer Lodge, Red Deer, Alberta Pre-Registration Fee: \$15.00 (if post marked prior to Sept. 3, 1985) Registration Fee: 20:00 (at the door) Cost includes any materials, lunch and coffee Agenda: Morning 10:00 a.m. - Introductions - Minipresentations & "newsflashes" from members & participants - Group discussions on strategies and tactics for mediation promotion. 12:00 p.m. - Lunch with quest speaker Afternoon 1:30 p.m. - Group discussions and resolutions, strategy discussions - Resolutions for AFMS - Business meeting - Elections Registration Form First Annual General Meeting Saturday, Sept 14, 1985 - Red Deer Lodge, Red Deer, Alberta Name _____ Address _____ Postal Code _____ Telephone Number (Work) (Residence) I enclose my cheque (), money order () Signature _____

Cheques made to Alberta Family Mediation Society c/o
101 - 1140 - 15 Avenue S.W.
Calgary, Alberta
T2R 1K6
Greg Husband, Treasurer

AFMS * Memberships for 1985/86 will be available on Sept. 14/85. You must be a member to vote during the business meeting. Membership is not required to attend on Sept 14/85.

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KENT TAYLOR

Alberta Family Mediation Lociety

Newsletter

Volume 1, Number 2 February, 1986

A Message from the Chairman of the Board

Welcome to the second edition of the Alberta Family Mediation Society Newsletter. At an exciting first annual general meeting in Red Deer on September 14, 1985, chaired by Past-Chairperson Renee Cochard, elections were held for the eleven positions on the Board of Directors. For 1985-86, the Board members, their business phone numbers (Calgary numbers begin with a 2, Edmonton with a 4), and roles are as follows:

Chairperson: Larry Fong, MEd (283-4406, Education and training)

Secretary: Marie MacDonald, MSW (432-1137)

Treasurer: Greg Husband, DipEd, MEDes. (229-1333, Membership)
Members: Janna Bowey, MSW (262-7755, Newsletter Editor)

Renee Cochard, LLB (468-5888, Legislation)

Cathie Foote, MA, MSW (283-8851, Newsletter Editor)

Carol Graham, LLB (249-1176, Education and training, Public

relations)

Sterling Green, MSW (482-1714, Standards and ethics)
Terry Hagel, LLB (249-1176, Public relations, Newsletter)
Tina Sinclair, MSc (283-9655, Public relations co-ordinator)
Kent Taylor, MA (427-8329, Family Mediation Canada Liaison)

These newly elected Executive and Board members are striving to organize the Alberta Family Mediation Society (AFMS) into a strong organization that will effectively promote Family and Divorce Mediation in Alberta. Committees have been struck regarding such contentious issues as mediator standards, academic qualifications of mediators, and education and training. All Board members and the Executive are volunteers, and require your constant opinions and contributions. The Newsletter has been created to provide a forum in which members of the public, mediators, the judicial system, and mental health professionals can address pertinent issues.

This year holds great promise. Dr. John Haynes, Past-President and originator of the Academy of Family Mediators, will visit Edmonton on May 5th and 6th to provide mediators with a two-day advanced workshop on

child custody med. .on. He will then be in Calgary M. 7th to 11th to provide his 40-hour basic training program in mediation, and has been given approval for CEU credits by the Academy of Family Mediators. Last year, Dr. Haynes presented in Edmonton the basic training program to over 20 lawyers and mental health professionals, and in Calgary a one-day advanced program to more than 75 people. I am sure that no one will want to miss out on either one of these sessions in May of this year. The fee is quite reasonable in relation to other trainers. Last year, the 40-hour program cost 700 dollars U.S., while this year the cost is 750 dollars Canadian. The two-day program is 250 dollars Canadian. Registration brochures can be obtained by calling Renee Cochard (468-5888) or Kent Taylor (427-8329) in Edmonton, and me (Larry Fong, 283-4406) or Carol Graham (249-1176) in Calgary. I look forward to seeing you at these exciting workshops. Plans are being made to possibly solicit another high profile mediator-trainer with a different bent during the fall of this year.

Any organization strongly depends on its membership for direction and vitality. We depend on you to provide us with the impetus to become a strong and viable organization. Please support all endeavors of AFMS.

Larry Fong (M.Ed.) Chairperson Alberta Family Mediation Society

How to become a member of AFMS

As a member of AFMS, you will receive this newsletter (to be published three times a year), you can be listed in the Society's brochure of Practising Mediators (if you are in practise), and you will participate in the building of mediation in this province. AFMS was registered under the Societies Act in June of 1984, and has an annual membership fee of \$25.00. Any one interested in becoming a member can forward the fee, his/her name, mailing address, business and residence phone numbers, and an indication of educational and professional background to:

Greg Husband, Membership Co-ordinator Alberta Family Mediation Society Box # 405 918 - 16 Avenue N.W. Calgary, Alberta T2M 0K3

We look forward to having you join us!

New Developments from the board

Brochure of Practising Mediators

In Calgary, Tina Sinclair and Greg Husband have prepared a public information brochure which lists members of AFMS who are practising as mediators in 1986. The brochure includes a description of divorce mediation and its advantages, as well as naming the mediators, their education, address, phone number, and areas of practise in which they work (that is, custody, property, child support, and/or spousal maintenance). A copy of the brochure is enclosed with this newsletter, and more copies are available by writing AFMS (Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M OK3). Any one who is a member of AFMS and is a practising mediator can ask to be included in the next printing of the brochure. Note that AFMS does not endorse or take responsibility for the competence, qualifications, or experience of the mediators listed; the brochure is only intended to provide general information to the public. Many thanks to Tina and Greg for all their work in creating this brochure! We're hoping that it will receive wide distribution around the province in the near future.

Recommendations for accreditation of mediators

A "standards and ethics" committee of four Edmonton members (Wayne McKenna (Chair and lawyer), Sterling Green (social worker), Joy Muller (psychologist), and Farrel Shadlyn (lawyer)) has been hard at work for a number of months now preparing statements of proposed qualifications for admission as a Registered Family and Divorce Mediator within AFMS and of a proposed code of conduct for such mediators. The first proposal (regarding accreditation or registered status) has now been received, discussed, and modified by the Board. A copy of that modified proposal is enclosed with this newsletter for the consideration of current AFMS members. The Board would like as much feedback as possible on this issue: please speak with a Board member or write your comments to the Board at the new AFMS address (Box #405, 918- 16 Avenue N.W., Calgary T2M OK3); in addition, we anticipate calling meetings for members at the time of the Haynes training in May in Edmonton and Calgary to promote further discussion of the proposal. The Board will consider the second proposal (regarding a code of conduct) at its next meeting in the spring, after which the (modified) proposal will be distributed to the membership for feedback. Please help the Board with its review of these two very important issues. We all owe a great vote of thanks to the members of the standards and ethics committee for the work they have put in on this difficult and controversial taskl

Haynes Training Set for 2 Cities in May

John Haynes is again coming to Alberta! His first stop will be Edmonton, for an intensive, two-day advanced training program focusing on child custody mediation. The dates are Monday, May 5 and Tuesday, May 6, from 9:00 a.m. to 5:00 p.m., and the fee is \$250; a reduced rate of \$225 will be available for those who have already taken Haynes's forty-hour introductory program, and full-time students will have a fee of \$200. Note that this advanced workshop is open only to people who have completed an introductory course (but not necessarily Haynes's) in mediation.

Then on Wednesday, May 7 (5:00 to 9:00 p.m.) through Sunday, May 11 (8:30 a.m. to 6:00 p.m. on those days, but extended to 9:00 p.m. on Day Three), Dr. Haynes will be in Calgary for a forty-hour (five-day equivalent) introductory or basic training program in the fundamentals of family and divorce mediation. Carol Graham and Larry Fong are to assist Dr. Haynes with his program in Calgary. The fee will be \$750; a reduced rate will be available for full-time students (\$550) and for repeaters who have taken Haynes's introductory training before (\$250).

Note that a minimum of fifteen full-payment participants (not including students or repeaters) in each of the two programs is required to make that program go, so please register and encourage others to do so, too! Registration brochures are available in Edmonton from AFMS Board members Renee Cochard (468-5888) or Kent Taylor (427-8329), and in Calgary from Board members Larry Fong (283-4406) or Carol Graham (249-1176). Both programs are being co-sponsored by Haynes Mediation Associates, Inc. and the Alberta Family Mediation Society, but AFMS is responsible for local publicity and recruitment. Completion of Haynes's courses count as continuing education credits toward membership in the Academy of Family Mediators.

And finally, please note that all prices quoted for the Edmonton and Calgary programs are in Canadian (not U.S.) funds, making the cost an especially good deal!

All those involved in planning for these two Haynes training programs hope you will join them in participating in this terrific educational opportunity.

AFMS hopes to sponsor another training program led by a different mediator in the fall of this year. Any suggestions on who to bring in?

Area Activities

Calgary

A small group of Calgary AFMS members met for lunch on November 25, 1985 to discuss future activities for the Calgary contingent. Also in November, Renee Cochard and Kent Taylor (both of whom serve via Edmonton on the AFMS Board) spoke at a meeting of the Family Law Subsection (Calgary) of the Alberta Bar. Calgary AFMS members have been busy planning for the Haynes training in May, producing this newsletter, and creating the brochure listing practising mediators in the province.

Edmonton

On the evening of December 4, 1985, Edmonton AFMS members sponsored a panel discussion at the Catholic Social Services offices. The topic was "Dividing the Equity: Financial and Property Issues in Mediation," with panel guests Lawrie Smith (family lawyer and mediator) and Barry Gardiner (chartered accountant and financial consultant to mediators). Presentations by the panelists were followed by a discussion of case examples provided by the audience, and then wine and cheese. More of these educational evenings will be planned by a committee consisting of Sterling Green, Don Kramer, and Marie MacDonald. Sterling Green also reports that the supervision self-help study group will resume monthly meetings this month (February, 1986). Edmonton AFMS members have also been preparing for Haynes training in their city in May and have been producing proposals for Registered Mediator status and a mediation code of conduct.

Notice Board

Please note the new Alberta Family Mediation Society mailing address: Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M OK3

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AFMS is in the process of discussing the possibility of a formal affiliation with Family Mediation Canada, something which has already been negotiated between FMC and the Nova Scotia Association for Divorce and Family Mediation. In the meantime, if you are interested in joining FMC as an individual (\$40 annually) or institution (\$50), please write to the new

address: Family 1 ...iation Canada, Suite 27, 238 Day port Road, Toronto, Ontario MSR 1J6 (or phone 416-424-4528).

* * * * *

The next issue of the AFMS newsletter will be produced in June. Please let either of the Editors (Janna Bowey, 262-7755; Cathie Foote, 283-8851; or write them at the AFMS mailing address) know if you have any copy for the next edition. Book reviews, reports on meetings or training programs, discussions of mediation issues or cases, news of upcoming conferences, etc. are all most welcome. In fact, any contribution will be much appreciated! Does anyone out there have a suggestion for a name for the newsletter, other than "Newsletter"?

* * * * *

The Canadian Council for Co-Parenting is now formally established and is located at 1061 Merivale Road, Suite 6A, Ottawa, Ontario K1Z 6A9 (phone 613-722-0200).

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The Society of Professionals in Dispute Resolution (SPIDR), is located at 509 - 1730 Rhode Island Avenue N.W., Washington, D.C. 20036.

* * * * *

Materials and Resources:

The September/October, 1985 (Volume 1, Issue 4) issue of the Canadian "Your Money" magazine has an article on divorce mediation; written by Roberta Walker of Calgary and titled "Cutting the Cost of Divorce" (pages 24-27), it features comments by a number of AFMS members and other Alberta professionals.

John Allen Lemmon's new book, "Family Mediation Practice" (The Free Press, New York, 1985)

Phyllis Chesler's new book, "Mothers on Trial: The Battle for Children and Custody" (McGraw-Hill, New York, 1986)

Lenore J. Weitzman's new book, "The Divorce Revolution: The Unexpected Social and Economic Consequences for Women and Children in America" (The Free Press, New York, 1985)

Kenneth Kressel's new book, "The Process of Divorce" (Basic Books, New York, 1985) The Journal of Dilice produced a special double issue (Volume 8, Numbers 3 & 4, Spring & Summer, 1985) titled "Divorce Mediation: Perspectives on the Field." Inquiries should be directed to The Haworth Press, 28 East 22 Street, New York, New York 10010 (phone 212-228-2800).

Therapy Now dedicated its Spring, 1985 issue (Volume II, Number 1, May) to "Family Mediation in Canada." For information, write Therapy Now Magazine, 542 Parliament Street, Toronto, Ontario M4X 1P6 (phone 416-967-6301). The cost is probably around \$4.00 or \$5.00 per copy.

Mediation Quarterly is the journal of the Academy of Family Mediators. Subscription inquiries can be sent to Jossey-Bass Inc., Publishers, 433 California Street, San Francisco, California 94104. Inquiries regarding membership in the Academy of Family Mediators should be sent to AFM, P.O. Box 4686, Greenwich, Connecticut 06830.

The Volume 5, Number 1, January, 1986 issue of the Academy of Family Mediators "Mediation News" includes an extensive, 18 page "Mediation Resource List" with more than 400 bibliographic entries.

Conciliation Courts Review is the journal of the Association of Family and Conciliation Courts. Subscriptions are available from 1217 Shadybrook Drive, Beverly Hills, California 90210. AFCC membership information is available from the AFCC, The Oregon Health Sciences University, Department of Psychiatry, Gaines Hall, Room 149, 3161 S.W. Sam Jackson Park Road, Portland, Oregon 97201.

"Dad's House, Mom's House" is a Canadian documentary 16mm film produced by and available (with free rental) from the National Film Board. The topic is the pros and cons of joint custody or shared parenting, and focuses on interviews with three families, two of whom have shared custody, the third being in the midst of a custody dispute. The experiences of these families are supplemented by comments from a variety of professionals about divorce, co-parenting, and mediation. The film is nearly 60 minutes long and comes highly recommended by those who have already seen and used it; it tends to generate good discussion of the issues involved, and a Canadian product is a welcome respite!

Several of the bookstores in Calgary carry materials on divorce and mediation, including A Woman's Place, City Limits, Self Connection, and the University of Calgary. Can you tell the Newsletter what the relevant bookstores are in your community?

Book Reviews

No doubt each of us has read, is reading, and will read books and articles that relate to our work with separated or divorced families. Here are reviews of two children's books recently added to my library.

"Where is Daddy? The Story of a Divorce" by Beth Goff (Beacon Press, Chicago, 1969)

This is the story of "Janeydear," a preschooler, who woke up one morning to find her daddy gone and a very distraught mother. This well written and beautifully illustrated little book provides parents and professionals with keen insight into how a young child experiences the loss of a parent through divorce. The changes that proceed a family breakdown — move to grandma's, mom going to work, and daycare — from Janey's perspective are also described. The reality of a child's vulnerability and confusion is vividly portrayed in this touching story. This book is appropriate for reading by the parent to the child(ren), but I recommend that parents read it first themselves, as it is a powerful story and may elicit emotions, questions, and comments. The book will be difficult to keep on my shelf as I want everyone to read "Janeydear's" story.

"Mom and Dad Don't Live Together Any More" by Kathy Stinson (Annick Press, Toronto, 1984)

This book is very easy reading for children. The young girl in the story is Canadian and the book is written as if by her. She talks about the changes in her life since her parents separated because "mommy and daddy can't make each other happy.... anymore." The book is nicely illustrated with the facial expressions on the little girl accentuating the affective content of the story. A nice little story with a happy and inspiring ending.

Janna Bowey

Upcoming Conferences

April 4-5, Toronto: A conference facilitated by Dr. Judith Wallerstein on "Children in Separation and Divorce"

Contact: Rhonda Freeman, Family Service Association of Metro Toronto, Toronto (phone 416-922-3144)

April 7-11, Chicago: Annual Meeting of the American Orthopsychiatric Association, including a number of sessions, panels, and workshops on divorce and mediation, as well as a two-day institute on mediation Contact: AOA, 19 West 44th Street, New York, New York 10036

May 5-6, Edmonto. Refer to reports on John Haynes inediation training earlier in this newsletter

May 7-11, Calgary: Refer to reports on John Haynes's mediation training earlier in this newsletter

May 21-24, Boston: Annual Meeting of the Association of Family and Conciliation Courts, "Creating New Partnerships in Serving Families" Contact: Tim Salius, c/o 28 Grand Street, Hartford, Connecticut 06106

June 18-22, Vancouver: 10th Anniversary Western Canadian Conference on Family Practice, "National Conference on Family Therapy," including a keynote workshop by Dr. Isolina Ricci on "A New Look at Custody, Visitation, and the Emergence of Family Reorganization Therapy" Contact: Alix Hirabayashi, Conference Administrator, School of Social Work, The University of British Columbia, 6201 Cecil Green Park Road, Vancouver V6T 1W5

July 16-19, St. Paul, Minnesota: Third Annual Conference of the Academy of Family Mediators, "Expanding the Horizons," to explore new ways in which mediation is used in the family life cycle Contact: AFM, P.O. Box 4686, Greenwich, Connecticut 06830

October, Vancouver: World Congress on Alternate Dispute Resolution, an international meeting of mediators, arbitrators, and other persons committed to the development and proliferation of peaceful dispute resolution methods

Contact: Dr. Mario Bartoletti, 65 Queen Street West, Suite 214, Toronto, Ontario M5H 2M5

October 23-26, Orlando, Florida: Annual Conference of the American Association for Marriage and Family Therapy Contact: AAMFT, 1717 K Street N.W., Suite 407, Washington, D.C. 20006

November, Toronto: National meeting for Family Mediation Canada Contact: FMC, Suite 27, 238 Davenport Road, Toronto, Ontario M5R 1J6

December, Fort Lauderdale, Florida: Winter Meeting of the Association of Family and Conciliation Courts
Contact: Broward County Family Mediation and Conciliation Program, 507
S.E. 6th Street, 2nd Floor, Fort Lauderdale, Florida 33301

DIVORCE MEDIATION IS A STRUCTURED, NON-ADVERSARIAL METHOD FOR NEGOTIATING THE ISSUES OF DIVORCE. IT IS A LOGICAL EXTENSION OF, AND IS COMPLEMENTARY TO THE LEGAL PROCESS. IN THE MARITAL CONTEXT, IT IS A NEW IDEA THAT CHALLENGES TRADITIONAL PHILOS-OPHIES AND ASSUMPTIONS, CONCERNING THE RESOLUTION AND MANAGEMENT OF THE ISSUES OF DIVORCE AND SEPARATION. THE COUPLE ARE PARTNERS IN DECISION MAKING. THEY ARE FULLY EMPOWERED TO HAVE DIRECT CONTROL OVER THE OUTCOME.

The advantages of this process include: 10. 2004

- it minimizes the emotional cost of divorce.
- the parent-child relationship continues even if the spousal role ends.
- the emphasis on responsibility helps to equalize the balance of power.
- it stresses co-operation and mutuality, not competition.
- individual dignity is preserved.
- by stressing self determination, a clearer sense of self can emerge.

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The society is currently developing a standard of accreditation for practising mediators. When completed, a listing of the accredited mediators will be made available.

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ALBERTA FAMILY MEDIATION SOCIETY

PRACTISING MEDIATORS 1986

405, 918 - 16 Avenue N.W., Calgary, Alberta. T2M 0K3

Calgary

	Amundson, Jon K., BA, MA, PhD(psych) 206, 2003-14 St. NW.T2M 2N4	289-2511	cpsm
	Barron, Cleoanne, BA, MSc(psych), Calgary Mediation Center. 231, 10601 Southport Rd. SW. T2W 3M6	278-5241	cpsm
٠	Bowey, Janna J, BA, BSW,MSW, Calgary Integrated Services. 221-17 Ave., SE	262-7755	С
	Christou, Douglas, A., BA, MSW, Family Court Services. 2nd Flr., 811-14 St., NW. T2N 2A4	283-4406	cpsm
	Fong, Larry, BA(psych), MEd(counselling), Family Court Services. 2nd Flr., 811-14 St., NW. T2N 2A4	283-4406	cpsm
	Foy, Kathy, BSW, Family Court Services. 2nd Flr., 811-14 St., NW. T2N 2A4	283-4406	csm
	Graham, Carol, BA(psych), LLB., 4 ,3820 Bow Tr., SW. T3C 2E7	249-1176	cpsm
*	Hagel, Terry, BA, LLB, 4, 3820 Bow Tr., SW. T3C 2E7	249-1176	cpsm
*	Husband, Greg, B.Sc(psych), DipEd, MEDes, Family Mediation Service of Alberta Ltd. 101, 1140-15 Ave.SW, T2R 1K6	229-1333	cpsm
	Kneier, Gary J., PhD(psych), Kneier Mediation Services. 3, 506-71 Ave., SW. T2V 4V4	238-2000	С
	Rice, Gerald, BA, BEd, MSc(counselling). Beyond Divorce Counselling Service. 336 Oakwood PL, SW. T2V 3Y7	281-0362	cpsm
	Ross, Mary C., BA, MSW, 4 Varsville PL NW. T3A 0A8	286-1323	cpsm
	Sinclair, Christina, BA, MSc(psych), TBM Consulting Ltd. 905-1 Ave., NW. T2N 0A6	283-9655	cpsm
	Tousignant, Victor, BA, MA(counselling), LLB 680, 10201 Southport Rd., SW. T2W 4X9	255-2636	cpsm
	Whalen, Nomi, BEd, Family Mediation Service of Alberta Ltd. 101, 1140-15 Ave., SW. T2R 1K6	229-1333	cpsm

Edmonton

	Case, Nevelle, BA, BSW, MEd(counselling) 305, 10104-67 St. T6A 2R3	469-9011	csm
*	Cochard, Renee R., BA, LLB, 228, 9119-82 Ave. T6C 0Z4	468-5888	cpsm
	Dwyer, Vincent, BA, MEd(counselling), Family Conciliation Service/ Family Court Services. 401, 10130-103 St. T5J 3N9	427-8340	CS
	Green, Sterling E., BA(psych), MSW, Sterling Green Consulting 202, 11745 Jasper Ave. T5K 0N5	482-1714	cpsm
	Henderson, Orval R., BSA, Dip Ed, MCut Ed, MAABS, Henderson Associates, 6819-112A St. T6H 3K5	438-5440	csm
	Kramer, Donald J., BCom. LLB, Zariski Kramer Kosak. 300, 10355 Jasper Ave. T5J 1Y6	426-3144	cpsm
*	MacDonald, Marie, BSW, MSW, Catholic Social Services. 8815-99 St. T6E 3V3	432-1137	cpsm
	Muller, Joy E., BSc, MA, PhD, E. Joy Muller & Associates Ltd. 4710-99 St. T6E 5H5	438-3022	С

423-5730	cpsm
429-0008	С
428-9628	cpsm
428-6036	cpsm
427-8329	csm
	429-0008 428-9628 428-6036

Grande Prairie

Verenka,	Angeline,	BSc, MSc,	LLB, 501	Windsor Court,	539-7525	cpsm
9835-101	Ave. T8V 5	V4				

Red Deer

Dimirsky,	Mark,	MSc.	203-5000	Gatze Ave.	T4N 6C2	347-1500	cpsm
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Saskatchewan

Hamoline, Daniel L	., BA, MSW, LLB, Fif	th Avenue Family	306	653-2599	cpsm
Mediation Clinic, 215	Fifth Ave.N. Saskator	on. S7K 2P2			

Code: The code signifies the areas in which the mediators work.

c-custody p-property s-child support m-spousal maintenance

AFMS does not endorse or take responsibility for the competence, qualifications, or experience of the mediators listed. The society provides this list as information to the public.

^{*} indicates Director of Society

Alberta Family Mediation Society

Newsletter

Volume 1, Number 3 June, 1986

A Message from the Chairman of the Board

It is with great excitement that I write to the AFMS members via our second newsletter of 1986. Without the input of the Board Members and Executive of AFMS, especially our newsletter organizers Janna Bowey and Cathie Foote, this communication would not have occurred. Hats off to all of them! Secondly, we are delighted to see the sudden rise in membership (from 40 to more than 60). No doubt this is due to the exciting and most memorable response to the Haynes training programs, as well as to the new changes to the federal Divorce Act.

In Edmonton, the AFMS subgroup held the two day advanced workshop at the Convention Inn South. Dr. John Haynes, one of the foremost trainers in the world, focused his program on custody mediation. Clients from the community were solicited, and Dr. Haynes conducted a live mediation session with a local family for participants. It met with great success, and the 40 participants from Alberta, British Columbia, and Saskatchewan left with a greater appreciation of child custody mediation.

In Calgary, participants numbered nearly 60, locations ranging from Newfoundland and Ontario to Alberta and Saskatchewan, representing a wide variety of professions and occupations. The program was held at the University of Calgary in its new Scurfield Hall. The popularity of this five day basic training program in all aspects of mediation resulted in Dr. Haynes having to solicit five additional trainers from the community: Jon Amundson, Larry Fong, Carol Graham, Sterling Green, and Tina Sinclair. Carol Graham and Hugh Landerkin assisted in providing legal and technical advice regarding Canadian tax and matrimonial law issues. Many people who wanted to attend had to be turned away when the program was already full to over-flowing, so by special arrangement, those individuals can attend the San Francisco or Seattle fall workshops at the same Calgary cost of 750 dollars Canadian (versus the regular fee of 700 dollars in U.S. funds). For more information, please contact the AFMS.

What does this all mean? Is this sudden surge in interest in family and divorce mediation just a "flash in the pan"? I think that we may be just hitting the tip of the iceberg. Many mediators have formed affiliations with lawyers, and with the new provisions of the Divorce Act, it appears that clients will be much more educated in terms of their need to utilize services that may not have been there before. Mediation, although not a panacea for all matrimonial problems, does seem to be a complementary form to the present legal system. I think that we will be seeing a much more interdisciplinary sharing when it comes to familial issues.

Where does the AFMS see itself for the upcoming 1986-87 year? I foresee the following being touched upon this new year:

- 1. Legislation issues related to standards for mediation
- 2. AFMS training and education standards for mediators
- 3. AFMS code of conduct and ethics standards for mediators
- 4. AFMS affiliation with Family Mediation Canada
- 5. The formulation of a membership list and a list of registered, practicing mediators
- 6. Training programs by Dr. Haynes, Dr. Isolina Ricci, Dr. Donald Saposnek, and/or Stephen Erickson, J.D.

No doubt, you can think of many areas and various focuses that AFMS can take for 1986-87. We need your valued input this upcoming year. Our organizational strength firmly is in your hands, and in the belief that this inter-professional organization is something to be proud of, that our goals for families are unified.

The AFMS is an organization for any interested professional, believing that mediation is an interesting, provocative, and worthwhile endeavor with families. I encourage you to support the AFMS, and trust that you will be one of the participants at the September, 1986 annual meeting in Red Deer.

Larry Fong, M.Ed., C. Psych. Chairperson, Alberta Family Mediation Society

AFMS 1986 Annual General Meeting

The Society's annual meeting will be held for a full day in Red Deer on a Saturday around mid-September, 1986 (that is, the 13th or the 20th). More details about the day's program, election of Board Members and Executive, etc. will follow in an August mailing. We look forward to seeing all old, new, and potential members there!

Area Activities

Calgary

On Saturday, April 19th, at the kind invitation of the Alberta Arbitration and Mediation Society, the AFMS and the AAMS shared a booth during the (Canadian Bar Association Alberta Branch's) "Law Week" activities taking place that day at the Calgary Court House. Staffed by a number of AFMS Board Members, the booth provided our Society with an opportunity to meet with both the public and members of the Alberta Arbitration and Mediation Society, and to distribute our brochure of Practising Mediators to both groups. We discovered that we have many interests and issues in common with the inter-professional AAMS, and hope our Society will consider forging a stronger relationship with this group in the near future. For further information about the AAMS, please refer to the brochure enclosed with this newsletter, and the note under our "Notice Board" section of the newsletter.

Following the very successful five day Haynes training program May 7th through 11th, a number of the Calgary trainees have begun forming themselves into what might be called "peer supervision groups" of about four to eight participants. Although membership, goals, and agenda are just in the process of being formulated, the groups will likely follow a version of the peer supervision model provided by Haynes. One group is taking its core of members from a role-play group which worked together over the course of the five day Haynes training. A second group has a more open membership at this time, inviting participation from anyone who has taken the Haynes training. Its next monthly meeting will be held on Thursday, July 24th at 6:30 p.m. at Nancy Flatters's home. For further details, please call Nancy at 263-7570 (McCaffery and Co.) As further follow-ups to the Haunes workshop, the Calgary Herald printed an article on mediation and on Dr. Haynes (Friday, June 6th, page E7), a copy of which is enclosed with this newsletter. On June 11th, AFMS Chairman Larry Fong and Board Member Carol Graham appeared on a local radio (CHQR) talk and phone-in show; a copy of the program can be borrowed on audio tape from Larry Fong (283-4406). During the first part of July, the local CBC television station will be running a special report on mediation and Haynes (featuring AFMS members Larry Fong, Greg Husband, and Nomi Whalen in a role-play) during its nightly news hour at 6:00 p.m.

Edmonton

Following the Haynes workshops in Edmonton and Calgary, the Monday evening case presentation and peer consultation monthly meetings have resumed. For more details, please call Sterling Green at 482-1714.

In Both Cities

Many thanks to all the AFMS members and Board Members who helped organize the two Haynes training programs and make them such a success. A special highlight of each program was an evening wine-and-cheese party, sponsored by the AFMS; the Edmonton version was held at Joy Muller's home (thanks, Joy!) and the Calgary reception took place in Scurfield Hall on the University campus.

Several AFMS members will be attending the Third Annual Conference of the Academy of Family Mediators in St. Paul, Minnesota from July 16th through 19th. The AFMS will be represented officially at a special session for state/provincial mediation associations, and the several AFMS Board Members attending will be making presentations at other sessions.

Lethbridge

Lethbridge is getting an AFMS subgroup underway: good news! Can Medicine Hat, Red Deer, and others be far behind?

New Developments from the Board

The AFMS Board has begun investigating the possibility of obtaining liability insurance for the Society, in which each member of the Society could choose to receive coverage regarding his/her practice.

Work is proceeding well on setting standards for mediator accreditation, and on producing a registry of such accredited mediators (as distinct from our list of "AFMS members" and from our list of "Practicing Mediators"). Hopefully, all this will become clear at the September annual meeting!

Planning is underway for the September annual general meeting. A Nominating Committee will be formed in late July to locate members who might be interested in running for election for the 1986-87 Board. Please let us know if you would like to run!

The Board has started inquiring about bringing Dr. Isolina Ricci to Alberta for a training program, perhaps during this coming fall or winter. Some of you may have heard Dr. Ricci present a keynote workshop at the Western Canadian Conference on Family Practice, held in Vancouver from June 18th to 22nd. Apparently, the attendance was huge and her talk very good.

An Interview with Dr. John Haynes

Following the conclusion of his training program in Calgary on Sunday, May 11th, Dr. Haynes was very pleased to be interviewed for the AFMS Newsletter. Below is a report from Newsletter Co-Editors Janna Bowey and Cathie Foote on their interview with him.

1. Where is the leading edge of his personal mediation practice right now?

Dr. Haynes is now trying to integrate two relatively new approaches into his practice. First is Neuro-Linguistic Programming (NLP), and its techniques of matching, pacing, use of language, etc. Second is the work of the Milan strategic family therapy group, and their strategies of neutrality, hypothesis formulation, and circular questioning. Although these two approaches have seen much of their development take place in the field of therapy, Dr. Haynes still stresses that he is doing mediation, not therapy, in his practice, even when he adapts procedures from the field of therapy.

2. What research questions interest him right now?

Dr. Haynes would like to learn more about the application of negotiations theory to the practice of negotiation management, towards developing a more coherent theory of negotiation management.

3. What other fields of knowledge and practice can mediation draw on?

Environmental and community mediation, political mediation (such as that used by President Carter during his administration), and negotiation taught through business and law schools are all fruitful areas for Dr. Haynes.

4. Where does he think formal mediation education is heading?

Dr. Haynes expressed a worry that a practice as new as mediation is becoming institutionalized so quickly. He thinks that the creation of formal education programs is being driven by an anticipation of a future demand for mediators, and that the institutions concerned are trying to get themselves to be already in place when the demand arrives, to beat the rush. Dr. Haynes is not convinced, though, that we know enough yet to develop a good curriculum for a degree in mediation, for example. He believes that the field can well afford to wait a while longer, to take more time to learn about what constitutes good mediation. At this point in time, a program would likely just be pulling bits and pieces from here and there, without a coherent, deep body of theory, knowledge, and practice behind it. He does tend, in general however, to support the idea of

independent, non-traditional graduate-level programs as one positive route to a mediation education.

5. What is his reaction to the concept of legislated, mandatory mediation?

Dr. Haynes is generally in favor of a mandatory mediation scheme. He does not support the idea of treating people as necessarily adversarial and then providing them with an arena in which to act it out, but believes instead that we as a society ought to put our money into treating people as potentially cooperative. The state should provide less funding for an arena in which to fight out personal and family disputes, and more for one in which people can be encouraged to cooperate to resolve those disputes. Mandatory mediation can be one way of helping to create this whole new cooperative system. We cannot achieve the cooperation until we break out of the old adversarial system and stop supporting it as a viable arena for family disputes. Dr. Haynes remarks that when you are divorced, you get all kinds of public, court, legal support to fight out battles that married couples also have, but they cannot get access to public means to fight those battles because they are still married. Why should we support this kind of behavior for divorced, but not for married, couples?

6. What is his reaction to the recent opposition of some women's groups to the concepts of mandatory mediation and presumptive joint custody?

Dr. Haynes perceives this opposition to be rather paternalistic, oppressive to women, or anti-woman on the part of these women's groups, since their arguments often tend to lead to the outcome of "women ought to stay at home and raise their children," reverting back to the traditional "sole custody to mothers" effect. He sees Phyllis Chesler and her new book "Mothers on Trial" as a rallying point for these groups, comprised mostly of female lawyers and other professional women, who are giving the disempowering message to other women of "you women should be at home, looking after your kids, and I will lead you through the process and help you do it." He himself is opposed to a presumption of joint custody in law, unless it is accompanied by sharper guidelines around equal division of property and payment of support. Joint custody must be combined with a whole economic package of 50/50 property division and good support. His concern is that governments often pass laws without doing any family impact studies, so have no idea about what the effects of the laws will be.

7. What is his advice for a new, small association like our AFMS?

Dr. Haynes stressed the need for us to form direct-contact networks with one another, to have regular meetings in which we share experiences and issues, and to create peer supervision opportunities, with all of these involving relationships that cross professional boundaries. He believes

that territoriality between professions will break down when the different professions can actually see each other in action.

8. Does he have a particular message to offer Canadian mediators?

Dr. Haynes perceives that there tends to be in Canada a bit of an inferiority complex, a belief that the U.S.A. is much more advanced than we are. But he thinks that the reality is different. In his experience (for example, teaching more than ten major workshops in the past five years in Alberta, Ontario, and Quebec), Canada is doing very well and is quite advanced in the mediation field. The United States has nothing like our federal government's commitment of funds to national mediation development and research, or like our Family Mediation Canada and its support of total coverage of the country by provincial associations. Dr. Haynes has observed a good quality of mediation practice in Canada, a level very much in line with other countries. He emphasizes that we need to get more in touch with our own Canadian resources in the field and learn to exploit those.

In conclusion, Dr. Haynes offered the following comment on his recent experiences in Alberta:

"I enjoyed the training programs and was impressed by the calibre of the participants and the commitment to excellence shared by the members of the Society."

More Haynes Training at Special Calgary Rate

Because of the sheer number of inquiries regarding Dr. Haynes's recent program in Calgary, and because many individuals had to be turned away after capacity was reached, Dr. Haynes (in conjunction with the AFMS) has agreed that the rest of the workshops he teaches in 1986 (all of which are in the U.S.) can be attended for the same fee structure as was offered in Calgary. You can thus attend one of his five day programs for 750 dollars Canadian, instead of 700 dollars U.S. Examples are Seattle (September 24-28), San Francisco (November 7-11), and Denver (November 17-21). For further information, contact the Haynes Mediation Training Institute (156 Fifth Avenue, New York, New York 10010; 212-645-1494), the AFMS (Box *405, 918 - 16 Avenue N.W., Calgary, Alberta T2M OK3), or Larry Fong (Second Floor, 811 - 14 Street N.W., Calgary, Alberta T2N 2A4; 283-4406). When you register, make sure you tell Haynes that you are requesting the special AFMS agreement rate, and ask Haynes to inform the AFMS that you have registered. Register soon, though. These fill up fast!

Notice Board

Please note the Alberta Family Mediation Society mailing address: Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3.

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The next issue of this Newsletter (Volume 2, Number 1) will appear after the AFMS annual meeting in September. It will include a report on the annual meeting and a report on the new federal Divorce Act and its implications for mediation. Other contributions are more than welcome.

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If you are interested in joining Family Mediation Canada as an individual (\$40 annually) or institution (\$50 annually), you can write to FMC at: Suite 27, 238 Davenport Road, Toronto, Ontario M5R 1J6 (or telephone 416-962-8515).

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For information about membership in the Academy of Family Mediators, write the AFM at: P.O. Box 4686, Greenwich, Connecticut, U.S.A. 06830 (or telephone 203-629-8049).

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Membership information for the Association of Family and Conciliation Courts is available from: The Oregon Health Sciences University, Department of Psychiatry, Gaines Hall, Room 149, 3181 S.W. Sam Jackson Park Road, Portland, Oregon, U.S.A. 97201 (telephone 503-220-5651).

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The Alberta Arbitration and Mediation Society deals with the following types of disputes: consumer, commercial, labor, shareholder, real estate, medical, partnership, community, agriculture, construction, family, insurance, and school. Its education programs have focused on arbitration (the law and the practice; the basics of arbitration), a labor arbitrator development program, a community mediation program, and a kids in conflict training program. It offers services such as: information to the public, boardroom facilities for arbitration and mediation hearings, a library and resource centre, a quarterly newsletter, and a registry of accredited arbitrators. The AAMS address is 408 McLeod Building, 10136 – 100 Street, Edmonton, Alberta T5J OP1 (telephone 403–426–0650).

Materials and Resources

Number 12 (June, 1986) of the Mediation Quarterly ("Emerging Roles in Divorce Mediation") features an article by AFMS's own Jon Amundson and Larry Fong: "Systemic/Strategic Aspects and Potentials in the Haynes Model of Divorce Mediation" (pages 65–74). Mediation Quarterly is the journal of the Academy of Family Mediators, and is edited by John Allen Lemmon.

Number 11 (March, 1986) of the Mediation Quarterly ("International Developments in Divorce Mediation") includes an article by Audrey Devlin and Judith Ryan titled "Family Mediation in Canada: Past, Present, and Future Developments" (pages 93-108).

The federal government's Department of Justice (Policy, Programs and Research Branch, Research and Statistics Section) has recently released two reports of interest to the mediation community. The first is "A Profile of Divorce Mediation and Reconciliation Services in Canada," prepared by Family Service Canada under the supervision of Albert Currie. It includes an inventory of reconciliation counselling and divorce mediation services across the country as of late 1985. Copies of the report are available by writing Communications and Public Affairs, Department of Justice Canada, Ottawa K1A OH8 (telephone 613-995-2569), or Trevor Williams, Executive Director, Family Service Canada, 55 Parkdale Avenue, Ottawa K1Y 461.

The Department of Justice will be producing an up-dated version of the inventory of services. If you would like to be included, write Mediation/Reconciliation Inventory Project, Research and Statistics Section, Department of Justice, Kent & Wellington Streets, Ottawa K1A OH8, and request a form to fill in. The inventory will have wide distribution throughout the country, going to the public and to many professions and practitioners.

The second report was prepared by Margot Haug and is titled "Factbook on Divorce in Canada." Copies are available from Ms. Haug at the Research and Statistics Section, Policy, Programs and Research Branch, Department of Justice Canada, Ottawa K1A OH8.

Toronto author Glynnis Walker has a new book with Doubleday for \$19.95. Titled "Solomon's Children," it is based on a 114-question survey of 368 men, women, and children in 3 provinces and 32 states, all of whom came from homes in which the marriage had broken down.

"Parting Sense: A Couple's Guide to Divorce Mediation" by Jack Shapiro and Marla Caplan, costs \$6.95 U.S. from Greenspring Publications, #3 Barstad Court, Lutherville, Maryland 21093.

Christopher W. Moore's new book, "The Mediation Process: Practical Strategies for Resolving Conflict," is now available from Jossey-Bass Inc., Publishers (433 California Street, San Francisco, California 94104). The list price is \$24.95 U.S. Moore is a partner in the Center for Dispute Resolution in Denyer, Colorado.

Joy and David Rice have published a new book with Guilford Publications (200 Park Avenue South, New York, New York 10003), titled "Living Through Divorce: A Developmental Approach to Divorce Therapy," for \$26.95 U.S..

Guilford has also published a volume edited by Carol Nadelson and Derek Polonsky, "Marriage and Divorce: A Contemporary Perspective," at \$25 U.S..

The findings of Dr. Jessica Pearson's extensive research project in the States is now available in one volume ("Divorce Mediation Final Report") from Dr. Pearson at 1720 Emerson Street, Denver, Colorado 80218, for \$25.00 U.S..

A selection of books by and/or for kids about divorce:
"My Mom and Dad are Getting a Divorce" by Florence Bienenfeld
"Two Homes to Live In: A Child's-Eye View of Divorce" by Barbard Shook
Hazen, 1978

"Divorce Can Happen to the Nicest People" by Peter Mayle, 1979
"When Parents Split Up: Divorce Explained to Young People" by Ann K.
Mitchell, 1982

"101 Ways to be a Long-Distance Super-Dad" by George Newman, 1981
"The Kids' Book of Divorce: By, For and About Kids" by The Unit at the
Fayerweather Street School, edited by Eric Rofes, 1981
"Divorce is a Grown Up Problem: A Book About Divorce for Young Children
and Their Parents" by Janet Sinberg, 1978

"Marriage and Divorce Today" is a weekly newsletter available as a one year subscription for individuals of \$62.00 U.S. or for institutions of \$72.00 U.S.; two years are \$105 and \$135, respectively. Write Marriage and Divorce Today, Atcom Building, 2315 Broadway, New York, New York 10024 (telephone 212-873-5900).

FMS Publications is offering for sale (\$45.00) a set of "Financial Data 'Master' Forms," designed for Canadian mediators, to assist in the collection of financial data from clients. The set includes monthly and annual budgets, child care budgets, net worth statements, access schedule forms, and estimated impact of support proposal forms. For more information, write FMS Publications at #101, 1140 - 15 Avenue S.W., Calgary, Alberta T2R 1K6.

Upcoming Conferences

September 15–18, San Francisco: "The Dynamics of Conflict 1986," advanced training in mediation and conciliation skills, from The Community Board Center for Policy and Training (a nationally recognized neighborhood conflict resolution service)

Contact: CBCPT, 149 Ninth Street, San Francisco 94103 , or call Meg Holmberg at 415-552-1250

October, Vancouver: World Congress on Alternate Dispute Resolution, an international meeting of mediators, arbitrators, and other persons committed to the development and proliferation of peaceful dispute resolution methods

Contact: Dr. Mario Bartoletti, 65 Queen Street West, Suite 214, Toronto, Ontario M5H 2M5

October 23-26, Orlando, Florida: Annual Conference of the American Association for Marriage and Family Therapy

Contact: AAMFT, 1717 K Street N.W., Suite 407, Washington, D.C. 20006

November 6-8, Toronto: The first National Conference on Mediation, sponsored jointly by Family Mediation Canada and the Ontario Association for Family Mediation

Contact: FMC, Suite 27, 238 Davenport Road, Toronto, Ontario M5R 1J6

December, Fort Lauderdale, Florida: Winter Meeting of the Association of Family and Conciliation Courts Contact: Broward County Family Mediation and Conciliation Program, 507 S.E. 6th Street, 2nd Floor, Fort Lauderdale, Florida 33301



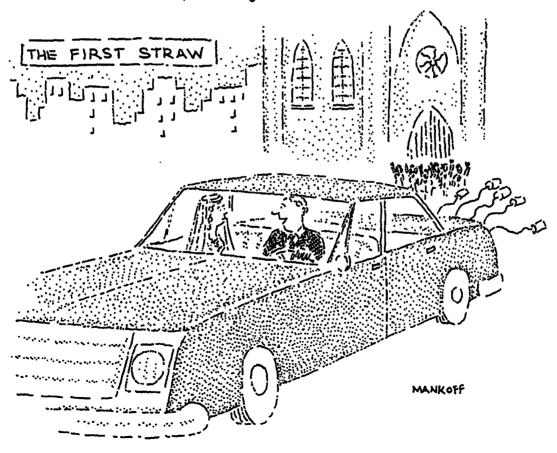
"Muriel has agreed to marry me again, provided I continue her alimony payments."

New AFMS Members: Welcome!

Lori Andreachuk Michael Birnbaum Oliva Carino-Gironella Brenda Gash Irene Graham Marie Gordon Joanne Goss Sandra Hamilton Alexis Inkpen Hugh Landerkin Ernest Lawson Theresa Sheehan Arnold Slive Ronald Spackman Lillian Steeves David Tilley Sherry Twiddy Gerald Way Lynn Wolff

How to Become a Member of AFINS

Please forward the annual membership fee (\$25.00, for September to September), your name, mailing address, business and residence phone numbers, profession, mediation training, and whether you are currently a practising family mediator, to Greg Husband, Membership Co-ordinator, Alberta Family Mediation Society, Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M OK3. We look forward to having you join us! (Write the AFMS, too, for information about being listed in its brochure of AFMS members who are practising mediators).



"Mind if I put on the game?"

Alberta Family Mediation Society

Newsletter

Volume 1, Number 4 August, 1986

Annual General Meeting

Saturday, September 20, 1986

9:30 a.m. to 3:30 p.m.

Sheraton Cavalier Hotel, Calgary

The Board of Directors of the Alberta Family Mediation Society invites you to attend the Second Annual General Meeting of the Society, to be held in Calgary on Saturday, September 20th, from 9:30 a.m. to 3:30 p.m., at the Sheraton Cavalier Hotel (2620 - 32 Avenue N.E., the intersection of Barlow Trail and 32nd Avenue N.E.).

Please contact the Sheraton Cavalier Hotel directly (telephone 291-0107) if you would like to make room reservations; an approximate cost is \$63.95 per night per room (whether single or double occupancy).

The registration fee for the Annual General Meeting is \$15.00 per person if received on or before September 15th, and \$20.00 per person if received after September 15th or at the door. This fee includes all the day's activities and materials, as well as refreshment breaks and lunch. Please register as early as possible, as a help to the planning committee.

A registration form is included in this Newsletter, and should be forwarded along with the fee (cheque or money order to be made payable to the Alberta Family Mediation Society) to Carol Graham and Terry Hagel, #4, 3820 Bow Trail South West, Calgary T3C 2E7 (telephone 249-1176).

A full day's program is now being planned, and your Board members hope that all present, new, and future AFMS members (as well as any other interested people) will plan to take part in the event!

Nominations for the 1986-87 Board of Directors for the AFMS are being coordinated by present Board member Tina Sinclair. Although nominations will be taken from the floor during the Annual General Meeting in Calgary on September 20th, you may also submit your nominations before that meeting to Tina, at 905 - 1 Avenue N.W., Calgary T2N 0A6 (telephone 283-9655). Eleven Board members (representing, if possible, the major geographical areas of the province, the different professions in the Society, and both continuing and new Board members) will be elected at the Annual General Meeting. Please let Tina know if you are or someone you know is interested in running for election to the Board.

A list of current AFMS members is printed elsewhere in this Newsletter, and represents those who are eligible at this point in time to run in the election. Others who join the AFMS between the publication of this issue of the Newsletter and the Annual General Meeting (or join at the AGM) will also be eligible to run for the Board.

Mini-Presentations at the Annual General Meeting

During the morning session of the Annual General Meeting, a series of ten to fifteen minute mini-presentations will be made. Although a number of these presentations have already been scheduled, there is still room for a few more. If you would be interested in speaking (briefly!) on a topic of relevance to your fellow mediators and AFMS members, please contact Tina Sinclair as soon as possible, at 905 - 1 Avenue N.W., Calgary T2N 0A6 (telephone 283-9655). Your input is appreciated, particularly if you come from an area other than Calgary or Edmonton, and would like to talk about mediation activities in your vicinity. We'd very much like to hear from centres such as Grande Prairie, Lethbridge, Medicine Hat, Red Deer, etc.

How to Become (or Continue to be) a Member of AFMS

The membership year runs from October 1st to September 30th each year. Current members will find included with this Newsletter an invoice for their October, 1986 – October, 1987 dues. New members can join for 1986–87 by forwarding the annual membership fee (\$45.00, payable to Alberta Family Mediation Society), your name, mailing address, business and residence phone numbers, profession, mediation training, and whether you are currently a practising mediator, to Greg Husband, Membership Coordinator, Alberta Family Mediation Society, Box #405, 918 – 16 Avenue

and/or receiving the directory, contact Family Mediation Canada at Suite 27, 238 Davenport Road, Toronto M5R 1J6 (telephone 416-424-4528).

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The First National Conference on Mediation is being co-sponsored by Family Mediation Canada and the Ontario Association for Family Mediation. It will be held in Toronto at L'Hotel (the Metro Toronto Convention Centre's hotel) on November 6, 7, and 8, 1986. For more information, write Conference '86, #202, 89 Wyndham Street North, Guelph, Ontario N1H 4E9, or call Paul Young at 519-836-2511.

The "Conflict Resolution Newsletter" began publication this summer. Subscriptions are \$29.00 (U.S. \$) per year, and can be obtained by writing 3404 Wessynton Way, Alexandria, Virginia, USA 22309.

Registration Form Second Annual General Meeting for the AFMS Saturday, September 20, 1986 Sheraton Cavalier Hotel, Calgary

Name:	
Mailing Address:	
	(Postal Code)
Telephone: (Business)	(Residence)
Registration Fee: \$15.00 if received on or before September 15th \$20.00 if received after September 15th or at the door	
Cheque Money Order	
Cheques and money orders payable to Alberta Family Mediation Society	
If registering before the AGM, mail this fo Carol Graham and Terry Hagel, Barristers a #4, 3820 Bow Trail South West Calgary, Alberta T3C 2E7 (Telephone 249-1176)	
Note: AFMS membership is not required to on September 20th, but AFMS membership	

business meeting portion and to stand for election to the Board of

Directors.

PROPOSED QUALIFICATIONS FOR A REGISTERED FAMILY AND DIVORCE MEDIATOR WITH THE ALBERTA FAMILY MEDIATION SOCIETY

A. Educational Qualifications

- 1. Master's degree in Psychology
- 2. M.S.W. degree in Social Work
- 3. Law degree plus two years experience with a preferred area of practice of Family Law
- 4. Master's level degree in the behavioral science field
- 5. Law degree and Master's level degree in the behavioral science field
- Baccalaureate degree or post-secondary equivalent plus five years experience working with children, couples, and families, of which two years are under the supervision of one of the above-mentioned professionals

B. Divorce Mediation Training

 Any recognized training course approved by the Academy of Family Mediators or the Association of Family and Conciliation Courts, and/or course deemed equivalent by Family Mediation Canada or the Alberta Family Mediation Society (where course length should be a minimum of 40 hours)

2. Experience

Two years experience conducting counselling, psychotherapy, mediation, and/or arbitration, or two years experience with a preferred area of practice of Family Law

C. <u>General Knowledge</u>

Mediators should have

1. General understanding of the procedure used in domestic relations cases, and particularly as it relates to child custody and visitation, maintenance and support, property, and tax law

ALBERTA FAMILY MEDIATION SOCIETY

NEWSLETTER

Volume 2, Number 1 January, 1987

A Message from the Chairman of the Board

First, I want to extend a warm welcome to the Membership of the Alberta Family Mediation Society (AFMS). In its second full year of operation as a Society, we trust we will be able, as Board Members, to fulfill our obligations to the Membership with respect to AFMS operations. What are these operations or obligations? The answer might be better expressed through an introduction of the 1986-87 Executive and Board of Directors, and a description of the areas into which AFMS seems to be travelling.

The Second Annual General Meeting resulted in a turnover in last year's elected Board by over 50%. This was in keeping with the need to equalize regionally the positions. Generally speaking, these 11 positions are to be distributed between the north and south regions of Alberta. Notably, almost all Board Members traditionally have come from Edmonton and Calgary, this year's being no different. We would like to see some changes in that regard, especially with the strong movements of mediation in Red Deer, Lethbridge, and Medicine Hat. Nevertheless, the 1986-87 AFMS Board of Directors is as follows (with * denoting Executive):

Jeff Aron (Edmonton, 424-3581) Larry Fong* (Calgary, 283-4406)

Cathie Foote (Calgary, 286-8135)
Joanne Goss* (Edmonton, 429-1751)

Carol Graham (Calgary, 249-1176)

Greg Husband* (Calgary, 229-1333) Ernie Lawson (Lethbridge, 329-4426) Joy Muller (Edmonton, 438-3022) Farrel Shadlyn (Edmonton, 428-9628) Tina Sinclair (Calgary, 283-9655)

Lynn Wolff (Edmonton, 454-8516)

Promotions Chairperson, Liability insurance, **Finances** Membership, Newsletter Secretary, FMC/AFMS national annual meeting coordinator Education, Auditor, Local programs liaison, FMC/AFMS national annual meeting Treasurer, Finances Finances, Auditor, Education Procedures/records, Registry Standards/ethics/code of conduct Registry, Practising Mediators brochure. Public awareness brochure Local programs liaison

At last note, there were about 70 full members of the AFMS, their backgrounds ranging through law, psychology, social work, business, accounting, politics, and others. This diverse and rich group includes those who are practicing mediators, as well as those who wish to keep in contact with AFMS because of their personal and professional interests. By way of trading memberships, we also keep in contact (through exchanging newsletters, mailings, etc.) with the Ontario and the British Columbia mediation associations.

Of particular note is that the mediators who are members of AFMS remain some of the best trained in Canada. Almost all members have taken prerequisite training programs and are actively engaged in mediation practices. Some have given workshops and presentations outside of Alberta, and continue to strive for increased standards for mediation practice.

In a similar vein, there is the controversial issue of a Registry of "accredited" mediators. At the last AGM, it was proposed that the AFMS look into developing such a Registry for the membership. This Registry was to include all members in an exclusive category with respect to their education, mediation training, and obtaining of professional liability insurance. Essentially, and quite similar to those requirements of the Academy of Family Mediators in the U.S.A., AFMS is asking for a minimum of a Bachelor's degree, a 40-hour training program in mediation, and liability insurance. Presently, such insurance is available to all Psychologists (PAA and CPA) under separate insuring companies, to all Registered Social Workers (through AASW), and separately to those individuals calling themselves "counsellors." No lawyers have been able to obtain such insurance, but are awaiting a reply from the provincial Law Society; I believe they wish coverage similar to their B.C. counterparts. To date, therefore, because of the developing and tentative information on liability insurance, the AFMS has decided to re-issue the "Practising Mediators List" (up-dated for 1987, of course), with a final decision on the Registry to follow. Please contact Tina Sinclair for further information.

Two members of the AFMS Board are hard at work planning for workshops and training programs on both a short and a long term basis. Carol Graham and Ernie Lawson are heading this area of activity. Tentative plans are to have a trainer here in Alberta in the late winter or early spring of 1987.

Greg Husband has been our Treasurer for the past 2 years, and we are proud to announce that AFMS is fiscally sound for 1987. Pending several projects, we should expect a profitable year in 1987. It should be noted that we may be the most financially sound association for mediators in Canada. All this money however does little for mediation if we cannot decide on what to do with it. This input needs to come from the membership and I trust you will be contacting your Board Members with your opinions. Already AFMS is looking into building a financial plan for the future.

Cathie Fcote is in her second year of editing the Newsletter. One of the most time consuming jobs in AFMS, she is always in need of written contributions by the readership, as well as assistance in the actual production and distribution of this communication. I ask all interested parties to call Cathie and contribute whatever help you can offer. We feel that the Newsletter can grow only with your valued input.

While in Toronto at the first annual conference for Family Mediation Canada, it was suggested and agreed that Alberta be the next site, for the second annual national conference. At that Toronto meeting were AFMS Board Members Jeff Aron, Greg Husband, and Farrel Shadlyn. Joanne Goss is now heading the planning committee on behalf of the AFMS Board, and she can be contacted for further information. We remain in close contact with FMC President Judith Ryan to plan this premier event in Alberta. Also, on the Board of Directors for FMC are (from Alberta) Mr. Justice John Bracco of the Court of Queen's Bench, Carol Graham, and myself.

Farrel Shadlyn is in charge of the Standards and Ethics Committee. He will be providing AFMS in March with a statement of where we should go with respect to adoption of such standards and ethics. A code of conduct, along with the qualifications for inclusion in the Registry, will give further direction to mediators in Alberta.

From a provincial perspective, I will be meeting with the President of the Ontario Association for Family Mediation, Dr. Barbara Landau, with respect to comparing our organizations and seeing how we might work together in promoting mediation. She is most interested in our Society. Ontario has the most mediators in Canada, and has been organized longer than any other mediation association in the country. I am sure we have a lot to learn from Dr. Landau.

As with the previous year, a number of our members of AFMS will be looking forward to the Academy of Family Mediators conference in New York. Last year, Sterling Green, Kent Taylor, and myself made a presentation in Minnesota. This type of networking allows us to find out how other organizations are functioning, and what progress is being made in various areas of activity.

It sounds as though the AFMS is very busy planning the above changes and ideas for 1987. I have only touched upon some of the highlights planned for this fiscal year, and no doubt you can further augment your understanding of AFMS by speaking personally with a Board Member in your area. I firmly believe that each and every Board Member is spending much of his/her valuable volunteer "spare" time because of his/her strong feelings for mediation in Alberta. Again, I must reiterate that this time is voluntary and they are all busy professionals. Already, as in past years, I hear of discontented remarks because of the long hours they spend on AFMS without the assistance of those members who promised would help! How long will the AFMS last? How organized will it be? Where will the organization be in 1990? Will we have one of the strongest mediation associations in Canada, with strong representation from all professionals? Will we even exist beyond 1988? Much of this will depend on how much each member contributes to the AFMS. Our Board Members cannot possibly do everything on their own. Again, as I have asked you in the past and most recently at the AGM in Calgary, plan to call a local Board Member when you read this. Contribute something in the way of your time and talents to AFMS. We need your help. We need your direction. Thank you very much.

Larry Fong, Chairperson, Alberta Family Mediation Society

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Highlights from the Annual General Meeting

The Second Annual General Meeting was held on Saturday, September 20, 1986 in Calgary at the Sheraton Cavalier Hotel. About 35 people were in attendance, from a wide variety of locales (including Saskatchewan!).

The full day of activities opened with a welcome and an overview of the history of AFMS, offered by Chairman of the Board, Larry Fong. This was followed by a series of brief reports on local activities during the past year and future plans: Marie MacDonald spoke about Edmonton, Lori Andreachuk covered Lethbridge, Bernie McCracken on Rocky Mountain House, and Dan Hamoline on Saskatoon.

Larry Fong then reported on past, present, and future research and demonstration pilot projects around the province. Nanette Moreau, Executive Director of the Alberta Arbitration and Mediation Society, made a presentation about her organization and indicated many of the areas of common interest between the AAMS and our AFMS. Wendy Best, a Calgary lawyer, spoke on the topic of the new Divorce Act and its implications for mediators.

The morning closed with Greg Husband's presentation on an effective financial tool he has developed for mediators ("The Shot Gun Method for Establishing Values"), and Tina Sinclair offered observations on mediation in Great Britain from her recent attendance at a conference in London.

The Society's Business Meeting followed lunch. A main item for debate was the proposal from the Board to the membership regarding qualifications for membership in a Registered Mediator status. Reports were made by Tina Sinclair on the distribution of 1,000 copies of the 1986 List of Practising Mediators, by Cathie Foote on the production of 100 copies of 4 issues of the Newsletter this past year, and by Larry Fong on the training programs offered by John Haynes in Alberta in May of 1986. Greg Husband submitted a membership and a financial report. The final item of business was the election of a new Board of Directors for 1986-87, overseen by Tina Sinclair.

The day concluded with a presentation by Carol Graham and Terry Hagel on "Red Flags in Mediation," including such critical issues as compellability, confidentiality, informed consent, information vs. advice, tax implications, ethics, written agreements as contract or memo, and mediator liability.

Thanks are extended to all those who attended, particularly those of you who had to travel to Calgary from other locales. Your interest and contributions made this year's AGM very active and helped get much important material covered.

A special thanks, too, to last year's Board Members for organizing and carrying out the Annual General Meeting.

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New Developments from the Board

Registered Mediator Status & The "Practising Mediators" Brochure

As mentioned in Larry Fong's letter which opened this issue of the Newsletter, Tina Sinclair has been continuing with her work on what has come to be called the "Registry." A list of qualifications which were approved by the AFMS membership at September's AGM are included with this Newsletter mailing for your information. Until the issue of liability insurance is determined for all relevant professions, and until a proposed code of conduct is taken by the Board to the membership for ratification, actual production of a Registry (a list of mediators who meet the qualifications, including insurance, and who subscribe to the code of conduct) has been put on hold. We plan to have it ready by the end of this year, however.

For the time being, then, Tina is looking after a re-issue of last year's list of "Practising Mediators." You will find included with this Newsletter mailing a form which will be used to up-date the List for 1987, and a copy of the 1986 product for your reference. If you are a current member of AFMS and a practising mediator, and would like to be included in the 1987 brochure, please fill out the form and return it as soon as possible (i.e., by the middle of March). Tina plans to have the new brochure ready for distribution at the start of April. Note that the brochure is only intended to provide general information to the public; the AFMS does not endorse or take responsibility for the competence, qualifications, or experience of the mediators listed. Note also that this List will likely be replaced at the end of 1987 by the Registry.

Proposed Code of Conduct

Farrel Shadlyn is heading the committee to develop a code of conduct for AFMS members. He will be submitting his committee's recommendations to the Board at its March meeting. After Board approval, the proposal will be taken to the general membership for its approval, probably at the next Annual General Meeting, in Edmonton in September. A controversial issue raised by the presence of a code is whether members' compliance is voluntary and thus whether the AFMS needs some sort of disciplinary review committee.

Training and Continuing Education

Carol Graham chairs the Board's education committee and has been working hard to arrange training opportunities for 1987. Negotiations are currently underway for an introductory 40-hour program, probably to be held in Edmonton or Banff, to take place this spring or summer. Although John Haynes again may be the trainer offering this program, Carol is also examining the possibility of using a Canadian trainer or trainers for this event (for example, Howard Irving, Barbara Landau, Judith Ryan, etc.), supplemented by local experts. This reflects a decision on the Board's part to make more use of Canadian and Albertan, rather than mostly American, resources, and a recognition that this country and province already have strong models for practice on which to draw and build.

With respect to advanced training, Carol is looking into bringing to Alberta an expert such as Stephen Erickson, John Haynes, Joan Kelly, Isolina Ricci, Donald Saposnek,

or members of the Denver projects this spring or summer. The focus for such advanced training will likely be on custody and on clinical (as opposed to legal and financial) issues.

Another option being explored is to have Howard Irving speak about the results of his major study comparing joint custody and sole custody arrangements.

Local Activities

The Board is very interested in encouraging local educational and development programs using local expertise. For example, if custody and clinical issues are being covered in larger, centralized, advanced workshops, then individual areas might consider a short program on property and maintenance issues. If you are an AFMS member and would like to organize such a local area meeting, AFMS sponsorship and financial backing may be available to you. Please contact Board Members Carol Graham (in the south) and Lynn Wolff (in the north) for more information. They will be acting as the liaisons between the Board and local area activities. Note that generally, events should endeavor to be self-financing. Note also the information below in this Newsletter about such activities coming soon in Calgary.

Family Mediation Canada Annual National Conference in Alberta in 1987

Alberta has been chosen as the site for the Second Annual National Conference on Family Mediation, to be co-sponsored by Family Mediation Canada and AFMS. Banff in October or November is being explored as a potential location. As with the 1986 meeting in Toronto, a professional consultant will be hired to look after most of the practical details associated with putting on such a conference. A steering committee will supervise that consultant's work, plus make basic program/financing/policy decisions, and will be co-chaired by Joanne Goss of AFMS and Judith Ryan of FMC. Both the Federal and Alberta governments are being approached for funds; those monies plus registration fees and donations will cover the conference costs. If you are interested in helping with the organization of this very important conference, please contact Joanne Goss or Carol Graham. This is a terrific opportunity for Alberta mediators and AFMS, but your assistance is needed to make the 1987 version as successful and more than Toronto in 1986!

Membership

AFMS has now traded complimentary memberships with the Mediation Development Association of British Columbia and the Ontario Association for Family Mediation. We hope to obtain the same with the Nova Scotia Association for Divorce and Family Mediation and with the Alberta Arbitration and Mediation Society. Otherwise, paid memberships in AFMS now total about 70. The membership year runs from October 1 to September 30, the annual fee being \$45. After May 31, the pro-rated fee will drop to \$25 for the remainder (4 months) of the membership year.

"Odds and Ends"

The next issue of this Newsletter, coming out at the end of March, should have a more

definitive statement about availability of liability insurance for the various professions in mediation practice. Larry Fong has been coordinating this investigation of insurance possibilities.

On the agenda for the up-coming March Board meeting in Red Deer is AFMS affiliation with Family Mediation Canada. We will likely enter soon into negotiations with FMC regarding the terms of such an affiliation.

Tina Sinclair is preparing a brochure which will enhance public awareness of mediation in general. She is investigating the possibility of AFMS adapting an excellent brochure recently developed by Family Mediation Canada.

Report on 1986 National Conference in Toronto

Last November, 3 AFMS Board Members (Jeff Aron, Greg Husband, and Farrel Shadlyn) attended the First Annual National Conference on Family Mediation, in Toronto, a joint venture of Family Mediation Canada and the Ontario Association for Family Mediation.

What follows are some of the highlights, extracted from a report to the Board by Greg Husband:

The conference, attended by about 350 people, "was in my opinion very successful. It was well organized and had a number of very interesting workshops and speakers. I had the impression that mediation, in Canada, has finally emerged (the end of the beginning). I attended workshops on the Caucus Technique, the Toronto Shared Parenting Project, Comprehensive Mediation, and Issues in Private Practice. These were a very valuable feature of the conference..., as they were very educational in nature. I would be pleased to share the ideas I learned with members of the Society should an evening be organized for that purpose."

"Congratulations to Larry Fong and Carol Graham, who were elected to sit on the 1986-87 Board of FMC as Alberta representatives. In addition, Judge John Bracco from our Alberta Court of Queen's Bench was elected. FMC now has on its Board 2 judges.... These members of the Bench are very important in that we will be seen to be a more potent force."

"I attended 2 meetings about the affiliation of provincial associations with FMC. There was much agreement about the need to have a strong national voice at the federal level, as the federal government only listens to national organizations. It was strong FMC input that resulted in the inclusion of mediation (limited as it is) in the Divorce Act of 1985. The issues of affiliation are:

a) the need. It is apparent that there are more mediators than clients and that if there is going to be a significant shift from the adversarial approach, then the lead must come from government. With respect to divorce legislation (custody and support), the federal government must be persuaded. Only a national organization with a large

membership can do this. Provincial legislation (property) will be influenced at the provincial level. I believe that it is in the best interest of all practicing and/or trained mediators to belong to both a national and a provincial organization.

- b) the cost. At the present time the cost to belong to both FMC and AFMS is \$85. For private mediators, this represents about one client hour. For public sector mediators, this is an added personal cost. It is interesting that a number of public sector mediators expressed interest in going private as soon as the economic opportunities present themselves.
- c) the mechanisms to achieve affiliation. There are essentially 2 groups of people interested in mediation who would join an association: those who are or would like to be professional mediators, and those who have a strong interest in the topic. Of the latter, there may not be enough interest to join 2 organizations. They (like everyone else) should have the option of joining both or just one. For the others, if there is a commitment to advance the cause of mediation, they would likely join both. There are essentially 2 affiliation options as far as membership is concerned: i) each member would pay the full fee to each organization through AFMS; ii) a member wishing to join both would be offered, say, a \$5 discount in each organization for a total annual fee of \$75.

With respect to education, "there is a widespread realization that Canadians can train Canadians. FMC (Howard Irving and Judith Ryan) have developed a program for training trainers. Their idea is to establish a training resource in each province, thereby reducing the need for outside people and the expense that would entail. They are looking for experienced people to train as trainers."

The subject of Comprehensive Mediation "was discussed and debated. The vast majority of panel members felt that this is the way of the future and that it is important when clients have more than one issue, they not be fragmented between professionals (e.g., lawyer mediators do property and social worker mediators do custody). It is evident that each profession brings with it different knowledge, but it is not beyond each profession to learn what is required to be a competent comprehensive mediator. Resistance to mental health professionals dealing with property issues was mainly expressed by lawyers; however, one panelist lawyer (and an Ontario bencher) felt that this should not be a problem and that no aspect of divorce belongs in the adversarial system. It is all a matter of the education of mediators, whatever their backgrounds. Hear, hear!"

"This conference for me was the beginning of something big in Canadian mediation. It represents a shift from the U.S.A. to Canada for training and research. In many ways we are more advanced than our colleagues in that country. The conference was well organized and presented. A national network is establishing itself and I believe that we as a profession are on our way! AFMS with the assistance of the FMC people should be able to take this the next step next year."

Thanks, Greg, for this very informative and useful report.

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Notice Board

The mailing address for AFMS is: Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

To become a member of AFMS, forward the \$45 annual fee (\$25 after May 31, since the membership year runs from October to October) and your name, mailing address, business and residence phone numbers, and an indication of your educational and professional background to:

Cathie Foote, Membership Co-ordinator Alberta Family Mediation Society Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

The next meeting of the Board of Directors of AFMS will be held in Red Deer on Saturday, March 21st.

The next issue of this Newsletter will be produced at the end of March. If you have anything you would like to contribute (and all contributions are much appreciated), please call me (Cathie Foote) at 286-8135, or mail it to me at the Faculty of Social Welfare, University of Calgary, 2500 University Drive N.W., Calgary T2N 1N4. Thanks very much.

Calgary Area Activities

Over the first weekend in October, a number of AFMS members and Board Members womanned/manned (personned?) a booth at the "Women's Show" at the Stampede Grounds Round-Up Centre. Under new tri-colour "billboards" about AFMS and mediation, these helpers dispensed our "Practising Mediators" brochure, pamphlets about mediation in general, and answers to the questions of interested passers-by. Thanks to everyone who participated in getting mediation and the AFMS out before more of the public.

Important Notice of Upcoming Meeting:

Janna Bowey reports that there will be a meeting for all interested Calgary-area members on Thursday, February 26 at 7:30 p.m. at her offices: Calgary Integrated Services, 221 - 17 Avenue S.E. Please RSVP to Janna at 262-7755 if you are coming. The overall purpose of this meeting will be to get organized a Calgary area "local chapter" or "sub-group" of the AFMS. Three main items are on the agenda at this point. First, to develop some sort of simple administrative structure that would facilitate the sub-group getting support and funds from AFMS for educational and other programs, and also facilitate the sub-group being accountable to AFMS for such support and funds. Second, to plan educational workshops for the near future: for example, Kent Taylor from Edmonton presenting a one-day workshop on child custody mediation, Barbara Landau from Toronto, John Haynes, etc. Note that several members of this Calgary sub-group hope to meet with Dr. Landau when she is in Calgary (briefly in mid-March), to discuss such future training possibilities. Third, to develop an on-going

peer supervision group or groups. Everyone in the vicinity is encouraged to come to this organizational meeting, and help establish an active, useful local chapter. Looking forward to seeing you there!

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Other Mediation Organizations

Alberta Arbitration and Mediation Society
408 McLeod Building, 10136 - 100 Street, Edmonton T5J 0P1 (426-0650)
**Note their Resource Centre (1300 items) housed in Edmonton

Mediation Development Association of British Columbia 1745 Garnet Road, Victoria V8P 3E2

Justice Institute of British Columbia 4180 - West 4th Avenue, Vancouver V6R 4J5 **Note that this Institute offers a wide variety of relevant continuing education programs

Ontario Association for Family Mediation Box 1199, Postal Station Q, Toronto M4T 2P4

Nova Scotia Association for Divorce and Family Mediation P.O. Box 3154 South, Halifax B3J 3H5

**Note that Family Mediation Manitoba, Family Mediation New Brunswick, and Family Mediation Saskatchewan have recently been organized as societies in their respective provinces, and a Quebec Provincial Association is now in its second year of operation

Family Mediation Canada Suite 208, 12 Birch Avenue, Toronto M4V 1C8 **Note that this is a NEW address for FMC

Network for Community Justice and Conflict Resolution 298 Frederick Street, Kitchener, Ontario N2H 2N5 (519-744-6549) **Note their "Directory of Canadian Dispute Resolution Programs"

Academy of Family Mediators
P.O. Box 4686, Greenwich, Connecticut 06830
**Note that the journal for this organization is "Mediation Quarterly"

Association of Family and Conciliation Courts
The Oregon Health Sciences University, Department of Psychiatry, Gaines Hall, Room 149, 3181 S.W. Sam Jackson Park Road, Portland, Oregon 97201
**Note that the journal for this organization is "Conciliation Courts Review"

The Society of Professionals In Dispute Resolution (SPIDR) #909, 1730 Rhode Island Avenue N.W., Washington, D.C. 20036

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Materials and Resources

Journal of Divorce
The Haworth Press, 28 East 22 Street, New York, New York 10010

Conciliation Courts Review 1217 Shadybrook Drive, Beverly Hills, California 90210

Mediation Quarterly Jossey-Bass Inc., Publishers, 433 California Street, San Francisco 94104

Conflict Resolution Newsletter 3404 Wessynton Way, Alexandria, Virginia 22309

Family Mediation Canada is publishing a national directory of its members. Write FMC for more details: Suite 208, 12 Birch Avenue, Toronto M4V 1C8

The Federal Department of Justice is compiling an inventory of divorce mediation and reconciliation counselling services in Canada. Write Albert Currie, Mediation Inventory Project, Research and Statistics Section, Department of Justice, Kent and Wellington Streets, Ottawa K1A 0H8

In its Spring, 1986 issue, "The Royal Bank Reporter" dealt very competently with "The Changing Family" in Canada. Write The Royal Bank of Canada, Royal Bank Plaza, 9th Floor, North Tower, Toronto M5J 2J5 for copies

The January 25, 1987 special issue of the Calgary Herald's "Sunday Magazine" on "Love is Not Enough: The Challenge of Marriage in the '80's"

Also in the Calgary Herald, a six-part Canadian Press series on the rapidly changing face of the Canadian household, January 17 through February 12

Books of Interest:

American Bar Association, Section of Family Law, "Divorce and Family Mediation: Standards of Practice," 1986, ABA, Chicago

Terry Arendell, "Mothers and Divorce: Legal, Economic, and Social Dilemmas," 1986, University of California Press, Berkeley

Alastair Bissett-Johnson and David C. Day, "The New Divorce Law: A Commentary on the Divorce Act, 1985," 1986, Carswell, Toronto

Canadian Advisory Council on the Status of Women, "Family Law in Canada: New Directions," edited by Elizabeth Sloss, 1985, available for \$5 from the Canadian Council on Social Development, 55 Parkdale Avenue, Ottawa K1Y 1E5

Louise Dulude, "Love, Marriage and Money... An Analysis of Financial Relations Between the Spouses," 1984, available free of charge from the Canadian Advisory Council on the Status of Women, Box 1541, Station B, Ottawa K1P 5R5

Howard Irving and Michael Benjamin, "Family Mediation: Theory and Practice of Dispute Resolution," 1986, Carswell, Toronto

Malcolm C. Kronby, "Canadian Family Law," Fourth revised and updated edition, 1986, Stoddart Publishing Co. Ltd., Toronto

Barbara Landau (Editor), "Children's Rights in the Practice of Family Law," 1986, Carswell, Toronto

Barbara Landau, Mario Bartoletti, and Ruth Mesbur, "The Family Mediation Handbook," 1987. Butterworths, Toronto

Julien Payne, "Payne's Commentaries on the Divorce Act, 1985," 1986, Richard De Boo Publishers

Dean G. Pruitt and Jeffrey Z. Rubin, "Social Conflict: Escalation, Stalemate, and Settlement," 1986, Random House, New York

Upcoming Conferences

February 28-March 1, Ottawa: "Fathers and Children, Their Society" (F.A.C.T.S.) presents a first national convention for groups in support of joint custody and mandatory mediation

Contact: P.C.J. Boisvert-Gilman, President, "Fathers and Children, Their Society," Box 45, Kamloops, B.C. V2C 5K3

March 19-21, Calgary: Annual Conference of the Alberta Association of Social Workers, including a one-day workshop on "Conflict Resolution and Negotiation" and a morning session on "Understanding Conflict: A Reality or an Illusion?", both by Robert McWhinney and Kathleen Metcalfe of Toronto

Contact: Lisa Bronconnier, Suite 104, Alberta Social Services, 6715 - 8 Street N.E., Calgary T2E 7H7

March 26-27, Vancouver: "2-Day Advanced Child Custody Mediation Workshop," with John Haynes

Contact: Justice Institute of B.C., 4180 - West 4th Avenue, Vancouver V6R 4J5

March 28-April 1, Vancouver: "5-Day, 40-Hour Intensive Divorce Mediation Training Program," with John Haynes

Contact: Justice Institute of B.C., 4180 - West 4th Avenue, Vancouver V6R 4J5

April 9-10, Edmonton: "Gender, Class and Culture: Working with the Hidden Dimensions in Families, Larger Systems, and Family Therapy," with Evan Imber-Black Contact: Elaine P. Douglas, 3808 - 118 Street, Edmonton T6J 1W7 403-436-5903

May 19-22, Honolulu: Annual Conference of the Association of Family and Conciliation Courts

Contact: The Honorable Betty M. Vitousek, Senior Judge, Family Court of the First Circuit, P.O. Box 3498, Honolulu, Hawaii 96811

May 24-28, Banff: Western Canadian Conference on Family Practice, in conjunction with the Canadian Association for Treatment and Study of the Family, including a 3-morning workshop on "Thorny Issues in the Resolution of Custody and Access Disputes," by Elsa Broder and Annette Kussin of Toronto

Contact: Alix Hirabayashi, Conference Administrator, WCCFP/CATSF, School of Social Work, University of British Columbia, Vancouver V6T 1W5

July 8-11, New York City: Annual Conference of the Academy of Family Mediators, focusing on interdisciplinary cooperation

Contact: Emily Brown, Program Chair 1987 Conference, Suite 810, 1925 North Lynn Street, Arlington, Virginia 22209

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Editor's End Note

For those of you who have been anxiously awaiting this first issue of Volume 2 of the AFMS Newsletter, I regret the delay in its publication. An explanatory word may be in order here. Although I edited the Newsletter last year, I was unable to resume that task again this year (after re-election to the Board in late September) as a result of my husband's serious illness diagnosed in October. Unfortunately, the other Board Member who was to have taken on the task was also unable to carry it out, as it turned out. Thus the delay, but these are the exigencies with a volunteer, working (i.e., operations as well as policy) Board. I have now agreed to take back the job of producing the Newsletter, so here, at last, is the first issue of Volume 2. I hope you enjoy it (and the new Macintosh Laser Printer look!) and find it useful. My best wishes to you in this new year.

— Cathie Foote

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"The Mediation Blues"

I've got the Mediation Blues,
We're at an impasse of views,
We want to reach an agreement here.
She wants the house and the car,
And the Cuisinart and the bar,
And she just makes me drink more beers,
I said now maybe, I said now baby,
I can compromise but please leave no tears.

I tried some good prayer,
I tried the Four Square,
But it just ain't gettin' very fair.
I tried confluence,
and his influence,
But we just ain't gettin' anywhere.
You can take your caucus into Secaucus,
And just treat me with some care.

I need some WATNA,
I want some BATNA,
I need some room to negotiate.
Give me some options,
And some adoptions,
But oh, don't litigate.
Manipulation breeds such frustration,
So baby, let's cooperate.

I want some time with the kids,
Or your support's on the skids.
Got to have my joint custody.
What? Fifty thousand a year?
For both those little dears?
And your attorney said it better be?
No! Let's conciliate, and let's go mediate,
And then we'll go and have some tea.

CHORUS:

I've got the Mediation Blues, I've got the Mediation Blues, I've got the Mediation Bluuu-uu-uues......

(To be sung to a standard 12-bar blues progression)

(Reprinted from the Academy of Family Mediators's "Mediation News," Volume 5, Number 6, November-December, 1986, Page 7).

ALBERTA FAMILY MEDIATION SOCIETY

NEWSLETTER

VOLUME 2, NUMBER 2 APRIL, 1987

A Message from the Chairman of the Board

It was with great excitement that I observed the first family and divorce mediation course endorsed by the Law Society of Alberta. Over 20 students participated in a 40 hour basic training program offered by Dr. John Haynes of New York. Almost all participants were practicing lawyers in Alberta. Preceding the basic program, the AFMS sponsored a 2 day advanced workshop on mediation with Dr. Haynes. Since 1984, well over 100 professionals in Alberta have received some formal family and divorce mediation training with AFMS endorsement.

I am also encouraged by the strong interest in mediation in such areas as Lethbridge, Medicine Hat, and Red Deer. I hope these areas will form strong AFMS subgroups and embellish the perspectives of mediation within their geographic locations. Both Edmonton and Calgary have felt a resurgence within their mediation subgroups, with Calgary planning an advanced workshop on custody mediation by Kent Taylor (M.A., C.Psych.) of Edmonton.

Also planned for 1987 is the annual Family Mediation Canada conference, scheduled for October. Plans are now being formalized to have this conference in the spectacular Banff Springs Hotel. This "hands-on" mediation conference will no doubt prove to be a most valuable experience for Canadian mediators. Tentatively, such speakers as Dr. Donald Saposnek and Dr. Joan Kelly, both from California, have been invited to speak.

Of particular interest to present AFMS members are the negotiations and progress associated with our affiliation with FMC. All provinces have been asked to consider affiliation with FMC, and Alberta remains in the preliminary stages of contact with FMC. The majority of provinces have not formalized final stages of negotiations; however Ontario, with the largest number of mediators in the country, will be meeting this month to look at the present proposals by FMC and the OAFM.

I met with Dr. Barbara Landau of the OAFM last month, both as Chairperson of AFMS and as one of the Board of Directors of FMC. We discussed the importance of having a strong federal voice with respect to family and divorce mediation, and generally agreed that the financial propositions were the present impediment to success. Certainly these financial implications will have an effect on each provincial organization, as well as on FMC. I shall be meeting with the AFMS Board members next month to share more information with respect to FMC negotiations. One of the tentative proposals that has been brought to my attention is to include fees for both FMC and the provincial mediation organizations together. The importance of provincial organizations joining FMC to give

the Academy of Family Mediators, an international organization of mediators. His ideas pertaining to the importance of an organized national group of mediation associations certainly gave me some clarity with respect to the future of mediation in Canada.

In summary, this latest Newsletter brings to you greetings from me and the Board of AFMS, trusting you will be reading this with excitement, and that you will today call a mediator and make plans to either promote mediation through your local subgroup, or contact an AFMS Board Member with suggestions about what AFMS can do for you.

Larry Fong, M.Ed., C.Psych. Chairperson, AFMS

New Developments from the Board

Registered Mediator Status (The "Registry")

Registered Mediator Status will have 3 mandatory components:

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- 1. Qualifications: As approved by AFMS membership at 1986 Annual General Meeting
- 2. <u>Liability Insurance</u>: Lawyers will now be covered, due to an amendment of the Law Society of Alberta rules to cover the practice of mediation. Psychologists can be covered under a number of their professional organizations (e.g., Alberta, Canadian, or American psychological associations). For Social Workers, more clarity is still being sought about exactly what coverage is provided through the AASW by way of its RSW status. With respect to other professions, Larry Fong is making inquiries with Guardian Insurance.
- 3. <u>Code of Conduct</u>: At its March 21st meeting, the AFMS Board agreed that the "Code of Professional Conduct" of Family Mediation Canada also be used as the AFMS Code. This recommendation by the Board will be taken for ratification to the Society's full membership at the next Annual General Meeting, to be held in the fall of this year. In the meantime, the Board will be discussing whether and how to implement some sort of "disciplinary" review committee to deal with "enforcement" and breaches of the Code after it is adopted.

Unless some unforeseen obstacle emerges before or at the 1987 Annual General Meeting, the "Registry" will be assembled following the AGM and probably will be available before the end of this year. Watch for your application form following the AGM.

The "Practising Mediators" Brochure

Good News! Tina Sinclair has been working very hard, organizing all the information for the 1987 version of this AFMS Brochure, and it is now available. A copy is included with this Newsletter. For more copies, please write to the AFMS at:

Box #405, 918 - 16 Avenue N.W., Calgary T2M 0K3.

Thanks very much, Tina!

Training and Continuing Education

Carol Graham reports that John Haynes will not be back this way in the near future, having been in Calgary for two workshops in March. However, planning is underway to hold a 40 hour basic training program in the Banff area immediately before the national conference is in Banff in October (i.e., have the training around October 9 - 13, which is Thanksgiving weekend plus the start of the post-Thanksgiving weekend). This would be the Family Mediation Canada "beginners" training course, featuring Judith Ryan, Howard Irving, and perhaps Joan Kelly.

Please note the advertisement elsewhere in this Newsletter about an up-coming one day, advanced, custody workshop in Calgary with Kent Taylor, brought to you by the AFMS Calgary sub-group.

At its March meeting, the Board approved a policy of charging higher registration fees for non-AFMS-members than for members at AFMS-sponsored training or continuing eduation programs.

Public Education Brochure

Enclosed with this Newsletter is a copy of the new Family Mediation Canada public awareness and education brochure. The AFMS is considering using this brochure to promote mediation to the general public and professional community in Alberta and, with FMC's permission, perhaps placing our logo, name, and address on a sticker over the FMC information at the end of the brochure.

The Board is also investigating the development of its own promotional brochure which would have on it space for an individual practitioner to affix his/her own stamp or sticker. The brochure would be sold to AFMS members, to promote both mediation in general and the individual practitioner's business more specifically.

Affiliation with FMC

Larry Fong met recently with Barbara Landau, President of the Ontario Association for Family Mediation, to discuss Ontario's and Alberta'a affiliating with Family Mediation Canada. The AFMS Board has recommended to Larry that we begin negotiating with FMC now, rather than wait until the OAFM has come to some agreement with FMC. In general, the AFMS Board supports the concept of affiliation with FMC and believes we as a province need to back a national lobbying force, since divorce is under federal jurisdiction in this country.

FMC National Annual Conference

Plans are well underway for the FMC national annual meeting to be held in Banff this October, thanks to the efforts and energy of Joanne Goss. Please refer to the piece later in this Newsletter for more details about what is going to be a terrific conference. Note that the AFMS Board has approved a donation of AFMS monies to the "speaker fund" for the conference. We do not know as yet which speaker or speakers will be sponsored by our contribution.

Note also that the Board is looking for suggestions about a slogan for a button to be distributed by the AFMS to registrants.

"Odds and Ends"

Note the contest advertised elsewhere in this Newsletter, sponsored by the Board, to create a logo for the AFMS.

Joy Muller has been working on getting AFMS and Board materials properly "archived," as well as preparing a Handbook on Society and Board procedures and activities.

Treasurer Greg Husband reports that the AFMS financial picture remains very healthy (pardon my mixed metaphor).

I (Newsletter Editor, Cathie Foote) am investigating the possibility of charging for advertising in the AFMS Newsletter.

The Board has decided that the AFMS will not be stating recommended rates for our practising mediators to charge.

The Board will be considering some suggestions about better ways to constitute the AFMS Board in the future: for example, staggered term lengths, North/South representation, and Past-Chairperson as ex officio Board member. Any changes would have to be approved at the next AGM.

The 1987 Annual General Meeting will probably be held in Banff, in conjunction with the national conference, on the last day of the conference (Sunday, October 18th).

Notice Board

The mailing address for the Alberta Family Mediation Society is: Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

To become a member of AFMS, forward the \$45 annual fee (\$25 after May 31, since the membership year runs from October to October), and your name, mailing address, business and residence phone numbers, and an indication of your educational and professional background to:

Cathie Foote, Membership Co-ordinator, AFMS Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

The next meeting of the Board of Directors of AFMS will be held in Red Deer on Saturday, May 9th, beginning at 9:00 a.m.

The next issue of this Newsletter will be produced at the start of June. If you have anything you would like to contribute, please call me (Cathie Foote) at 286-8135, or mail it to me at #43, 3302 - 50 Street N.W., Calgary, Alberta T3A 2C6. Thanks.

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Second National Conference on Family Mediation

Co-sponsored by Family Mediation Canada and the Alberta Family Mediation Society

October 14 - 18, 1987 Banff Springs Hotel, Banff, Alberta

The second annual Family Mediation Canada Conference will be held October 14 - 18, 1987, in Banff, Alberta, co-sponsored by the Alberta Family Mediation Society. The theme for this year's conference is "Mediation: A Discipline in Transition," and will be focusing on clinical workshops, marketing skills, standards and accreditation, presentations of research, and legislative change.

Papers for panel discussions, workshops, and seminars are now being accepted by the Conference Committee until June 30, 1987. Please forward yours to: Conference '87, c/o 1900 Scotia Place, 10060 Jasper Avenue, Edmonton, Alberta T5J 3V4, to the attention of Joanne H. Goss (phone 403-429-1751).

The conference is being held at the Banff Springs Hotel, quietly nestled in the heart of the Rocky Mountains of Alberta. The castle-like hotel, complete with gothic arches and authentic antiques, is only minutes away from some of the better ski slopes of the Rockies. Yet the hotel is only 137 kilometers from the Calgary International Airport. In addition to the meetings, there will be ample opportunities for recreational and social activities.

A brochure describing the details of the conference and registration information will be sent out shortly. In the meantime, mark your calendars and plan to join us at what promises to be a very successful conference.

Joanne Goss Reports Further on the FMC Conference

In addition to the above advertisement, AFMS Board member and FMC Conference Co-Chairperson Joanne Goss reported the following information at the recent meeting of the AFMS Board:

The goals of the conference are to: bring all professions involved in Family Mediation across Canada together to share ideas and experiences; upgrade skills of Family Mediation practitioners; discuss ways of developing mediation as a profession and enhancing public awareness of the profession; look at alternatives for mediation beyond the professional perspective; analyze current social issues in the context of mediation; formulate and strengthen policies relating to standards, ethics, legislation, research, and training.

A tentative schedule is now being set up for the conference. The evening of Wednesday, October 14th will feature a welcome and a wine and cheese party. Thursday, October 15th will have workshops all day and a dinner in the evening. Friday, October 16th will have workshops in the morning, a plenary session at lunch, and a free afternoon (except for the FMC Board, who would be meeting at that time); the evening will feature a Western-style Barbeque party. Saturday, October 17th will have lengthier workshops all day (e.g., Donald Saposnek for a full day) and then a wind-up dinner and dance, with speakers at the dinner. Sunday, October 18th will be the AFMS Annual General Meeting.

In addition to the topics mentioned in the advertisement above, Joanne reported that others may be: violence, sexual abuse, women's issues, mediation in other fields of practice (e.g., the military, rural, schools, adoption), provincial developments, arbitration, theories relevant to mediation, etc.

The conference organizers are attempting to bring in a number of well-known experts (i.e., "big names") in the field.

Individuals who present papers at the conference will probably be reimbursed for some or all of their registration fees.

FMC plans to produce a book comprised of papers from the conference.

Note that tapes of sessions will likely be for sale at the end of the conference.

French translation will be provided for at least some of the sessions.

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AFMS Logo Contest !!!

Win free registration to national conference in Banff in October !!!

The AFMS Board has decided it would be a great idea to have a distinctive logo for the Society, for its stationery, brochures, Newsletter, etc. (can sweatshirts, bumper stickers, and coffee mugs be far behind??). So here's your chance to contribute to the AFMS, exercise your creative talents, and win big at the same time.

Please send your design by Monday, May 4th to the AFMS Logo Contest at Box #405, 918 - 16 Avenue N.W., Calgary T2M 0K3. Make sure your name, address, and phone number are on a separate sheet of paper from your design (i.e., that any identifying information does not appear on the same sheet as the design).

The Board will be deciding on the winner at its next meeting on Saturday, May 9th. The winning designer will have his/her registration fee to the FMC national conference in Banff in October paid by the AFMS!!!

Note that this contest is open only to AFMS members.

Enter soon, enter often, and Good Luck!

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Calgary Area Activities

Six members of the AFMS Calgary sub-group met on February 26th to discuss possible activities related to mediation in the Calgary area. Some of the goals for the sub-group were established to be: encouraging forums, seminars, and workshops, using local resources for such presentations, promoting mediation in the professional community and education of the general public, developing a peer supervision and consultation group, and overseeing and maintaining the AFMS funds available to the sub-group.

In light of these goals, the following activities are in the works:

Nancy Flatters is organizing a one day advanced workshop, featuring Kent Taylor, at the end of May. Details are advertised later in this Newsletter.

Janna Bowey would like to see a forum happen on the issue of child sexual abuse and its relevance to divorce negotiations and mediation, an important topic debated at the recent Haynes advanced workshop in Calgary.

Several members will explore the use of the community TV channel and local newspapers for public education about mediation.

Janna Bowey is organizing a peer supervision and consultation group, the first meeting of which will be held on Wednesday, May 6th at 7:30 p.m. at Calgary Integrated Services, 221 - 17 Avenue S.E. If you would like to attend and/or to present one of your mediation cases for discussion, please call Janna at 262-7755. The group will be based on Haynes' model, outlined at the end of his basic training program, for furthering professional development through consultation with your colleagues.

Lloyd Stinson and Janna Bowey will be looking after the bank account of the sub-group.

Canadian Research Institute for Law and the Family

This new national Institute has recently begun operations at the University of Calgary. Dr. Joe Hornick, formerly a professor in the U of C's Faculty of Social Welfare, has been named Executive Director. The unique interdisciplinary non-profit Institute for research and education regarding law and family issues is the result of a joint venture by the Faculties of Law and Social Welfare at U of C which began in 1984. Substantial financial support has been provided all along by the Alberta Law Foundation. The Institute and its Board of Directors is both regional and national in focus.

Incorporated as of February 1, 1987, and beginning with a 2 year grant, the CRILF can be contacted c/o Faculty of Law, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4 (phone 403-220-6653).

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Custody Mediation Workshop

with Kent Taylor

(Director of Edmonton Custody Mediation Project)

Saturday, May 30th 9:00 a.m. - 4:00 p.m. Registration at 8:30 a.m.

Westward Inn, Calgary 119 - 12 Avenue S.W.

Registration Fees by May 15th (Lunch not included):
\$40 for AFMS Members
\$50 for Non-Members

Maximum Registration of 25 people, First come First served

Please Register by May 15th
After May 15th, All Registrations are \$50, Members & Non-Members

Make cheque payable to: Alberta Family Mediation Society

and mail it, along with your name, address, and phone number, to:

Attention, Nancy Flatters c/o McCaffery and Company, Barristers & Solicitors 1700, 633 - 6 Avenue S.W. Calgary, Alberta T2P 2Y5

Note that registration fees will be refunded only if the workshop is cancelled.

Please call Janna Bowey at 262-7755 if you have any questions.

Kent Taylor will be using the training tapes he has made recently with and featuring John Haynes. Kent is trained as a psychologist and has many years of experience practicing, supervising, and teaching mediation in Alberta.

The AFMS would like to extend many thanks to McCaffery and Company for its help with the organizing of this workshop.

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Notes from an Interview with John Haynes

In Calgary on March 17 and 18, Dr. John Haynes conducted an AFMS-sponsored advanced workshop on negotiating styles and techniques and on managing difficult mediation dynamics. 22 people were in attendance. In addition to the <u>bomb threat</u> aimed at our area in the hotel, one of the highlights of the workshop was Dr. Haynes's use of the video training tapes he has made with Kent Taylor in Edmonton. The series of 5 tapes demonstrates Dr. Haynes mediating with 5 different couples, each couple selected to illustrate certain dynamics and mediation strategies.

Following this two-day workshop, Dr. Haynes offered a 40-hour basic training program to about 20 people, organized by Nancy Flatters and sponsored in Calgary by the Canadian Bar Association, from March 20 through 24. Most of the participants were lawyers, but about one-third were from the mental health professions.

At the end of the two-day advanced workshop, I was able to interview Dr. Haynes briefly for the Newsletter. What follows is a summary of his comments.

The important issues and "hot topics" confronting mediation these days:

Dr. Haynes is concerned about the way mediation is being used in the political arena and touted as a panacea, as something that can make the world fair. For him, mediation can neither address all problematic aspects of divorce, nor can it make divorce fair. It may make divorce more fair than the traditional system, but if divorce historically has been unfair to a particular group (to women, for example), mediation alone cannot fix that injustice.

Dr. Haynes is also concerned with the current feminist critique of mediation that favours presumptive sole mother custody. He believes, in part, that it is not helpful to saddle women with the necessity of mothering, and that the presumption will only keep children in the position of being bargaining chips (chips over which women mainly will have power).

Dr. Haynes suggests that we ought to demand impact studies be done on family laws and policies. Such laws and policies are usually adopted with very little knowledge of their effects, and governments tend to change one part without changing the others as well (e.g., altering support law without seeing how that may affect custody and altering custody to fit). Most jurisdictions are imbalanced in this way. Only a state like California has attempted to enact a complete package of coordinated reforms.

The areas into which mediation ought to now move:

Dr. Haynes would like to see divorce mediation enhanced through its application to other areas of practice (e.g., to other "domestic" or family topics such as parent-teen conflict, spouse abuse, family violence, juvenile delinquency, etc.). He believes that divorce mediation will progress ultimately by having mediation in general become the accepted, normative way of resolving disputes in our society.

Cathie Foote

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Materials and Resources

Books of Interest:

Constance R. Ahrons and Roy H. Rodgers, "Divorced Families: A Multidisciplinary Developmental View," 1987, W.W. Norton & Co., New York

Joan Blades, "Mediate Your Divorce," 171 Brookside Drive, Berkeley, California 94795

Marla Beth Isaacs, Braulio Montalvo, and David Abelsohn, "The Difficult Divorce: Therapy for Children and Families," 1986

Kenneth Kressel, "The Process of Divorce: How Professionals and Couples Negotiate Settlements," 1985, Basic Books, New York

Anne Morawetz and Gillian Walker, "Brief Therapy with Single-Parent Families"

Joy K. Rice and David G. Rice, "Living Through Divorce: A Developmental Approach to Divorce Therapy," 1985

Royal Commission on the Economic Union and Development Prospects for Canada, Collected Research Studies, Volume 49, "Family Law and Social Welfare Legislation in Canada, " 1986, University of Toronto, Toronto

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Upcoming Conferences

May 16 and May 21, Calgary: Saturday Morning at the Law School and Law Downtown, respectively, free lecture for the public on "Separation and Divorce" Contact: Faculty of Continuing Education, University of Calgary, at 220-4705

May 19-22, Honolulu: Annual Conference of the Association of Family and Conciliation Courts

Contact: Gwen Heliker, Hawaiian Adventure, Inc., 1833 Kalakaua Avenue, Suite 500, Honolulu, Hawaii 96815

May 23, Calgary: A day of workshops for the general public on "The Legal Process: Coping with Marriage Breakdown," sponsored by the Calgary Association of Women and the Law

Contact: Mrs. Heidi Guenter, Conference Office, Faculty of Continuing Education, University of Calgary, at 220-4987 May 24-28, Banff: Western Canadian Conference on Family Practice, in conjunction with the Canadian Association for Treatment and Study of the Family, including a 3-morning workshop on "Thorny Issues in the Resolution of Custody and Access Disputes," by Elsa Broder and Annette Kussin of Toronto

Contact: Alix Hirabayashi, Conference Administrator, WCCFP/CATSF, School of Social Work, University of British Columbia, Vancouver V6T 1W5

June 5, Edmonton: A mediation workshop on "Open (Private) Adoption," an alternative to present adoption procedures, with Kent Taylor and Jeanne Etter (founder of Open Adoption and Family Services, Inc. in Eugene, Oregon and promoter of Open Adoption mediation techniques)

Contact: Kent Taylor, Mediation Seminars, 407 LeMarchand Mansion, 11523 - 100 Avenue, Edmonton T5K 0J8

July, Salem, Oregon: Dispute Resolution summer courses (e.g., negotiation, arbitration, interviewing and counselling, mediation, introduction to dispute resolution)

Contact: Center for Dispute Resolution, Willamette University, College of Law, 900 State Street, Salem, Oregon 97301

July 8-11, New York City: Annual Conference of the Academy of Family Mediators, focusing on interdisciplinary cooperation and diversity

Contact: Emily Brown, Program Chair 1987 Conference, Suite 810, 1925 North Lynn Street, Arlington, Virginia 22209

1988, Calgary: Annual International Conference of the Society of Professionals in Dispute Resolution (SPIDR)

Contact: SPIDR, #909, 1730 Rhode Island Avenue N.W., Washington, D.C. 20036

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Nature (and your Editor) abhors a vacuum

Please help me fill this space in the next Newsletter

Phoney psychics face exposure

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By Monica Zurowski (Herald staff writer)

Fraudulent fortune-tellers beware!

A Calgary spiritual organization is establishing a central registry that will validate the claims of power made by honest psychics, mediums and clairvoyants in the city.

"Our main purpose in planning this registry is to get the frauds out," said Maureen

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McWilliams, spokesman for the Spiritual Science Fellowship in Calgary.

The 300-member fellowship wants to expose make-believe mediums who may hide their lack of psychic talents behind yeils of voodoo and black magic.

"By getting feedback from the public when they visit psychics and perhaps by testing genuine psychics, we hope to set up a

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registry of people who have valid psychic gifts.

"Unfortunately, there are a number of frauds in this field. Many people have gotten hurt, ripped off or deceived — we don't want people to get swindled."

A common scam is for a phoney psychic to tell customers they are cursed and then charge hundreds or even thousands of dollars to remove the curse.

Fly-by-night "psychics" also pose a problem, she said.

They sweep into a town and defraud their customers of dollars before sneaking off to the next city. Ten people who operated this kind of scam across the country were arrested in Toronto last summer, McWilliams said.

The fellowship hopes the registry, which should be operating within the next few months, will clean up the image of psychics.

From the Calgary Herald, February 15, 1987

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ALBERTA FAMILY MEDIATION SOCIETY

NEWSLETTER

Volume 2, Number 3 June, 1987

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A Message from the Chairman of the Board

This will be the second last Newsletter of the Society before our Annual General Meeting in October later this year. The 1987 AGM will occur at the end of the second annual National Conference on Family Mediation, sponsored jointly by the federal Department of Justice, the Province of Alberta, the Alberta Family Mediation Society, and Family Mediation Canada.

All Directors of the AFMS have been preparing eagerly for this important event, and for all those interested mediators, this might be one event you surely will not want to miss. For example, on hand will be speakers of international renown such as Drs. Donald Saposnek and Joan Kelly of California. Dr. Saposnek is a psychologist-mediator who has written a most impressive book on mediation, and is well published in the field of mediation. Dr. Kelly is also a psychologist-mediator, and conjoint author of the book "Surviving the Breakup." She is providing our field with some interesting longitudinal research on mediation. Along with other speakers, including an impressive Canadian line-up, will be a training program that is to be AFMS sponsored and approved.

This National FMC Conference should prove to be an interesting one, as it is oriented towards a practitioner model rather than a theoretical one. With Family Mediation Canada considering moving the conference location around the country from year to year, Western Canadians may not want to forget this all important date -- October 14 through 18 - in the scenic and spectacular Banff Springs Hotel in Banff National Park.

I can recall, with particular vividness, an initial meeting of the AFMS several years ago. Those present wondered whether AFMS would "fly" and if we could even function as a viable entity. We each threw in twenty dollars to get some seed money going, and with an informal membership of less than ten, figured we could get a few more converts to be excited about mediation the way we were. Today, we stand with more than 100 members of AFMS, and are at the crossroads of what direction we might take.

On June 24th, one giant step was taken when the AFMS Board made an affirmative move to commence negotiations with and formally join FMC, as have some other provinces. This decision was not taken lightly, and after two years of debate, the Board has decided to take a more assertive stand towards mediation in Canada. This

decision will automatically affect some of our membership once the affiliation agreement is finalized with FMC. One of the effects will be an increase in membership fees for those who now belong only to one organization or the other. As there will be cost sharing by FMC and AFMS, and both organizations will have financial constraints, it is expected that the fee, which will have you joining the two organizations together at once, will be in the seventy to eighty dollars per year range. Therefore, members who join AFMS will automatically be members of FMC and vice versa. After a great deal of debate, AFMS Board Members felt that this decision had to be made, even though some present members felt that the fee structure was too high. A quick review of other national professional organizations reflects that our membership fees are well below the average.

Another area of controversy is the issue of Registration of mediators. At the last AGM, the membership directed the Board to come up with some type of Registry which would reflect to the public that Registered Mediators have additional training and qualifications beyond those individuals who do not have the basic requirements of Registration. Under the direction of Tina Sinclair, it has been decided that four basic requirements need to be addressed: education, formal mediation training, liability insurance, and a code of conduct. Members will be asked to vote on this at the 1987 AGM in Banff. For further information, please refer to inserts in and enclosures with issues of this year's Newsletter.

In the future, I see changes within AFMS and FMC, as well as on the national mediation scene. With respect to AFMS, I foresee many changes on the Board this coming year, reflecting a need for such a change of Board Members, primarily due to terms and length of positions on the Board. With this, no doubt, will come a different and most interesting perspective on what mediation will look like from an Albertan point of view. Board Members felt strongly enough to have the FMC Conference here later this year, and that is certainly one strong step in the right direction for mediators Canada wide, as well as Albertans who believe that mediation is a valuable resource for separating or divorcing families.

I must again commend, as I have previously done in other Newsletters, the excellent and dedicated Board of AFMS for their determined efforts in promoting mediation on behalf of AFMS. As I have mentioned before, all positions on the AFMS Board are covered wholely by volunteer professionals, who receive little for their efforts. They have toiled long, with hours of meetings and other tasks, to bring mediation to where it is today in Alberta, and I would like to again bring this to your attention. Without them, there would not have been:

a Newsletter, the FMC National Conference in Alberta, mediation training (over 45 trained in 1987 already), the proposed Registry of Mediators, a brochure of Practising Mediators, or financial funding for local sub-groups of AFMS.



Therefore, special congratulations go out to Jeff Aron, Cathie Foote, Joanne Goss, Carol Graham, Greg Husband, Ernie Lawson, Joy Muller, Farrel Shadlyn, Tina Sinclair, and Lynn Wolff.

I will not be seeking re-election to the Board of AFMS this next year, and I certainly will miss the excitement of my fellow colleagues on the Board, but will look forward to hearing of the new changes to the 1987/88 AFMS Board.

I look forward to meeting with as many of you as possible at both the National Conference and the Annual General Meeting in Banff, October 14th to 18th.

- Larry Fong, Chairperson, Alberta Family Mediation Society

New Developments from the Board

The AFMS Board has met twice since the last issue of the Newsletter, once in Red Deer in May and once in June via a telephone conference call. Here is the news from those two meetings:

The 1987 Annual General Meeting

This year's AGM will be held at the close of the National Conference, in Banff at the Banff Springs Hotel on Sunday, October 18, 1987, from 9:00 a.m. until 3:00 p.m.. Lunch will be included in the registration fee. Larry Fong, current Chairman of the Board, will chair the meeting. Unlike last year's AGM, there will not be any general mediation presentations, since the meeting immediately follows four days of presentations at the National Conference. Instead, the agenda for the day will be comprised of reports on 1986/87 Board and other AFMS activities, a business meeting, and elections to the 1987/88 Board of Directors.

Some of the items to be voted on by the membership at the AGM business meeting are as follows:

a proposed change in the by-laws which would alter the procedures for electing the Board, in order to create a "rotating" Board, in which five members would be elected for a one year term, five for a two year term, and the eleventh position filled by the out-going (Past) Chairperson in a one year term;

the proposed components for the Registry of Registered Mediators (i.e., qualifications, liability insurance, and code of conduct);

a proposed fee for membership in the new AFMS - FMC affiliation.

Tina Sinclair will again oversee election of the new (1987/88) Board. She asks that anyone interested in standing for election submit to her, by the start of September, a brief (i.e., one page at the most) autobiography; please write to Tina c/o AFMS, Box

#405, 918 - 16 Avenue N.W., Calgary T2M 0K3. Note that you should declare whether you prefer to run for a one year or a two year term. These "bio's" will be reprinted in the September issue of the Newsletter and will also be available at the AGM. Nominees will be asked to make a short speech at the AGM as well. Questions? Call Tina in Calgary at 283-9655 or 283-2636.

The next issue of this Newsletter (September) will include a detailed agenda for the AGM, materials on the topics to be voted on by the membership, information on the nominees for the Board, and registration forms. Please contact Larry Fong in Calgary at 297-7567 if you have items you want to have included in the day's activities. We hope you will attend and look forward to seeing you there.

Training

Carol Graham reports that negotiations are well underway for providing a basic (i.e., 40 hour) training program in Banff over the long Thanksgiving weekend, immediately prior to the National Conference that begins on Wednesday, October 14th. Joanne Goss adds that, in her role as National Conference organizing committee co-chairwoman, she has heard lots of demand for such a training program. The first choice at this time for trainers is the team of Judith Ryan (FMC President) and Joan Kelly (from California). Their teaching may be supplemented by some Alberta input from a trainer such as Kent Taylor with his John Haynes video tapes. Watch for further details in the September issue of the Newsletter.

Affiliation with Family Mediation Canada

At its June 24, 1987 meeting, the AFMS Board approved in principle AFMS affiliation with Family Mediation Canada. Ontario and Nova Scotia have already joined with FMC, and British Columbia, New Brunswick, Newfoundland, Quebec, and Saskatchewan are currently considering affiliating as well. The AFMS Board wants to support the concept of lobbying for mediation from a federal/national perspective, believing that it is important to put the weight of the whole country behind the efforts of FMC. Such cross-Canada pressure will assist, for example, in increasing recognition and acceptance of mediation, in modifying federal divorce legislation, in assuring appropriate credentials for mediators, in working towards a system of mandatory mediation, and in financing local, provincial, and national mediation activities.

Formal negotiations are now underway to determine the precise terms of the AFMS - FMC affiliation. One of the important issues to be resolved is the size of membership fees. When AFMS and FMC join together, each individual member will have to be a member of both organizations. FMC wants a \$40 share of the fee; AFMS currently charges \$45. The combined fee of \$85 seems rather high to the AFMS Board, so a joint fee of \$70 to \$80 (with \$40 going to FMC and the remainder to AFMS) will likely be proposed at the 1987 AGM. Several Board Members are now working out a 1987/88 budget for AFMS, to determine how much of a fee our provincial organization needs to continue its work. Another issue to be resolved is that the FMC fiscal and

membership year begins April 1st, while AFMS's does not, so AFMS will likely have to make a switch to the FMC system. This Newsletter and the AGM will carry further information about the terms, benefits, and cost- and task-sharing involved in affiliation with FMC.

A last note regarding FMC: Larry Fong asks that anyone with information about getting a computer donated to FMC please contact him in Calgary at 297-7567. Thanks.

Information and Education Brochures

Plans are being made to distribute our "1987 Practising Mediators" brochure to members of the Family Law Subsection of the Alberta Bar. AFMS Board Members in Calgary, Edmonton, and Lethbridge have copies of the brochure, too, and can be contacted if you would like more for yourself. Otherwise, please write to the AFMS for further copies.

Sincere apologies are offered to Dr. Jon Amundson in Calgary (#206, 2003 - 14 Street N.W. T2M 3N4, phone 289-2511) whose name was omitted from the Practising Mediators brochure for 1987. We hope that no others who ought to have been included were missed. The Registry should be out later this year, so Jon will be back in the information network soon. Again, apologies from the Board.

It was decided at the May Board meeting that the AFMS would make use of the FMC (yellow) public education brochure in its own awareness and information promotional campaigns, and would have an AFMS address sticker placed over the FMC address on the last page of the brochure. FMC has approved such local use of its pamphlet, provided the FMC description, the authorship, and the acknowledgements stated on the last page are not covered up. Ordinarily the pamphlets cost 25 cents each, \$20 per 100, \$37.50 for 250, and \$50 for 500, when purchased by individual members for their own promotional purposes; however, if AFMS uses the pamphlet for general public education, then FMC will provide copies free of charge to AFMS.

The Board also decided not to develop another public education brochure of its own which it might have then sold to interested practitioners in this province.

AFMS Logo

In the April issue of the Newsletter, the Board ran a contest to create a logo for AFMS. Unfortunately, the response was less than overwhelming (it was rather a medium whelming actually), so the Board has now decided to adapt FMC's logo (i.e., add "Alberta Family Mediation Society" to the FMC logo), and ask permission to begin using it once AFMS and FMC have affiliated later this year. The Board would, however, like to thank very much Cathie Foote and Norah Husband for their participation and promising entries. The Board is sorry that it will not be awarding the advertised prize, since it judged that no winning entry was received.

National Conference Planning

Joanne Goss reports that all is proceeding very well in the organizing for this October conference. For example, the Province of Alberta has been particularly generous in its provision of funds and an impressive variety of superior practitioners in the field have been recruited to speak. All AFMS members please note that the organizing committee welcomes individual AFMS members to attend and contribute to the Monday 8:00 a.m. planning meetings at the offices of Cormie Kennedy (#1900 Scotia Place, 10060 Jasper Avenue, Edmonton, phone 429-1751), chaired by Joanne Goss.

"Odds and Ends"

Cathie Fcote notes AFMS exchanges complimentary Newsletters and/or memberships with the Alberta Arbitration and Mediation Society (with thanks to Executive Director Nanette Moreau), FMC, British Columbia, Ontario, Oregon, and Texas.

Anyone who knows anyone who may be interested in paying to advertise in the AFMS Newsletter, please let Cathie Foote know (in Calgary at 286-8135, or write her c/o the AFMS mailing address). The Board is trying to decide whether or not to set a policy on Newsletter advertisements, and would like to know if there is a demand and a market.

Joy Muller reports that AFMS records are now appropriately "archived," and will include a history of the Society. The Board Handbook is now being developed and will be ready soon.

Joy Muller and Farrel Shadlyn are reviewing the Society's by-laws and are working on proposed changes in them to be presented to the membership at the coming AGM.

Please note that our Chairman has a new office phone number. You can now reach Larry Fong in Calgary at 297-7567.

The next meeting of the Board will be held (via a telephone conference call) on Wednesday, September 16th at 7:00 p.m.

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Notice Board

The mailing address for the Alberta Family Mediation Society is: Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

To become a 1986-87 member of AFMS, after May 31st and for the remainder of this membership year (i.e., from June 1 through October 1), forward \$25 (cheque payable to the AFMS) and your name, mailing address, business and residence telephone numbers, and an indication of your educational and professional background to:

Cathie Foote, Membership Co-ordinator, AFMS
Box #405, 918 - 16 Avenue N.W., Calgary, Alberta T2M 0K3

The next issue of this Newsletter will be produced by mid-September. If you have anything you would like to contribute, please call the Editor (Cathie Foote) at 286-8135 or write to me at #43, 3302 - 50 Street N.W., Calgary, Alberta T3A 2C6. Thanks.

Local Area Activities

Edmonton

Lynn Wolff, chair of the Edmonton sub-group continuing education committee, reports that she and her committee members (Sterling Green and Todd Van Vliet) have been busy re-activating their local scene.

On May 27th, a small group met at the offices of Cormie Kennedy for an evening with Kent Taylor. He presented two of his video tapes of John Haynes in mediation, followed by a discussion of those tapes.

The next event is planned for Wednesday, September 16th, from 5:30 to 7:00 p.m., again at Cormie Kennedy (1900 Scotia Place, 10060 Jasper Avenue). The topic will be gender issues in mediation — more specifically, how men and women approach relationships and conflict resolution differently. Two therapists (one male, one female) will speak to the differences in men's and women's perspectives on relationships, and two lawyers (one male, one female) will address gender differences in conflict resolution styles. These presentations will be followed by discussion with the audience. Lynn and her committee look forward to having you join them (and encourage AFMS Board members to attend so that they can take part in the Board meeting immediately following the program, at 7:00 p.m. via telephone conference call from Joanne Goss's office). Please call Lynn at 454-8515 to RSVP, or leave a message with her receptionist at 454-8516. Refreshments will probably be provided for a small fee to cover costs.

Further evening events are being planned for November, January, and April, with a Christmas social gathering as well.

Lynn would like to express the committee's thanks to Joanne Goss and Cormie Kennedy for generously providing their facilities for the May and September events.

Calgary

At the same time that Edmonton appears to be re-activated in its continuing education efforts, the Calgary sub-group seems to be fighting being de-activated. Unfortunately,

the two events that had been planned for May had to be cancelled for lack of attendance. Janna Bowey (228-7171) reports the hope that this is a summer wind-down phenomenon, and that interest will resume in the fall. Therefore, the custody mediation workshop featuring Kent Taylor will likely be tried again in the fall, as will the peer supervision/consultation group meetings. AFMS Calgary-area members: please help keep local continuing professional education alive!

Lethbridge

Ernie Lawson (329-4426) reports that he and the several other AFMS members in the Lethbridge and Medicine Hat area are trying to organize themselves and produce some events beginning in the fall. Please get in touch with Ernie if you are interested in helping out or attending.

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News from AFMS Members

Larry Fong, Ph.D., C.Psych. and Kent Taylor, M.A., C.Psych. announce their basic and advanced supervision and case consultation in the field of family and divorce mediation. As Approved Supervisors/Case Consultants with the Academy of Family Mediators, the (minimum) ten hours of supervision they provide is counted towards your senior or full Membership in the AFM. For further information, call Larry Fong in Calgary at 289-2511 and Kent Taylor in Edmonton at 458-0146.

Larry Fong, Ph.D., C.Psych. and Kent Taylor, M.A., C.Psych., in conjunction with John Haynes, Ph.D. of New York, announce the development and distribution of family and divorce mediation videotapes oriented towards all levels of interested professionals. They are especially useful for those professionals who need a comprehensive understanding of mediation. Professional tapes come complete with training materials and transcripts. For further information, call Larry Fong in Calgary at 403-289-2511 or Kent Taylor in Edmonton at 403-458-0146.

Larry Fong and Carol Graham are presenting a workshop on "Using Family Therapy Techniques in Mediation" at the Academy of Family Mediators Fourth Annual Conference, in New York City on July 9th. Kent Taylor is also presenting a workshop at that same conference on the same day, on "Strategies for Working with Difficult Couples: Innovations in the Court."

Cathie Fcote presented a paper, titled "Another Variation on the Privatization Theme: The Use of New Family Law on Marriage Breakdown for Redefining Entitlement Claims as Private Obligations," at the opening plenary session (on privatization of social welfare services) of the Third National Conference on Provincial Social Welfare Policy, in Banff on April 22nd.

Kent Taylor will be speaking at the Annual Conference of the American Association for Marriage and Family Therapy, in Chicago in October.

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Update: National Conference on Family Mediation

As has been reported to you earlier, planning for the 1987 National Conference on Family Mediation is well underway. And as I hope you already know, the conference will be held from October 14 through October 18 at the Banff Springs Hotel in Banff, Alberta. In addition to the conference itself, there will be a number of other meetings taking place at the same time, including the Family Mediation Canada annual general meeting and the Alberta Family Mediation Society annual general meeting. The AFMS also hopes to present an introductory training program in Banff immediately prior to the conference, featuring such well known and well respected mediators as Joan Kelly and Judith Ryan. We will keep you updated about the exact dates and cost of this basic 40-hour training.

For the conference, we have managed to line up a very exciting group of speakers. A brief preview of some of the workshops and presentations that have been arranged is as follows:

Donald Saposnek (California) -- seminar on family therapy techniques and mediation

Joan Kelly (California) - seminar on her most recent research

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Bernie Mayer and Mary Margaret Golten (Denver) -- child welfare mediation

Marje Burdine (B.C.) -- seminar on training mediators

Joan Balmer (B.C.) - seminar on mediation and power

Judith Ryan and Judge H.T.C. Andrews (Toronto) -- seminar on mediation techniques used in pre-trial conferences

Molly Knowles and Kent Taylor (Toronto and Edmonton) - presentation on court related mediation services

Howard Irving (Toronto) -- therapeutic family mediation, a new model of mediation using systems and strategic theories

Barbara Landau (Toronto) -- guidelines for custody/access assessments

Desmond Connor (B.C.) -- private sector marketing of a mediation practice

Robert McWhinney and Resa Eisen (Toronto) -- intractable family mediation cases

Cheryl Walker (N.W.T.) -- mediating rural and native concerns

Richardson and Greenoway (Ontario) -- report on Department of Justice research on mediation

Philip and Bernice Shaposnick (Quebec) -- co-mediation

Dan Hamoline (Saskatchewan) -- mediating a division of matrimonial property: legal and psychodynamic considerations

Larry Fong (Calgary) -- using family therapy techniques in divorce mediation

In addition to the individual seminars arranged, there will also be a number of panel presentations, including the following:

Women and mediation - Joan Kelly (California)
Hugh McIsaac (California)
Joan Balmer (B.C.)
Molly Knowles (Toronto)
Nancy Flatters (Calgary)

Legislative changes in the area of mediation -- Hugh McIsaac (California)
Glen Rivard (Ottawa)
Don Moyer (B.C.)
Representative from the Alberta
provincial government

The above list of speakers and their topics have tentatively been confirmed and we are continuing to receive proposals for papers and presentations on a daily basis. Subject only to time and speake constraints, we are attempting to ensure that as many topics and speakers as possible are made available for the conference.

The registration fee for the conference will be \$170.00 for the five days, and can be sent to: Conference '87, 1900, 10060 Jasper Avenue, Edmonton, Alberta T5J 3V4.

The conference promises to be an exciting opportunity to enhance your skills in mediation, consider new issues in mediation, and generally get to know other mediators from across Canada.

MARK YOUR CALENDARS NOW!

- by Joanne Goss

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Materials and Resources

Cherie Burns, "Stepmotherhood," 1986, New York: Perennial Library/Harper and Row

Family Mediation Canada's national directory of its members will be available after the National Conference in October of this year

"Journal of Divorce," Special Double Issue on "The Divorce Process: A Handbook for Clinicians," Volume 10, Numbers 1/2, Fall/Winter 1986, New York: The Haworth Press

Jamie K. Keshet, "Love and Power in the Stepfamily," 1987, New York: McGraw-Hill

"Mediation Quarterly": note that back copies are available of each of the first 16 issues of this quarterly journal, for \$11.95 (U.S.) per copy (except for issue #14/15, a special double issue, which is \$17.95 (U.S.) per copy); refer to the information sheet enclosed with this AFMS Newsletter for further details

Kati Morrison and Airdrie Thompson-Guppy, "Stepmothers: Exploring the Myth," 1986, Ottawa: Canadian Council on Social Development

Ruth S. Parry, Elsa A. Broder, Elizabeth A.G. Schmitt, Elisabeth B. Saunders, and Eric Hood, "Custody Disputes: Evaluation and Intervention," 1986, Lexington, Massachusetts and Toronto: Lexington Books/D.C. Heath and Company

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Upcoming Conferences

October 14-18, Banff: National Conference on Family Mediation, co-sponsored by Family Mediation Canada and the Alberta Family Mediation Society, with the theme "Mediation: A Discipline in Transition"

Contact: Joanne Goss, Cormie Kennedy, 1900 Scotia Place, 10060 Jasper Avenue, Edmonton, Alberta T5J 3V4 (403-429-1751)

October 29-November 1, Chicago: American Association for Marriage and Family Therapy Annual Conference

Contact: AAMFT, 1717 K Street NW, #407, Washington, D.C. 20006 (202-429-1825)

December 3-5, Las Vegas: Association of Family and Conciliation Courts Midwinter Meeting

Contact: Ruth Pearson-Urban, Clark County Courthouse, 200 South Third Street, 4th Floor, Las Vegas, Nevada 89155 (702-455-4185)

1988, Calgary: Annual International Conference of the Society of Professionals in Dispute Resolution

Contact: SPIDR, #909, 1730 Rhode Island Avenue NW, Washington, D.C. 20036

May 26-28, 1988, Long Beach, California: Association of Family and Conciliation Courts 25th Anniversary Conference

Contact: Hugh McIsaac, Conciliation Court, Room 241, 111 North Hill Street, Los Angeles, California 90012

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ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Volume 3, Number 1

February, 1988

Published Quarterly by the Alberta Family Mediation Society Editor: Janna Bowey, MSW

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A MESSAGE FROM THE CHAIRMAN OF THE BOARD

The third Annual General Meeting of the Alberta Family Mediation Society was held immediately after the Second Annual Canadian Conference on Family Mediation in Banff on October 18, 1987. At the meeting a new Board of Directors was elected as follows (with asterix denoting executive):

Jeff Aron (Edmonton, 471-3034) (2)
Janna Bowey* (Calgary, 286-2868) (2)
Nancy Flatters (Calgary, 263-7570) (2)
Joanne Goss* (Edmonton, 429-1751) (1)
Sterling Green (Edmonton, 482-1714) (2)
Terry Hagel (Calgary, 249-1176) (2)
Ernest Lawson* (Lethbridge, 329-4426) (1)
Judy Norman (Calgary, 228-2056) (1)
Norm Picard (Edmonton, 423-5730) (1)
Kent Taylor (Edmonton, 488-0146) (1)

As past Chairman, Larry Fong will also continue to serve on the Board of Directors for one further term.

With respect to the Board of Directors, it was further decided at the AGM that only one-half of the Board of Directors should be retired each year so that there is some continuity in the Board from year to year. Accordingly, it was decided that the Board Members should sit on the Board of Directors for a period of two years and that the past Chairman automatically serve for one additional year after having held that position. However, in order to implement the alternating terms, it was necessary that one-half of the current Board sit for a period of one year and the other half sit for a period of two years. The number in brackets behind the name of each of the Board Members represents the length of term which that particular Board Member shall serve. Accordingly, at the next AGM only five Board positions will be the subject of an election.

One of the most exciting decisions of the Annual General Meeting was the decision to affiliate with Family Mediation Canada. This means that every member of the Alberta Family Mediation Society will also become a member of Family Mediation Canada enabling each of the members of the Alberta Family Mediation Society to keep abreast of developments in mediation throughout Canada. Affiliation also greatly strengthens the voice of FMC in their

dealings with the Federal Government on such matters as legislative or policy change. National representation is essential when attempting to affect Federal legislation such as the <u>Divorce Act</u>. Such affiliation will also give Albertans a greater opportunity to become involved in proposals and projects on a national scale.

Finally, the members of the Alberta Family Mediation Society agreed that the Family Mediation Canada Code of Professional Conduct be adopted by the Alberta Family Mediation Society as its Code of Conduct. This having been approved, the Board of Directors will now be in a better position to move forward with the development of a registry.

The first meeting of the Board of Directors of the AFMS was held immediately after the AGM on October 31, 1987, in Red Deer. So as to ensure that the challenges facing the Society over the next year will be met, a number of committees were struck so as to focus efforts on particular areas of concern. The committees and their focus are outlined below.

1) Membership Committee (Chairman - Jeff Aron)

Whis Committee will work with EMC in attracting new a

the registry.

process.

This Committee will work with FMC in attracting new members and streamlining the registration process.

- 2) Standards and Ethics Committee (Chairman Terry Hagel)

 This Committee will be adapting the FMC Code of Conduct for the AFMS and will work towards developing and establishing
- 3) Public Relations and Education Committee (Chairman Nancy Flatters)

This Committee will be working towards both providing skills development workshops for mediators and enhancing the public awareness and understanding of mediation in general.

- 4) <u>Legislative Review Committee</u> (Chairman Joanne H. Goss)

 This Committee was struck to address the possibility of introducing a mandatory mediation step into the adversarial
- 5) Affiliation Committee (Chairman Joanne H. Goss)

 This Committee will be negotiating the terms of affiliation with FMC.

Each of these Committees would very much like to hear from you if you have any ideas or suggestions in any of these areas. The

enthusiasm and abilities of each of the Board members promises to make this year an exciting one for the AFMS.

I wish to congratulate each and every Alberta mediator on a terrific Conference in Banff in October. The enthusiasm for mediation which mediators from the rest of Canada felt from Alberta was continually brought to my attention throughout the Conference. The evaluations completed by the delegates were overwhelmingly positive confirming that most felt that they had learned and benefited from the Conference while also having had a very enjoyable stay in Banff. I also learned something from the Conference and that was that Alberta has a strong voice in mediation and Albertans can make a difference. Therefore I hope that you will all contribute towards this end and let the AFMS know of any suggestions or ideas which you may have to help mediation grow in Alberta and in Canada.

Four months have passed since the new Board of Directors assumed their positions and there have already been five meetings of the Board of Directors. I am very excited about this Board for each and every member is enthusiastic about the development of mediation in general and the Alberta Family Mediation Society specifically. Each of the Board Members brings with him/her a wide range of experience with other Boards and Committees, which has given this Board a very efficient, effective and determined personality. I certainly hope and feel that you will be well served over the next year.

Another development which has given this year an exciting start has been the increased involvement of the members at large in the actions of the Board of Directors. Mark Dimirsky of Red Deer attended our December meeting as a member at large and provided much valuable input to the Board Meeting. Again, at our meeting in January, the concerns of a group of mediators from Medicine Hat were heard by way of a conference call conducted with the Medicine Hat group as a part of the Board meeting. I can only hope that this is a trend that will continue throughout the year.

Those of you who had an opportunity to review the yellow and green family mediation brochures produced by Family Mediation Canada will be pleased to hear that the Alberta Family Mediation Society has had 1500 of these brochures reproduced with the Alberta Family Mediation Society's name and address also noted thereon. These brochures have been distributed throughout the Province proportionate to membership through a Representative in your area. This Respresentative will further distribute the brochures to individuals in the area.

Finally, we are pleased to advise that we are in the final stages of gathering information for the publication of the Alberta Family Mediation Registry. If you have not already sent your name into Terry Hagel for inclusion in the Registry, please do so

immediately as we anticipate sending the brochure for print very soon. As we will be publishing the Registry, we will not be publishing another Practicing Mediators brochure as the Registry is intended to replace this.

Wishing you all a prosperous new year!

Joanne H. Goss

FAMILY MEDIATION CANADA REPORT

The next tele-conference meeting of Family Mediation Canada will be January 25, 1988. This year's Board Members are His Honour Justice Bracco of the Court of Appeal (Calgary), Kent Taylor, Coordinator of the Mediation Project (Edmonton), Carol Graham, a lawyer in private practice (Calgary), and Dr. Larry Fong, a psychologist in private practice (Calgary). Except for Kent Taylor, it is expected that all other Alberta Board Members of FMC have terminating offices this year. This does not include the additional Board Member who affiliates between AFMS and FMC based on the affiliation agreement which will be discussed later by Joanne Goss, President of AFMS.

The 1988 FMC Conference will be held at the Chateau Frontenac Hotel in Quebec City in the third week of October, with the theme "Mediation and its Relationship to the Legal System." Dr. John Haynes will offer a three hour workshop following the conference, at no cost to FMC, with those funds going to FMC!

Dr. Larry Fong, C. Psych.

FUND RAISING COMMITTEE

As Chairperson of a group of one, I wish to invite anyone who is interested in being on this committee to call me as soon as possible. As you are aware, any organization must seek funds from sources beyond membership fees to embellish the organization in various venues (legislation, training, day to day expenses).

I have some ideas that may prove to be provocative and I require the general membership to reply if they so wish:

- 1. Approaching companies for grants or monies
- Approaching the Attorney General to run a casino
- 3. As above, but conducting a lottery
- 4. Approaching private industry such as companies that produce liquor or cigarettes
- 5. I have left this category for your suggestion!

Please write me, care of the AFMS address.

Dr. Larry Fong, C. Psych.

AFMS MEMBERSHIP CHANGES

The Alberta Family Mediation Society has formally affiliated with Family Mediation Canada. As a result of the affiliation a number of changes have resulted which are important for the members to understand.

- Membership in the AFMS now provides automatic joint membership with FMC.
- 2) Date of membership renewal is April 1st of every year.
- 3) Joint membership has an Annual Fee of \$75.00.
- 4) Paid-up members are entitled to:
 - (a) Receiving quarterly issues of FMC newsletter "RESOLVE" and the AFMS newsletter.
 - (b) Receipt of application for registered mediator status with the AFMS and publication of the member's name in the registered mediators brochure.
- 5) Membership application forms will continue to be printed in every issue of the AFMS newsletter.

AFMS SUBGROUP ACTIVITIES

EDMONTON - The Edmonton subgroup will be having a wine and cheese at the end of February. Nancy Gibson will be the speaker. For further information contact Sterling Green at 482-1714.

CALGARY - An enthusiastic group of AFMS members met on January 15th, 1988 in the board room of McCaffery & Company. A steering committee has been formed to organize the activities of the subgroup, with Martha McManus at its helm and Terry Hagel as the Liaison person between the subgroup and the Board. The Calgary subgroup meets the second Thursday of every month in the board room of McCaffery & Company, 1700, 633 - 6 Ave. S.W. at 7:00 a.m.

News from the subgroups forms a vital part of our newsletter. Please let us know what is happening in your area by writing us at: 405, 918 - 16 Ave. N.W., Calgary, Alberta, T2M OK3.

- * AFMS subgroups are asked to note the following motion passed by the Board of AFMS at the January 16th, 1988 meeting.
 - 3.1 Motioned by Judith Norman, seconded by Larry Fong that the Board advise all members that no one may advertise by brochure, letterhead or otherwise in any matter that holds themselves as representing AFMS without the prior written approval of the Board.

CURRENT MEMBERS OF THE ALBERTA FAMILY MEDIATION SOCIETY

Jon Amundson Lori Andreachuk Margaret Andreassen Steven Andrew *Jeff Aron George Atkey Cleoanne Barron Darlene Bayers Ruth Becker Eleanor Boddy Marilyn Booth *Janna Bowey Marjorie M. Bowker Patrick Boyle Judy N. Boyes Kenneth Brown Beverley Browne T. Philip Cadman David Carter Barry Cavanaugh Frank Charette Renee Cochard Barbara Corkery Douglas Christou Charlotte K. Davis Mark Dimirsky Susanne Doane Elaine Douglas Vincent Dwyer Jo-Anne Esligar Gerald Evans David Fisher *Nancy A. Flatters *Larry Fong Catherine Foote Ronald Foster Kathy Foy Garry Frohlich R. Stan Galbraith

J. G. Gilchrist Marie Gordon *Joanne Goss Carol Graham *Sterling Green Jonnette Hamilton Myreene Harvey Martin J. Hattersley Randy Hayward Randall Heil Rockland Helpin Orvil Henderson Muriel Hoover Nancy Horne Greg Husband Janet Hutchison Kathy Ingraham Alexis Inkpen Tricia Jones Nanci Kilsch Madeleine King Dr. Gary Kneier Methodius Koziak Donald Kramer Juliana Kratz Margo Kushner Patricia Kvill Hugh F. Landerkin *Ernest Lawson Elaine Lenz Katherine Leonard Philip Lokken Annette Martini Heather Mash Jean McBean Constance McCaig Bill McCutcheon *Terry McGuire Hagel Patricia A. McMillan

Marla Miller Tevie H. Miller Joy Muller Gunilla Mungan Carol Neale Jill Nixon *Judy Norman Anne O'Mahony-May Sheila Pasukonis Marlene Pasula Janet Patterson *Norman Picard Leonard Pollock Janis M. Pritchard Deborah Prowse Neva Ramsay Tom Rash Percy Royal Wendy Rollins Sandi G. Ruddy Mr. Schoepp Diane Shearer Christina Sinclair James Smith Laurie Smith Liliane Steeves Lloyd Stinson Michael Stringam *Kent Taylor Milton Taylor Victor Tousignant Dustine Tucker David Vallance Richard Watters Dr. Norm Wellington Nomi Whalen Patricia Wouters Lynn Wolff

^{* -} Member of the Executive Board of the Alberta Family Mediation Society



ALBERTA FAMILY MEDIATION SOCIETY FAMILY MEDIATION CANADA

405, 918 - 16Th Avenue N.W., Calgary, Alberta. T2M 0K6

MEMEBERSHIP APPLICATION

OCTOBER 18TH, 1987 TO MARCH 315T 1988

Name:		
Address:		
Telephone: Res. () Bus. ()		
Profession:		
Type of Membership: (please indicate your choice)	Fees	
Renewal Membership	\$37.50	
Naw Membership	\$37.50	
Community Agency or Organization	\$37.50	
* Membership is valid from October 18th to March 31th, 1988	\$27.50	
The month of tank nome colors to to maint of , 1900		
Do you practice Mediation? Yes No Do you want Information on Registered Mediation Status with tion Society? Yes No Do you wish to further your mediation training?		edla-
Are you interested in doing volunteer work for A.F.M.S.?	Yes No	
If answer is Yes, please indicate which committee you would	like to volunteer for;	
Membership Committee		
Standards & Ethics Committee		
Public Relations & Education committee		
Legislative Review Committee		
Newsletter Committee		
Affiliation Committee Other		
Date of Application:		
	nt Enclosed: \$	
Please Sign Your Name		
Cheques Payable To Alberta Family Media	don Society	

AFMS MEMBERS NOTICE BOARD

On behalf of the membership, the Board of AFMS wishes to extend condolences to Miles Patterson and other members of Joy Patterson's family. Joy died of cancer after a brief illness, last fall. Joy became a member of the AFMS after completing mediation training in March 1987. Her colleagues remember Joy as a hard-working lawyer whose interest in mediation reflected a personal belief in more constructive methods of divorce settlements.

The Honourable Mr. Justice Bracco was recently appointed to the Court of Appeal, Calgary. His heartwarming comments on the importance of mediation were well noted. Long an advocate of mediation, Mr. Justice Bracco also sits on the Board of Directors of Family Mediation Canada.

His Honour, Judge Hugh Landerkin, was recently appointed to the Provincial Court of Alberta, Family and Youth Division, Judicial District of Calgary. A successful matrimonial lawyer, he recently started up Adjudicate Alberta, a private dispute resolution service. A member of the Alberta Family Mediation Society, Family Mediation Canada, and the Academy of Family Mediators (USA), Mr. Landerkin may also be one of the only judges in Alberta, or at best one of the few judges in Canada to have formalized training in the area of family and divorce mediation.

By the time you read this Larry and Angie Fong will probably be doting, exhausted and exhilarated parents - for the second time. No doubt big brother, Darren, will be equally excited. Congratulations to you all and we welcome this new person to your family.

BOOK REPORT

For those mediation buffs who have read "Getting to Yes" by Professors Fisher and Ury, brace yourselves for a sequel "Beyond Yes." Essentially, the foundation for this new book involves seven basic yet provocative elements:

- 1. Alternatives: What will each side do if no agreement is reached?
- 2. Interests? What do the various parties really want? What are their concerns?
- 3. Options? What are some creative ideas that might meet the different interests of the parties?
- 4. Legitimacy? What are some objective criteria or standards that will help both sides figure out what is fair?

- 5. Communication? What are some strategies for improving our empathetic understanding of the other side, especially in situations of high stress?
- 6. Relationship? What might negotiators do in today's negotiation to make their next negotiation with the other side more or less difficult?
- 7. Commitment: What agreements are realistic in this situation? What agreements could be counterproductive?

I am sure we await the arrival of the new book with anticipation.

Dr. Larry, Fong, C. Psych.

SUBSCRIPTIONS

Free: "Negotiation Newsletter" can be obtained from the Harvard Law School Program on Negotiation, 500 Pound Hall, Harvard University, Cambridge, MA., 02138.

Dr. Larry Fong, C. Psych.

FAMILY MEDIATION BROCHURES

** The Alberta Family Mediation Society has produced 1500 Family Mediation information brochures and have distributed these brochures proportionately throughout Alberta to a representative in each area. If you are interested in obtaining these brochures please contact the representative in your area. The representatives are as follows:

Edmonton and Northern Alberta: Joanne H. Goss - 429-1751

Red Deer: Mark Dimirsky - 347-1500

Calgary: Larry Fong - 233-7533

Southern Alberta: Ernie Lawson - 329-4426

OTHER MEDIATION ORGANIZATIONS

Alberta Arbitration and Mediation Society (426-0650) 408 McLeod Building, 10136 - 100 Street, Edmonton T5J OPl ** Note their Resource Centre (1300 items) housed in Edmonton.

Mediation Development Association of British Columbia 1745 Garnet Road, Victoria V8P 3E2

Justice Institute of British Columbia 4180 West 4th Avenue, Vancouver V6R 4J5

** Note that this Institute offers a wide variety of relevant continuing education programs.

Ontario Association for Family Mediation Box 1199, Postal Station Q, Toronto M4T 2P4

Nova Scotia Association for Divorce and Family Mediation P.O. Box 3154 South, Halifax B3J 3H5

** Note that Family Mediation Manitoba, Family Mediation New Brunswick, and Family Mediation Saskatchewan have recently been organized as societies in their respective provinces, and a Quebec Provincial Association is now in its second year of operation.

Family Mediation Canada Suite 208, 12 Birch Avenue, Toronto M4V 1C8 ** Note that this a NEW address for FMC.

Network for Community Justice and Conflict Resolution 298 Frederick Street, Kitchener, Ontario N2H 2N5 (519-744-6549) ** Note their "Directory of Canadian Dispute Resolution Programs".

Academy of Family Mediators
P.O. Box 4686, Greenwich, Connecticut 06830
** Note that the journal for this organization is "Mediation Quarterly".

Association of Family and Conciliation Courts
The Oregon Health Sciences University, Department of Psychiatry,
Gaines Hall, Room 149, 3181 S.W. Sam Jackson Park Road, Portland,
Oregon 97201
** Note that the journal for this organization is "Conciliation
Courts Review".

The Society of Professionals in Dispute Resolution (SPIDR) #909, 1730 Rhode Island Avenue N.W., Washington, D.C. 20036

TRAINING PROGRAMS AVAILABLE

The following is an alphabetical listing of centres offering training programs in family mediation.

BARTOLETTI CONSULTANTS:

(416) 266-2363 or 364-8502

- A) One and two day workshops, focused on the Supportive Separation System of Family Mediation.
- B) Internship in Mediation a one-year experiential training program open to human relations and legal professionals

beyond the undergraduate level. Supervision by Mario Bartoletti. (Toronto)

CARLETON, UNIVERSITY OF: Dept. of Continuing Education - Introductory Course in Family Mediation, taught by Ms. Cecil Fennell, M.S.W. 10 Sessions. (Ottawa)

CARLETON, UNIVERSITY OF: School of Social Work (off-campus program at Queen's University, Kingston). Mediation and Counselling in Separation and Divorce. Half credit course (M.S.W.) and half credit (LL.B. - Law School, Queens).

Taught by Molly Knowles, M.S.W. Information: Carleton University, School of Social Work, Ottawa, KIS 5B6

NOTE: Internships are available for students of the above course at the Family Referral and Conciliation Service, Kingston.

GEORGE HULL CENTRE: Clinical Skills, in Family Mediation and Dispute Resolution. A supervised training program designed to expand both the conceptual and experiential base in divorce disputes. (Toronto)

Information: Ms. Resa Eisen (416) 484-0586

JUSTICE INSTITUTE OF BRITISH COLUMBIA: Conflict Resolution Training course, a certificate program offered through the Extension Division.

For Further information contact the Coordinator, Ms. Marje Burdine - Extension Programs, Justice Institute of B.C., 4180 West 4th Ave., Vancouver, B.C., V6R 4J5 (604) 228-9771, ext. 224

McWHINNEY, METCALFE AND ASSOCIATES: Family Mediation Training Program

Part A: Family Law

Part B: Family Mediation

Part C: On-going Family Mediation Consultation - individual and groups

Information: McWhinney, Metcalfe and Associates, 180 Bloor Street West, Suite 1200, Toronto (416) 968-3262

McGILL UNIVERSITY: Family and Divorce Mediation. An annual three day workshop offered through the division of Continuing Medical Education in Montreal. Instructor: Dr. Audrey Wise.

For further information contact the conference Coordinator, Post Graduate Board, Royal Victoria Hospital, 687 Pine Avenue W., Montreal, Quebec H3A 1Al.

NETWORK FOR COMMUNITY JUSTICE AND CONFLICT RESOLUTION:

Providing professional and public education programs in conflict resolution. Also, distribution of information and research materials. For further information contact the Coordinator, Mr. Dean Peachey - Network, 298 Frederick Street, Kitchener, Ontario N2H 2N5 (519) 744-6549

OTTAWA, UNIVERSITY OF:

Alternative Dispute Resolution. This course is Law and Social Policy and focused on the theory and skills of adjudication, negotiation and mediation. Instructor: Andrew J. Pirie.

For information refer to course number CML-3390

RYERSON INSTITUTE

Family Mediation Training. Instructor: Dr. Barbara Landau

Program A, is a Comprehensive Basic Course for professions. (Accredited by the Academy of Family Mediators).

Program B, is an Advanced Clinical Course in Mediation Practice. (Prerequisite is Program A or commensurate preparation.)

For further information, contact Hugh Innis, Continuing Education: (416) 979-5180; for registration, contact Debbie McGhee: (416) 979-5164.

TORONTO, UNIVERSITY OF: Programs in Family Mediation, Basic and Advanced. Course Director is Dr. Howard Irving.

For further information, contact the School of Continuing Studies, 158 St. George Street, Toronto M5S 2V8

TORONTO, UNIVERSITY OF: School of Continuing Studies

Family Mediation program for members of the legal profession interested in gaining mediation technique skills. 2 days, annually. For further information, contact Mr. Allan Cutcher, (416) 978-2400

VIDEO SEMINARS: The private practice of Tim Bentley and Esther Kaplan is offering seminars focused on equipment procedures and practicality of video recording and playback in family mediation. For further information: (416) 923-5021.

WILFRID LAURIER UNIVERSITY: Faculty of Social Work

A graduate level course providing an indepth exploration of the rationale, models and process of family mediation. Instructor: Prof. Luke J. Fusco.

For further information, contact Ms. Marilyn Jacobs, Director of Admissions, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5, Phone: (519) 884-1970, ext. 2024.

UPCOMING CONFERENCES

April 28 - May 1, 1988, CALGARY, ALBERTA: 1988 American Adoption Congress Conference. The theme of the 10th Annual AAC event is "Adoption Into the 90's - Trends and Issues." For more information write to: 1988 AAC Conference, Box 666, Midnapore, Alberta, TOL 1JO.

July 6 - 9, 1988, PORTLAND, OREGON: 5th Annual Conference - "Mediation: The Next Years." For more information write: Jim Melamed, Executive Director, Academy of Family Mediators, P.O. Box 10501, Eugene, Oregon 97440, or telephone (503) 345-1205.

October, 1988 - SPIDR: The plans for a Calgary SPIDR Annual Conference have been changed. The 1988 SPIDR Conference will be held in Los Angeles in October, and the 1989 Annual Conference will be held in Washington, D.C. For more information contact SPIDR National Office, Suite 909, 1730 Rhode Island Ave. N.W., Washington, D.S. 20036, or telephone (202) 833-2188.

EDITOR'S FOOTNOTE

Following in the footsteps of Cathie Foote (if there is a pun in that, it is intended) has not been easy. A brief hospitalization, the Olympics, an active young family and a busy practice have all resulted in this newsletter being one month late. My regrets.

I want to thank Larry Fong for his numerous submissions. A VERY SPECIAL THANKS TO HEATHER and McCAFFERY & COMPANY without whose help this newsletter would not have been completed.

The next edition of the AFMS newsletter is due at the end of April. Any and all submissions will be gratefully received. MAIL TO:

NEWSLETTER COMMITTEE 405, 918 - 16 Avenue N.W. Calgary, Alberta T2M OK6

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Volume 3, Number 2

June, 1988

Published Quarterly by the Alberta Family Mediation Society Editor: Janna Bowey, MSW

DETAILS AND REGISTRATION FORMS FOR THE BASIC AND ADVAN

MEDIATION TRAINING PROGRAMS TO BE CONDUCTED BY STEPHEN K.
ERICKSON AND MARILYN McKNIGHT ERICKSON ARE CONTAINED IN THIS
NEWSLETTER

REGISTRY - NOTICE

Final deadline for Registry applications - July 15, 1988.

If you have applied and did not include proof of insurance you will not be included in the Registry unless you provide proof by July 15, 1988.

This Registry applies to members in good standing as at March 31, 1988.

Members subsequent to March 31, 1988 may be included in the Registry to be published winter 1988/89.

AFMS FISCAL YEAR and FEES - NOTICE

Our year now coincides with Family Mediation Canada and runs from April, 1988 to March 31, 1989. Annual Dues of \$75.00 are payable to Family Mediation Canada at Suite 208, 12 Birch Avenue, Toronto, Ontario, M4V 1C8.

A MESSAGE FROM THE CHAIRPERSON OF THE BOARD

As expected, 1988 has started out as an exciting year for mediation in Alberta. It was recently confirmed that the Edmonton custody Mediation Project will be extended and may also be extended into Calgary. Clearly the Department of Social Services and the Attorney General's Department have recognized the value of mediation services and will assist us in generally bringing an awareness of mediation to the public.

Another exciting development has been the recent interest which the Federal Department of Justice has shown in moving towards a further formal recognition of mediation. Early in May the Department of Justice intends to hold a Conference in Ottawa with delegates from each province to discuss where each of the provinces currently are and where they wish to go with respect to mediation and mediation legislation. Both Neil Dunne with the Attorney General's Office and Dr. Larry Fong of the Alberta Family Mediation Society Executive will be attending the Conference to present the Alberta perspective. The Legislative Review presented at the Conference. I would be pleased to hear from the membership as to any comments you may have in this regard (429-1751). We will let you know what develops from the Conference.

It also looks like there will be another training session held in the fall of 1988 offering both an introductory and an advanced program. Negotiations are currently being finalized with the trainer. Further details will be available shortly.

JOANNE GOSS Chairperson Alberta Family Mediation Society

LIABILITY INSURANCE COVERAGE FOR MEDIATORS

Liability insurance coverage for mediators is an essential element of practice both to afford protection to the public utilizing mediation services and to provide a measure of security to practicing mediators. For these reasons, proof of liability insurance coverage was made a requirement to becoming a registered mediator with the Alberta Family Mediation Society Registry.

In order to further clarify any limitations which may exist with respect to a particular liability insurance policy, I confirm as follows:

1) Psychologists - may purchase professional liability insurance from the Canadian Psychological Association, the Psychologist Association of Alberta, or the Ontario Psychologist Association. Pursuant to the insurance carried through Guardian Insurance mediation is described as follows:

"Family and divorce mediation is an important resource for families to help them resolve conflicts within the family and especially to help negotiate disputed issues between divorcing parties. Family members are asked to provide their ideas as to how they may share their parenting if there are children, and their matrimonial property or financial situations.

At no time are mediators as psychologists providing legal advice, or acting as legal advocates to their clients. Many referrals for mediation come from the legal profession. Although clients may discuss matters of financial property, they do not sign documents without consulting with a lawyer first. Mediators do not provide professional advice outside of their competency."

- 2) Social Workers may purchase professional liability insurance from the Alberta Association of Social Workers or the Canadian Association of Social Workers. Insurance is again carried with Guardian Insurance. Mediation is described in exactly the same format although it is amended to reflect that it refers to Social Workers as opposed to Psychologists.
- 3) Lawyers In May of 1987 the Professional Conduct Handbook published under the authority of the Benchers for the guidance of members of the Law Society of Alberta was amended to include chapter V (A) "Lawyer as Mediator". The Rule reads as follows:

CHAPTER V (A) LAWYER AS MEDIATOR

RULE

The lawyer who functions as a mediator must insure the parties to the mediation process understand fully that the lawyer is not acting as a lawyer for either party. The lawyer as mediator acts to assist the parties to resolve the matters at issue.

Commentary

- 1. The lawyer-mediator should suggest and encourage the parties to seek the advice of separate counsel before and during the mediation process if they have not already done so.
- Where in the mediation process the lawyermediator prepares a draft contract for the consideration of the respective parties, the
 lawyer-mediator must insist that the parties
 seek separate independent legal advice concerning the draft contract and under no circumstances allow either of the parties to execute
 such contract before him and without such
 independent advice.
- 3. The lawyer-mediator must at the outset inform the parties to the mediation that all the

communications pertaining to and arising out of the mediation process may be covered by some other law privilege, as they may not be covered by solicitor/client privilege.

- 4. In acting in the capacity of the mediator, the lawyer, as a general rule, should not give legal advice as opposed to legal information to the parties during the mediation process.
- As a general rule, neither the lawyer-mediator nor a partner or associate of the lawyer-mediator should render legal representation or give legal advice to either party to the mediation bearing in mind the provisions of Rule V and its commentaries and the common-law authorities.
- 6. Detailed ethical guidelines are available the American Bar Association in its pamphlet "Divorce Standards and Family Mediation Practice" and from The Family Mediation of Canada, both of which are recommended reading.

May 1987

It had been the understanding of the Alberta Family Mediation Society that the inclusion of Chapter V (A) in the Professional Conduct Handbook had resolved the issue of whether or not lawyers were covered by their professional liability insurance policies in the practice of mediation. However, the issue of liability coverage for lawyer mediators was once again raised by the Benchers Insurance Committee in their meeting of January 18, 1988. As the practice of mediation (and arbitration) are somewhat different activities from the usual practice of law a specific declaration by the Law Society that mediation is the practice law may be considered. This matter is currently being addressed by the Benchers Insurance Committee.

JOANNE H. GOSS

TRAINING PROGRAMS AVAILABLE

Fong & Associates, Ltd. will be offering advanced and basic workshops in family and divorce mediation commencing the Summer of 1988. Areas such as advanced supervision and consultation, tax implications and the matrimonial property, the use of strategic and systemic family therapy techniques in mediation, shall be addressed.

For further information contact Dr. Larry Fong at suite 320, 840 - 6 Avenue S.W., Calgary, Alberta, T2P 3E5, telephone (403) 233-7533.

AFMS SUBGROUP ACTIVITIES

CALGARY - the Calgary subgroup met on June 9, 1988, at 7:00 a.m. at Catholic Family Services, 707 - 10 Avenue S.W., Calgary. Lloyd Stinson spoke on Mediation with Immigrant Couples - Cross Cultural Issues.

The next meeting will be September 15, 1988, at 7:00 a.m., at Catholic Family Services and will be a panel discussion relating to differing approaches to mediation.

Subsequent meetings will be October 13, November 10, and December 8, 1988, again at 7:00 a.m. at Catholic Family Services, and topics will be announced in subsequent newsletters.

MEDIATING WITH FAMILIES WHERE SEXUAL ABUSE HAS BEEN ALLEGED

At the April 1 meeting of the Calgary AFMS subgroup, Dr. Gary Kneier, Calgary psychologist and mediator, presented his thoughts on a method of mediating with families where sexual abuse has been alleged. I had lunch with Dr. Kneier shortly after the meeting and he consented to having his presentation documented for the newsletter.

In setting the stage for mediating with a family where abuse is alleged the mediator pays more attention to the essence or committment to mediate than she/he might in a situation where abuse is not alleged. Both parties have to agree that mediation is the best way to achieve their interests. This committment is reinforced by checking that:

- (a) Both parties have become convinced that mediation is the best, sometimes the only, alternative left to achieve their purposes. If they are not convinced of this they need to be encouraged to continue to try other avenues.
- (b) The mediator begins with a meeting with both legal counsel to ensure that they are also convinced that mediation is the best way of achieving the desired ends.
- Dr. Kneier identified the following themes in mediating with families where abuse is alleged:
- 1. The mediator strikes a balance between one parent's fear and the other parent's outrage. In other words "he", as the alleged abusive parent, usually, the father, has to concede that the problem is going to cost him some time the process will go slower and he may not get what he wants with his child in his

time-frame. "She", as the parent making the allegations, usually the mother, has to realize it is going to cost her some fear, anxiety and risk-taking.

- 2. The mediator points out that both parents are probably telling the truth about the child's behavior. "Dad" needs to believe that the child is reacting as "mom" says, and "mom" needs to believe the child is happy and comfortable, O.K. in dad's presence.
- 3. The mediator frames situations in terms of timing and what the child is ready for. In this there is an implicit agreement that as the child becomes more ready, so will the parents. Restrictive time-sharing between "dad" and the child represents a stage or step.
- 4. In helping the parents to see that the child is telling the truth through behaviours and verbalizations about his or her experience with the "other" parent, the mediator is helping the parents begin to see the "other" parent as being credible. From there they can begin to see that their reactions could be a good part of the problem. The parents can then become partners in treating the child's problem.
- 5. The parents' reaction to this process is also a test. If "mom" persists in her fear in spite of "dad's" willingness to accommodate, it then becomes clear that she has a personal problem. If "dad" persists in his outrage and strong arm tactics, in spite of the child's reaction, then the mediator questions his ability to react sensitively and with caring to the needs of the child.

In order for mediation to work for situations of alleged abuse the parents must be willing to make concessions necessary to helping the child.

Thanks Gary for these useful guidelines for working with families who are expereiencing this very difficult situation.

Janna Bowey

AFMS MEMBERS NOTICE BOARD

Dr. Larry Fong, who is the Past President of the Alberta Family Mediation Society, and is on the Board of Directors of Family Mediation Canada, has been elected to the Board of Directors of the Academy of Family Mediators (USA).

Nancy A. Flatters, who is the Chairman of the Education and Public Relations Committee of the Alberta Family Mediation Society, has now joined the firm of Turnbull, Barristers and Solicitors.

BOOK REPORT

Haynes, John (1987). Mediating with a Powerful/Competitive Michael and Debbie. Missouri Journal of Dispute Resolution, 27-38.

In a recent journal article, Dr. Haynes has reviewed one of the mediation audio-visual tapes conducted in Edmonton in 1986. Similar to previous articles on mediation, Dr. Haynes discusses five ways of controlling competitive couples:

Setting the agenda

Directing the questions 2.

Determining where the initial movement will come from Balancing by allowing ventilation 3.

Using summarization 5.

He also discusses three ways to manage the negotiation process between this couple:

1. To partialize the discussions

2. To orchestrate the concessions

To separate spousal and parenting roles

I think it might have been improved by giving concrete definitions of the terms, such as partializing, however good descriptions of the dialogue ar given so that readers can follow the general meaning of the terms.

In general, one has to review the videotape to fully acknowledge and understand the dynamics of the family. Oriented towards all levels of mediators, this is a useful article to have in one's arsenal if you are thinking of mediation, or have an active practice.

AFMS TRAINING PROGRAM - BASIC and ADVANCED

The Board of Directors of AFMS is pleased to announce that Stephen K. Erickson and Marilyn McKnight Erickson, of the Erickson Mediation Training Institute, Minneapolis, Minnesota, will be conducting basic and advanced mediation training programs in Alberta for AFMS. Both programs will be conducted in Edmonton, Alberta at the Edmonton Inn. The advanced program will be held September 6th and 7th, 1988, and the basic program will be held September 8th to 12th, 1988, inclusive. A Registration Form is attached to this newsletter.

Both Stephen and Marilyn Erickson have extensive backgrounds in mediation, and attached to this newsletter is a biography for outlining their experience and pioneering efforts developing mediation as an alternate dispute resolution tool.

The Erickson's method of mediation training is unique in that it focuses on teaching the skills necessary to create a cooperative environment. The Ericksons have developed a hands-on approach to training and have written a manual which will be distributed to registrants as part of their registration materials.

Advanced Program

Both Mr. and Mrs. Erickson will teach the advanced course. The advanced program will focus on custody and particularly on mediating difficult issues with difficult couples. Included will be the mediation of sexual misconduct allegations and spousal abuse. This will also be an opportunity to observe co-mediation first hand.

The cost for the advanced program is \$195.00 for AFMS members and \$225.00 for non-members. The course is limited to 30 persons.

Registration is on a first come, first served basis, and closes July 31st, 1988. Payment in full must be received by that date. In the event you are subsequently unable to attend, your monies will only be refunded in the event your place can be filled by another person. Payment should be made to Kent Taylor, 407 Le Marchand Mansion, 11523 - 100 Avenue, Edmonton, Alberta, T5K 0J8. Registrants are responsible for their own travel, accommodation and meals. PLEASE NOTE that it is a condition of registration for the advanced program that you have completed a basic 40 hour mediation training course. A statement to that effect must be made when you register, together with particulars as to the training including, date, place, and trainer.

Basic Program

The basic 40 hour course will cover custody, access, support, and property division. Within this framework, Mr. Erickson will discuss major mediator interventions, analysis, and co-operation as opposed to competitiveness in the mediation process.

The cost for the basic program is \$750.00 for AFMS members and \$800.00 for non-members. The course is limited to 20 persons.

Registration is on a first come, first served basis, and closes July 31st, 1988. Payment in full must be received by that date. In the event you are subsequently unable to attend, your monies will only be refunded in the event your place can be filled by another person. Payment should be made to Kent Taylor, 407 Le Marchand Mansion, 11523 - 100 Avenue, Edmonton, Alberta, T5K OJ8. Registrants are responsible for their own travel, accommodation and meals.

EDITOR'S FOOTNOTE

I want to thank Heather and Turnbull, Barristers and Solicitors, without whose help this newsletter would not have been completed.

The next edition of the AFMS newsletter is due in October. Any and all submissions will be gratefully received. MAIL TO: Newsletter Committee, 405, 918 - 16 Avenue N.W., Calgary, Alberta T2M OK6.

CURRENT MEMBERS OF THE ALBERTA FAMILY MEDIATION SOCIETY

Jon Amundson Lori G. Andreachuk Margaret Weir Andreassen Jeffrey Aron David Baxter Darlene Bayers Marilyn Booth Jana Bowey Judy N. Boyes T. Phillip Cadman Helene Canesson David J. Carter Ilene Charlebois Douglas Christou Renee Cochard Charlotte Davis Mark Dimirsky Susanne M. Doane Elaine P. Douglas Vincent Dwyer Jo-Anne Esligar Gerald Evans David D. V. Fisher Nancy Flatters Charles Fleming Larry Fong Catherine E. Foote Ronald S. Foster

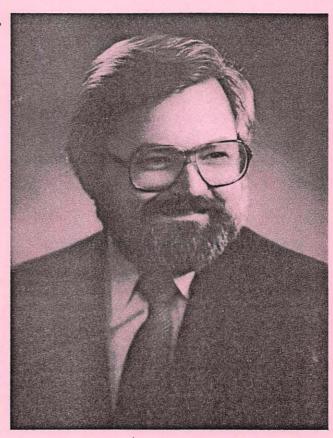
Kathy Foy Stan Galbraith Brenda Gash Oliva Carino-Gironella Joanne H. goss Carol Graham Sterling E. Green Terry McGuire-Hagel Jonnette Hamilton Daniel L. Hamoline Martin Hattersley, Q.C. Orval R. Henderson Muriel A. Hoover Norah Husband Janet E. Hutchison Alexis Inkpen Kathy Ingraham Madeleine King Gary Kneier Donald J. Kramer Margo Kushner Patricia Lavelle Ernest Lawson Elaine Lenz Leith Martin Connie McCaig Martha McManus

Pat McMillan

Anne O'Mahony-May Marla Miller E. Joy Muller Gunilla Mungan Carol A. Neale Jill Nixon Judith Norman Robert O'Rourke Janet Patterson Janis M. Pritchard Neva S. Ramsay Margaret Rodway Wendy Rollins Gail Row P. A. Royal Sandi Ruddy Diane M. Shearer Lawrie J. Smith Liliane Steeves Lloyd Stinson Kent Taylor Milton Taylor Dustine Tucker Angeline Verenka Norman Wellington Robin Wetherley Lynn Wolff Patricia K. Wouters

ERICKSON MEDIATION INSTITUTE, INC.

STEPHEN K. ERICKSON



Mr. Erickson graduated from the University of Minnesota Law School in 1974. He has a B.A. Cum Laude from Augsburg College and in 1979 he received a Bush Leadership Fellowship to study mediation. Since 1977, he has served as a mediator in over 600 different cases involving disputes as minor as neighborhood noise to complex farm restructuring cases involving over five million dollars in disputed loan agreements and requiring almost thirty participants in a series of mediation settlement sessions.

The Erickson Mediation Institute has provided mediation training for such diverse groups as the Minnesota Worker's Compensation Office, the Ramsey County District Court mediation project, the state of Montana Farm Mediation project, the American Lutheran Church, the Association of Postal Employees, and the Itasca County Bar Association. The Erickson Mediation Institute was recently hired by the State of Minnesota to train 360 Farm Mediation volunteers to act as mediators pursuant to the Minnesota Farmer-Lender Mediation Act. Mr. Erickson authored the Rules of Mediation for the Minnesota Farm Mediation Program and he acts as a private fee-paid mediator in complex farm mediation cases where the participants desire a professional mediator rather than a volunteer.

Mr. Erickson is the past president of the Academy of Family Mediators and during 1986-87, he is working closely with the American Bar Association's Committee on Alternative Dispute Resolution to implement nation-wide mediation training for attorneys.

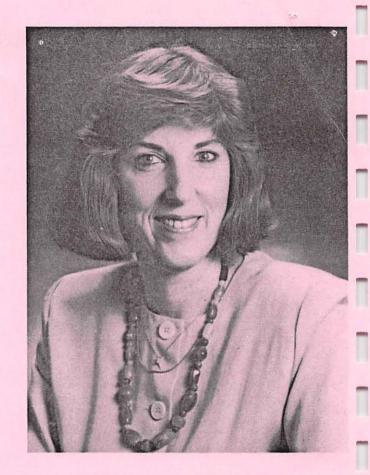
He is the author of six published articles on various aspects of the mediation process, the co-author of the Minnesota Farm Finance Mediation Training Manual and his chapter on comparing the mediation process with the legal process is being published this fall in a book by Guilford Press entitled *Mediation Theory and Practice*.

The Erickson Mediation Institute is becoming increasingly recognized as the leading provider of mediation training and mediator services in the nation. The reason Mr. Erickson has been asked to train other professionals in the United States and England is because he is a highly skilled practitioner of the mediation process. He has more than a 90 percent success rate and since he acted as mediator in the first farm finance mediation case in the nation last November (1985), he has not had any instances of impasse in farm mediation cases he mediated.

The Erickson Mediation Institute believes that the key to success is a fresh approach creating new attitudes on the part of the participants. It is true that mediation is becoming the preferred alternative to litigation nationally as well as in Canada, Great Britain, New Zealand and Australia. Mr. Erickson has been successful in teaching people in the USA, Canada and Great Britain how to get their needs met, without destroying themselves or their financial security in the process.

ERICKSON MEDIATION INSTITUTE, INC.

MARILYN MCKNIGHT ERICKSON



Marilyn McKnight Erickson graduated from Augsburg College in Minneapolis, Minnesota, with a B. A. degree in Social Work and Sociology. She began her professional career as a social worker in New York City and has worked for Hennepin County Family Services/Child Protection Services for 12 years. Ms. Erickson began mediating in 1977 when she and her husband, Stephen K. Erickson, began Family Mediation Services, Inc. Ms. Erickson is an experienced mediator having successfully completed hundreds of mediation cases. These cases have ranged in complexity from fairly simple, straightforward separation agreements to multi-faceted farm foreclosure mediations involving thousands of dollars. She is a full partner and a full-time director/mediator with Family Mediation Services, Inc.

Ms. Erickson is the founding President of the Minnesota Council of Family Mediators, in which office she served from 1982-1985. She has been featured on ABC Nightline and the CBS Morning News, as well as several local programs. Ms. Erickson is the author of *The Children's Book*, and the co-author of the Minnesota Farm Finance Mediation Training Manual, the Child Custody Mediation Training Manual, the Divorce Mediation Training Manual and the Community Mediation Training Manual.

Ms. Erickson is a partner in Erickson Mediation Institute and has several years experience as a mediation trainer. She has participated, in the role of trainer, in divorce mediation trainings, child custody mediation trainings, farm foreclosure mediation trainings as well as CLE seminars in mediation. Ms. Erickson has presented numerous seminars and workshops in mediation since 1977.

Ms. Erickson is an experienced professional mediator and trainer with a commitment to the principles of mediation and a genuine interest in contributing to the growth of the mediation field. She is a member of the national Academy of Family Mediators and in 1986 served as co-chair for the Third Annual National Conference of the Academy of Family Mediators. Ms. Erickson is the recipient of a 1987 Bush Leadership Fellow Award for the advanced study of mediation.

STEPHEN K. ERICKSON and MARILYN McKNIGHT ERICKSON ADVANCED MEDIATION TRAINING PROGRAM September 6th and 7th, 1988

REGISTRATION FORM

NAME:				
ADDRESS:				
TELEPHONE NO	0.:	(bus.)	(res.)	
REGISTRATION	N FEE ENCLOSED:		Member - \$195.00 ember - \$225.00	
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NORTHWEST EXECUTIVE CENTRE
"FULLY EQUIPPED OFFICE
SPACE FOR LESS THAN
THE COST OF A SECRETARY"



Kent Taylor 7503 - 110 Ave. Edmonton, Alberta T5B 0A2

ALBERTA FAMILY MEDIATION SOCIETY

NEWSLETTER

VOLUME 3, NUMBER 3

OCTOBER, 1988

ANNUAL GENERAL MEETING

Friday, November 25, 1988

4:00 p.m. to 7:30 p.m.

Fantasyland Hotel, Edmonton

The Board of Directors of the Alberta Family Mediation Society invites you to attend the Fourth Annual General Meeting of the Society, to be held in Edmonton on Friday, November 25, 1988 from 4:00 p.m. to 7:30 p.m. at the Fantasyland Hotel (call 1-800-661-6454 for overnight registration).

The registration fee for the Annual General Meeting is \$15.00 per person if received on or before November 15, 1988, and \$20.00 per person after November 15 or at the door. This fee includes the evening's activities and materials, as well as refreshment breaks and dinner. Please register as early as possible, as a help to the planning committee.

Please forward registration fees (cheque or money order to be made payable to the Alberta Family Mediation Society) to:

Janna Bowey, AFMS Secretary AFMS Annual General Meeting 205, 4500 - 16 Avenue N.W. Calgary, Alberta T3B 0M6

Your Board Members hope that all present, new and future AFMS members (as well as any other interested people) will plan to take part in the evening's events. We look forward to having you join us in Fantasyland (Hotel that is).

The Agenda for the 1988 Annual General Meeting

Before 4:00 p.m.:

Registering for the AGM and joining/renewing as a member of AFMS

Beginning at 4:00 p.m.:

Opening remarks by AFMS Chairperson Joanne Goss

"Housekeeping" items: approving the agenda, approving last year's AGM minutes.

Treasurer's report and auditors' report

Membership report

Newsletter report

Legislative Review Committee

Education and Public Relations report

Standards and ethics report

Affiliation report

Family Mediation Canada report

Area reports: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, etc.

Feature Business: Amendments to Bylaws pursuant to Motion 3.1

AFMS Board Meeting - September 14, 1988
Sub-Group Guidelines
Complaints & Disclipine Committee of FMC
Guidelines

Election of the 1988-89 Board of Directors

(NOTE: Following the adjournment of the AGM, there will be a brief meeting of the new 1988-89 Board of Directors to elect a Chairperson, Secretary, and Treasurer, and to divide up other tasks.)

Nominations for the 1988-89 Board of Directors

Nominations for 1988-89 Board of Directors for the AFMS are being coordinated by Sterling Green of Edmonton. Although nominations will be taken from the floor during the Annual General Meeting in Edmonton on November 25, 1988, you are encouraged to indicate before the AGM your own intentions to stand for election, by contacting Sterling at 3912 - 117 Street, Edmonton, Alberta, T6J 1T1 (telephone 482-1714).

The following people declared they wished to serve for a 2 year term last year:

Nancy Flatters - Calgary Terry Hagel - Calgary Janna Bowey - Calgary Jeff Aaron - Edmonton Sterling Green - Edmonton

Joanne Goss - Edmonton, remains a member of the Board as Past President for the 1988-89 year.

Note tht you must be a member of AFMS to be elected to its Board, and that you will have to declare whether you wish to serve a 1 year or 2 year term. Five Board members (representing, if possible, the major geographical areas of the province and the different professions in the Society) will be elected at the AGM.

The out-going 1987-88 Board hopes that you will consider standing for election.

How to Continue to be a Member of the AFMS and FMC

The membership year runs from April 1 to March 31 each year. You will find included with this newsletter mailing an application form for membership in the AFMS and FMC 1988-89 year. The fee is \$75.00 per year.

Family Mediation Canada Application Form

lame:					
Address:					
-					(Postal Code)
Telephone: Res. ()				
Bus. ()				
Profession:					
Do you practise med	iation?	YES 🗆	NO 🗆		
To you wish to learn	mediation	n skills?	YES 🗆	NO 🗆	

Benefits of Membership

Three issues a year of Resolve/Résoudre, the national publication, containing articles, news of training programs and happenings across Canada.

A voice in shaping the profession as a voting member, through participation as a committee member or by serving on the Board of Directors.

A listing in the national directory of practising mediators at a discounted rate.

Opportunity to participate in the annual National Conference on Family Mediation.

Opportunities to take part in professional development and the promotion of mediation.

Send this application form to:

FAMILY MEDIATION CANADA Suite 208, 12 Birch Avenue Toronto, Ontario M4V 1C8 Tel: 416/962-8515

Français au verso.

A Message from the Chairperson

As outlined in the last newsletter, the Department of Justice held a conference in Ottawa in May where they met with delegates from each province to discuss mediation legislation. Dr. Larry Fong, Past President of the AFMS and a member of the AFMS Legislative Review Committee attended the meeting on behalf of the AFMS. Instead of repeating the results of the meeting here, I refer you to the letter which I forwarded to the Honourable Connie Osterman, Minister of Social Services, reporting on the meeting which is attached hereto. I have also attached a copy of the response which we received from the Honourable Minister regarding our report. We clearly have the support of the Minister in our efforts.

It was unfortunate that the Introductory and Advanced training programs with Stephen Erickson were required to be cancelled due to lack of enrollment. The program clearly promised to be a good one.

As you all know the Third Annual Canadian Conference on Family Mediation was held on October 22 to 25, 1988 at the Chateau Frontenac Hotel in Quebec City. The Conference was exciting as usual both in terms of the substantive and social programs. I hope that many of the members were able to attend and thereby maintain the high presence of Albertans in the field of mediation in Canada. The Banff conference in October, 1987 was a booming success because of the hard work of the members before the conference and the terrific attendance at the conference. I have attached some snapshots from last year's conference as a reminder of the terrific few days in Banff. I was in Quebec with my boots and hat for "Alberta Night", a free beer and pretzel evening on Sunday, October 23, 1988.

Hope to see you at the Annual General Meeting on November 25, 1988.

Joanne H. Goss Chairman Alberta Family Mediation Society

1989 National Conference on Peacemaking and Conflict Resolution

The National Conference on Peacemaking and Conflict Resolution (NCPCR) plans to hold its fourth conference in Montreal, February 28 to March 4, 1989. Although the conference is based in the United States, delegates at the last conference represented over twenty countries. NCPCR draws from an extremely broad constituency interested in conflict management activities that include criminial justice, separation and divorce, race relations, environmental and community mediation, and international

diplomacy. The conference organizers anticipate over a thousand participants for the Montreal Conference.

NCPCR offers a stimulating learning environment for those interested or involved in conflict resolution and peacemaking. From NCPCR's perspective, a Canadian location was seen as providing an opportunity to expand the multi-cultural aspects of the conference and an opportunity to expose U.S. participants to the Canadian experience.

Holding the NCPCR Conference in Canada will expose Canadians to other conflict resolution programs and conflict intervention, and affirm those in Canada presently working in the field. The National Network for Community Justice and Conflict Resolution is coordinating Canadian arrangements for the conference.

The three days of the main conference will be preceded by a two-day training institute featuring a wide range of topics. Individuals and organizations interested in assisting with the conference are invited to contact the following:

Regarding local Montreal arrangements: Ross Robinson, Montreal YMCA, 1441 Drummond, Montreal, Quebec, H3G 1W5, (519) 849-8393

Regarding overall Canadian participation: Dean Peachey, Network for Community Justice and Conflict Resolution, 298 Frederick Street, Kitchener, Ontario, N2H 2N5, (519) 744-6549; or Cheryl Picard, 2 Nepean Street, Ottawa, Ontario, K2E 7N8, (613) 225-1574.

Regarding general conference information: Joel Stronberg, National conference on Peacemaking and Conflict Resolution, George Mason University, 4400 University Drive, Fairfax, Virginia 22030 (703) 764-6115.

Editor's End Note

Once again I follow Cathie Foote's lead. This <u>literally</u> is my end note. I will not be the newsletter committee next year. I hope some eager, as yet unrecognized newsletter editors and writers surface to carry on this very important work of the AFMS.

I would like to thank Turnbull, Barristers and Solicitors, and Heather for their assistance with this newsletter.

Janna Bowey

May 19, 1988

The Honourable Connie Osterman Minister of Social Services Rm. 424 Legislature Building Edmonton, Alberta

Dear Mrs. Osterman:

RE: ALBERTA FAMILY MEDIATION SOCIETY
LEGISLATIVE REVIEW COMMITTEE
REPORT ON DEPARTMENT OF JUSTICE MEDIATION CONSULTATION, OTTAWA,
ONTARIO

In an ongoing effort to ensure that the existence of mediation as an alternative dispute resolution process is continually brought to the attention of couples involved in separation or divorce, the Legislative Review Committee of the Alberta Family Mediation Society (AFMS) is actively assessing mandatory mediation and its merits. As you will recall this matter was addressed at the Second Annual Canadian Conference on Family Mediation held in October of 1987 and at which you spoke as the key note speaker. I confirm your interest in mediation and your inquiries as to steps which our Society was taking towards mandatory mediation legislation. In accordance with your interest we will attempt to keep you abreast of the developments as they are accuring in this area.

The Committee has kept in continuous contact with Nancy DeClerq of the Department of Justice in Ottawa to stay informed on developments and steps which the Department of Justice is taking towards mandatory mediation. From my conversations with Ms. DeClerq, it appears that Justice is becoming very interested in the area of mediation and teels that some steps must be taken to bring this service to the public. However, they did not feel that a position could be taken by the Department of Justice until such time as they had heard from each of the individual Provinces as to how each Province had developed it's mediation programs in both the public and private sector to date and where each Province felt development would be most beneficial. Accordingly, Justice determined that a meeting with representatives for each of the Provinces was essential towards developing such an understanding and position. Accordingly, Dr. Larry Fong, a member of the Board of Directors of the AFMS, the past president of AFMS, a member of the Legislative Review Committee and a mediator in private practice recently attended this meeting along with Mr. Neil Dunne and Mr. Vince Dwyer from the Alberta Attorney General's Office. Each Province in Canada had at least one

representative in attendance.

The meetings between the Provinces and the Department of Justice were held in group and forum sessions with each Province being given an opportunity to present it's view.

It was clear from the meeting that representatives from each of the Provinces felt that it was a good idea to move toward the introduction of a mandatory mediation step within the divorce process. Concern was however raised that mediation continue to be voluntary between the parties in order to be successful. The mandatory mediation step may therefore be very short lived for some couples.

The issue of funding for a stepped up mediation program was of course raised, however, the Justice Department was most hesitant to suggest that monies would be available. At the meeting they indicated only that there was a need to develop a position on mandatory mediation so that a report could be forwarded on to the Minister of Justice.

A contentious issue which arouse was that of qualifications for mediators. Alberta is seen as a leader in this field in their development of the AFMS Mediation Registry which is a list of mediators practising in Alberta with a designation by each mediator as to their preferred areas of practice. The requirements for registration with the Registry are that each mediator must:

- a) have a Bachelor's Degree;
- b) have an accredited course in mediation including the issues of custody, access, maintenance, property and ethical issues;
- c) have proof of liability insurance;
- d) be a member in good standing with the AFMS.

Ontario is also making inroads in this area through their attempts to regulate and certify mediators in that Province. They are apparently looking at the issue of certification in some detail.

Finally, the focus of the meetings turned to statistical results from each of the various Provinces with respect to the success of mediation projects. The results of studies were available from Montreal, Quebec; St. Johns, Newfoundland; Saskatoon, Saskatchewan; Winnipeg, Manitoba and Edmonton, Alberta. It appeared from the statistics provided at the meeting that the Montreal project, which utilizes a comprehensive as opposed to a custody access only approach was the most successful. The Alberta research was briefly discussed by the representatives from the Attorney General's Department who indicated that there were some concerns with respect to the method by which the information was being processed in terms of the cost effectiveness of mediation. The general current of the discussions was that without the mediation process there would be a greater number of lengthy trials resulting in greater waiting periods within the Court system. It was furthermore pointed out that without successful maintenance mediation the present income security system would bear a greater burden.

In conclusion, it is clear that the Department of Justice has become very interested in the area of mediation however is not at this point prepared to committ any form of funding or look at any form of legislative amendment. However, they are prepared to \bigcirc

look into this area somewhat further and are clearly intent on involving the Provinces in this approach.

We will continue to keep you informed as to the developments in this area.

Yours truly,

ALBERTA FAMILY MEDIATION SOCIETY

PER: JOANNE H. GOSS

Chairman

Legislative Review Committee: Joanne H. Goss, Chairman,

Larry Fong Sterling Green Terry Hagel Judy Norman Laurie Smith Kent Taylor



SOCIAL SERVICES

424 Legislature Building, Edmonton, Alberta, Canada T5K 2B6 403/427-2606

JUL 1 1 1988

May 31st, 1988

Ms. Joanne H. Goss, Chairman Alberta Family Mediation Society 405, 918 - 16th Avenue N.W. Calgary, Alberta T2M OK3

Dear Ms. Goss:

Thank you for your letter of May 19th.

As you are aware, I am fully supportive of family mediation and I appreciate receiving your lengthy letter to update me on this important subject.

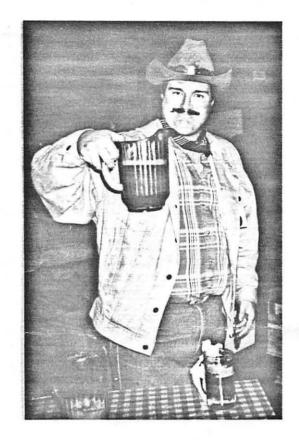
Best wishes.

Sincerely,

Connie Osterman (Mrs.) Minister of Social Services and M.L.A. for Three Hills

:tsb

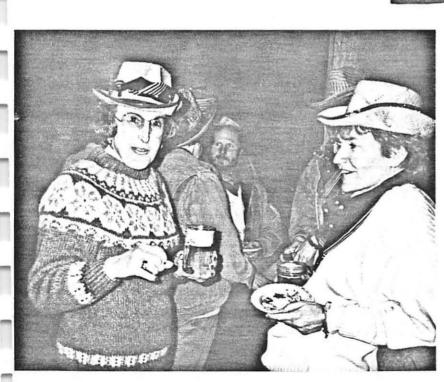






Do you remember ...

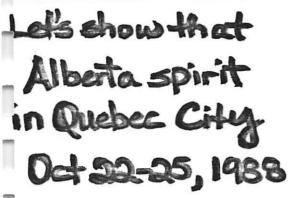






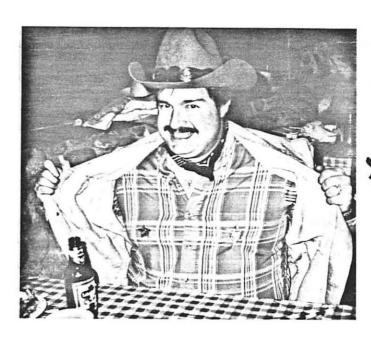












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ALBERTA FAMILY MEDIATION SOCIETY

March 15, 1990

TO: MEMBERS - AFMS

Re: Brochure of Practicing Mediators - 1990

Workshop - Mr. Stephen Erickson - May 5, 1990, Calgary, Alberta

I am pleased to enclose at this time your ten copies of the Brochure of Practicing Mediators, 1990. In the event you require further copies please request some from the address below.

A REMINDER

Stephen Erickson of Erickson Mediation Training Institute, Inc. of Minneapolis, Minnesota, will be conducting an advanced workshop on May 5, 1990, in Calgary, Alberta. The time is from 8:30 a.m. to 4:00 p.m. and the location is the Village Park Inn, 1804 Crowchild Trail N.W., Calgary, Alberta. For those staying at the Hotel, rooms are available at the nightly rate of \$65.00 (single) or \$69.00 (double). Free undergound parking is available. In this workshop, Mr. Erickson will focus on the following areas:

1. Strategies for dealing with impasse;

2. Addressing issues by changing attitudes in terms of use of language, and framing issues to achieve mutuality;

3. Other selected topics including dealing with spousal and sexual abuse allegations.

I would urge you all to send your registration immediately. For this purpose a Registration Form has been included. The Form sets out the fees for members and non-members. You will note the discount for registration prior to March 31, 1990. Send the Registration Form together with payment to AFMS, c/o Dr. Bert Hohol and Associates, Ltd., 1903, 10145-119 Street, Edmonton, Alberta T5K 1Z2.

I look forward to seeing all of you at the Erickson workshop.

Nancy A. Flatters

President

Linda Wonted Mediahan Mediahan Mediahan

BERTA FAMILY MEDIATION	ON SOCIETY		
Volume 5, Number 2, October	er, 1990		
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	Volume 5, Number 2, Octob	Volume 5, Number 2, October, 1990	Volume 5, Number 2, October, 1990

Apologies are extended to Ken Alyluia for being omitted from the list of Board Members in our last Newsletter - sorry, Ken! Following is a *correct* list of Board Members - please feel free to contact any of the Board Members directly at the numbers listed below or correspond through the Secretary at the AFMS address: 405, 918 - 16 Avenue N.W., Calgary, Alberta, T2M OK3.

Nancy A. Flatters (Past President) 1307 Klondike Avenue S. W. CALGARY, Alberta T2V 2L9 Telephone # 258-2924 Fax # 297-6103

Richard M. Harding 230 - 1121 Centre Street North CALGARY, Alberta T2E 7K6 Telephone # 230-4617 Fax # 277-8930

Heather Rae Johnson (Secretary) 3700 - 400 3rd Avenue S. W. CALGARY, Alberta T2P 4H2 Telephone # 267-8267 Fax # 264-5973

Lloyd Stinson (President) 3332 - 42 Street S. W. CALGARY, Alberta T3E 3M6 Telephone # 242-8417

Victor T. Tousignant (Treasurer) 700 - 401 9th Avenue S. W. CALGARY, Alberta T2P 2M2 Telephone # 232-0716 Fax # 232-0888 Kenneth Alyluia 700 - 10205 101st Street EDMONTON, Alberta T5J 2Z1 Telephone # 429-4400 Fax # 424-9478

Dr. A. Hohol Bert Hohol & Associates 1903 - 10145 119th Street EDMONTON, Alberta T5K 1Z2 Telephone # 488-5431

Leith Martin 1201 - 10060 Jasper Avenue EDMONTON, Alberta T5J 4E5 Telephone # Fax # 428-1066

Brenda M. Gash #601 Lethbridge Centre Tower Box 1147 LETHBRIDGE, Alberta T1J 4A4 Telephone # 329-4966 Fax # 327-0927

Mark Dimirsky 203 - 5000 Gaetz Avenue RED DEER, Alberta T4N 6C2 Telephone # 347-1500 Fax # 342-1150

The Board meets by conference call on the first Monday of each quarter, the next meeting scheduled for December 3, 1990. Copies of Minutes of Board meetings are available upon request to the Secretary.

MESSAGE FROM THE PRESIDENT

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Some Principles of Mediation

Mediation is a functional, effective, and efficient way of dispute resolution. Those of us trained and involved in its practise, it can sometimes seem like a recent invention. It is, however, a tested and true way of managing disputes. Let me illustrate:

It was many, many moons ago that I lived among a people called the Burji. They were a friendly people, mostly illiterate, and mostly farmers and/or traders. On their rocky, windy mountain home, we could travel with complete security, safe in their hospitality and loyalty. And we never had to lock our house or our barn, for people did not steal.

It was a shock when we went to our can of silver shillings to get money to pay for eggs and firewood, to find it was not in its usual place. Someone had emptied it and thrown it under a bed. The taboo had been violated.

There was in the country a justice system of a colonial sort, with police, courts, and magistrates. There was also informal power structure of the community with its elders. Without hesitation we chose to appeal to the latter. A half dozen of these men, our neighbours and friends, said they would look into it. They took the names of those we thought might have known where we kept our money on a shelf in the bedroom, and went off to deliberate. They then called each of the boys by turn, and talked to them somewhat as follows:

"You know, son, that our tribe is not a tribe of thieves. In ages long past, when someone became known as a thief, he would mysteriously disappear, never to be heard of again. So people stopped stealing. We know that you have been working around the foreigners' house, and could go in if you wished. They have had their money stolen, and it was obviously taken by someone who had some knowledge of their home. Now, we don't want to punish you or turn you over to the police. But we do want them to get their money back and we want to redeem the name of our Burji people. We value our reputation. If you have taken that money, we want you to bring it early tomorrow morning and throw it over the fence into the foreigners' yard. If you do return it, we will say nothing more about it."

The next morning we went out in the yard and found a bundle wrapped in banana leaves. It contained \$50.00 -- about half of what we guessed had been in the can. We called the elders and told them we had about half of the money. They said to leave the matter to them. Again they called the boys, one by one, and told them they wanted the return of all the money.

Next morning, when we looked, there was another bundle with the remaining \$50.00. We paid the elders a share of the loot, they dismissed the boys, and the affair was closed. It seems that our experience involved some principles basic to the process of family mediation.

- 1. They concentrated on solving the problem, not fixing the blame.
- 2. They stressed the responsibility of each individual for his own actions.
- 3. They allowed everyone to maintain his dignity and to save face in front of others.
- They restored a sense of balance and equilibrium to the tribe that a wrong had been made right.
- 5. They reinforced the responsibility each carries for society at large.

It will not be surprising in the light of the above that I hold a rather broad view of the mediation process. While our focus is justifiably on mediating the issues of family disputes, especially those that are leading to the dissolution of the family ties, disputes occur wherever there are people interacting. My interest tends toward the use of mediation principles in matters of race relations, of the settlement of refugees from another culture and language, and of group disputes.

What other areas do you see to which the process of mediation as an alternate means of conflict resolution might be applied?

Lloyd Stinson AFMS President

IS MEDIATION LESS EXPENSIVE?

Joan Kelly Compares Mediation and Adversarial Divorce Costs

In a recently completed article for Mediation Quarterly, Joan Kelly, Past-President of the Academy, presents data regarding the comprehensive costs of mediated divorce compared to adversarial divorce. Total fees for the mediation process and additional external attorney consultations for both mediation spouses are compared to the total legal fees of respondents where both spouses hired attorneys to represent them in divorce proceedings. In addition, relationships between overall costs of both divorce processes and divorce complexity, and selected psychological, marital and attitudinal variables are examined.

A major finding of the study is that the comprehensive mediation process is considerably less expensive for divorcing couples than the two-attorney adversarial process. Based on mean costs, couples in the adversarial sample indicate that on a combined basis, they spent \$6,992 (134%) for their divorces compared to mediation couples.

Even in comparing total mediation costs to attorney fees of adversarial respondents with lower complexity divorces, mediation is still less costly. Using median figures, the mediation process was less expensive, with adversarial respondents spending at least 27% more than mediation clients to get their final divorces.

Another interesting finding of the Kelly study is that the complexity of the divorce did not significantly affect the number of hours required to reach settlement in mediation. Other factors appear to be more important in determining the final costs, such as the reasons for divorce, the quality of marital communication, cooperation at the beginning of the process, and perceptions that one's spouse is dishonest, lacking in fairmindedness, or took advantage of the spouse during the marriage.

Kelly notes that, as with all research in mediation thus far, her results should be viewed with some caution. The two group studies were comparison groups, not matched, control groups, and a random assignment method could not be utilized. All respondents were voluntary and self-selected. Although the cost figures for the mediation were reliable as they were obtained from the Mediation Centre's client account sheets, the data about external attorney fees for the mediation group and total attorney fees for the adversarial groups were entirely self-reporting, and therefore subject to distortion by memory.

Nevertheless, this research presents data obtained from objective, structured questionnaires and accounting records, extensively analyzed, which clearly support the hypothesis that comprehensive divorce mediation is a considerably more cost effective method of obtaining a divorce when compared to divorce using two attorneys to negotiate or litigate a final settlement.

BARBARA LANDAU RESPONDS TO CANADIAN JOURNAL OF FAMILY LAW

I am writing a letter to the Editor in response to the article entitled "Unpacking the Rationale Alternative: A Critical Review of Family Mediation Movement Claims" by: Martha Bailey, which appeared in the 1989 Vol. 8 of the Canadian Journal of Family Law. I would appreciate it if this response were published in your next journal.

In responding to this article, I wish to make it clear that I welcome an open-minded and critical analysis of all aspects of mediation. I consider this a healthy and useful approach. However, I have very serious concerns about this article which misstates factual information and distorts the opinions of high profile mediators.

1. With respect to my first concern, I am a former President of the Ontario Association for Family Mediation (OAFM) and the author of the position paper that appeared in the OAFM Newsletter, cited by Ms. Bailey on pages 87 and 89 of her article. Ms. Bailey stated that OAFM lobbies for mandatory court-connected mediation. In fact, OAFM takes the position that mediation should not be mandatory. To quote from the position paper:

"Family law legislation should provide for an <u>introductory meeting</u> with a mediator prior to litigating issues of custody and access and possibly other family law matters. The legislation should provide that parties can <u>elect to continue</u> or not to continue mediation after the introductory meeting (Note: It is not mandatory to mediate; however an introduction to, and information about the mediation process, would be part of the court process prior to or in the initial stages of litigation)."

In addition, the position paper discussed the concern about screening for questions of domestic violence and other matters that might make mediation inappropriate. Specifically, the position paper states:

This introductory meeting could be preceded by a screening mechanism for determining the presence of special issues such as family violence and for evaluating the appropriateness of mediation.

I wish to make it clear that OAFM does not at the present time, nor has it at any time in the past, taken the position that mediation should be mandatory. The submission by OAFM to the Zuber Commission specifically reiterated the point that the parties should not be required to mediate, but rather that all parties who litigate parenting issues and possibly other family law issues, should be introduced to mediation as one of the many alternatives for resolving family law disputes. It should be noted that this introductory meeting would only apply to those planning to contest family law matters, particularly matters dealing with children. This would specifically exclude the uncontested cases referred to throughout Ms. Bailey's article.

On numerous occasions, Ms. Bailey makes the assumption that mediators advocate joint custody
or that mediation is advocated as a method of achieving joint custody. This is a clear distortion of
the view of most mediators and, in particular the views of Joan Kelly.

I refer to footnote number 16 on page 64, where Ms. Bailey cites Joan Kelly as writing that a goal of mediation is "restructuring of the marital relationship into a post-divorce relationship that can deal with continuing parenting functions in a civilized, business-like manner". From this quote, Ms. Bailey makes an enormous leap of logic and states that "mediation is advocated as the method of achieving joint custody and a continuing relationship with the family". In the quote, Joan Kelly says nothing about a particular type of custody arrangement, but rather refers to a process of establishing what the ongoing parenting functions or responsibilities will be. Joan Kelly makes no reference to either sole custody or joint custody. Her statement would be equally applicable in either case.

Ms. Bailey makes blanket statements throughout her article that are unsupported by fact. She makes no attempt to substantiate her claims such as "most Canadian mediators are explicitly biased in favour of joint custody, which they often refer to as "shared parenting". In the first place, there has been no research conducted on mediators to determine any particular custody bias that I am aware of. In the second place, shared parenting and joint custody are not synonymous. "Joint custody" is a legal term with particular legal implications. "Shared parenting" can refer to any parenting arrangements in which both parents maintain a relationship with the child.

Critics of mediation attack mediators on the basis that they favour joint custody arrangements. They claim that there is no research that establishes the merits of a joint custody arrangement for children. At the same time, these authors do not criticize a sole custody bias, even though there is no data to support the presumption that sole custody offers better adjustment to children. It would be more constructive to take the position that as yet there is inadequate data to determine which parenting arrangements are most suitable for children and parents with particular characteristics. Since joint custody arrangements are as variable as sole custody arrangements, it may be unhelpful to conduct research based on these over-inclusive labels. More research is clearly needed to define those characteristics associated with successful adjustment and those that are associated with poor adjustment, irrespective of the label assigned to the parenting arrangement.

While Ms. Bailey is critical of many mediation researchers, nevertheless she accepted on faith the work of Judith Wallerstein. Of all the researches cited, Judith Wallerstein's research suffers from the greatest methodological weaknesses. In particular, her most recent studies of families experiencing joint custody is seriously flawed in that it is based on a very small sample of non-randomly selected families who are in treatment at Wallerstein's Centre for the Family in Transition. There is no control group, no statistical analysis and the anecdotal report of findings are themselves contradictory and open to a number of interpretations. While I certainly agree that there is a need for more refined evaluations of mediation, it is not reasonable to accept studies uncritically that support a bias and critique studies that refute that bias.

4. One further point I wish to comment on is the allegation by Ms. Bailey on page 68, that "mediation proponents fail to distinguish between general calumny and allegations of abuse, neglect, or other behaviour relevant to the issue of custody". Ms. Bailey seems to suggest that mediators somehow ignore or diminish the importance of questions of abuse or neglect in custody matters. In fact, this is contrary to every Code of Conduct that I am aware of governing the standards of practice for mediators. Specifically, mediators are required, as are other professionals and citizens, to report abuse and to terminate or suspend mediation where the outcome would be harmful to children. This is consistent with Canadian divorce legislation that no longer recognizes fault as a basis for marriage breakdown, but does recognize behaviours that are harmful to children as factors to consider in arriving at parenting arrangements.

Thank you for publishing this response.

Academy of Family Mediators

The Academy's Danvers Conference and International Mediation Forum were a great success. In addition to offering an unprecedented variety of institute, plenary and workshop sessions, the conference offered mediators from throughout the United States and Canada, England, Ireland, Scotland, France, Israel, France, Switzerland, South Africa and Australia a special opportunity to connect and share. Many new relationships have been formed for the future.

Next year's 1991 Seattle Conference is already being planned. The Seattle Conference will be held at the Stouffer Madison Hotel in downtown Seattle July 15 through July 20, 1991. In-depth Pre-Conference Institutes will be offered on Monday, Tuesday and Wednesday, July 15-17. The Academy Conference itself will begin the evening of Wednesday, July 17, continuing through the evening of Saturday, July 20. The Call for Proposals for the Seattle Conference will be available in approximately two weeks.

MEMBERSHIP IN THE ACADEMY OF FAMILY MEDIATORS

During its recent meetings, the Academy Board of Directors discussed the development of new criteria for Academy membership. This discussion began with the Board's development of organizational goals and interests. The Board made decisions regarding membership criteria, with additional elements of a comprehensive membership plan to be presented at the July meeting of the Board in Boston.

The Academy Board has made the following changes to the Academy's membership criteria:

- No specific educational background or degree shall be required for Academy membership.
- The Academy's previous consultation requirement for Senior Membership shall no longer be required, anticipating that there shall soon be a continuing education requirement.
- The 40 hour training requirement for Academy Associate or Senior Membership is to be an integrated, quality mediation training, and need not be divorce mediation training.

More comprehensively, the Board adopted the following principles for a new membership structure:

- Two categories of membership in the Academy: member and practitioner member. (These names are used only for designating the two categories. Specific titles have not been adopted.)
- A member will be any person interested in the field of mediation and will not require prior training, experience or education.
- Practitioner members will be those persons who have received some training (the content and number of hours of which have not yet been firmly decided), and have had certain still undefined experience as a mediator (the number of hours of mediation experience has not been firmly determined). No specific educational background or degree would be required. Practitioner members will have a continuing education requirement of 20 hours every two years, which will be determined by affidavit. All current Associate and Senior Members will become practitioner members.
- A process for voluntary certification will be established allowing persons who fulfil the certification requirements to advertise as a certified mediator. To be eligible for the certification process, a mediator will need to have fulfilled the requirements for becoming a practitioner member, and have additional training and additional experience as a mediator (the amount of which is still to be determined). A component of the certification process will be some form of performance-based testing.
- Training required to become a practitioner member and additional training to be eligible for certification would include both generic (process) training in mediation as well as training in one of several substantive areas of practice (such as divorce, custody, parent-child, school, community, etc.). Required training for membership would not need to be an Approved Academy Training.
- The Academy Board shall determine the core areas of training that members will be required to have received. Additionally, the Academy will continue to review and approve training programs on a voluntary basis. The Academy will further develop models for training and encourage trainers to utilize the models.

Joining the Academy

Joining the Academy will entitle you to member rates for the Academy Conference and for Academy educational materials and provide a consistent flow of current information on mediation practice and policy issues. We encourage you to join today.

Academy Membership includes:

- Subscription to the award-winning journal, Mediation Quarterly.
- Subscription to the Academy's newsletter, *Mediation News*.
- Eligibility for the Academy's mediator liability insurance.
- Discounted conference registration and educational materials.

Associate and Senior Membership additionally include:

- A Certificate of Membership and listing in the Academy's National Referral Service.
- Listing in and receipt of the Academy's Membership Directory.

Membership Application

Name				
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	Associate I	ember (\$60) Aember (\$80) ember (\$90)		
\$25 is non-refundable in the event that your membership application is not accepted.				
Educational and Professiona supervisor - attach sheets as n			, location, dates, title and duties and	
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Mediation Experience: Number of mediation cases you have completed: Total number of hours of mediation experience:				
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National Referral Service: To sign the declaration below; and	be included in the N I (2) list your areas o	lational Referral f practice.	Service, it is necessary for you to: (1)	
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My areas of practice are: Parent Parent-Child:; School:	ing Arrangements:; Community:	; Support: ; Other:	; Asset and Debt Distribution:;	
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Please return this application with supporting documentation and dues to: The Academy of Family Mediators, P.O. Box 10501, Eugene, OR 97440

PRE-CONFERENCE INSTITUTE CALL FOR PROPOSALS

ACADEMY OF FAMILY MEDIATORS 1991 CONFERENCE

THE NEXT TEN YEARS Building on a Decade of Dreams, Commitment and Growth

Stouffer Madison Hotel - Seattle, Washingto Institutes: July 15-17, 1991

The Academy's 1991 Conference, to be held in Seattle, Washington, is now soliciting proposals for half-day (3 hour) and full-day (6 hour) Pre-Conference Institutes.

Institute presentations are not limited to divorce issues. Institute proposals are welcome in other family areas such as: parent/child, adoption, school, community, family business, family violence, elder care, and estate planning mediation. Institutes are intended to be in depth, experiential, practice oriented, participatory sessions with an emphasis on skill building. The following considerations will be used to select Institutes:

- Institutes should be designated "advanced" or "fundamental" and should be carried out consistent with that designation.
- Institutes should provide opportunities for interaction, through role plays and other methods.
- Institutes should present practical skills for mediators (e.g. financial issues in divorce, key dynamics to look for in family business, impasse strategies, etc.).
- Institutes should not present material generally offered in 40 hour Academy approved trainings.

Institute Presenters will receive \$50 per hour or presentation plus one night's lodging for each full day of presentation. For one-half day Institutes, presenters will receive \$50 per hour, plus a credit of \$50 applied against conference lodging. In the event that two or more presenters are included in an Institute, a total of a \$100 hourly honorarium will be paid.

An outline of each Institute for distribution to participants is required. The Academy will duplicate up to ten (10) pages of material for each Institute participant, so long as these materials are received by the Academy by July 1, 1991.

Proposals should provide an outline of the material to be presented, identify the goals of the Institute, indicate the desired length of the Institute, and include the names of two references familiar with the presenter's training work. Please indicate whether you have a preference for a particular day for your Institute (July 15, 16, or 17, 1991). Proposals must be submitted by November 20, 1991 to:

Academy of Family Mediators Conference Committee
P.O. Box 10501
Eugene, OR 97440

Please clearly label your proposal as a "Pre-Conference Institute Proposal."

ACADEMY 1991 PRECONFERENCE INSTITUTE PROPOSAL

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CALL FOR PROPOSALS

ACADEMY OF FAMILY MEDIATORS 1991 CONFERENCE

THE NEXT TEN YEARS Building on a Decade of Dreams, Commitment and Growth

Stouffer Madison Hotel – Seattle, Washington July 15-20, 1991

The Academy's 1991 Conference will be a celebration of the Academy's first decade of dreams, commitment and growth, and a look forward to our goals for the coming decade.

In the ten years since the Academy of Family Mediators was formed, family mediation practice has expanded from an exclusive focus on divorce to now addressing a broad range of conflicts that impact family interests. In addition to divorce mediation, family mediation now includes such areas as parent/child, adoption, section, community, family business, family violence, elder care, and estate planning mediation.

The Academy's 1991 Conference, *THE NEXT TEN YEARS: Building Upon a Decade of Dreams, Commitment and Growth*, will celebrate the Academy's maturation and the expansion of the field of family mediation. The conference will offer a mix of panels and workshops as accepted by the Program Committee. There will be no honorarium for conference workshop presentations as a general policy. The conference registration fee will be reduced to \$160 for conference workshop presenters. There may be special invitations extended for presentations addressing specific issues, concepts, or techniques.

This year the Program Committee seeks a wide range of proposals in four areas:

- 1. Our Expanded Understanding of Family Mediation: Informational panels and workshops that present the full range of issues now being mediated are encouraged, including new alleas where mediation might be a viable option.
- 2. Mediation and the Divorcing Family: Settlement of divorce and custody issues is still a primary focus for many Academy Members. Presentations are encouraged on psychological issues, taxes, pensions, financial planning, budgeting, support guidelines, research, and working with attorneys and experts.
- 3. New Approaches and Strategies to Facilitating Agreement. The Academy encourages practical presentations on new approaches and strategies for facilitating agreement, including theoretical developments, impasse strategies, and communication skills in conflict resolution.

4. Meeting the Needs of our Family of Mediators: Presentations are encouraged on issues important to the well-being of the mediator including: approaches to increasing personal satisfaction; creative ways of handling the anxieties and pressures of mediation practice; building and expanding a mediation practice; and establishing local, national and international support networks for the practitioners and researchers.

The Academy Conference is intended to encourage direct participation and an exchange of ideas between a presenters and participants. Presentations are generally one and one-half hours. Presenters are requested to develop their proposals with a mix of original materials in lecture form and direct involvement of participants.

The Program Committee reserves the right to accept or decline proposals and to suggest modifications. You are limited to the submission of two presentations. Proposals must be postmarked by November 20, 1990, for full review. Please include a Vitae for each Presenter with each proposal. Please also provide one recommendation from an Academy member and one recommendation from a non-member, if you have not presented at an Academy Conference before.

ACADEMY OF FAMILY MEDIATORS - 1991 CONFERENCE PRESENTATION PROPOSAL

THE NEXT TEN YEARS - Building Upon a Decade of Dreams, Commitment and Growth
Please submit four (4) copies of your typed proposal(s) postmarked by November 20, 1990, on this form.

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Association of Family and Conciliation Courts Publication & Video Order Form

PAMPHLETS

Parents Are Forever: Internationally acclaimed pamphlet used by family courts, lawyers, counselors and mediators to help families in the divorce process. Pamphlet addresses custody and visitation issues and helps parents use the divorce experience as an opportunity for growth.

Guide For Stepparents: Little has been written to help the numbers of parents who remarry after a divorce. The guidelines offered in this pamphlet can help resolve some of the questions and concerns of the blended family.

Joint Custody: A New Way of Being Related: This pamphlet provides helpful guidelines for parents considering joint custody of their children and suggestions for what to include in a joint custody agreement.

Twenty Questions Divorcing Parents Ask About Their Children: This pamphlet answers 20 of the most commonly asked questions about how to help children adjust to divorce.

Is Mediation For Us? Presented in a clear and concise manner, this pamphlet describes the mediation process and how it can be helpful to families in resolving divorce-related conflicts.

*Child Support: Child support is often a source of hostility between parents. This pamphlet provides gender-neutral answers to some of the most commonly asked questions about child support.

FILMS/VIDEO TAPES

*You're Still MUM And DAD (New Zealand): Developed by the Family Courts Association of New Zealand, this film depicts children's views about divorce and provides advice for parents on how to better relate to each other and to the children. Color, 30 minutes.

You're Still Mom and Dad: A sensitive portrayal of the issues of joint custody. Designed for parents, professionals and others who wish to understand and implement this post-divorce parenting plan. Color, 38 minutes.

Domestic Violence: The Crime That Tears Families Apart and Mediation: The Crucial Factor: Produced by the Judicial Council Administrative Office of the Court of California, this two-segment video provides information for mediators and others on domestic violence and mediation.

*Putting The Pieces Together: Developed by the Clackamas County Family Court Service, this video depicts the mediation of several disputes between a divorcing couple. Color, 50 minutes.

A Family Affair: Designed to inform judges and other professionals about the legal remedies and implications of spousal abuse. This film has received several prestigious awards for its portrayal of this sensitive family problem. Available in 16 mm or video cassette from VISUCOM Productions, Inc., 1255 Veterans Blvd., Redwood, CA 94063. Rental—\$60/3 days; Purchase—\$450.

PUBLICATIONS

*Sexual Abuse Allegations: Results of a two year study conducted by Dr. Jessica Pearson on the nature and validity of sex abuse allegations in families going through divorce.

Guidelines For Court-Connected Child Custody Evaluations: This 25 page booklet is a procedural guide that can be used by evaluators charged with the responsibility of preparing custody evaluations for domestic relations courts.

Guidelines For Establishing A Court-Connected Counseling Service: A 40 page manual which provides helpful information about how to establish a court-connected counseling, evaluation and mediation service.

Model Standards of Practice for Family & Divorce Mediation: The Model Standards are the product of three national symposia (1982–84), convened by AFCC, on standards of practice for family and divorce mediators.

*AIDS And Family Law: This 12-page paper presents current information from the Center for Disease Control regarding the transmission of AIDS. This paper was approved as an AFCC policy statement on AIDS and family law issues.

- *Divorce Mediation—Theory and Practice: Co-edited by Jay Folberg and Ann Milne and published by Guilford Publications, this volume brings together a wide range of noted practitioners and researchers in one comprehensive and interdisciplinary work.
- *Marriage, Divorce, and Children's Adjustment: Written by Robert Emery, Ph.D., this 160 page book offers research and analysis of the family divorce process and the accompanying therapeutic and legal interventions.

My Mom And Dad Are Getting A Divorce: Written by Florence Bienenfeld, an AFCC member and former conciliation court counselor, this colorfully illustrated book appeals to children whose parents are going through divorce and helps parents to understand their children's feelings. Available for \$3.95 plus \$1.25 postage and handling from Changing Times Service, Division of EMC Publishing, 300 York Ave., St. Paul, MN 55101.

*New Offerings



Pamphlets	F	Price	Quantity	Total
Parents Are Forever	\$.25		
Guide for Stepparents		.25		
Joint Custody: A New Way of Being Related		.25		
Twenty Questions Divorcing Parents Ask About Their Children		.25		
Is Mediation For Us?		.25		
Child Support		.25		
Pamphlet orders over 1,000 \$.20 each	each \$.20		
Publications				
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MEDIATING DIVORCE

John M. Haynes, Gretchen L. Haynes
Casebook of Strategies for Successful Family Negotiations

This new book presents a wide range of successfully mediated divorce cases to describe the most effective divorce mediation strategies — revealing how practitioners can put these strategies to use in their own practice. Explains why specific strategies are used in particular situations and shows how they can be applied to achieve agreements in a range of disputes that arise out of such situations as unresolved child custody and visitation rights agreements, alcoholic families, and interracial marriage.

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Authors:

John M. Haynes is president of Haynes Mediation Associates. He was the founding president of the Academy of Family Mediators and received the academy's first Outstanding Contribution to the Profession Award in 1988. Gretchen L. Haynes is assistant professor of English and director of the Writing Centre at Queensborough Community College in New York City.

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BROCHURE OF PRACTISING MEDIATORS - 1991

A Brochure of Practising mediators will again be published by the Society. This Brochure will go to the printers on December 1, 1990. In order to be included in the Brochure, you must ensure I receive your application no later than November 30, 1990. Please mail to the secretary at the AFMS address above.

THERE WILL BE NO EXTENSIONS!!

In order to be included in the Brochure, you must fulfil the necessary requirements. These are set forth in the application form which is attached to this Newsletter. Please complete the application and return as set out above. There will be a fee of \$10.00 to be included in the brochure to help cover the cost of printing.

With respect to the matter of liability insurance coverage for mediators, this is a requirement for inclusion in the Brochure as it is an essential element of practice both to afford protection to the public utilizing mediation services and to provide a measure of security to practising mediators. For these reasons, proof of liability insurance coverage was made a requirement to becoming a registered mediator with the Alberta Family Mediation Society Registry.

In order to further clarify any limitations which may exist with respect to a particular liability insurance policy, we confirm as follows:

<u>Psychologists</u> - May purchase professional liability insurance from the Canadian Psychological Association, the Psychologist Association of Alberta, or the Ontario Psychologist Association. Pursuant to the insurance carried through Guardian Insurance mediation is described as follows:

"Family and divorce mediation is an important resource for families to help them resolve conflicts within the family and especially to help negotiate disputed issues between divorcing parties. Family members are asked to provide their ideas as to how they may share their parenting if there are children, and their matrimonial property or financial situations.

At no time are mediators as psychologists providing legal advice, or acting as legal advocates to their clients. Many referrals for mediation come from the legal profession. Although clients may discuss matters of financial property, they do not sign documents without consulting with a lawyer first. Mediators do not provide professional advice outside of their competency."

Social Workers - May purchase professional liability insurance from the Alberta Association of Social Workers or the Canadian Association of Social Workers. Insurance is again carried with Guardian Insurance. Mediation is described in exactly the same format although it is amended to reflect that it refers to Social Workers as opposed to Psychologists.

<u>Lawyers</u> as mediators it now appears, are covered under their Policy. For the purpose of Part A of the Policy, the following terms have these meanings:

- "Insured" shall mean:
- (a) with respect to Coverages A.1 and B:
 - (i) each member of the Law Society, who is required to be insured hereunder pursuant to the rules of such Law Society; and any professional corporation within the meaning of The Legal Profession Act (Alberta);
 - (ii) each member or former member of the Law Society who is not an Insured within the meaning of subparagraph 1(a)(i) above but who at any previous time was required to be insured pursuant to the rules of such Law Society and any professional corporation within the meaning of The Legal Profession Act (Alberta) of which such member was a shareholder; provided that such member and such professional corporation shall be an insured only with respect to Occurrences committed while the member was required to be insured and;
 - (iii) the heirs, executors, administrators and legal representatives of an Insured described in subparagraph 1(a)(i) or 1(a)(ii) above in the event of the death, incapacity or bankruptcy of the Insured; provided that such person shall be an

Insured only with respect to Occurrences committed while the original Insured was required to be insured under subparagraph 1(a)(i).

- (b) with respect to Coverages A.2 and B:
 - (i) each partnership whose members are Insureds within the meaning of subparagraph 1(a)(i) and/or subparagraph 1(a)(ii) above; and
 - (ii) two or more Insureds within the meaning of subparagraph 1(a)(i) and/or subparagraph 1(a)(ii) above who are or appear to be holding themselves out to the public as partners, whether or not a partnership in fact exists.

and

- 5. "Occurrence" shall mean:
- (a) with respect to Coverages A.1, A.2 and B, any act, error, omission or any alleged act, error or omission of an Insured or of any other person for whom the Insured is legally responsible and which occurs in the performance of Professional Services for others; provided, however, that if more than one act, error or omission occurs or is alleged to have occurred in relation to the same professional service then all such acts, errors and omissions shall be deemed to be a single Occurrence; and
- (b) with respect to Coverages A.3 and B, any act, error, omission or alleged act, error or omission by the Named Insured or the Law Society or an Insured described in subparagraph 1(c)(ii) arising out of the Insurance activities of the Named Insured or the exercise or intended exercise of the Law Society's rights or the discharge or intended discharge of its duties under The Legal Professions Act, (Alberta) and Rules and Regulations thereunder.

and

6. "Professional Services" shall mean those services normally provided by a lawyer or notary public or under the supervision of a lawyer or notary public within the context of the usual solicitor-client relationship and shall include, without restricting the generality of the foregoing, services as an administrator, conservator, executor, guardian, committee for an incompetent person, trustee or in any similar fiduciary capacity, services as a patent or trade mark agent, and services which could be performed wholly or in part by non-lawyers, but only to the extent that such services are those for which in the usual solicitor-client relationship the lawyer would be legally responsible as a solicitor and shall also mean those services as a mediator or arbitrator.

Copies of the Brochure will be mailed to you by the end of February. Each of you will initially receive ten copies of the 1991 Brochure of Practising Mediators. In the event you require further copies, please mail your request to the address on the front of the Brochure.

The Society would like to see these Brochures distributed to government offices, hospitals, libraries, churches and other like related agencies and institutions throughout the province. In order to facilitate this task, we would ask for volunteers in each centre of the Province to write to us and request the number of Brochures you will require in order to ensure that the government agencies, libraries, etc. in your community receive sufficient copies. Again, mail your request at the address as set out on the front of the Brochure.

We would like to set a deadline of April 30, 1991 for the completion of this task and would appreciate your help. Thanks!

QUALIFICATIONS FOR A REGISTERED FAMILY AND DIVORCE MEDIATOR WITH THE ALBERTA FAMILY MEDIATION SOCIETY

Registrants with the Alberta Family Mediation Society as a family and divorce mediator will require the following qualifications:

- 1. One of the qualifications listed under A or E below;
- 2. All of B, C, F, and G listed below;
- 3. A commitment for D listed below.

A. EDUCATIONAL QUALIFICATIONS

- 1. Master's degree in Psychology,
- 2. M.S.W. degree in Social Work.
- 3. Law degree plus two years experience with the preferred area of practice of Family Law,
- 4. Master's level degree in the Behavioral Science field, or
- 5. Baccalaureate or Post-Secondary equivalent plus five years experience working with children, couples, and families of which two years are under the supervision of one of the above-mentioned professionals.

B. DIVORCE MEDIATION TRAINING

- Any recognized training course approved by the Academy of Family Mediators or the Association of Family and Conciliation Courts, and/or deemed equivalent by Family Mediation Canada or the Alberta Family Mediation Society (where course length should be a minimum of 40 hours), and
- 2. Experience: Two years experience conducting counselling, psychotherapy, mediation, and/or arbitration, or two years experience with a preferred area of practice of Family Law.

C. GENERAL KNOWLEDGE

Mediators should have:

- 1. General understanding of the procedure used in domestic relations cases, and particularly as it relates to child custody and visitation, maintenance and support, property, and tax law,
- 2. Knowledge of child development, clinical issues relating to children, the effects of divorce on children, and child custody research, and
- 3. Knowledge of conflict resolution.

D. CONTINUING EDUCATION

- 1. Mediators must participate in continuing education programs. The programs should include the subjects of custody and visitation mediation, behavioral science, family law, and the judicial system.
- 2. It is recommended that there be a minimum of eight hours of continuing education per year, along with participation in ongoing study groups.

E. SPECIAL APPROVAL MEMBERSHIP

It is proposed that there be a procedure set up whereby potential applicants for status as a family and divorce mediator submit an application, including a resume, and that persons with appropriate experience and background who do not meet the qualifications as proposed above can be admitted as full members.

F. GOOD STANDING

Mediators must be a member in good standing with the Alberta Family Mediation Society.

G. MALPRACTICE LIABILITY INSURANCE

Mediators must submit evidence to the Alberta Family Mediation Society of maipractice insurance coverage for the year of registration.

H. Mediators must submit a printing fee of \$10.00 with their application for inclusion in the AFMS Directory.

Approved by the membership at the Annual General Meeting September 20, 1986, Calgary.

CODE OF ETHICS AND CONDUCT

Article 1: Application and Enforcement

- Membership in Alberta Family Mediation Society requires explicit agreement to abide by:
 - (a) this Code of Ethics and Conduct; and,
 - (b) the disciplinary procedures and sanctions adopted from time to time by the Standards and Ethics Committee and the Board of Directors of Alberta Family Mediation Society.
- 2. The following rules are intended to govern the relations of family mediators with their clients, their professional colleagues, and the general public so that all will benefit from high standards of practice in family mediation. Alberta Family Mediation Society members shall observe the spirit as well as the letter of provisions in this Code.
- 3. It is the obligation of family mediators to report and to encourage their clients to report, in writing, real or apparent breaches of this Code forthwith to the Chairperson of the Standards and Ethics Committee and/or to the Chairperson of Alberta Family Mediation Society.
- Members shall make this Code available to clients or the public upon request.

Article 2: Types of Mediation and Their Meaning

- 1. For the purposes of this Code, "family mediation" is defined as a non-adversarial, cooperative decision-making process in which a qualified and impartial third party, "the mediator", attempts to help family members resolve their disputes by agreement. The resolution is to be voluntary and based upon sufficient information and advice for each party.
- 2. The "closed mediation" process is intended to be confidential.
- 3. The "open mediation" process may result in the mediator preparing a report and/or making recommendations:

Article 3: Goal of Process and Role of Participants

- The goal of family mediation is a fair and workable agreement, not a settlement at any cost.
- 2. The primary responsibility for the resolution of a dispute rests with the parties. At no time shall a mediator coerce the participants into agreement or make a substantive decision for any participant.
- 3. The mediator's role is that of a facilitator, ie. to assist the parties to reach an informed and voluntary agreement that is consistent with the needs of their children.

Article 4: Integrity

1. Mediators shall avoid any activity that could create a conflict of interest. They shall not become involved in relationships with clients which might impair their professional judgment or in any way increase the risk of exploiting clients, such as, but not limited to, mediating disputes involving close friends, relatives, colleagues, supervisors or students. It is a violation of this Code to engage in sexual intimacies with a participant in the mediation process.

Article 5: Competence

 Family mediators shall perform their services in a conscientious, diligent and efficient manner in accordance with this Code.

- It is the obligation of a member acting as a family mediator to ensure that he or she is qualified to deal with the specific issues involved. Mediators shall acquire substantive knowledge and procedural skills as defined by the Education Committee and adopted by the Board of Directors of Alberta Family Mediation Society.
- 3. While family mediators have a diversity of education and training, the obligation to refrain from rendering services outside the limits of a mediator's qualifications and capabilities remains.
- Family mediators shall engage in continuing education to ensure that their mediation skills are current and effective.

Article 6: Inter-Professional Relations

- 1. A mediator shall respect the complementary relationships among mediation, legal, mental health and other social services. He or she should promote cooperation with other professionals and encourage clients to use other professional resources when appropriate.
- Where more than one mediator is participating in a particular case, each has the responsibility to keep the other(s) informed of developments in the mediation process essential to a cooperative effort.

Article 7: Confidentiality

- 1. A mediator shall not voluntarily disclose to anyone who is not a party to the mediation any information obtained through the mediation process except:
 - (a) non-identifying information for research or educational purposes; or
 - (b) with the written consent of the parties to the mediation contract; or
 - (c) when ordered to do so by a judicial authority with jurisdiction to compel such disclosure, or required to do so by legislation or other law; or
 - (d) when the information discloses an actual or potential threat to human life or safety.
- 2. Any information so divulged shall be limited to what is absolutely necessary to accomplish such purposes.
- 3. While closed mediation imposes the intention and duty of confidentiality on a mediator, it cannot confer privilege, and the mediator shall advise the parties that the intended confidentiality cannot be guaranteed unless legislative privilege exists.
- 4. Clients shall be informed, at the outset, of these and other limitations to confidentiality.
- 5. A mediator shall maintain confidentiality of clients' files and shall ensure that office staff do so as well in the storage and disposal of such records.

Article 8: Impartiality

- 1. A mediator has a duty to act with impartiality in relation to the participants. Impartiality means freedom from favouritism or bias either in word or in action.
- 2. Notwithstanding impartiality, a mediator has a duty to restrain parents from coming to arrangements that are perceived by the mediator not to be in the best interests of the children involved, and to withdraw from the mediation if this proves not to be possible.
- 3. The perception by one or both of the parties that the mediator is partial does not in itself require the mediator to withdraw, but in such circumstances, the mediator shall remind both parties of their right to terminate the mediation.
- 4. A mediator shall disclose to the participants any biases he or she may have relating to the issues to be mediated and any circumstances which might constitute or cause a conflict of interest, real or perceived, to arise. Such disclosure shall be made as soon as the mediator recognizes the potential or any bias becoming operative or any conflict of interest arising.

- 5. A mediator shall refrain from mediating in cases where there has been any significant prior involvement between the mediator and one of the participants, unless every other participant expressly consents to the mediation proceeding after there has been full disclosure of such prior involvement. In this case, the rule of the mediator should be carefully distinguished from the earlier relationship.
- A lawyer-mediator, or any partner or associate of such lawyer-mediator, shall not represent either
 party during or after the mediation process in any related legal matters arising out of the issues
 discussed in the mediation.

Article 9: Ensuring Fair Negotiations

- A mediator shall endeavour to ensure that the participants reach agreement freely, voluntarily, without undue influence, and on the basis of informed consent.
- 2. A mediator shall ensure that each party has had an opportunity to understand the implications and ramifications of available options. In the event that a party needs either additional information or assistance in order for the negotiations to proceed in a fair and orderly manner or for an agreement to be reached, the mediator shall refer the individual to appropriate resources.
- 3. A mediator shall explore whether the participants are capable of engaging in the mediation process. If a mediator believes that the parties are unable or unwilling to meaningfully participate in the process or that a reasonable agreement is unlikely, the mediator may suspend or terminate mediation and should encourage the parties to seek appropriate professional help.
- 4. The mediator has a duty to ensure balanced negotiations and shall not permit manipulative or intimidating negotiating techniques. While mediators must be impartial towards the participants, impartiality does not imply neutrality on the issue of fairness. If such negative tactics cannot be eliminated, the mediator has a duty to terminate mediation.
- 5. It is a fundamental principle of mediation that competent and informed parties can reach an agreement which may not correspond to legal guidelines contained in the relevant statutes or caselaw or that does not correspond with general community expectations and standards. Although the mediator's role is that of a facilitator and the primary responsibility for the resolution of a dispute rests with the parties, if the mediator finds an agreement or any part of it to be inherently unfair, he or she is expected to indicate his or her nonconcurrence to the parties.

Article 10: Information, Disclosure and Advice

- 1. It is the duty of a mediator to actively encourage the participants to make decisions based upon sufficient information, knowledge and advice.
- 2. Where financial or property issues are involved, the mediator shall obtain an undertaking from the parties to make frank and full disclosure of their financial and related circumstances at the appropriate time in the mediation process. The mediator will assist the parties and their advisors to achieve such disclosure. A mediator has an ongoing obligation to advise both parties to obtain legal and other professional advice and assistance in this respect.
- 3. Every family mediator has an ongoing obligation to advise participants of the desirability and availability of independent legal advice. While neutral legal information may be made available to the parties, each should be encouraged to obtain legal advice.

Article 11: Agreement to Mediate

- 1. The mediator shall explain the mediation process clearly to the parties before agreeing to mediate their dispute. In particular, the mediator should at the outset:
 - (a) define and explain mediation, both closed and open, and distinguish it from reconciliation counselling, therapy, assessment, advocacy, adjudication and arbitration:
 - (b) discuss the appropriateness of mediation for the parties in light of their particular circumstances, the benefits and risks of mediation, and the other alternatives open to the parties:

- (c) discuss the differences between closed mediation and open mediation and the implications of each, and if the mediator practices both types, require the parties to choose between closed and open mediation;
- (d) advise the parties that either of them or the mediator has the right to suspend or terminate the process at any time;
- (e) make explicit the costs of mediation and reach an agreement with the parties regarding payment of these costs;
- (f) advise the parties of the role of legal advice in accordance with Article 10 of this Code. If the mediator is also a lawyer, he or she shall inform the parties that he or she cannot represent either or both of them in any related legal action;
- (g) discuss with the parties the mediator's specific procedures and practices, such as when:
 - (i) separate sessions may be held;
 - (ii) there are to be separate communications with the parties or their counsel; and
 - (iii) other persons are to be involved in the mediation; and
- (h) recommend that the agreement to mediate be written and signed by the parties and the mediator.

Article 12: Termination of Mediation

- It is the duty of a mediator to suspend or terminate mediation whenever continuation of the process is likely to harm or prejudice one or more of the participants, such as when mediation is being misused to:
 - (a) develop a status quo with respect to the custody of the children; or
 - (b) to dissipate or conceal assets.
- A mediator shall suspend or terminate mediation when its usefulness is exhausted.
- 3. When a mediator believes that an agreement being reached is unreasonable, he or she shall so advise the parties and shall consider withdrawing from the mediation.
- 4. Mediators have a duty not to withdraw their services except for good cause and upon reasonable notice to the parties.

Article 13: Public Statements and Promotional Activities

- 1. The purpose of public statements concerning family mediation should be to:
 - (a) educate the public generally about the process; and
 - (b) present the process of mediation objectively as one of several methods of dispute resolution in order to help the public make informed judgments and choices.
- 2. Public communications shall not mislead the public, misrepresent facts, or contain any:
 - (a) false, fraudulent, misleading or unfair statements;
 - (b) statements likely to mislead or deceive by making only a partial disclosure of relevant facts; or
 - (c) statements intended or likely to create false or unjustified expectations of favourable results.
- 3. When advertising professional services, mediators should restrict themselves to matters which educate and inform the public. These could include the following information to describe the mediator and the services offered: name, address, telephone number, office hours, relevant academic degree(s), relevant training and experience in mediation, appropriate professional

- affiliations and membership status, advantages of the mediation process, and any additional relevant or important consumer information.
- 4. Public communications shall not falsely imply that membership in Alberta Family Mediation Society constitutes certification as a mediator.
- 5. Mediators should promote the advancement of mediation by encouraging and/or participating in research, publishing, and other forms of professional and public education.
- Mediators are encouraged to provide some mediation services to the community for no or nominal charge.
- 7. Mediators should generally promote a cooperative approach to problem-solving and the welfare of the family as a whole, especially children.

Article 14: Charges for Services

- At the outset, the mediator shall explain the fees to be charged for mediation and any related costs.
 He or she shall obtain agreement from the parties as to how the fees are to be shared and the
 method of payment.
- No commissions, rebates or similar forms of remuneration shall be given or received for referral of clients for mediation services.
- 3. It is inappropriate for a mediator to base fees on the outcome of the mediation process.
- 4. When a retainer has been collected before mediation services were rendered, any unearned fees should be returned promptly to the clients upon the termination of mediation.

AFMS DIRECTORY OF REGISTERED MEDIATORS

		is to be listed)ADDRESS (Street, City, Postal Code)				
TELE	PHONE					
1.	QUALIFICATIONS - (Reference, see qualifications as adopted by A.F.M.S., Sept. 1986)					
A.	DESCRIBE HOW YOU MEET THE EDUCATIONAL QUALIFICATIONS FOR THE DIRECTORY:					
В.	DIVORCE MEDIATION TRAINING:					
	1.	Training Course - (Date, Place, Trainer, Duration):				
	2.	Experience - (Please describe relevant experience):				
	3.	Special Approval If you are submitting your resume to The Board of AFMS in order to apply for SPECIAL APPROVAL, check here YES				
C.	GENERAL KNOWLEDGE:					
D.	CONTINUING EDUCATION: I agree, as a Mediator, that I will participate in continuing education programs.					
		(Initials)				
E.		a current member in good standing with FMC.				
F.	MAL	PRACTICE LIABILITY INSURANCE:				
		I am covered for malpractice through my liability insurance policy (proof of coverage enclose Failure to produce will result in non-inclusion on the Brochure without further notice.				
G.		ee to subscribe to the Code of Ethics and Conduct approved by the membership of the Alberta ily Mediation Society. I declare that all the information provided above is true.				
Н.	Print	ing Fee of \$10.00 enclosed				
SIGN	IATURE	DATE				

^{*} Submit to Heather Rae Johnson (Secretary), c/o 3700, 400 - 3 Avenue, S.W. Calgary, Alberta, T2P 4H2 by November 30, 1990.

⁺ To join FMC forward your name, address, telephone number and cheque made payable to FMC in the sum of \$75.00 to Paul Young, FMC, 123 Woolwich Street, Guelph, Ontario, N1H 3V1. YOUR CHEQUE MUST BE RECEIVED BY FMC NO LATER THAN NOVEMBER 30, 1990.



ALBERTA FAMILY MEDIATION SOCIETY

April 1, 1991

Dear Member:

Enclosed please find 10 copies of the Brochure of Practicing Mediators for your use.

Yours very truly,

ALBERTA FAMILY MEDIATION SOCIETY

HEATHER RAE JOHNSON

Secretary

DIVORCE MEDIATION IS A STRUCTURED, NON-ADVERSARIAL METHOD FOR NEGOTIATING THE ISSUES OF DIVORCE. IT IS A LOGICAL EXTENSION OF, AND IS COMPLIMENTARY TO, THE LEGAL PROCESS. IN THE MARITAL CONTEXT, IT IS A NEW IDEA THAT CHALLENGES TRADITIONAL PHILOSOPHIES AND ASSUMPTIONS CONCERNING THE RESOLUTION AND MANAGEMENT OF ISSUES ARISING ON DIVORCE AND SEPARATION. INDIVIDUALS IN MEDIATION HAVE DIRECT CONTROL OVER THE OUTCOME.

The advantages of the mediation process include:

- minimizing the emotional cost of divorce;
- continuing the parent-child relationship even when the spousal role ends;
- emphasizing responsibility to help equalize the balance of power;
- stressing co-operation and mutuality, not competition;
- preserving individual dignity;
- stressing self-determination so a clearer sense of self can emerge.

AFMS does not endorse nor take responsibility for the competence or experience of the mediators listed. The Society provides this list to the public only for information purposes. Each mediator has agreed to a code of ethics and satisfied minimum qualifications.

ALBERTA FAMILY MEDIATION SOCIETY

PRACTICING MEDIATORS 1991

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BOW CORRIDOR		Orgnero, M. Irene, R.N., M.S.W., R.S.W.	233-8730	Taylor, Kent, Ph.D.,	488-0146 471-1753
Vryheid, R. Andre, B.Ed., B.S.W., R.S.W. 932-3517 Cochrane Valley Shopping Centre P.O. Box 775, Cochrane, Alberta TOL 0W0 CALGARY		#400, 604 - 1 Street S.W. Calgary, Alberta T2P 1M7		407 LeMarchand Mansion 11523 - 100 Avenue Edmonton, Alberta T5K 0J8	
		Prowse, Deborah E., M.S.W., LL.B. 606, 620 - 7 Avenue S.W. Calgary, Alberta T2P 0Y8	297-6981	,	
		Caigary, Aiberta 12F 018		LETHBRIDGE	
Amundson, Jon K., Ph.D., C.Psych. #206, 2003 - 14 Street N.W. Calgary, Alberta T2M 3N4	289-2511	Stinson, Lloyd, B.A., R.S.W. 3332 - 42 Street S.W. Calgary, Alberta T3E 3M6	284-3351	Andreachuk, Lori G., B.A., LL.B. P.O. Box 219 Lethbridge, Alberta TIJ 3Y5	328-7781
Barkwell, Laura, M.S.W. #300, 840 - 6 Avenue S.W. Calgary, Alberta T2P 3E5	265-4661 256-8478	Tousignant, Victor T., M.A., LL.B. #700, 401 - 9 Avenue S.W. Calgary, Alberta T2P 2M2	232-0716	Cannesson, Helene M., M.Psych, C.Psych. #610, 220 - 4 Street South Lethbridge, Alberta TIJ 4J7	327-0972
Barron, Cleoanne, M.Sc., C.Psych. #231, 10601 Southport Road S.W. Calgary, Alberta T2W 3M6	278-5241	Walls, Kathleen C., M.Ed., C.Psych. Suite 305, South Heritage Square 8500 Macleod Trail South	255-5950	Cooper, Diana L., M.S.W., R.S.W. 120 - 8 Street South Lethbridge, Alberta T1J 2J3	327-3322
Doane, Susanne, C.C.W. #200, 1055 - 20 Avenue N.W. Calgary, Alberta T2M 1E7	289-5929	Calgary, Alberta T2H 0M6 Widdowson, Barbara J.H., LL.B. #230, 1121 Centre Street North	230-4617	McMillan, Patricia Ann, LL.B. 537 - 7 Street South Lethbridge, Alberta TIK 5G5	328-9666
Flatters, Nancy A., B.A., LL.B. 1307 Klondike Avenue S.W. Calgary, Alberta T2V 2L9	258-2924	Calgary, Alberta T2E 7K6 Zuurbier, Harry, M.A. 2007 - 25 Avenue S.W.	244-5091	LLOYDMINSTER	055 0105
Fong, Larry S., Ph.D. #300, 840 - 6 Avenue S.W. Calgary, Alberta T2P 3E5	233-7533	Calgary, Alberta T2T 1A6 EDMONTON		Bennet-Clark, A. Christine 4419 - 52 Avenue Lloydminster, Alberta T9V 0Y8	875-9127
Foster, Ronald S., Q.C.	263-6601	Andrew, Patricia, M.Ed., C.Psych.	427-8329		
#600, 839 - 5 Avenue S.W. Calgary, Alberta T2P 3C8	203-0001	#401, 10130 - 103 Street Edmonton, Alberta T5J 3N9	12. 002	MEDICINE HAT Britton Clarke, Beverly, B.A., LL.B., LL.M.	526-2806
Foy, Kathy, M.S.W., R.S.W. 282- #200, 2004 - 14 Street N.W. Calgary, Alberta T2M 3N3	282-2427	Goss, Joanne H., B.A., LL.B. #1900, 10060 Jasper Avenue Edmonton, Alberta T5J 3V4	429-1751	420 Macleod Trail S.E. P.O. Box 609, Medicine Hat, Alberta TIA 5K4	
				Pritchard, Janis M., B.A., LL.B.	527-4411
Harding, Richard, LL.B. #230, 1121 Centre Street North Calgary, Alberta T2E 7K6	230-4617	Kramer, Donald J., B.Comm., LL.B. #2800, 10060 Jasper Avenue Edmonton, Alberta T5J 3V9	428-6036	430 - 6 Avenue S.E. P.O. Box 100, Medicine Hat, Alberta T1A 7E8	
King, Madeleine, B.A., (Lawyer)	243-4899	Miller, Marla S., LL.B.	455-7373	RED DEER	
3222 - 3 Street S.W. Calgary, Alberta T2S 1V3		2nd Floor, Family Life Centre 10835 - 124 Street		Dimirsky, Mark, M.Sc., C.Psych. #203, 5000 Gaetz Avenue	347-1500
Kruk, Edward A., B.A., M.S.W., Ph.D. University of Calgary 2500 University Drive N.W. Calgary, Alberta T2N 1N4	220-4695	Parr, Dale, Ph.D., C.Psych. 11503 - 124 Street Edmonton, Alberta T5M 0K5	453-1873	Red Deer, Alberta T4N 6C2	

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— ROCKY MOUNTAIN HOUSE —

Theodore P. Cadman, M.A., C.Psych.

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Rocky Mt. House, Alberta T0M 1T0 PH: 845-8300

- VERMILION -

A. Christine Bennet-Clark

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DIVORCE MEDIATION IS A STRUCTURED, NON-ADVERSARIAL METHOD FOR NEGOTIATING THE ISSUES OF DIVORCE. IT IS A LOGICAL EXTENSION OF, AND IS COMPLIMENTARY TO, THE LEGAL PROCESS. IN THE MARITIAL CONTEST, IT IS A NEW IDEA THAT CHALLENGES TRADITIONAL PHILOSOPHIES AND ASSUMPTIONS CONCERNING THE RESOLUTION AND MANAGEMENT OF ISSUES ARRISING ON DIVORCE AND SEPARATION. INDIVIDUALS IN MEDIATION HAVE DIREST CONTROL OVER THE OUTCOME.

The advantages of the mediation process include:

- minimizing the emotional cost of divorce;
- continuing the parent-child relationship even when the spousal role end;
- emphasizing responsibility to help equalize the balance of power;
- stressing co-operation and mutuality, not competition;
- preserving individual dignity;
- stressing self-determination so a clearer sense of self can emerge.

AFMS does not endorse nor take responsibility for the competence or experience of the mediators listed. The Society provides this list to the public only for information purposes. Each mediator has agreed to a code of ethics and satisfied minimum qualifications.

ALBERTA FAMILY MEDIATION SOCIETY

PRACTICING MEDIATORS MARCH, 1993

Information about the Society can be oftained by writing to AFMS at:

405, 918 - 16 Ave. N.W. Calgary, Alberta T2M 0K3

1993 March Brochure of practising mediators

Alberta Family Mediation Society (AFMS) is a nonprofit organization intended to foster the appropriate use of mediation as an alternative to emotionally and financially costly court actions. The members of the Board or Directors are asterisked (*) with executive members' titles list.

The Government of Alberta sponsors no-cost mediation to couples meeting certain requirements. For further information please contact your lawyer or call:

> Alberta Social Services Custody Mediation Program Calgary: 297-6981 Edmonton: 427-8329

The list of practising mediators was accurate as of end of July, 1992. AFMS attempts to insure accuracy of listings

Calgary, Alberta T2G 2N6

Lorraine Batra, B.A.,B.Ed.

306, 1167 Kensington Cres. N.W.

13514 Deer Run Blvd. S.E.

Calgary, Alberta T2J 6S3

Calgary, Alberta T2N 1X7

Gary Dickson, B.A.,L.L.B.

Carol A. Daw, B.A.

250, 999-8th St. S.W.

Calgary, Alberta T2R 1J5

PH: 269-7300

PH: 271-6415

PH: 270-0135

PH: 245-4616

FAX: 245-4621

FAX: 283-8428

of July, 1992. AFMS attempts to insure accuracy of listings but cannot be responsible for omissions or inaccuracies of		Calgary, Alberta T2P 3R5	FAX: 269-8911	Calgary, Alberta T2W 3X6	FAX: 259-2026
names, qualification, or affiliations. An up-dated list is to be published later 1993.		Larry Fong, Ph.D.,C.Psych. 300, 840-6th Ave. S.W. Calgary, Alberta T2P 3E5	PH: 233-7533 FAX: 266-4998	Barbara J.H. Widdowson, B.A.,L.L.B. #300-1121 Centre St., N.	PH: 230-4617
BROOKS		Caigary, Alberta 127 3E3	PAA. 200-4930	Calgary, Alberta T2E 7K6	FAX: 277 8930
Orval B. Shantz, B.Sc.,L.L.B. P.O. Box 670, 103-2nd Ave. W.	PH: 362-3447 Fax: 362-4379	Ronald S. Foster, Q.C. #460, 839-5 Ave. S.W. Calgary, Alberta T2P 3C8	PH: 263-6601 FAX: 269-6785	Harry Zuurbier, M.A. 2007-25th Ave. S.W. Calgary, Alberta T2T 1A6	PH: 244-5091
Brooks, Alberta T1R 1B6 — CALGARY —		Kathy Foy, M.S.W., R.S.W #200, 2004-14 St. N.W. Calgary, Albert T2M 3N3	PH: 282-2427 FAX: 282-3444	Gaye Chisholm, M.Ed., C. Psych. 202, 10240-124 Street Edmonton, Alberta T5N 3W6	PH: 488-0103
Laurie E. Allan, B.A.,L.L.B 4000, 150-6th Ave. S.W. Calgary, Alberta T2P 3Y7	PH: 292-9827	Richard Harding, B.A.,L.L.B. #300, 1121 Centre St. N. Calgary, Alberta T2P 0E7	PH: 541-9005	Randy Hayward, B.Comm.,L.L.B. 1120 One Thomton Court Edmonton, Alberta T5J 2E7	PH: 426-1382 FAX: 426-2094
Jon K. Amundson, Ph.D.,C.Psych. #206, 2003-14th St. N.W. Calgary, Aberta T2N 3N4	PH: 275-2961	Nancy Kundert, B.Sc.,L.L.B. 300, 1717-10th St. N.W. Calgary, Alberta T2M 4S2	PH: 220-9550	Marla S.Miller, B.A.,L.L.B. 11835-102 Avenue Edmonton, Alberta TSJ 2E7	PH: 482-2888 FAX: 482-4600
Elizabeth L. Herderson, M.Ed. 1143-39 Avc. S.W. Calgary, Alberta T2T 2K6	PH: 243-6511	Elaine L. Lenz, B.A., L.L.B. 440, 1010-8th Ave. S.W. Calgary, Alberta T2P 1J2	PH: 237-0553 FAX: 237-7614	Dale Parr, Ph.D.,C.Psych. 11503-124 Street Edmonton, Alberta T5M 0K5	PH: 453-1873 FAX: 454-9023
Lonny L. Baibi, B.Comm.,L.L.B. 1501 MacLeod Trail S.E. Colony, Albara 73G, 2N6	DH+ 260.7200	James McPhail, M.A., C.Psych. 206, 1235-17 Ave. S.W.		Darlene Sand, M.Ed., C.Psych.	

Sandi G. Ruddy, M.Sc., C. Psych.

Victor Tousignant, M.A.L.L.B.

Roy Tanenbaum, M.A.M.H.L.

Cliff W. Underwood, B.A., M.A., L.L.B.

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PH: 220-9550

PH: 640-2995

PH: 288-6500

PH: 258-3734

PH: 488-0103

PH: 538-2343

PH: 528-2084

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FAX: 220-9552

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5151-3rd St. S.E.

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Charlotte Davis, R.P.N.

Edmonton, Alberta T8V 0Y2

Remi Thivierge, M.S.W., R.S.W.

308, 10104-101 Avenue

Box 14, Site 9, R.R. #2

- GRANDE PRAIRIE -

Grande Prairie, Alberta T8V 2Z9 PH: 1993 March Brochure of practising mediators

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PH: 233-2393

PH: 263-1540

PH: 265-7777

PH: 244-0118

PH: 283-7072

PH: 232-8562

PH: 233-8730

FAX: 269-4321

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FAX: 270-3065

FAX: 269-2653

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FAX: 266-1927

Suzanne M. Doane

Calgary, Alberta T3C 0P6

#303, 630-6th Ave. S.W. Calgary, Alberta T2P 0S8

#303, 630-6th Ave. S.W.

Calgary, Alberta T2P 0S8

Louis Faber, B.A.,L.L.B.

Calgary, Alberta T2P 2T5

2100, 777-8th Ave. S.W.

Calgary, Alberta T2T 0C2

Calgary, Alberta T2N 1Z7

470, 640-12 Ave. S.W.

777, 665-8th St. S.W.

Calgary, Alberta T2R 0H5

Irene Orgmero, M.S.W.

Calgary, Alberta T2P 3K7

348-14 St. N.W.

Robert N. McWilliam, B.Sc.(Eng.)

Beatrice Norrie, Ph.D., C.Psych.

Nancy Flatters, B.A.L.L.B.

350, 603-7 Ave. S.W.

Donald A. Engle, B.Comm.

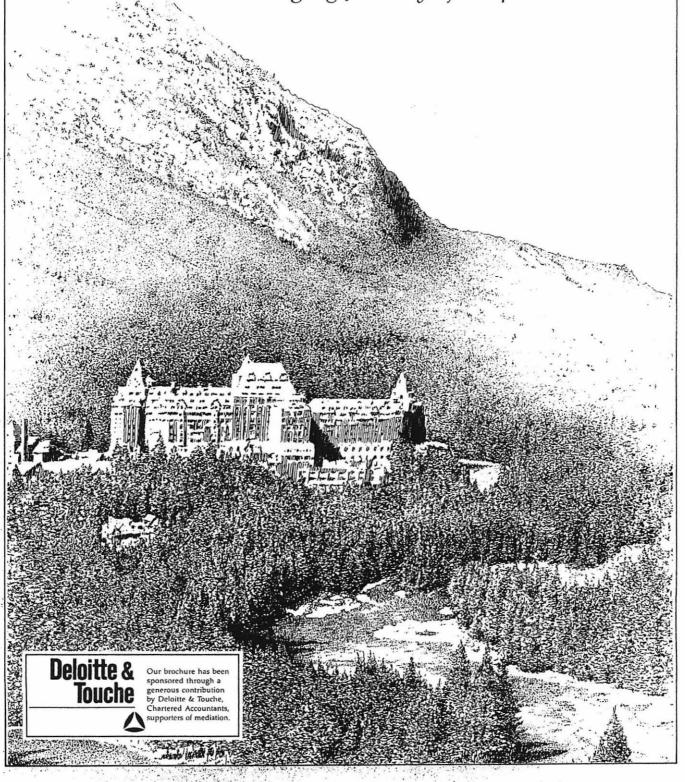
Nola J. Engle, Grad. Nurse

1347-12 Ave. S.W.

Family Mediation Canada's 7th Annual National Conference and Training Institutes co-hosted by the Alberta Family Mediation Society

Scaling Heights:

The Challenging Journey of Dispute Resolution





East meets west at our national conference in Banff. We've put together an exciting program of plenaries, workshops and training institutes. Experts from across North America will challenge you and bring new and innovative techniques to our doorstep. Most importantly, Banff '93 brings us together to discuss the change that is progressing through our country; this change is the 'Challenging Journey of Dispute Resolution'.

A conference concept with a difference!

This year we have combined our Training Institutes on the same days as the conference. You now have three ways in which you can enjoy Banff '93.

Option #1 Enjoy one, two, or three days of our conference program: keynote, plenaries, workshops and entertainment. Option #2 Join in one or two in-depth training institutes, along with some great entertainment.

Option #3 Combine a training institute with the additional excitement of one or two days of conference workshops.

Highlights:

Plenaries

Sharon Wood: Climbing Your Own Everest Spousal/Child Abuse and Family Mediation

Grand Chief Phil Fontaine: The Native Boarding School

Experience

Dr. John Haynes: Future Visions

Workshops

HIV and Its Implications in Family Mediation Mediations From Hell Divorce Mediation Legislation in Quebec and Maine Spousal Abuse Issues in Divorce Mediation Economic Impact of Divorce MicroMediations Mediating With Culturally Diverse Clients Tradition, Reform, and Gender Bias in Child Support Organizational Mediation Resources for Divorcing Families Special Education Mediation Strategies Mediation in Child Welfare Mediating Civil Damages in Cases of Child Sexual Abuse Grandparents in Divorce: A Case for Family Mediation Mediating Multiple Personalities Hanging Your Shingle & Marketing Mediation Gender Bias in Child Support Mediating Sexual Harassment in the Military New Horizons for Family Mediators Languaging in Dispute Resolution

Training Institutes

Dr. John Haynes' Advanced Mediation Skills Mediation in the Schools Judges' Institute Mediating Child Protection Cases Conflict Resolution in Mental Health

National Consultations

Spousal/Child Assault and Family Mediation: Policy Making Justice Canada's Custody/Access Discussion Paper Certification and Standards in Family Mediation

& Good Old Western Hospitality!

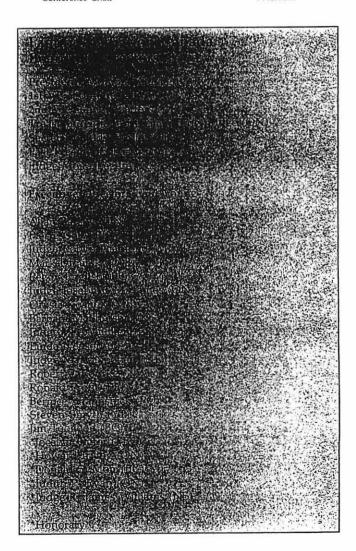
We've corralled a group of world class trainers and top mediators from across North America and tied it all together with a wild west hoe-down. Come learn and enjoy, and be our guest in the west!



Nancy Flatters Conference Chair



Monique Ouellette President





Wednesday, October 20th

Travel Day Board and Committee Meetings

Spousal/Child Abuse and Mediation Policy Meeting with Board

7 pm

Opening Reception

(hosted by the Alberta Family Mediation Society)

Day 1

Thursday, October 21st

8 am to 9 am
Breakfast (included)

9 am to 10:00 am

A Keynote Plenary

"Climbing Your Own Everest"

As the first North American woman to reach the summit of Mount Everest, Sharon Wood recognizes that the challenges of her climb parallel those of most striving organizations and individuals. Sharon will share with us her mountain experience — how to live and work every day closer to our true potential.



10:15 am to 12 noon Breakouts

B HIV Disease and Its Implications in Mediation

This workshop will address the complex issues of death and dying as they relate to mediation cases involving HIV. Divorce mediation and gay family issues will be examined. Janice Powell, LL.B, is Legal Services Officer to the Chatham County Health Department in Savannah, Georgia.

Considering the Grandparent-Grandchild Relationship in Divorce: A Case for a Multigenerational Approach to Divorce Mediation

The experience of grandparents and other extended family members affected by divorce has been relatively neglected over the years. This presentation will cover the research results as well as the research implications for the practice of family mediation. Dr. Edward Kruk, Family Mediator and Assistant Professor, School of Social Work, University of BC.

Mediating Civil Damages for Victims of Sexual Abuse

A recent decision of the Supreme Court of Canada has opened the door to claims for damages suffered as a result of childhood sexual abuse. In this workshop, Judith Ryan, MSW, LL.B., LL.M., Toronto, will describe a model for mediating these sensitive issues, where the abuser acknowledges responsibility for the abusive behavior.

Mandatory Mediation and the Implications of the New Legislation in Quebec: Assessing the Risks and Benefits

Lisette Boyer, MSW, mediator, Vice President of the AMFQ, and Pierre Tanguay, Coordinator of Family Related Issues, Department of Justice, Province of Quebec will address issues related to the new mediation legislation in Quebec. Paul Charbonneau, Director of the Maine Court Mediation Service, will candidly discuss the mandatory mediation legislation in Maine. Lorraine Martin, MSW, 1st Vice President of Family Mediation Canada and Director of the Social Work, Official Guardian of Ontario, will put the case for voluntary mediation.



Sharon Wood



Edward Kruk



Paul Charbonneau

F Financial Implications of Marriage Breakdown

This workshop will cover the practical guidelines for recognizing significant valuation and tax issues in property division and maintenance. Also covered will be the sorting out of the economics of business ownership and the financial implications of compensatory support. A full understanding of these issues will assist mediators in asking productive questions to ensure fair and equitable agreements. This workshop will cover what every mediator needs to know to avoid the potential pitfalls. Norma Reimer, B. Comm., C.A., C.B.V., is a mediation-trained business valuator with Deloitte & Touche Chartered Accountants in Calgary. Monika Siegmund, B. Comm., C.A., also with Deloitte & Touche, is a tax expert who lectures extensively on the subject of taxation.

12 noon to 1:15 pm Lunch (included)

1:30 pm to 3:00 pm

G Micro Mediation: Perspectives, Techniques and Marketing of Single Issue and Interim Mediation Agreements

This workshop will introduce participants to MicroMediation as the new and preferred method of deciding preliminary issues such as immediate child and spousal support, or residence in the matrimonial home without prejudice to either party. Topics covered will include keeping clients focused, eliciting the cooperation and assistance of the lawyers, drafting memoranda of agreement, and marketing. Mary Satterfield M.S.W., LL.B., practices mediation in Toronto.

H Mediation in Child Welfare: Welfare or Warfare?

June Maresca LL.B., and Joanne Wildgoose, LL.B., are Executive Directors of the Centre for Child and Family Mediation in Toronto. Jerry McHale, MSW., LL.B. is comanager of the Child Protection Mediation Project of the Province of BC. Allan Barsky, M.S.W., LL.B., is currently carrying out his doctoral research in child protection mediation at the University of Toronto and lectures at the School of Social Work at Ryerson Polytechnic University. Marje Burdine, M. Ed., is founder and former coordinator of the Centre for Conflict Resolution, Justice Institute of BC. She was instrumental in the design and delivery of the training for the Nova Scotia Child Protection Mediation Program. Topics will include: 1. the status of efforts in North America to introduce child protection mediation 2. the unique problems and issues in the field 3. review of the experience in British Columbia, Toronto and Nova Scotia 4. the mediation process 5. the latest research.



Lorraine Martin



Allan Barsky

Spouse Abuse Issues in Divorce Mediation (to 4 pm)

As an introduction to the issue, this workshop will cover the cycle of violence, attributes of batterers and their victims, screening for abuse, safety issues, how to decide whether a case should be mediated, alternatives to mediation, and ethical dilemmas posed by spouse abuse cases. Barbara Landau, LL.B., Ph.D., is a lawyer/psychologist/trainer and mediator in Toronto. Zena D. Zumeta J.D., is a mediator/trainer in Ann Arbor, Michigan and Immediate Past President of the Academy of Family Mediators.

Mediating with Culturally Diverse Clients

This workshop presentation will address the effective use of mediation with culturally diverse clients, including but not limited to clients of European, Hispanic, African and Indian descent. Issues explored will include: how do we as mediators modify concepts, procedures, strategies, and interventions to complement or embrace cultural considerations of culturally diverse clients; how do we make positive use of culturally based power imbalances existing between couple and in families; how do we empower clients to equalize their participation in the mediation process? We will address the aforementioned issues in the context of world conflict, divorce, family, and school mediation. Dr. Kathleen Knox-Whitney, MSW, JD, ACSW, LISW, is Assistant Professor in the College of Social Work at the University of South Carolina.

K Tradition, Reform and Gender Bias in Child Support

The present system for child support has been blamed for the post-divorce poverty of women and children, the impact of which may still be felt by women into their later years. Negative long-term effects of the inadequate financial contribution of fathers to the family unit on marriage breakdown are enduring, as women, who have had custody, bear the primary financial burden of them to their detriment. This presentation will focus on the knowledge base required to ask effective questions in order to ensure fair and adequate child support awards. E. Diane Pask, LL.B., is Professor of Law, Director of Graduate Studies and Research, Faculty of Law, University of Calgary.

3 pm to 4:30 pm

L National Consultation on Justice Canada's Discussion Paper on Custody and Access

Barbara McPherson, Nova Scotia, Co-Chair (with Judge Mary Noonan) of FMC's Consultation Committee, will facilitate this meeting. Marilyn Bongard, Legal Counsel, Family & Youth Law Policy Section, Justice Canada, will also attend as a resource. She is the principle writer of the consultation paper.



Maria Marson



Bernie Mayer

6:30 pm

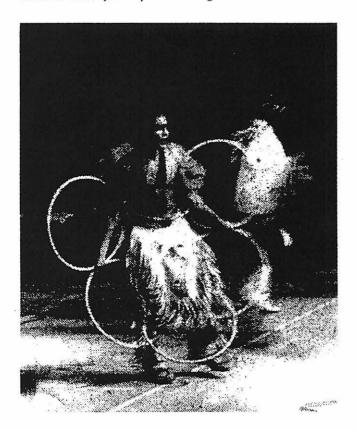
Opening Banquet (included) Pre-dinner Keynote:

Phil Fontaine, Grand Chief of the Assembly of Manitoba Chiefs



"The Native Boarding School Experience" and Red Thunder (Chadi K'azi) Native Dance Theatre

Red Thunder, under the direction of Lee Crowchild, is from the Tsuu T'ina (Sarcee) Nation, Calgary, Alberta. Their dance roots are derived from the Great Plains Nation. This concert will focus on both traditional and historic forms of dance, and adaptations from other contemporary forms of dance to embody the spirit of aboriginal First Nations.



Day 2

Friday, October 22nd

8 am to 9 pm Breakfast (included)

9 am to 10:30 am

M Plenary

"Spousal/Child Abuse and Mediation: A Policy in the Making"

Moderated by Monique Ouellette, President, Family Mediation Canada and Professor of Law, University of Montreal

Over the past two years, a number of Family Mediation organizations have collaborated in an effort to address this most contentious issue. A draft policy has been developed for consideration by Family Mediation Canada and its provincial affiliates. This plenary presentation, presented in 4 one act plays, will dramatically demonstrate the necessity for our organization and each individual mediator, to address these issues, both expeditiously and professionally.

Four One Act Plays

Act 1. Daniel Hamoline

Safety

Act 2. Barbara Landau Act 3. Zena Zumeta

Alternative Services

Act 4. Marje Burdine

Screening Training

Q's & A's

10:45 am to 12 noon

Follow-up Consultation: Dealing With Draft Policies and Procedures on Spousal/Child Abuse and Mediation

(until as long as it takes? 12 noon? 3:30 pm?)

Conflict, Contingency and Change: Languaging in Dispute Resolution

Often the difference between a schema of conflict and one of agreement is the languaging which bridges the two. In this presentation the ability to discover hidden themes, give voice to contingencies of hope and escape the limited language of conflict will be explored. Participants will have an opportunity to explore their own oratorical and poetic potentials. Jon K. Amundson, Ph.D. is a clinical/consulting psychologist from Calgary. He has published articles in Mediation Quarterly, Journal of Marriage and Family, and Case Studies in Family Therapy.



Zena D. Zumeta



Barbara Landau



Monique Ouellette

P Med ins From Hell!

Three esteemed, veteran mediators come forth with their 'dirty linen'. No tales of divine successes! No reports of intractable disputes resolved! We learn by our mistakes, and you're going to hear about theirs'. Zena Zumeta, JD, mediator and trainer from Ann Arbor Michigan, is the Past President of the Academy of Family Mediators. Jim Melamud, LL.B, lawyer/mediator from Eugene, Oregon was the first Executive Director of the Academy of Family Mediators. Larry Fong, psychologist/mediator is the current President of the Academy of Family Mediators.

Q Mediating Multiple Personalities: Complex Negotiations Within One Mind!

This workshop outlines a treatment model for MPD, then reviews the mediation techniques that can be appropriately used in this work (eg dealing with reluctant alter personalities, power imbalances, and mutually exclusive self interest between parts of the personality system). This workshop will include role playing and examples from actual cases by means of client writings, drawings, and videotapes. Robin Wetherly, B.Sc., Dip. Ed., M.Ed., is in private practice as a psychologist in Calgary.

12 noon to 1:15 pm Lunch (included)

TableTop Consultations

Each table in the dining room will have a unique theme and expert at it. Among the many topics will be: 1. a review of tax considerations for property and support 2. the latest in pension considerations 3. a review of an implications of the Moge case 4. a review an application of the Elliott case 5. spreading your wings - mediating other disputes 6. being sensitive to the child's needs 7. mobility issues in mediation 8. grandparents perspective 9. religion issues in custody and access 10. the latest in the best interests of the child 11. conflictnet 12. marketing your practice.

1:30 pm to 3 pm

R Part 1 Resources for Families Experiencing Long-term, Post-Separation Conflict

Using the Model of Access Assistance Program in Manitoba, this workshop will focus on the resources developed for children and adults in families where parental conflict concerning chronic access problems is the presenting issue. Services include: 1. a supervised access component 2. a therapeutic children's program 3. combined conciliation and legal components 4. dispute resolution techniques. Marlene Pomrenke (Winnipeg) is a Social Worker in the field of adoptions. Michele Kowalchuk (Winnipeg) is a Social Worker working with separated families doing mediation and custody/access assessments.



Robin Wetherly



Part 2 Children and Divorce

Dr. Phil Barrette describes Reconcilable Differences, a workshop that he presents to help parents understand and better cope with their children during the stages of divorce. Topics include: 1. the various stages of separation and divorce 2. how children view separation and divorce 3. developmental needs of children 4. the separation triangle 5. communicating constructively/avoiding pain games 6. the 'ex-etiquette' of separating parents. Dr. Philip A. Barrette is a psychotherapist with 22 years experience in the field of child, marital, and family relations.

Mediation of Sexual Harassment Issues Within the Military and Para Military

Institutional liability for a poisoned work environment is a major concern in a traditionally male organization with a rigid hierarchy. An analysis of selected case histories will precede a review of a range of suggested protocols for mediation of sexual harassment issues whilst respecting the function of the chain of command. The organization can create its own training structure which will enhance its ability to deal with the practical resolution of harassmentrelated workplace stress using the mediation model. Linda L. Long, LL.B., is a lawyer and mediator, and member of the Minister's Advisory Board on Women in the Canadian Forces. Major (retired) Peter Portlock, CD, MHSA, is an Edmonton hospital administrator and mediator, and served as the first full-time hospital patient Ombudsman in Alberta.

T Advanced Communication Skills in Mediation

A variety of advanced communication techniques will be presented, and experienced, including: outcome and evidence questions, framing, perceptual systems, rapport development, dealing with belief systems and resistance, anchoring, establishing and utilizing resource states, creating flexibility, dealing with confusion, the reference point process, and future pacing success. Jim Melamud, is a lawyer/mediator from Eugene, Oregon. He was the first Executive Director of the Academy of Family Mediators.

U Formulation and Use of Hypotheses in Family Mediation

Identifying each party's needs is an important step in mediation. The goal of this workshop is to examine how a mediator can identify, formulate and use various kinds of hypotheses. Videos of case presentations with different mediators will be used. Presented by Lisette L. Boyer, MSW, Montreal and Marie Gaudreau, L.L.L, Lawyer, Montreal. Prepared also by Francoise Lafortune, Maryse Casavant, Suzanne Clairmont, Jacqueline Labrie and Judy Woodfine.







Peggy English



V The Economic Impact of Divorce: It's More Than Just Dollars and Cents

The economic impact of divorce is more than child support, spousal maintenance, and aid to families with dependent children. It's adults, children, the court system, and society. This workshop will present AFCC's 'The Economic Impact of Divorce'. Presenters will present the BIG PICTURE economic consequences of divorce and lead participants through a series of participatory exercises to highlight the issues. Robert Tompkins is a mediator from Hartford, Connecticut and is the President of the Association of Family and Conciliation Courts. Anne Milne, ACSW, Madison Wisconsin, is the Executive Director of the AFCC. Nancy Flatters, LL.B., lawyer/mediator with the firm of Dunphy, Calvert in Calgary is 2nd Vice President of FMC. Patricia L. Blocksom. LL.B., lawyer/mediator in Calgary, is a member of the CBA Task Force on Gender Equality.

3 pm to 4:30 pm

W National Consultation on Certification, Standards and Training

Peggy English, British Columbia, is Chair of FMC's Committee on Certification. Peggy will be presenting the results of her cross-Canada consultation tour and will lead a discussion on future directions. The results of this consultation will be presented at the Annual General Meeting.

6 pm

Western Barbecue - Round-Up and Hoe-Down

We've got shades of the wild west. Enjoy country as it was meant to be enjoyed. Eat hearty and let's square dance to the tunes of "Cottonwood Country's" traditional country music. Calgary's Frank Holt keeps the tradition of trick roping alive with his exhibition of skill and dexterity. So, put a little wild west in your life! (Dress West) Shuttle Buses leave the front of Hotel at 6 pm. Shuttles back to hotel from 10 pm.



Day 3

Saturday, October 23rd

8 am to 9 am
Breakfast (included)

9 am to 12 noon

New Horizons for Family Mediators Part 1 Organizational Mediation: The Employee or Organization As Client

This workshop will explore the potential shift in approach from the organization seeing the employee as the problem, to examining whether and when the organization may be the problem. How to distinguish confidentiality from organizational secretness, as well as sexual harassment will be addressed. Case illustrations and strategies will be presented. Daniel Hamoline, MSW., LL.B., practices in Saskatoon, Saskatchewan.

Part 2 New Horizons in Commercial Mediation for Family Mediators

This workshop acknowledges that the skills which a family mediator acquires are transferable to commercial mediation. This New Horizons Workshop will cover the following topics: 1. The Growth of Personal Injury Mediation (the impact of no fault, and the mediation company as facilitator) 2. Mediation for the Banking Industry (who is the market, and design of the mediation model) 3. Grievance Mediation in Labour Disputes (government as ally not competitor, and a challenging market to break into) 4. Business Mediation (shareholders, suppliers and lenders, and the impact of ongoing business relationships) 5. The Mediation Facilitation Company as Marketer. David G. Gould, Q.C. and Clint Docken Q.C. are lawyer/mediators in the Calgary area. Both offer mediation services through Canadian Dispute Resolution (Alberta) Ltd.

Hanging Your Shingle and Marketing Mediation

It's not as simple as "ready, set, go". Among the many topic discussed will be: setting up your office, controlling overhead, developing your referral agents, insurance, use of the media, setting your rates, billing practices, using professionals as resources, and peer consultation. Panelists will include veteran and neophyte mediators who all did it their way!

(Workshop Z on next page)



Daniel Hamoline



David C. Gould



Clint Docker

Z Dispute Resolution Models for the Resolution of Special Education Disputes: A Comparative Analysis Between Canada and the United States

This workshop will cover the following topics: 1. Identify the similarities and differences between American and Canadian legislative provisions for the education of special needs individuals 2. identify the advantages of mediation over litigation in the settlement of these conflicts 3. the application of a model of dispute resolution. R. S. (Bob) Gall, Ph.D., C. Psych.(AB) and Pieternella Gall, M.Ed., Lethbridge, Alberta.

12 noon to 1:30 pm

Lunch (included) and Keynote Address
Dr. John Haynes 'Future Visions for the
Challenging Journey'

Family Mediation Canada's Annual General Meeting

Training Institutes

1 Dr. John Haynes: Advanced Mediation Skills

Day 3

Saturday, October 23rd

9 am to 4:30 pm \$125.

The focus of this advanced training will be on the language of mediation and neutrality in questioning. Participants are invited to bring with them a difficult case on which they are currently working. Cases will be analyzed in terms of collecting information and developing an hypotheses leading to a series of questions the mediator can ask to move the mediation forward. Dr. John Haynes is an eminent international mediator and founder of the Academy of Family Mediators. As an international trainer, he has trained over 3,000 mediators from all professions world wide. He has authored a number of books and journal articles relating to mediation and mediation practice.

Nancy Flatters, mediator/lawyer in the firm of Dunphy, Calvert, in Calgary, 1st Vice President of Family Mediation Canada, and Larry Fong, mediator/psychologist, Past President of FMC and President of the Academy of Family Mediators, are mediation trainers from Calgary, and will assist in this Institute.

2 Judges Institute: The Application of Mediation Skills in Pre-Trial, Mini-Trial and Settlement Conferences

Day 2

Friday October 22nd

9:30 am to 4:30 pm \$125

This is a specialized program for Judges to discuss dispute resolution approaches, the judge's role in settlement, settlement conferences, legal and procedural issues. The faculty will include Judith Ryan MSW, LL.B., LL.M., Judge Joseph James (Ont), Jane James, B.A., M.Ed., and Chief Judge H. T. G. Andrews (Ont). Course certificates of attendance are awarded by Family Mediation Canada.

3 Mediation in Child Welfare: How is it Different?

Day 2 & 3

Friday October 22nd

10:30 am to 3:30 pm and

Saturday October 23rd

9 am to 11:45 am \$125

Child protection mediation is a growing field in Canada. particularly given the recent legislative changes and the need to find less intrusive and more effective methods for intervening in these cases. As family mediators move into this field, it is important to identify the key differences between child protection mediation processes and strategies, and other forms of family mediation such as child-custody or parent-teen. Through case illustrations and demonstrations, this workshop will focus on these unique differences. There will also be opportunities for participants to grapple with some of the key challenges for mediators, protection workers and families involved in this form of mediation. This workshop will be of interest to mediators, caseworkers, and other professionals in the field of child protection. Marje Burdine, M.Ed., is the founder and former coordinator of the Centre for Conflict Resolution Training, Justice Institute of BC. She was instrumental in the design and delivery of the training for the Nova Scotia Child Protection Mediation Program in the spring of 1993, and is in private practice as a mediator, trainer, and therapist. As part of the institute, participants are invited to come to the Friday 9 am to 10:30 am Plenary Panel on Family Mediation and Spousal/Child Assault.



Marje Burdine



Larry Fong



Nancy Flatters



John Haynes



Mary Satterfield

4 Mediation in the School System

Day 2 & 3

Friday, October 22nd

10:30 am to 3 pm and

Saturday, October 23rd

9 am to 12 noon \$125

Part 1 Using the Mediation Process With Parents and Adolescents

Through the use of demonstration, role plays, discussion and practice, participants will learn how to motivate reluctant adolescents and parents to the table, how to move them from positions of interests, and how to lead the disputants to reaching a viable agreement. Your mediation education will focus on anger management, power plays, nonverbal triggers and use of extended caucuses for additional intervention and therapy.

Part 2 Effective Implementation of a School Mediation Program

This workshop emphasizes the nuts and bolts of setting up a school peer mediation program: obtaining administrative and staff support, training staff in conflict management, student mediation training, generating school-wide interest. Important answers to: who will coordinate the program, what types of conflict will be mediated, when and where will mediations be held. Maria Marson is a counselor with the Victoria School Board in British Columbia where she coordinates a mediation program. Co-author of several manuals on school mediation, she has worked in a number

of settings to mediate disputes, including the BCTF Professional Relations Committee. As part of the institute, participants are invited to come to the Friday 9 am to 10:30 am Plenary Panel on Divorce Mediation and Spousal/Child Assault.

5 Conflict Resolution in Mental Health

Day 2

Friday; October 22nd

10:30 am to 3:30 pm \$95

The delivery of effective mental health services to the chronically mentally ill can be greatly enhanced by the use of effective conflict resolution strategies. For example, the natural conflicts and issues that arise between clients, families and service providers can often be dealt with far more effectively by the use of a mediation model than by a traditional therapeutic or case management approach. This institute will use the ongoing experience of the Conflict Resolution in Mental Health Project, a three year program conducted by CDR Associates of Boulder, Colorado. This Project has had a very powerful impact on a number of participants lives and may be a model for an important additional mental health intervention strategy. We will review the project, present the use of mediation specifically in the context of conflicts between adult clients and their families, and will consider the impact of training families, clients and workers as mediators and trainers. Bernie Mayer, MSW, Ph.D., is one of two Project Directors, and is a mediator and trainer with CDR Associates in Boulder, Colorado. As part of this Institute, participants are invited to come to the Friday 9 am to 10:30 am Plenary Panel on Divorce Mediation and Spousal/Child Assault.

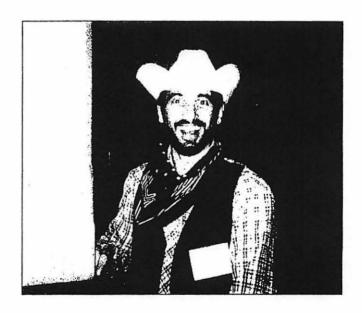
Important Information

Dress Code or "The Code of the West"

Casual attire is the Code for this 3 day Round-up! Our Friday Night hoe-down necessitates all ornery cowpokes to wear at least two of the following: western hat, jeans, cowboy boots, kerchief, chaps or your favourite 'western' shirt.

For Conference Registrants Outside Canada

All prices quoted are in Canadian dollars. All prices quoted will be approximately 20% less in American Dollars. Please issue to us a money order in Canadian funds or the lower equivalent in US funds.



Membership Discount

Your FMC membership gives you a 15% reduction in conference fees.

New Member Special Registration

This includes your conference registration fee and a membership in FMC and your provincial mediation association for the rest of the 1993-4 membership year. Thus you get the member discount for the conference, plus a special deal on membership (\$25).

Early Registration

Registrations post marked before July 31st, 1993 will be given an additional \$20. reduction.

Student/Group Rate Discounts

Special student rates have been developed. For group rate discounts call the national office.

Cancellation Policy

Full refunds will be given minus a \$25. administration fee if notice is given prior to a week before the conference. Your fee minus \$75. will be returned after this date. (October 15th, 1993)

Accommodations

Air Travel

Through special arrangements with the Banff Springs Hotel, we have received a special rate which includes accommodation and 3 meals per day. If staying with one other person in the room, the rate will be \$90. per night each. As a single, the rate is \$132. On request, the conference office will arrange a suitable room sharing arrangement. This special rate is for 3 days in a row (Wed., Thurs., Fri., or Thurs., Fri., & Sat.) If you are staying in the hotel before or after these three days, the room rate will be \$84. (double or single) per night, no meals. All rates are quoted in Canadian dollars.

Although we would like to see as many participants as possible stay at the conference hotel (and this all-meal-deal is excellent), secondary hotel arrangements have been made at the following two establishments. The Caribou Lodge is a new downtown Banff Hotel, and only a taxi drive away. The rate is \$65. per night double or single. Hidden Ridge Chalets is a rustic retreat on Tunnel Mountain Road, up the mountain, just outside Banff. Great prices for 2, 3, or 4 persons sharing a chalet.

Canadi∍ın

AIR TRAVEL.

Canadian Airlines is our official carrier for Banff '93. Please quote conference registration number 4425 when making reservations. The phone number throughout North America is 1-800-665-5554 (in Toronto 798-2288, in Montreal 847-0611, via fax (514) 847-2055). Canadian will guarantee savings of 15% and up to 50% if one meets the advance purchase and minimum stay requirements. If you are making reservations through your local travel agent, please have them register your booking with the Canadian Convention Reservation phone number. This allows FMC to gain credits for your flight.

Ground Transportation

Brewster Transportation (403) 762-6700 and Pacific Western runs buses from Calgary and the Calgary Airport, to the Banff Springs Hotel. For \$25. one way, Brewster leaves the airport each day at 5:45 pm and Pacific Western at 4 pm. It is a 2 hour drive Pacific Western leaves the Banff Springs Hotel at 11 am each day and arrives at the airport at 1:15 pm Brewster leaves the BSH at 8:05 am and arrives at the airport at 10:30 am. Please check with these transportation companies to confirm ground transportation. Car rentals are also available at the airport through the major rental companies and your airline.

Friday Night Western Barbecue — Round-up and Hoe-Down

This wonderful evening's entertainment is included in your accommodation fee, if you are staying at the Banff Springs Hotel. If you are not, tickets for the hoe-down can be purchased for \$35 each. Phone the national office for special arrangements for children. Buses leave the front of the Banff Springs Hotel starting at 5:30 pm and ending at 6 pm. For a 10 minute trolley ride to the Donut Tent. Chicken, ribs, and some wild west entertainment are the order of the day. Extra tickets for companions are available from the conference office. (See conference registration form) Dress West!

Rent-a-Mentor

For those new to our profession, FMC can arrange for individual meetings with veterans of our organization. Whether you have some concerns about clinical matters, public education/marketing, or other matters related to your practice, phone to the office to arrange a rent-a-mentor. (free of charge!)

Table Display

Display tables will be available to display pertinent information. All participants are encouraged to bring interesting information to the conference so that all can share!

Video Viewing

Throughout the 3 days of the conference, there will be a variety of video tapes available for you to borrow from the conference registration desk. These can be taken into our theatre room for viewing.

Interpretation

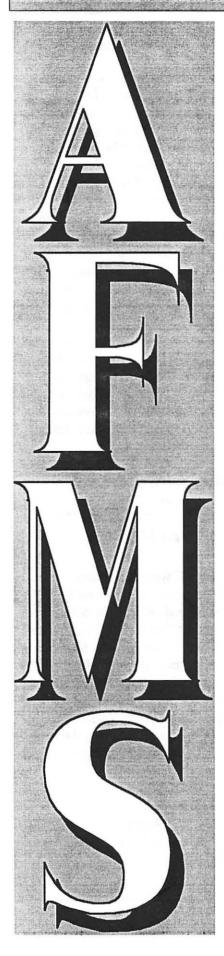
All plenaries will have simultaneous interpretation in French/English, plus one seminar during each break-out. Phone the national office for further information.

Interruption in Postal Service

In the event of a disruption in postal service, phone or FAX your registration form into the national office.

For Further Information

Family Mediation Canada 123 Woolwich St., 2nd Flr Guelph, Ontario, N1H 3V1 (519) 836-7750 or FAX (519) 836-7204



FROM THE **PRESIDENT**

'NEWS OF THE DAY' by Richard Harding

It has been a very busy fall in the field of family mediation. Mediation Conference Victoria was a great success. It was my first time sitting as representative on the Board of Family Mediation Canada. With 20 members on the Board and the Executive present it is a very large Board and it only has one full Board meeting a year in conjunction with the Annual FMC Conference.

The most important piece of business before the Board was what to do with certification and standards for family mediators. Those of you who were at the last AFMS AGM will recall we had a thorough discussion of the proposed certification and standards. Needless to say the proposals were unworkable in Alberta, training that does not exist here, available, and practicum experience opportunities for experience supervision that is not necessarily which is not available. It was a model supervision driven academically, not by the market. The market for mediators' services in Alberta does not make it economic for our members to invest so extensively in training.

Because of the solid feedback your Board received at the AGM I was able to advocate very strongly on behalf Alberta at Family Mediation Although there were some other voices of concern, Alberta's voice was clearly the loudest in stopping the headlong charge into setting standards which, though laudable in the ideal, would be unworkable in practice.

There was great concern that FMC "occupy the field" and be moving

forward in the areas of standards and certification. Grants could be obtained from the Government to facilitate the process of developing standards if the Board voted to move forward. mediated solution was reached during a dinner break between myself and Peggy English, who has pioneered the standards project. The Family Mediation Canada Board voted to proceed to implement standards and certification but only to do so commensurate with there your opportunities for training, supervision and experience available to its members to enable them to obtain those standards.

> At the FMC Annual General Meeting, Linda Long, one of your Board Members, moved a motion from the floor that no certification and standards would be imposed without those standards being put to the membership at an Annual General Meeting. This was passed.

Family Mediation Canada has adopted the policy that it will not itself get involved in performing training. It is my intention to continue to lobby on behalf of the AFMS membership to requiring have FMC assist in the development of the market for mediation so that the our membership to meet any suggested national standards.

Inside

- Premediation Interviews...
- 2 Upcoming Events...
- 3 Expert Corner...
- 4 Book Review...
- 5 Abused Women in Mediation

Back in Alberta, we have heard definite rumblings coming from the Department of Justice and Alberta Family and Social Services about the possibility of restructuring BOOK REVIEW the Custody Mediation Projects and the possibility of their being privatized. We have let the government know that we have a body of trained, qualified, insured mediators available to operate in a privatized market and that we have knowledge and expertise in the area and would very much like to work with them. So far they have not taken us up on our offer of help.

Your Board is concerned and will continue to try to influence the shape of what comes. A survey of our membership done a few years ago showed it to be almost equally operating in the private and public sector. As such we have not advocated for one or the other but hope to promote a sensible model of delivery that is sensitive to the appropriate use of mediation.

Parent Education is also at the forefront. Family Mediation Canada has obtained a grant to compile an inventory of programs and resources operating in Canada. Madam Justice Trussler is heading a compulsory divorce education program for litigants in Edmonton.

Family Mediation Canada now has a larger membership than the Association of Family and Conciliation Courts. Given that we only draw from Canada, no the whole of North America, this means that your organization is developing a significant presence on the shape of mediation to come.

Please note the upcoming AGM in Red Deer. It looks like we'll have a great panel and I hope

to see you all there.

Richard Harding is the current President of AFMS.



THE PROMISE OF MEDIATION

(Jossey-Bass, San Francisco, 1994, \$46.89 from the Network)

The authors, Bush and Folger, look at mediation as a movement that has evolved in four different accounts or stories.

The Satisfaction Story is a well known account of its many resulting benefits for individuals. such as reduced emotional and financial costs, mutuality, consensuality, flexibility and the win-win ideal. Both the AFMS and AAMS use these descriptions in their brochures.

The Social Justice Story talks about the mediations benefits in terms of strengthening societal groups such as consumers and environmental groups as well as communities. This Story seems to support the Community Mediation Calgary, the BBB. Dispute Settlement Centre and even the newly formed City of Calgary Police Cultural Resources Unit with its Diversity Specialists (Mediators).

As a contrast, the Oppression Story is dead against Mediation. It denies all the stated benefits. It only sees abuses in the forms of the manipulation in further bargaining and the exploitation and oppression of the weak. Proponents of this Story are some feminist critics and some "writers and thinkers concerned with equality".

The authors focus their book on the Transformation Story and its two themes: Empowerment (selfrespect, reliance and confidence) and Recognition (non-judgementality and mutuality). They see the collective mediation's benefits in terms of selfactualization (Maslow, 1971).

They appear to be on a crusade to push their story to the front by criticizing the others. Their repetitiveness is irritable. The absence of direct. supporting research quotes (Havnes: p.98) is frustrating.

Let us agree that the mediation is a movement with a diversity of expectations and a plurality of practices. Therefore, the number of overlapping stories will increase, (Mediation, Arbitration?) That's a promise!!

Harry Zuurbier is the current Treasurer for AFMS.

ATTENTION!

Dr. John Haynes has offered to send you a copy of his book "The Fundamentals of Family Mediation" (1994) for \$15.00 US Funds (must be money order or US funds, not Canadian cheque with 'US funds'). This includes all mailing costs. If you wish the book to be signed, please make sure your name is egible for his signature in the book. You may contact Dr. Haynes at the following:

Dr. John Haynes 146 Bayview Avenue Northport, New York 11768-1509

Welcome to our New Editor

he AFMS Board of Directors welcomes April Clay, our new editor of the AFMS newsletter. April is a natural to fulfill the position of Editor, because of her previous involvement with the AFMS newsletter and having done the design and layout for the past three years.

By way of introduction, April is a psychologist and mediator in private practice with the firm of Fong Henderson Ailon & Norrie. She provides to her clients service in the areas of counselling, assessment, mediation and sport psychology. She has a special interest in two areas. First, the dynamics of divorce as it affects the family and, indeed, completed her Master's examining the best interests of the child in custody disputes from both a legal and psychological perspective. She now conducts assessments for custody and access, and as well cofacilitates therapeutic educational group parents children of divorce. Her second major focus lies in the area of sport psychology. April is a former competitive horse show-jumper and now offers consultation in mental training to a variety of different types of athletes. She was recently a guest speaker at the Alberta Equestrian Federation annual general meeting. Again, we welcome her as the new Editor.

Elizabeth Henderson, Director, AFMS & Past Editor

UPCOMING EVENTS

Jan. 18-20, 1996: Second International Mediation Conference, 'Mediation and Cultural Diversity'. Adelaide, South Australia. For further information contact: The Secretariat, Techsearch Incorporated, GPO Box 2471, South Australia, 5001 or phone (618)267-1755 or fax (618)267-4031; E-mail Dale Bagshaw at ssdmb@ntx.city.unisa.edu.au

Feb. 8-10, 1996: 1st Annual Mid Winter Conference, 'Rough Cases, Tough Issues', Miami, Florida. Anita Hill will give the keynote address. Contact (612)525-8670 for further information.

Feb. 10-11, 1996: AFM is hosting a National Symposium entitled 'Mediation in the Low Income Community'; Miami, Florida. Panels, presentations and 'think tank' sessions. Call (612)525-8670 for further information.

May 8-11, 1996: AFCC's (Association of Family & Conciliation Courts) 33rd Annual Conference: 'Best Interest: Special Issues for Children & Families', San Antonio, Texas. Conference workshops include: protecting the interests of the child in mediation, tailoring court services to the best interest of the child, dealing with anger. For more information call (608)251-4001 or fax (608)251-2231.

May 21-25, 1996: The Network: Interaction for Conflict Resolution presents its forth biennial conference: Interaction '96, Edmonton, AB. Contact Sylvia McMechan, conference coordinator at (519)885-0880.

July 16-21, 1996: National Association for Mediation in Education 11th Annual Conference: 'Conflict Resolution in Education/Partnerships in Action: Building Caring Schools and Communities', John Hopkins University, Baltimore, MD.

G02SIP.....

Congratulations to *Diane Shearer*, her and new daughter Sidney (born October 25, 1995) are doing great!

Elizabeth Henderson and Rob Jennings survived both their vows in Ontario and an extensive honeymoon in Jamaica...

Dr. Larry Fong will be off to Austria and Germany in mid December to conduct mediation training workshops.

ACCIDENT & INJURY

Contingency Fees Are Available

(No Legal Fees Unless There Has Been A Settlement or Recovery)

-Initial Consultations are Free

-Hospital Visits Available

All Types of Injury Claims

-Automobile

-Slip & Fall

-Defective Products

-Sexual Abuse

-Pedestrian

-Injuries on Property

-Government Liability

-Criminal Injuries

-Loss of Life

-Public Transportation

-Insurance Claims

-Young Offenders

What To Do

-Identify Witness

-Report Accident to Police

-Preserve Evidence

-Seek Medical Attention

-Do Not Sign Any Documents or Speak with Insurance Adjusters until after receiving legal advice -Contact Ahlsten & Company immediately to ensure essential steps (required in law) are taken to optimise your claim.

AHLSTEN & COMPANY

"THE INNOVATIVE LEGAL PROFESSIONALS"

GENERAL PRACTICE OF LAW INCLUDING

-Motor Vehicle Accident

-Home Sales & Purchases

-Criminal Defence

-Personal Injury Accidents

-Mortgages

-Impaired Driving

-Fatal Accidents

Divorce & Family Law

-Sexual Abuse

-Slip & Fall Injuries

-Wills, Estates & Probate

-Young Offenders

-Occupiers Liability

-Criminals Liability

-Builders Liens

-Environment Claims -Government Liability

-Misrepresentation

-Board Appeals

-Wrongful Dismissal

-Debt Collection

-Business Sales/Purchases

-Incorporations & Trademarks -Corporate/Commercial

233-7600

FAX LINE 263-2713

320, 521-3rd Avenue SW Calgary, T2P 3T3

PreMediation Interviews

by Colleen Moreland & Karen Blackmur

In December of 1992, the Mediation and Court Services Unit of Alberta Family and Social Services began premediation interviews with all parents. This is a necessary step prior to embarking upon joint mediation sessions with both parents.

The premediation interview is an individual meeting between the mediator and each parent. Most interviews are approximately 40 minutes to one hour in duration and done in person (occasionally by telephone). Basic demographic information is collected, followed by a review of the mediation process which describes the role of the parents and the mediator in this process. The next and perhaps most significant step in the interview is the assessment, from which the mediator and /or the parents have an decide whether opportunity to mediation is an appropriate intervention for resolving the childrelated issues of separation for these particular parents at this particular time.

The issues assessed include family violence, child welfare involvement, drug or alcohol abuse, and mental health problems. Commitment to good faith negotiation, and readiness to mediate are also assessed. The results of the assessment may be that mediation is deemed inappropriate, appropriate precautionary rules. appropriate. In cases where family violence is a concern, precautionary rules are incorporated into the Agreement to Mediate for the benefit of both parents. One example might be an agreement for one parent to leave the office 10 minutes prior to the other parent. If mediation id deemed inappropriate, assistance in exploring alternatives is provided. The utility of co-mediation may also be determined following the premediation interview.

The final step in the premediation interview involves a brief review of the issues the parents wish to discuss in mediation. The parents are given the opportunity to clarify and ask questions regarding the mediation process throughout. The Agreement to Mediate is then reviewed and executed.

The information collected through the premediation interview is covered by the confidentiality clause of the Agreement to Mediate, which is subject to the usual exceptions to confidentiality.

Premediation interviews are the subject of controversy in mediation circles. A healthy empirical debate of the issue, or a defence of this screening practice is not the purpose of this article; the purpose of this article is descriptive only. Suffice it to say, however, that no enlightened practitioner would argue that mediation is a panacea in all situations. As professionals, we cannot afford to pretend the answers are always black and white; we must learn to accept and deal with the ambiguity of mediation as a human service through the process of careful assessment.

The Mediation and Court Services Unit find premediation interviews to be an important tool in dealing with this ambiguity, and in ensuring that mediation is as safe and appropriate for parents and families as possible.

Colleen Moreland is a lawyer and social worker practicing family mediation in the Alberta Family and Social Services, Mediation and Court Services Unit in Calgary. Karen Blackmur is a social worker practicing family mediation in the Alberta Family & Social Services, Mediation and Court Services Unit in Calgary.

Elsewhere in Canada....

CIVIL ADR PILOT IN TORONTO

Reports from the Ontario Dispute Resolution Pilot Project have the program up and running with initial signs of success.

A first for Canada, the Toronto Program offers alternatives for resolving civil disputes in a court-based centre.

The Alternative Dispute Resolution Centre (ADR) will be tackling new and inventory civil cases referred by judicial direction. Referral may occur at any point subsequent to the filing of a statement of defence.

It is not anticipated that the power to award costs will be exercised in relation the ADR sessions attended by the parties or counsel appearing on their behalf.

The pilot project is funded through the Ontario Ministry of the Attorney General and is scheduled to run for two years, concluding in Spring 1996.

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Time: 10:00am

When: January 20th, 1996 Where: Red Deer, Alberta Cost: Members \$15.00 Non-members 25.00 Lunch included

PLEASE MARK JANUARY 20TH ON YOUR CALENDAR NOW! WE LOOK FORWARD TO A LARGE TURNOUT!

At this meeting, the Board will present a set of proposed qualifications for the registered mediator designation renewal. Your input is welcomed at this time. Also, our society has an issue with FMC relative to the proposed standards and certification report. Our president, Richard Harding has a report from the Victoria Conference regarding same.

We are very excited about this year's meeting. Our format will be somewhat different than in years passed. The afternoon session will include a panel tentatively made up of:

> Justice Minister Brian Evans Commissioner of Children Services John Lackey Conference Co-ordinator for Interaction '96 Dave Elliot Justice James Foster, O.C.

The panel will convene from 1:00pm to 3:30pm and will be moderated by Marty Ryan. Each of our panel members will have 10 to 15 minutes to make an opening statement (panelist's choice of topic). Two or three questions will be addressed to each of the four panelists for full comment. This will then be followed by open discussion between panelists on either their opening statements or other issues arising. The remainder of the time (about 1 hour) will be spent in questions form the audience (you).

TO REGISTER: PLEASE FORWARD PAYMENT TO:

Harry Zuurbier

2007-25 Avenue SW Calgary, AB T2T 1A6

The Board looks forward to meeting with you personally and welcomes your input regarding AFMS.

From your AGM committee: Joanne McKay, Marty Ryan, Mark Dimirsky

SEE YOU ALL THERE!

ALSO.....

If you desire to renew your RFM (if applicable), "Early Bird" registration will save you \$10.00, making the cost \$40.00 if received prior to January 6, 1996. (\$50.00 after this date)

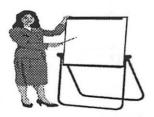
Please forward monies for RFM renewals to:

Joanne McKay, Registrar

AFMS

305 Parkland Square

Red Deer, Alberta T4N 6M4



EXPERT CORNER

AFMS will be starting a new feature which will focus on giving mediators tips on everything from budget considerations to child custody from a variety of different In this issue, tips on interpreting financial statements brokerage firms and from children's information about typical reactions to divorce.

TIPS ON INTERPRETING FINANCIAL **STATEMENTS**

When reviewing an account statement from a brokerage firm, one may find securities that may not be as well known as common shares and mutual funds. I have chosen two such securities to outline here.

The Closed-End Funds

Many closed-end funds trade on the stock exchange like a stock, yet are pooled investments similar to mutual funds. A closed-end fund normally outlines its investment strategy in its prospectus.

When a closed end fund issues units they cannot be redeemed

through the fund company. In order for the unitholder to "cash" his/her units he/she must find a buyer for those units, this means that the share price of the units does not always match the Net Asset Value of the units.

At times a purchaser of the closed-end fund pays more per unit than the net asset value, this is called buying at a premium. A more prudent approach is to purchase the units for less than their net asset value, purchasing at a discount.

Convertible Debentures

Convertible Debentures are a hybrid security; offering the growth of common equity with the regular income payments of a bond. Holders of convertible debentures rank ahead of shareholders as creditors of the company. debentures normally pay interest every six months, and have a conversion feature that allows the holder to convert his debenture into a preset number of common shares of the issuing company. The credit rating (where reported) of the issuer is a key consideration in assessing the convertible debenture.

Brian Parker is an investment advisor with Richardson Greenshields of Canada Limited

CHILDREN OF DIVORCE

One of the benefits of the mediation route is that it allows a greater focus on the child in question. Often in court situations, the scenario is one of lawyers communicating with lawyers with the child being lost in the adversarial

battle. Children of divorce, like their parents, experience a loss which takes time to heal. As mediators, it is helpful to understand some of the typical age-specific reactions to divorce as they may become issues during the course of mediation. I am not suggesting that the mediator take on the role of counsellor, but rather be educated as to the effects of divorce on children. What follows is a list of typical reactions to divorce, broken down by age:

Infants and Toddlers:

-do perceive loss of parent or primary care-giver -sleeping/eating disturbances

-irritability

-may become withdrawn

Preschoolers:

-fear of abandonment (one parent has left, maybe the other will too)

-nightmares

-toileting problems

-whining, clinging or baby-

like behavior

-blames self for divorce

-sleeping/eating disturbances

-anger problems

Early School Age:

-crying/temper tantrums -problems concentrating -decline in academic performance -feeling responsible for parents not getting along -loyalty conflicts

Pre-Adolescents:

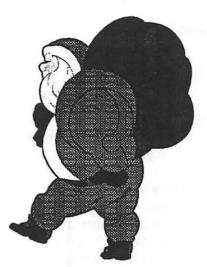
-physical illness -hostility/anger problems -delinquent behavior -fear about future -depression

Adolescents:

-worry they will repeat parents mistakes -immature behavior or overly mature (parentified) -may become prematurely sexually active -anger/hostility

As previously mentioned, no mediator should attempt to counsel the parties about their children, but can use such information to normalize and as a starting point for suggestions of further intervention. As with all experts, whether financial or otherwise, it helps to build up a 'panel' of experts (financial, psychological etc) and be able to offer the parties the names of three people they may consult in that particular situation.

April Clay is the editor of the AFMS newsletter, and a psychologist and mediator in private practice. She offers counselling and group seminars for both children and parents of divorce. To receive a brochure, please call 266-2017.



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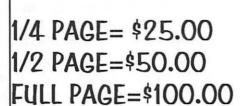
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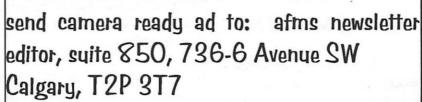
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CALL FOR SUBMISSIONS:

Submissions to the AFMS Newsletter are welcome. Deadline for next issue is: February 28th, 1996. Please forward to: Editor, AFMS Newsletter, Suite 850-736-6 Avenue SW T2P 3T7 preferably on disk in wordperfect or MS Word format.

FAMILY MEDIATION AND ABUSED WOMEN IN INTIMATE RELATIONSHIPS

Summary of a paper prepared by: The Advisory Committee on Mediation and Domestic Abuse, Saskatoon, Sask, March, 1995

This paper was compiled from discussions of representatives of Saskatoon Mediation Services, Saskatoon Interval House, two private mediators and Provincial Association of Transition Houses in Saskatchewan (PATHS) staff. The working sessions were also attended by additional mediators and advocates for abused women.

The goal of their work was to "assist in ensuring that family mediation is a safe, equitable alternative for abused women who choose this process to settle issues arising upon separation and/or divorce". The authors recognize that today, women who are victims of abusive relationships have special needs in mediation, and as well, that many women in these situations increasingly want to enter into the mediation process as a way of resolving disputes with their partners.

The paper seeks to define 'abuse' terms such as and 'mediation', and details practices for dealing with mediators when domestic abuse cases. Some of these principles include: that the physical and emotional safety of the participants and their children should be paramount, risk assessment may call for the termination of service, risk assessment is most and imperative at the intake stage but must be monitored throughout the mediation process. Further, that mediators have an obligation to: warn clients, and others of threats to kill or harm, report to proper authorities if children are in any way in danger, and assist the female partner in assessing her own safety through a separate interview. Mediators also have an obligation to make sure that the mediation process is in fact voluntary, in that no one has in any way been pressured by a lawyer, partner or the courts to enter into mediation against their will. This obligation involves properly educating participants about the risks and benefits of mediation

Three ethical issues were raised during the course discussions: client self determination vs. professional decision making, educating women vs. educating professionals, and the cost of legal representation. The first has to do with the client's right to enter into mediation VS. the mediator's professional obligations to protect parties within the context of abusive relationships. The authors suggest that the mediator should attempt to delineate a clear stance on this matter, as their adopted view will determine what actions will then be a matter of practice (developing screening techniques etc.). also suggest that a 'middle ground' stance may be taken by the mediator, whereby both the mediator and the parties will have a choice in whether or not to proceed with the mediation. The second issue asks the question: who should be educated- women or mediators. Some participants

believed that focus on the education regulation of mediators and underlined a belief that says that should professionals could and protect women in abusive relationships. Whereas women's advocates tend to state that women should be educated to help and protect themselves. Another complicating factor is the belief that some women abused women in crisis may not be able to properly advocate or make appropriate decisions for herself. The third and final ethical issue raised was that of the cost of legal representation. Some participants were concerned that women would not obtain legal counsel because of cost considerations. Some suggestions were put forth to this dilemma in the form of: free legal clinics (members of the bar donating percentage of their time to women in need) and government sponsored services (government making available legal counsel to certain individuals at no cost).

The paper concludes with items which were not yet resolved: what in fact a screening process would entail, potential training standards for mediators in relation to working with domestic violence cases. and the provision educational information that would be available to women and what this might entail. It is the authors wish that the paper would be of use to mediation associations, private practice mediators, court related mediation programs and women's advocacy groups for purposes of discussion and standard development.

Editor's Note: Comments on this paper are welcome and encouraged.

paper, please send \$2.00 to: April Clay, Editor, AFMS Newsletter, Suite 850-736-6 Avenue SW, Calgary T2P 3T7.

Summarized by April Clay, C. Psych., Editor AFMS Newsletter

Interview with Dr.
Larry Fong, a Past
President of FMC and
AFM

I recently had the opportunity to catch up with Dr. Larry Fong and find out what he has been up to.....

"Well, I was teaching in Amsterdam in family mediation and in many other uses in mediation including talking to insurance brokers and other business people. As well, I was lecturing with Dr. Haynes on issues related to the problems of mediation in areas outside of family, to include border issues, and the sudden changes in the European Community. interesting that many of the difficulties encountered in the small country of the Netherlands, is similar to those closer to home.

In addition, I opened up the conference for the Virginia Association of Mediation. discussion was mainly over the other uses of mediation. Their conference with other 200 participants reviewed areas such as estate mediation, sexual harassment mediation, family & divorce issues, and as well regulatory mediation. This very active group of mediators is quickly moving into areas of mediation outside of family. Many of their discussions about where

organization was headed again is similar to those of organizations at home

I welcome you to attend Brekenridge, Colorado in 1996 for the annual AFM conference. This extended 5 day program includes 2.5 days of pre-conference institutes by leading trainers. Don't miss out, its only a quick flight to Denver!

In addition to my regular duties as a trainer, I am still practising as a mediator and psychologist in Calgary. To all my friends and colleagues, best wishes in your practice, and I miss all of you."

by April Clay, AFMS Editor



FROM THE EDITOR

I would first like the thank the AFMS Board for approving myself as Editor. I look forward to the challenge of improving the quality of the newsletter for it's members, making it an invaluable source of information and discussion. For this task, however, I do need some help from the membership. At this time, many of the contributions come from AFMS Board members. I would like to see the membership begin to submit their reviews, ideas and concerns to this newsletter. After all, as mediators their are any number of contentious issues that need to be discussed such as: can women in abusive relationships mediate safely, mediating with parties of differing cultural backgrounds, child safety concerns, religious issues and threats of harm to self or others. Moreover, there are books and papers and conferences to be So I would like to take this opportunity to ask the membership to take the time to contribute to their publication. Deadline for the next issue is February 28, 1996. Please send submissions to: April Clay, Editor AFMS Newsletter, Suite 850, 736-6 Avenue SW, Calgary, AB T2P 3T7. Submissions should ideally be sent on a disk, in WordPerfect or MS Word format, faxed copies are also acceptable (266-4998).

April Clay, C. Psych., Editor



FOR YOUR READING CONSIDERATION:

The Canadian Divorce Decisions Workbook, Julien Payne, Marilyn Payne, Marjorie Engel, & Diana Gould, 1994, McGraw-Hill Ryerson Ltd.

The Foundations of Family Mediation, John Haynes, 1994, State University of New York Press.

Healing Hearts, Elizabeth Hickey & Elizabeth Dalton, Gold Leaf Press.

Conflict Cooperation & Justice: Essays inspired by the work of Morton Deutsch; Barbara Bunker, Jeffery Rubin & Associates, 1995, Jossey-Bass.

Designing Conflict Management Systems, Cathy Costantino & Christina Sickles Merchant, 1995, Jossey-Bass.

*Jossey-Bass has an excellent selection of mediation books, for their catalogue, call (415) 433-1767



TO THE EDITOR

5The **AFMS** Newsletter invites your comments and reactions to our format. issues we face as mediators in Alberta, or for enetworking discussion. Write (850, 736-6 Avenue 5SW, Calgary, T2P 3T7) or $3 ext{fax}$ (266-4998) to Letters to the Editor, AFMS Newsletter. Let's hear from you!



-that mediation is growing in the Yukon: 'Mediation Yukon' is a non-profit, charitable society that has focused on bringing training for mediators to the Yukon. For more information call (403) 667-7910

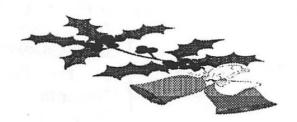
-that an initiative by the Canadian Institute of Applied Negotiation (CIIAN) to generate a national dialogue on mediators standards began in 1994, and a draft of said discussions is circulating mediation organizations throughout Canada at this time.

-that arrangements are now being made with several First Nations towards a conference on Dispute Resolution and First Nations in early 1996. Issues to include: Peacemaking within Aboriginal Communities, Intertribal Peacemaking, and Nation to Nation Power Sharing. For more information, please contact the UVic Institute for Dispute Resolution at PO Box 2400, Victoria, BC V8W 3H7 fax (604) 721-6607

AFMS NEWSLETTER
P.O. BOX 403
918-16TH AVENUE NW
CALGARY, AB
T2M 0K3



Dr. Larry Fong Suite #850 736 - 6 Avenue SW Calgary. AB T2P 3T7



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Acting Editor: April Clay, (403) 266-1017, fax (403) 266-4998

Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the Editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

AFMS Board of Directors

Richard Harding (President), Harry Zuurbier (Past President), Louis Faber (Secretary), Joanne McKay (Registrar), Eileen Baril (Acting Treasurer), Elizabeth Henderson, Marti Ryan, Mark Dimirsky, Linda Long, Diane Shearer, Janis Magnuson

ALBERTA FAMILY MEDIATION SOCIETY

January 20, 1996 Annual General Meeting Alberta Family Mediation Society

ACCEPTED DISCIPLINARY PROCEDURE ALBERTA FAMILY MEDIATION SOCIETY

- 1. UPON RECEIPT OF A WRITTEN COMPLAINT, the President will send a copy to the Registrar.
- should complaint be received by any other Board Member, same will be duly forward to the Registrar.
- 2. The Registrar will FORWARD A COPY OF SAME TO THE DISCIPLINARY COMMITTEE, to be made up of the President, Registrar and Past-President.
- The Registrar will request that the committee members SUMMARIZE THE COMPLAINT IN POINT FORM in point form and return to the Registrar.
- A meeting of the committee may not be necessary at this stage. Should a meeting to called, the purpose would be only to summarize the complaint not to decide on its merits. Each complaint received would go through this procedure, no matter how trivial. A copy of the summary will be written by the Registrar and mailed to the complainant acknowledging receipt of same and REQUESTING CONFIRMATION THAT THE SUMMARY IS ACCURATE.

*The Registrar will sign all correspondence on behalf of the Board of AFMS.

3. A LETTER NOTIFYING THE MEDIATOR INVOLVED of receipt of a written complaint will be sent. A copy of the summary will accompany this.

A REQUEST FOR A FORMAL RESPONSE WITHIN 10 WORKING DAYS would be requested and a date for the meeting of the Disciplinary Committee to consider a response would be chosen. The mediator and complainant will be advised of this date.

Failure on the part of the mediator to respond in time alotted would not alter the meeting date. THE MEDIATOR WILL BE NOTIFIED IN THIS INITIAL LETTER THATA LACK OF REPONSE MAY RESULT IN THE NON-RENEWAL OF THE RFM DESIGNATION.

Jan 1996 AGM

- 4. At the meeting, THE COMMITTEE WILL CHOOSE ONE OF THREE ACTION PATHS:
 - a. A decision that the complaint has no substance and requires no further action.
 - b. The committee believes there is some substance to the complaint but that the difficulty can be remedied by the Disciplinary Committee acting on behalf of the Society and meeting with the mediator to arrive at a mutually agreed upon plan for dealing with the issue(s).
 - c. The complaint is deemed to be serious enough to warrant a full hearing.

A meeting will then occur with legal counsel present if desired by the parties. Included at the meeting would be the complainant, mediator and the Committee. A full record of the meeting and the decision reached will be kept.

- 5. The results of the meeting will be communicated by the Registrar on behalf of the Board to all involved parties.
- 6. Appropriate action occurs. Both parties will be notified in writing of a decision.
- Upon a decision by the Committee, this letter may also request the return of the RFM certificate from the mediator in question.
- 7. The Registrar will keep current information regarding eligibility of mediators and decisions regarding revocations based on committee results on file for a period of two years.
- If a plan for remediation has been agreed to, the Disciplinary Committee will review adequacy of implementation with a view to simply recording the actions taken as per the plan and will include it in the file.
- 8. The MEDIATOR AND COMPLAINANT HAVE THE RIGHT TO APPEAL decisions of the Committee to the full Board.
 - Costs incurred to be paid by the party so appealing.

Jan 1996 AGM

ACCEPTED NEW RFM STANDARDS

The issue has been to describe what attributes an RFM possesses or should aspire to achieve in order to practice competently. We have surveyed the work of FMC, the Academy of Family Mediators, and the experiences of several professional groups who have attempted to deal with issues of discipline, standards and the like. We have arrived at a position that is practical but does not just "settle" for whatever exists now. To achieve a balanced view we have taken several elements from the documents of others and put them together in one package.

The Board of AFMS unanimously approved the following proposed standards for the RFM at the Board meeting of November 21, 1995.

- All holders of current RFM certificates will have their certificates renewed for 1996 as long as they meet the application criteria of the Registrar.
- Anyone not holding a current RFM certificate can apply for one in 1996 with acceptance criteria applied for decision to be the same as used for 1995 application.
- Anyone wishing a 1997 RFM must apply by January 1, 1997 and meet the following standards or criteria for acceptance:
 - A) Proof of successful completion of an acceptable 40 hour training program and provide information about it (when, where and from who).
 - B) Proof of current professional liability insurance.
 - C) Agreement to undertake 20 hours of acceptable (to AFMS) continuing education courses during the next two years and to submit a record same in the format to be prescribed by AFMS.
 - D) Six family mediations should have been completed during the past 12 months.
 - E) Submission of three mediated agreements (on first application only) for screening by Registrar or designate. (agreements should have names deleted)

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- F) Agreement to participate in a disciplinary process through either of two avenues:
 - AFMS to receive and have jurisdiction for discipline or
- G) Payment of Fees both to FMC for entry level admission to AFMS and to AFMS for application for RFM.
- H) Indication of whether they want their names published by the Society as an RFM.
- Agreement to return the RFM at the request of AFMS.
- 4. A schedule of application fees will prevail that is based on a quarterly system such that anyone not applying at the beginning of the year will be charged proportionally during the remainder of 1997 or any other subsequent year.

QUALIFICATIONS FOR A REGISTERED FAMILY MEDIATOR WITH THE ALBERTA FAMILY MEDIATION SOCIETY

Registration with the Alberta Family Mediation Society as a family and divorce mediator requires the following qualifications:

- 1. One of the qualifications listed under A or E below;
- 2. All of B, C, F and G listed below;
- 3. A commitment for D listed below;

A. EDUCATIONAL QUALIFICATIONS

- Master's degree in psychology;
- 2. M.S.W. degree in social work;
- Law degree plus two years experience with the preferred ares of practice of family law;
- 4. Baccalaureate or post-secondary equivalent plus five years experience working with children, couples and families, or which two years are under the supervision of one of the above-mentioned professionals.

B. DIVORCE MEDIATION TRAINING

 Any recognized training course approved by the Academy of Family Mediators or the Association of Family and Conciliation Courts, and/or deemed equivalent by Family Mediation Canada or the Alberta Family Mediation Society (where course length should be a minimum of 40 hours), and

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 Experience - two years experience conducting counselling, psychotherapy, mediation and/or arbitration, or two years experience with a preferred area of practice of family law.

C. GENERAL KNOWLEDGE

Mediators should have:

 General understanding of the procedure used in domestic relations cases, and particularly as it relates to child custody and visitation, maintenance and support, property, and tax law.

Knowledge of child development, clinical issues relating to children, the effects of divorce on children, and

child custody research, and

3. Knowledge of conflict resolution.

D. CONTINUING EDUCATION

 Mediators must participate in continuing education programs. The programs should include the subjects of custody and visitation mediation, behaviourial science, family law, and the judicial system.

2. Mediators will complete a minimum of twenty hours of

continuing education every 2 years.

E. SPECIAL APPROVAL MEMBERSHIP

Persons with appropriate experience and background who do not meet the above qualifications can be admitted as Registered Family Mediators under special approval. Submit an application, including a resume, and request special approval on the application form.

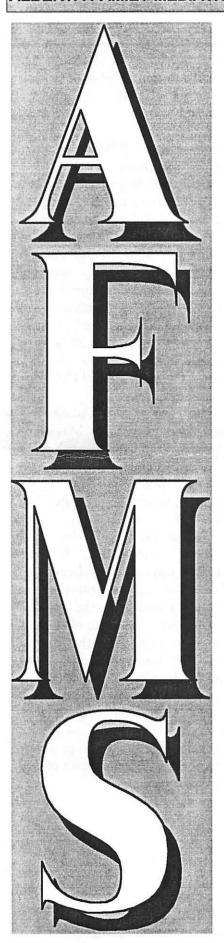
F. GOOD STANDING

A mediator must be a member in good standing with the Alberta Family Mediation Society.

G. MALPRACTICE LIABILITY INSURANCE

Mediators must submit evidence to the Alberta Family Mediation Society of malpractice insurance coverage for the year of registration.

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INTRODUCING YOUR 1996 BOARD MEMBERS

Janis Magnuson, President: Janis is a graduate of Osgoode Hall Law School and has a degree in education from the University of Alberta. She has received extensive training in mediation and including specialized negotiation, training at Harvard Law School. During her almost 13 years as a lawyer in general practice in Ontario, Janis practised family law as well as corporate commercial and real estate law. Currently a partner in Foothills Mediation Centre, she now restricts her practice to negotiation, mediation in family and commercial matters. arbitration and training/coaching. She is a past director of Community Mediation Calgary and is currently a member-at-large on the executive of the Canadian Bar Association-Alternative Dispute Resolution subsection.

Lou Faber: is a senior partner in Faber Gurtivitch Bickman, has practised law since 1959 and was one of the founding partners of the firm. In addition to being a barrister and solicitor he is a qualified and experienced mediator and arbitrator. He lectures in all areas of law and mediation and arbitration and is actively involved on many boards and committees concerned with alternative dispute resolution. believes that a decision made by the parties themselves is much better than any decision a court or third party might render. His areas of preferred practice in the law are: family, commercial. labour. insurance (including motor vehicle accident), civil criminal litigation. involvement in the legal community as well as the community in general is well known.

Richard Harding, Past President, Treasurer: Richard has been involved with AFMS since 1990. He has held the positions of secretary, registrar, president and now treasurer. Richard is a family lawyer who has been in practice since 1983 and teaches a course in family mediation at Mount Royal College.

Joanne McKay, Registrar: is a family and divorce mediator in private practice in Red Deer. She has been a member of AFMS for three years, and in the past year on the AFMS board as Registrar. Joanne is involved in direct practice, training and also deliver a three hour Parenting During Separation and Divorce Seminar at the Red Deer College.

Elizabeth Henderson: Elizabeth is a Chartered Psychologist with practice in Calgary independent focused on civil forensic and private assessment, dispute resolution, and industrial-organizational consulting. With 15 years of experience in the public and private sector, she draws comprehensive expertise from her of psychology, dispute resolution, and education. She is presently in the final stage of researching and writing her doctoral dissertation and, she says, no one will be more delighted to be finished that task than she. Even her efforts as previous AFMS newsletter editor paled in comparison. As part of her

Inside

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- 2 Upcoming Events...
- 3 Expert Corner...
- 4 AGM News....

commitment to broadening public awareness of ADR, she now sits on the Board of AFMS and is a member of the Alternate Dispute Resolution Committee at the Calgary Chamber of Commerce.

Linda Long: is an Edmonton member of AFMS, chairing the Edmonton Chapter since 1993, and serving the Society on the provincial Board since 1992. Linda practised law for many years, and has now restricted her practice to mediation as a Registered Family Mediator. She is a dedicated wife and mother of three. She conducts family. parent/teen. organizational and school-based mediations in the Edmonton area. Linda is actively soliciting the involvement of more AFMS members in the Edmonton chapter and invites interested members in Edmonton to call her at 469-4047.

Lori Kovacs: has been employed as a family mediator since 1991. Prior to this, she worked in a number of positions with Alberta Family and Social Services. Lori completed her psychology degree at University of Lethbridge in 1983 and a BSW from the University of Calgary in 1985. She is interested in the future direction of family mediation and hopefully serving on the board there will be an opportunity for lots of promotion. Lori is also currently on a working group though the Commissioner of Children's Services to assist in promoting mediation on other areas for children and their families.

Colleen Moreland: possesses a diverse background, having obtained a BA in English, an LL.B and a

BSW. She is currently practising family and divorce mediation with Alberta Family and Social Services Mediation and Court Services in Calgary, Alberta.

Lorri Yasenik, MSW, RSW, RFM: Lorri is a private practitioner offering family mediation. counselling and training services. Lorri has eleven years experience working with children. adults. couples and families. Areas of expertise include child and family assessments, treatment of trauma (sexual, physical. emotional), children of divorce, post divorce counselling. and gender sexuality issues. Lorri is a founding member of the Alberta Play Therapy Association and is presently the Clinical Supervisor for the East Central Communities for Sexual Abuse Treatment Program.

Shirley Riedmueller: says things that make her feel happy and healthy are family, nature and helping people. She was born and raised in Edmonton and moved to Medicine Hat nine years ago with her "life's partner" of 26 years. She is an avid gardener, raising both vegetables and flowers. Shirley's new challenge is xeroscaping, substituting grass with plants that will thrive in a hot dry climate with no additional water Her interest in mediation is the result of working with many adolescents and adults who have experienced turbulent family break-ups or abuse in their lives. She beleives in some cases, had mediation been more readily available, their sense of power and control would not have been stripped away. "Helping People Help Themselves" is not only the slogan of Shirley's new business.

comResolutions, but her belief that most people are capable of helping themselves and all they need is "guidance".

Marti Rvan. B.P.E., M.P.E..R.F.M. Secretary: Marti is currently an instructor at Red Deer College and has a private practice in mediation and facilitation-focusing on family, school, and work-related mediation. Marti trained at the British Columbia Justice Institute. the Alberta Legal Education Society. Alberta Arbitration Mediation Society and the University of Calgary. In addition to being a board member of AFMS, she is a member of the AAMS and FMC.

Eileen Baril's educational background includes a Master of Education in counselling psychology. She is a chartered psychologist who is a sole practitioner and whose private practice is located in downtown Edmonton. Her background includes teaching and extensive involvement volunteer community of Edmonton. Within her clinical practice, in addition to mediation, she provides psychological assessment of children and adults presenting with a wide range of concerns inclusive of learning disorders, behavioural and emotional problems, post traumatic stress and parenting and custody concerns. Individual, couple and family counselling are also provided. This is Eileen's second term on the board of AFMS.



AFMS Newsletter invites your comments and reactions to our format, issues we face as mediators in Alberta. or for networking discussion. Write: Suite 502, 1300-8 St. T2R 1B2 or fax: 228-1897 to Letters to the Editor. **AFMS** Newsletter. Let's hear from you!

NOTICE:

NEXT YEAR AFMS WILL BE
PRODUCING A
DIRECTORY OF
MEDIATORS. THIS
PROJECT IS TO BE
COMPLETED BY MARCH,
1997. INTERESTED
MEMBERS AT LARGE WHO
WOULD LIKE TO BE ON
THE PLANNING
COMMITTEE FOR THIS
DIRECTORY, PLEASE
CONTACT JANIS
MAGNUSON AT: 686-2600.

FROM THE PRESIDENT Janis Magnuson

When I agreed to take on the job as President in January, I was assured that the organization was proceeding smoothly, and not much time would be required as President. So imagine my dismay when the fax machine started printing out copies of correspondence that required immediate attention and answering machine started issuing commands to call people with urgent concerns. Had I been sold a bill of goods or was this the start of something new, I asked the Past President.

It appears that more people are intrigued by the idea of alternative dispute resolution so there is a greater demand for information about mediation. Hard to say whether this great flurry of activity is being created by public demand or by government initiatives, but in any event there are now more concerns being raised.

Some of the pressing issues that I think need to be addressed by this organization are:

-Bill 203- "The Family Dispute Resolution Act", a private member's bill due to be introduced shortly into the legislature.

- -continuing the discussion re: credentials, education and disciplining of AFMS members
- -public education
- -trademarking the name
- "Registered Family

Mediator" (RFM)

As President, I hope that this organization can grow to meet members' needs, which I will assume include being kept abreast of current trends in the mediation field. The other board members and I have discussed at length the goals and objectives of the organization. Realizing our limitations as a volunteer board with no paid support staff, we have decided that we will choose one topic and attempt to deal with that as comprehensively as possible. We therefore decided that public education needed to be addressed and will be preparing a media plan over the next few months.

This Board does not intend to act or appear elitist and isolated. I welcome and may even beg for your input! Board meetings are held by teleconference at noon on the last Tuesday of every month. Board members gather in central locations in Calgary, Edmonton and Red Deer. Poor Shirley in Medicine Hat has to sit by herself for the hour! Anyone who wishes to attend a meeting is more than welcome to do so. Please just contact me and I will give you the address and the date of the next meeting. If you would prefer to have a matter added to the agenda and dealt with in your absence, please fax me a note at 686-3314 or call me at 686-2600-I'm approachable!

UPCOMING EVENTS

April 30-May 3, 1996: "Making Peace and Sharing Power: A National Gathering on Aboriginal Peoples and Dispute Resolution", Division of Continuing Studies, University of Victoria: Victoria, BC. Call (604) 721-8470 or fax (604) 721-8774

May 8-11, 1996: AFCC's (Association of Family and Conciliation Courts) 33rd Annual Conference: 'Best Interest: Special Issues for Children and Families', San Antonio, Texas. Conference Workshops include: protecting the interests of the child in mediation, tailoring court services to the best interest of the child, dealing with anger. For more information call (608) 251-4001 or fax (608) 251-2231.

May 13-16, 1996: "Multi-Party Mediation Institute, An Advanced Institute on Designing and Managing Complex Public Interest Processes", Whistler, BC. For more information contact the Whistler Centre for Business and Arts (604) 932-8310 or (604) 682-5248 or fax (604) 932-4461

May 21-25, 1996: The Network: Interaction for Conflict Resolution presents its forth biennial conference: Interaction '96, Edmonton, AB. Contact Sylvia McMechan, conference coordinator at (519) 885-0880.

July 16-21, 1996: National Association for Mediation in Education 11th Annual Conference: 'Conflict Resolution in Education/Partnerships in Action: Building Caring Schools and Communities', John Hopkins University, Baltimore, MD.

October 24-26, 1996: FMC 10th Annual National Conference, Winnipeg, Manitoba-watch for further details in the next issue



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Report on the Annual AFMS AGM

AFMS

he AFMS Annual General Meeting was held January 20, 1996 in Red Deer, Alberta. Thirty-five people braved possibly the coldest day this winter to attend, from as far away as Lethbridge, Calgary, Barrhead, and Rocky Mountain House.

The highlight of the business meeting focused on Standards for the RFM designation. The standards as outlined by the Registrar, Joanne McKay, should be in place for January, 1997. A copy of the proposed standards was distributed to include such aspects as initial training hours, hours of professional development, and submission of Memorandums of Agreement from three completed mediations.

Also a report was circulated and discussed on a suggested disciplinary process.

Certificates were presented to new RFMs and these individuals will be listed in the Practising Mediators brochure.

The afternoon panel discussion provided excellent food for thought. The three high profile speakers were: Justice Jim Foster, QC, lawyer, David Elliot, Program Coordinator for Interface 96, and Mr. John Lackey, Commissioner for Children's Services, were well prepared with information and definitely support the need for family mediation.

John Lackey stressed early intervention, the community-based committees which are restructuring children's services, and the absolute focus on meeting the needs of children-starting at a very early age. David Elliott, in addition to discussing the relationship of family mediation to a more global ADR provided approach, detailed information on the upcoming 'Interaction **'96'** Conference in Edmonton, May 22-26. There are many sessions of interest to family mediators. Justice Foster provided very real information on the needs and benefits of mediation in divorce situations. He discussed thoughtful examples of here a form of mediation is sometimes used at the final step, in the judges chambers. Getting the parties talking in realistic terms to reach workable parenting and property settlements is essential and he supported the necessity of mediation-early in the process in The discussion many cases. following the presentations was informative and thought-provoking. feedback Overall. the from participants attending the AGM in Red Deer, was that the day was definitely worthwhile, the food, the networking, and the information sharing was great and therefore, worth the drive in -40 degree weather! Thanks to all who attended and shared. We will look forward to the next year's 1997 AGM in Calgary.

by Marti Ryan, AFMS Board Member

OUR ADVERTISING RATES ARE STILL UNBELIEVABLY LOW!

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CALL FOR SUBMISSIONS!

Submissions the to AFMS Newsletter are not only welcome, they are desperately needed! Get involved with your newsletter! Deadline for the next issue is: May 1996. 15th. Please forward to: April Editor, **AFMS** Newsletter, Suite 502, 1300-8 St. SW. Calgary, T2R 1B2. Tel: 228-1897. Please disk in submit on MS Wordperfect or Word format.

MEDIATION ON THE MARCH! by Linda Long

On February 16th, 1996, after I had observed the mandatory parent education course called: "Parenting After Separation" being offered in the Judicial District of Edmonton as a pilot project, I met with Madam Justice Trussler to discuss the course and its future in Alberta.

The course brochure states that the objectives of the course are: "1) to provide information about children's reactions to their parent's separation, 2) the legal, emotional, financial implications of separation for the parents and how to cope with these concerns, 3) to provide information about mediation verses the adversarial approach to dispute resolution, 4) to discuss options around parenting arrangements for you and your children (Custody, Access, Joint Custody, Parenting Plans, and 5) to learn how to maintain the relationships with children during and after separation Through handouts, and divorce. videos, resource materials, role playing and formal instruction. parents have the opportunity to receive valuable information about parenting after separation". significant component of the course is presentation and discussion of the role which mediation ought to play in the resolution of parties differences. It is a process highly recommended in the course manual and by presenters.

I found the course to be informative and very well presented by Franklin Kane, family therapist and mediator, and Jeanne Byron, lawyer and mediator, both are

previously divorced and re-married. Their credibility with participants, many attending involuntarily, was quickly established and by the end of the first three hour session most individuals were becoming more positive about being required to attend and about the information which they were receiving. By the end of the second session nearly all the participants were expressing positive views about the course. The main area of discontent voiced concerned the fact that only the applicant in a court action is required to attend, however this is mitigated by the unified views of the members of the Bench, as expressed by Madam Justice Trussler, that a negative inference may be drawn against non-participating а respondent in court. In addition. cross-applicants are required to attend before their cross-application will be dealt with. Presenters are also pleased to note a large increase in voluntary attendance and word of mouth referrals.

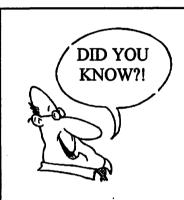
Course presenters and Madam Justice Trussler are concerned that high standards of mediation services in the Edmonton community be available as hundreds, soon to be thousands, of participants newly educated about mediation start searching for services. AFMS has been invited to maintain a supply of practising mediator brochures on the brochure table at the back of the course presentation area in the Edmonton Law Courts. The Society is also invited to publicly engage in activities within the larger community which support high mediation standards and a code of ethics. Madam Justice Trussler stated that "the best support for clients and this program is by recommending mediation and being available for clients." She sees this project as having province-wide growth potential and indicated that the project has very strong support from the Bench.

After mv period ofobservation and discussion with those involved in the Edmonton project. I would recommend to our Society and our members in the Alberta communities, that if you want to see mandatory parent education programs where you live, you should organize, particularly speaking through established organizations such as AFMS. AAMS, CBA, professional and governing bodies etc., and use the political processes effectively, Now to maintain funding availability The Departments of momentum. Family and Social Services and Justice have collaborated to develop this program; the model is in place and appears to be meeting its objectives. Funding appears to have been allocated as a result of long term direct political lobbying of MLAs and cabinet. Grassroots members of AFMS across the province are in a position to assist in the expansion of this important program into Alberta's smaller communities. Local chapters of AFMS could be newly established to lobby on behalf of AFMS. Board could discuss a consistent province-wide policy for expansion to guide, but not restrict, local efforts. We are an organization of members supporting ADR and the

public interest. Let us take up the challenge!

*Course information is available through Alberta Family and Social Services, Edmonton, (403) 413-9805. Leave a message on their machine and it will be returned.

Linda Long is a current AFMS Board member.



-that May 21-25 has been declared conflict resolution week in Edmonton by the mayor?

-ACJNet (Access to Justice Network) is now online! ACJNet links Canadians with questions, concerns and expertise in law and justice issues. Information contact:

RoryO'Brien robrien@web.apc.org ProgrammeManager, NirvCentre

RESEARCH IN FAMILY MEDIATION

A Synopsis by Elizabeth Henderson

A recent article in Mediation Ouarterly (Fall, 1995) by Michael Benjamin and Michael Irving caught my eye. The authors reviewed 51 studies related to family mediation and the implications, as reported in the article "Research in Family Mediation: Review and Implications" were extensive. I shall refer only to those relating to the Practitioner. As practitioners, we are well aware of the benefits to family mediation but it is always gratifying to see research support our personal beliefs. authors report that the research shows mediation is a highly effective approach in that the majority of clients reach agreement in some degree, report satisfaction with the experience, consider it a fair and responsive process, tend to comply with the terms of their agreement, and tend to resolve difficulties informally rather than go to court.

The review of studies also consistently indicated that mediation is an efficient approach based on cost and time. Additionally, clients tend to generate more comprehensive agreements through mediation than they would through litigation.

Although there were many more findings reported in this article, those were the most relevant for consideration by practitioners. Benjamin and Irving presented some implications for relevant consideration by practitioners. First, the literature makes it increasingly

clear that "passive neutrality aimed at settlement" often does not serve the client best. They pointed out that directive. "active. and flexible intervention seems to produce better The authors made a results". distinction between mediator control over the process and content because the active mediators can only intervene in issues that clients are willing to put on the table. They noted that "for practitioners accustomed to more passive forms of service, accepting the utility of an active approach will involve a significant shift in emphasis" and also that such an acceptance is significant for mediation training emphasis.

The authors additionally suggested the need to redefine success in mediation, as indicated in research. It is not only a full settlement that can indicate success. They feel that the "key to success in mediation is change". This can mean gaining confidence greater negotiation ability, having the opportunity to fully explore settlement options, or finding some receptiveness to ideas. As long as clients take with them "a positive experience. then the mediation process will still have succeeded."

The nuggets found in this article were both enlightening and heartening. We do good work and our clients almost always benefit to some degree from interacting wit us in the process of mediating.

Elizabeth Henderson is a psychologist in private practice and current AFMS Board member.

WELCOME TO OUR NEW MEMBERS

Glen Hickerson, Calgary
Robert Romeril, Medicine Hat
Jeanne Byron, Edmonton
Colin Dykes, Red Deer
Donna Morris, Cochrane
Dawn Mazurek, Grande Prairie
Lorne Abell, Lethbridge
David Day, Edmonton
Marian Anne Mucha, Ft. McMurray
Brenda Vanderbeek, Calgary



Dr. John Haynes book,
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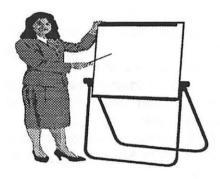
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EXPERT CORNER

AFMS has a new installment called 'expert corner'. In this feature various experts provide information which may be of benefit to practitioners. In this issue, use of paralegals, part one of information on limited partnerships, and tips for encouraging a "good divorce".

Paralegals and the Uncontested Divorce by Debbie Ward

When both spouses agree with all issues involved in a divorce proceeding it is uncontested. Common examples of such issues include: grounds for divorce: custody, support, and access to children; and spousal support. Spouses can resolve the issues with or without the assistance of lawyers and mediators. Further, they can proceed with an uncontested divorce via the 'do-it-yourself method' or they can hire a legal professional such as a paralegal or lawyer.

There is a growing trend toward the use of paralegal services. First, consumers are becoming more educated about law and procedures. They know (or at least think they know) what they want and what they are entitled to. So, why go to a lawyer? Second, legal proceedings are becoming less technical and more standardized-much like an income tax form. In many situations, it can be very easy for experienced and trained paralegals to assist with uncontested divorces. Third. consumers are becoming more price sensitive. Given the first two reasons just described, many consumers elect to use paralegal services to reduce their legal fees.

A paralegal can assist with an uncontested divorce regardless of whether the issues were resolved with or without the assistance of mediators and lawyers. However, there are limitations in what paralegals can do. Paralegals can gather information needed by the Courts, prepare and file documents, and arrange service. They cannot, however, give any legal advice whatsoever on grounds for divorce, custody, child support, spousal support, any matter that might become contested, or any matter that might be the subject of an inquiry by a judge.

There are three pitfalls that may arise when paralegal services or the 'do-it-yourself' method are used in an uncontested divorce. First, the divorce may become contested. This happens when circumstances surrounding the divorce change, or if there are misunderstandings between both spouses.

Second, if a judge is dissatisfied with arrangements

affecting children, both parties can be ordered to appear in chambers, provide further evidence, or enter the case for trial. As stated in section 11 of the *Divorce Act*, 1985,

"In a divorce proceeding, it is the duty of the court to satisfy itself that reasonable arrangements have been made for the support of any children of the marriage and, if such arrangements have not been made, to stay the granting of the divorce until such arrangements are made."

Third, there may be other benefits to hiring mediators and lawyers that the spouses may not know about. Paralegals do not have the training or qualifications to identify these other benefits.

Overall. if any matter becomes disputed, procedural complications arise, or if either the Court or a spouse become concerned about the reasonableness of any arrangements, professional services from lawyers, mediators and even counsellors may be extremely beneficial. Further, both spouses can possibly avoid the pitfalls just described if they see a lawyer before proceeding with an uncontested divorce.

Ideally, both spouses will have a legal separation agreement in place and approved by their lawyers before seeking the services of a paralegal in an uncontested divorce. This is especially important when children are involved.

Debbie Ward, B.Comm., is a Certified Paralegal and owner/operator of Pardon Depot. She specializes in Pardons, Waivers, and Uncontested Divorces.

AN INTRODUCTION TO MUTUAL FUND LIMITED PARTNERSHIPS

WHAT IS A LIMITED PARTNERSHIP?

A limited partnership is a business vehicle that offers investors access to income tax savings in addition to the potential economic benefits of a successful investment. partnership is an limited organization made up of a General Partner and a number of Limited The General Partner Partners. manages the organization and receives compensation for its role as manager. In addition, the General Partner assumes unlimited liability for the obligations of the limited partnership.

The Limited **Partners** provide capital to the partnership through their purchase of units of the partnership and in return receive income generated by the partnership, capital gains and tax benefits. The Limited Partners are not involved in the day-to-day management of the partnership and so long as they retain this passive role, their liability for the obligations of the organization are usually limited to the amount of their capital investment plus their share of undistributed income from the organization.

There are several types of limited partnerships which exist to finance:

-Back-end load mutual fund selling

commissions

- -Real estate projects
- -Power generation plant development -Oil and gas exploration and
- development
- -Film development -Equipment leasing
- -New product research and development

WHAT IS A MUTUAL FUND LIMITED PARTNERSHIP?

A mutual fund limited partnership is a limited partnership formed to pay selling commissions to I.A.s who have sold back-end load mutual funds. The mutual fund limited partnership raises money by selling partnership units in the limited partnership to limited partners in advance of I.A.s selling back-end load mutual funds. This allows the mutual fund company to sell its back-end load mutual funds without having to borrow money from a bank to pay I.A. commissions. For example, if I.A.s. sold \$20 million of a back-end load mutual fund, \$1 million would be needed to pay a 5% selling commission In 1986, the mutual fund limited partnership structured to solve this problem. In return paying selling for commissions, the limited partnership receives a percentage of the mutual fund company's management fee for the life of the partnership and all redemption charges collected from back-end load mutual fund investors who sell their units before a prescribed period of time.

Transactions:

1. Mutual fund limited partnership investor invests \$100 in the mutual

fund limited partnership.

- 2. Mutual fund investor invests \$2,000 in a mutual fund (commission is \$100).
- 3. Limited partnership pays \$100 to the I.A. who sold the \$2,000 of mutual funds.
- 4. Mutual fund company receives a fee of 2% or \$40 for managing the mutual
- 5. Limited partnership receives approximately 25% of the management fee, or 0.50%, as its share of the management fee for distributing the mutual fund units (distribution fee).
- 6. Limited partnership receives all redemption fees charged to mutual fund investors who redeem their back-end load mutual funds.
- 7. General partner receives General & Administrative fees for managing the limited partnership.
- 8. Limited partners receive the redemption fees and the distribution fee, net of the General & Administrative expenses.

Tax Considerations

A limited partnership is not subject to income tax and does not file tax returns. However, the partnership is a business that has the potential to earn a profit or generate a loss. Since this profit is not subject to tax at the partnership level, the limited partners are responsible for claiming, at their personal income level, their pro-rata share of the net income or net loss of the partnership.

Brian Parker, B. Comm. is an investment advisor with Richardson Greenshields of Canada and may be reached at 266-9660.

AFMS.

TURNING A BAD DIVORCE INTO A GOOD ONE

By Beatrice Norrie

We're all too familiar with the ravages of divorce, either through personal experience or family and friends. Movies. newspapers and Oprah Winfrey characterise and caricaturize the pain, the humiliation and the grief. Quite naturally, we've come to expect that divorce is "bad". In this context, to think of a divorce as "good" can seem like an enigma. But if we realize that what makes divorce destructive or constructive depends on what individuals do and think and how they behave, then a good divorce is not an oxymoron. As professionals, we play a key role in influencing our client's experience of divorce. Be being aware of a few tips, we can help turn a bad divorce into a good one.

1)Treat your client's divorce crisis as normal: Reassure your client that divorce is a process, tragic as it may be, and not an event. The heartaches, angry words, disturbed sleep and feelings of revenge have for a long time, affected your client and his/her partner, deepening and widening the gulf between them. These are normal crisis reactions. which could have been evoked in other crises. like missed opportunities, a job dismissal, or a chronic illness. They are normal human reactions that tell us we need to end our state of duress and begin

afresh. Endings and beginnings are constants in our life experiences. Your client will work through this process-and will recover. Inspire your client to believe that the divorcing process is normal, and that remarriage, the first and even second time around, is normal too.

2) Reframe your client's thoughts for a good divorce: By reframing or restructuring your client's ideas, you seed new thoughts and a fresh perspective. Divorce is not the end of the family and doesn't necessarily ruin the children's lives. Nurture the notion that while the single, nuclear family unit may be ending, two binuclear families may by just beginning. When your client enters into a different family structure, he or she embraces new relationships and fresh opportunities. The former nuclear family can still love and support the children, but within different family milieus.

3)Suggest your client consider ways to reach family goals for a good divorce: Your client can still strive for family goals even though the marriage is ending. What does your client want for the family? How can he or she reach those goals? Suggest that your client write down these goals and whats to achieve them. Let your client know that they may be frequently added to or altered.

One goal your client may express is a wish to strengthen the family unit, rather than to harbour negative thoughts that divorce is inevitably destructive. To do this, your client may therefore want to consider the new family as binuclear, or as mom's family and dad's family. To think of the family as being "abandoned", "dumped", or

"the loser", is to think destructively.

Another client goal could be developing the art of compromise to work through child care arrangements, such as where the children will live and when they will visit the other parent. Mom and Dad won't be able to get everything they want. For a good divorce, both parents must meet each other half way.

Remember, however, that your client must remain in charge of the divorce process. Don't allow vour client to leave it up to you to steer the way for him or her. Have vour client take the initiative to tell vou what he or she wants to see How does your client envision the separation of the family into binuclear families? Have your client talk about what organization will look like. It may mean that the routines in both homes will be the same. Perhaps bedtime and morning schedules will be the same, tv watching will be at the same time of the day, and the children will watch the same programs. Or perhaps the children will do the same chores and the discipline will be the same.

4) Encourage your clients to fuel the positive effects of divorce on the children: Help your client to understand that their children need time to adjust to the changes that are occurring in the family. Some children need more time than others. and are pokey in accepting changes. Reassure your client that children do change when loved, supported, and understood. If the children see that mom and dad are cooperating with one another, it is likely they will cooperate in visiting the noncustodial parent. And if one parent didn't want the break-up, the other must cooperate to facilitate the changes.

- 5) Introduce the idea of a limited partnership: Although the spousal relationship is severed, it is important that the ex-spouses learn they now have a limited partnership, with the children being stakeholders. The parents in this partnership need to meet periodically, either annually, or every six months, to discuss how to develop partnership rules that are clear, equitable, and consistent. They also need to talk about the new or potential expansions in the binuclear family units. How can they help the children to relate to non-biological kin? What are they going to share about the new stepsister or brother? The new family units, possibly not well-received by one parent, can be of great support to children. Help your client ro accept and welcome the new family members.
- 6) Encourage your clients to care for their emotional selves: It is easy for divorcing parents to become cynical, disillusioned, angry and hurt. This is normal. But, every relationship has its good and bad moments and good and bad times. Help your client to gain this perspective on their ex-relationship, and to refrain from viewing the whole through dark glasses. It is important to forgive the hurt and betrayal. Tell your client to build on the good moments in the ended relationship, as a foundation for future relationships. Encourage tour client to let go of the anger, since anger holds back an individual from moving on. Be aware that some

divorces end with individuals not knowing what went wrong and what happened to destroy the couple. If your client wonders about these things, there may be no clear-cut answers, only ambiguities to love with. We must accept that, in many aspects of living, questions sometimes remain unanswered.

Beatrice Norrie is a chartered psychologist with the firm Fong Henderson Ailon & Norrie in Calgary.



ATTENTION!

We want you at our next AGM!

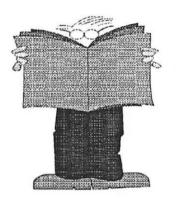
What do you want for your next AGM?

- 1) One day training with AGM to follow?
- 2) Two day training with AGM to follow?
- 3) If so, what specific areas of training would interest you?
- 4) Would you be more interested in beginning or advanced skill building/training?
- 5) Would you be interested in guest speakers (as opposed to training)?
- 6) Would you be interested in a wine and cheese or other kind of social event following the AGM? Any other exciting, creative, stimulating suggestions for the next AGM?
- 7) Is the third week of January a good time for the AGM?

Please fax answers/suggestions to Lori Kovacs or Colleen Moreland at 297-6103. Any feedback would be welcome!

ETHICS IN MEDIATION by Dr. Larry Fong, C. Psych.

FOR YOUR READING CONSIDERATION



Beyond Blame: A New Way of Resolving Conflicts in Relationships, Jeffery Kottler, 1994, Jossey-Bass.

Conflict Cooperation & Justice: Essays inspired by the work of Morton Deutsch; Barbara Bunker, Jeffery Rubin & Associates, 1995, Jossey-Bass.

Designing Conflict
Management Systems, Cathy
Costantino & Christina Sickles
Merchant, 1995, Jossey-Bass.

*Jossey-Bass has an excellent selection of mediation books, for their catalogue, call (415) 433-1767

*AFM also has an excellent selection, call: (617) 674-2663 for a catalogue

I was recently a guest lecturer at Southern Florida University on ethics in mediation. Florida has enacted legislation for all mediators who take clients referred by the court. Their regulations are extensive. An interesting component of the lecture was that there were 3000 certified mediators in Florida. and it was not known how busy they were. They were regulated. however, it appeared that the work might not have been forthcoming. Notwithstanding, the regulations did provide a framework that would serve the protection of the public. The regulations does not cover those mediators in private practice, who do not accept clients from the court referral system.

In addition, one of the most enlightening parts of the lecture was what types of ethical violations occurred in the context of mediation. I hope to regularly include in this newsletter those ethical of difficulties, and perhaps the reader of this might wish to consider this in their particular practice. Mediators, who are members of the Alberta family Mediation Society (AFMS) must comply with the ethical guidelines of Family Mediation Canada.

One example of problems in Florida over complaints during a mediation:

Question: at the conclusion of a multi-session mediation, the mediator stated in a casual conversation with both parties and the attorneys that the mediator's car was in the shop. The defence attorney offered the mediator a ride home (it was "directly on his path home"). The mediator accepted the offer. The mediator does not dispute that the ride was offered and accepted.

The complaint committee did not find this to be a violation of rule 10.070(a)(3), which prohibits acceptance of a gift or favour.

Question: what about proceeding to collect a past due account for mediation services provided?

A mediator, just like any other professional service provider, is entitled to compensation for the time services are rendered in accordance with the agreement of the parties or the court order appointing the mediator. In the event the mediator is not paid for his/her services at the conclusion of the mediation, the mediator, like any other creditor, may seek full payment in any lawful manner.

Editors Note: Dr. Fong will be pleased to address any questions related to ethics in the practice of mediation in future columns. Please write him care of the Editor, April Clay.



AFMS NEWSLETTER P.O. BOX 403 918-16TH AVENUE NW CALGARY, AB T2M 0K3

> Dr. Larry Fong Suite #850 736 - 6 Avenue SW Calgary, AB T2P 3T7

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Editor: April Clay, (403) 228-1897 fax (403) 228-1897

Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the Editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

AFMS Board of Directors

Janis Magnuson (President), Richard Harding (Past President, Treasurer), Louis Faber, Joanne McKay (Registrar), Marti Ryan (Secretary), Eileen Baril, Elizabeth Henderson, Linda Long, Collen Moreland, Lori Kovacs, Lorri Yasenik, Shirley Riedmueller.

Alberta Family Mediation Society

Fall 1996

Notes From the President-Janis Magnuson

fter a nice, quiet summer the paperwork barrage starts...However, the good news is that there is a lot of energy and movement in the dispute resolution field. ADR, or "appropriate dispute resolution" as I and many others prefer to call it, seems to be on the verge of mass awareness. Then again, it could be only my hopelessly optimistic nature!

Volunteer Opportunities

Lorri Yasenik, Hopeton Louden, Richard Foggo and I are meeting with representatives of Mount Royal College and East Side Family Services to determine what the needs and opportunities would be of a volunteer mediator program. The framework has yet to be determined but it appears that East Side has the clients needing the services. Mount Royal has students needing practice opportunities and AFMS has trained and experienced mediators who could work as mentors and co-mediators. Details of the program will be circulated at a

later date. Anyone interested in this opportunity should feel free to contact either me or any other committee member.

Media Program

Earlier this year the Board identified the need for more information about mediation to reach members of the public-those who ultimately would benefit from our services. To that end, we have been working on the concept of a media campaign. A journalism student from SAIT has expressed interest in helping prepare such a campaign so hopefully we will be able to develop an action plan in the near future.

1-800-Mediate

We have been giving serious consideration to the idea of having a province wide toll free number available so that people could call and receive information kits from our organization. This ties in with our plan to review our office needs to determine how we can most efficiently provide service to members and the public.

MARK OFF THIS DATE ON YOUR CALENDAR!!



SATURDAY JANUARY 25,1997

AFMS ANNUAL GENERAL MEETING

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Upcoming Events:.....page 4

AFM Conference Review:.... pages 5

Expert Corner:page 7

News cont'....

Some questions: Do we need a real live person answering the phone? Should we have a taped message similar to dial.-a-law? Where should the organization's records be kept? Do we need/can we afford staff? Any thoughts, anyone?

Registered Family Mediator Trademark

Our registration process has been on hold the last few months as discussions have continued among Family Mediation Canada (FMC), BC Arbitration and Mediation Institute (BCAMI), Society for Professionals in Dispute Resolution (SPIDR) and Arbitration and Mediation Institute of Canada (AMIC). It appears that if the current applications are withdrawn, all parties will proceed to a national dialogue on the issue of credentialing. Again, I would point out that although the "RFM" designation may not be protected by trademark, it can still be used by AFMS for its own membership classification purposes.

Annual Meeting

The next annual meeting will be held in Calgary on January 25th, 1997. Your input into this organization is not only welcome but encouraged. Please feel free to call me at 262-9200 to voice your opinion on any matters that you feel need to be addressed.



OUR ADVERTISING RATES ARE STILL UNBELIEVABLY LOW!!

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FULL: \$100.00



SEND CAMERA READY AD TO: EDITOR, AFMS NEWSLETTER, SUITE 502, 1300-8 ST. SW, CALGARY, T2R IB2

Words from the Wise

by Colleen Moreland

As family mediation moves into the horizon of professionalism, standards, discipline, guerilla marketing, academia, and statistical correlation, let us all beware of losing the forest for the trees. In the fury of these complex debates, it is both refreshing and reassuring to take a step backwards and remind ourselves why we are committed to this process.

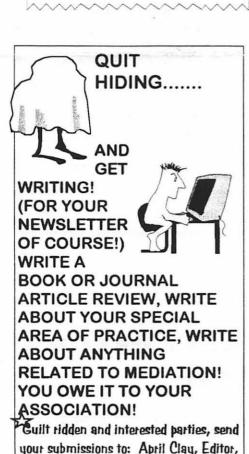
It seems to me our very best reminders are both the words of those who have experienced mediation first hand:

"Without mediation this whole process could've been very messy. Thank you."

"Mediation provided a good environment to communicate, without it we only argued."

NOTICE BOARD

If you would
like to place a
note on the
"Notice Board"
please fax to the
Editor, AFMS
at
228-0343



AFMS, 502, 1300-8 St. SW,

Calgary, T2R 1B2 in WP format

Words From the Wise Cont'

"I think that mediation helped us to set aside our differences and think about our daughter first."

"My family life has definitely gained largely from this program and so will society."

"Thank you - I know you make a difference in people's lives."

"A real plus for parents to work out difficulties without the hassle and expense of court. A great program. Keep it up."

"My ex and I are now able to maintain a friendship that otherwise would not have happened. This is of great benefit to our son."

"Mediation helped me to set aside my emotions for interests regarding the children."

"I found mediation gave us a better understanding of the issues and the mediator kept us on track which we ourselves could not do without petty fighting."

"Came out of this process feeling good about what has been accomplished and also knowing that what we did we could not have been done without mediation."

"Thank God this system is in place. They should have done this for my parents."

"Miracles do happen!"

Little else needs to be said. We should all be encouraged to leave room and respect the value of these words, as we wade through the latest empirical research.

Colleen Moreland is a lawyer and social worker currently practising family mediation in Alberta Family and Social Services, Family Mediation and Court Services Unit in Calgary.

NEWSLETTER SURVEY:

Please respond to the following questions or forward your own thoughts/ideas to: April Clay, C. Psych, Editor, AFMS, Fax: 228-0343 in Calgary

- What function do you feel your newsletter should perform for you as a member?
- Are you currently satisfied with the contents of the AFMS newsletter?
- What improvements would you like to see for 1997?
- Any other comments.....



UPCOMING EVENTS

November 6-8, 1996. Wisconsin Association of Mediators presents: Fifth Annual Conference on Emerging Issues in Mediation. Concourse Hotel, Madison, Wisconsin. For a conference brochure please contact: Emerging Issues in Mediation, Health and Human Issues, 610 Langdon Street, Rm. 326, Madison, WI 53703 or call (608) 263-5130.

January, 1997 AFMS Annual General Conference???

January 30-February 1st, 1997. Academy of Family Mediator's Second Annual Mid-Winter Meeting. San Diego, California. To request the program materials call: (617) 674-2663 or e-mail <afm office@igc.apc.org>

June 3-7, 1997. AFCC (Association of Family and Conciliation Courts) will hold their 1997 Annual Conference in association with the Second World Congress on Family Law and the Rights of Children and Youth in San Francisco, California. Call (608) 251-4001 for more information.

June 14-19, 1997. Academy of Family Mediator's 14th Annual Conference in Cape Cod, Massachusetts. The topic will be "Family Mediation: Beyond Divorce". Headquarters will be the beachfront Sea Crest Resort, voted again in 1995 as the "best Resort in Cape Cod". Discounted room rates available-plan ahead!

September 11-13, 1997. AFCC (Association of Family and Conciliation Courts) Third International Custody Evaluation Symposium, Brekenridge, Colorado. Call (608) 251-4001 for more information.

September 14-16, 1997. AFCC (Association of Family and Conciliation Courts) Third International Congress on Parent Education Programs, Brekenridge, Colorado. Call (608) 251-4001 for more information.

July 6-11, 1998. Academy of Family Mediator's 15th Annual Conference in San Francisco, California. More details to follow.

NEWS FROM DR. LARRY FONG, C. PSYCH., PAST PRESIDENT AFM

The Editor has asked me to provide some up to date news on different events or noteworthy articles for your mediation practice:

The World Mediation Forum, an international membership of mediators shall hold its Annual Conference in Amsterdam, Holland. The dates are set for August 20-29th, 1997. The dates are set to ensure good attendance, and as well to provide accommodation at a more feasible hotel rate. The last conference was held in Spain. The first international

conference for mediators was held in Dublin, Ireland in 1993.

- You may wish to review some of the newest literature on mediation. Dr. Joan Kelly has recently published the newest research on the efficiencies of mediation, utilizing over a decade of research in the area. This includes both US and Canadian studies. She included the study in Ontario by Dr. Ellis who indicated that mediation tended to reduce risk of post domestic violence versus those clients who entered solely into lawyer negotiated actions. Her article appears in Conciliation Courts Review, July 1996.
- Dr. Janet Johnson, a respected researcher, has recently published several research articles on mediation and domestic violence. It is a welcome addition to the literature, and provides professionals with the first look at research in this area. As noted, there has not been much research in this area. Previous discussions on domestic violence was taken from the perspective of clinicians and thus from the theory to practice basis. The articles should provide professionals with a wider perspective on the problems of domestic violence and categorization of risk factors.
- Don't forget Family Mediation Canada is holding its Annual Conference in Winnipeg, Manitoba. For your information, Manitoba had the first conciliation court in North America, and even preceded the famous Los Angeles Conciliation Court.
- Lang Michener, a leading Canadian law firm, recently published "In Brief", their newsletter. included a special section on mediation and ADR. Also available is the article on Arbitration in Family Law. Contact 307-4188 for a copy.

- The Academy of Family Mediators will hold their annual conference at Cape Cod, Massachusetts during the week of July 14, 1997. A very large turnout is expected. Dr. John Haynes will open the conference and is expected to lecture on a variety of topics. This is one of the few opportunities to see Dr. Havnes as he spends a great deal of his time lecturing in Europe and Asia.
- Pat Lastly, I welcome Blocksom, LL.B as the new trainer for the Legal Education Society of Alberta program in mediation training. She brings to the program an extensive background in law, and remains one of the senior counsel in the province. She is a trained mediator and partner at Dunphy Calvert. She will commence training for the sold out November 1996 program.

ACADEMY OF **FAMILY MEDIATORS** CONFERENCE REVIEW

by Lori A. Yasenik, MSW, RSW, RFM

The AFM annual conference "Shaping the Profession" was held in biking, and hiking. Brekenridge, Colorado from July 22-27 at the Beaver Run Resort. During the in if a person was so inclined. There first two days of the conference the were also plenty of networking participants had a choice of nine opportunities. The participants came the firm through Anita Moore at (415) institutes ranging from "Starting a from a wide variety of backgrounds and Private Mediation Practice"

"Mediation with High Families". The agenda of the last three days consisted of 29 workshops and peer consultation opportunities. The workshops included a wide variety of topics which appealed to the skill level of the beginner, intermediate and advanced mediator. Specialty presentations included such themes as cultural communication. cross relocation issues, mediating the conflict of interfaith couples and families. projecting the consequences of financial settlements etc.

The Plenary was delivered by Dr. Constance Ahrons on the topic of "The Anomalies of Divorce: Choices, Challenges and Changes". Dr. Ahrons, who wrote the book "The Good Divorce", presented a number of innovative concepts including: The Child's Binuclear Family System, The Five Transitions and Crisis Points of Ex-Spouse Parenting Divorce. Relationship Types, Venn Diagnosis

A forum was held on the "Ethical and Professional Predicaments: Managing Grievances Against Mediators". Robert Benjamin (Chair of AFM Ethics Committee) and Erika Grav (Executive Director of AFM) directed the proceedings.

Overall the AFM Conference exceptionally an eniovable was educational and social experience. The conference was very well organized and participants took part in a variety of organized fun activities such as golf tournaments, white water rafting, There was something for everyone to get involved to were from all over the United States



FOR YOUR READING

(including a few of us from Canada and Europe).

If you haven't attended this conference before I would highly recommend it. Brekenridge provided a 2 Confirmation that you wonderful backdrop to the week's activities (and the weather was perfect!) A special "thanks" to an unnamed Ex-President for helping with the business of serious networking and (of course) partying.

Next year's AFM Conference is in Cape Cod. Could it get any better!?

NOTICE

deleted). These must have been completed in 1996

completed have of minimum agreements in the past year.

Please forward these documents to the Registrar's office prior to December 1996 if you 20th. planning to renew your certificate for 1997.



Caught in the Middle: Protecting the Children of High-Conflict Divorce. Carla Garrity & Mitchell Baris, Lexington Books, 1994.

Life Without Father. David Popenoe, The Free Press, 1996



Newsletter invites your comments and reactions to our format. issues we face as mediators in Alberta, or for networking discussion. Write: April Clay. Editor. AFMS Newsletter, Suite 502. 1300-8 Street SW. T2R 1B2 or Fax: 228-0343 Let's hear from you!!



In order to conform with the New RFM Standards approved at the Annual General Meeting held in January of 1996, it is required that each RFM and all new members provide us with the following prior to the 1997 renewal of your Registered Family Mediator Certificate:

1 Three mediated agreements submitted to the Registrar (agreements should have the names

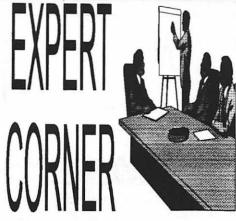


DEADLINE **FOR NEXT** NEWSLETTER



WINTER ISSUE 1997

JANUARY 30, 1997



AN INTRODUCTION TO MUTUAL FUND PARTNERSHIPS

Part II By Brian Parker

WHY DO PEOPLE INVEST IN LIMITED PARTNERSHIPS?

In addition to the tax benefits, limited partners also get the potential income generated by the limited partnership. The ongoing potential for profit is based on the success of the underlying mutual funds. However, it is important to note that potential investors and I.A.s should evaluate the investment potential of the limited partnership in the same way as any other investment. If there appears to be little chance of either earning income on the investment or of recovering the amount invested net of the tax benefits, then it may not make economic sense to enter into the investment

SELECTED CONSIDERATIONS

Life of the Partnership

wound up.

Reputation of the Fund Manager

value of the mutual funds.

Mutual Fund Asset Mix

that will determine a partnership's attractiveness. A high level account. of fixed income mutual funds will ensure a reasonable degree of market Capital Gain or Capital Loss holders will reinvest the interest and selling dividends these funds generate. Mutual units - ACB fund companies allow investors to transfer assets among mutual funds * Features and Benefits within the same group without a 1. Cash distributions - potential for high redemption fee. This allows the limited after tax-returns partnership to participate in the 2. Tax deductions - reduce your tax performance of equity mutual funds if payable mutual fund investors switch from fixed 3. Life of partnership - the longer the income funds Transferred mutual fund units are still residual value and cash flow. considered to have been funded by the 4. Fund Asset Mix could be a positive limited partnership so the limited the fund will be able to perform in a partnership will still receive the variety of market environments. applicable distribution fees redemption fees.

INVESTMENT Selling the Partnership Units in the Secondary Market

There is an over-the-counter market for Life of the partnership is a term that limited partnership units, however, we defines how long the limited partnership do not believe that trading of units is will exist and earn distribution fees and very active. Most of the trading takes redemption fees. In the past, limited place while the tax benefits are still partnerships have been structured to available (the limited partnership is still exist from 10 to 100 years. Assuming in a loss position for the year). Buyers that the underlying mutual funds would likely be individuals who decide perform well, investors would favour a in December that they would like to limited partnership with a longer life shelter income. Sellers would likely be over one with a shorter life since the individuals who did not earn as much in limited partnership will continue to a year as they had originally anticipated receive the distribution fee until it is and no longer require the tax write-of. When a limited partner sells limited partnership units, a capital gain or The reputation of the manager capital loss will result. Three-quarters responsible for managing the mutual of the capital gain must be added to funds is important to consider when earned income, and the limited partner assessing different limited partnerships. will have to pay taxes on this amount. Both the distribution fees and the Three quarters of any capital loss can be redemption fees will be determined to a deducted from capital gains in the year large extent by how successful the fund the sale of the units is made or from manager is at increasing the net asset capital gains made in any of three years before the units were sold. The capital gains tax rules do not apply to the limited partner who still has all or part The mix of fixed income and equity of the \$100,000 capital gains exemption mutual funds is another important factor available. The capital gains exemption limited may be limited by the investor's CNIL

appreciation since most mutual fund Proceeds on sale of units - Cost of

- to equity funds. life, the longer the partnership will have

 - and 5. Leveraged participation in underlying mutual funds - the fi



participation in the management fee of the underlying mutual funds means that as the funds appreciate in value cash flow increases from the management fee.

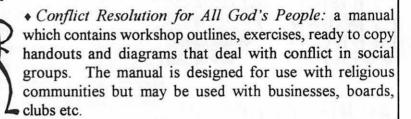
- * Investment Risks to be aware of
- 1. The limited liability available to limited partners may be lost in certain circumstances or unavailable under the laws of certain jurisdictions.
- 2. These may be a limited secondary market which may make it difficult to sell partnership units at a future point in time.
- 3. The net asset value of the underlying mutual funds may fall, thereby reducing the distribution fees paid to the partnership.
- 4. The income tax laws relating to the partnership may change.
- 5. The amount of I.A. commissions paid may not to as high as the amount raised in a limited partnership unit offering, and some of the funds may have to be returned to the client.

Brian Parker is an investment advisor with Richardson Greenshields Canada.



DID YOU KNOW?

Thanks to our member Richard Worden of Medicine Hat for passing along the following resources:



Peaceful Problem Solving Skills (Elementary School Years) and A Nonviolence Training Program for Teenage Youth are two excellent manuals offering ideas, exercises and handouts for teaching conflict resolution to young people.

These three programs are available from Judicial Process Commission, 121 North Fitzhugh Street, Rochester, New York, USA 14614 for \$7.50 US, \$6.00 US and \$7.50 US respectively. Orders can also be placed by telephone: (716) 325-7727.



Divorce and custody bibliography. a 13 page bibliography of current research on custody, visiting, co-parenting and child parental adjustment. (\$8.00)

Divorce mediation bibliography. A 9 page selected bibliography of articles focusing on mediation technique, theory, and research (\$8.00)

Divorce mediation Memorandum of Understanding for a marital Settlement Agreement. a 19 page master agreement providing introductory language and options for division of property (including real estate, pensions, investments, vehicles, life insurance, personal property, liabilities), spousal support, child support, tax issues, custody and parenting agreements (\$40.00)

Agreement to Mediate and other Mediation forms including intake form, financial information, budget of monthly expenses, document checklist and income and deductions form (\$10.00)

more on next page.....

NOW AVAILABLE FROM THE NORTHERN CALIFORNIA MEDIATION CENTER

- ⇒ Kelly, J. (1993). Developing and implementing post-divorce parenting plans: Does the forum make a difference? (\$4.00)
- ⇒ Gigy, L. & Kelly, J. (1992). Reasons for divorce: Perspectives of divorcing men and women. (\$3.00)
- ⇒ Kelly, J. (1991). Parent interaction after divorce: Comparison of mediated and adversary divorce processes. (\$3.00)
- ⇒ Kelly, J. (1990). Is mediation less expensive? Comparison of mediated and adversarial divorce costs (\$3.00)
- ⇒ Kelly, J. (1990). Mediated and advesarial divorce resolution processes: an analysis of post-divorce outcomes. (\$10.00)
- ⇒ Kelly, J. (1989) Mediated and advesarial divorce: Respondent perceptions of their processes and outcomes (\$3.00)
- ⇒ Kelly, J. (1989). Divorce mediation: Characteristics of clients and outcomes. (\$3.00)
- ⇒ Kelly, J. (1988). Client assessment of mediation services (CAMS): A scale measuring client perceptions and satisfaction(\$3.00)
- ⇒ Kelly, J. (1988). Mediated and adversarial divorce: Initial findings from a longitudinal study (\$3.00)
- ⇒ Mail your US Funds cheque to: Northern California Mediation Center

100 Tamal Plaza, Suite 175 Corte Madera, CA 94925 Fax: (415) 927-1422

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South Store: Willowpark Village 271-1597

AFMS Newsletter is published quarterly by:

Alberta Family Mediation Society, P.O. Box 403, 918-16th Avenue NW, Calgary, AB T2M 0K3

Editor: April Clay, C. Psych., Suite 502, 1300-8 Street SW, Calgary, AB T2R 1B2 Tel; (403) 228-1897, Fax: (403) 228-0343

Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

AFMS Board of Directors: Janis Magnuson (President), Richard Harding (Past President, Treasurer), Louis Faber, Joanne McKay (Registrar), Marti Ryan (Secretary), Eileen Baril, Elizabeth Henderson, Linda Long, Coleen Moreland, Lori Kovacs, Lorri Yasenik, Shirley Riedmueller

AFMS

AFMS NEWSLETTER
P.O. BOX 403
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CALGARY, AB T2M 0K3



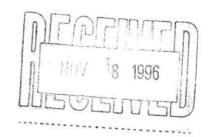
Ms. Marla Miller, B.A.,LL.B Miller Boileau Family Law Group 11835 102 Ave. Edmonton, AB T5K 0R6 Canada

inside...

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Expert Corner:page 7



October 17, 1996

MARLA MILLER
11835 - 102ND AVENUE
EDMONTON T5K OR6

Dear MARLA:

In order to conform with the New RFM Standards approved at the Annual General Meeting held in January of 1996, it is required that each RFM and all new members provide us with the following prior to the 1997 renewal of your Registered Family Mediator Certificate:

- A) Three mediated agreements submitted to the Registrar (agreements should have the names blocked out or deleted). These must have been completed in 1996.
- B) Confirmation that you have completed a minimum of 4 agreements in the past year.

Please forward these documents to the Registrar's office prior to December 20 of 1996 if you are planning to renew your certificate for 1997.

Thank you.

Yours truly, Alberta Family Mediation Society

Joanne McKay Registrar

JM/gh

Alberta Family Mediation Society

List of Practising Mediators and Registered Family Mediators as of April 1997

Information about the Society can be obtained by calling (403) 233-9027 or by writing to AFMS at: P.O. Box 403, 918 - 16th Avenue N.W., Calgary, Alberta T2M 0K3

ediation is a family-centered conflict resolution process in which an impartial third party assists the participants in negotiating a consensual, informed and fair agreement. Decision making rests with the parties throughout. The mediator assists the parties in identifying issues and information needs, reducing obstacles to communication, exploring alternatives and focusing on the needs and interests of those who it is agreed are affected.

The advantages of mediation include:

- minimizing the emotional and financial costs of separation, divorce and other family conflicts;
- promoting communication and cooperation especially where there is a continuing relationship between the parties due to children or other causes;
- emphasizing individual responsibility and control over the decisions affecting the parties lives;
- · stressing mutuality, and reducing ongoing conflicts, and
- · preserving individual dignity, privacy and confidentiality.

The Alberta Family Mediation Society (AFMS) is a non-profit organization promoting the development and appropriate use of mediation as an alternative to emotionally and financially costly court actions. In the following list, the members of the Board of Directors are identified (*) with executive members' titles listed.

This is the list of practising mediators as of April 1997. An up-dated list is published twice yearly. AFMS takes every effort to ensure the accuracy of listings, but cannot be responsible for omissions or inaccuracies of names, qualifications or affiliations.

QUALIFICATIONS FOR A PRACTISING MEDIATOR

To be listed as a "Practicing Mediator" with the Alberta Family Mediation . Society a mediator requires the following qualifications:

A. EDUCATIONAL QUALIFICATIONS

- I. Master's degree in psychology; or
- 2. M.S.W. degree in social work; or
- 3. Law degree plus two years experience with the preferred areas of practice of family law; or
- Baccalaureate or post-secondary equivalent plus five years experience working with children, couples and families, or which two years are under the supervision of one of the above-mentioned professionals.

B. DIVORCE MEDIATION TRAINING

- Any recognized training course approved by the Academy of Family Mediators or the Association of Family and Conciliation Courts, and/or deemed equivalent by Family Mediation Canada or the Alberta Family Mediation Society (where course length should be a minimum of 40 hours), and
- 2. Experience two years experience conducting counseling, psychotherapy, mediation and/or arbitration, or two years experience with a preferred area of practice of family law.

C. GENERAL KNOWLEDGE

Mediators should have:

1. General understanding of the procedure used in domestic relations

- cases, and particularly as it relates to child custody and visitation, maintenance and support, property and tax law.
- Knowledge of child development, clinical issues relating to children, the effects of divorce on children, and child custody research, and
- 3. Knowledge of conflict resolution.

D. CONTINUING EDUCATION

- Mediators must participate in continuing education programs. The programs should include the subjects of custody and visitation mediation, behavioral science, family law, and the judicial system.
- 2. Mediators will complete a minimum of twenty hours of continuing education every 2 years.

E. SPECIAL APPROVAL MEMBERSHIP

Persons with appropriate experience and background who do not meet the above qualifications can be admitted as Practising Mediators under special approval.

F. GOOD STANDING

A mediator must be a member in good standing with the Alberta Family Mediation Society and Family Mediation Canada.

G. MALPRACTICE LIABILITY INSURANCE

Mediators must submit evidence to the Alberta Family Mediation Society of malpractice insurance coverage for the year of registration.

QUALIFICATIONS FOR A REGISTERED FAMILY MEDIATOR

To be qualified as a "Registered Family Mediator (RFM)", a mediator must meet all of the above qualifications PLUS must be able to certify that he/she has completed six family mediations during the previous 12 months and has submitted copies of three mediator's reports, with identifying details omitted.

AFMS does not endorse nor take responsibility for the competence or experience of the mediators listed. The Society provides this list to the public only for information purposes. Each mediator listed has advised AFMS of meeting its minimum standards of education and family mediation training, presented evidence of malpractice insurance, agreed to participate in continuing education programs and subscribed to the Code of Ethics and Conduct of AFMS.

The Government of Alberta sponsors no-cost mediation to couples meeting certain requirements. For further information please contact your lawyer or call:

Alberta Family Social Services Custody Mediation Program Calgary: (403) 297-6981 Edmonton: (403) 427-8329

April 1997

	BLAIRMORE	•	Alyson Grobman	1410, 1122 - 4th Street S.W. Calgary, AB T2R 1M1	(403) 237-0669
Valerie Danielson LL.B., P.N., B.A.	Box 1620 Blairmore, AB TOK 0E0 (403) 562-2132		Richard Harding	Widdowson Macphail Webber Harding	
			BA, LL.B., RFM	300 - 1121 Centre Street N. Calgary, AB T2E 7K6	(403) 230-4617
	CALGARY		Elizabeth I. Henderson	Fong Henderson Ailon & Norrie	:
Laurie E. Allen	Laurie Allen & Associates		C.Psych., RFM	850, 736 - 6th Avenue S.W.	
BA., LL.B., RFM	#800, 335 - 4th Avenue S.W.		Psychologist	Calgary, AB T2P 3T7	(403) 233-7639
Barrister	Calgary, AB T2P 1J1	(403) 260-6551	Wathland D. Zamaham		
	J J.	` '	M.Sc., C.Psych., RFM	Box 52184, Edmonton Trail R.I	a n
Jon Amundson	Amundson & Associates		Psychologist	Calgary, AB T2E 8K9	(403) 230-8829
Ph.D., C.Psych., RFM	206, 2003 - 14th Street N.W.		1 Sychologist	catgary, his ree ons	(105) 250 0025
	Calgary, AB T2M 3N4	(403) 289-2511	Gary J. Kneier	704, 5920 Macleod Tr. S.	
Allan Danetor	2 1020 Mamarial Drive N.W.		Ph.D., RFM	Calgary, AB T2H OK2	(403) 255-9341
Allan Barsky LL.B., M.S.W., Ph.D, RFM	2 - 1020 Memorial Drive N.W. Calgary, AB T2M 3E1	(403) 220-7550			
LL.D., M.J.W., FII.D, KIM	Calyary, AD 1211 3E1	(403) 220-7550	Margo Kushner	221 - 17th Avenue S.E.	
Lonny Balbi	1501 MacLeod Trail, S.E.		M.S.W., R.S.W., RFM	Calgary, AB T2G 1H5	(403) 262-9315
B.Comm., LL.B., RFM	Calgary, AB T2G 2N6	(403) 269-7300	Karl Lottes	DEE /OF DEAL Chront N.F.	
	• •	•	M.A., RFM	255, 495 -36th Street N.E. Calgary, AB T2A 6K3	(403) 299-9693
* Laurie Benwell	Mediation & Court Services		Pi.A., KIPI	catgary, AD 12A ONS	(403) 233-3033
B.A., RFM	43 Citadel Park N.W.		* Janis Magnuson	Foothills Mediation	
Mediator (Treasurer)	Calgary, AB T3G 3X8	(403) 239-1501	B.Ed., LL.B, RFM	#300, 840 - 6th Avenue S.W.	
u niiu	C.C. Hada		(President)	Calgary, AB T2P 3E5	
Max Blitt	Spier Harben 1000, 665 - 8th Street S.W.		Mediator Trainer		(403) 262-9200
B.A., LL.B. Lawyer	Calgary, AB T2P 3K7	(403) 263-5130			
Lawyer	catgary, Ab 121 5K7	(403) 203-3130	Edward McCann	Soby Boyden Lenz	
Elaine Bucknum	Bucknum Nixon & Associates L	td.	LL.B., RFM	600, 1000 - 5th Avenue S.W.	//02\ 262.0000
M.S.W., R.S.W., RFM	7819 Calla Donna Place S.W.		Partner	Calgary, AB T2P 4V1	(403) 262-0000
Senior Consultant	Calgary, AB T2V 2R2	(403) 252-9176	Martin Mitchnick	600, 11012 MacLeod Trail S.	
			B.A, M.S.W., R.S.W.	Calgary, AB T2J 6A5	(403)271-7357
Louise Campbell	300 - 1121 Centre Street N.			outgary, the error	(100)=1-1001
B.Sc., LL.B., RFM	Calgary, AB T2E 7K6	(403) 230-4617	* Colleen P. Moreland	Med'n/Crt Serv's/AB Fam & S.S	
* April Clay			B.A. LLB, B.S.W.	606, 620 - 7th Ave. S.W.	
M.Ed.	Suite 502, 1300 - 8th Street S	.W. •	(Secretary) Mediator	Calgary, AB T2P 0Y8	(403) 297-6981
(Newsletter Editor)	Calgary, AB T2R 1B2	(403) 228-1897	l'		
,	• •	` '	Ellen O'Donnell	Shennette Leuschner McKay	
* Louis Faber	Faber Gurevich Bickman		B.A., LL.B., RFM	600, 700 - 4th Avenue S.W.	//02\ 260 0202
B.A., LL.B., RFM	350, 603 - 7th Avenue S.W.		Lawyer	Calgary, AB T2P 3J4	(403) 269-8282
(Registrar)	Calgary, AB T2P 2T5	(403) 234-1199	Donna Phillips		
Dichard Farms	722 10th Avenue N W		M.S.W., R.S.W., RFM	8 Strathcona Road S.W.	
Richard Foggo B.A., M.Ed., RFM	732 - 18th Avenue N.W. Calgary, AB T2M 0V1	(403) 282-7610	Mediator	Calgary, AB T3H 1V5	(403) 217-5552
D.A., Pictu., KIPI	catgary, Ab 1211 0V1	(403) 202-7010		,	
Larry Fong	Fong Henderson Ailon & Norrie	!	* Michael H. Porter	927, 105 - 150 Crowfoot Cresc	ent
Ph.D., C.Psych., RFM	850, 736 - 6th Avenue S.W.		Ret'd Prov. Judge, RFM	Calgary, AB T3G 3T2	(403) 297-3169
- -	Calgary, AB T2P 3T7	(403) 233-7533			
			Neva Somerville Ramsay	307, 1228 Kensington Road N.	
Ronald Foster	Foster Wise & Walden		B.A., LL.B., RFM	Calgary, AB T2N 4P9	(403) 270-2641
Q.C., RFM	750, 839 - 5th Avenue S.W.	//02\ 750 057 <i>6</i>	Shannon St. Pierre		
	Calgary, AB T2P 3C8	(403) 750-2576	Ph.D., M.Ed., C.Psych.,	Calgary Confidence	
Karen Greenberg	Resolve Associates		B.Sc., AFMT, RFM	1632 - 14th Avenue N.W.	
D A DEM	176 Wood Valley Pice S W		Chartered Psychologist	Calgany AR TON 1M7	(403) 282-1404

(403) 282-1494

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B.A., RFM

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Chartered Psychologist

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Victor T. Tousignant LL.B., M.A., RFM	Tousignant Young 300, 1717 - 10th Street N.W. Calgary, AB T2M 4S2	(403) 220-9550
Robin Wetherley B.Sc., Dip.Ed., M.Ed., RFM Psychologist	Psychology Plus 502, 10333 Southport Rd. S.W. Calgary, AB T2W 3X6	(403) 258-3734
Barbara J.H. Widdowson B.A., LL.B., RFM Lawyer	Widdowson MacPhail 300, 1121 Centre Street N. Calgary, AB T2E 7K6	(403) 230-4617
Penny J. Woodcock B.A., M.Sc., C.Psych., LL.B.	3rd Floor, Dominion Bank Build 714 - 1st Street S.E. Calgary, AB T2G 2G8	ling (403) 234-9243
* Lorri Yasenik M.S.W., R.S.W., RFM	1335 - 18th Avenue N.W. Calgary, AB T2M 0W5	(403) 245-5981
Harry Zuurbier M.A., RFM	2007 - 25th Avenue S.W. Calgary, AB T2T 1A6	(403) 244-5091

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* Eileen Baril M.Ed., C.Psych., RFM Psychologist	710, 10020 - 101A Avenue Edmonton, AB T5J 3G2	(406) 424-1560
* Jeanne Byron B.F.A., LL.B, RFM	1020, 10020 - 101A Avenue Edmonton, AB T5J 3G2	(403) 413-6855
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Bonnie Haave Ph.D., RFM	Psycom Psychological Counseling 1970, 10123 - 99th Street		
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* Franklin Kane M.A., RFM	302, 11218 - 80th Street Edmonton, AB T5B 4V9	(403) 496-2481	
Mary Jane Klein B.A., M.S.W., LL.B., RFM	240 South Ridge Edmonton, AB T6H 4M9	(403) 431-2780	
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	Edmonton, AB T6C 0N7	(403) 988-0700	
Linda Long LL.B., RFM	1850, 10303 Jasper Avenue Edmonton, AB T5J 3N6	(403) 424-4650	
Marla Miller B.A., LL.B, RFM	Miller Boileau Family Law Group 11835, 102 Avenue	0	
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		(100) 427 0454	
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Marian Anne Mucha	288 Ball Place	
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Ph.D., RFM	Box 5634	
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FORT McMURRAY

List Continued on Page 4

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Rocky Mountain House TOM 1TO (403) 845-4186

FAX MEMO

Date: June 4, 1997

From: Janis Magnuson, AFMS President

To: AFMS Members

Laurie Allen	266-5427	Jon Amundson	004 1574
• • • • • • • • • • • • • • • • • • • •	283-7005		284-1574
Allan Barsky		Lonni Balbi	265-9790
Max Blitt	264-9600	Elaine Buckman	255-0674
April Clay	228-0343	Lou Faber	269-2653
Richard Foggo	284-7086	Larry Fong	266-4998
Ron Foster	269-6785	Karen Greenberg	281-8352
Alyson Grobman	233-7181	Richard Harding	277-8930
Elizabeth Henderson	266-4998	Glen Hickerson	262-8695
Kathy Ingraham	777-1273	Gary Knier	255-9340
Margo Kushner	232-6642	Karl Lottes	248-8851
Ed McCann	262-6552	Martin Mitchnick	278-4655
Ellen O'Donnell	269-8295	Donna Phillips	242-4290
Michael Porter	297-5287	Neva Ramsay	670-7025
Victor Tousignant	220-9552	Robin Weatherly	281-5258
Barbara Widdowson	262-6552	Penny Woodcock	262-4869
Lorri Yasenik	245-2372	Donna Morris	932-4084
Colleen Moreland	297-6103	Lori Kovacs	297-6103
Laurie Benwell	297-6103		
Valerie Danielson	562-8553	Patricia Andrew	439-5679
Eileen Baril	425-5326	Jeanne Byron	425-4269
Roger Davis	433-5665	Bonnie Haave	424-0338
Gwen Harris	425-4269	Franklin Kane	448-2711
Mary Jane Klein	439-0175	David Lawrence	988-0700
Linda Long	425-0050	Marla Miller	482-4600
Kent Taylor	427-1730	Connie Toporowski	427-1730
Karen Trace	426-0982	Marianne Mucha	743-1033
Trevor Neil	743-8648	Dawn Mazurek	538-4766
Robert Pollick	538-4515	Helen Rogers	652-1962
Helene Canneson	380-6565	Patricia McMillan	320-1393
Marvin Quiring	381-0229	David Carter	526-3217
Richard Worden	528-5647	Monica Bast	340-0520
Mark Dimirsky	342-1150	Heather Fox	343-0251
Joanne McKay	343-0251	Marti Ryan	343-8840
Ted Cadman	845-8575	muii iyuli	070-00 7 0
rea Caaman	U-10-00/J		

Re: Workshops on Using the Child Support Guidelines in Mediation

Franklin Kane in Edmonton and I will be in Toronto on June 16th and 17th to receive training at a Family Mediation Canada workshop designed to help mediators use the new guidelines. Judge Nancy Flatters, a Justice Canada official in charge of the program, a Juw 1997 family law specialist and a C.A. will be instructing us in interpreting the new regulations.

AFMS Memo Page 2

When we return, we will in turn be passing on our information in workshops which will be offered:

In Calgary - Friday, June 20th from 1 - 4 pm and repeated June 27th from 9 - 12 noon at the Chamber of Commerce building

In Edmonton - Friday, June 20th from 9 - noon and repeated June 27th from 1 - 4 pm. at the John DeCore Centre

Cost: \$45 for AFMS members, \$50 for non-AFMS members Please call Janis 262-9200 or Franklin 496-2481 to register.

RE: Contract Mediation Positions with the Edmonton Office of Mediation and Family Court Services

Two contract positions are currently being advertised for mediators to work with custody, access and maintenance of children (specifically as they relate to the new Federal Government Guidelines regarding child support.

For more information, contact Ken Cunningham at 427-8350. The deadline for applying for this position is June 16th, 1997.

June 1997

AFMS

Alberta Family Mediation Society

Winter 1997

President's Report: Janis Magnuson

After the Annual General Meeting in January it was very clear that a number of people were concerned that there should be a review of the crieteria for membership in Alberta Mediation Family Society. Accordingly, a decision was made to continue with the qualifications as currently in place for both Practicing Members and Registered Family Members. The current qualifications are outlined on the attached forms. Please note that if you wish to have your application reviewed and considered for special status, this must be noted on your form. The intent is for our organization to be "Inclusive", not "Exclusive" while at the same time maintaining standards for protection of the public.

The Board of Directors has extablished a Credentials Committee which will review the existing standards and make recommendations for changes, if necessary. Any AFMS member who would like to have input on this committee should contact Lou Faber, the Registrar and chair of this

committee [phone 234-1199, fax 269-2653]. The Board would like to have as much input as possible from members about this very important matter. The committee's preliminary report will be printed in the newsletter later this year and circulated for comments from the general membership.

The members of the Board will be participating in a one day retreat in order to determine the focus and goals of the board for this year. After the retreat on March 16th, the committee structure will be in place. Hopefully, each board member will have a portfolio to deal with a specific issue or goal and will be looking for non-board member involvement.

I believe that one of our main focuses will be on public education. We will be looking for local contact persons in areas around the province. Is there anyone out there with any great media background? If this interests you, please let Lori Kovacs know of your interest.

If you wish to contact me, I can be reached by phone at: 262-9200, by fax at 262-2633 or by E-Mail: jlmagnus@cadvision.com. Your comments will be most appreciated.



issue.

Inside please find your forms for

RFM and Practicing Mediator designations. These are due no later than April 15th, 1997. Details are provided in this

inside...

New Board Members: page 3

AGM Review: page 4

Mediation Among the Palm Trees: page 8

Expert Corner: page 13

From the Editor...



This marks my third year at the editorship helm, and I look forward to the challenge of making the AFMS newsletter an even better source of information, discussion and professional devleopment. We are already well into 1997 and it looks as though it may be an exciting one for AFMS: credentialing issues, liaisons with other organizations, to name a few. I hope to see these and other timely issues addressed in upcoming issues of the newsletter. This is where I need your assistance - I believe there is a wealth of expertise amongst our membership, and would like to see that wealth shared. If you have an idea for an article, or have an issue you would like to see addressed, please contact me. Your ideas and comments would be appreciated.

April Clay, M.Ed, Chartered Psychologist (403) 228-1897 or e-mail claya@msn.com

About your Editor:

April Clay is a Chartered Psychologist and mediator with an independent practice focused in: counselling, assessment, mediation, and sport psychology. She also regularly contributes articles to several Canadian publications on topics related to sport psychology and mental health. April draws from a wide variety of experiences working with couples, individuals, adolescents and children in such areas as divorce/separation, family violence, depression, loss, anxiety disorders, illness, sexual abuse, self esteem and life-transition. Special areas of interest include children of divorce and anxiety disorders. As a sports consultant, April draws on some 15 years of experience as a competitive horse show-jumper.

500 years ago John Cabot discovered the far east of the western world...
...now it's your turn.

DISCOVERIES in the World of Mediation

11th ANNUAL NATIONAL MEDIATION CONFERENCE

Co-sponsored by: Family Mediation Canada and Mediation Newfoundland & Labrador October 23rd-25th, 1997 • Hotel Newfoundland • St. John's, Newfoundland

CONFERENCE ANNOUNCEMENT & CALL FOR PROPOSALS

 ${f F}$ amily Mediation Canada and Mediation Newfoundland & Labrador are pleased to celebrate the 500th birthday of

the discovery of this great province. Come celebrate the fine cuisine, cultural heritage and unique flora & fauna at our National Mediation Conference in St. John's.

Our '97 program will include mediation topics relating to family, child protection, victim/offender, small claims, labour, environment, education, workplace, insurance, etc.

Our conference will interest mediators, lawyers, judges, social workers, psychologists, police officers, supervisors/managers,

policy makers and others.

We invite program proposals for presentation and are looking for skill-building and/or issue-oriented workshops (1½, 2, 3 or 6 hour) for both advanced or neophyte mediators.

Proposals must be submitted by March 15th, 1997 and should include your name & address, phone/FAX and e-mail, title, name and address of presenters, 3-5 sentences that would form the 'blurb' in our program brochure, structure/format of presentation, intended audience & skill level, and a short bio of your academic and work experience. The program committee reserves the right to accept or decline proposals, or to suggest modifications. The allowable compensation is the waiving of the conference fee for the day of your presentation.

FOR MORE INFORMATION: Family Mediation Canada,

123 Woolwich St., 2nd Flr Guelph, Ontario N1H 3V1 Phone: (519) 836-7750 FAX: (519) 836-7204 e-mail: fmc@web.net



Your 1997 Board Members

Janis Magnuson, President: Janis has a degree in education from the University of Alberta and a law degree from Osgoode Hall Law School. After her call to the bar of Ontario in 1982 she had a general practice for almost 13 years, then moved to Calgary and was called to the Alberta bar in 1995. She has trained extensively in both family and commercial mediation as well as completing the Program Negotiation at Harvard Law School. She is currently a partner in Foothills Mediation Centre and focuses her practice on dispute resolution and dispute prevention. She also teaches negotiation and mediation courses both privately and with Mt. Royal College in Calgary.

Lou Faber, Registrar: is a senior partner in Faber Gurtivitch Bickman, has practised law since 1959 and was one of the founding members of the firm. In addition to being a barrister and solicitor he is a qualified and experienced mediator and arbitrator. He lectures in all areas of law and mediation and is actively involved on many boards and committees concerned with alternative dispute resolution. Lou believes that a decision made by the parties themselves is much better than any decision a court or third party might His areas of preferred render. practice in the law are: family, commercial, labour, insurance (including motor vehicle accident). civil and criminal litigation. His involvement in the legal community as well as the community in general is well known.

Laurie Benwell, Treasurer: Laurie has worked as a family mediator for the past two years with Mediation

and Court Services in Calgary. She has also been with Alberta Family and Social Services for the better part of twenty years. Laurie's interest in mediation evolved through a ten year association with the Society of Step-Families of Alberta as a board member and group facilitator.

Moreland, Secretary: Colleen Colleen has ben practising family mediation for two and a half years with Alberta Family and Social Services. Colleen brings a law and social work background to her mediation practice. Beginning her second year with AFMS, Colleen looks forward to working together to make AFMS a valuable resource in community and to the membership.

Jeanne Byron: Jeanne is a mediator, facilitator and lawyer. As president of Solutions Inc., Jeanne assists families, individuals, business and organizations solve problems and resolve disputes through mediation, education, skill development and consultation. She researched and developed Edmonton's mandatory program for divorcing parents, 'Parenting After Separation', and instructed and administered the very successful pilot phase of the program. She also instructs for the University of Alberta, NAIT, numerous government departments, not-for-profit organizations and private business. She has designed course materials and delivered workshops in communication skills, business writing, presentation techniques, building, team interpersonal communications, conflict resolution and customer service. As a lawyer, Jeanne restricts

her practice to mediation and negotiation of disputes in families, organizations and municipalities, training, facilitation and consulting.

Eileen Baril: This is Eileen's third term on the board of AFMS. Eileen is a psychologist in private practice with her office located in Edmonton. Her primary interest is families and she offers a broad spectrum of services which include assessment, counselling and mediation. views AFMS as a vehicle to bring together professionals from different backgrounds to promote strengthen mediation within the province of Alberta, ensuring that the public is aware of the advantages of mediation and strengthening their confidence in the competence of service providers.

Helene Canesson: Helene trained as a psychologist in France and emigrated to Canada in 1969. She worked as a psychologist in various mental health settings in Quebec before moving to Alberta.. Because of her beleief that each problem had a solution, and her interest in conflict resolution. she decided to seek training in mediation in the late eighties. She has practiced mediation, along with counselling since that time. Helene's other professional interests include child development and divorce and separation issues.

Carol Chandler: is a psychologist and mediator in private practice in Edmonton. Her areas of speciality include: custodv and access and mediation. assessments. counselling (individual, couple, children, play therapy). She is a (Psychologists former PAA Association of Alberta) President,

and has worked as a consulting psychologist for Uncles at Large and is an adjunct professor for the University of Alberta, Faculty of Education. This will be Carol's first term as an AFMS Board member.

Franklin Kane: Franklin is in private practice in Edmonton. His therapy practice includes long term therapy focusing on Dreams, Images and Archetypes, and he also works with couples and families. He specializes in family and divorce mediation, and also does conflict resolution in the workplace. He teaches the Parenting After Separation course, which is mandatory in the Edmonton area for divorcing couples with children.

Judge Michael Porter: has been a Provincial Judge for the last 22 years, presiding in both the Criminal and Family Divisions of the Provincial Court of Alberta. He moved to Calgary in 1990 from the Jasper Hinton area where he practised law for a number of years before his appointment to the bench. He has undertaken extensive arbitration and mediation training and has been involved in a number of volunteer mediations as well as coaching at various mediation training courses. He is vice-chairperson of the Calgary Chamber of Commerce ADR Committee with whom AFMS is presently forming a strategic alliance.

Lorri Yasenik: MSW, RSW, is a Registered Family Mediator and Counsellor with 11 years experience working with children, adults, couples and families. Areas of expertise include child and family assessments, treatment of trauma (sexual, physical, emotional), children of divorce, post divorce counselling, and loss and grief. Lorri has been working as a liaison with the Mediation Volunteer Program which is being developed to run out of the East Side Family Clinic. It is the goal of the program to coordinate with the Mount Royal College Mediation Program so that students (together with experienced Mediators) may get an opportunity to co-mediate. Lorri is looking forward to a second year as an AFMS Board Member!

Lori Kovacs: has been employed as a family mediator since 1991. Prior to this, she worked in a number of positions with Alberta Family and Social Services. Lori completed her psychology degree at the University of Lethbridge in 1983 and a BSW from the University of Calgary in 1985. She is interested in the future direction of family mediation and hopefully serving on the board there will be an opportunity for lots of promotion.

AND MEDIATION WORKSHOPS

by Lorri A. Yasenik MSW, RSW

The Annual General Meeting and Training workshops were held on Saturday January 25, 1997 at the Chamber of Commerce in Calgary Alberta. The day was well attended by both members and non-members, despite the day being a balmy -31 degrees Celsius! This is the second year in a row for record low temperatures on the day of the AGM, which led most of us directly into a conversation about a date change for next year.

Mediation training was the focus for this year's AGM. There were two presentations offered to participants. In the morning, Martha McManus presented on the topic of "Managing Anger: The Good the Bad and the Ugly" and in the afternoon Daniel Hamoline presented on the topic of "Identifying and Managing Power Imbalances in Mediation". After the second presentation, there was a short break and participants stayed for the Annual General Meeting.

The morning presentation on Managing Anger included three basic components: 1) A review of oneself in relation to anger, 2) An introduction to Neuro-Linguistic Programming concepts as a framework for communication styles and 3) Six different approaches in the literature that address the topic of Anger. The handout included a step-by-step guide to "Responding to Anger and Volatile Situations". During the presentation, participants had the opportunity to work in groups, dyads and individually. Overall the information was relevant and helpful to those working in the area of Mediation and Martha's humor helped make the presentation enjoyable.

the afternoon. During participants explored the concept of empowerment. examined definition(s) of power imbalance and explored the negotiation options within mediation. Daniel Hamoline spoke about "Process Imbalances", "Issue Imbalances", "Substantive Imbalances", and "Symbolic Imbalances". Included Lorri is a Social Worker and Mediator in the handout were such topics as: a) The skills required in identifying and managing power imbalances, Strategies and techniques to assist in power balancing, c) When/how and why have time out and/or refer and/or terminate and d) Time, timing and power imbalances. The workshop was well-done and participants appeared to really enjoy Daniel's good humor and style of presentation. The information was very helpful and stimulated a lot of good discussion.

The agenda for the Annual General Meeting included all of the regular business items (and yes we have money in the bank to address some of the administrative duties), as well as such hotly debated topics as the Registered Family Mediator designation Practising and the Mediators list. Other issues of discussion included: ideas for the newsletter, volunteer subcommittees, strategic alliances with other ADR programs and the Chamber of Commerce, an update on the court mandated program in Edmonton and the future focus of AFMS.

The Board of Directors was authorized by the membership to strike a committee to review the standards for RFM designation and to revise and clarify the number of categories for inclusion on the Mediators list compiled by AFMS. The Board of Directors was also empowered to make some immediate decisions on the process of review of standards for the RFM designation.

Members voiced a number of valid concerns which were recorded and will be addressed by the organization in the coming months.

Overall, the day was a success and the focus on training was well received. Thank you to the hard working AGM committee members Lori Kovaks, Colleen Moreland and (with modesty) myself, for, if I do say so myself, a job well done!

in private practice.

YOUR THOUGHT FOR THE DAY:

"One of the advantages of being disorderly is that one is constantly making new discoveries"

A. A. Milne

LETTERS



Newsletter invites your comments and reactions to our format. issues we face as mediators in Alberta, or for networking discussion. Write: April Clay, Editor. **AFMS** Newsletter, Suite 502, 1300-8 Street SW, T2R 1B2 or 228-0343. e-mail: clava@msn.com Let's hear from you!!

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IMPORTANT!

PRACTICING/RFM MEMBERS LIST

One of the services that the Society provides to its members and to the public is a list of AFMS practicing members and their addresses and phone numbers. In the past, this list has been updated twice a year and then provided to government offices and any other people who need to know the names of people who have specialized training in divorce and family mediation.

We are in the process of updating this list and need member information by <u>APRIL 15th, 1997</u> in order to have the new edition printed. If you wish to have your name included on this list, please complete one of the enclosed application forms (either for "Practicing Member" or "Registered Family Mediator". <u>The list will include the names of ALL practicing AND registered family mediators who are current members of AFMS. You do not need to meet the RFM standards in order to have your name included on the list.</u>

The fee of \$20 for practicing members and \$50 for RFM members is used to help defray the printing and distribution costs of this list.

We are also in the process of revising the format of this list in order to provide more information to the members of the public who may be using this to help them choose a mediator. One of the suggestions is include a short bio. of each of the members. Another idea is to have guidelines for choosing a mediator included in the pamphlet. If you have any suggestions as to how you think this list could be changed to be more informative, please contact Jeanne Byron in Edmonton [phone 413-6855, fax 447-4172].

QUALIFICATIONS FOR REGISTERED FAMILY MEDIATOR (RFM) WITH THE ALBERTA FAMILY MEDIATION SOCIETY

An applicant for registration with the Alberta Family Mediation Society as a family and divorce mediator is required to submit an applicantion form indicating that he/she meets the following qualifications:

A. EDUCATIONAL QUALIFICATIONS

- 1. Master's degree in psychology;
- 2. M.S.W. degree in social work;
- 3. Law degree plus two years experience with the preferred areas of practice of family law; or
- 4. Baccalaureate or post-secondary equivalent plus five years experience working with children, couples and families, or which two years are under the supervision of one of the above-mentioned professionals.

B. DIVORCE MEDIATION TRAINING & EXPERIENCE

- 1. Any recognized training course approved by the Academy of Family Mediators or the Association of Family and Conciliation Courts, and/or deemed equivalent by Family Mediation Canada or the Alberta Family Mediation Society (where course length should be a minimum of 40 hours), and
- 2. Experience two years experience conducting counseling, psychotherapy, mediation and/or arbitration, or two years experience with a preferred area of practice of family law.

C. SPECIAL APPROVAL MEMBERSHIP

Persons with appropriate experience and background who do not meet the above qualifications can be admitted as Registered Family Mediators under special approval.

D. GENERAL KNOWLEDGE

Applicant should have:

- General understanding of the procedure used in domestic relations cases, and particularly as it relates to child custody and visitation, maintenance and support, property and tax law.
- Knowledge of child development, clinical issues relating to children, the effects of divorce on children, and child custody research, and
- 3. Knowledge of conflict resolution.

E. CONTINUING EDUCATION

The applicant must agree to complete a minimum of twenty hours of continuing education every 2 years. The programs should include the subjects of custody and visitation mediation, behavioral science, family law, and the judicial system.

F. GOOD STANDING

The applicant must be a member in good standing with the Alberta Family Mediation Society and Family Mediation Canada.

G. MALPRACTICE LIABILITY INSURANCE

The applicant must submit evidence to the Alberta Family Mediation Society of malpractice insurance coverage for the year of registration.

H. NUMBER OF MEDIATIONS

The applicant will have completed six family mediations during the previous 12 months.

I. FIRST APPLICATION

The applicant will submit copies of three Memorandums of Understanding or Mediator's Reports on first application only for screening by the Registrar or designate (documents should have names deleted).

J. FEES

The annual fee for registration as a Registered Family Mediator is currently \$50.00. Anyone not applying at the beginning of the calendar year will be charged proportionally during the remainder of 1997 or any other subsequent year.

K. CERTIFICATE

An applicant will agree to return the RFM certificate at the request of Alberta Family Mediation Society if the applicant no longer qualifies for the designation.

REQUIREMENTS TO BE LISTED AS A PRACTICING MEDIATOR WITH THE ALBERTA MEDIATION SOCIETY

Mediators who do not wish to apply for the designation of Registered Family Mediator (RFM) but who still wish to have their names listed on the brochure of Practicing Mediators in Alberta must meet the qualifications listed in <u>A THROUGH G</u> above. The fee for having one's name listed on the Practicing Mediator's brochure is \$20 per year.

MEDIATION AMONG THE PALM TREES



By Judge Michael Porter

It was quite an adjustment to leave the frigid airs of Alberta (-40 C.) and step off the plane into the balmy climate of San Diego (78F). After a short stroll on the beach and a stop to watch a huge orange ball dance first upon the western horizon, seemingly just above the white topped waves, which tumbled onto the shoreline, and then slowly sink out of sight, we made our way back to the charming plenary of the mid-winter meeting of the Academy of Family Mediators.

The theme of the conference "Selling was Mediation Overcoming the Reluctance throwing out a challenge to the the gatekeepers to mediation, even Association lived in the shadow of commercial own divorces without lawyers, a trend experimenting the demand for divorce and family Canada. mediation had not yet caught with the repeat users of professional services, school now has some type of civil generalisation,

feelings Divorce is always unique as the parties years. generally have no budget for it, so the who have ongoing relationships with mediation. their clients. He admitted that he was

of mediation course and the country has vulnerability at the time of divorce and seen a phenomenal growth in civil and a high vested interest in the outcome, commercial mediation over the last ten

Another contributing factor is expenses come right out of their the realisation of insurance companies pockets. There is no resultant profit for generally, that the earlier they they them in the dispute and the outcome is settle in the process the lower will be not usually an improvement in their the amount of the settlement, exclusive financial position. Money is very of the question of costs. They weigh precious to them at this tense time and the cost of delay and the interest they they cannot pass their costs on. On top might earn on the funds they hold of this, he pointed out that divorce versus early lower payouts. With lawyers see divorce as a profit centre. lower interest rates prevailing, they Mediation does not give them any have an interest in settling earlier on future business from their clients and and mediation helps them to do this. thus they have less incentive to refer to Thus insurance companies are now to a mediation than commercial litigators, great extent pushing for greater use of

There are also a large number Catamaran Resort for the opening generalising about divorce lawyers but of commercial groups who extensively nevertheless he divided them into two promote the use of mediation in the categories, those who have a desire and business world, much of which is talent to help people, with a special lacking in the field of divorce interest in human relationships and mediation. The C.P.R. organisation to those who enter the field by default for and the Fortune 500 group of large Negotiate", which means how to market financial reasons. The former are likely corporations make pledges to mediate and bring the other party to the to steer their clients to mediation before they litigate. Whilst those negotiating table. Jay Folberg, Dean of whereas the latter feel threatened by it pledges may be somewhat toothless. the San Francisco law school and a and are not likely to do so. He they have a high educational value. The former president of the Academy gave recognised that, to a great extent, it was American Arbitration Association also the keynote address. He spoke with not in their economic self interest to do does a large amount of newspaper and some humour whilst at the same time so. Nonetheless he felt that lawyers are radio advertising. The American Bar has become mediation profession. The thrust of his though he pointed out that increasing aggressive in promoting mediation and speech was why divorce mediation numbers of people are now doing their many of the Federal Courts are mediation. He raised the question why which perhaps is not yet evident in mechanisms. All this the speaker saw as contributing to the greater use of In contrast, regular civil mediation in commercial disputes. need perceived by the profession and mediation is more and more often Returning to the subject of lawyers he why most mediators today have to induced by clauses in contracts, by considered commercial and civil supplement their work with other court rules of procedure, and as a mediation to be lawyer friendly. He activities such as training, education certain level of disatisfaction is taking found they tend to embrace it. It leads counselling or practicing law. He was place with arbitration, civil and to better relationships with their clients of the view that part of it is the very commercial clients are moving to and they are often part of the process nature of divorce itself, in which the mediaton rather than reverting to the and present during the sessions. This state holds an interest and a court courts. It is interesting to note that provides them with a certain comfort always ultimately nationally the A.D.R. section of the level whereas divorce lawyers in his necessary. The parties in a divorce are American Bar Association is the fastest view, tend to see the whole process as a not generally like business people, growing section. Nearly every law threat. This of course again was a huge same

observation mav well be More on all of this next month! appropriate in Canada.

Dean Folberg then went on to discuss the nature of family mediation. He made the observation that family mediators are perceived to be part of a movement, somewhat zealous in their approach wanting to do more than just settle their cases. Civil litigators he opportunity to lecture to the Swiss Bar pointed out were not so concerned Association. about levelling the playing field but mediation is in its infancy stages. simply wanted to get their cases settled. was interesting to note that they want to He saw civil mediators as being more be more proficient in all phases of focused on their purpose whereas mediation. It was at this lecture that it divorce mediators often see their was most apparent that there was some mediations as a matter of heart as well confusion with respect to the different "mediate" as law and he was not sure that this was areas of mediation. Likewise in North a help the marketing of their services. America, the issue of whether there He also saw an increasing number of should be 'specialities' in mediation has divorce mediators who are not lawyers seemingly surfaced. Mediation skills and who do not perhaps always hold the can be used in a variety of settings and **Editor's note: what do you think about confidence of the legal profession, backgrounds. Whereas mediators stood at 50/50 now in the changes in meaning and scope. U.S. it seems to be 20% lawvers and 80% non -lawyers. This percentage is areas of focus really is becoming a reversed in the commercial mediation hotly debated area throughout the field. In this context he wondered when mediation field. For example, do the he saw the myriad of brochures best mediators know more about their extolling the saving of legal fees by the competency areas? Do mediators who use of mediation, how one could expect know more about their competency lawyers to be particularly warm to the areas, legally speaking, increase or process. He pointed out that lawvers decrease options for their clients? Do are very much the gatekeepers of the lawyers who practice exclusively divorce process and that if divorce commercial law, better able to be mediation is to be successfulthe tone of mediators in that same field? Does what divorce mediators do has to be knowing too much about your field lawyer friendly.

Thus he presented the challenge to the divorce mediation profession to commercial arena versus "commercial find ways to market their services. The mediation". remainder of the conference was indeed extremely important in understanding devoted to developing marketing that mediators, regardless of their strategies and and presentations which personal, professional or training would both expand the field generally experiences, have the skills to mediate along with the promotion of individual in a variety of areas. Most notable was practices. In addition we can look the training of many of the lawyers had forward to the development of a in Switzerland. Many were trained in a national awareness campaign along the program focusing on the Harvard lines of eggs, cheese and milk. The idea Negotiation Model. This mode, which is to make mediation a household word was made famous by the consortium of with a theme that "Mediation Works" universities in the Harvard Law School

NEWS FROM DR. LARRY FONG

Most recently I had the The development of some years back the dispute may change dramatically.

decrease options for your clients?

I focused on mediation in the I think this focus is

Program, as really a collaboration of research that had ben done in the past by other "negotiators". Thus my general thoughts to the Swiss Bar, and agreed upon by many others trained, is that mediation, regardless of who trains. generally has the same content. The training itself may be enriched by the experiences of trainers. The Swiss Bar seemed to feel more comfortable with the notion that mediation, although it requires much training, can be used in a variety of settings. Lawyers can be mediators or use mediation skills to their advantage. Not everyone wants to

Dr. Larry Fong is a Past President of AFMS, FMC and AFM.

The content of the the issue of 'specialties' in mediation? In other words, do you believe mediators percentage of lawyer to non-lawyer Likewise the concept of mediation also should only practice in an area (child custody, financial matters, organizational The issue of competency in disputes etc.) in which they have 'related experience'? Or can a mediator, 'properly trained', mediate in a number of different I invite your comments and discussion on this very important issue.

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UPCOMING EVENTS

May 8-18, 1997: 5th Annual Conference on Conflict Resolution in St. Petersburg, Russia. Sponsored by the Common Bond Institute (USA) and HARMONY Institute (Russia). The topic will be "Sharing Tools for Personal/Global Harmony". For more information contact Steve Olweean or Sandra Friedman at 12170 S. Pine Ary Drive, Climax, MI 49034, phone/fax (616) 665-9393 or solweean@aol.com

May 23-27, 1997: Peacemaking Journeys: National Conference on Peacemaking and Conflict Resolution (NCPCR). This national conference will be held in Pittsburgh, PA. For more information call (703) 934-5140, fax (703) 934-5142 or e-mail lbaron@gmu.edu

June 3-7, 1997: AFCC (Association of Family and Conciliation Courts) will hold their 1997 Annual Conference in association with the Second World Congress on Family Law and the Rights of Children and Youth in San Francisco, California. Call (608) 251-4001 for more information.

June 15-19, 1997: Academy of Family Mediator's 14th Annual Conference in Cape Cod, Massachusetts. The topic will be "Family Mediation: Beyond Divorce". Headquarters will be the beachfront Sea Crest Resort, voted again in 1995 as the "best Resort in Cape Cod". Discounted room rates available-plan ahead!

August 25-29, 1997: The World Mediation Forum will hold their next conference in Rotterdam, The Netherlands, with three main tracks on Family Mediation, Commercial Mediation and Health Mediation. For more information contact John Haynes at (516) 757-4548 or e-mail jmhaynes@concentric.net

September 11-13, 1997: AFCC (Association of Family and Conciliation Courts) Third International Custody Evaluation Symposium, Brekenridge, Colorado. Call (608) 251-4001 for more information.

September 11-14, 1997: AMIC (Arbitration and Mediation Institute of Canada) Annual Conference in Edmtonton, Alberta. Call for proposals: contact AAMS at 1-800-232-7214, fax (403) 433-9024 or e-mail aams@istar.ca

September 14-16, 1997: AFCC (Association of Family and Conciliation Courts) Third International Congress on Parent Education Programs, Brekenridge, Colorado. Call (608) 251-4001 for more information.

September 23-28, 1997: SPIDR Annual Conference. Contact SPIDR offices for more information (202) 783-7277 or fax (202) 783-7281

July 6-11, 1998: Academy of Family Mediator's 15th Annual Conference in San Francisco, California. More details to follow.



DEADLINE FOR SPRING 1997 ISSUE:

APRIL 15TH, 1997

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Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

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Ms. Marla Miller, B.A.,LL.B Miller Boileau Family Law Group 11835 102 Ave. Edmonton, AB T5K 0R6 Canada

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AFINAS Winter 1999

Alberta Family Mediation Society

MESSAGE FROM THE PRESIDENT

Franklin Kane _

Welcome to 1999 and the many new things that are happening in our organization. The Board is excited about our upcoming AGM/Conference in Banff in April. Janet Johnson, the featured speaker, is a leader in our field of mediation and we look forward to being nourished and challenged by this conference. Please register early and spread the word amongst colleagues so that we have a successful event. Special thanks to Elaine Bucknum for taking the lead on organizing this conference.

The theme and focus of this year's Board has been building AFMS from the inside out. In Calgary and Edmonton, membership activities have begun to take hold as a place for members to receive something from our organization. While we were slow getting the new membership and certainly more interest in our organization.

what's inside

- events
- graphic facilitation
- web sites

The FMC Conference in Saskatoon in October was a great success and it was great to see so many of you there. I attended my first FMC Board meeting which was full of issues for the national organization. By now you have all received questionnaires, and I urge you to respond so that FMC knows what you are thinking and feeling. The AFMS Board is seriously considering the large question of what form of affiliation would be best for Alberta's membership. I see new life in both organizations, and this seems like the time to ask once again, "What do I need from AFMS and FMC and how best can these organizations serve the membership?"

The other side of the coin is "How may I best serve the field of family mediation through my activities in my organization?" Are you willing to serve on the Board? Are you willing to serve on a committee? Can you write an article for Resolve or this newsletter? What thoughts and ideas do you have about mediation that need to be shared?

Whathoughts/ideas/suggestions do you have for the Board?

There are ever more opportunities for mediation in Alberta and our challenge is to be ready to meet these individually and organizationally. Would it be helpful to have a speaker in your community (outside Calgary and Edmonton?) What would be helpful for the public and what would benefit you as mediators? Please feel free to contact me with questions, concerns, ideas and offers to help.

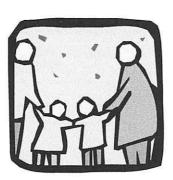
Franklin Kane Suite D, 10012-113 St. Edmonton, AB T5K 1N8 (780) 496-2481 phone (780) 447-5485 fax

letters to the editor

The AFMS Newsletter invites your comments and reactions to our format, issues we face as mediators in Alberta, or for networking discussion. Contact: April Clay, Editor, AFMS, Suite 2310, 140-4 Avenue SW, Calgary,

Tel: 261-1544 Fax: 261-1547 email: aclay@telusplanet.net

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From Novice to Artist: The Path of Reflective Practice

Summary of Presentation by Michael D. Lang, Presented at the 1998 Family Mediation Canada National Conference

Saskatoon, October 27, 1998

For Lang the process of "reflection-in-action" is fundamental to our being able to move from the status of a "novice" to that of an "artistic" mediator. We can know that we have mastered the art of mediation when we are "in the flow" more often than not and performing at our best.

It is essential to be intentional about what we are doing. We approach the artistic zone through a combination of a practice that is conscious and deliberate added to an inherent talent.

There is a need to be conscious of why you are using a particular tool at each moment (as opposed to when you do a particular thing.)
What is your goal at this moment, e.g.: why is humour effective in this situation at this time?

He suggests that we can arrive at this level of effectiveness through a series of examinations:

1. Clarifying Values and Beliefs

Determine what you believe and how to connect it with what you do. For example if you believe that people have the right to selfdetermination, how does this fit in with giving people suggestions? We should each go through the process of generating a lost of our beliefs that is overt and explicit.

Lang suggests that we must believe that people in conflict with every inclination to act at their worst have an inherent capacity to be at their best. We will win every time we leave it up to the clients to choose. They're the experts in their situation and no one knows better than they do what is likely to work. No one loves their children more than they do or understands their own process better.

2. Developing a Hypothesis

We have to accept that conflict is inevitable and flows out of differences. And we have to accept that people in conflict are self-absorbed. I their self-absorbed state they are frequently confused and lacking in clarity. In order to assist them in the move from confusion to clarity we develop a hypothesis.

We have to be explicit about our hypothesis and have to explore through a series of questions whether our hypothesis is correct. We have to ask the clients "is this process working for you? If not what would work for you?" Ask them: "what do you think is going on here?"

Reflective practitioners are learners - exploring the utility or futility of an approach, a skill, an hypothesis. There is always more to learn.

Lang shared practical techniques to test our hypothesis. When we are tempted to ask "why?" of a client, a more respectful query might be "Help me understand..." Clients have no need to justify themselves

He further suggests that we need to invite clients to be the best listeners they can be and ask them what they would need in order to do this, for example, a piece of paper to write the other person's points on.

3. Using Inventories

Lang recommends that mediators use the following pre-session and post-session inventories to continue to evaluate the effectiveness and relevance of the strategies, techniques and skills we employ in an increasingly "artistic" practice.

Pre-Session Inventory:

- -What do you think about this dispute? What are the issues, the sources of the conflict, the barriers to and opportunities for resolution?
- -How is this conflict similar to others in which I have intervened, and how is it different?
- -What do I know about similar conflicts that will help me deal with this dispute and these disputants?

- -What have I learned from other experiences that bears on this intervention?
- -What are the likely issues for the clients?
 - -content issues
 - -task issues
 - -process issues
- -Are there predictable areas of difficulty?
 - -for the clients
 - -for the intervener (me)
- -What approaches will be most helpful in dealing with these issues and predictable areas of difficulty? What skills and techniques will be most appropriate, effective, and responsive to the disputants and their way of dealing with the conflict(s)? What "artistry" can/will I employ?
- -What do I hope or expect to accomplish through this work? What do the disputants hope to achieve?

-How will we (clients and intervener) know if we have succeeded?

Post Session Inventory:

- -In what ways were my interventions and approaches helpful, "artful", and responsive to the disputants and the dispute?
- -In what ways were my interventions unhelpful, "unartful", or unresponsive to the disputants and the dispute?
- -What was different about this conflict from other similar conflicts I have worked on?
- -Were my predictions about the dispute and the needs of the disputants accurate? If yes, in what way? If no, what did I miss?
- -What occurred that I had not anticipated?

- -What were the issues that arose in the session?
 - -content
 - -task
 - -process
- -How did the clients respond to my interventions and approaches?
- -How does what occurred effect my theory about the dispute and the disputants?
- -As I able to reflect-in-action? If yes, when, with what result, and to what effect? If no, why?
- -What were the "experiments" I performed, and with what result?
- -How can I utilize the lessons from this experience in developing my "artistry" in learning new ways to assess the nature of the dispute, and in using appropriate and helpful interventions?

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Flip Charts: Graphic Facilitation Focuses a Group's Thoughts

By Geoff Ball

Did you ever wish there were a better way to capture and organize a group's ideas during a meeting than by taking endless notes on flipcharts?

Well, now there is. It's called "graphic facilitation," and it's growing in use and popularity. In a nutshell, graphic facilitation involves recording and organizing a group's ideas with graphics and icons on large sheets of butcher paper.

The real appeal of graphic facilitation is that it's more than just a fancy way to take notes; it's a technique for helping groups reach consensus and resolve disputes.

In an environmental regulatory agency, for example, employees in the inspector general's office and in one of the regional offices were continually at odds with each other. Over time, the conflict between the two offices became so acrimonious

that a number of employees in the inspector general's office came down with stressrelated psychosomatic illnesses. To begin resolving the difficulties, a fellow dispute resolution practitioner and I were called in.

The conflict centered around the agency's process for making multimillion dollar investments in infrastructure projects projects that typically took nine years from start to finish. The regional office was responsible for doling out money to contractors and overseeing the projects. The inspector general's office was charged with looking for instances of "waste, fraud, and corruption" that occurred in the course of the nineyear process.

The inspectors felt that regional office employees should be open about any waste, fraud, or corruption they observed, "since we're all on the same team."

Regional office workers, on the other hand, whose own jobperformance reports depended on what the inspectors found, felt that the inspectors should have to do their own searching for irregularities.

To help the two offices resolve their differences, my colleague and I chose to use graphic facilitation. We knew that graphic facilitation would enable us to create "rich pictures" of this complex situation that would allow people to discuss specific issues without losing the context. We knew that if we could get employees to help us develop a visual image of the problem, they could then better focus on discussing the solutions. To use a favorite phrase of David Sibbet, a pioneer in the field of graphic facilitation (and president of Grove Consultants International, a San Francisco firm that advises clients dealing with organization change),

we knew that graphic facilitation would cause people to say, "Oh, now I see what you mean."

To get the information we needed for a graphic representation of this agency's problem, we met with employees from each office separately. After the meetings, we created graphic representations of each office's version of the nineyear construction process, using colored markers on 4footby12foot sheets of butcher paper. (Usually, graphic facilitation is done in real time, as the group is speaking.) The graphic representations consisted of words and graphic icons linked into a flow, showing the various steps in the process. In each version, we identified the places where each office said the "blood" was in the process where the conflicts

We then brought the groups together and asked them to look at each other's graphic maps. They realized that the maps were nearly identical and that the "blood" was in the same places. Their belief that the other branch saw things very differently just dissolved. In less than 10 minutes after reviewing the maps, employees of the two offices had jointly chosen a portion of the nineyear process to work on, together.

Without the aid of graphic facilitation, I don't believe the two offices ever would have moved beyond accusations and blame.

What is graphic facilitation?

Graphic facilitation is a type of "explicit group memory" a way of capturing the thoughts of group members in real time and making those thoughts available to the whole group. Practitioners of graphic facilitation (called "graphic recorders" or "graphic facilitators") use felt marking pens and large

(4feethigh and 10to15feetlong) sheets of butcher paper, sometimes in combination with premade templates, for organizing group members' thoughts. The templates can be either loose and free flowing or relatively tightly structured.

Graphic recorders or facilitators usually are not mediators; typically, they work as a team with a mediator.

Group Graphics is the name of graphic facilitation concepts and materials developed by David Sibbet. It is a teachable system of graphic facilitation that includes archetypal templates and an icon language. Graphic facilitators use its templates, icons, and other elements to illustrate the connections among and the flow between ideas. This helps participants capture thoughts for later reflection and use.

Like most technologies, graphic facilitation undoubtedly has a number of antecedents. Let me go over the ones I know.

In 1968, I suggested in a professional working paper that "explicit group memory" could address a number of problems faced in group discussions. Specifically, I suggested that a "structure sketch," consisting of words clustered and linked on a large sheet of newsprint, could assist groups in working on complex topics.

Soon thereafter, David Sibbet attended a workshop at which I used a graphic template called a "rainbow diagram." Sibbet recognized that the power of group memory could be increased substantially by adding a specialized set of icons or graphic images to the structure sketch. Sibbet, who has both strong artistic and conceptual abilities, developed a series of templates that could be used to structure ideas. From 1972 to 1977, he offered workshops on his technique to fellows at the San

Franciscobased Coro Foundation, where he was director of training. In 1977, Sibbet started a consulting firm with his trademarked graphical system as a primary focus.

At about the same time, an architect named Joe Brunon developed a similar graphic approach for working with groups, called Generative Graphics.

In 1980, Sibbet, Sandra Florstedt, and I conducted in San Francisco what we believe was the first public workshop on Sibbet's system. In the early 1980s, I gave a number of workshops on graphic facilitation, including several at the National Conference on Peacemaking and Conflict Resolution. Then, given Sibbet's offerings, I limited myself to using graphic facilitation in my dispute resolution practice. Sibbet's consulting firm continues to offer services, products, and training in graphic facilitation and recording and training.

The number of skilled graphics practitioners has grown substantially over the years. Last year, more than 30 graphic facilitators and recorders gathered near San Francisco to celebrate the incredible richness of approaches that have grown from our early work. What we started as a set of creative strategies for increasing group productivity is now its own field.

How graphic facilitation helps

Graphic facilitation supports the resolution of conflicts by going beyond a solely verbal approach. Graphic facilitation helps manage the complexity of group discussions. It reflects back the expression of multiple perspectives, makes connections between thoughts, provides a way to store information, describes a complex flow of activity, energizes a group, helps a group maintain sufficient focus to work

together, and provides an explicit structure for thinking.

Here's another example: In a master plan development process for San Francisco International Airport. noise and traffic issues were the subject of conflict between the airport and its neighbors. At one point in the process the planners created a list using technical, "plannerese" jargon of 36 different mitigations for airplane noise. For the public workshop at which these mitigations were to be discussed, we converted the "plannerese" into 36 icons. During the meeting, we used the icons to explain the mitigations and facilitate discussion about them. We found that people stored a great deal of information "under" the graphic icons in other words, the graphics triggered memories of what planners had said about the mitigations. As a result, participants did not get hung up on the technical terms, and were able to use the icons to indicate their priorities and make suggestions for other mitigations.

I find that members of a group, given a template (or good examples) and some encouragement, can create graphic images themselves. In one of the best workshops I can remember, small groups of eight to nine people created stunning and humorous graphics that presented their vision of the future of their movement. It was incredibly energizing and allowed a lot of insights to be shared quickly and powerfully.

Graphic facilitation is a powerful tool that should, I believe, be in the tool kit of all conflict resolution practitioners. If you don't feel comfortable doing graphic facilitation yourself, there are professional graphic recorders who do this work extremely well. At the same time, do not dismiss this tool because you "don't draw well enough." A few simple and easilylearned icons, some

straightforward templates, and a large piece of paper can add a great deal to the effectiveness of your conflict resolution work.

ABOUT THE AUTHOR:

Geoff Ball works in a variety of settings with a wide range of clients in situations that are often complex and involve varying numbers of people from small working groups to large conferences and public meetings.

Geoff coined the phrase 'Group Memory' and was an integral part in the development of "Group Graphics," a technique that uses large wall charts to enable people to see the big picture and relationships among diverse elements. Group graphics has also been proven to be very powerful in that it allows people to feel heard and validated as the

thought/ idea is being translated to the "charts."

He uses a computer in conjunction with a technographer to enhance the capabilities of groups working together to produce high quality results in a condensed period of time. Geoff is a certified test administrator and interpreter of the Myers Briggs Type Indicator assessment tool which has proven to be powerful in team building.

In addition to his facilitation and consulting work, Geoff and Jerry Talley recently formed EdgeWise Consulting LLC to focus on company building with small and medium sizes companies. Prior to working as a facilitator, he worked with pattern recognition and data analysis, while at the Stanford Research Institute Geoff developed

one of the first interactive data analysis computer systems.

Geoff received his formal education at Harvard University (B.A.) and Stanford University (M.S. and Ph.D.). He has taught Cybernetics Systems at San Jose State University, and Communications/Management Skills at the University of San Francisco. He is published in technical and professional journals, and is on the board of Aikido West.

Phone: 650 941 1497 Email: Ghball@aol.com

This article was originally published in the April 1998 issue of CONSENSUS, a quarterly publication of the MITHarvard Public Disputes Program. For information about CONSENSUS write to consensus@igc.apc.org

Don't Forget!

ALBERTA FAMILY MEDIATION SOCIETY'S 1999 AGM AND CONFERENCE

April 16-17, 1999 Banff, Alberta

Featuring Dr. Janet R. Johnston Divorce Mediator, Researcher and Author

Earlybird Registration by March 17th, see enclosed brochure to registersee you there!

For Your Reading Consideration...

✓ Resolving Conflict Once and for All : A Practical HowTo Guide to Mediating Disputes

by Mark Stein, Dennis J. Ernst Paperback 152 pages First edition (June 1997)

Book Description

A practical how to guide to mediating disputes.

From the Publisher

Stein and Ernst have written the first practical guide to mediating disputes that anyone can read and apply. Those whose job it is to manage conflict, be they parent, counsellor, attorney, manager, or simply a "humanitarianatlarge", can use the techniques the author dispenses before conflicts become personally and financially devastating.

→ The Mediation Process: Practical Strategies for Resolving Conflict

(JosseyBass Conflict Resolution Series) by Christopher W. Moore

Reviews

While labor, family, and divorce conflicts made up the major part of mediation practice a decade ago, the field has exploded in recent years to include a range of commercial, interpersonal, public, and international arenas. Originally published in 1986 and considered the best resource in the field, this longawaited new edition has been revised and expanded.

✓ From Conflict to Cooperation : How to Mediate a Dispute

by Beverly A. Potter, Phil Frank Price: \$11.96 Paperback (May 1996)

Reviews

Dale Farris, Library Journal, 1996 Throughout the country, legal dispute mediation is rapidly



growing as a costeffective and sometimes required alternative, or at least a preliminary, to the courtroom of disputes. Human relations expert Potter (Finding a Path with a Heart: How to Go from Burnout to Bliss, Ronin, 1994) has produced a superb guide to mediating disputes that will appeal to many readers, including managers, teachers, parents, and especially those directly involved in mediation such as law enforcement agents and attorneys.

✓ Getting to Resolution :Turning Conflict into Collaboration

by Stewart Levine Hardcover 200 pages (April 1998)

Reviews

Book Description

It is not conflict that undermines our ability to forge successful business and personal relationships, but rather our inability to reach true resolution of conflict. The cost in time, money, resources, lost opportunity, and emotion is staggering.

In Getting to Resolution, Stewart Levine gives readers an exciting new set of tools for resolving personal and business conflicts. Marriages run amuck, neighbors at odds with one another, business deals gone sour, and the pain and anger caused by corporate downsizing and layoffs are just a few of the conflicts he addresses.

✓ Mediating Child Custody Disputes : A Strategic Approach

by Donald T. Saposnek, Saposnek Donald

✓ Check out:

Amazon.com and ChaptersGLOBE.com for Book Selections....

AFMS UPCOMING EVENTS, EDMONTON

February 18, 1999 at noon

The Centre Club, 10120-103 Ave., Edmonton
Nancy Hack and Barbara Bishop, co-owners of Mediation Plus will
lead a discussion about "Tips on Marketing Your Private Mediation Practice"

March 18th, 1999 7:00-9:00 pm

Royal Glenora Club

Franklin Kane, President of the Alberta Family Mediation Society, practicing family therapist and mediator, will speak on "Age Appropriate Parenting Plans"

April 1", 1999

AFMS Annual General Meeting in Banff, Alberta

May 20th, 12:00 pm, 1999

Topic of discussion TBA

Please mark these dates on your calendar and we will update you as the topics and presenters are confirmed.

AFMS has very exciting and relevant presenters lined up and willing to pass along their knowledge and expertise to you. Topics range from estate planning to marketing to bereavement and so on.

Do you have any suggestions for presentation topics or presenters?

Please contact Barbara Bishop at Mediation Plus, phone (403) 414-1360 or fax (403) 414-1361

INTERNATIONAL EVENTS

AFM 1999 Annual Conference July 6-10, 1999

Chicago, Illinois

Telephone: (781) 6742663 Facsimile: (781) 6742690

Email: afmoffice@mediators.org

Conference '99, Toronto: The Meeting Place

Family Mediation Canada (FMC) and The Ontario Association for Family Mediation (OAFM) invite your colleagues/readers to participate in what is expected to be a very well attended gathering of the cutting edge voices in Family Mediation. Both FMC and OAFM are nonprofit family mediation organizations and it is our hope that you will be able to publish or distribute this notice as a service to the mediation community. Please submit your proposals to: Family Mediation Canada, 528 Victoria St., N., Kitchener, Ontario, N2H 5G1 Phone: (519) 585-3118 FAX: (519) 585-3121 e-mail: fmc@web.net

Your proposal must be sent to Family Mediation Canada by March 1st, 1999.

THE LUNCH BOX TALKS SERIES

BOOK THESE DATES INTO YOUR CALENDAR AND GET OUT OF THE OFFICE FOR A TALK BREAK!

Family Mediators in Calgary have begun to take advantage of the Lunch Box Talks. This is a new service offered to AFMS members and their guests. All of the Talks take place at the McDougal Centre (455 6th ST. SW) on the third Thursday of every month at noon until 1:00 p.m.

If you have not yet attended, you have missed some excellent presentations delivered by a number of skilled Family Mediators.

On October 15, 1998, Lou Faber gave an interesting presentation on "MedArb". He discussed how he uses the Mediation / Arbitration process and when it is most effective. He provided participants with articles and handouts which were very useful and informative. Those present enjoyed a provocative discussion.

On November 19, 1998, Janis Magnuson presented on "Mediators and Contracts". This presentation was especially helpful for Mediators without a background in contract law. Janis reviewed the different types of contracts and how to develop a well written contract to use in the Mediaton setting. Participants received a written handout to add to their Mediation files.

February 18 DEALING WITH EMOTIONS IN MEDIATION
Presented by Richard Foggo
McDougal Centre, 12:15 1:00 p.m.

March 18 CHILD WELFARE MEDIATION
Presented by: Diane Shearer and Laurie Benwell
McDougal Centre, 12:15 1:00 p.m.



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what's NEW and INTERESTING on the web...

Transformative Justice Australia at http://www.tja.com.au/ is a site for a group that does substantial work in the United States and Canada as well as Australia. This is an interesting place to start if you are curious about the differences that make transformative mediation what it is and if you would like to learn more about community conferencing.

Mediation Quarterly has a new web site at http://www.jbp.com/JBJournals/mq.html.

Yale's Journal of Conflict Resolution is found at http://www.library.yale.edu/un/un2f1a1.htm.

A resource site on dealing with bullying and abuse is http://www.successunlimited.co.uk. Interesting material and over forty web pages of resource information. I'm not fully competent to evaluate whether the author is correct or not, but the work is exhaustively presented.

ADR Resources, http://adrr.com/, describes itself modestly as "The ADR Resources site contains substantial online materials for alternative dispute resolution and mediation."

ADRonline Monthly: http://wwwlegal.sbs.umass.edu/center/adronline.html

Parlimentary Internet: http://www.parl.gc.ca/36/main-e.htm



SUBMISSIONS: Submissions to the AFMS
Newsletter are welcome, even needed! Articles or ideas
must be submitted on disk in Wordperfect format or by
email to the Editor.

AFMS Newsletter is published quarterly by:

Alberta Family Mediation Society, P.O. Box 403, 918-16th Avenue NW Calgary, Alberta T2M 0K3

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Tel: (403) 261-1544 Fax (403) 261-1547

email: aclay@telusplanet.net

Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the editor necessairly reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

AFMS Boad of Directors: Franklin Kane (President), Louis Faber (Vice President, Registrar), Laurie Benwell (Treasurer), Helene Canesson (Secretary), Janis Magnuson (Past President), Tom Daniels, Elaine Bucknum, Lorri Yasenik, Mike Porter, Mary Jane Klein, Barbara Bishop



Alberta Family Mediation Society





President's Report

If you haven't heard, our April AGM and conference in Banff was a success. More than fifty people attended, and were challenged, entertained and taught by Janet Johnston who had a wealth of valuable information, experience and provocative thoughts to share.

At the AGM a new board was elected with representation from Lethbridge, Calgary, Edmonton and Grande Prairie. We are still hoping for a Red Deer (Central Alberta) member. This was part of the Board's thrust the past year and it's mandate for the current year. to continue to create a truly vibrant, province wide Society. We are hoping that the programs for members in Calgary and Edmonton will expand to other locations. We have taken seriously the theme of marketing

ourselves as an organization and even more importantly, helping individual member mediators be better known. You will have received the June 4 letter from our Registrar Lou Faber. The addition of a short biography is to help potential clients know us better and for us to put ourselves forward as best we may.

The membership has given a strong mandate to the Board's proposal to change the affiliation agreement between FMC and AFMS. Presently we receive membership lists and dues remittances from FMC. This has left us feeling, at times, that we do not have a handle on our own membership. We are proposing to do what several other affiliates have already Continued on next page



Announcing Your New AFMS Board Members

Franklin Kane, President

Lisa Thomas, Treasurer

Lou Fabor, VP/Rogistrar

Mary Jano Mein, Secretary

Celleen Bennett

Haine Buckmum

Lerri Yasenik

Mike Perter

Barkara Bishen

Bennie Hurray

Shelley Tangart

AGM Review

Dr. Janet R. Johnston, executive director of the Judith Wallerstein Center for the Family in Transition, Corte Madera, California and associate professor in the Administration of Justice Department, San Jose State University was the key note speaker.

The fifty participants in the conference benefited from her wealth of experience and research in the area of couples involved in an impasse with their divorce. She provided us with guidelines for an initial assessment of high conflict divorcing parents. child assessments, and both the structure and interventions for impasse directed mediation. The examples given were all situations we had seen, and the interventions of great help to our practices.

Continued on next page

INSIBE

The Use of Mediation in Estate Planning

New Africa Board Mombers

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President's Report Continued...

done, to receive dues directly and remit the FMC portion to Kitchener along with copies of our membership records. This move, which FMC does not oppose, would also lead to the beginning of a paid office staff. Currently everything at AFMS is done by fellow members as volunteers. The Board is looking at various other options and how they will impact us as members. We see this as a major move by our organization, and we will keep you informed. We will want your input before final decisions are made, so you will be hearing from us as the year progresses.

Our membership needs to grow to give us a firm foundation as the voice of Family Mediation in Alberta. Please tell friends and colleagues about us, let the word go forth so that we are not one of the better kept secrets.

I would like, once again, to thank Elaine Bucknum for her drive, leadership and hard work in making the Banff conference so successful. And, by the way, we already have a date - April 7th & 8th, 2000, and a speaker - Chip Rose, for next year's conference and AGM to be held in Edmonton.

Franklin Kane, President



AGM Review Continued...

Dr. Johnston's example of the new directions in alternative dispute resolution (building multidisciplinary partnerships) with service providers helped us begin the process for Alberta.

This process was captured by the professional panel consisting of Lonny Balbi, Lawyer/Mediator, Bill Cunes, Regional Child Welfare Placement Coordinator, Audrey Ferber, Couple Counsellor, Nancy Flatters, Provincial Court Judge, Family Division, Gary Kneir, Psychologist, and Linda Long, Lawyer, Mediator and Panel Moderator. Their energy, late on a Friday afternoon, was a great example of the usefulness of the conference material, and all the conference participants interest in alternative ways of dealing with impasses in divorcing couples. The panel developed a resolution that was endorsed by all the conference participants as follows:

The Alberta Family Mediation Society hereby resolves to support the establishment of a multidisciplinary network and list of professionals who are involved in managing the legal and clinical aspects of family breakdown, and who are prepared to work collaboratively with one another by contracting out of traditional business litigation processes in favour of full disclosure, settlement oriented dispute resolution processes.

Saturday morning was the time set aside for Colleen Nicholls, Senior Program Coordinator, Queen's Bench Child Support Centre, to discus the updated Federal Child Support Guidelines with special emphasis on the "Special Expenses" Section, and
specific examples of the imputing
income section. This was a most
informative section, with all the
participants sharing examples
from their practices.

All in all the presenters, the participants and the Banff Centre's seminar rooms (plus the sunny day in the mountains) provided a most worthwhile opportunity for "mediators" to learn from each other, and begin Alberta's form of "collaborative practice". The evaluations indicate that you thought so too!

See you at the conference next year.

Elaine Bucknum Conference Chair

About Your Editor...

April Clay is a Chartered Psychologist in Calgary with a private practice focused in divorce and blended family issues, among others. She also writes extensively and in addition to regular magazine articles is at work on her second book "Effective Stepmothering". April has been putting together the AFMS Newsletter for more yeras than she can remember! She welcomes any comments and submissions you may have. You may reach April at: (403) 261-1544, fax: 261-1547, (403) Email: aclay@telusplanet.net, Web:www.aclay@telusplanet.net /public/aclay

The Use of Mediation in Estate Planning: A Preemptive Strike against Potential Litigation

Introduction:

Use of an independent mediator during the planning process can help estate planners improve client satisfaction, reduce the probability of family litigation and avoid malpractice claims. The goal of retaining a mediator in estate planning is to prevent a future problem rather than to solve an existing dispute. If there is current conflict among family members, only mediation offers the probability of a solution that includes reconciliation. This article will focus primarily on family dynamics involved in planning and preparation of wills and trusts. The same anxieties are present when planning conservatorships, guardianships, powers of attorney (financial & health), prenuptial and postnuptial agreements.

My experience in mediating will and trust contests, and disputes during administration of wills and trusts, indicates that clients' failure to disclose seemingly unimportant, embarrassing or confidential information during the planning stage requires their estate planners to work with incomplete and/or erroneous family information. Occasionally potential clients who discuss estate planning with an attorney do not return. While the attorney may think the people went to another professional, they may have simply made a passive decision to ignore the complex emotional

issues raised during the initial interview.

Most planning cases will not include heirs as active participants. However, it is dangerous to assume that a "happily married" couple is communicating well about the division of their estate. It is even more dangerous to assume a couple about to be married has discussed the terms of a prenuptial agreement at arms length. Persons with close relationships may have a great reluctance to bring up sensitive topics between or among themselves. Multiple marriages inject many additional issues. Avoidance of conflict by ignoring it is considered a virtue by many people. They gloss over sensitive areas to preserve ostensible harmony. Unfortunately, glossing over a problem today invariably spawns a greater conflict tomorrow.

A mediator does not represent anyone, has no allegiance to any party, gives no advice, makes no decisions and has no conflicts of interest. There are no constraints on the mediator's ability to speak in confidence with each person.

Example:

Let me share an example where attorneys brought in a mediator. A family with an eight figure estate and several adult children had labored through two years of **Gentlands on next page**

Registrar's Report

Things are going along very well and by the time you receive this report most of the people who are Registered Family Mediators or Practising Mediators last year will have filed their applications to renew. Everyone else has received by now a letter advising that the deadline date for this year will be July 30th, 1999, and this is your final reminder to get applications in. In addition to the usual application documents and money, we would request a short biography from you of 50 words or less. The Board has decided this year to publish a list which will include short biographies for all RFM's and PM's. They also decided that the list will be separated out so that there is a list for RFM's followed by a list of PM's. If for some reason you have not received the application forms or have misplaced the same please contact the writer's secretary, Nadine, and her phone number is 234-1181 and she will send you out the form. We are looking forward to the new format for the production of the list which will be more informative to the public and give them an opportunity to at least know something about each mediator before choosing. Any suggestions you might have on this matter would be greatly appreciated. Please do not hesitate to contact me either by phone 234-1199 or at my fax 269-2653. Get your application in for RFM or PM, don't be disappointed by being left off the list. Thanks.

Lou Faber, Registrar

planning. The parents sought input from their family since each child had considerable financial expertise and a substantial estate. The parents and each child retained and conferred with their own experts (attorneys, accountants and financial advisors). The experts corresponded among themselves and their proposals were circulated among the family. Everyone understood the concepts being presented. Each attorney spent much time with her or his client, and family members had many conferences, but the family was not communicating effectively.

By the time a mediator was retained, the family was close to open warfare. Each family member suspected the others of conniving to gain advantage. This suspicion was within and between generations and was affecting spousal relations. The proposed plans had great technical merit as regards tax minimization, but the lines of communication between and among attorneys and clients (dictated by conflict rules) did not provide a vehicle for the family members' real interests to become known to each other and their advisors. As a result, each professional was working with pieces of a different puzzle. They were unable to put the pieces together since each had a different concept of how the final picture should look. Spouses and siblings had "non-monetary" needs that were either obfuscated or couched in "dollar" demands. Satisfying the dollar demand failed to satisfy the emotional need.

One such hidden issue involved a family business run by the father with considerable help from his youngest son, Bob. The father wanted to recognize Bob's contribution by giving the enterprise to him. Bob hated the business. wanted no part of it, but never told his father because of the great sentimental value his father attached to it. The business was taking too much of Bob's time, to the detriment of his own business and his relations with his wife and children. The father was continuing the business because he believed Bob loved it and would want to inherit it. He had absolutely no emotional ties to the business. Once father and son could discuss the issue the solution was self evident.

Within three months the mediator forwarded to the attorneys a memorandum of understanding signed by all family members. By communicating with everyone on an individual basis, in small groups and in the large family group the mediator was able to develop a complete picture of the family's needs. After conferring with his clients and their accountants the parents' attorney prepared documents for an estate plan that satisfied the desires, interests and needs of the entire family.

Confidentiality:

Most jurisdictions provide broad protection to mediation proceedings including prohibiting the mediator from testifying if there is subsequent litigation. Oral and written admissions, offers, notes, etc. made during mediation cannot be used in litigation. California has codified the confidential nature of mediation proceedings in CCP 1775 et. seq. and Evidence Code sections 703.5,

1152.5, 1152.6. Most mediators describe the bounds of confidentiality in a mediation agreement. There is no risk to the parties participating in mediation, whether it be in the planning stages or in a contested proceeding. They maintain control over their destiny by participating in the mediation process.

Conflicting Needs and Conflicts of Interest:

The statistical data clients give to their attorneys are usually comprehensive and accurate, but hidden interests and suppressed emotional needs of clients are seldom fully disclosed in the presence of one another. The accepted mode of representing clients with potential conflicts of interest may interfere with an attorney's ability to get all the information required to determine a client's real interests and needs. For example one spouse usually will not raise an issue known to be distasteful to the other in the other's presence. People about to be married are often in a state of euphoria, and they may view a prenuptial agreement through "rose colored glasses." Each one may have an understanding based on a different perspective. In like manner parents may make assumptions concerning their adult children's desires that have little relation to their children's actual needs. Children may make assumptions about each other and their parents based on emotion. This could result in a plan, based in part, on flawed assumptions. Such an oversight could result in future litigation and may be the basis for a malpractice claim.

Prior to the era of specialization and stringent conflict rules, much

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Profiles of Your New AFMS Board Members

Franklin Kane, President:
Franklin was born in New York
City, was a teacher and then a
trainer of teachers in Waldorf
schools (Rudolf Steiner Schools)
for over twenty-five years. He

completed his Master's degree in Counselling Psychology in 1986 and has been in full time private practice for over ten years. He has lived in Edmonton for seventeen years and is a Canadian citizen. His interest in mediation goes way back to when he attended university and wanted to be a labour mediator. This didn't happen but he came back to mediation in the last seven years. Franklin helped to develop the Parenting After Separation course and regularly teaches it at the courts. He is active in the mediation community in Edmonton, serving on the Board of Edmon-

ton Community Mediation while

doing volunteer mediation as

iournal.

well as his private practice. He

also serves on the editorial committee for Resolve, the FMC

Louis Faber, Vice President/ Registrar: Louis, senior partner of Faber Gurevitch Bickman, has practiced law since 1959 and was one of the founding partners of the firm. In addition to being a barrister and solicitor he is a qualified and experienced mediator and arbitrator. He lectures in all areas of law and in mediation and arbitration and is actively involved on many boards and committees concerned with alternative dispute resolution. Lou believes that a decision made by the parties themselves is much better than any decision a court or third party might render. His areas of

preferred practice in the law are: family, commercial, labour, insurance (including motor vehicle accident), civil and criminal litigations. His involvement in the legal community as well as the community in general is well known.

Lisa Thomas, RSW, Treasurer: is a registered Social Worker in Alberta with experience in the areas of family breakdown, domestic violence, addictions and unemployment. Lisa is currently working as a Registered Family Mediator with Mediation and Court Services in Calgary.

Mary Jane Klein, Secretary: Mary Jane holds a Bachelor's degree from Gonzaga University, an MSW from Portland State University and a law degree from the University of Calgary. She has worked as a Child Welfare caseworker for three years, a Hospital Director for eleven years, an Immigration Services Director for four years and a Lawyer/Mediator for seven years. Mary Jane is currently employed with Mediation and Court Services in Edmonton and has a part-time private Custody and Access Open Assessment practice. She has been a member of the Family Mediation Manitoba Board of Directors for three years and is looking forward to working with AFMS in the areas of program development and membership services.

Lorri Yasenik, MSW, RSW, is a Registered Family Mediator and Counsellor with 14 years experience working with children, adults, couples and families. Continued on page 7

Estate Planning Continued...

estate planning was done by attorneys who knew their clients and families. Like the "family doctor," the attorney was aware of the family's trials, tribulations, successes and failures. In that climate it was common for attorneys to counsel spouses without discussing the possibility of a conflict of interest. The primary focus was on preparing a plan satisfactory to both, through an in-depth interview with both spouses.

Today, many families have children who are the issue of more than one marriage or relationship and this creates the potential for conflicts of interest. How can a fair plan be developed? Equal is not always equitable. Each family's history, interests and needs, as well as assets and taxes, must be considered when designing a plan for their future.

The probability of a conflict of interest is present in many estate plans. Often, spouses are advised to have separate attorneys; individual financial advisors may be recommended. If they decline separate counsel they may be required to sign a "consent to joint representation." Either choice makes married couples uneasy because they do not see themselves as adversaries. The emphasis on differences may cause new or additional stress in the marriage. It can also cause them to abort the estate planning process.

Having a "consent to joint Centinued on next page

representation" or suggesting separate attorneys may satisfy ethical requirements (and concern over malpractice exposure) without satisfying the real need of clients for a plan that satisfies their joint desires. This need may be lost when each party communicates through a different lawyer and is suppressed if using the same counselor. If the clients elect to use the same attorney, he or she cannot have separate confidential discussions with each of them. Use of a mediator provides the attorney with a way to be professionally ethical without sacrificing the clarity that is achieved when one person has separate discussions with each interested party.

Role of Mediator:

A mediator recognizes the attorney's lead role and will not question the advice given by an attornev. The mediator's role is to assist attorneys in fulfilling their responsibility to craft a plan that will accomplish the testamentary desires of the attorneys' clients. The mediator confers, on a confidential basis, with each person separately and with the parties jointly. Only information that is authorized to be disclosed by each person will be shared with others. The mediation process can provide attorneys, accountants and financial advisors with valuable information about the clients' subjective interests and needs that should be addressed in the estate plan.

A mediator explains the process to each spouse. Joint meetings

and individual conferences are scheduled as appropriate. Others are interviewed only with client and attorney approval. The mediator helps the parties face and resolve important subjective issues that otherwise would continue to fester because they were not disclosed to, and thus not addressed by, the attorneys. Mediation assists the attorneys in collecting all segments of the family puzzle.

A mediator does not need to be an expert in estate planning, but does need to be familiar with its basic principles and terminology. Expertise in the mediation process and the unique ability to talk with each person, in confidence, makes the mediator a valuable member of the estate planning team. The mediator helps the parties bring conflicting interests to the surface and helps to resolve them; a mediator does not give advice. Mediation builds on latent goodwill. It is the catalyst used to transform disparate messages into a meaningful collage. The estate planners use their expertise to integrate this information with other data in developing the plan.

Many people mistakenly think of a "mediator" as an arbitrator. Attorneys should explain to their clients that a mediator is a facilitator, not a fact finder or decision maker. The mediator helps the parties peel off emotional overlays and accept reality. None of the planning professionals (attorneys, accountants and financial advisors) can fill the need to speak separately and confidentially with each interested party.

Complexities of Family Relations:

The number of family members and advisors participating in the example cited earlier created an unusually complex case. However, the family dynamics in less complicated situations are very similar. For example, a child working in the family business may have expectations that have not been discussed with parents or siblings. The child's spouse may expect even more. Control and succession in a family business are issues waiting to explode if not properly addressed early on. Also, a child who provides years of care for a sick parent may expect a larger share of the estate. Property acquired and children born during multiple marriages inject many additional issues. These are only a few examples that pose a high potential for litigation which can be avoided through early mediation.

The emotional issues present in a family owned or a closely held business create the climate for litigation after death of the entrepreneur or partner. These issues are often ignored or minimized by the spouses and partners during estate planning. Clients with such illiquid assets need assistance from mediation during estate planning, and certainly after the death of the testator or trustor if the problems were not addressed during the planning phase.

Mediation during the planning stage may help spouses to discuss sensitive areas and to avoid future conflict. It can increase the probability of full disclosure since each person knows he or she can speak with the mediator in strict confidence.

A mediator can help all parties and their advisors find hidden issues. It is often difficult for one spouse or sibling to explain the Continued on next page

interests and needs of others. The nature of family relations can foster many hidden agendas and suppressed emotions. Poor communications and misconceptions may cause people of goodwill to become antagonists. If not addressed, hidden issues can become buried mines waiting to explode. Mediation can expedite the estate planning process. It helps to eliminate the need for foot dragging by a family member who cannot live with a proposal but does not want to be seen as an obstructionist.

Need For Mediation:

Whenever a potential conflict of interest requires separate counsel or a "consent to joint representation," clients should be advised about the benefits of a skilled mediator. The mediator's work may dispel or confirm and resolve the conflict. In either case, a mediator will help planners identify underlying emotional issues so they can better address the family's spectrum of concerns. Even if a conflict of interest is not apparent, a mediator may be advisable in large estates. The mediator might uncover a latent conflict or bring out information that will prevent a conflict from developing. The attorneys, invariably, will receive information through mediation that will be beneficial in developing a viable plan. At the very least, the attorneys will have a better record that their advice and plan documents correctly address the desire of their clients.

Mediation also works well in resolving problems during Probate and Trust administration. Relations between executors or

trustees and beneficiaries can turn sour because of different priorities. Often differences are in perception rather than substance. A mediator can help the parties clear up areas of ambiguity and aid them in developing a plan of interaction that will promote all their interests. As a result executors and trustees may no longer dread the beneficiaries' phone calls and beneficiaries may be happier while making fewer calls to the fiduciaries.

Courts are not charged with working out reasonable solutions to heirship contests or disputes over administration of wills and trusts. Judges listen to scripted testimony and make decisions. The results may be cumbersome, with little relief to any party. If the goal is a solution rather than a finding of fault, mediation is the best means to achieve the goal.

Conclusion:

The services of a mediator should be considered if any of the following scenarios are present: mentally or physically challenged child, economic disparity among heirs, divorce and multiple marriages, inherited or other separate property, a child who is caring for a parent, testator is either very indecisive or dogmatic, entrepreneurial or closely held business.

Mediation in conflict resolution is a profession in its adolescence. Mediation in estate planning is in its infancy. During the past decade trial lawyers have recognized the important role mediation can have in providing a better service for their clients. It is

AFMS Board

Continued_

Lorri is a Certified Professor of Child Psychotherapy and Play Therapy (with Play Therapy International) and has worked extensively with children of divorce and their families. Lorri is serving her fourth year on the Alberta Family Mediation Society Board and has been actively involved in promoting Mediation through such projects as the Volunteer Mediation Program at East Side Family Services and hosting and organizing the" Lunch Box Talks" Series coming up this fall. Lorri is and instructor for the court mandated course "Parenting After Separation".

Elaine Bucknum: Elaine is a registered social worker and Approved Supervisor for Marriage and Family Therapy. Her private practice spans mediation, counselling, workshops and EAP consulting. Elaine does both business relations mediation and family and divorce mediation. She offers workshops on managing stress and handling change, and does training in conflict management, and helping individuals access and use community resources. Elaine has twenty years experience as a therapist and administrator in hospitals and mental health agencies and in the oil and gas industry. The breadth of her experience is evident in the variety of boards she has sat on: the Calgary Widowed and Family Bereavement Association, the Distress Centre, and both the Senate and the Board of Governors of the University of Calgary.

Continued on page 11

time for the Estate Planning Bar to consider recommending professional mediators as part of the scope and quality of service they offer their clients. Estate planners have an opportunity to help estate planning mediation develop in a manner most useful to clients and professionals. Dialogue between estate planners and mediators as well as continuing education seminars focusing on mediation in estate planning should be a high priority.

Attorneys, whose clients have the benefit of mediation, will have more satisfied clients and a reduced risk of malpractice claims. Failure to use a mediator may increase the probability of criticism, misunderstanding and future litigation. The use of a mediator will help to assure a result that is equitable, realistic and acceptable to the key parties, be it estate planning or settlement.

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the permission of John Gromala.
You may reach him at:
Email: jgromala@humbolt1.com
Or visit his web site at http://
mediation-adr.com/gromala/
where you will find other articles of
interest.

Letters to the Editer



The AFMS Newsletter invites your comments and reactions to our format, issues we face as mediators in Alberta, or for networking discussion. Contact: April Clay, Editor,

Tel: 261-1544 Fax: 261-1547

The Gidget Man and the Business Master

OT ..

The Magic of Mutual Respect and Trust

Frank Muller P,E., Esq. Richard A. Coughlin P.E., MBA

Once upon a time not so very long ago, there was a man who loved to make "gidgets". So great was his passion for his work, he put all of his efforts and expertise into making gidgets of the highest quality and the results of his efforts were very obvious. In fact, he produced gidgets of such quality that he soon established a reputation as the best producer of gidgets in the area and people came from all over to purchase his products.

The gidget man was so happy....
The more gidgets he made, the more people wanted to buy them and he soon found that he had to hire lots of helpers to meet the demand. He was also making a lot of money which was nice because he had a young son and it was always his dream to send him to business school (something the gidget man had never been able to do for himself)

As sales increased, the gidget man found that he needed more space in which to produce his gidgets and, because his needs were unique he also felt that he should build a new building on land that he owned adjacent to his small shop.

So he called his friendly architect (because everyone knows that architects are good at design and that stuff) and told him what he needed. The friendly architect in turn prepared contract documents and gave them to friendly contractors for pricing (because everyone knows that contractors are good at pricing and that stuff). After receiving the prices, the architect and the owner selected a contractor to work with and the owner went back to making gidgets while the architect and contractor put together his building and every one was very very happy.

As the years passed, the gidget man's business continued to grow and he added building after building for his business, which meant that the architect and contractor continued to grow as well. It also meant that the gidget man could send his son to business school, which he did. Life could not have been better.

Then one day the gidget man's son returned from business school with a sheet of paper that certified his attendance for four years and suggested that he had learned something in that time.

Upon his arrival the son immediately approached his father with recommendations as to how the business might be improved. The son called it "line item" management.

"Father, said the son, Do you realize that you have no way of knowing that you are getting the absolute best deal on the buildings you have added over

Gidget Man Continued...

".a visiter came to him

and said "I am the spirit

of teamwerk and I before

trust and mutual

respect_"

the years?"

The father responded "I manufacture gidgets, not buildings. That's why I use my friendly architect and friendly builder to handle such matters. It is also the reason I was able to send you to

business school and make you so smart."

"I am truly grateful father, I am here to apply the "line item" techniques that I

learned in management theory 101 and will make you even more money" said the son.

Now because the gidget man loved his son, he decided to let him try these new found techniques that he was so proud of:

First the son cut the architects fee from five percent to four percent, which according to the "line item" technique represented a twenty percent reduction (but in reality was less than one percent of the building cost).

Then the son invited lots and lots of contractors to bid on the new building thinking that competition would lower cost (caveat emptor).

Now because the architect was getting less money for design, he told the son that the contract documents would not be as complete as on previous projects but the son was not concerned because he had heard a lecture on "errors and omissions" at business school and knew just what to do if problems arose on the job.

He was also aware that the con-

tractors were bidding on less than complete documents so he was sure to add clauses in the contract that put as much of the risk on the architect and contractor as they could bear (and then some).

Soon after the contract was

awarded and the work started the gidget man noticed that the people on the project were not quite as happy or productive as the

people on the other buildings he had built.

He also noticed that he was receiving a lot more mail concerning this building than he had on other projects and that most of the mail was rather nasty with the architect and contractor and his son blaming each other for problems on the job. The gidget man was not happy with these letters as reading them took a lot of time away from his gidget making. But he loved his son and hoped he would straighten things out.

Unfortunately, things got worse. The architect and the contractor and the son spent so much time writing letters to each other that they had no time left to spend on the project and the project had to shut down. This meant that the gidget man could not hire people to make his gidgets and the customers had to go some where else.

Just when the he thought that things could not get worse, the gidget man received letters from attorneys representing the architect, the contractor and subcontractors and a number of suppliers

demanding that he compensate them for their losses. The thing that surprised him most was that the total of the claims exceeded the amount of savings his son took credit for.

In an attempt to find out what was going on, the gidget man called his friendly architect only to find out he was no longer friendly. "Talk to my attorney" said the architect. He then called his friendly contractor only to find out that he too was no longer friendly. "Talk to my attorney" said the contractor. Finally, he went to his son who said "Don't worry Dad, I have engaged the finest attorney that money can buy and we'll fight them to your last dollar"

Now the gidget man was really concerned to the point where he had difficulty sleeping and eating and eventually became so weak that he could no longer make gidgets. He had to lay off his employees and close his buildings and soon had no customers left. His heart was broken and his bank was not far behind.

Then one night, when all seemed lost the gidget man had a dream in which a visitor came to him and said "I am the spirit of teamwork and I bring trust and mutual respect to building projects such as the one you are having trouble with. You should remember me because I was present on many of your projects before your son drove me away. You must understand that I only remain on a project as long as the project members want me there and when

Continued on next page

Gidget Man Continued...

I leave adversity and conflict take my place.

Now because you are a decent person and have demonstrated goodness in the past, I will tell you how to regain your health, your business and your fortune.

First you must call your friendly architect and contractor together and demonstrate a willingness to work with them to resolve the issues. You must deal them in a fair manner and negotiate a reasonable settlement of the claims. Under no circumstances are you to leave a dispute unresolved. When all claims have been resolved. you must reestablish the harmonious relationships that you once knew. I have given these same instructions to your architect and contractor who are also anxious to rid themselves of this terrible burden of litigation, so your task should not be difficult."

When the gidget man woke in the morning he was full of joy and immediately called his architect (who now seemed friendly) and his contractor (who also seemed friendly) and arranged a meeting at which all parties dealt in good faith, and all disputes were resolved amicably. And, above all, all parties agreed to return to the relationship of trust and mutual respect that they once knew.

As a result the gidget man regained his health, rehired his workers and produced lots and lots of gidgets that brought his customers back. Before too long he needed more and more build-

ings and his friendly architect and friendly contractor provided them and made a reasonable profit in the process.

When the son saw how happy his father was, he put away his diploma, borrowed money from his father and took a cruise around the world, quite pleased with himself for if it wasn't for him his father would never really appreciate the value of a non-adversarial relationship.

Moral: Relationships work best when the parties work to make them work.

The Metro Group can be r eached through the webpage www.uswebx.com/metrogroup. or E-mail: ECCS@Compuserve.Com

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Family Law for Non-Lawyers!

An intensive short course dealing with current legal issues related to family mediation. Presented by Karen Trace, Lawyer and Registered Family Mediator, on September 18, 1999 from 1-4:30 pm at the offices of McCuaig Desrochers in Edmonton. Cost is \$75.00, payable September 10, 1999. Please contact Colleen Bennett at 1-780-489-7816 for further details. Space limited to 15 participants.



enoissimun<mark>2</mark>



Submissions to the AFMS Newsletter are welcome, even needed! Articles or ideas must be submitted on disk in Wordperfect format or by email to the



BUILDING BLOCKS FOR BLENDED FAMILIES

A one day intensive workshop

Facilitated by: April Clay, M.Ed, C. Psych. Lorri Yasenik, RSW, MSW

Workshops are held monthly

To register or for more information call:

Lorri at 245-5981 or April at 714-2529 aclay@telusplanet.net www.telusplanet.net/public/aclay

Newsflash!

The Parenting After Separation course, which is now mandatory for divorcing couples with children, was first piloted in January 1996. The team which helped bring this innovative program into existence is being honoured by a Premier's Award of Excellence.

The following AFMS members were part of the team receiving recognition:

Jeanne Byron Franklin Kane Kent Taylor Connie Toporaski

LHS

Edmonton AFMS Lunch Box Series 1999-2000

September 29, 1999 Share "War Stories" Open

House Special

Mary Jane Klein's Home,

11113-98 Ave. 6:30 - 8:30 PM

October, 1999 Family Mediation Canada (FMC)

Conference, Toronto, Ontario

November 17, 1999 "Mediator and Lawyer Relationships"

January 26, 2000 "Parent Alienation and its Implications

in Mediation", Presented by Carol

Chandler & Colleagues

Heritage Room at Edmonton City Hall

11:30 am to 1:00 pm

February 23, 2000 Mediation and Child Welfare Panel

Heritage Room at Edmonton City Hall

11:30 am to 1:00 pm

March 22, 2000 "Succession and Dependent Adults and

its Implications in Mediation"
Presented by Tom Carter

Heritage Room at Edmonton City Hall

11:30 am to 1:00 pm

Calgary AFMS Lunch Box Series 1999-2000

September 16/1999 "Med-Arb" presented by Lou Faber

from Calgary, Alberta

October 21 / 1999 To Be Announced

November 18 / 1999 "Parent-Teen Mediation"

presented by Franklin Kane and Colleen Bennett from Edmonton

January 20, 2000 Contract Law for Mediators

presented by Janis Magnuson

Lunch Box Talks will run from 12:15 -1:00 pm and be held every third Thursday of the month. They will be at McDougal Centre, Calgary.

Board Members Centinued...

Barbara Bishop: Barbara is coowner of Mediation Plus, a conflict management service for individuals and organizations, specializing in mediations. She is a coordinator and mediator for the Alberta Justice Civil Claims Mediation Pilot Project. As well, a mediator with the Edmonton Community Mediation Society, the Edmonton Victim-Offender Mediation Society, and sits on the Edmonton Minor Soccer Association's Disciplinary Appeal Board. In addition to her expertise in mediation, Barbara has over 15 years experience in marketing, retail and property management experience as well as a background in crisis counselling and substance abuse counselling with AADAC.

Bonnie Murray: Aside from her credentials as a mediator, Bonnie's educational background includes a diploma in Psychiatric Nursing, Bachelor of Arts in Psychology, Advanced Certification in Critical Incident Stress Debriefing and Pos Trauma Syndromes. She is presently completing a Master's in Behavioral Sciences. Bonnie's private practice provides mediation services, assessment, consultation and therapy for adolescents, families and care providers. She is particularly interested in Attention Deficit Disorder without Hyperactivity, Depression, as well as sexually abused and sexually offending adolescents. As well, she has presented workshops and taught a summer class for the faculty of Education, University of Lethbridge.

Continued on back page



Alberta Family Mediation Society, P.O. Bex 403, 918-16th Avenue NW Calgary, Alberta T2M 0K3

> Mailing Address Goos Hero

AFMS Board Members Continued...

Shelley Taggart: Shelley received her mediation training through the Legal Education Society of Alberta, and established her mediation practice in 1997. Since that time she has done extensive work in the field of divorce mediation. Shelley provides service for the Custody and Mediation Program for the Judicial District of Grande Prairie. She has also practiced in the area of workplace mediation. A resident of Grande Prairie for twelve years, Shelley is also a counsellor with Mc-Connell Psychological Services and specializes in the treatment of depression, and stress and anxiety disorders.

Mike Porter: In 1997, Judge Michael H. Porter retired as a Judge in Alberta, after spending 22 years on the bench. During that time he was extensively involved in family court matters. Prior to that he had spent 11 years practicing law in both Canada and England. He is now involved full time in his third career, that of a private arbitrator and mediator. A considerable part of his practice involves family business, dependent adult and divorce related disputes.

Colleen Bennet: Colleen is a graduate of the University of Alberta. She has completed the required course work for the

AAMS "Certificate in Conflict Management" and has five years experience in community, civil claims, workplace and family (including parent/teen) mediation. Since 1995, she has worked as a coach/trainer in mediation and anger management and has presented at various conferences and seminars. She has over twenty-five years of experience working with women, children and families in the voluntary sector. Colleen recently served on the Board of Edmonton Community Mediation and ioined the AFMS Board in April, 1999.

AGM/CONFERENCE	REGISTRATION FORM
Name:	937 132
Address:	
Media - Agre	
	(Res.)
Fax: E	-mail
FORWARD WITH CHEQUE Mary Jane Klein	UE OR VISA INFORMATION TO:
11113 - 98 Avenue, Edmo	onton AB T5K 0E1
Tel: (780) 454-3819 Fax	:(780) 447-4411
EARLY BIRDS	
Register BEFORE March	26, 2000
and deduct \$20.00 from	the 2 day conference fee
OR \$10.00 from	a 1 day conference fee.
* Special room rates avai	lable until March 6, 2000.
STUDENTS	
Do you require a billet?	☐ YES ☐ NO (no charge)
PAYMENT INFORM	ATION:
PLEASE CHECK ALL APP	LICABLE BOXES ON REVERSE.
Amount \$	
Cheque enclosed	
Visa Charge 1	Name on Card
Visa Number	
Expiry date	

AGENDA

FRIDAY, APRIL 7, 2000

0800 - 0900 Registration PRESENTATION: CHIP ROSE 0900 - 1200 "Advanced Family Mediation Techniques I" Coffee 1015 - 1030 LUNCH: Alberta Family 1200 - 1330 15ms Mediation Society Annual General Meeting 1400 - 1700 PRESENTATION: CHIP ROSE "Advanced Family Mediation Techniques II" Coffee 1515 - 1530 **WINE & CHEESE RECEPTION** 1700 - 2000 Hospitality Suite Open To All 2000 - 2200 SATURDAY, APRIL 8, 2000

0800 - 0900	Registration/ Breakfast Buffet
0900 - 1200	PRESENTATION: CHIP ROSE "Collaborative Legal Practice Mode
1000 - 1015	Coffee
1200 - 1330	LUNCH: Alberta Arbitration & Mediation Society
aans.	Annual General Meeting

1400 - 1700

AAMS PRESENTATIONS/WORKSHOPS

ALBERTA FAMILY MEDIATION SOCIETY

Presents

CHIP ROSE, J.D. C.F.L.S.

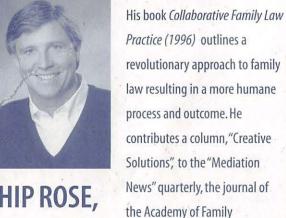
Certified Family Law Specialist, Author & Trainer



2000 AGM & CONFERENCE

APRIL 7 & 8, 2000 MAYFIELD INN EDMONTON, ALBERTA Dr. Rose is an internationally recognized trainer and author. A member of the California State Bar since 1969, a Certified Family Law Specialist, and a mediator since 1980, Dr. Rose is currently director of the Mediation Centre in

Santa Cruz, California.





CHIP ROSE, J.D., C.F.L.S.

We have invited Dr. Rose to present at our year 2000 Conference because of his extensive background as a practitioner, educator and trainer. As well, he comes with a reputation for delivering practical, information packed sessions through an approach that is dynamic, insightful and humorous.

Mediators.

CONFERENCE SESSIONS

FRIDAY: "ADVANCED FAMILY MEDIATION TECHNIQUES"

This workshop will enhance practice skills through initially identifying the conceptual framework forming the foundation of the mediation process and then consciously selecting strategies, tools and techniques to support the process.

Participants will learn how to

- · structure the process stages and content
- assess client needs
- · prepare the parties for negotiation
- · clarify agreement-making values, and
- · reframe specific substantive issues

SATURDAY: "THE COLLABORATIVE PRACTICE MODEL"

The introduction of this controversial model will have a profound effect on the process and outcomes for families involved in the courts. All participants in the model (parties and their counsel) initially contract out of litigation alternatives throughout the course of negotiation and resolution of their divorce issues.

The workshop will explore the principles and practice issues associated with this model. Participants will be provided with marketing tools and practical advice.

PLEASE CHECK ALL APPLICABLE AREAS: **FULL CONFERENCE** FEES: AFMS MEMBER **NON MEMBER** STUDENT \$100.00 \$130.00 \$80.00 (Includes ALL 3 Dr. Chip Rose presentations, Friday lunch, wine & cheese, Saturday breakfast, AAMS workshops) FRIDAY APRIL 7 ONLY AFMS MEMBER FEES: NON MEMBER STUDENT \$80.00 \$110.00 \$60.00 (Includes 2 Friday Dr. Chip Rose presentations, Friday lunch, wine & cheese, AAMS Saturday workshops) AFMS AGM LUNCH ONLY AFMS MEMBER STUDENT FEES: NON MEMBER \$25.00 \$25.00 \$25.00 SATURDAY APRIL 8 ONLY STUDENT FEES: AFMS MEMBER NON MEMBER \$30.00 \$40.00 \$55.00 (Includes Saturday Dr. Chip Rose presentation, breakfast, AAMS afternoon workshops) SATURDAY APRIL 8 - ALBERTA ARBITRATION & MEDIATION SOCIETY LUNCH & AGM

SATURDAY APRIL 8 - AAMS WORKSHOPS

\$25.00

COST:

WORKSHOPS PROVIDED BY AAMS AT NO CHARGE TO AAMS AND AFMS MEMBERS.

Registration

Name:	
Company:	
Address:	
City:	Prov:
Postal Code:	
Work Phone:	
Home Phone:	
Fax:	
E-Mail:	
\$210 Regular Payment is accepted by For Visa payment only	
	, piease complete.
Visa #:	
Expiry:	
Signature:	
Mail Registration to :	AFMS Conference

520-7015 Macleod Trail Calgary, AB, T2H 2K6

Or Fax to: (403) 246-5474



Marsha Kline-Pruett, Ph.D., M.S.L

Dr. Marsha Kline-Pruett is a Research Scientist in Law and Psychiatry at the Yale School of Medicine in both the Department of Psychiatry and the Yale Child Study Centre. She has eighteen years of clinical experience with individuals, couples, families and children as well as certification in both Family Therapy and Divorce Mediation.

She is noted nationally for her research regarding child adjustment to divorce, joint custody, school interventions and work/family interfaces.

She is currently directing the Collaborative Divorce Project, an intervention and research program being piloted in the state of Connecticut.

Marsha is a gifted lecturer and teacher and has spoken to audiences throughout the United States and served as expert commentator on both local and national radio and television programs.

For further information, check out this web site:

www.yourdivorceadvisor.com



Kyle Pruett, M.D.

Dr. Kyle Pruett is a Clinical Professor of Psychiatry and Coordinator of Education at the Yale Child Study Centre. He is the Past-President of Zero to Three: National Centre for Infants, Toddlers and Their Families, Washington, D.C.

He is the principle investigator for the Longitudinal Study of Children of Primary Paternal Care and a co-principle investigator for the Collaborative Divorce Project.

Dr. Pruett is the author of over fifty scientific articles and books including "Fatherneed: Why Father Care is as Essential as Mother Care for Your Child."

He has conducted workshops around the world and has a child and family psychiatry practice in Connecticut.

For further information, check out this web site:

www.beginwithlove.com (meet the experts)

CONTROVERSIAL ISSUES IN DIVORCE

Challenging Our Assumptions

A Conference for Professionals

April 26, 2002

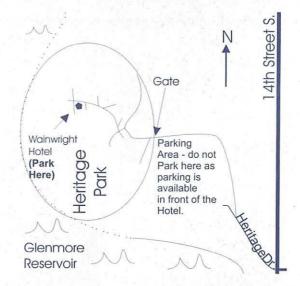


Alberta family Mediation Society

Time 8	:00	8:30 - 10:00	10:30 - 12:00	12:00	1:00 - 2:30	3:00 - 4:00	4:00	- 5:00
		Involved Fatherhood:	High Conflict Families:		Children 0-6:	The Alberta Perspective:		
Title		What difference does it really make?	What's the point in mediating?	F U	How do you create developmentally appropriate parenting plans?	A panel discusses what's happening in this province.	A L B E	W I
Speaker	RE	Kyle Pruett	Marsha Kline-Pruett	L L U N	Kyle Pruett and Marsha Kline-Pruett	Lonny Balbi Lorri Yasenik Judge Nancy A. Flatters Moderated by: Janis Magnuson	R T A F A	N E A N D
Summary & Objectives	GISTRATION	You will learn: When and how father involvement makes the biggest difference for children How mediators can get and help sustain father involvement with children during difficult child custody disputes What the current research indicates	You will learn: Characteristics of high conflict couples The latest research and interventions about mediation in high conflict conditions What the Parental Alienation Syndrome is and what it is not	earn: H stics of H stics of A fillict es A fest S ch A diation A h ct S ons he tal ion ne is	You will learn: The unique developmental needs of young children How to build flexibility into a parenting plan to accommodate rapid developmental growth The latest in the "continuity of care" debate The findings of recent court-based research on	You will learn: How Alberta is dealing with the issues highlighted by the conference speakers What other areas of divorce are currently causing controversy in Alberta What the courts and the professionals involved in family law, therapy and mediation are doing to address	MILY MEDIATION AGM	CHEESE RECEPTION

The 2002 conference is being held at:

The Wainwright Hotel, Heritage Park Calgary, Alberta



Your conference registration includes:
All Four Speaker Sessions
A Full Lunch
A Wine and Cheese Reception

For out of town attendees the
Best Western Hospitality Inn
135 Southland Drive S.E.
is offering a conference rate of \$99 a night
if you book before March 26, 2002
Phone (403) 278-5050 for reservations

For further information please contact:

Elaine Bucknum Conference Chair (403) 252-9176



The Alberta Family Mediation
Society is pleased to present two of
North America's leading
experts on children in divorce.

Kyle Pruett M.D. Marsha Kline-Pruett Ph.D., M.S.L.

will present up to date research results and current understandings of some of the most controversial areas for children and divorce.

In addition, our panel of local experts

Lonny Balbi, LL.B.
Lorri Yasenik, R.S.W., M.S.W.
The Honorable Judge
Nancy A. Flatters

will add the Alberta perspective to the issues, outlining the specific trends emerging in our province.



ALBERTA FAMILY MEDIATION SOCIETY

April 10, 2002

Dear Delegate;

We are delighted that you will be joining us on April 26, 2002 for the AFMS Annual Conference, this year entitled: Controversial Issues in Divorce – Challenging Our Assumptions. We have had an excellent response to this conference and are expecting attendance of approximately 120 people. The registrations are spread evenly over the legal, counseling and mediation professions and it promises to be an educational, entertaining and networking-rich day!

Program Enhancement!

We are pleased to announce that Madame Justice Trussler of the Court of Queens Bench in Edmonton will be joining our panel as it discusses the latest issues facing us in Alberta.

Marketing Opportunities!

We would like to make you aware of two marketing opportunities available to all delegates at the conference.

- 1. There will be a display area available for use by anyone who would like to provide marketing information to the other delegates. Please feel free to bring your brochures, business cards and other marketing material to the conference.
- 2. We are also offering sponsorship opportunities for both the Wine and Cheese reception and the afternoon Ice Cream break. For a contribution of \$200, your name (or company name) will be prominently featured as a co-sponsor of that part of the event. An excellent opportunity to increase your exposure within our professional community!

If you are interested in pursuing this opportunity, please call Jane Warren 253-7653 to reserve your spot and get further information.

Conference Receipts

Your conference receipt has been emailed, faxed or is attached to this letter. If you have not received your receipt and require one, please phone Jane Warren at 253-7653 and one will be provided for you at the conference registration desk.

We are looking forward to a wonderful day and to seeing all of you there!

Elaine Bucknum Jane Warren

On behalf of the AFMS Board of Directors

Major timing considerations:

Conference Registration starts at 8 am

The Conference itself will start promptly at 8:30 am

Lunch is scheduled for noon

The AFMS AGM is at 4:30

The Wine and Cheese Reception will start at 4:30

Location:

Wainwright Hotel, Heritage Park

West on Heritage Drive at 14th Street S.W.

Go to the right of the main parking lot and follow the service road to the north security gates of the park.

They will direct you to the hotel.

Parking is available, close to the hotel, in the park itself.

See you there!

AFMSA

Alberta Family Mediation Society: Winter, 2002

President's Report

lorri yasenik, MSW, RSW

Over the past few years, the Alberta Family Mediation Society has been focused on building from the "inside out". Thanks to the dedication and hard work of Past President Shelley Taggart and the 2000-2002 board members, the organization now has a strong infrastructure to build on. The projects that have contributed to the infrastructure include such things as the Conflict Management Procedure, AFMS Code of Professional Conduct, the review and development of educational guidelines for Registered and Practicing Family Mediator statuses, established committee portfolios and the development of an electronic filing system. Our membership is strong and provincially representative. A very successful 2002 Conference re-affirmed AFMS commitment to providing it's membership with current and relevant information in the area of separation and divorce mediation.

It is time for the 2002 – 2003 vision expansion for the Alberta Family Mediation Society. AFMS has been focused on providing membership with guidelines for training to become either a Practicing Family Mediator or Registered Family Mediator in the area of separation and divorce mediation. This term, I see AFMS expanding it's focus and membership by becoming more inclusive to other forms of family mediation. We are currently

Your 2002-2003 AFMS Board Members...

Lorri A. Yasenik (President)

Michael H. Porter, (Registrar)

Elaine Bucknum

Shelley Taggart

Kent Taylor

Geeta Bharadia

Jane Warren

Leslie Hamilton

Stacey Johnson

Marilyn Herrmann

Bonnie Murray

Jennifer Geary

Board members are always happy to entertain suggestions or answer questions.

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AFMS Areas of Specialization, Member Feedback Required....11

President Con't...

limited by defining AFMS as an organization that primarily serves those who are working with separating and divorcing families. I am proposing the establishment of two new categories with accompanying criteria: 1) General Family Mediator (including school, peer and parent / child mediation, etc.) and 2) Family Business Mediator (including family business mediation, succession planning / mediation, etc.). These additions would dramatically change our current directory and potential membership.

In order to accomplish the above goal, our Education Committee will need to establish guidelines for the two new areas of inclusion, which will eventually be provided to the membership in a revised brochure. The directory will also be revised to include the new categories. The vision expansion will provide new opportunities to those interested in providing training to individuals interested in one of the three mediation categories. The Board of Directors is planning to create a training program listing in the directory as a service to it's members who are looking for training that meets the criteria outlined by the society.

While envisioning expansion, I see AFMS becoming more active in collaborating with other organizations or institutions that are also involved in the mediation community. Collaboration may begin with co-involvement in small projects or educational opportunities that raise public awareness pertaining to family mediation.

It is time to enhance our public

Looking for a few good writers...



We are looking for you! Grab your pen, warm up that laptop!

Write something for your newsletter today!

Its really good for your karma...

Submissions to the AFMS Newsletter must be submitted on disk in Wordperfect format or by email to the Editor, April Clay at aclay@telusplanet.net

Collaborative Law: Another Marketing Opportunity for Mediators and Other Professionals

geeta bharadia

Most mediators and professionals in fields related to family issues have now heard about Collaborative Law, a new and innovative approach to alternative dispute resolution. Many who are not Registered Collaborative Family Law Lawyers, have not, however, considered this as a marketing opportunity. This is, I believe, due to lack of information on the process and, in particular, the role of experts in the collaborative law process. There is room for mediation and other professionals in the Collaborative Law model.

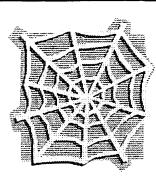
A key aspect of Collaborative Law is that the lawyers (who have undergone intensive training in the Collaborative Law model) and their clients must commit to the process and if the matter cannot be resolved, the lawyers must withdraw. Neither party can threaten or take steps toward litigation. Although the parties commit to a shared solution, each party maintains his or her own perspective and interests and his or her own lawyer will assist in achieving this end. If the process fails, the parties must obtain entirely new counsel for the litigation or possibly mediation of the dispute.

Collaborative Law Continued...

Also, one of the basic tenants of Collaborative Law is maintaining a cooperative and voluntary method for conflict resolution that focuses on
workable results and minimizes the negative effects on relationships that
often result from litigation. This is one of the common goals it has with
mediation. Family mediators and other professionals therefore can have
a significant role to play if parts of the case require additional expertise.
As part of the informal collaborative meeting process, the parties may
retain consultants such as psychologists, business valuators, financial
counselors and accountants were relevant. Professionals, including mediators, in these areas are invaluable to the process and sometimes indispensable. This is often the case for any professional who is involved
with parenting issues since in many Collaborative Law cases where the
parenting issues are complicated or difficult, the lawyers and clients will
agree to refer the matter to an appropriate professional or to mediation
to assist them.

Collaborative Family Law Lawyers are committed to finding ways to assist parties in reaching agreement and overcoming impasses and this encompasses looking at options such as mediation, neutral experts and neutral lawyers to provide a third opinion.

Collaborative Law involves a new and exciting paradigm shift for anyone involved in family related alternative dispute resolution. It is becoming one of the most effective methods of conflict resolution in family law. Networking with Collaborative Family Law Lawyers is an important marketing opportunity to keep in mind for mediators and other professionals who work with family and related issues.



Coming Soon!

The AFMS Newsletter bows to the pressure of technology.....

And takes to the WEB!

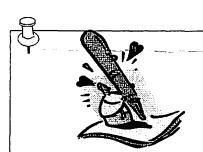
Chances are the next time you see your newsletter it will be online!

Details to follow soon....

President Conclusion

profile. The Board of Directors met at the annual summer retreat in Red Deer and have begun to discuss developing a website. In addition, purchasing an advertising board to take to events as well as new signs for the annual conference were identified.

This is bound to be an exciting year! If you are interested in being a part of a sub-committee, please do not hesitate to contact me at 245-5981, because we would welcome your expertise. This is your organization and it needs to reflect your ideas whenever possible.



The AFMS Newsletter

invites your comments and reactions to our format, issues we face as mediators in Alberta, or for networking discussion.

Contact: April Clay, Editor, AFMS,
Tel: (403) 714-2529 email: aclay@telusplanet.net



16th Annual National Conference "CALL FOR PRESENTERS"

October 1-3, 2003 Banff, Alberta, Canada

Family Mediation Canada is a national charitable organization with a vision of "Excellence in mediation". Conference delegates include representatives from the fields of mediation, law, social work, counselling, law enforcement, human resources, to name a few. Past conferences have attracted 250-400 delegates.

Submission requirements:

Please type or print your submission. Proposals must be received no later than November 13, 2003. All receipt of proposals will be acknowledged by FMC by November 15, 2002.

Methods of response: Mail to: FMC, 528 Victoria Street North, Kitchener, Ontario, Canada N2H 5G1 Fax to: (519) 585-3121 Phone (519) 585-311 Email: jane@finc.ca

Please note... all sections must be completed

PRESENTER INFORMATION

(If more than one presenter, provide all presenters names. One presenter will be contacted by FMC on all conference items. Please identify this individual as the primary contact. It becomes the responsibility of this individual to liaise with other presenters.

the responsibility of this individual to liaise with other presenters.			
Primary session contact: Other workshop presenters (if ap	oplicable:		
Organization/business: Full mailing address(s):			
Telephone:	Fax:	Email:	
	SESSION INFORM	IATION	
a) Workshop title: b) Skill level of session: () Of interest to all sk () Intermediate (requi () Advanced (at least	res prior training/exper	ience)	
c) Please identify which category/topic area your session will address:			

Call For Presenters Continued...

<u>Famil</u>	y Mediation
L	Mediating in the area of separation/divorce an advanced perspective
L	Justice Reform: Family, Aboriginal, Restorative
L	Same-gender mediation
L	Step-family relationships
L	Parent-teen conflict
L	Elder abuse assessment & mediation
L	Parent Education Programs – new and exciting programs
Preve	ntative work with families
L	Programs/research in this area
Contr	asting approaches in mediation
L	Transformative
L	Narrative
L	Other
Dialog	ue
(please	e indicate if you will be setting up a panel discussion)
Ĺ	Mediating in cases of domestic violence – yes or no?
L	Mediating tough cases and feedback on what to do
	Promoting harmony & cooperation in society - Personal and interpersonal dia-
	logue
L	How interpersonal beliefs, values and behaviour shape mediation outcomes
L	Developments in regional and national ADR organizations
Resear	
L	Parental alienation
L	Legal and scientific research on domestic violence
L	Parent Education Programs
L	Other academic research
Comm	unity Mediation
L	Community partners in mediation: Religious groups, police, RCMP
L	Provincial/Federal models of mediation
L	Integrating body, mind & soul to build healthy communities
L	Building community consensus – facilitation in action
Other	
L	Mediating in cross-cultural environments
L	Workplace mediation
L	On line mediation
L	Other session topics not listed above

Get to Know your AFMS Board Members...

lorri a. yasenik, M.S.W., R.S.W., CPT-P, RFM (President)

Lorri Yasenik is a Registered Family Mediator and Certified Professor of Child Psychotherapy. Lorri offers a range of services to assist family in transition and understands the changing dynamics from an adult perspective. Lorri is one of the Directors of the AFMS board and is an instructor for the Court mandated course - "Parenting After Separation"

elaine bucknum

is a registered family mediator, registered social worker and a clinical member of the Marriage and Family Therapists of Canada. Her private practice spans mediation, counseling for individuals, couples and families and workshops on managing stress and handling change. Elaine has had experience in divorce mediation, family mediation involving care of elderly family members, and business relations mediations. She is a director of the AFMS board.

shelley taggart, B.A., RFM

Shelley Taggart established her mediation practice in 1997 and since that time she has done extensive work in the field of divorce mediation, both in private practice and as a service provider for Alberta Family and Social Services. Shelley is also a counsellor with McConnell Psychological Services and specializes in the treatment of depression and anxiety disorders.

FMC Call for Presenters Continued...

d) Session timeframe:

3 hour

1 day

2 day

e) Session Description:

Thank you for providing us with a detailed description of the session on a separate page.

Include why you feel this session will be of interest to delegates; what are the objectives of the session and what can participants expect to learn.

For presentations of research findings include statement of problem, issue or question being researched; description of methodology, major findings and implications for practice, policies or programming.

Please include session information as an attachment to this form.

- f) Written session description: (for the conference program maximum 75 words).
- g) **Presenter description**: Include one or two sentences about each presenter maximum 30 words per person. FMC reserves the right to edit based on limited space.

CONFERENCE PROMOTION: Would you be prepared to promote the conference in any of the following ways?

- __ Write a brief article on your topic for a Media Release promoting the conference?
- Distribute conference programs in your area?

PRELIMINARY CONFERENCE INFORMATION:

Details will be confirmed

Will you be providing a handout to workshop delegates? Yes No Unsure at this time

Will you require audio visual (AV) equipment – please identify (i.e. overhead, VCR, etc)

Will your workshop be presented in:

English

French

(note... not all workshops may have simultaneous translation availability)

Please note that a decision by the Conference National Advisory Committee (CNAC) on program content will be made in January. Presenters at the conference will be offered a discounted conference rate. All other costs are the responsibility of the presenter.

Board Members Continued...

kent taylor, C.Psych., C.Med., RFM

Kent Taylor is a highly experienced mediator, negotiator, trainer and teacher, as well as a founding member of the AFMS. He teaches Alternate Dispute Resolution in the Law Faculty at the University of Alberta and trains mediation and negotiation skills in numerous settings. Kent mediates in the areas of family, employer/employee relations, multi-party group facilitation and commercial mediation and in intercultural settings.

michael h. porter, Ret'd Prov. Judge, RFM (Registrar)

Judge Michael Porter retired from the Provincial Court of Alberta where he served as a Judge for 22 years. He has extensive experience in handling divorce and family matters, including the development of parenting plans for separating couples. He now acts full time as a professional mediator or arbitrator.

geeta bharadia, B.A.(Hons.), LL.B, PM

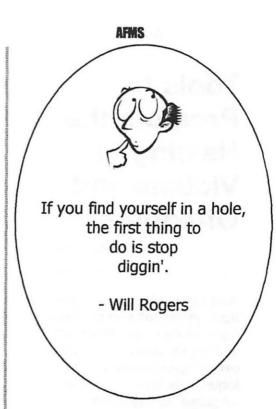
Ms. Bharadia is a trained Mediator, Registered Collaborative Family Law Lawyer. She is a member of the Executive of Alberta Family Mediation Society and on the Executive of the Association of Collaborative Family Lawyers (Calgary). She is also a member of the Canadian Bar Association and Family Mediation Canada. She has been a presenter for the CBA Midwinter Meeting and has been involved with the Alberta Bar Admission Course. She also has a Federal Appointment as a Chairperson for Canada Pension Plan Review Tribunals and has been involved in various community activities, including AIDS Calgary's Calgary Cares Fundraiser. Her mediation and collaborative law work is in the area of divorce, separation and common-law relationships, particularly with respect to property and business matters as well as child support and spousal support issues. Her focus is on helping people find solutions and continue communication with minimal conflict after a relationship breakdown.

leslie hamilton

Leslie is an Investment Advisor. Financial Planner and has just recently incorporated Family Financial Mediation to her business. She is a member in good standing with AFMS as well as FMC. Working with individuals and their portfolios, Leslie has seen firsthand what questions concerning money can do to relationships and is committed to the process of mediation to resolve these issues. Leslie majored in Biology and Psychology in university and has been an Arbitrator with the Alberta Government for over ten years.

stacey johnson

Stacey graduated from the University of Alberta with a Bachelors of Commerce Degree in 1992 and a Bachelor of Laws Degree in 1995. Stacey's practice mainly consists of divorce, family law, and mediation. Stacey currently is the Secretary for AFMS. Stacey comes from a business and agricultural background and believes that her background assists her as a mediator in family disputes involving farms and other small businesses.







1/4 Page: 25.00 1/2 Page: 50.00 Full: 100.00

Send camera ready ad to:

April Clay, Editor aclay@telusplanet.net (403) 714-2529

Tools to Promote the Healing of Victims and Offenders

jennifer geary

How can professionals in the legal system enhance the healing of victims and offenders? In 2000, Dr. Bruce Winick discussed topical issues and challenges in the area of violence. He suggested ways in which professionals involved in the legal system can enhance the rehabilitation of offenders, and the healing of victims through therapeutic jurisprudence. Portwood, La Fond and Kinnison (2001) built upon previous work by Dr. Winick and collaborated to develop an article on therapeutic jurisprudence and legal education. In their article, Portwood, La Fond and Kinnison discussed elements included in instruction associated with violence and therapeutic jurisprudence. The authors indicate that legal practice and education can be enhanced by incorporating contributions from the social sciences. This article will provide an overview of key principles involved in therapeutic jurisprudence and mediation as tools to be considered in work with women who are victims of violence. The need for further education and training in therapeutic jurisprudence and mediation has also been mentioned. Due to limited space this article cannot provide an in depth analysis of the role of

therapeutic jurisprudence mediation in work with women who are victims of violence.

1) Therapeutic Jurisprudence

What is therapeutic jurisprudence? The writer in dialogue with a lawyer explained that therapeutic jurisprudence is a lens through which the law is recognized as having an emotional impact upon stakeholders whether as a society we care to admit this or not. This lawyer now understands the relevance of emotion when considering the impact that family and tort law may have upon victims. Many practitioners who apply principles involved in therapeutic jurisprudence seek to enhance the therapeutic impact of the law ideally to lessen maleficent factors (Winick, 2002, p. 1).

Therapeutic jurisprudence has recently been applied in the area of family law (Stolle, Wexler, Winick & Dauer, 2000, p. 8). Therapeutic jurisprudence provides a template with which to assess the impact of divorce and separation upon women (Robbennolt & Johnson, 2000, p. 132). Therapeutic jurisprudence recognizes that the law can have a healing effect for disadvantaged groups, such as women who are victims of violence (Winick, 2000, p. 311). Theory and practice related to therapeutic jurisprudence can be of assistance in developing steps in the planning process relating to legal education.

Fundamental principles in both therapeutic jurisprudence and voluntary mediation resist the use of coercion to force parties into treatment. Mediation and therapeutic jurisprudence can be applied anywhere in the legal process from conciliation through to litigation.

2) Mediation

What is mediation? Ideally mediation involves an empathetic third person that assists parties in conflict to investigate and perceive the challenges often involved in maintaining idiosyncratic positions rather than working towards shared interests. (National Institute for Dispute Resolution, 1995, p. 17). Mediation may be successful in managing conflict in some situations, so that litigation, which is an expensive process, does not occur (Conbere, 2001, p.215). However, there is a danger that the process of mediation may also assist violent and domineering spouses to have power over more submissive partners (Fisher, 2001, p. 202; Maxwell, 2000, p. 161, Bush & Folger, 1994, p. 22). Mediation with some victims can reinforce familial and social processes that subjugate women.

Currently in the context of her PhD program the writer is involved in assessing the usefulness of online dispute resolution and 'narrative mediation' as developed by Online Resolution.com (2001) and Winslade and Monk (2001) in work with women who are victims of violence. Professionals with Online Resolution. com assist parties who may not otherwise be able to access faceto-face mediation due to factors associated with time and geographical location or excessive costs. Winslade and Monk (2001) seek to change negative patterns that emerge between disputing parties by developing relational understanding (Collins, 2000, p. 1). Online communication can be a most helpful medium to track

Board Members Conclusion...

marilyn herrmann

Marilyn is a lawyer from Medicine Hat. She is also a mediator and a collaborative law lawyer. As a mother and a stepmother she knows the joys and challenges of a blended family. Her hobbies include reading, writing, music and the Montreal Expos.

bonnie murray, B.A., R.P.N., RFM

Bonnie Murray has close to thirty years of counselling experience, the latest being in private practice where she sees families, adolescents and children. Bonnie is especially interested in focusing on families and their needs. She is particularly interested in all aspects of mediation, including custody and protection agreements. She is a member of the Association of Family and Conciliatory Courts (AFCC) and has attended several of their workshops on achieving the best results in parenting plans for divorcing couples. Bonnie is the mother of three sons, two of who are involved in international level competitive swimming.

jennifer geary

Jennifer has been involved in family mediation including policy mediation for over fifteen years. She worked with the Senate to develop the Australian Family Law Reform Bill. Jennifer holds a Master of Education (Further Education and Training) degree and a Master of Distance Education degree from Athabasca University, and is currently undertaking a PhD program under the Acting Head of the World Mediation Forum. The focus of her PhD is women who are victims of violence, mediation and therapeutic

jurisprudence. Jennifer is interested in developing distance and further education in the area of family mediation including online dispute resolution. Her areas of practice include conflict management, feminist legal education, forensic social work and justice studies. I am committed to developing interpersonal relationships to enhance pedagogy and tutoring and student support systems.

jane warren

Jane has a Certificate in Conflict Resolution, and extensive training in Family Mediation, Family Law, and Psychology. She works as a mediator with separating and divorcing couples, as well as providing training and coaching to couples building new Blended Families.

Jane's strong sense of compassion and integrity, combined with over 20 years of management and problem solving skills provides stability and balance for separating and divorcing couples.



AHEM...

Hey, we just
wanted to say
THANKS to Vikki Small,
the AFMS administrative
assistant - for all her
hard work!
Great job Vikki!

Mediation Web Sites



Association for Conflict Resolution: www.acresolution.org/

Dispute Resolution Centre: www.bond.edu.au/law/centres/ drc/newsletter.htm

Association of Family and Conciliation Courts: www.afccnet.org

Family Mediation Canada: www.fmc.ca

World Mediation Forum: www.mediate.com/world//

Mediate.com offers information and education to a worldwide public and professional community and technology for dispute resolution professionals: www.mediate.com/

Mediation On-Line: A Newsletter from ADR Resources: adrr.com/adr9/054.htm

Conflict Resolution Network Canada: www.crnetwork.ca/

Arbitration and Mediation Institute of Canada (AMIC): www.amic.org

Mediation Training Institute Canada: www.mediationworks.com

Just for fun...Origins of Some Common Expressions:

Over the Barrel -

The most common method of punishment aboard ship was flogging. The unfortunate sailor was tied to a grating, mast or over the barrel of a deck cannon.

To Know the Ropes -

There was miles and miles of cordage in the rigging of a square rigged ship. The only way of keeping track of and knowing the function of all of these lines was to know where they were located. It took an experienced seaman to know the ropes.

Three Sheets to the Wind -

A sheet is a rope line which controls the tension on the downwind side of a square sail. If, on a three masted fully rigged ship, the sheets of the three lower course sails are loose, the sails will flap and flutter and are said to be "in the wind". A ship in this condition would stagger and wander aimlessly downwind.

Scuttlebutt -

A butt was a barrel. Scuttle meant to chop a hole in something. The scuttlebutt was a water barrel with a hole cut into it so that sailors could reach in and dip out drinking water. The scuttlebutt was the place where the ship's gossip was exchanged.

At Loggerheads -

An iron ball attached to a long handle was a *loggerhead*. When heated it was used to seal the pitch in deck seams. It was sometimes a handy weapon for quarrelling crewmen.



Utilizing Equine Assisted Psychotherapy

A fun, hands on way to learn about yourself!

For more information: April Clay,

Psychologist

Tel: (403) 714-2529

email: aclay@telusplanet.net

Web: www.telusplanet.net/public/aclay

Tools Continued...

conflicts through the use of written text and can contribute to narrative mediation.

3) Further Education and Training

Women who are victims of violence may experience psychopathology for the remainder of their lives without the intervention of a practitioner, researcher and/or educator who has relational understanding of their situation (Fishman, 1999, p. 158).

The Family Violence and Sexual Assault Research Institute USA (2002) recognises the need for professionals working in the area of family violence to gain access to the latest information regarding family violence issues to inform their practice. The Institute recognises that the reduction and management of family violence is a pressing public policy concern. The Institute is a National resource centre focusing on family violence issues. Similarly, the Salt Spring Women Opposed to Violence and Abuse (SWOVA) Community Development and Research Society is a centre in Canada that focuses on theory development, education and early intervention to limit incidents of violence against women (Giessmann, 2002, p. 6). The State of Alaska (2002) recognises the need for continual professional training in reducing violence. The National Institute of Crime Prevention (2002), the Council on Family Wholeness (2001) and the Community Housing and Reference Services

Tools Conclusion...

(2000) also recognize this need. Fishman (1999, p. 151) indicates that the greater importance that we place on an area in human services the more training will be available to workers to maintain standards in service provision.

This article began with a question and the answer to that question is that therapeutic jurisprudence and mediation can be useful tools in healing both victims and offenders. This article provided an overview of key principles involved in therapeutic jurisprudence and mediation in work with women who are victims of violence. This article has also introduced the need for further education and training to develop standards for professionals who work with women.

References available upon request.

Request for Member Input: AFMS Areas of Mediator

Specialization

The following is a list of guidelines that the Board of Directors is currently working on in terms of areas of specialization in mediation as well as the requirements for a designation to be given by AFMS in these areas. Please note that there are questions attached and we would very much welcome your input. Please detach form and return to AFMS.

WHAT ARE THE AREAS OF MEDIATOR SPECIALIZATION?

Separation and Divorce Family Mediator: This area would include mediating property, assets, debt and parenting plans in cases of separation and divorce.

A special category for Collaborative Law has been included under the Separation and Divorce Category. Individuals who have attended collaborative law training may be listed if they have met the AFMS guidelines for course content.

General Family Mediator: This area would include the following mediation roles: Peer / School mediation, Family conflicts such as parent / child conflict, adult children and parent conflict, Community conflicts such as neighborhood disputes

Family Business Mediator: This would include mediating family business disputes, estate mediation, succession planning / mediation

SEPARATION AND DIVORCE FAMILY MEDIATOR TRAINING COURSE GUIDELINES

Alberta Family Mediation Society provides a list of the following topics that must be covered for any course listed or advertised by AFMS in the area of Separation and Divorce. Courses including the following content meet the basic course requirements component to become a Registered Family Mediator in the area of

AFMS Areas of Specialization Continued...

Separation and Divorce. Please review additional requirements in the brochure.

Applicants must complete a minimum 40 hour Comprehensive Divorce / Family Mediation Training Course to include the following content:

- · Definition of Mediation and Introduction to Mediation Process
- Role of Mediator
- · Mediator Techniques *must include a practical component, i.e., role plays
- Intake Session a discussion of: Pre-Mediation Sessions vs. No Pre-Mediation Sessions must include a practical component
- · Child Development as related to separation and divorce
- · Research outlining the effects of divorce on children
- Parenting Plans including contact plans between parents and children, special holidays / events, custody (decision making authority), dispute resolution, basic principals concerning children
- Child Support Guideline Training
- · Property, Pension and Tax Law
- · Interest based Negotiation *must include a practical component
- Spousal Support
- Domestic Violence *must include a practical component i.e., practice with screening protocols
- · High conflict divorce
- Attend Parenting After Separation Course and/ or review course materials
- Ethics / liabilities and standards of practice in Mediation
- Review of Code of Professional Conduct
- · Current trends in Case Law as it applies to Mediation
- Approaches to conflict resolution including current research
- Communication process *must include a practical component
- · Collaborative divorce mediation (using the assistance of other professionals)
- Drafting Special issues in mediating family business agreements
- Mediation Reports *must include a practical component i.e., draft a final report
- Full bibliography and List of suggested readings

AFMS Areas of Specialization Conclusion...

GENERAL FAMILY MEDIATOR TRAINING COURSE CONTENT GUIDELINES

Alberta Family Mediation Society provides a list of the following topics that must be covered for any course listed or advertised by AFMS in the area of General Family Mediator. Courses including the following content meet the basic course requirements component to become a Registered Family Mediator in the area of General Family Mediator. Please review additional requirements outlined in the AFMS brochure, which may include a practical component.

- Children in Conflict
- Families in Conflict
- Introduction to Conflict Resolution

The above three course examples are each 14 hours in length and cover a number of topics related to the special category of General Family Mediator. The committee could review the course content of these programs offered by Mount Royal College (and other similar courses) and develop a list of core subjects to meet the educational requirements of this category.

In addition to the educational requirements, other requirements must be established.

FAMILY BUSINESS MEDIATOR TRAINING COURSE CONTENT GUIDELINES

Alberta Family Mediation Society provides a list of the following topics that must be covered for any course listed or advertised by AFMS in the area of Family Business Mediator. Courses including the following content meet the basic course requirements component to become a Registered Family Mediator in the area of Family Business. Please review additional requirements in the brochure, which may include a practical component.

- Introduction to Mediation (Mediation Skills level 1 and level 2 are offered by MRC and AAMS - see curriculum)
- · Introduction to Will and Estate planning
- · Special issues in the area of mediating with adult children and aging parents
- Introduction to succession planning in family business
- Multi-party mediation

We Want Your Feedback!

What kind of participation would you like to have in following this new direction?

What suggestions would you like to add for the areas of mediation suggested?

Please send your comments to AFMS: #405, 918 16th Avenue NW Calgary, AB T2M 0K3



AFMS #405, 918 16th Avenue N.W. Calgary, AB T2M 0K3 AFMS Newsletter is published by: Alberta Family Mediation Society, #405, 918 16th Avenue NW Calgary, Alberta T2M OK3 Calgary (403) 233-0143 or toll free rest of AB 1-877-233-0143

Editor: April Clay, C. Psych.,

Tel: (403) 714-2529

email: aclay@telusplanet.net

Submissions to the AFMS Newsletter are welcome

Neither the opinions of the editor, nor those of the authors of articles or letters to the editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS Newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership.

REGISTRATION

Name:
Company:
Address:
City: Prov:
Postal Code:
Work Phone:
Home Phone:
Fax:
E-Mail:
Conference Registration Options – please tick one that applies: Non-Member Registration \$350 Member Registration \$300 Student Member Registration \$200 If you are travelling more than 125 km (each way) to attend the conference, please tick below and deduct a \$50 travel discount from your fee payment. I am travelling more than 125km (each way) in order to attend this conference * Travel Discount does not apply to Student Members Payment is accepted by Cheque, Visa, MasterCard or American Express.
For credit card payment only, please complete:
Card #:
MasterCard □ Visa □ American Express□
Expiry: Signature: Mail Registration to : AFMS Conference
520-7015 Macleod Trail

Calgary, AB, T2H 2K6

(403) 246-5474

Or Fax to:

This year's conference will be held at the new conference facility at the University of Calgary Students Union. This state of the art facility is an exceptional venue for this experience rich training and skills development conference.

A map with directions and parking instructions will accompany your registration confirmation package.

For those travelling from out of town, the Best
Western Village Park Inn is offering a conference
rate of \$89 for our attendees. Please contact the
hotel at (403) 289-0241 and request the
University of Calgary conference rate.

Out of town attendees, may be eligible for reduced registration rates.

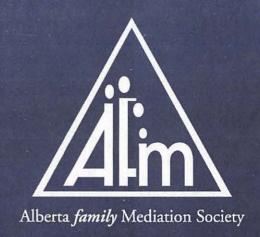
See the registration form for details!

For further information about the conference or membership opportunities, please contact the AFMS office at (403) 233 0143 or (877) 233 0143.

ADVANCED TRAINING IN MEDIATING AND NEGOTIATING FAMILY DISPUTES

A Conference for Mediators, Collaborative Lawyers and Other ADR Professionals

May 15 - 16, 2003



AFMS CONFERENCE 2003

Thursday May 15, 2003

8:00 – 9:00	Conference Registration Coffee and Muffins
9:00 - 12:00	Conference Sessions
12:00 - 1:30	Buffet Lunch and AFMS AGM
1:30 - 4:30	Conference Sessions
4:30 - 5:30	Wine and Cheese Reception

Friday May 16, 2003

8:30 - 9:00	Coffee and Muffins
9:00 - 11:30	Conference Sessions
11:30 - 12:30	Buffet Lunch
12:30 - 3:30	Conference Sessions
3:30	Conference Wrap Up

EARLY BIRD DRAW
Register prior to April 18, 2003 and be automatically entered to win a full refund on your registration!!!

ADVANCED TRAINING IN MEDIATING AND NEGOTIATING FAMILY DISPUTES

A mixture of lecture and hands on experiential activities will provide conference attendees with new skills and techniques to address the following significant topic areas:

Power in negotiation and mediation (sources, imbalances, consequences and techniques)

The causes of resistance to settlement and techniques to break impasses

How to ensure long term durability of agreements

Gender differences in negotiations

Working with anger - transforming destructive anger to constructive anger

Mediators and lawyers - working together

Tactics - how to deal with difficult people

This is a single track conference allowing all attendees to benefit from all topic areas presented.



Nina Meierding started her legal career practising law in California, transitioning to a full time Mediator and Trainer in 1987. She has mediated over 3000 cases and trained thousands of individuals. She is renowned for her interactive and lively presentations.

Nina has instructed at the National Judicial College and is an adjunct professor at the Pepperdine University Law School. She is past-president of the Academy of Family Mediators and was a member of the Board of Directors of the Association for Conflict Resolution, the largest dispute resolution association in the United States.

Volume 1, Issue 1 Fall/Winter Issue

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AFMS

Alberta Family Mediation Society

A Word From the President: Lorri Yasenik

On behalf of the Alberta Family Mediation Society's Board of Directors I would like to welcome all new members and extend a warm greeting to members who have been a part of AFMS over the years. AFMS is no longer a young society, as we have been providing services to our members since 1984! During the following year we will celebrate our 20th anniversary!

The organization has continued to grow and expand and the past year's flurry of activity has evidenced more is to come. Members will have received by mail, two new guides:

1) Membership Guide

2003 and; 2) Guide for Mediation Training Providers. These are important documents to review due to the fact they provide you with more marketing and professional development opportunities. The Membership Guide describes the two new areas of professional Registration for which members may apply. Previously, you could apply to be an RFM, but it generally meant that you were practicing as a mediator in the area of Separation and Divorce. This has been a highly successful designation and will continue to exist, but it excluded others who were mediators with specialties in other areas. In order to be more inclu-

sive, AFMS expanded the criteria for the RFM designation. Three RFM specialties now exist:

- RFM: Separation and Divorce
- RFM: Family Business
- RFM: General Family

The Membership Guide lists education, experience and examples of work product in the form of sample reports as requirements for application for each specialty area. The Registrar will review each application and provide feedback and/or approve the use of the RFM designation. A member may apply for all

Continued next page..

Meet your Board Members

Lorri Yasenik, Calgary

Lorri is the president of AFMS and has been an active board member for nine years. She is a Registered Family Mediator and a Certified Professor of Child Psychotherapy. Lorri offers a range of servies to assist families in transition. She is an instructor for the Court Mandated course: Parenting After Separation. A national and international instructor, Lorri specializes in comprehensive separation and divorce mediation and developmentally sensitive parenting plans.

Continued page 3...



Did you know?....

Alberta Family Mediation Society has been around for 20 YEARS!!

At this year's annual convention we will be celebrating our history.

We hope to gather founding members, past presidents and all current members together in Edmonton to celebrate two decades of service to Family Mediation. Over the past twenty years our organization has grown larger and stronger and the designation of REGISTERED FAM-ILY MEDIATOR has evolved so that it is now recognized as

Happy 20th Birthday to AFMS!

the preferred designa-

tion for family media-

tors across Alberta.



President's Message Continued...

three designations if they meet the individual requirements.

This expansion leads members to a number of marketing opportunities. If you provide training in the area of mediation, you may take advantage of listing your courses with AFMS. You must review the Guide for Mediation Training Providers 2003 to ensure that you cover the expected course content for any of the above RFM specialty areas, sign the Statutory Declaration Form and submit a fee to AFMS. In return, you will instantly be placed on our Website, listed at the office for those phoning in wanting information about what courses to take and listed in our Directory that will be widely distributed. In other words, we will provide you a broad, inexpensive way to advertise your course(s).

How can we talk about advertising, without high-lighting the new AFMS website? For any of you who have not taken advantage of this new service, you may wish to reconsider and sign up to get your website linked with ours. There is no better way to sell your services in our current market place. The website will display all upcoming educational op-

portunities, names of training providers, Membership Directory, Membership Guide, Training Provider's Guide, the AFMS newsletter (and yes, at this point, you will still get a hard copy) and much more as the site expands and develops. Take the time to visit the site at www.afms.ca. AFMS also has an email service, so feel free to email us at info@afms.ca.

The Membership Directory continues to be published and has been a very successful product to inform those requiring mediation services about our Registered Family Mediators. If you are an RFM or a PM, you are listed in the Directory with a small biographical description. This is widely distributed throughout the province, as AFMS prints approximately 8000 copies per year. This year, to allow for those interested in marketing themselves as specialists in areas other than Separation and Divorce, we have decided to print the Directories in two batches. This will allow for those of you who believe you meet the requirements for RFM: Family Business or RFM: General Family to apply this year and be among the first to be listed with the new designations.

We have not stopped working on your behalf. We will continue to add to the services we have recently developed. This year, we have the following goals:

- Develop a general brochure to provide to people interested in AFMS which will contain general information about our purpose, focus and services
- Continue to develop the Website
- Enhance the Membership Guide and Trainer Provider's Guide (as required)
- Provide an Annual Conference (May 14th – Mark your calendars!) to address the expanding field of Mediation and celebrate the AFMS 20th Anniversary
- Create a Separate Directory for Training Providers and increase the Trainer's list
- Continue to develop strategic alliances with other organizations interested in the field of mediation – in the areas of education and general promotion of mediation to the public.
- Produce the AFMS newsletter

Continued next page..

President's Message Continued..

I am highly appreciative of working with a dedicated Board of Directors. This is my second term as President and it has been a pleasure to donate my time to this organization. I welcome any and all feedback from you as a member. Please contact me to share any thoughts or ideas you have, after all, AFMS only exists for you.



Board Members Continued...

Kent Taylor, Edmonton

Kent is one of the founding members of AFMS and is serving as Vice-President this year. Kent is a highly experienced Mediator, Negotiator, trainer and teacher. He teaches Alternate Dispute Resolution in the Law Faculty at the University of Alberta, and trains mediation and negotiation skills in numerous settings. Kent mediates in the areas of family, employer/employee relations, multi-party group facilitation and commercial mediation and intercultural settings.

Jane Warren, Calgary

Jane is has been on the AFMS board since 2001. She is the board Treasurer and has been actively involved in the last two AFMS conferences. Jane offers mediation and coaching services to sepa-

rating and divorcing couples as well as adults building new blended families.

Bonnie Murray, Lethbridge

Bonnie begins her fourth year on the Board of AFMS as the Secretary. She brings 30 years of counselling experience to the mediation table. Bonnie has a diverse background as a Registered Psychiatric Nurse and a Registered Social Worker working in Private Practice as an Adolescent Therapist, and a Registered Family Mediator specializing in Separation and Divorce. Within a culturally diverse practise, every effort is made to support families in developing a Parenting Assessment, a Parenting Plan, or a mediated Separation or Divorce Agreement that will best suit the family's needs.

Mike Porter, Calgary

Michael has served as Registrar of AFMS for five years and has been a board member since 1996. Judge Porter retired from the Provincial Court of Alberta where he served as a Judge for 22 years. He has extensive experience in handling divorce and family matters, including the apportionment of family businesses, and development of parenting plans for separating couples. He now acts full time as a professional mediator and arbitrator.

Shelley Taggart, Grande Prairie

Shelley is the Past President of AFMS and is serving her fifth term on the Board of Directors. She is a Registered Family Mediator: Separation & Divorce Specialty and has been working in the field of mediation for

Continued next page..

Alberta Roundtable on Family Law

The Alberta Roundtable on Family Law is an interdisciplinary group composed of judges, lawyers, psychologists, social workers, mediators, family physicians, psychiatrists and law enforcement officers.

The group was created to meet a need for innovative practices to assist children and their families in the divorce process.

Members:

Participate in interdisciplinary workshops related to enhancing children's wellbeing during separation and divorce.

Receive newsletters related to best practices for professional involvement in separating/divorcing families.

Explore issues related to the needs of children and the barriers of effective services to children and family and, as part of an interdisciplinary group, make recommendations for changes.

Network with other professionals who work in the field of separation/divorce.

You can contact the Alberta Roundtable on Family Law c/o Psychologists Association of AB 520 10303 Jasper Ave. Edmonton, AB T5J 3N6



Congrats! To Kent Taylor who has received an Award of Excellence from

FMC , to be
presented in Toronto
 next year!

Your AFMS newsletter...what a great place to advertise!



Why didn't you think of it before??

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to inquire about our
awesome advertising
rates!

Board Members Continued..

over six years. She has done extensive work in the field of divorce mediation, both in private practice and as a service provider to Alberta Justice: Family Mediation Services. Shelley also does multi-party workplace mediation.

Marilyn Hermann, Medicine Hat

This is Marilyn's second year on the AFMS Board. Marilyn is a lawyer who practices law in Medicine Hat, doing primarily collaborative family law and mediation. Marilyn is the President of the Association of Collaborative Law Lawyers (Medicine Hat).

Geeta Bharadia, Calgary

Geeta is a member of the Board of AFMS for the second year, and she is on the Executive of the As-

sociation of Collaborative Family Lawyers (Calgary). She is a trained Mediator and Registered Collaborative Family Law Lawyer. Her mediation and collaborative law work is in the area of divorce, separation and common-law relationships, particularly with respect to property and business matters as well as child support and spousal support issues. Her focus is on helping people find solutions and continue communication with minimal conflict after a relationship breakdown.

Barbara Bishop, Edmonton

Barbara is returning to the board this year, having served several terms as an AFMS board member in the past. She has worked with families in mediation for the past seven years. Barbara is employed as a mediator with Alberta Justice Family Mediation Services and has extensive experience with community, civil claims, and workplace mediation. She contracts privately with Mediation Plus as a trainer, mediator and communication coach.

Lou Faber, Calgary

Lou is returning to the board of AFMS this year and brings a long history to the table, having served in every executive position over his many years on the board. Lou has more than forty years of practice in law. He is a highly experienced mediator and arbitrator in a multitude of areas. His general practice of law includes real estate, commercial, family, insurance, civil and criminal litigation. He is trained in family and general mediation with LESA. AAMS and others. Instructor in mediation, ar-

www.afms.ca Our New Website!

The AFMS web site was launched in April of 2002. Our initial focus has been to provide a directory service to enable the public to search for and find a mediator in their geographic area. This is up and available on the web site and is al-

ready generating inquiries to specific mediators. Check the site, find your own listing, and make sure it says what you want it to say. For a nominal fee, we will also list your web site on ours, and provide a direct link between the two. Don't

have a web site of your own yet? Not sure how to go about it or how to find someone to do it for you? Try contacting anyone who has got their web site listed – they'll likely share their "do's and don'ts" with you!

Board Members Continued...

bitration, negotiation, and med-arb.

Kim Reiger, High River

Kim is serving her first year on the Board of AFMS. She directs REAL Consulting, a conflict management service for families and organizations in the High River area. Her practise focuses on parent - teen conflict. She also facilitates mediation between victims of crime and offenders with Calgary John Howard Society, and facilitates parent - teen conflict resolution workshops for FCSS in High River.

Yogesh Gupta, Red Deer Yogesh has joined the

Board of AFMS for his first term this year. When Yogesh worked for Saskatchewan Justice he mediated hundreds of cases for Court of Queens Bench. He was involved in mediating family law matters, civil cases, workplace disputes, victim offender, residential school cases, motor vehicle insurance as well as Human Rights cases. In 2000 Yogesh became the manager with Regional Family Mediation Services of Alberta Justice. He has been responsible for setting up court connected Family Mediation Service programs in rural Alberta.

Trevor Neil, Fort McMurray

This is Trevor's first year on the Board of AFMS. Trevor has a PhD. In Psychology in Counselling and a Doctrate of Divinity in Theocentric Counselling. He is a member of the American Orthopsychiatric Association, National Association of Cognitive Behavioural Therapists, American Counselling Association and American Mental Health Counselling Association. He is also a Certified Family Life Educator.



Letters to the Editor:

The AFMS newsletter invites your comments and reactions to our format, issues we face as mediators in Alberta, or for networking discussion. Write to the Editor at aclay@telusplanet. net

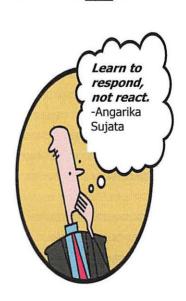
AFMS Website Continued...

We believe this web based mediator referral services is a valuable add on to our printed directory as it will always be right up to date and encourage mediators to join AFMS at any time of the year.

Additionally, starting early October 2003, individuals or organizations that provide training programs that satisfy some or all of the education requirements for Practicing and Registered Family Mediator status., will be able to list their companies and training offerings on the web site.

The AFMS web site will be evolving over the course of the next year, with information regarding membership, links to articles of interest, news on upcoming events, and anything else we believe will be of interest to our members and the general public. Have you got any ideas about what should be on our web site? Please, forward them to Jane Warren at info@afms.ca. I would love the input!







Call for Submissions:

Submissions to the AFMS nwesletter are not only welcome, they are desperately needed! Get involved with your newsletter. Please contact the Editor at aclay@telusplanet.net



Larry Fong is now the President Elect of the Association for Conflict Resolution and will be President in October 2004.

Expanded RFM Membership

The Alberta Family Mediation Society has become more inclusive of those who provide Mediation services to families. The three areas in which members may be registered are: RFM: Separation and Divorce, RFM: General Family and RFM: Family Business. Previous to this year, members were listed only as Registered Family Mediator: Separation and Divorce. The Membership Guide 2003 provides membership and registration details as well as application forms.

To help members understand the new membership categories, AFMS has provided the following list of commonly asked questions and answers. As well, the complete guides for both Members and Training Providers can be located on the AFMS Website at www.afms.ca or you may contact the office at 233-0143 (Calgary) or toll free at 877-233-0143 for the rest of Alberta.

COMMONLY ASKED QUESTIONS AND ANSWERS

MEMBERSHIP QUESTIONS AND ANSWERS

Q: Why has AFMS added two new Registered Family Mediator

Categories (General and Family Business)?

A: AFMS has always provided special criteria for members to meet in order to earn the status of Registered Family Mediator in the area of Separation and Divorce. Family mediators have contacted AFMS in order to become a registered member only to find that they did not practice in the field of Separation and Divorce and therefore did not qualify. In order to be more inclusive and representative of the current practice of family mediators, AFMS expanded registration criteria to those working in General family matters (ie: adoption, adult guardianship, school and peer) and Family Business matters (ie: succession planning, ownership issues, dissolution issues).

Q: If I am already a Registered Family Mediator, how will my registration be affected this year?

A: It won't be affected. You will automatically be a Registered Family Mediator: Separation and Divorce. If you are interested in becoming registered in one of the two new categories, you must meet the criteria outlined in the Membership Guide and provide 3 mediation reports reflecting that special area of practice.

Q: If I am a Registered Family Mediator: Separation and Divorce, will any of the ongoing activity requirements change for next year's registration?

A: Yes. You must complete a minimum of 50 hours of mediation per year and every 2 years you must complete a minimum of 20 hours of continuing education.

AFMS conferences will be accepted as continuing education credits.

Q: If I practice Collaborative Law, can I use those hours to maintain my status as a Registered Family Mediator: Separation and Divorce?

A: Yes, but for your initial registration, you must complete your required hours in the practice of Mediation. As a Mediator, you must use different skills to that of a Collaborative Lawyer.

Q: Will there be an extra fee for each new category of registration?

A: Yes. The fee will be reduced to \$100.00 for each new category of registration. The fee will

RFM continued....

cover office administration time for reviewing your new application.

Q: What is a Practising Mediator?

A: This category has not changed. Those who do not have the practice hours accumulated yet may apply as a Practising Mediator and be listed in the Directory.

Q: Will I be able to find all the information I need to apply for membership in any category in the Membership Guide?

A: Yes. Each category will provide you with all of the appropriate perforated forms. Each Registration category has an accompanying template for reports and details on how to send your material to AFMS.

Q: Do I need to provide 3 mediation reports each year in order to maintain my Registration designation?

A: No. You only provide the reports when you initially apply for Registration. Each year, after initial registration, you will be provided with a Statutory Declaration form with your membership renewal.

MEDIATION TRAINER QUESTIONS AND ANSWERS

Q: Can I apply to list my name as a trainer in more than one family mediation specialty?

A: Yes, as long as you show that you are able to provide specialized training in more than one area.

Q: If I do not provide a 40-hour training program for one of the 3 Registration areas, but I provide a course covering one of the listed topics, can I list my course?

A: Yes. Please refer to the Guide for Mediation Training Providers to review the "Specialized Mediation Training" sections for each registration area. If you believe you provide a course that fits into a registration area and it is not listed in the guide, please contact the Registrar and your course will be considered.

Q: Will I be able to provide a description of my course in the Directory?

A: Yes. You will be asked to provide a 100-word description of your course. There is an easy-to-complete form available in the Guide for Meditation Training Providers.

Q: Is there a fee for listing my course or program?

A: Yes. Your initial listing in any one of 5 domains (page A.2) will be \$250.00 and each additional domain listing will be \$100.00.

Q: Will my course(s) automatically be listed on the website?

A: Yes, in addition to the directory, which is distributed to 8000 people throughout the province. If anyone calls the office to find a course we will provide the information and name of your course to that individual.

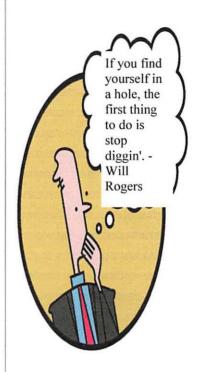
Q: Will the course content outline for each registration area stay the same year to year?

A: AFMS reserves the right to change the education guidelines on a yearly basis. If you wish to be listed as a trainer, you will have to list on a yearly basis and review any changes to the outline each year.

The Board of Directors of the Alberta Family Mediation Society has worked hard to provide guidelines and services to members. If you have and further questions or concerns, please contact the office at 233-0143 or toll free at 877-233-0143 or email us at info@afms.ca



Dr. Barbara
Landau of Ontario
was the most
recent recipient of
the prestigious Dr.
John Haynes
Award, from the
ACR.



Alberta family Mediation Society



International leader in the field of conflict resolution

Well known author of:

- Mediating Dangerously
- Risky Conflict Resolution
- The Vibrations of Conflict
- Removing the Masks in Mediation

Mark your calendars!

Edmonton All Day May 14th, 2004



For more information or to register contact: Alberta Family Mediation #405 918 16th Ave. NW Calgary, Alberta T2M 0K3

Toll free: 1-877-233-0143

(403) 233-0143

E-Mail: <u>info@afms.ca</u> Website: www.afms.ca

Edmonton Lunchbox Series



AFMS Continuing Education Programs 2003 – 2004

The Edmonton Lunchbox Series is back! Thanks to the efforts of our present and past board members from Edmonton, this popular educational opportunity is once again being offered. Mark your calendars and be sure to attend the following presentations...

THE "EX"-FACTOR: HELPING CLIENTS COPE WITH DIFFICULT EX-SPOUSES WEDNESDAY, NOVEMBER 26, 2003 Noon to 1:30 p.m.

Lawyers, mediators, mental health professionals and others are painfully aware of the difficulties many divorcing parents experience with their former partners. The task of effectively reorganizing the family can be inhibited or completely derailed by a parent's inability to address the challenges presented by an ex-spouse. This workshop will present specific strategies for professional to help clients disentangle from an ex-partner. Participants will learn to help parents think differently so that their emotional distress and cognitive preoccupations are reduced.

MEDIATING WITH DIFFICULT PARENTS WEDNESDAY, FEBRUARY 24, 2004Noon to 1:30 p.m.

Divorce mediators are challenged by a myriad of dynamics and must be capable of adapting their skills to meeting the needs and interests of the family. This workshop will examine how mediators can work with a variety of difficult situations including extreme anger, controlling behaviour, refusal to collaborate, a spouse who does not want a divorce and chemical dependency and addiction. Characteristics and behaviours of these clients and strategies for addressing the challenges they present will be examined.

YES, NO AND MAYBE: INFORMED DECISION MAKING WHEN DOMESTIC VIOLENCE EXISTS

WEDNESDAY, May 26, 2004 Noon to 1:30 p.m.

Mediating cases involving domestic violence continues to be a controversial practice, however, many practitioners believe that victims should be able to make an informed decision about what process will best meet their needs. This session will examine the impact of various types of domestic abuse on the mediation process and outcomes, and introduce a new instrument designed to predict and manage the risk of post-mediation domestic violence, emotional abuse and stalking.

PRESENTER: BERNICE RAWES, MANAGER, EARLY CHILDHOOD PROGRAM ALBERTA JUSTICE, COURT SERVICES

NO CHARGE ******BROWN BAG LUNCH

LOCATION: HERITAGE ROOM, EDMONTON CITY HALL

Mediation Training Providers

Alberta Family Mediation Society has added the category of Mediation Training Providers to the Membership Directory and website. Following is a list of the first organizations to take advantage of this new service.

Legal Education Society of Alberta

Contact: Paul Wood, Director, Continuing Education 2610 Bell Tower, 10104 - 103 Avenue, Edmonton, AB, T5J 0H8 Phone: 780-420-1987, Fax: 780-425-0885, Email: woodp@lesa.org, Website:

Mediation of Civil Disputes I & II

http://www.lesa.org

These courses are tailored to build on the dispute resolution skills and training which lawyers already possess. Lawyers will learn the theoretical basis for, and will receive training, in the practical application of mediation skills.

The training sessions will involve a presentation of information, exchange of ideas, modeling of skills by the trainers and skill development through exercises and role plays in smaller groups with coaches. Emphasis will be on practical application of skills. In order to ensure that each individual receives the appropriate attention and guidance, the course will be restricted to 24 individuals. Taken together, they provide 40 hours of training.

Mediation of Civil Disputes I is typically offered in March/April and Mediation of Civil Disputes II in October.

Mediation of Family and Divorce Conflicts The Legal Education Society of Alberta offers this fiveday, 40 hour comprehensive training course in mediation typically in the Fall in Calgary and Spring in Edmonton. This course will be of interest to those who work with family conflicts including lawyers, judges and other professionals. Join the hundreds of satisfied graduates of this program since 1989. Specifically, the course will address all of the major issues confronted in the divorce process, and many other family conflicts, including child care arrangements, financial issues, property division and tax planning.

The course includes demonstrations of the mediation process, videotape presentations, extensive participant simulation exercises with trainer feedback, and individual consultations. Registration is limited to 24.

Mount Royal College - Faculty of Continuing Education and Extension

Contact: Shirley Reynolds 4825 Richard Road SW, Calgary, AB, T3E 6K6 Phone: 403-440-7743 Fax: 403-440-7270, Email: sreynolds@mtroyal.ab.ca, Website: http://www.mtroyal.ab. ca/conted/spring/conflict.htm

Conflict Resolution Certificate:

This Certificate program will benefit anyone engaged in settling conflicts in a variety of areas, including family, school, community, criminal, and civil law, employment and labour.

To obtain a certificate, you must complete a total of 183 hours of courses with a minimum of 108 hours of required courses. In addition, one of the two final assessments (Mediation and Negotiation) must be completed. There are 7 required courses and 11 optional courses to select from. Required courses expose you to theoretical and practical models. All are highly experimental and you are expected to participate in simulated mediations, discussions, and practical exercises. Optional courses provide choices for individuals dealing with or involved in conflict in a variety of situations.

Western Institute for Dispute Resolution

Contact: Kent Taylor 407 Le Marchland Mansion, 11523 - 100 Ave, Edmonton, AB, T5K 0J8 Phone: 780-479-4125, Fax: 780-477-3182, Email: the_mediation1@shaw.ca

Separation and Divorce Specialization:
The WIDR offers a 40-hr comprehensive separation and

Training Providers Continued...

divorce mediation training course. The course includes Mediation Techniques, Interest Based and transformative Mediation, Communication Processes, Collaborative Divorce, Property, Child Support, Domestic Violence and other related issues. This course is open to professional working in or wanting to develop skills in the Conflict

Management area.

Family Business Specialization: The WIDR will be offering a course in Family Business Mediation. The course will bring different together families with small businesses of many different types. We will focus on the dynamics of family business. The course will discuss how to deal with family business concerns and the management of coflict with family members. This interest based, transformative approach will cover power struggles and other concerns facing family business.

The Evolution of Conflict and Resolution

Excerpt from Kenneth Cloke, <u>Journeys into the Heart of Conflict: A Practical Guide to Transformation and Transcendence</u>, to be published 2004

"Give me a fruitful error any time, full of seeds, bursting with its own corrections. You can keep your sterile truth for yourself."

Vilfredo Pareto

To understand why we get stuck in impasse and how this understanding might lead us to transcendence, we first need to recognize and appreciate the positive, creative, and transformational role conflict plays in our personal and social lives. Without conflict, quite simply, there would be no change, no growth or improvement, no learning or development. It is not merely that change, growth and learning require us to release ourselves from obsolete circumstances so we can evolve, but that any system, be it intellectual, emotional, familial, organizational, social, psychological, environmental, economic, or political, seeks to stabilize itself by means of integration and order, and can only evolve to a higher level of integration and order by means of disintegration and disorder.

Thus, "breakdown" inevitably proceeds "breakthrough," and chronic conflict is the first sign that a fundamental shift is taking place within a system. A breakdown is merely an accumulation of conflicts, anomalies, and difficulties that cannot be completely resolved within the confines of an existing system. Chronic conflict is therefore not only a sign that a system is breaking down, but an indication that its problems can and must be resolved in order for it to evolve to a higher level of order. If systemic conflicts are easily resolved, we experience only episodic disagreements. Impasse occurs only when there is a real possibility



that the system itself can be liberated from whatever has kept it from growing.

For this reason, conflict has no existence apart from resolution, any more than sound can exist without silence, light without darkness, or good without evil. It is impossible to understand one without the other. The consequence of this recognition is not merely that a deeper understanding of conflict will lead us to deeper resolutions, but that a more skillful and creative approach to resolution will make it possible for us to experience higher levels of conflict, and as a result, increase our capacity for self-understanding, collaboration, intimacy, growth, and resolution.

The Dance of Conflict and Resolution

Conflict and resolution are thus a dance. They are inextricably

Kenneth Cloke Excerpt Continued...

linked, both in their essence and evolutionary rhythms. Together, they suggest a "punctuated equilibrium" model of development, as described in the writings of the late evolutionary biologist Stephen Jay Gould, in which long periods of equilibrium are interrupted by moments of rapid transformation. In fact, conflict often represents the emergence within a given system of an environmentally induced evolutionary imperative, which is commonly mistaken for miscommunication, disrespectful behavior, personality clash, and similar interpersonal dysfunctions.

In other words, if we want to change, grow, improve, learn, or develop, we need to seek out the substantive obstacles that prevent us from moving forward, as well as the processes, methods and techniques by which these obstacles can be successfully identified, discussed, analyzed, overcome, transformed, and transcended. The depth and quality of the questions we ask will directly influence the depth and quality of the answers we are able to find, and our subtlety and skill in resolution will directly impact what we are able to learn from our disputes. Together, they can lead us from impasse to resolution, transformation, and transcendence.

In my lexicon, resolution means recognizing the underlying reasons for a conflict and rejecting the old ways of thinking and behaving that led to it. Transformation means a change in the form, sequence, style, or shape of a conflict, either within the parties, or in their relationship or communication, or their perception of the issues over which they are fighting. Transcendence is beyond form, and implies that the conflict has evolved, been outgrown or dissolved, and replaced by a higher order of conflict. At all three levels, people can grow, change, learn how to disagree more effectively, and collaborate more successfully using higher order resolution techniques. And using those techniques, they can see their conflict in a new light and evolve to a higher level of conflict.

Thus, evolution occurs not merely in the substance of our conflicts, or what we fight about, but in their form, or how we fight about them, and in their purpose, or why we fight about them. Primitive conflict resolution techniques do not invite higher order results to emerge, just as higher order outcomes require more advanced resolution techniques to elicit and bring them forth. It is not possible to reach forgiveness using techniques designed to merely stop people from fighting, or reconciliation with techniques designed solely to settle their disputes.

Because resolution is a more highly ordered state than conflict, it requires greater energy to create. Thus, entropy and the Second Law of Thermodynamics predict that without any additional effort, it will be easier for resolution to break down and result in conflict, than for conflict to break down and result in resolution. Entropy can, however, lead to increasing order, as when open systems are able to dissipate chaotic energy to their environment, thereby giving rise to higher levels of complexity and order. Conflict resolution techniques can thus be considered a hedge against social entropy, and a method for translating the chaos of conflict into social evolution.

In science, entropy is a measurement not only of the loss of energy due to random motion, but the loss of information as well. By analogy, conflicts result in a loss of socially important information regarding the human nature of our opponents, collaborative approaches to problem solving, what we really want to achieve, anomalies and defects in the system, our ability to accept responsibility for solutions, and our capacity to detect and prevent destructive conflicts before they occur. In this way, conflict resolution serves individuals, families, organizations, and societies by allowing them to preserve important information, adapt to changes in their environment,

Kenneth Cloke Excerpt Continued...

and reach higher levels of development. At the same time, conflict resolution protects them against social entropy by dissipating their energy into more complex learning processes and higher levels of unity and cohesiveness.

We now recognize that there are three fundamental methods by which disputes are resolved: power, rights, and interests. Power-based resolution processes such as war and coercion create a great deal of "collateral damage," result in winners and losers and a loss of socially important information, and as a result, inevitably invite future disputes in their wake. In addition, as Lord Acton wrote, "All power corrupts and absolute power corrupts absolutely," and when one group routinely wins power contests, those who lose must either surrender or escalate the level of conflict until their needs are met. Under these conditions, it becomes nearly impossible for systems to evolve without experiencing consequential, cataclysmic conflicts.

Rights-based processes such as litigation and adversarial negotiation are designed to place limits on the exercise of power, allowing a greater number and variety of disputes to be resolved and important information to be salvaged, thereby allowing systems to evolve more peacefully. But rights are ultimately based on

power and perceived by those with power as curtailing their authority. They are therefore fragile and contingent on the continuing willingness of those with power to acknowledge and enforce their existence. In addition, rightsbased processes also produce high levels of collateral damage, winners and losers, corruption, and muted versions of the same problems created by power. Additionally, rightsbased approaches generate bureaucracy, which slows the process by which systems evolve.

Only interest-based processes such as mediation and collaborative negotiation encourage individuals, systems, and societies to learn from their conflicts, preserve their information, and turn it into a catalyst for transformation and transcendence. Interests are diverse yet mutually compatible, and because interest-based processes require consensus, they cannot result in unacceptable collateral damage, win/ lose outcomes, or entrenched corruption. In this way, the evolution of more advanced approaches to resolution allows deeper levels of conflict to emerge, more advanced resolution outcomes to occur, and systems to advance to more complex, collaborative, inclusive forms of order.

Another way of understanding this relationship is to view conflict as the principal source of opposition, and resolution as the principal source of unity. Together, they create a continually evolving, living, double-helixed relationship in which separation and combination, expansion and contraction, dissension and harmony, interact continually with each other in a self-organized, iterative process through which combinations are created that could not have been imagined beforehand. This does not mean, however, that evolution is inevitable, or that conflicts occurring at one level will easily yield outcomes at a lower, higher, or equivalent level.

As there are moments when resolution becomes more important than conflict, so there are moments when conflict becomes more important than resolution. These shifts in importance reflect what we most urgently need at a given moment based on our perceptions and the evolutionary problems of the system in which we are operating. Thus, divorcing couples sometimes fight in order to free themselves from a relationship they partly do not want or are afraid to end. But those who would have resolution without conflict, or conflict without resolution, miss the opportunity to achieve higher levels of each, and are unable to appreciate the beauty of the dance that brings them both into existence.

AFMS #405, 918 - 16th Ave. NW Calgary, AB T2M 0K3 toll free: 1-877-233-0143 in Calgary: 233-0143 email: info@afms.ca



Alberta Family Mediation Society



AFMS Newsletter is published by the Alberta Family Mediation Society

Submissions to the AFMS Newsletter are welcome
Neither the opinions of the editor, nor those of the authors or articles or letters to the editor necessarily reflect the position of the Board of Directors of the Alberta Family Mediation Society. The AFMS newsletter is published to provide information and exchange between members and interested others on topics of interest to the membership

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Members only:	6 7 1	4200
Within 125 km of Edmonton More than 125 km of Edmonton		\$200
		\$175
Student		\$150
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For credit card payment		
Card #:		
MasterCard Visa	American Express	
Expiry:		
Signature:		
Mail Registration to:		T:1
	520-7015 Macleod Calgary, AB T2H	
or Fax to:	(403) 246-5474	

May 14,

BEYOND **TRADITIONAL** 2004 TECHNIQUES

> Advanced Mediation Training for Professionals

This year's conference will be held in Edmonton, Alberta at the DELTA Edmonton South Hotel and Conference Centre, 4404 Gateway Boulevard.

The Delta is easily accessible from the International Airport and Highway 2.

For those travelling from out of town, the Delta is offering a special rate for conference attendees.

Please contact the hotel at 1-800-268-1133 and request the AFMS rate.

Reduced Registration Rate for out of town attendees. Check registration form for details.

Celebrate AFMS's 20th Anniversary as well as experience the exceptional training and skill development of this conference.

Celebrate AFMS's 20th Anniversary

as well as experience the exceptional training and skill development of this conference.



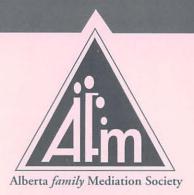
For more information regarding the conference or membership call: (403) 233-0143 or (877) 233-0143

design by karin spangler - kjspangler@hotmail.com

May 14,

BEYOND TRADITIONAL 2004 TECHNIQUES

Advanced Mediation Training for Professionals in Edmonton, Alberta



A must Conference for all ADR Professionals, Lawyers, Mediators, Psychologists and Social Workers

AFMS Conference 2004

in Edmonton

Friday, May 14

7:30-8:30 8:30-9:00 9:00-12:00 12:00-1:15 1:15-4:15 4:30

AFMS AGM

Conference Registration

Continental Breakfast

Conference Session

Buffet Lunch

The Honorable Dave Hancock Minister of Justice Awards and Recognition

Conference Session

Wine and Cheese Reception

Door Prizes

Celebrate **AFMS's 20**th Anniversary

BEYOND TRADITIONAL TECHNIQUES

- The path of **impasse** leads toward confrontation, bitterness and hatred, drawing us backward into the past.
- A second path leads towards kindness, honesty, empathy, integrity and mutual respect, drawing us forward into the future and guiding us in the direction of collaborative relationships, and is based on caring deeply about people. This is the path of **transformation**.
- There is also a third path that is largely hidden from view, and integrates the form of confrontation on the first path with the content of kindness encountered on the second. It is based on caring deeply both about outcomes and people. This is the path of **transcendence**.

This seminar will explore practical, concrete techniques that invite and support transformation and transcendence in family disputes.



Kenneth Cloke is Director of the Center for Dispute Resolution, an internationally recognized speaker and leader in the field of conflict resolution.

- He is a published author and co-author of many journal articles and several well acclaimed books.
- His consulting and training practice includes organizational change, leadership, team-building and strategy planning.
- Kenneth received a J.D. from University of California's Boalt Law School, a PhD from UCLA, and LLM from UCLA and has done post-doctoral work at Yale Law School.
- He teaches law and mediation at SouthWestern University School of Law, Pepperdine University School of Law, Antioch University, Occidental College, USC and UCLA.
- Kenneth has training and mediation experience internationally in Pakistan, Former USSR, China, Cuba, Mexico, Zimbabwe, Ireland and Nicaraugua.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 1: August 1, 2004

Special points of interest:

- AFMS is pleased to feature the new look for the newsletter
- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on peace building in families, mediation process and conflict resolution in family disputes

Peace building need not occur only on an international front. Peace building can start in our own back-yard. When we explore violence internationally, much of the violence is generated by differences (in culture, in religion, in political beliefs, etc) and a lack of tolerance and respect for diversity. These same differences exist in our communities, our schools and even our families. How do we encourage our children to be peace builders?

- Encourage children to be respectful of differences and to recognize their own uniqueness.
- Encourage curiosity in children. When we are curious (not judgemental) about other's beliefs, practises, rituals, etc. we are more likely to be understanding or accepting.

- Introduce children to different languages, activities, traditions, etc.
- Teach and model positive and peaceful problem solving skills in the family.
- Model to children to help them develop an awareness of how their actions and words affect other people.
- Have a family discussion about conflict and peace and explore family negotiate peace problem solving skills that will be used at home (and in the community).

Inside this issue:

Peace building

News around the province 2

Interview with Sue 3

Lunch and Learn sessions 4

Book reviews 5

Marketing your practice 6

Introducing the AFMS Board of Directors for 2004 and 2005

Dr. Kent Taylor (President)

Ms. Jane Warren (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton

Ms. Geeta Bharadia

Ms. Barbara Bishop Mr. Yogesh Gupta Ms. Marilyn Herrmann

Dr. Trevor Neil

Ms. Lori Yasenik (past

president)

Mr. Michael Porter

Ms. Kim Rieger

Ms. Shelley Taggart

Mr. Terry Zibin

News from around our province

Mediation Services, Alberta Justice is pleased to have Erika Gordon working with them for three months. She is on an Alberta/ Quebec exchange program and is working as a Family Court Counsellor in Edmonton. Erika is entering her 3rd year at McGill University (Montreal) and eventually wants to practice in family Law and Mediation.

We are featuring news around the province starting with Medicine Hat. Upcoming editions will feature Edmonton, Calgary, Grand Prairie, Fort McMurray, Lethbridge just as a starting point. Call Charmaine to be part of the community features.

Community Features: Medicine Hat by Marilyn Hermann

Marilyn is a lawyer in Medicine Hat practicing in family law, mediation and collaborative law. She is a strong believer of the importance in families resolving matters collaboratively so that their children "can be relatively unscarred by their family transitions." In Medicine Hat there are many family law cases that are resolved by mediation, collaborative negotiation and since 2000 the trial lists and Chambers

Court applications have
In addition to mediation,
become widely used. The
Court workers are actively
mediation and
Queen's Bench and Family
Mediation which is a
children from parental

"All these options to traditional litigation make our community a better place to live" significantly reduced.
collaborative law has
Judges and Family
involved in promoting
collaboration. Judges in
Court also offer Judicial
helpful option to shelter
conflicts.

What are your favorite web links?

AFMS is creating a links section on the website— a valuable resource for members and the public. To help us meet your needs, please email Sue your three

favorite or most commonly used web links so we can share them with others.

Email to:

info@afms.ca

An interview with Sue Bedier

Sue, originally from BC and previously residing in Grande Prairie, has worked with AFMS since April 2004. Since that time she has fielded 580 messages (averaging about 7 calls per day). She previously worked for AFMS in 2000 and 2001.

At AFMS Sue fields all incoming calls/messages/emails,

manages the database of members, handle membership status, book keeping for the society, and provides support to the President and volunteer board of the society.

Sue has noticed that many callers are looking for help (many sounding quite distressed) and don't know much about mediation. Being able to calm them, provide information and refer them in the right direction is something that Sue finds rewarding in her job.



Sue Bedier— AFMS Administrative Support "I am confident in our membership, society and family mediation as a valid alternative for families" in crisis

It is always possible to approach a goal by a detour (Theodor Reik)

Perspective and perception—so important in the analysis and management of conflict. I recently heard a quote by Alan Alda that alluded to perspectives being the windows or lens to our world and that sometimes they need to be cleaned off. We all know the degree to which perspectives and perceptions impact our human interactions, and relations; and the

power of parties being truly able to understand one another's perspectives on a deep level (even if disagreement still exists). How is it (what approaches do we

implement) that we invite parties to explore or understand the perspectives of one another?

Put yourself into a different room, that's what the mind is for (Margaret Atwood)

Coming soon– future issues

Some of the topics coming in future issues:

- Mediation
 Models- what are the newly emerging processes?
- Tools to help families creatively manage conflict
- Relationship and conflict mapping
- Theory and practice—bridging the two

Lunch and Learn Sessions- Edmonton

Mark your calendars for the 2004-2005 Lunch and Learn sessions!

information and network with colleagues (all over a lunch break).

Upcoming topics include: new

maternity/paternity

(insight into conflict

and cultures), family

business mediation.

new civil claims me-

(Queens Bench), tax

diation program

implications, new

divorce legislation.

legislation, multi-

cultural panel

Dates for Sessions:

Friday October 22/04 Wednesday November 24/04 Wednesday January 19/05 Wednesday February 16/05 Wednesday May 18/04 Wednesday June 15/04

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.

will be posted on the AFMS

website and will be emailed

The location is always the

Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to

learn, share

Lunch and Learn Sessions

arn Sossions

What's up and coming?

Watch the web page for the upcoming summary of the May 2004 AFMS conference which featured Kenneth Cloke as the speaker. Our next newsletter will be

and more!

released October 1, 2004 with editions to follow six times yearly. Newsletters

Every problem has a gift for you in its hands.

(Richard Bach)

in PDF format to members.

Growing Seeds of Peace Conference—Athabasca October

22-24/04. www.peace.ca/ AlbertaAgenda2004.htm

About the newsletter Editor- Charmaine Hammond

Charmaine Hammond is volunteering with AFMS to develop, write and edit the newsletters. Charmaine now lives in Sherwood Park, after residing in Fort McMurray for the past 14 years. She has a Masters Degree in Conflict Analysis & Management and has been practicing as a mediator/

consultant and trainer since 1996. You can find out more about Charmaine at her website www.hammondgroup.biz.

Please contact Charmaine at 780-464-3828 or by email to charmaine.

hammond@hammondgroup.biz to advertise in the newsletter, submit articles or let us know about events around the province.



Book Reviews- Submitted by Mary Jane Klein Two Homes by Claire Masurel and Kady MacDonald Denton

Two Homes is suggested for children ages 3-6. It present an idyllic existence for a little boy

named Alex whose parents don't live together. He has two of everything; homes, coat hooks, favorite chairs, friends, kitchens, toothbrushes. Each parent calls him at the other parent's home. He loves his parents and they love him no matter where he is. Ah! If this were only the reality for children of divorce. No

step-siblings, no
half sibs, no step
parents, no conflict,
no guilt. Just two
perfect loving
homes. Young
children would
enjoy the repetition
and appealing
pictures of each of
the paired items
but unless their
reality is as positive

as the one described in the story, they may wonder what is wrong with their family.

The Edmonton Public Library has more than 100 resources for families coping with separation and divorce.

Sometimes in reality children feel they have to balance their worlds.

Fly Away Home- by Eve Bunting

The little boy in this story lives a vastly different reality instead of two homes, he has none. He lives with his father in an airport. His mother has died and his father cannot afford to rent an apartment. They spend their lives in a discouraging reality—avoiding detection, trying to stay clean and find food. There is something of a community of other families in the same situation and these people

help each other out. They agree that whoever is first to find an apartment will take in the rest of the people. One day a little bird

gets caught inside the airport and the little boy worries and prays that the bird will get out. When it does, the little boy takes this as a sign that he too will one day be able to leave the airport. As unlikely as it sounds, this is actually a hopeful, joyful book. The little boy's father

and the homeless community loves him and are meeting his needs the best they can.

Mary Jane rates this a three hankie book.

Life is the first gift, love is the second, and understanding is the third (Marge Piercy)

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/divorce mediation

Registered Family Mediator (RFM) specializing in General Family Mediation



AFMS Membership Categories Registered Family Mediator (RFM) specializing in Family Business Mediation.

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member

Student Member

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

#405, 918-16 Avenue NW Calgary, AB T2M 0K3

Phone: 403-233-0143 I-877-233-0143 Email: info@afms.ca Webpage: www.afms.ca



Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

It is a relief when things get to their worst. You know what the worst is and can begin to plan for better things (Elinore Pruitt Stewart)

Planning to market your ADR practice is an important element of success. A starting point (Natalie Armstrong, 2001) is to determine whether your practice will be specialized or general in nature. This will help you determine who to market your services to. Armstrong (2001) suggests creating a strong foundation for your marketing plan. one that is embedded with your commitment and enthusiasm. A communication plan is comprehensive in nature and details all the methods you will utilize to reach your audience, a different approach for different target groups. In addition to your marketing plan, there is tremendous value in establishing and demonstrating your credibility. Armstrong stresses the importance of promoting the service, not just

your business. Many people do not have a solid understanding of management and methods of resolution such as mediation and facilitation. She indicates that marketing efforts will be much more rewarding when the audience understands the service you are "selling" and how they may be able to utilize the service. This is an opportunity to educate the public and potential clients about not only the process and theoretical foundations and pillars, but also to help the individuals consider how the service may positively impact them.

Challenge for the week: develop a list of five innovative approaches to promote your services or the field in which we work/volunteer. Then choose five potential "clients" and follow through on your plan and evaluate it's efforts.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 2: November 1, 2004

Special points of interest:

- AFMS is pleased to feature the new look for the newsletter
- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on provincial pilot programs, book reviews and various areas in which mediation is being utilized

Inside this issue:

Alberta Justice Pilot Project	1
News around the province	2
Divorce coaching & resources	3
Lunch and Learn sessions	4
Book reviews	5
Mediation in multicultural settings	7

Pilot Project initiated by Alberta Justice, Civil Litigators in Edmonton and Lethbridge has new tools to creatively resolve civil non-family disputes commenced in the Court of Queen's Bench of Alberta.

The Pilot begins January 1st, 2005 until approximately December 31st, 2006. Interest based mediation will be encouraged through the provision of information to parties and stakeholders; the establishment of a roster of qualified mediators; and the implementation of a Practice Note which allows a party to file a Request to Mediate.

A Request to Mediate may be filed by a party after the service of the Affidavits of Records but prior to the entry of the Certificate of Readiness. If everyone agrees to mediate, the parties select a mediator (either from the roster provided by the Pilot Project or a private mediator), and proceed to mediation.

If a mediator cannot be agreed upon, or if a

party objects to mediation after being served with a Request to Mediate, an application may be made to the Mediation Coordinator for the selection of the mediator or for exemption of the action from mediation.

The process is confidential except as required by law and certain time limits apply to the steps to be taken. Litigants who cannot afford the mediation process may qualify for funding assistance.

For further information or questions, you may contact the Mediation Coordinators:

Sandra L. Schulz, Q.C., or Marnie Plucer Phone: (780) 427 – 2721

Introducing the AFMS Board of Directors for 2004 and 2005

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Mr. Yogesh Gupta

Ms. Marilyn Herrmann
Dr. Trevor Neil
Ms. Lori Yasenik (past
president)
Mr. Michael Porter
Ms. Kim Rieger
Ms. Shelley Taggart
Mr. Terry Zibin

News from around our province



Grande Prairie by Shelley Taggart

Shelley Taggart has been mediating in Grande Prairie for over 7 years and in that time has witnessed a dramatic increase in the demand for mediation services in the area. Private practice and government programs offer a choice of services to residents of Alberta's northwest. A specialist in the area of Family & Divorce mediation, Shelley is a service provider for the Alberta Justice: Custody Mediation Program. This program is being well utilized in the Grande Prairie area, providing assistance to certain parents who are experiencing difficulty in resolving parenting issues.

Another program aiming to help families in conflict, Grande Prairie is part of a mediation pilot project which is a collaborative effort between Alberta Children's Services and Alberta Justice. The pilot program will target contested child protection cases to be mediated within the initial 42 days following apprehension, specifically applications for Temporary and Permanent Guardianship Orders.

The City of Grande Prairie has initiated a Community Mediation Program which aims to allow for collaborative resolution of community disputes. Program Coordinator Frances Amery has overcome some major hurdles in the area of insurance to get the program running; her next goal is to educate citizens, city departments and agencies about collaborative conflict resolution.

Community Features:

November 3-4/04 Fourth Annual Family Violence Conference— Edmonton AB

Guest speakers include: Ellen Pence (Domestic Abuse Intervention project, Minnesota), Anne O'Dell (retired Detective Sergeant), Rev. Shianne Eagelheart, Jacquelyn Campbell (Hopkins School of Nursing), Peter Jaffe (Center for Children & Families in the Justice System), and Mark Wynn (retired Nashville Police).

Contact: ICDR Intercultural & Community Development Resources Inc. phone: 780–437-8013 or email: dorothy@icdr.com

Our Directory is on line.

Have you listed your name in our directory on line? If not, please contact Sue at the office for information. Please feel free to provide this directory and web link to referral agents.

Did you know we also have a directory of trainers and education providers? This directory is also found on our web page.

Divorce Coaching

By Barb Hepperle (Life and Divorce Coach)

Divorce coaching helps individuals adjust to transitions and difficult emotional aspects and challenges that occur through divorce. It is a collaborative 1:1 partnership that is custom designed to meet the particular needs of the client.

A Divorce Coach is one that provides support, motivation and uses a solution focused approach. It is not therapy although it may have some therapeutic value. The coaching process helps clients develop communication skills to reduce emotional turmoil, manage and contain conflicts. It gives the individual the tools to let go of the past and take personal responsibility to re-design his/her life for the future.

Barb suggests that there are benefits of divorce coaching when one is involved in mediation or litigation. The divorce coaching provides support for the emotional issues and helps the individual be able to move through the process with less disputes as well as helping them be more successful during negotiations.

For more information contact Barb at www.lifeline-coach.com or 780-436-9541

Family Conflict Hurts- on line tools to help

There are a couple of resources available for families experiencing separation and divorce. There is a "Kids guide to separation and divorce" available from

www.fmc.ca (or through the BC Justice institute website). There is also one for teens at the same site.

Also, www.familieschange.ca

Do you know of other tools, web sites, books, etc. that are helpful for families? If so please let us know so we can feature them in our upcoming editions of the

Growth means change and change involves risk, stepping from the known to the unknown. George Shinn

Provincial Mediation Pilot Program

The provincial mediation pilot program is to support the early resolution of issues through mediation. The pilot program targets contested child protection cases to be mediated within the initial 42 days following

apprehension. A secondary purpose is to allow contested Supervision Orders access to the mediation pilot program. The outcome is support early resolution of issues and early permanency for children. The following areas have been targeted for the pilot program: Grande Prairie, Edmonton, Red Deer, Calgary, Lethbridge. Alberta Children's Services and Alberta Justice are employing a collaborative approach in planning and implementing this project. Watch for updates in future editions of the newsletter.

Lunch and Learn Sessions- Edmonton

Mark your calendars for the 2004-2005 Lunch and Learn sessions!

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Wednesday November 24/04— Cassie Palamar (Alberta Human Rights Commission). Human Rights, ADR programs and conciliation.

Wednesday January 19/05– Rhonda Fox Miles (Fox-Miles & Associates). Bankruptcy, credit counseling applicable to families and family businesses in financial concern.

Wednesday February 16/05– Marnie Plucer and Averie McNary (Alberta Justice). Civil Claims Pilot Project. Wednesday May 18/04— Lloyd Steier of University of Alberta School of Business Center for Entrepreneurship and Family Enterprise. Sibling partnerships at best and worst.

Wednesday June 15/04-/TBA

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.



Lunch and Learn

Restorative Justice Awareness Fair

In recognition of Restorative Justice Week, MRJC presents an opportunity to raise awareness of the Restorative Justice work happening in Edmonton. At noon, hear Susan Sharpe speak on this year's theme: Engaging us all in the dialogue.

Sharpe is known around the world for her work in Restorative Justice and is the author of Restorative Justice: A vision for healing and change.

12pm-1pm
Tuesday, November 16,
2004
CBC Interactive Space
Main Floor, Suite 123,
Edmonton City Centre
Mall

10062 - 102 Avenue For more information or to add your display to the fair: Jennifer Warren, MRJC Board Secretary: 437-8622 or jlwarren@telusplanet.net

Look at life as an energy economy game. Each day, ask yourself, "Are my energy expenditures (actions, reactions, thoughts, and feelings) or productive nonproductive? During the course of my day, have I accumulated more stress or more peace?" The HeartMath Solution, Doc Childre and Howard Martin, (c) 1999, Harper San Francisco

From the newsletter Editor- Charmaine Hammond

Resiliency– the ability to bounce back after change, challenge or adversity. What makes some families more resilient then others? This is a topic for which I have a lot of passion and interest. Research shows that resilient people:

- Adapt quickly, takes initiative
- Constantly learn from experience

- Have strong sense of esteem confidence
- Are playful and Curious and humorous
- Have healthy and caring relationships
- •Are Optimistic—pursues personal growth
- •Make use of intuition, insight, Show empathy and interdependence

•Show interdependence (distancing from trouble spots)

How, in our work with families, can we frame the process to provide a safe foundation for post conflict resiliency?



Book Review: By Pam Taylor, M. Ed. My Changing Family: A First look at a family break up (by Pat Thomas)

Pat Thomas has created a valuable picture book to support children and their parents as they explore the issues of divorce. Children's emotions are acknowledged, reassurance is thoughtfully provided for feelings of anger, sadness, loss and helpful questions are posed to crate a meaningful dialogue between children and their parents. The one message

that is stated repeatedly is that a child will still be loved by both parents regardless of all the changes in the family.

Illustrations are colorful and accurately portray the range of emotions experienced by adults and children. The text would be appropriate for an adult to read

to a preschool aged child but would require repeated readings to fully explore this complex topic.



Children will still be loved by their parents.

Lunch and Learn Summary by Barb Bishop

At the first Lunch and Learn session Randy Sloan, Director of Operations for Native Counseling of Alberta, gave a narrative presentation based on his 22 years of serving the aboriginal community.

Randy enriched our understanding of the native culture with an awareness of connectedness in the aboriginal community. Through advocacy of familial lines and how conflict with one individual can affect the entire community he gave an example of a community torn apart by a crime. He recognizes the obligation within the culture to adhere to "lots of coaches" (the community), the obligation to "speak their truth, to listen and speak with respect" through a commitment to the Elders and the Creator, as well as advocate for the connection of the individual to the "Red Path". (traditions and culture).

Family Group Conferencing lays the foundation for resolving conflicts connecting the history of the culture, respecting the ceremonial aspects of a strong spiritual component and adher-

ing to the aboriginal history of peacekeeping. The subtleties and protocols of different aboriginal communities allow the community to take responsibility and control through the process or adapt the model that is appropriate for them..

Randy presented a "holistic" approach to conflict and brought new understanding of the dynamics of the aboriginal culture.

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We're on the weblook us up!

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The society is dedicated to both professional and public education regarding family mediation.

In communications that are difficult or draining, ease into the heart and find something to appreciate about the person you're dealing with, or find a feeling of compassion or kindness. This will clear your mind and give you the coherence you need to know what to say next. That's energy efficiency at work.

-- The HeartMath Solution, Doc

-- The HeartMath Solution, Doc Childre and Howard Martin, (c) 1999,

Harper SanFrancisco

Striving for Family Harmony in the Context of Two Cultures

submitted by the Multicultural Health Brokers Co-op, Yvonne Chiu
Context:. Over 50% immigrant and refugee families have been found to live under the poverty line despite of their efforts to create better lives for themselves and their children. Combined with additional stresses emerging from gender roles changes and inter-generational conflicts, many families struggle with relationship deterioration and conflict.

Who are we - Multicultural Health Brokers Co-op (MCHB Co-op):

As a group of 28 community health workers with over 15 language and cultural backgrounds, we emerged as a "pilot project" of the local public health department over 12 years ago. Our primary mandate is to help immigrant and refugee families gain equitable access to culturally and linguistically relevant health services/ education and family support. Grounded in the principles of holistic care and community development, the MCHB's have over the years became deeply involved in helping families and communities resolve issues of family conflict and relationship deterioration.

What do we do in relation to family mediation:

Within immigrant and refugee communities, often families seek out indigenous mediators or respected elders to resolve family conflicts. Yet because of the changes in the social and cultural context, traditional approaches to family mediation are not always relevant to the circumstances and struggles of immigrant and refugee families. As a result, the MCHB's began 5 years ago to seek out a spectrum of new solutions that address the bi-cultural reality of family conflicts:

- Seek out mainstream family mediators who are comfortable with collaborating with MCHB's in implementing culturally negotiated process of mediation, whereby the mediation process is modified according to the cultural context of the families.
- Create processes for sharing and exploring culturally relevant mediation processes between traditional/indigenous mediators within immigrant/refugee communities and mainstream family mediators.
 The hope is to generate alternative models of family mediation that meet the unique needs of immigrant/refugee families for conflict resolutions.

Pursue additional alternative conflict resolution processes that would recognize the importance of positive outcomes for the collective (beyond the family) at the level of immigrant/refugee communities, processes that help transform relationships and shift cultural perspectives within communities.

Thank you to the MCHB Co-op for submitting this article for the newsletter!!!

Other AFMS news and updates:

We are looking for articles for our special Christmas edition—please contact Charmaine 780-464-3828 for a short interview or email an article to her at charmaine.hammond@hammondgroup.biz.

Thank you all for sending in your favorite web links, they are now on the website, don't forget to check it out. (and please send more links if you have any).

So far we have featured Grand Prairie and Medicine Hat in our newsletters and would like to feature Calgary in the next feature. If you are interested in a short interview for the newsletter, please call Charmaine.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 3: December 1, 2004 Special Holiday Edition

Special points of interest:

- AFMS is pleased to feature the new look for the newsletter
- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on coping with the holidays, roundtable and more!

This is a special holiday edition of the AFMS Newsletter. The AFMS has reviewed books related to the Christmas Holiday season in the edition of the Newsletter. Many cultures do not celebrate this holiday and in respect of those culture we also recommend seeking out the following book: How to be a perfect stranger: a guide to etiquette in other people's religious ceremonies.

This book by Sanford Jr. Cloud (forward and Arthur Magida (editor) focuses on 20 chapters devoted to different religions including (not limited to) Baptist, Buddhist, Quaker, Roman Catholic, Hindu, Islam, Greek Orthodox, Jewish, Mormon, Christian Science and more. Each chapter

begins with a brief introduction to the history and beliefs of the faith followed by a series of standard questions that detail basic service; holy days and festivals; life cycle events and home celebrations. Guests at religious celebrations of faiths other than their own often are unaware of customs, rituals, appropriate dress and gift giving practices. This book highlights questions and answers in a straightforward and nonjudgmental manner. Representing a diversity of faiths, the guidelines to correct social behavior at religious ceremonies belongs on every mediator's bookshelf.

Inside this issue:

Holiday season preamble

Holiday season book

eview

Facts about step families

2

Roundtable on family

law

Book Reviews

Introducing the AFMS Board of Directors for 2004 and 2005

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Mr. Yogesh Gupta

Jane Warren

Ms. Marilyn Herrmann

Dr. Trevor Neil

Ms. Lori Yasenik (past president)

prosident

Mr. Michael Porter

Ms. Kim Rieger

Ms. Shelley Taggart

Mr. Terry Zibin



The Board, Staff and members of the Mediation and Restorative Justice Centre send Season's Greetings to everyone at the Alberta Family Mediation Society. This is a good time to reflect on how much we enjoyed working with your organization this past year and let you know we look forward to future collaboration. We wish you all the best for the holidays and in the New Year.

AFMS
Board of
Directors
wishes its
members a
safe, joyous
and
peaceful
holiday
season and
best wishes

for the New Year!!



Best wishes for the holiday season

Alberta Roundtable on Family Law

The Alberta Roundtable on Family Law became a society in 2004 with a goal to provide ongoing forum for legal, social services, educational and mental health professionals to improve responses to the needs of families in separation or conflict. This multidisciplinary group of professionals are coming together to:

- provide education, information and networking opportunities to the professionals (locally and provincially)
- to identify and coordinate re-

sources for professionals and families to facilitate dissemination of information.

- to promote interdisciplinary approach to understanding issues for children and parents in conflict or distress
- to advocate for change in policies and practices that impact functioning of children and families.

Jean McBean, Q.C. spoke about the upcoming Family Law Act (to be pro-

claimed April 2005) at the June Meeting. Upcoming plans for the chapter include lunchtime seminars, free to members. The Roundtable has also linked with Alberta Family Mediation Society to share resources and presentations on topics of mutual interest. For more information contact Patricia Hebert at 427-4145 (780) or to become a member please contact Bernice Rawes at 427-5139 (780).

Holiday Greetings from the Round Table!!

Creating New Traditions at Christmas (author unknown)

Berna Skrypnek (U of A) suggests that issues can arise for blended families around the holiday season

because of the traditions and rituals in families that hold a tremendous amount of meaning. They are part of what provide us with a sense of identify and a feeling of cohesion in our family units. She adds that Christmas and other religious celebrations can be stressful when the blended

family is not feeling connected with the traditions. It is recommended that blended families create some of their new and shared traditions and rituals. Sometimes families may merge traditions or create entirely new ones. She also stresses the value in having the children be part of the planning for the holiday season and the creation of new family traditions.



Creating traditions

Tips for Getting Through the Holiday Season by Mary Jane Klein

Tip #1: Many parents in a spirit of equality may believe it is "only fair" to alternate

Christmas. However, children treasure traditions and so this may be a holiday where each may want to "own" a particular piece of time over the holiday and continue or develop annual expectations around that time. Children enjoy the security

of being able to say "We always go to Grandma's house for Christmas Eve and

open present at then Santa comes the next morning at mom's house and we go over to dad's house for brunch and supper" (or whatever the case may be).

Tip #2: In the event one parent wants to take the children out of the jurisdiction for all of the material Christmas period, the parent left behind may be quite upset at the prospect of the holiday without the children. Christmas can be a moveable feast for that year and have an early or late celebration with the children (attitude is everything!). They can have a "credit" towards a Christmas time trip they may be able to organize in a future year.



Creating new holiday traditions

Facts about Stepfamilies (Statistics Canada)

In 2001, Canada had 503,100 stepfamilies, compared with 430,500 in 1995. That is almost 12% of all Canadian Couples with children compared to 10% in 1995.

The total number of stepfamilies is split equally

between married and commonlaw couples, just over 250,000 of each nationally.

In 81% of the blended family cases, they were formed after the birth In 2001, 5/10 stepfamilies contained only the female spouse's children. 1/10 contained only the male spouse's children.

of a child to the couple, in addition to the children born from a previous union of at least one

of the two spouses. The remaining blended family (19%) were made up of the children born from previous unions of both spouses. Source: Stats Canada

Q&A: Response from Mike Paddison (from Journal)

Q—My parents don't seem that keen to meet their new step grandchildren this holiday season. any advice?

A- "you are asking them to be receptive to stranger they don't even know. They need to



spend some time with them first. I am a grandparent and one of the quickest ways I get to know my grandchildren is to play with them. Don't just buy them toys, play with them".

Meeting new family members at Christmas The holiday season can be a stressful time for many families, and introducing children to new family members for the first time at Christmas can often be difficult for the children and the other family members.

Book Review: Whose Home for the Holidays by Brian Guthrie, PhD. RSW Review Provided by Greenwood Books

Modified from the Book Review.

"For many families the excitement

and anticipation of the Christmas holidays is overshadowed by the conflicts over custody and access of their children. The pressures of the season and the expectations of how those special days should be can create anger, anxiety and resentment. Of course each par-



Helping children cope through the holidays

ent has rights but families also have rituals." This book provides valuable information about developing a plan for

the holiday season and the importance of communicating this plan with the children and the extended family members. The book also encourages parents to maintain daily contact between the children and each parent during the holiday season. Children may seem quite sad over the holiday season, it is important for parents to recognize that this is a normal reaction to change. The book provides helpful

information to

parents to develop realistic expectations. Guthrie states that children state their Christmas wishes as "to share my time with my mom and dad and not feel guilty." or "to be able to call my mom when I am with my dad and to call my dad when I am with my mom to see how they are without feeling that I am taking sides or hurting someone's feelings."

Dr. Brian Guthrie is a Marriage and Family Therapist who has assisted many children and families cope with change, loss or trauma in their lives.

More Holiday Greetings

Holiday Greetings Alberta! --from your friends at FMC ...

With delegates still raving about conference 2003 in Banff, and AFMS' / FMC's new Presidentelect Michael Porter, prepping to take the reigns next September, Alberta figures large in FMC's future. Have a great holiday and get ready for many more good things to come in 2005.

All the Best! Ned Courtney, Executive Director Canada wishes to extend all the best of the season to our friends in

Conflict Resolution Network

conflict resolution at Alberta Family Mediation. May this year bring peace and enriching relationships for you, your loved ones and the families in conflict that you serve.

Special wishes for the New Year!

Best Wishes for the New Year

It is hard to believe that 2004 is almost coming to a close and a New Year awaits us.

This year has been an exciting year for AFMS,



Newsletter Editor- Charmaine Hammond

the website has had some enhancements including favorite links/resources, a newsletter scheduled six times yearly (we are in

our third edition already) and some plans to market AFMS to a wider audience. Please remember that we welcome articles, news, books reviews, etc. from our member-

Best wishes for the New Year

The Good Divorce- Constance Ahrons

Constance Ahrons has expanded the study she conducted that formed the basis of her highly acclaimed The Good Divorce, by interviewing the grown children of the divorcing parents she interviewed twenty years ago. The results provide invaluable information for those of us who work with parents today in trying to make the right decisions for the parenting of their children now that separation and divorce will be part of their reality.

The major findings, described using the voices of the children, show that:

- ® Most of the young adults emerge stronger and wiser in spite of or perhaps because of their parents' divorces and remarriages.
 ® For the majority their parents' divorce had positive outcomes, for their parents' and for themselves
- ® More than half felt that their relationships with their fathers actually improved after the divorce

® New families of stepparents and step/half siblings may look different but the majority of these young adults feel connected to the family members who make up their world

By listening to the voices of these grown children, and understanding the different paths and choices that their parents made, divorcing parents can learn what they can do to maintain family bonds and enable their children to thrive.

CALGARY UPDATE by Lorri Yasenik and Jane Warren

Geeta Bharadia is currently Vice-President of Alberta Family Mediation Society. She has been practicing in the area of family law since 1990 and she is a practicing mediator and Registered Collaborative Family Law Lawyer. She held a quasi-judicial federal appointment for 8 years and is currently a Dispute Resolution Officer at the Court of Queen's Bench of Alberta. This appointment in-

volves mediating family law conflicts prior to a court application being heard in an attempt to give the parties an opportunity to re-

An update about the Calgary

Board Members.

solve matters and obtain a neutral third party's perspective on the issues. Geeta has been on the AFMS Board for over three years. During that time she has been involved in the Conference Committee, the

Strategic Alliance Committee and Membership Committee.

Points of Interest

If you would like to received the Human Rights newsletter, please email the following and request to receive their quarterly newsletter.

www.albertahumanrights.ab.ca

Our next newsletter is scheduled for January. We are looking for members to be interviewed, please contact Charmaine at 464-3828 to share any information, perspectives, new approaches in the field, what

is happening in your community or any noteworthy news.

CALGARY by Lorri Yasenik and Jane Warren

As members of the Education Committee, Lorri and Jane have busy consulting with Mount Royal College to assist them to design the first 40-hour training on family business mediation. The course content will meet special training requirements of the Alberta Family Mediation Society for application for Registered Family Mediator: Family Business specialization. Those interested in expanding their practice to include family business mediation services will be interested in this course. Participants will gain an overview of multi-party mediation with a focus on family business and review

common issues, including succession planning, risk management, basic accounting, wills and estate planning, dissolution, legacies and cultural influences. The first 5-day Institute will be held on January $24^{th} - 28^{th}$ at Mount Royal College. Those interested in registering are encouraged to do so as soon as possible by contacting the Registration Services office at (403) 440-3833.

Mount Royal College has also listed some of their general family mediation courses with AFMS, which will help members fill the 40-hour course contents require-

ment for Registered Family Mediator: General Family specialization

Those interested in registering as RFM: General typically work in areas related to peer mediation, adoption, adult children and aging parents, adult guardianship, child protection, and community mediation. Please check our website at afms.ca for courses that may interest you

As members of the conference committee, we are busy organizing our Annual Conference, which will be held on April 29th, 2005. Bill Eddy from San Diego will be speaking about High Conflict personalities. This conference topic will be of great interest to *all* mediators, regardless of your area of specialization. When working in the field of conflict resolution, it is inevitable that you will meet people who are drawn to conflict and effectively interrupt most attempts

at any resolution. This conference is sure to generate interesting discussions amongst fellow mediators.

Lorri Yasenik sits on the Conflict Resolution Extension Certificate

Program Advisory Committee at Mount Royal College. The committee is comprised of approximately 12 people from the

More about what is happening in the Calgary area.

ADR community in Calgary including, instructors of conflict resolution courses, mediation and court service director, Calgary bylaw representatives, Calgary Police Service member, community and civil mediation services direc-

tor, Chair of the Calgary Chamber of Commerce ADR committee and family law lawyers.

The committee provides feedback and direction to the Conflict Resolution Certificate Program to ensure community input. During a recent meeting it was announced that Calgary will host the 2nd Annual Mediation Month in April again this year. Committee members were excited to hear the AFMS conference will also be held in April. Mediation month provides a forum for all mediators

to gather and promote mediation. Lorri is Co-director of Rocky Mountain Psychological and Mediation Services in Calgary, and has a private practice in mediation and child and family therapy. In addition to private practice, Lorri contracts with Alberta Justice to provide mediation and brief conflict intervention services. She is past President of AFMS and has served as a board member for the past 9 years. Lorri works with high-conflict families in separation and di-

vorce, matters related to transition in family, child protection and multi-party mediation. She has been an instructor for the court mandated Parenting After Separation Course since 1997 and teaches the courses: Understanding Family Conflict; Children and Conflict; and Introduction to Conflict Resolution for the Conflict Resolution Program at Mount Royal College. Lorri will be coinstructing Mediation of Divorce and Family Matters (40- hour Institute) again this year from April 14-19th, 2005.

#405, 918-16 Avenue NW Calgary, AB T2M 0K3

Phone: 403-233-0143 I-877-233-0143 Email: info@afms.ca Webpage: www.afms.ca



Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

Wishing you all a safe and harmonious holiday season and all the best for the new year.

More Book Reviews

Holidays can be stressful for children missing familiar Christmas routines, and storybooks which tip tradition on its head can provide welcome humour and comfort.

<u>The Chicken Who Saved Christmas</u> Daniel Howarth, preschool - 8 <u>How Murray Saved Christmas</u> Mike Reiss, ill David Catrow, 6-adult

These are funny tales of Santa stand-ins, both of which avoid the minefield of portraying families, and show that although some things may be different, but the important things stay the same year after year. Chicken realizes something is amiss at the North Pole when she awakens to a very quiet Dec.24th, so she organizes the barnyard animals to ensure that Santa gets into the air. Murray Kleiner is recruited by an elf to deliver toys after the elf's new toy knocks Santa for a loop. Mishaps occur and Murray is discovered by a young boy, and in convincing the boy that Santa is real, Murray gets into the spirit: even the bad kids get presents! Youngsters will enjoy the rhyming text and the wacky illustrations appeal to teens.

Santa's Favourite Story Hisako Aoki, 3-10 December, Eve Bunting, ill David Diaz, 6-adult

These stories emphasize spiritual teachings. <u>December</u> is a version of the Elijah story of charity to strangers, featuring a homeless boy and mother. Suitable for any faith, with the values of love, simplicity and charity strongly presented, this underlines that our circumstances - changed though they may be - are cause to give thanks. Santa's favourite story, which he shares with the forest animals, is the nativity: love was the gift god gave us the first Christmas, and is better than any present Santa can deliver.

Red Ranger Came Calling is a superb book by cartoonist Berkeley Breathed, to be read with older children & teens who are losing their sense of wonder about Christmas. A cynical, disappointed child ("the quicksand of faith in a grownup") with a superhero fascination meets a fading Sander Clos ("times are newer, people are newer, who'd believe now?). Hope is rekindled & miracles happen, but this is NOT for young children.

Drop in to your independent bookstore to see more of our favourites, and may you and your clients enjoy the season.

Lorna Murray is a bookseller at Greenwoods Bookshoppe and Small World in Old Strathcona, Edmonton 439-5600 or 1 800 661 2078.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 4: January 2005

Special points of interest:

- AFMS is pleased to feature the new look for the newsletter
- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on the

2005 Membership
Directory, interviews
with colleagues

and more!!

Inside this issue:

News from around the prov-

ince	
AFMS Conference	2
AFMS Directory	3
Lunch and Learn sessions	4
Book reviews	5
More Book Reviews	7

AFMS sends best wishes your way for the new year— 2005! We hope that your holiday season found you well and that the new year has started off well.

We hope you enjoyed the special holiday season edition of the news-letter distributed in December 2004.

As we begin the new year, AFMS is looking forward to membership submissions to the newsletters.

Please forward your favorite web links and resources that you utilize in your work, consider submitting an article about news and happenings in your community, or any other information you feel is valuable to the membership.

In the next edition: ideas for family well-ness, interviews with practitioners.

Introducing the AFMS Board of Directors for 2004 and 2005

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Mr. Yogesh Gupta

Ms. Jane Warren

Ms. Marilyn Herrmann

Dr. Trevor Neil

Ms. Lori Yasenik (past

president)

Mr. Michael Porter

Ms. Kim Rieger

Ms. Shelley Taggart

Mr. Terry Zibin

News from around our province

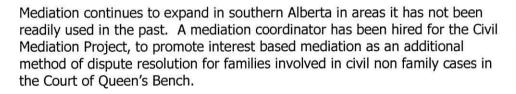


What's Happening Around Lethbridge?

A diverse interest in mediation is being generated in Lethbridge and southern Alberta. Businesses, large and small are looking to mediation as a way of resolving conflict. The Civil Mediation Project, a joint venture of Court of Queen's Bench and the Department of Justice will be launched as of January 1, 2005. The goal of this particular project which will serve the Lethbridge/Fort Macleod district, is to promote interest based mediation as an additional method of dispute resolution for families involved in civil non family cases in the Court of Queen's Bench.

In broadening our scope of practise, a small group of mediators from Lethbridge recently took part in a two day training session in Medicine Hat, the focus of which was Interdisciplinary Collaborative Practise.

Providing a voice on the Board of Alberta Family Mediators, from the southern portion of the province Bonnie Murray is in her second term as Secretary. Thirty years of experience working in the field of psychiatry has provided a solid foundation for mediation. Private practise provides ample opportunity and the flexibility to provide mediation, individual and family therapy, as well as clinical consultations in southern Alberta.



In Bonnie's role on the AFMS board, she provides a bridge between Southern Alberta and our major urban counterparts. More than 30 years experience in the field of psychiatry, crisis intervention and education, has lent itself well to the development of a vibrant practice in Family Mediation, and a desire to see more people look to mediation as a career opportunity.

Our Directory is on line.

Have you listed your name in our directory on line? If not, please contact Sue at the office for information. Please feel free to provide this directory and web link to referral agents.

Did you know we also have a directory of trainers and education providers? This directory is also found on our web page.

AFMS Conference

High Conflict Personalities— Managing their Effect on Family Disputes

Date: April 29, 2005

Location: Calgary, AB.

William Eddy, an Attorney, Mediator and Social Worker is an experienced practitioner in family disputes. This seminar will cover:

- understanding the role of underlying personality characteristics which impacts high conflict situations in families
- identifying behavioral patterns
- responding constructively
- collaborating with other professionals

To find out more, please contact AFMS. Please help spread the word—this seminar is for mediators, lawyers, social workers, psychologist, and others working with families.

Resources for families

Family Mediation Canada (fmc.ca) has some new resources for families. The "Family Changes" workbook is now available for families, this educational workbook is for children 6-12 years of age and has been written to help children and families experiencing separation and divorce.

site is a website specifically for children and another for teens.

There is also a directory that families can access for referrals across the provinces.

Our task now is not to fix the blame for the past, but to fix the course for the future.

John F. Kennedy

Also available through FMC's web-

The 2005 AFMS Membership Directory is now available

AFMS is pleased to report that the 2005 Membership Directory has been printed and sent to all members. In addition to helping the public locate services in their area, it is also a tool that promotes family mediators and AFMS across the province. Please let us know if there are organizations/individuals you feel we should provide a copy of the directory.

Lunch and Learn Sessions 2005– Edmonton

Mark your calendars for the 2004-2005 Lunch and Learn sessions!

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Wednesday January 19/05– Rhonda Fox Miles (Fox-Miles & Associates). Bankruptcy, credit counseling applicable to families and family businesses in financial concern.

Wednesday February 16/05– Marnie Plucer and Averie McNary (Alberta Justice). Civil Claims Pilot Project. Wednesday May 18/04—Lloyd Steier of University of Alberta School of Business Center for Entrepreneurship and Family Enterprise. Sibling partnerships at best and worst.

Wednesday June 15/04-/TBA

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.



Lunch and Learn

Thank you to: Impressions by Sunrise

Impressions by Sunrise has done a fabulous job with printing and distributing the directories across the province.

Impressions by Sunrise can be contacted at:

infor@impressionsbysunrise.ca or by phone at 780-469-6772.

Sometimes in the face of conflict, it appears that there are boundaries, constraints and hurdles standing in our way of resolving the issues and bringing about relief. It is during these times that we must sometimes think about and look at the conflict from a different set of lens—thus creating opportunity by building a doorway.

If opportunity doesn't knock, build a door.

Milton Berle

From the newsletter Editor- Charmaine Hammond

Wishing you all the best for the New Year! As we reflect on the year gone by and what the future holds, we often find ourselves setting goals (and resolutions). As I think about the goals and resolutions for the year to come, it reminds me of a quote by Charles Colton who said "Great minds must be ready to not only take opportunities but to make them".

What opportunities lie ahead for you? What opportunities are within reach for AFMS? This year, AFMS has some exciting initiatives underway, some of which have been described in previous newsletters.

We encourage you to bring forward any ideas you have to AFMS, we are always interested in your input. Additionally, I would like to extend my appreciation for the members who have forwarded information for the newsletter and who have

also taken time to pass on their feedback about the newsletter. I a m m o s t appreciative of your perspectives!



Book Review

Mediation: Positive Conflict Management by John Haynes, Gretchen Haynes, and Larry Fong Reviewed by Bernie Mayer

Questions about the relationship of theory and practice are critical to the development of the conflict resolution field, and this book is the most detailed and interesting example of exactly how this process works in real cases that I have seen. The reader can follow the thinking of John Haynes and Larry Fong from their broadest conceptual frameworks about the purpose and structure of mediation to micro applications of their ideas in specific interactions. In detailed discussions of six cases, they reveal

their thinking, strategy and uncertainties in an enlightening and courageous way.

In Mediation: Positive Conflict Management, John and Gretchen Haynes and Larry Fong have provided a feast for anyone interested in how theory informs mediation practice.

John Haynes was the first president of the Academy of Family Mediators and has been a wise leader and guide for the mediation field since its modern renaissance in the 1970s. He died five years ago and his

passing has left a big absence in our field. This wonderful book, compiled with collaboration from his wife Gretchen and his long time associate, Larry Fong, is a rare gift for us to savor and treasure.



Continued on last page of newsletter.

A book to add to your collection

Stress and harassment, on the rise?

A recent article in the Alberta Venture Magazine (January 2005- The Legal Guide by Marzena Czarnecka) reported that there is about a 220% increase in stress cases between the years 1990 and 1999. The article further enlightens us that more than half of all short term disability claims in Canada are estimated to be stress related. Also estimated is that psychological harassment will become for the "first decade of the 21st century what sex-

ual harassment was to the closing decade of the 20th."

Psychological harassment (according to the above mentioned author) often involves abusive behaviours such as screaming or yelling, micromanaging, lack of respect, unfair employee appraisals and evaluations, and verbal abuse.

As professionals working in the area of conflict management, it is

important to recognize that we will often work with individuals who have levels of stress that is not always disclosed yet may in fact becomes a challenge in a conflict management process. Additionally, it is important to be aware of the differences between conflict and harassment and the most effective mechanisms to deal with the different situations that arise.

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/ divorce mediation

Registered Family Mediator (RFM) specializing in General Family Mediation

Registered Family Mediator (RFM) specializing in Family Business Mediation.



AFMS Membership Categories

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member

Student Member

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

#405, 918-16 Avenue NW Calgary, AB T2M 0K3

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Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

We are continually faced with great opportunities which are brilliantly disguised as unsolvable problems.

-- Margaret Mead

Continued...

Haynes, Haynes and Fong view mediation as a "process of identifiable steps or stages and the role of the mediator is the manager of other people's negotiations." They believe that "questions, neutrality, hypothesizing, and strategizing all form the hallmark" of mediation. The authors are committed to an approach that focuses people on the problems that they can solve and helps people envision a "future with a difference." Through artful questioning, mediators help people define problems in mutual and solvable terms, they offer hope, encourage reflection, search for the real issue, and they do this all without becoming therapists, judges or experts. According to Haynes and Fong, "The mediator becomes an educator, not by telling [clients] what to do, but through questions that are respectful, dignified, and without blame so clients gain insight into their interests that allow them to modify their positions. Those questions are ones of intense curiosity."

What sets this book apart, however, is the thoughtful application of their methodology to six varied cases mediated by either John Haynes or Larry Fong. Each case study presents an overview on what occurred, including annotated transcripts that reveal what the mediator was thinking at given moments of the mediation. There is considerable wisdom in some of these annotations. For example:

- "Powerful people act. We make threats when we feel powerless..."
- "I constantly avoid trying to discover the truth of the matter."
- "I believe the longer the silence following a mediator question, the better the question."
- "It is much more useful for the mediator to reflect on his frustrations rather than to act on them."

Haynes and Fong believe the mediator's job is to assist people with negotiations and problem solving, not to produce a deeper understanding of themselves or their environment. Transformation is not for them: "As long as the mediator views himself as the manager of negotiations, he will not engage in a therapeutic relationship with the clients. The moment the mediator believes he has a higher responsibility to transform the clients (whether they want to be transformed or not), then attempts at creating the transformation will be through therapeutic not mediation strategies. Our clients have the right not to be treated as therapy clients."

The reader does not have to agree with all aspects of their approach to find the book valuable. I found myself frequently questioning their interventions and disagreeing with parts of their rationale. For example, my take on a number of cases was that a deeper and less chopped up exploration of the thinking and concerns of each party would be more effective. I also question whether they always drew the line between process and substance as clearly or effectively as they seem to think. But these are the very passages that I found the most useful. They helped me to think in very specific terms about what I do and why, and how I might re-examine or broaden my own thinking and assumptions. In this way Haynes and Fong have provided us with an intriguing journey into our own thinking.

Bio: Bernard Mayer, Ph.D., is a partner at CDR Associates in Boulder, Colorado and is a founding member of the ACR Board of Directors

Book Review

Narrative Mediation: A New Approach to Conflict Resolution John Winslade and Gerald Monk

This book deals with revolutionary techniques for resolving personal, professional and legal conflicts.

"In this groundbreaking book, John Winslade and Gerald Monk—leaders in narrative therapy movement-introduce an innovative conflict resolution paradigm that is a revolutionary departure from the traditional problem solving, interest based model of resolving disputes. The narrative mediation ap-

proach encourages the conflicting parties to tell their personal "story" of the conflict and reach resolution through a profound understanding of the context of their individual stories. The authors map out the theoretical foundations of this new approach to conflict resolution and show how to apply specific techniques for the practical application of narrative mediation to a wide variety of conflict situations.

A ground breaking book bringing together ideas of social constructionist theory, narrative therapy and mediation. The authors develop a very clear framework toward understanding this approach with case examples provided. I found this book useful to me both as a practitioner and as a researcher."

By Jerry Gale, Director MFT Doctoral Prg. Dept. of Child & Family Development, the University of Georgia, Co-Pi Mediator Skills Project.

More about the book...

Victoria C. Dickenson, co-founder of planet therapy.com and co-author of "If problems talked, narrative therapy in action" provides the following review of Winslade and Monk's Narrative Mediation book:

"An important must read for anyone contemplating mediation either as a receiver or as a provider. John Winslade and Gerald Monk are consummately qualified to bring us this book that is rich in social con-

structionist understanding and revolutionary in approach. Focussing on stories of respect, mutuality, consideration and support, their suggestions can only lead to new possibilities of peaceful coexistence-on both personal and global levels." This book is published by Jossey Bass.

Ideas for promoting your practice

- provide information about the services you offer to physicians, counseling organizations, community agencies, and other appropriate community referral sources
- develop a marketing and communication plan with

marketing tasks each month

- keep your business cards with you, you never know when you will meet a potential referral source
- attend business mixers
- remember that word of mouth is usually the most effective

marketing tool

Do you have strategies to help the community become better aware of mediation and other forms of conflict resolution? What strategies have you found in promoting the field and your services? We invite you to share your thoughts with others.

AFMS Welcomes Its New Members:

The following is a list of the new members to AFMS in 2004

Mr. Chant Richard, RFM, Sangudo

Dr. Cotter Anne-Marie, GM, Calgary

Ms. Deines Erika, GM, Calgary

Ms. Dolman Trudianne, GM, Edmonton

Ms. Dubetz Dianne, PM, Hinton

Ms. Fielding Bridget, PM, Red Deer

Ms. Gardiner Wendy, PM, Calgary

Ms. Goruk Carole, PM, Calgary

Mr. Gunn Roger, PM, Edmonton

Ms Krulicki Margot, PM, Red Deer

Mr. MacDougall Scott J., PM, St. Paul

Ms. McGriskin Valerie, PM, Fort McMurray

Mr. Millington Frankie O., PM, Athabasca

Ms. Nemeth Sandy, GM, Canmore

Ms. Peterson Holly, GM, Edmonton

Mr. Schmidt Peter G., GM, Calgary

Mr. Spangler Bill, GM, Red Deer County

Mr. Vinni Allan, PM, Fort McMurray

Ms. Whiteside Lily R., PM, Calgary

Mr. Zibin Terry, GM, Ponoka

Addendum to the Edition 4 AFMS Newsletter

Reminder of the February 16/05 Lunch and Learn

The February Lunch and Learn Session will be held on February 16/05. Averie MacNary and Marnie Plucer of Alberta Justice will be presenting on the Civil Claims Mediation Project in Queen's Bench.

Family Mediation Day

Family Mediation Canada has designated February 2/05 as the national Family Mediation Day. They are doing a web page (www.fmc.ca/callathon) and national callathon to raise money as well as to provide a free consultative mediation session for families experiencing conflict. They are also doing a media release. Volunteers from across the country previously agreed to volunteer to provide the consultative sessions so callers will be matched up to a volunteer within their jurisdiction wherever possible. Callers are not required to donate but will be asked if they would like to support FMC. If the initiative works well, they will continue it as an outreach and community awareness building activity.

There are activities that you may want to do to celebrate and recognize Family Mediation Day:

- Mark February 2/06 in your calendar for next year to plan ahead and look at how you can recognize this day in your work next year
- Post a notice in your office that February 2 is National Family Mediation Day
- Advise your local newsletter or radio station that February 2 is National Family Mediation day and offer information about mediation in family situations, how the process of mediation works, benefits of mediation for families, etc.
- Set up a display about family mediation (e.g. at your place of work, a library, courthouse, etc.)
- Send letters to referral sources notifying that February 2 is Family Mediation Day and remind referral agents about the positive benefits of mediation in family situations
- Talk about the field of family mediation to people during the course of this day
- Approach local radio stations to do a brief interview with you about family mediation
- · Reflect upon why this day is significant to you as a practitioner

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 5: March 2005

Special points of interest:

- AFMS is pleased to feature the new look for the newsletter
- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on the

upcoming conference, book reviews and interviews with colleagues

John Haynes Memorial Award for Outstanding Contributions in the Field of Family Mediation in Alberta:

The Annual Conference is quickly approaching, mark April 29/05 (Calgary) in your planner as we hope to see you there. As part of the Annual Conference, an award is presented to a person (or persons) who has made an outstanding contribution to the field of Family Mediation in Alberta. Past recipients of this award include: Dr. Larry Fong, Lou Faber, The Honourable Judge Nancy A. Flatters, The Honourable Madam Justice Marguerite Trussler and Dr. Kent Taylor. This is a significant and important achievement award and the Nominations Committee is in the process of accepting and considering nominations

for this year's award. You may contact Michael H. Porter, chair of Nominations Committee at fax: 403-932-1136 or by email at mike@resolutionassociates.ca

AFMS AGM is almost here:

Friday April 29th, 2005, 7:30 AM

See back page for more information

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and interview with Colleagues

Introducing the AFMS Board of Directors for 2004 and 2005

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Ms. Jane Warren

Ms. Marilyn Herrmann
Dr. Trevor Neil
Ms. Lori Yasenik (past
president)
Mr. Michael Porter
Ms. Kim Rieger
Ms. Shelley Taggart
Mr. Terry Zibin

News from around our province



What's Happening Around the Province

Interviews with Kent Taylor and Barbara Acton:

This newsletter features another way of learning who does what around the province, interviews with colleagues. We invite you to participate in an interview for the newsletter if you are interested.

In talking with Kent and Barbara about family mediation, the field and the service they provide to families, I was intrigued by their perspectives and their commitment to the field. When asked about how they and families might define success, an interesting discussion emerged. Both Barbara and Kent discussed that in many occassions, a written agreement is the outcome of a mediated process, there are many successes that occur as a family or couple works towards developing collaborative solutions. Some of these might include: improvements in communication, the children "doing well", children adjusting to going between their parents homes, and the enhanced ability to problem solve together.

They also talked about what families might say about success in a mediated process: they feel like they are moving on, children are doing better, they felt heard and that they developed workable outcomes to their issues. Kent and Barbara also spoke about the evolutions in the field of family mediation over the past number of years, some being that mediation is a better understood process by the public, there are evolutions within the field of mediation in that IB processes have evolved into other models (such as Transformative mediation, narrative mediation, etc.), and that it is a process used in many areas of conflict, not just family.

When talking about some of the valuable learning's, Kent and Barbara mentioned the value of reflective practice, demonstrating empathy and being an authentic practitioner. SEE BACK PAGE FOR REST OF INTERVIEW.

Our Directory is on line.

Have you listed your name in our directory on line? If not, please contact Sue at the office for information. Please feel free to provide this directory and web link to referral agents.

Did you know we also have a directory of trainers and education providers? This directory is also found on our web page.

AFMS Conference

High Conflict Personalities— Managing their Effect on Family Disputes

Date: April 29, 2005

Location: Calgary, AB.

William Eddy, an Attorney, Mediator and Social Worker is an experienced practitioner in family disputes. This seminar will cover:

- understanding the role of underlying personality characteristics which impacts high conflict situations in families
- identifying behavioral patterns
- responding constructively
- collaborating with other professionals

To find out more, please contact AFMS. Please help spread the word—this seminar is for mediators, lawyers, social workers, psychologist, and others working with families.

Lethbridge Queen's Bench Civil Mediation Project Update:

As an update to newsletter edition #4
Lethbridge report, we congratulate Erika
Deines on the appointment of Mediation
Coordinator for the Court of Queen's
Bench Civil Mediation Program in
Lethbridge. She reports that the
initiative is off to a good start. While the
program is currently aimed at non-family
civil issues that are appropriate for
mediation the program recognizes the
value mediation brings to families in dispute. Erika is a strong advocate for
expanding the program to also deal with

family issues after the pilot project is completed. She is available to provide in house presentations to create awareness of the initiative in the Calgary, Lethbridge and any other Southern Alberta areas. She can be reached at 403-388-3102. Coaching is not about teaching the caterpillar how, its about creating an opening for it to see the possibilities.

Author Unknown

Mediation Canada: Mediation WORLD National Exposition and Trade Show

Mediation Canada is having a Mediation WORLD Trade Show in Mississauga, Ontario March 21-23/05. The show will include:

divorce and separation expo, Family Conflict Resolution Show, Private Exhibitors, Vendor Exhibits and much more. Call Family Mediation Canada

1-519-585-3118



Lunch and Learn Sessions 2005– Edmonton

Mark your calendars for the 2005 Lunch and Learn sessions!

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Wednesday May 18/04-Lloyd Steier of University of Alberta School of Business Center for Entrepreneurship and Family Enterprise. Sibling partnerships at best and worst.

Wednesday June 15/04-Nora Deisman Enhancement Mediation Pilot Project Alberta children's Service/Alberta Justice Presenting: Mediation in Child

Intervention

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.



Lunch and Learn

Summary of Lunch and Learn Session January 19, 2005

Bankruptcy and Credit Counseling

Rhonda Fox-Miles of Fox-Miles and Associates Inc. provided a wealth of information regarding bankruptcy and options for families and individuals experiencing financial difficulties.

Rhonda is unusual in her vocation as she is the only licensed Trustee in Bankruptcy in Alberta and possibly Canada who is also a Registered Social Worker.

Her background brings compassion and understanding of the stresses and implications of family breakdown during separation/divorce as well as the complicated emotional dynamics that occur.

With her broad range of insolvency experience, with the emphasis on personal bankruptcy Rhonda presented legislative options under the Acts providing her audience with understanding of the different steps that need to take place prior to a Bankruptcy. She outlined the pros and cons of each step as well as current details of changes in areas that have huge impact on the decisions that individuals and businesses need to consider prior to making financial decisions.

The participants' feedback was very positive and appreciative of the information provided as well as gaining a valuable trusted referral option for their clients.

Rhonda can be reached at foxmiles@telusplanet.net or call 1-877-353-5355 / (780)-444-3939

Never doubt that a small group of thoughtful committed people can change the world. Indeed, it is the only thing that ever has.

Margaret Mead

From the newsletter Editor- Charmaine Hammond

What is success in our work with clients? I have often been asked how one knows if a mediation process is successful. Over the years I have heard practitioners define success in many ways, below are some of the different perspectives my colleagues have graciously shared with me:

success is being integral to the

process we are facilitating

- Parties developing workable and mutual solutions
- When the parties experience a reduction in the emotions related to their conflicts
- When the conflict has been understood and resolved

Success can be a respectful conversation when parties have not been able to achieve this

How do you define success? How might our clients define it?



Book Review Charmaine Hammond

Last year I added two valuable books to my collection. While they are not really about families, I found that there was a great deal of transferable information in terms of understanding ourselves and others.

Who Moved My Cheese (Spencer Johnson) is a short book about dealing with change in one's life. The story is short and through the behaviours of the two little characters in the book, there are profound learnings of how people perceive and in turn cope with change.

The ability to cope with change is something that separating parents are faced with and for many, coping with change is extremely overwhelming and difficult. This book provides a gentle opportunity for self reflection around coping with change.

The Five Dysfunctions of a team by Patrick Lencioni is another frequently used resource. It is written as a story (rather than a text). The tale reveals some of A book to add to your the challenges in resolving collection

conflict when there is an absence of trust, and the direct correlation of this to the challenges that often surface in implementing outcomes to conflict or reaching/attaining goals. Lencioni presents a model that speaks volumes to

the dangers of superficial harmony and how to achieve true collaboration.



Family Wellness submitted by Charmaine Hammond

Resiliency- the ability to recognize our own personal power (Patricia O'Gorman, Dancing Backwards in High Heels) or the human capacity for change and transformation (Robert Lifton). Resilience is an import element of conflict management in family issues. Some of the research demonstrates a belief that resilience is innate and that when we believe in this capacity, the change process can begin.

As practitioners working with families experiencing conflict, we can offer doorways to resilience by:

- believing in the client's ability to deal with issues and challenges
- to use language that provides hope and embraces the family in problem solving
- demonstrating support to families and also to those who work with them
- providing families with refer-

- rals to other services that will help strengthen resiliency
- modelling respect for individuals' abilities and beliefs and providing opportunity for individuals to learn more about the beliefs and values of others
- recognize accomplishments and success

Heightening resilience will allow families to better move through change and challenge.

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/ divorce mediation

Registered Family Mediator (RFM) specializing in General Family Mediation

Registered Family Mediator (RFM) specializing in Family Business Mediation.



AFMS Membership Categories

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member

Student Member

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

#405, 918-16 Avenue NW Calgary, AB T2M 0K3

Phone: 403-233-0143 1-877-233-0143 Email: info@afms.ca Webpage: www.afms.ca



Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

We are continually faced with great opportunities which are brilliantly disguised as unsolvable problems.

-- Margaret Mead

Summary of Lunch and Learn Sessions November 24, 2004 Human Rights in Alberta

Cassie Palamar, Manager of Education and Commission Services presented an overview of the Human Rights Commission's Conciliation and ADR programs.

Cassie has spent 10 years with the Commission in a variety of capacities: Assistant Director, Regional Manager of Compliance, Regional Director and as a Human Rights Officer.

Cassie is currently based in Calgary, previously lived in Edmonton for 15 years and is a former Board member of The Edmonton Community Mediation Society.

We learned that with human rights, there are also responsibilities and that discrimination does not have to be intentional but it is the effect on the receiver of the discrimination that is taken into consideration.

There are defenses deemed reasonable and justifiable concerning certain actions perceived as discrimination, for example drug/alcohol testing because there is an interest in maintaining safety in the workplace, which would make the defense of this a bonafide occupational requirement.

We learned that 60% of all complaints are settled through conciliation and the financial settlement totaled \$1,000,000.00 last year.

If there is no agreement in spite of negotiations taking place and offers being made the Regional Manager can send the complaint to Panel Hearings and then the decision is filed in court and becomes public. Only 3% of all complaints are referred to the Panel and some of these settle prior to the hearing indicating that the Conciliation and ADR programs are very successful.

Alberta Human Rights and Citizenship Commission has a free online newsletter: http://www.albertahumanrights.ab.ca/publications/subscribe/subscribe.asp

Interviews with Kent and Barbara continued:

Some of the difficult aspects of family mediation, as many of us know are when individuals are deeply entrenched in their anger or resentment and it prevents them from moving forward. Kent spoke about the ripple effects that this has on children, the other parent and the family unit. Sadly, it is difficult for individuals in this state to focus on their children. Barbara and Kent spoke fondly of the times when families are able to manage the emotional issues, to focus on their children and the sense of relief that often results as they work together to problem solve. instead of blaming on another.

It is always so interesting to learn about how our colleagues found this field (or in some cases how the field found them). Kent for many years prior to practicing in mediation was a therapist and recalled the days of providing reconciliation services to couples. He recalled that at this time the court system for divorces was quite different than it is now. This work inspired his interest in mediation, as many of the relationships were not able to be reconciled but he believed in the couples' ability to still work together to address the issues and decisions pertaining to the change in their relationship. After attending specialized training from UCLA (very few programs available at that time compared to today) he began his work in this field, later being a leader in many provincial initiatives and one of the founders with the AFMS Society. Barbara's beginnings were inspired by a family lawyer friend who suggested that her background in working with families and children would perhaps have other avenues whereby she could continue helping children through a different path.

Both Kent and Barbara are on the AFMS board, Kent is the president and Barbara is the Treasurer. From my discussions with them it is evident that there is great commitment to AFMS but also to their chosen field of practice.

Thank you Barbara, Kent and Barbara for sharing your perspectives and thoughts.

Barbara Bishop also responded to some of the questions asked of Barbara Acton and Kent Taylor. She indicated that working with families in mediation is a constant challenge, or as Kenneth Cloke puts it we "mediate dangerously" or "by the seat of our pants" creating a very diverse learning curve, especially due to the complicated relationship dynamics. The benefit of continual learning and my own personal satisfaction of being trusted and allowed to be a "guest" in so many families' worlds when they are in conflict and having a positive role as the mediator is a very powerful "draw" for Barbara, Kent and Barbara. All three practitioners spoke about the opportunities that are created in practice for self reflection and professional/personal growth but that the same stands true for the individuals with whom we may meet through mediation.

Barbara reported that mediation is evolving and the AFMS Board is very integral in promoting and maintaining high standards for family mediators and the public. Family mediation is being applied in a broader scope of areas such as family business, wills and estates, partnerships, sibling, trustee, etc.

The insight and value that comes from experiencing a skillful mediator manage the process is the most powerful marketing tool for mediation and can also be a downfall when there is damage done through mediation. AFMS is an organization that acts as a resource for families and a support for professionalism in mediation.

NOTICE OF ANNUAL GENERAL MEETING

The Alberta Family Mediation Society will hold the Annual General meeting at the Annual Conference on April 29th, 2005.

Where?: Glenmore Inn and Conference Centre,

2720 Glenmore Trail SE, Calgary

When?: Friday April 29th, 2005, 7:30 AM

All AFMS members and mediators are encouraged to attend!

Sincerely, Dr. Kent Taylor President AFMS

REGISTRATION

Name:		
Company:		
Address:		
City:	Prov:	
Postal Code:		
Work Phone:		
Home Phone:		
Fax:		
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Signature:		
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(403) 246-5474

or Fax to:

April 29, 2005 PERSONALITIES

Advanced Training for Family Conflict Professionals

This year's conference will be held in Calgary, Alberta at the Glenmore Inn and Conference Centre, 2720 Glenmore Trail SE.

The Glenmore Inn is readily accessible from the Calgary airport and Highway 2.

For those requiring overnight accommodation, the Glenmore Inn is offering a special rate for conference attendees.

Please contact the hotel directly at 1-800-661-3163 and request the AFMS conference rate.

A reduced conference registration rate is available to out of town members. Check registration form for details.

Join us and experience the exceptional training and skill development opportunity offered by this conference.

AFMS

Furthering the resolution of family conflict through supporting and educating our ADR community.



For more information regarding the conference or membership call: (403) 233-0143 or (877) 233-0143

HIGH CONFLICT PERSONALITIES

Managing Their Effect on Family Disputes

April 29, 2005



A must Conference for all ADR Professionals, Lawyers, Mediators, Psychologists and Social Workers

AFMS Conference 2005

in Calgary

Friday, April 29

7:30-8:30	AFMS AGM
8:30-9:00	Conference Registration
	Continental Breakfast
9:00-12:00	Conference Session
12:00-1:15	Buffet Lunch
1:15-4:15	Conference Session
4:30	Wine and Cheese Reception

Conference attendees holding RFM or PM status with AFMS will receive six hours of continuing education credits in all specialty areas.

AFMS

Bringing Leading Edge Knowledge to Your Practice

HIGH CONFLICT PERSONALITIES

Any professional involved in the area of family conflict has experienced individuals with high conflict personalities. You've worked with them. They are the clients who confuse and frustrate us all and often lead to the breakdown of any attempts at non-litigated solutions to these family disputes.

Join William Eddy to learn to understand and work with these personalities and situations in an appropriate and productive manner.

The seminar will include the following broad topic areas:

- Understanding the role of underlying personality characteristics in driving high conflict family disputes.
- Identifying predictable patterns of clients with high conflict personalities.
- Responding constructively and effectively without over-reacting.
- Collaborating with other professionals for long-term resolution of these high conflict cases.

This seminar will explore **practical**, **concrete techniques** that promote understanding and resolution of **family disputes**.



William Eddy, an Attorney, Mediator and Social Worker, is a sought after speaker and ADR practitioner in the field of family disputes.

William Eddy is:

- A published author of two books on the subject of high conflict personalities, one aimed at practitioners and one at the general public.
- The Senior Family Mediator with the National Conflict Resolution Center in San Diego, California.
- An Attorney and Counselor-at-Law as well as a Licensed Clinical Social Worker running an active legal and mediation practice in multiple areas of family conflict.
- A regular presenter at ADR Conferences and a sought-after trainer across North America.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 6: May 2005

Special points of interest:

- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features
- This newsletter features information on the recent AGM and

Conference, book

reviews and more!

Update on the Annual General Meeting:

This year the AGM was held before the conference, we thank everyone who participated!!

Update on the John Haynes Award:

Congratulations to Diane Shearer from Calgary, the recipient of the John Hayes Award.

AFMS Conference April 29, 2005

The annual AFMS Conference proved once again to be a fascinating, educational and information rich day. Bill Eddy, a social worker, lawyer and mediator from San Diego was this year's speaker, on the topic of High Conflict Personalities:

Managing Their Effects on Family Disputes.

See second Page for exciting details....

Inside this issue:

Conference Update

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Introducing the AFMS Board of Directors for 2005

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Ms. Jane Warren

Ms. Marilyn Herrmann Dr. Trevor Neil Ms. Lori Yasenik (past president) Mr. Michael Porter Ms. Kim Rieger Ms. Shelley Taggart

Mr. Terry Zibin

Participants learned the kinds of behaviours that people with high conflict personalities tend to display and how to loosely classify these behaviours (without diagnosing anyone!) into known and accepted categories of personality traits. And then - techniques to help to mitigate these behaviours in conflict resolution situations! Bill's expertise and experience, and his myriad of relevant and fascinating stories, provided conference attendees with solid techniques that will be applicable to anyone dealing with people in conflict situations. Anyone who missed the conference and wishes to purchase CDs of the day can do so by contacting Sue Bedier at (1-877) 233-0143. The package is available at a cost of \$70.

During the luncheon portion of the conference, we were delighted to have The Honourable Ron Stevens, Alberta Minister of Justice speak to the attendees and present the AFMS John Haynes Award for outstanding contribution to the field of mediation in Alberta. The Minister spoke of the value of mediation and its growing role and support in the government and presented the award to Diane Shearer of Family Mediation Services, Alberta Justice.

In addition, for the first time, the AFMS annual conference included a pre-conference session the night before the main conference. Twenty people attended a lively and thought provoking session on Mediation Reports. Michael Porter provided an initial presentation on the subject which stimulated plenty of discussion and the sharing of other people's techniques and practices which provided all who attended with ideas for approaching and improving the often ignored subject of Mediation Reports - our ultimate product!

A great time was had my all! We look forward to Conference 2006 which will be held in Edmonton, plans for which are well underway - watch this space for emerging details.

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Did you know we also have a directory of trainers and education providers? This directory is also found on our web page.



Family Law Act Changes

12111

The Family Law Act is new family law for our province and once proclaimed, it will replace the *Domestic Relations* Act, the family law provisions of the Provincial Court Act, the Parentage and Maintenance Act, the Maintenance Order Act, and the private guardianship provisions of general application in the Child Welfare Act. The Department of Justice is working towards proclamation of the Act in October 2005. There are a number of implementation steps that Justice is working on before it can be proclaimed.

The Family Law Act can be printed from the Alberta Oueen's Printer website at http://www.qp. gov.ab.ca.

We'd like your input-

We are considering adding a few new pages to our website. What do you think about several pages for families? What would families like to see on the website as it relates to the society and to the field of family mediation?

Did you hear the **AFMS** Commercial?

Go to the AFMS website and on the homepage there is a link for you to click and listen to the commercial! It is just great!!!

Conflict to Opportunity- For Families By Charmaine Hammond, Newsletter Editor

On April 22/05 Charmaine Hammond Sandy Livingstone

300 social workers at the recent Social Work Conference. The topic was Con-(newsletter editor) and flict to Opportunity- for families. The presentation and helpful information (AAMS) co-presented a will be added to the AFMS website comworkshop to more than pliments of Charmaine and Sandy.

Lunch and Learn Sessions 2005- Edmonton

Mark your calendars for the 2005 Lunch and Learn sessions!

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

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Wednesday June 15/04– Nora Deisman Enhancement Mediation Pilot Project Alberta children's Service/Alberta Justice Presenting: Mediation in Child Intervention There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.



Lunch and Learn

An opportunity to share your experience:

Have you volunteered in a Post-Conflict Country in the past 6 months to 5 years? If yes, I would love to talk to you about your experience. My name is Paula Drouin and I am responsible for conducting research on Canadian Volunteers in Post-Conflict Situations. This research is part of a larger research project that is being conducted out of the University of Melbourne, Australia, and the University of British Columbia. PLEASE CALL ME AT (780) 486-1996.



From the newsletter Editor- Charmaine Hammond

We are looking to include more interviews with AFMS members across the province. It is an opportunity for you to talk about the work you are involved with in the field of family mediation and to share what is happening in your community. If you are inter-

ested in being interviewed, please contact Charmaine at 780-464-3828.

Also, if you would like to submit news about your community and the field of family mediation, a book report or share the outcomes of a recent event, please contact me.

thank you.



Book Review—By Mary Jane Klein What's Making You Angry?

By Shari Klein and Neill Gibson of the Centre for Nonviolent Communication

The cover of this pamphlet size book (18 pages of relevant text) promises a "10 step process to transforming anger so everyone wins". The book focuses on recognizing that it is more important to identify what we do want rather than what we don't want when we find ourselves in an anger-evoking situation.

The first 5 steps involve "inner work" on the part of the person who is experiencing anger; all but one of the next five steps are outwardly focused.

The first step is to identify anger. (The book suggests we look at it as a red light on the dashboard). Next one needs to look clearly at what actually happened free of interpretation or evaluation. The third step is to take responsibility for one's feelings. No one can "make" us angry. Anger comes from perceptions of unsatisfied needs. The fourth and fifth steps are to

name our feelings and values and then identify our unmet needs.

The sixth step involves identifying a specific positive act you would like the other person to perform, and the seventh step is to make a present tense action request that is supportive of the positive act you have identified.

In Step 8 one is to imagine the needs and feelings of the other person who has evoked the anger. (Parenthetically this step seems to fit better with the first, introspective group of steps and logically, should be considered before approaching the other party.) In Step 9 the parties choose who will start to talk first and in Step 10 they start talking until both parties have been heard and understood.

Naturally the success of this Ten Step method depends in part on the willingness of the person who is the object of your anger to co-operate. Both parties have to be in-

vested in preserving their relationship — which we as family mediators know is often not the case. The most practical application of the method would seem to be in workplace and familial settings where both parties expect to continue to interact and hope to be able to enjoy mutually favorable outcomes.

Even if one is not able to engage the other party in this "transformative" exercise, understanding the principles in the first five steps (plus Step 8 – imagining the needs and motivations of the other

party) are useful life skills to help change one's reactive patterns.

A book to add to your collection

Book Review- By Mary Jane Klein Healing a Child's Grieving Heart By Alan D. Wolfelt, PH.D.

This book offers 100 practical ideal for families, friends and caregivers with a grieving child in their life. The book consists of 100 pages with one tip per page. Each tip has a title in the form or a phrase or short sentence, followed by text explaining the concept and then a short section at the bottom each page entitled "*Carpe Diem*": Seize the day - which gives a practical suggestion for an activity or prac-

tice which would support the idea.

The book offers a range of ideas for children of all ages and situations and so only some of the ideas will be appropriate for any one child. Most of the emphasis in the book is on surviving the death of a family member, but many of the principles can be modified and applied to children suffering from the loss of their familiar familial structure.

The author impresses as keenly sensitive to the needs of grieving children and masterful in his understanding of child development and psychology. The topic is, of course a "heavy" one, and the reading can make for "tough sledding", however the emphasis on believing in the child's inherent capacity to heal helps to give the book a hopeful tone.

Membership Categories with AFMS and special incentive

Registered Family Mediator (RFM) specializing in separation/divorce mediation.
Registered Family Mediator (RFM) specializing in General Family Mediation. Registered Family Mediator (RFM) specializing in Family Business

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member Student Member We are offering a special incentive for AFMS members who wish to advertise their organization/services/ products to the AFMS membership and on the AFMS website. For a very nominal fee you can promote your organization. Please email Kent at

the-mediator1@shaw.ca

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

#405, 918-16 Avenue NW Calgary, AB T2M 0K3

Phone: 403-233-0143 I-877-233-0143 Email: info@afms.ca Webpage: www.afms.ca



Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up! About AFMS

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The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

"The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day.

We cannot change our past...we cannot change the fact that people will act in a certain way. We cannot change the inevitable.

The only thing we can do is play on the one string we have, and that is our attitude...I am convinced that life is 10% what happens to me and 90% how I react to it."

-- Charles Swindoll

We are continually faced with great opportunities which are brilliantly disguised as unsolvable problems.

-- Margaret Mead

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 7: July 2005

Special points of interest:

- Newsletters will be distributed six times yearly
- We welcome your input about the newsletters and encourage you to submit articles and features

This newsletter

features interviews with new board members, summary of the most recent Lunch and Learn and more!!

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An interview with Lynn Parish

Lynn is a new Board Member with AFMS and it was enjoyable to meet Lynn by phone to interview her for the newsletter.

Lynn states that her interest in joining the Board was the result of a serendipitous meeting with a colleague and board member who after not seeing one another for quite some time spoke with enthusiasm about the AFMS organization and the volunteer Board of Directors. Lynn joined the Board at the recent AGM in April. Over the past few years Lynn was actively involved in various research projects with the Legal Studies Program with the University of Alberta. The department's mandate is law for the public with a social justice focus. Lynn had opportunity to be actively involved in a Landlord Tenant project and a domestic violence project; both resulted in the development of informational websites as well as important research.

Lynn instructs a course through the Law School at U of A for lawyers titled "Client Counselling and Interviewing". She stated

that the course bridges theory and practice and mirrors many of the principles of interest based mediation such as clients being empowered to make their own decisions, the importance of impartiality of professionals and avoiding premature hypothesizing to prevent the risk of assumptions that could impair the effectiveness of the process. Lynn also stated that this course promotes the importance of utilizing communication skills such as active listening and paraphrasing as well as helping individuals evaluate the options that they generate to the issues in which they are addressing.

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Introducing the AFMS Board of Directors

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Ms. Jane Warren

Dr. Trevor Neil
Ms. Lorri Yasenik (past
president)
Mr. Michael Porter
Ms. Kim Rieger
Ms. Shelley Taggart
Kate Wood
Lynn Parish

Dr. Lloyd Steier, Academic Director, University of Alberta School of Business and
The Centre for Entrepreneurship & Family Enterprise (CEFE), provided a presentation which focused
on the complex dynamics of relationships in family business.

Dr. Steier has extensive experience working with senior managers, C.E.O.s, large and small business, both internationally and locally, developing strategies and systems in family businesses. Dr. Steier introduced **Steven Dyck** from the **Alberta Business Family Institute** which offers family business courses, support, information, etc. complimenting the CEFE's research and fulfilling the University of Alberta's mandate of a full service centre.

Dr. Stejer differentiated between cultures and their approaches to business from South America and Mexico, where the majority of businesses are family-owned for generations without the influence of capitalism, to our own North American culture with two to three generations of family businesses. Nepotism is inherent in some cultures. European family businesses handle succession of generations successfully based on fourth or fifth generations of family members exiting the business.

Alberta family businesses are successful and built with the values of "homesteading" (original homesteads grew 100 acres every 10 years) and "hard work" from parents with the goal of stewardship, keeping the business in the family. Sometimes the second generation does not appreciate the opportunities offered by the business as well as the parent/founder's "control dynamics" does not teach successors how to handle wealth. There is the "liability of newness" influenced by lack of communication and the real human issues related to relationships which often lead to dysfunction and strain within the business and the family.

There is a problem of "lack of sympathy" due to this wealth, which in turn causes a lot of pain and conflict. ("The poor little rich boy", Dr. Steier brought to mind the comic book character, "Richie Rich").

The struggles many family businesses have is the overlap of family relationships into the business arena. The results are strained relationships and succession issues without the benefit of exploring the roles and responsibilities related to the business. "The rigors of the marketplace are not kind to incompetent heirs". Thus, second or third generation family businesses often fail.

Dr. Steier provided many fascinating examples and inside stories of different businesses, comparing scenarios to the "family cottage". The examples have the same variables of negotiating who is in and who is out, family illness, deaths, divorce, sibling relationships,

Have

Our Directory is on line.

you listed your name in our directory on line? If not, please contact Sue at the office for information. Please feel free to provide this directory and web link to referral agents.

Did you know we also have a directory of trainers and education providers? This directory is also found on our web page.



CONTINUED- LUNCH & LEARN SESSION REVIEW

"the return of the prodigal son", competency, levels of management, consolidation, buyouts of family members, give the business to the children, sell the business, employee buy out plan, governance, I.P.O., etc.

The same comparison offers insight into the difference of "managing the asset not the conflict" and the benefit of mediation or conflict management fitting into "business coaching" offering clients comprehensive services through cross-disciplinary collaboration.

A little structure goes a long way and with family businesses outperforming other businesses due to efficiencies in the dynamics and advantages of family businesses. Mediation offers family businesses the benefit of maintaining personal relationships as well as defining

the business relationships.

The next Lunch and Learn sessions will be announced in September with a calendar of upcoming presenters.

Barbara Bishop is always open to suggestions for presenters and/or areas of interest. Barbara.Bishop@gov.ab.ca

New Books Available From CRNetwork

The CRNetwork has several new books available:

<u>The Conflict Resolution Toolbox</u> by Gary Furlong - this book bridges the gap between theory and practice, offering 8 models to demonstrate the root causes of conflict and to explore intervention approaches.

<u>Everyday Negotiation</u> by Deborah Kolb and Judith Williams—offers universal insights into the different psychological tactics and hidden agendas that are often a part of everyday negotiations.

The Collaboration Handbook by Michael Winer and Karen Ray is also available.

For more information about CRNetwork's bookstore contact 519-885-0880 or visit their website at www.crnetwork.ca

AFMS Welcomes Two New Board Members

At the April 2005 Annual General Meeting, AFMS was pleased to welcome two new Board Members to the Board of Directors:

Kate Wood and Lynn Parish

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Helpful Website for Family Businesses.

From the May Lunch and Learn Session with the Alberta Family Business Institute, you will find the summary in this newsletter. Please bookmark this website:

www.abfi.ca

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.

Keep watching the newsletter for the upcoming fall and winter sessions.



Lunch and Learn

What's new around Canada?

- Family Mediation Canada announces that:

the BC Family Justice Review report which was just released is now available on line and may be of interest for family mediators in BC and anyone in Canada who works in the family justice system.

http://www.fmc.ca/pdf/BCFamilyJusticeReview.pdf (right click and save to your computer, then open)

Build your opponent a bridge to retreat across (Sun Tzu)

When we encounter a difficult person, many of us react in ways that make the problem worse. Robert Cava

From the newsletter Editor- Charmaine Hammond

To keep our momentum of newsletters over the summer we will have a special edition update in August with the regular schedule continuing in September.

Do you have any news from your community, your area of practice? Have you read any good books you

want to tell others about? We would like to hear from you.

Our hope is to feature different communities across the province during the fall. Please contact Charmaine at 464-3828 (780) or by email to: charmaine.

hammond@hammondgroup.biz.

We appreciate your feedback, tell us what else you would like to see featured in upcoming newsletters.
Thank you and Have a great summer!



Interview with Joan Collins- Native Counselling Services By Charmaine Hammond, MA, C. Med., RSW

I recently had the pleasure of interviewing Joan Collins of Native Counselling Services in Edmonton. The focus of our interview was the services offered through the Edmonton Native Youth Justice Committee. Peacemaking Circles and Sentencing Circles. Community involvement and volunteer participation are important foundations of these two services. Joan explained that the Peacemaking Circles and Sentencing Circles are processes that are respected by our judicial system and are used with tremendous success.

Peacemaking Circles align the extrajudicial sanctions, formerly known as the Alternative Measures Program. The facilitated process is generally initiated by referral or advisement when a young person is charged with a crime. The Facilitator (Joan) meets with the family, the young person, and involved organizations and also reviews any pertinent information (e.g. Pre-sentencing Reports, assessments). Social issues impacting the young person's life are

also considered. A Sentence Circle is facilitated (involving the young person, family and the Committee. The Committee makes recommendations that are shared with the young person and family then are presented to the courts. There is extensive monitoring and follow up support made available to the family to support the young person in adhering to the conditions set forth. She explained that in some cases, peacemaking circles have been held rather than charging a young person (e.g. bullying situations). Peacemaking Circles often involve the victims of a crime; the focus is on the young person taking responsibility for their acts and making amends and apology to the victims of their crime. The Edmonton Native Youth Justice Committee has been providing these services that are rooted in Aboriginal culture and history since 1994. The Peacekeeping Circles currently have about a 95% success rate of youths completing the program. The services take a holistic approach in dealing with young people and their families.

Much of the success of these two programs is attributed to the extensive participation and commitment of community agencies/ organizations and volunteers. Metis Child & Family Services are an important and integral support to these services as are organizations such as the Boyle Street Co-Op, and Ben Calf Robe Society. The partnership relationships and active volunteer commitment and participation are positive demonstrations of individuals and groups working together in a holistic way to improve the wellbeing of young people at risk. All Aboriginal organizations are invited to be a part of these services. Recruitment for Aboriginal volunteers is ongoing. The processes have the ability to help transform the lives of young people at risk and provide opportunity for meaningful learning for everyone involved.

Interview With Lynn Continued:

To the AFMS Board of Directors Lynn brings an extensive background volunteering with nonprofit organizations including being President of a Community League and also being on Parent Councils, and the MRJC Board some time ago. Lynn has facilitated a number of Victim Offender mediations, Community Mediations and was also a volunteer with the Small Claims Program.

Welcome to the Board of

Directors!

Next Month we will feature an interview with another Board Member

Membership Categories with AFMS and special incentive

Registered Family Mediator (RFM) specializing in separation/divorce mediation.
Registered Family Mediator (RFM) specializing in General Family Mediation. Registered Family Mediator (RFM) specializing in Family Business

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member Student Member We are offering a special incentive for AFMS members who wish to advertise their organization/services/ products to the AFMS membership and on the AFMS website. For a very nominal site you can promote your organization. Please email Kent at

the-mediator1@shaw.ca

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Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

Many people make a career out of having the same insights over and over

again but not really acting on them. Once you have emotional clarity, you are responsible for taking action. Following your heart is a two-part process. Part one is getting the insight or intelligence. Part two is anchoring and doing.

-- Doc Childre, Transforming Stress, (available March 2005)

It is not because things are difficult that we do not dare, it is because we do note dare that they are difficult. By Seneca the Elder

"Neutral is a state where you are not jumping ahead too quickly or moving too slow. Neutral does not mean being inactive, complacent or passive. It's about a calm poise that allows for new information and new possibilities to emerge before taking further action. When in neutral you actually increase your sensitivity and intuitive intelligence. Neutral is fertile ground for new possibilities to grow from."

-- Doc Childre

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 8: August 2005

Special points of interest:

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This newsletter

features interviews with new board members, and more!!

An Interview with Kate Wood

It was a pleasure to interview Kate Wood, a new AFMS board member, for the newsletter. Kate was inspired to join the AFMS Board of Directors after being approached when a position became available. She stated that she was honoured to have been approached because of her strong belief in the organization and the field of ADR. She thought that it was natural to support this opportunity.

Kate is actively involved in the field of conflict resolution and ADR, she instructs in the Parenting After Separation program, is a Collaborative Family Law lawyer, does some mediation and serves as a Dispute Resolution Officer in the courthouse. The majority of her professional involvement is in the area of ADR.

From speaking with Kate, it was evident that she sees ADR as a positive opportunity for families and individuals in conflict in that they may learn valuable and effective communication and conflict management tools to take with them in life, as conflicts are a part of life. She also believes strongly in the importance of people dealing with conflict in a way that maintains everyone's dignity and selfrespect. While sometimes there are cases that require litigation, Kate feels that ADR processes can be successful for most. There are some cases however. whereby an individual or both individuals may be so entrenched with emotional difficulties that it prevents resolution and there is a need for a third party decision maker.

Kate sees ADR as a part of a larger philosophy and that it is not restricted just to her profession. Kate volunteers in a number of arenas, and reports that the core principles of ADR fit well with her personal core values.

Inside this issue:

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AFMS Board of Directors

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Kate Wood Lynn Parish

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once.

See Page 7 for the June Lunch and Learn Session Summary "Mediation in Child Interventions".

Thank you Barbara Bishop for submitting the summary for the newsletter.

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.

Keep watching the newsletter for the upcoming fall and winter sessions.



Lunch and Learn

Looking to build up your resource library?

The CRNetwork has a number of resources and books that are available at reduced rates as part of their clear out event. For a listing of available resources and books please contact the CRNetwork at www.crnetwork.ca



From the newsletter Editor- Charmaine Hammond

Opportunities to promote the field of conflict management and dispute resolution exist through pre-scheduled designated days. Family Mediation Canada has designated February 5 as Family Mediation Day, and the Association for Conflict Resolution

(ACR) has designated October 20/05 as Conflict Resolution Day. The intent is to raise public awareness about the benefits of mediation and other ADR processes. Some examples of activities compliments of ACR are: hold a conflict resolution information session at work, organize a panel discus-

sion for the public, speak with media, put up a display, promote the day to referral agencies, make a presentation to clubs and service clubs. Stay tuned for more info.



Ethics in Family Mediation

The Encarta Dictionary (New York, 1999) describes ethics as a system of moral principles that shape and govern the appropriate conduct for an individual or a group. The dictionary definition adds that when one is being ethical, he/she is being consistent with agreed upon principles of correct moral conduct.

Dispute Resolution/ADR is not a regulated profession however, numerous membership organizations such as AFMS and many others have Codes of Conduct, Standards of Practice and other

guideline documents that clearly spell out the expectations and standards for practitioners. Most of these codes promote similar principles such as integrity, confidentiality, impartiality, etc. These codes serve not only as a guideline and resource for practitioners but also as educational information for individuals/groups/families utilizing ADR services.

Working in this profession can bring about many rewarding experiences for practitioners and those who use the services however; the profession can also bring with it challenges and dilem-

mas. It is important for us to connect with the Codes that shape our profession, as in difficult situations they are often a reminder of how we should proceed. Other ways that professionals maintain ethical practice include- confidential peer consultation/ debriefing, staying current in training and reading materials, practicing within your scope of knowledge, maintaining an ethics journal, peer discussions on general ethical issues, training on the topic. Stayed tuned for next month's

Resources on Ethics and Practice Standards

There are a number of valuable resources pertaining to Ethics and Practice Standards in the field of family mediation. Some of those include:

- Alberta Family Mediation Society Code of Conduct (available on AFMS website)
- Family Mediation Canada Code of Professional Conduct (available at www.fmc.ca)
- Family Mediation Canada Practice, Certification and Training Standards (available at www.fmc.ca)
- CR Info has a number of articles pertaining to family mediation and ethical practice (available at http://v4.crinfo.org/browse.jsa?nid=2207)

Please let us know your favorite sites and resources on this and other topics.

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The society is dedicated to both professional and public education regarding family mediation.

Kind words can be short and easy to speak, but their echoes are truly endless.

Mother Theresa

The greatest accomplishment is not in never failing but in rising again after you fall.

Vince Lumbardi (1913-1970)

We learn the ropes of life by untying its knots.

Jean Toomer

Great minds must be ready not only to take opportunities but to make them.

Charles Colton (1780-1832)

Book Reviews

Books for Parents;

We're Still a Family—what grown children have to say about their parent's dicorve. By Constance R. Ahrons (2004).

This book provides information to parents to help them learn from other families who have faced separation and divorce.

Health Canada (2000). Helping Children and youth live with separation and divorce: a guide for parents (3rd Edition)

This publication was intended to assist Canadian families help children cope with the process of separation and divorce. The booklet has also been described as a helpful resource for professionals working with families experiencing separation and divorce.

Books for Teenagers:

For Better, for worse: a guide to surviving divorce for preteens and their families. By Janet Bode (2001).

This book is divided into two parts with the first being for girls and boys and the second part is for the parents. This book offers a number of quotes from children who have experienced divorce and there are also practical tips provided. The focus is on children, and much of the book is in the children's own words.

Goodbye to Griffith Street. By Marilyn Reynolds (2004).

This book describes a teen's way of coping with his parents divorce and moving from the neighborhood he'd grown up in. This book helps teens through change, loss, moving and relationships.

Books for Children:

18 situation stories for use with children of divorce by Lisa Lawmaster Hess (2004)

This book has 8 stories for elementary school aged children and 10 stories for older children. Each story places focus on a different situation and gives suggested questions for post story discussions.

Two Homes by Claire Masurel (2001).

This book relates a young boys experience of his parent's separation. The book is intended to help parents tell their children they are still loved despite their living arrangements.

Credit to the library for providing a listing of books with short summaries

Lunch and Learn Session Summary of Mediation in Child Intervention June 15, 2005

Nora Deisman, Mediation Program Supervisor from Child and Family Services provided a clear outline of the Family Enhancement Mediation Program.

Nora has an extensive background, primarily working with families in the areas of "Early Intervention and Family Intervention" as well as a diverse background with Headstart, McMan Services, and acting as the intake worker under the Alberta Response Model which formed the basis for the current Child, Youth, and Family Enhancement Act.

Nora took us through the entire process of the program with clarity on the legislation that dictates the mandate and time lines for children in temporary or permanent care.

The program's focus is to provide a neutral, collaborative component for all stakeholders including the child's voice in a process allowing for different perspectives and options focusing on the best interest of the child. (case workers, lawyers, family members, etc.)

The program was developed by Alberta Justice and Children's Services initiating training of staff in knowledge of the mediation process as well as providing appropriate mediators through Alberta Justice Family Court Mediation Services and contracting with Catholic Social Services.

Nora has the role of key contact person, case developer, screener, as well as attends all mediation sessions. The structure of this type of mediation has parameters due to its mandate, thus Nora as a Supervisor has the authority of the department and acts as a decision maker and/or reality check for any options or agreements that might be contrary to any mandates or legislation.

Nora gave insightful stories of her involvement in mediation and the balancing act with the perception of her role as a neutral and yet representative of "the system".

Nora was very passionate regarding her experiences with the mediation process and its' benefits for the families in conflict, consistent with values of respect, dignity and reality that is the true "magic" in mediation.

Look for the next season of speakers in upcoming newsletters. Contact Barbara Bishop with suggestion of topics or presenters at Barbara.Bishop@gov.ab.ca

News, Upcoming Events and Other Information

Diverse Voices is presenting a conference on December 4, 5, and 6, 2005 (in Edmonton) that considers the impact of Family Violence across generations, from various multicultural perspectives as well as in the workplace and the health care systems. There are several keynote speakers that will discuss:

- the impacts of family violence on children
- working with abusers
- impact of family violence on the workplace
- and much more

Registrations can be found at www.diverse-voices.com

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 9: September 2005

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summer has passed and the children are back to school.

Fall is almost here, another

Homework is often a dreaded time for children (and sometimes parents). In families that are adjusting to new parenting schedules, new living environments and other family changes, homework can become a challenge. Consistency between parental homes is an important element of helping children develop effective study habits. What can separating parents do to reduce the stresses that go along with homework routines:

 Be positive about homework (it is not a punish-

- ment)
- It is an opportunity to help your child learn time management skills
- Ensure the child has the necessary supplies and resources at each home
- Develop similar homework expectations at each home to promote consistency and to help the child develop study routines
- Stay informed and communicate with one another and the school.

Inside this issue:

Falling into helpful study

habits

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Attached PDF flyer re: conferences

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Keep watching the newsletter for the upcoming fall and winter sessions.



Lunch and Learn

Ethics- dealing with dilemmas in practice

Ethical dilemmas are bound to happen in practice however, even by anticipating the situations in advance it can often be difficult for mediators to deal with these challenging situations. Ethical dilemmas can result from blurred boundaries, conflict of interest situations, confidentiality (or limits of), role confusion, to name a few. Some of the research on the topic suggests that in these situations, we are wise to: consider and clarify our personal and professional values, ensure awareness of the influencing factors and barriers, check with the Code of Ethics and Standards of Practice, analyze all alternatives, choose a course of action and evaluate it. There are many tools... **See Page 5**

"I hear and I forget.
I see and I believe.
I do and I
understand."

-- Confucius (551 BC - 479 BC)

From the newsletter Editor- Charmaine Hammond

The fall brings about a number of changes for families—children going back to school—families resuming their fall/school routines and schedules and preparing for the holidays that are just around the corner. Sydney Harris once said "Our dilemma is that we hate change and love it

at the same time; what we really want is for things to remain the same but get better."
Change is difficult, even it is exciting and positive. William Bridges suggests that there are 3 stages to change: the beginning, ending and middle zone, and that change begins with an ending.

How true this is of families experiencing separation. The beginnings start with the ending and likely the most difficult time is the transitions (middle zone). See Page 5



News and updates for Members

Added Membership Benefit:

Master & Scribes Bookshoppe— Intercultural & Community Development Resources (ICDR) is generously offering AFMS members a 15% discount on books and resources at the April Conference.

Additionally, they will provide a discount to AFMS members at their upcoming conferences

(please see attachment to this newsletter or the AFMS website) and a discount on resources throughout the year.

Please make sure to check out their on line library/ catalogue, there are a number of valuable tools for practitioners.

www.icdr.com

If you are planning on attending the Intercultural sensitivity series of workshops (see PDF flyer attached to newsletter), you will receive \$15 off the registration— a generous discount for AFMS members provided by ICDR.

Narrative Mediation—a glimpse into the 2006 AFMS Conference

John Winslade and Gerald Monk will be the featured speakers for the April 2006 conference. Monk and Winslade are known and respected for their work in the Narrative Mediation approach. Narrative mediation builds upon the metaphor of storytelling (T. Hansen, 2003). Hansen (2003) describes the narrative mediation process as having three distinct stages: engagement, deconstructing the conflict saturated story and constructing an alternative story. As in Interest Based Mediation, the stages are not always linear in practice. Narrative mediation focuses on outcomes that reach beyond simplified agreements or settlements and offers opportunity for individuals to experience change and transformation through this process of conflict resolution.

For more information on this article by Hansen, visit http://www.adr.gov/approach mediation.pdf

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The only way to discover the limits of the possible is to go beyond them into the impossible (author unknown)

Change. It has the power to uplift, to heal, to stimulate, surprise, open new doors, bring fresh experience and create excitement in life. Certainly it is worth the risk.

--Leo Buscaglia

To listen fully means to pay close attention to what is being said beneath the words. you listen not only to the music but to the essence of the person speaking. you listen not only for what someone knows, but for what he or she is. ears operate at the speed of sound which is far slower than the speed of light the eyes take in. Generative listening is the art of developing deeper silences in yourself so you can slow our minds hearing to your ear's natural speed and hear beneath the words to their meaning. by Peter Senge

Change continued:

The middle zone, where Bridges says the transitions occur, can be difficult for family members. Some families describe this like "we are in limbo, the new way hasn't settled in yet" and the old way is still very much in the present. Creating new routines, new rituals and traditions becomes an important part of the change process for many families. We are interested in featuring practitioner perspectives in the next issue: tips, strategies and tools to help families bridge the journey that happens during change and tips to share with families to help them cope with the holiday season.

Ethics continued:

and approaches that mediators can effectively deal with these situations in a competent manner.

News, Upcoming Events and Other Information

Workshop: Culture, Creativity, Conflict

Featuring Michelle LeBaron October 3, 2005 Edmonton, AB

contact: www.programs.icdr.com/calendar or call 437-8013 (780)

Presentation: Multicultural Training: Developing Awareness, Knowledge and Skills

Featuring Paul Pedersen September 16, 2005 Edmonton

contact: www.programs.icdr.com/calendar or call 437-8013 (780)

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- working with abusers
- impact of family violence on the workplace
- and much more

Registrations can be found at www.diverse-voices.com

AFMS Annual Conference- April 2006

Watch upcoming newsletters for details. The conference is a collaborative effort of AFMS and the Collaborative Law Lawyers Association. The featured speakers are Gerald Monk and John Winslade.

ALBERTA FAMILY **MEDIATION** SOCIETY **NEWSLETTER**

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Special points of interest:

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- · We welcome your input about the newsletters and encourage you to submit articles and features

Interview with Esther Phair Understanding the role of a **Family Court Counsellor**

It was a pleasure to interview Esther, a Family Court Counsellor with Alberta Justice. Esther is one of six Family Court Counsellors in her office and they work very closely with the two Case Flow Coordinators and Mediation team. The Family Court Counsellors are Registered Social Workers and their role is quite broad, providing a range of supports to families with custody, access and quardianship issues (in provincial court). The Family Court Counsellors assist individuals and families in navigating through the family court system which includes providing education and awareness to clients about the options available to them, how to complete applications, the court system, referrals and explaining the mediation process. Mediation is typically the number one option that is provided to clients as the Family Court Counsellors have seen the

effectiveness of mediation in these cases. The Family Court Counsellors also complete home studies that are ordered by the Courts. These home studies are guite extensive and involve the Family Court Counsellor meeting with both parents, observing them with the children, conducting home visits and collateral communication (e.g. with schools, doctors, babysitters, etc.). A detailed report is completed (usually accompanied by recommendations) for the court. Esther advised that in most cases the lawvers and courts accept the recommendations that were made. throughout the year.

Article continued on page 6

Inside this issue:

Interview with Esther Phair-

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Dr. Trevor Neil Ms. Lorri Yasenik (past president) Mr. Michael Porter Ms. Kim Rieger Ms. Shelley Taggart Kate Wood Lynn Parish

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Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once.

Topics will include:
Cultural issues, spousal
and child support guidelines,
tools in mediation, the new
Family Law Act, information
on addictions, difficult personalities and how to deal with
them, wills and estates and
More.

October 12 (Summary and Panel Discussion: High Conflict Personalities/managing their effect of family disputes),

December 7,

January 11, April 12, May 10

Mark these dates on your calendars.



Lunch and Learn

Multicultural Training- an update on learning by C. Hammond

Recently I had the pleasure of attending the Multicultural Training: developing awareness, knowledge and skills workshop by Dr. Paul Pedersen. In addition to having the opportunity to see some of my colleagues, I found this session to be extremely valuable and worthy of sharing with others.

Dr. Pedersen is a professor with Syracuse University and the University of Hawaii, and so willingly shared his wisdom and teachings. He encouraged us to be reminded that all behaviors are learned and displayed in a multicultural context *Continued next page*

"Life's challenges are not supposed to paralyze you, they're supposed to help you discover who you are."

-- Bernice Johnson Reagon

From the newsletter Editor- Charmaine Hammond

"Blessed are the flexible, for they shall not be bent out of shape."

-- Unknown

Flexibility is an important life skill (or behavior) that many individuals say is compromised in times of change, conflict and certainty.

When we are living through a turbulent time, we may become increasingly aware that our actions and thinking patterns are more rigid than usual. Many people describe the challenging balancing act of being flexible while having structure, a sense of focus and stability. Spencer Johnson, author of Who Moved My Cheese (one of my favorite stories about change)

explores these challenges related to coping with change and upheaval. The book is written as a story and is quite light reading with very powerful and meaningful life lessons.



Multicultural Training- an update on learning by C. Hammond Continued

so to adequately understand behaviors (and respond to them) we need to have awareness of the multicultural context (one of several competency foundations). He adds, Behavior has no meaning until it is put into a cultural context (to understand how the behavior was learned).

Dr. Pedersen also encouraged us to think about complexity as something to celebrate.

Often the situations that mediators are exposed to

(through their client's conflict) are complex and sometimes difficult to understand. Dr. Pedersen reminds us to consider that culture is much more than heritage, language and religion; it is about our experiences, values, history, learnings, family patterns and behaviors. When faced with complex behaviors, Dr. Pedersen encourages us to explore and understand how the behavior was learned before determining how to intervene (behavior has no meaning until you consider the cultural con-

text). By doing so, he suggests that even the most concerning or perplexing behaviors can be better understood when one knows the learnings and teachings that influenced the behaviors. This is not necessarily saying one agrees to or even accepts certain behaviors but it does allow for more effective dialogue and understanding. His workshop also provided information about multicultural competencies that are relevant to our field of practice.

Wild Rose Foundation Supports AFMS

We acknowledge, with thanks the financial contribution of the Wild Rose Foundation towards the purchase of materials and services in support of public information and education programs of The Alberta Family Mediation Society.

Thank you Wild Rose Foundation!!

Membership Categories with AFMS

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The society is dedicated to both professional and public education regarding family mediation.

We avoid the things that we're afraid of because we think there will be dire consequences if we confront them. But the truly dire consequences in our lives come from avoiding things that we need to learn about or discover."

-- Shakti Gawain

Be on the lookout for strain in each other, and with compassion and understanding, lend a helping hand and a mature heart. Helping each other manage emotional strain can yield creative alternatives and build a new foundation for heart-based communication and hope.

-- Doc Childre

Interview with Tamie Perryment—Alberta Conflict Transformation Society

Tamie is the Program Development Manager for the Alberta Conflict Transformation Society (ACTS). ACTS is a charitable non-profit organization with the mission of transforming conflict to cooperation. In 1998 the Community Conferencing Association of Edmonton was formed with support from the Edmonton City Police and various community groups and organizations. In 2003 the organization's name was changed to ACTS to reflect its broader mission of not just Community Conferencing, but conflict transformation. ACTS focuses (children/youth, families, community supporters and workplace) are based on five key principles, those being: respect and fair outcomes, inclusively, early intervention/prevention, capacity building-harm reduction and voluntary participation. The organization offers training on community conferencing.

Across the nations and around the world, many cultures have utilized processes that are similar to community conferencing. Community conferencing, one of many conflict management tools, is a rediscovery of the traditional restorative justice methods (Source: ACTS) and entails a scripted healing process. The process is utilized for conflicts in workplace, school, home and the justice system and is one that the people in conflict and the individual creating harm are provided the opportunity to be directly accountable to the individuals that were impacted or harmed. Community conferencing facilitates the reintegration of the individuals causing harm as well as those who have been impacted, back into the relationship, school, workplace or community. Many schools utilize community conferencing to deal with issues of bullying and expulsions. It is also being introduced to the immigrant community with great success. In justice cases, the participants in the conference often make recommendations, which are frequently supported by the Judge. The outcome of the process depends largely on the health of those participating and the effectiveness of the preparation and the readiness of participants to be involved. As with other ADR processes, conferencing is not appropriate in all cases. There are times when other tools and processes such as mediation, facilitation and court are the most appropriate option.

Community conferencing involves extensive preparation and pre-work with the participants prior to conducting the conference. The stages of the conference are:

- First stage- telling the story
- Second stage- impact of conflict
- Final stage- deciding how to repair the harm- integration

It is a circle process that involves a facilitator, people harmed and their supporters, person causing the harm and his/her supporters, any other key individuals who were directly or indirectly affected by the event. Sometimes other resources such as teachers, police, child welfare staff and other involved professionals take part in the conference as well.

It was a pleasure to interview Tamie and to learn more about their organization's valuable efforts towards strengthening communities, managing conflict in a transformative way and enhancing relationships. To find out more, to refer to the program, access training or become a volunteer please contact:

ACTS 780-944-3616

The AFMS Conference is set!!! Mark April 20 and 21/06 on your calendar. The location will be Edmonton and more details to follow in the next newsletter. The featured speakers are Gerald Monk and John Winslade.

The AFMS Board of Directors recently had their Annual Planning Retreat and are pleased to report that the AFMS continues to be a healthy organization with more than 100 active members. Membership has increased in the past year. The Board approved putting \$1000 in a GIC as an emergency and sustainability fund. The new Family Law Act is posted on the AFMS website for members to review. Sue's title has been changed to Executive Assistant.

News, Upcoming Events and Other Information

- Family Justice Services and Family Law Act brochures are now available on the AFMS Website

Diverse Voices is presenting a conference on December 4, 5, and 6, 2005 (in Edmonton) that considers the impact of Family Violence across generations, from various multicultural perspectives as well as in the workplace and the health care systems. There are several keynote speakers that will discuss:

- the impacts of family violence on children
- working with abusers
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- and much more

Registrations can be found at www.diverse-voices.com

AFMS Annual Conference- April 2006

Watch upcoming newsletters for details. The conference is a collaborative effort of AFMS and the Collaborative Law Lawyers Association. The featured speakers are Gerald Monk and John Winslade.

Interview with Esther Phair- Understanding the role of a Family Court Counsellor Continued

There are different times of the year when issues seem to emerge such as Christmas and other holidays, prior to the children returning to school and at special occasions throughout the year. Sometimes the disputes are about which school a child should attend, taking a child out of the country for holidays and issues with respect to parenting schedules and special occasions. Esther promotes mediation for families as well as the Parenting After Separation Program and the Focus on Communication program to assist parents in working through the issues together. After all, in most cases, the best people to make decisions for the children are the parents of the children.

Some of the other issues that the Family Court Counsellors find that families are in dispute about include grandparent access, issues that arise when children are born from brief a relationship between the parents, and disputes between a biological parent and the care giver for the child (e.g. when grandparents have been parenting the child). Another prevalent issue is that of family violence. The Family Court Counsellors complete risk assessments and work with individuals who have experienced violence to ensure that there is a safety plan in place prior to commencing court actions.

Esther suggested that the approach to their work is one that is based in holistic foundations in that the Family Court Counsellors work with clients to provide information to help parents make informed choices, ensure that parents are provided with the resources (e.g. education but also referrals) to have the support necessary to work through the issues and challenges, and the supports required as they navigate through a system that is often foreign to the clients.

It was evident that Esther takes great pride in her work, as well as the team of professionals that she works with. She greatly values the collaboration that exists between service providers to support families through difficult times and to ensure the best interests of the children are in the forefront.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 11: November 2005

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

Interview with Marie Gordon

This interview with Marie Gordon was to discuss the report "Spousal Support Guidelines for Dummies" that she authored in January 2005. In discussing the title of this very interesting report, Marie made note that when it comes to spousal support, we can all be dummies with this very complex topic. In January 2005, the Spousal Support Guidelines were formally released through a process of review and consultations. Based on the feedback received through the reviews, it is likely that we can expect that there will be revisions to the document and quidelines.

Marie Gordon states that it has been an exciting endeavour to be a part of this process and she added that in Canada we have the luxury of being able to develop spousal support guidelines that operate under the framework of the divorce law whereas in the United States the guidelines are driven by each county.

The Spousal Support Guidelines are exactly that- guidelines. They won't be mandatory or required by law and will remain guidelines or a tool to assist in the decisions of spousal support.

Continued on page 6

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Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once.

Next Lunch & Learn: December 7/05

See Page 5 for details

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.



Lunch and Learn

What type of calls come into the AFMS office?

Sue Bedier, AFMS Executive Assistant reports that the AFMS phone can be quite busy and that many of the calls that come into the office are actually hang ups because the information provided on the voice mail message provides callers with a great deal of information they are requesting. Many calls are specific to where to find information (e.g. website mediator listing) and the majority of calls are from mediators/potential mediators inquiring about membership, opportunities in the field, where to purchase insurance, what to charge for services, training needed and how to get started in the profession.

Watch for more information about AFMS in the next newsletter.

Thank you Sue for the support you provide to the organization and callers.

AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel- Edmonton, AB

Presenters: Gerald Monk and John Winslade

We look forward to seeing you there.

From the newsletter Editor- Charmaine Hammond

As fall sets in, we begin our planning for the 2006 AFMS Newsletters. Over the past few months, we have had enough news, information, book reviews and events to provide you with a monthly newsletter. It is our hope to continue

the newsletters monthly as a way of staying connected. Please feel free to let me know topics of interest, upcoming events, your favorite links and resources, and any book reviews you would like to share with your colleagues. I also invite you to be interviewed to share what is hap-

pening in your community and area of practice. I can be reached at 780-464-3828 (phone) or email:

hammond@hamm ondgroup.biz



Different Perspectives on Helping Families Through Festive Seasons

In an article by Ann Byle regarding Jen Abbas book "Generation EX: adult children of divorce and the healing our pain", we learn that we often think that the holiday season is difficult for young children of divorce however, Abbas indicates that the holiday season can also be very difficult for adult children of divorce. Some of the strategies she recommends include:

- Keep your expectations realistic and reasonable.
- Accept there will likely be tension and it may be difficult for you to schedule time with both parents (e.g. due to geography).
- Build a support system
- Manage the triggers- songs, traditions, etc. can bring you

back to your past, being aware of the triggers (that produce fond and unhappy memories) will help with coping .

The Better Health Channel (www. betterhealth.vic.gov.au) suggests that while the holiday season is a time of joy and festivities for many people, the spirit can be undermined by: financial pressures, isolation, family tensions, managing family change and loss and other challenges. Some of the tips they have to help families cope with the holidays include:

 Shop and plan for Christmas over a longer period of time so that it is not compressed into a short time that can often feel overwhelming.

- Maintain realistic expectations (don't set yourself up for disappointment).
- Plan activities for the family to have more time for constructive activities and less time for stress and tension build ups.
- Include children in the planning of activities
- Avoid trying to recreate special occasions and holidays of the past, instead, create new traditions and experiences.
- Reach out a helping hand to others during the holiday season, provide opportunities for your family to volunteer or help a charity in some way.

Elder Mediation

In an article by Patricia Ruflin and Patricia Bertschier (2004), they advise that Elder Mediation (EM) is growing in its popularity and use, especially in the health care systems. Elder Mediation involves family members and the involved professionals meeting with a mediator to discuss differences on issues to do with estates, end of life decisions, care giver schedules, to name a few issues. The aging parent is involved in the discussion and resolutions. Elder mediation is also helpful in situations where the adult children are becoming burned out by long standing health or emotional issues of the parent. John Dugan and Arline Kardasis (2004) state that the three major life changes that are most frequently discussed in mediation are housing changes, loss of financial control and family finances. Sometimes elder mediation is more about providing a safe and respectful environment for a family in crisis to have constructive discussions. In other situations it involves a team of professionals and the family to discuss the best options for an ill or aging parent.

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"You can complain because roses have thorns, or you can rejoice because thorns have roses."

By Ziggy

"Once we realize that imperfect understanding is the human condition, there is no shame in being wrong, only in failing to correct our mistakes." By George Soros "Effective communication between parties is all but impossible if each plays to the gallery"

Roger Fisher and William Ury

ONCE AGAIN, MARK YOUR CALENDARS ALBERTA FAMILY MEDIATION SOCIETY PRESENTS

A NEW SERIES OF

LUNCH AND LEARN SESSIONS

In Co-operation with

Mediation and Restorative Justice Centre

(NO COST / BRING YOUR LUNCH)

PLACE: TIME: **EDMONTON CITY HALL, HERITAGE ROOM**

11:30 AM (doors open) to 1:30 PM

(Presentation begins at noon to 1:00 PM.)

WEDNESDAY, DECEMBER 7

Leo Campos A. and Luis R. Garay

of The Community Network

Immigrant Men Advocacy Network

Phase two: "Health and Wellness for Immigrant Men"

WEDNESDAY, JANUARY 11

Rob Papin and Derrick Powder

Showing of film "Gang Aftermath"

(ex-gang members open to any questions and/or information about

their program)

WEDNESDAY, APRIL 12

Brad Kring (Legal Counsel and Senior Program Coordinator of the

Family Law Information Centre)

An overview of the New Family Law Act

WEDNESDAY, MAY 10

Dianne Dalley (Project Coordinator with MRJC)

An Overview of Research Project: Assessing Domestic Violence and

the Dynamics of Restorative Justice Mediation

WEDNESDAY, JUNE 7

Gordon Andreiuk (Lawyer with Laurier Law Office)

Summary, insights, funny stories of

"Changes in Retroactive Child Support"

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AFMS Annual Conference— April 20 & 21, 2006 (Chateau Louis Hotel, Edmonton) Watch upcoming newsletters for details. The conference is a collaborative effort of AFMS and the Collaborative Law Lawyers Association. The featured speakers are Gerald Monk and John Winslade.

Continued: Interview with Marie Gordon

Many mediators report that there are challenges with mediating cases that involve spousal support. Many find that spousal support is often the last discussion item but it can be the most decisive and flammable issue. Often the parents feel like a tremendous amount of progress and collaboration was reached on the parenting plan and future parenting issues and the discussions of spousal support often create a barrier in the collaboration. Often the discussions seem to put the parties back into adversarial roles whereby there are notions of blame, fault, and they question each other's efforts and contributions in the marriage as they attempt to come up with a fair amount.

Marie Gordon referred to the writings of Mr. Craig Martin who stated that without guides, reference points and starting points, there is a higher chance of pitting the risk adverse and risk friendly people apart. The decisions on spousal support are often looked at in this way by the parties: if he gives more for spousal support it is a loss for him and a bonus for her.

Spousal support is often easier to deal with in higher income cases and lower income cases (where possible support is often not determined), however it is the middle income range that is a challenge. The guidelines will serve as providing a range for parents to start their discussions.

NOTE: If you would like to access the January 2005 document titled:

Spousal Support Advisory Guidelines: A Draft Proposal,

it can be accessed at:

http://www.justice.gc.ca/en/dept/pub/spousal/project/index.html

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 12: December 2005

Special points of interest:

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Kent Taylor's Centennial

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Our President is the Recipient of an Outstanding Service Award

Alberta Family Mediation Society is proud to announce that **Kent Taylor**, President of AFMS, was recently the recipient of the **Alberta Centennial Medal** in recognition of his outstanding service to the people of Alberta.

This Medal was awarded to Kent by Ron Stevens, the Minister of Alberta Justice. This one time commemorative Centennial Medal recognized the accomplishments of 8,000 extraordinary Albertans. Congratulations Kent this was a well deserved medal to recognize the many valuable contributions you have made in the ADR field, the lives of families, your colleagues and those who have mentored with you.

Greetings from the AFMS Board of Directors:

On behalf of the Board of the Alberta Family Mediation Society, we would like to extend our best wishes for the holidays and for a happy new year to our members and their families.

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January 11/06

See Page 5 for details

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Lunch and Learn

Books to Check Out

Two Old Potatoes and Me by John Coy (1958).

This book is a funny loving story about a single dad and his daughter who are moving forward after the parents separation. The story has humor and is told during the potato growing season (May to the fall). The story provides strategies that are about growing potatoes while subtly dealing with the parent's divorce.

My Stick Family— helping children cope with divorce by Natalie June Reilly (2002).

The character in the book Billy learns that just because his parents do not live together, does not mean that the love and strength of family is missing. He learns that what matters most is the love that each has for one another and how to cope with difficult times.

AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel– Edmonton, AB

Presenters: Gerald Monk and John Winslade

We look forward to seeing you there.

From the newsletter Editor- Charmaine Hammond

I was fortunate to take in an interesting seminar about Humor in the Workplace. Many people are reporting increased stress and a sense of busyness at work.

Billy Strean offered some thought provoking information that related closely to how individuals think about and are affected by conflict. His reminders about stress having an element of choice was a welcomed reminder about the power of perspective.

If we choose to see something as awful and stressful, it most likely is (from our perspective). He also spoke about the difficulty many people have saying "no". It is his perspective that

instead of making a complaint, we could make a request (e.g. for help, change, support, etc.). Have a safe and enjoyable season and I wish you all well in the New Year.



Virtues

Virtues-Creating a shared Path

Another year has almost come and gone. At this time of celebration, festivity and family activities, we would like to wish everyone a safe and joyous season. As we begin a new year, here is a poem to think about the journeys we take with others.



Cultivate Virtue in yourself and Virtue will be real.

Cultivate Virtue in the family, and Virtue will flourish.

Cultivate Virtue in the village, and Virtue will spread.

Cultivate Virtue in the nation, and Virtue will be abundant.

Cultivate Virtue in the world, and Virtue will triumph everywhere.

Lao Tsu.

Examples of Virtues:

Respect
Trust
Caring
Integrity
Tact
Love
Peacefulness
Joyfulness
Honour
Courage
Tolerance

(Source: Virtues Project)

Cultural Perspectives and Celebrations:

The following article/information is provided by the Multicultural Health Brokers.

Vietnam

Vietnam is mostly Buddhists; Buddhism came to Vietnam from India, during the Chinese rule. This religion concentrates on self improvement and the belief of more lives after death. The other major religion is Catholicism. The most important and most widely celebrated holiday in Vietnam is Tet, the lunar New Year. Tet is celebrated during the full moon prior to the spring planting, usually in late January to mid February. The Vietnamese people dress up in their best clothes to enjoy the festivities. People decorate their homes and the graves of their ancestors with flowering branches and red and gold paper.

Continued on Page 6, 7 and 8.

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Community. Somewhere, there are people to whom we can speak with passion without having the words catch in our throats. Somewhere a circle of hands will open to receive us, eyes will light up as we enter, voices will celebrate with us whenever we come into our own power. Community means strength that joins our strength to do the work that needs to be done. Arms to hold us when we falter. A circle of healing. A circle of friends. Someplace where we can be free.

People are as healthy, confident and successful as the stories they tell themselves. Adapted by Ben Okri "The aspects of a thing that are most important to us are hidden to us because of their simplicity and familiarity."

-- Ludwig Wittenstein

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AFMS Annual Conference— April 20 & 21, 2006 (Chateau Louis Hotel, Edmonton) Watch upcoming newsletters for details. The conference is a collaborative effort of AFMS and the Collaborative Law Lawyers Association. The featured speakers are Gerald Monk and John Winslade.

Continued: Cultural Perspectives and Celebrations

On midnight of the New Year, people bang drums and gongs and visit with friends. It is believed the status of the family's first visitor is what determines the families luck for the next year. Also during this day people will go visit and pay respect to their deceased family members because it is believed the spirits of their ancestors retunes to earth on Tet. Tet is a time for the deceased to enjoy life, review the past and plan for the future.

Furthermore, the Kitchen God also called the Hearth God, the Stove God or the Household God. This God is privy to the family's most private business and intimate secrets. The God returns to Heaven to make his report to the Jade Emperor. This report includes the year's activities of the household in which he has lived. On the 23rd day of the 12th month, a farewell and thank you dinner is given to the Kitchen God by the household. The Kitchen God needs a week for his mission back to Heaven.

Like a Christmas tree some families set up a Tet tree the week before New Year's Eve. The Tet tree is called cay neu, it is a bamboo pole stripped of most of its leaves except for a bunch at the very top. The tree is decorated with objects in order to attract good spirits and keep the evil ones away. There are different traditions and superstitions that are celebrated during the 15 days of Tet.

In this culture birthdays are celebrated when a baby is a month old, and again on his or her second birthday, when the child is one. After this time birthdays are not celebrated but gifts are exchanged during Tet..

Chinese

The Chinese New Year is one of the most celebrated holidays for the Chinese people. Chinese New Year starts with the New Moon on the first day of the New Year and ends on the full moon 15 days later. The 15th day of the New Year is called the Lantern Festival.

New Years Eve and day is a family event that is meant to celebrate. Traditionally, there used to be a religious ceremony given in honor of Heaven and Earth. Also, a ceremony for the household Gods and family ancestors. Relatives who have passed away are remembered with great respect because they were responsible for the laying the foundations of fortune and glory for the family.

Food is a big part of the celebrations. However, many people attribute various superstitions to certain food. For example, Lotus seed signifies having male offspring, fresh bean curd and tofu is not included in meals because it is white and white is unlucky and the color signifies death and misfortune. Note this is why some cultures such as the Chinese and East Indian's do not wear white on their wedding day. Other foods such as whole fish represents togetherness and abundance, chicken represents prosperity and noodles should not be cut as they represent long life.

Etiquette dictates that you must bring oranges or tangerines to family and friends during the two week long celebration. Tangerines with the leaves intact assure that one's relationship with other remain secure. For newlyweds this represents the branching of the couple into a family with many children. Oranges and tangerines are symbols for abundant happiness.

The Chinese appear to be superstitious and there are many taboos for the Chinese New Year. Some of these superstitions include; the entire house should be cleaned before New Year's Day. On New Year's Eve, all brooms, brushes, dust pans and other cleaning supplies need to be put away. This is because it is felt that sweeping or dusting will sweep away all good fortune in the home. Another tradition is to use firecrackers to shoot off the old year and welcome in the New Year. The New Year is welcomed in by having everyone open all of their doors and windows on the stroke of midnight on New Years Eve. Also, it is recommended not to use any knives this day as it may cut off good fortune.

The Virtures Project: Recently a colleague talked to me about a moving and profound conference she had attended—the Virtues Project Training. The Virtues Project is a global initiative focused on implementing virtues in our everyday lives and was developed to help people of all cultures live by their highest values. It was founded in 1991 by Linda Kavelin-Popov, her husband Dr. Dan Popov and her brother, John Kavelin after they explored and researched the world's diverse traditions, and learned there are more than 360 virtues at the heart of people's beliefs about the meaning and purpose of life. The Virtues Project provides life-skill strategies and approaches that are applicable to people of all cultures. "The Five Strategies help individuals to live more reverent, purposeful lives, support parents to raise children of strong moral character, inspire excellence, commitment and service in the workplace, and help schools and communities to build a climate of safety and caring" (source: Virtues Project).

The Virtues program looks at virtues and the project's perspective is that virtues are simpler than values and are the qualities that make up our individual characters. The Virtues Project views values are those elements that we consider important and are culture-specific. Virtues, on the other hand (such as courage, honor, justice, and love) are the common elements of character and spirituality that appear to be universally valued by all cultures. These virtues may be displayed and practiced differently from one culture to another but we all value them. The initiative focuses on 52 Virtues. In this newsletter, we'd like to focus on five.

Virtues:

Compassion Flexibility Joyfulness Peacefulness Tolerance

When you think about these five virtues, how is it you that you demonstrate these in your practice? Or in everyday life? How is it we teach children these virtues? How do practicing these virtues carry us through times of challenge and times of accomplishment?

Continued: Cultural Perspectives and Celebrations:

Philippines

Christmas and New Year's are national holidays in the Phillipines. The nine days preceding Christmas are a time for prayers and preparations for festivities. Dawn masses and plays are held almost everyday. On Christmas Eve, midnight mass is followed by Noche Buena this is when family members and friends get together to exchange gifts and good wishes. Along with this is a big feast and prayers are shared. Red is worn for good luck while polka dots on clothes are considered auspicious.

On the Island of Marinduque, people end the Christmas season by celebrating the feast of the Three Kings on the first Sunday in January. Traditionally, Filipinos were given gifts from the three wise men and not Santa Clause.

December 25th is also known as Pasko ng Mga bata a children's Christmas. Children go to visit their godparents. They kiss their godparents hands as a greeting and in turn their receive gifts and other treats.

January 1st is called Pasko ng Mga Binata't Dalaga which translates to the Christmas of unmarried men and women. Firecrackers are used to ward off evil spirits for the transition from the old year to the new year.

Christmas lights and decorations stay up for a long time. It is not until March when the Lenten season begins when people in the Phillipines start to take down the lights and decorations.

Hindu and Sikh

Hinduism and Sikhism are two religions that come from India. They are very different religions with different traditions and languages. However, one similarity between these two is the celebration of Diwali. Diwali is a celebration of lights.

This celebration is five days long unlike most Indian holidays that are one day events except for weddings! During the Diwali it is festival of lights, sweets, happiness, shopping and family. Due to the Lunar calendar Diwali falls on different days and different months. For 2005 Diwali was on November 1st in 2006 it will be celebrated October 21.

Diwali falls on the day of amavasyaa this is when the moon does not rise and there is darkness all around. Light, being the symbol of hope and positive things. This indicates the victory of good over evil. By spreading light in every corner of our homes it is assumed that darkness is destroyed on the night of Diwali.

For Hindus this day is to celebrate the return of Rama and Sita to their Kingdom Ayodhya after fourteen years of exhile. People prepare for Diwali many weeks in advance. People buy new clothes, clean their houses and decorate their homes. In the evening people turn all of their lights on inside and outside their house. It is believed that the Goddess of wealth Lakshmi roams the earth this day. She enters homes that are pure, clean and brightly illuminated. Gifts and sweets are shared with friends and family members. This is also the beginning of a new financial year for the business community. Firecrackers are also lit to attract children and is the highlight of the festival.

This festival is important for the Sikh community because this celebration is in honor of their sixth Guru. Guru Har Govind ji came back from being captive of the city of Gwalior. People lighted lamps along the way to the Golden temple in order to welcome their Guru.

Resources: www.cp-pc.ca

www.filipinoheritage.com www.c-c-c.org/chineseculture http://www.educ.uvic.ca http://festivals.iloveindia.com www.allaboutsikhs.com

www.saiginfo.com/tet/meaningoftet.htm http://library.thinkquest.org/25734/h/people.html

Would like to thank Estela Andaya, Surinder Dhaliwal, June Kon and Nhan Lu from the Multicultural Health Brokers.

Gurinder Dhillon BSc

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 13: January 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

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Welcoming in a new year...
2006 is here— AFMS wishes you all the best for the New Year.

The 2006 conference will be held April 20 and 21 in Edmonton.

The Conference is titled "Narrative Mediation for Collaborative Practices" and will be presented by Gerald Monk and John Winslade.

This conference is hosted by the Alberta Family Mediation Society and the Collaborative Practice- Association of Collaborative Family Lawyers (Edmonton). The focus of this conference is to learn how narrative mediation can be used in collaborative processes to help parties eliminate the obstructions that arise from the dynamics of their relationships. Personal and relational strengths and competencies are highlighted in the approach.

A conference brochure will be circulated to AFMS members. You can also access the brochure on line and register there as well.

We hope to see you there!

AFMS Board of Directors

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Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Ms. Jane Warren

Dr. Trevor Neil
Ms. Lorri Yasenik (past
president)
Mr. Michael Porter
Ms. Kim Rieger
Ms. Shelley Taggart
Kate Wood
Lynn Parish

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once.

Next Lunch & Learn:

APRIL 1206

See Page 5 for details

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years. A.F.M.S. Address Change:

New address:

#1650- 246 Stewart Green SW

Calgary, AB T3H 3C8

News, Upcoming Events and Other Information

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AFMS Annual Conference— April 20 & 21, 2006 (Chateau Louis Hotel, Edmonton). The featured speakers are Gerald Monk and John Winslade.

L.Gen Romeo Dallaire (Ret.)- speaking on peace and conflict resolution at the SHAW Conference Centre (Edmonton) February 4/06, tickets available through ticket master.

AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel– Edmonton, AB

Presenters: Gerald Monk and John Winslade

We look forward to seeing you there.

From the newsletter Editor- Charmaine Hammond

2006 has arrived, I hope that the New Year is full of new learnings, successful resolutions, peace and happiness.

As we begin to move forward with monthly newsletters, we hope that you will assist us in providing AFMS with the following to further enhance the newsletters for AFMS members and the public.

- ideas for topics for newsletters
- your favorite links to share with others
- volunteer for an interview
- share what is happening in

your community You can contact Charmaine at 780-464-3828.

Happy New Year



Building Bridges for Collaboration

"No matter where on the road we are some people are ahead of us and some people are behind us" By Lael Winer-Cyr (a 15 year old student)

Micheal Winer and Karen Ray (in The Collaboration Handbook) suggest that collaborative meetings have four key ele-



ments: The Planning, the Process, the People, and the Paperwork. They indicate that in an era when people are spending more time in meetings than out of meetings, the effectiveness of them is critical. Effective meetings also assist in resolving issues, enhancing relationships and building trust.

Collaboration is more than just effective meetings. Mattessich, Murray-Close and Monsey (in Winer & Ray) state that there are 20 factors that influence successful collaborations. In this newsletter we will focus on some of the first ten that fall under the category

headings: Environmental Factors and Membership Characteristics.

Some of the environmental factors that influence successful collaboration are:

- A history of collaboration or cooperation (e.g. in the group, community, etc.)
- 2. Favourable political and social climate for the collaboration.
- 3. The group is seen as collaborative or leaders.

See below for other factors.

Some of the factors for successful collaboration that fall under the category of Membership Characteristics include:

- Mutual respect, understanding and trust.
- 2. There is an appropriate cross section of members.
- 3. Members in the group view collaboration as in their self interest/best interest.
- 4. There is an ability to compromise in the group.

Next month the newsletter will speak to the Process and Structure factors, Communication Factors, Purpose and the Resource Factors.

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/divorce mediation.

Registered Family Mediator (RFM) specializing in General Family Mediation.

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Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up! About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

"When you make an efficient choice in moments of indecision, you establish more effectiveness within a given time span, saving energy and stress. That's a time shift."

-Doc Childre

"The bend in the road is not the end of the road unless you refuse to take the turn."

-Anon

The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them. "

-Ralph Nichols

"You are writing the story of your life one moment at a time"

Doc Childre and Howard Martin (Heart Math Solution)

ONCE AGAIN, MARK YOUR CALENDARS ALBERTA FAMILY MEDIATION SOCIETY PRESENTS

A NEW SERIES OF

LUNCH AND LEARN SESSIONS

In Co-operation with

Mediation and Restorative Justice Centre

(NO COST / BRING YOUR LUNCH)

PLACE:

EDMONTON CITY HALL, HERITAGE ROOM

11:30 AM (doors open) to 1:30 PM

(Presentation begins at noon to 1:00 PM.)

WEDNESDAY, APRIL 12

Brad Kring (Legal Counsel and Senior Program Coordinator of the

Family Law Information Centre)

An overview of the New Family Law Act

WEDNESDAY, MAY 10

Dianne Dalley (Project Coordinator with MRJC)

An Overview of Research Project: Assessing Domestic Violence and

the Dynamics of Restorative Justice Mediation

WEDNESDAY, JUNE 7

Gordon Andreiuk (Lawyer with Laurier Law Office)

Summary, insights, funny stories of "Changes in Retroactive Child Support"

Contact: Barbara Bishop at Barbara.Bishop@gov.ab.ca or Sue Bedier at info@afms.ca Visit our website: www.afms.ca

Resiliency is a quality that is often described as bouncing back after challenge or adversity. As professionals working with families experiencing high degrees of stress, change, loss and fear, we often see families move forward in a resilient manner showing adaptability, flexibility and commitment to their agreements.

Al Siebert states that highly resilient people seem to have many similar qualities:

Playful, childlike curiosity. Ask lots of questions, want to know how things work. Wonder about things, experiment, make mistakes, get hurt, laugh. Ask: "What is different now? What if I did this? Who can answer my questions? What is funny about this?"

Constantly learn from experience. They quickly integrate new or unexpected experiences and facilitate being changed by them. Ask "What is the lesson here? What early clues did I ignore? The next time that happens I will...."

Adapt quickly. They are both mentally and emotionally flexible. They are able to think negatively to reach positive outcomes. "What could go wrong, so it can be avoided?"

Have strong sense of self-esteem and self-confidence. Self-confidence is your reputation with yourself. It allows you to take risks without waiting for approval or reassurance from others. You expect to handle new situations well because on your past successes. "These are my reliable strengths...."

Have both good friendships, loving relationships. Research shows that people in toxic working conditions are more stress resistant and are less likely to get sick when they have a loving family and good friendships.

Express feelings honestly. They can experience and express the entire range of emotions honestly and openly. Can also choose to suppress their feelings when they believe it would be best to do so.

Expect things to work out well. They are optimistic and are guided by their own internal values and standards. They are tolerant of ambiguity and uncertainty. They have a synergistic effect, brings stability to crises and chaos. Ask "How can I interact with this so that things turn out well for all of us?"

Read others with empathy. See things through the perspectives of others, even antagonists. Win/win/win attitude in conflicts. Ask "What do others think and feel? What is it like to be them? How do they experience me? What is legitimate about what they feel, say, and do?"

Use intuition, creative hunches. Accept subliminal perception and intuition as valid, useful sources of information. Ask "What is my body telling me? Did that daydream mean anything? Why don't I believe what I'm being told? What if I did this?"

Have a talent for serendipity. Learning lessons through life's' experiences is the antidote to feeling victimized. Resilient people can transform a situation that is emotionally toxic for others into something positive for them. They thrive in situations that may be distressing to other people because resilient people learn positive or important lessons from negative experiences. They convert misfor-

tune into good luck and gain strength from adversity.

A good indicator of good mental health is when a person talking about a difficult or painful experience says "I would never willingly go through anything like that again, but it was the one of best things that ever happened to me." Ask "How can I turn this around? Why is it good that this happened? What is the gift?" They look for the learning.

Adapted from the work of Al Siebert (The Resiliency Centre). www. theresiliencycentre.com

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 14: February 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

The Conference is just around the corner. We hope to see you there.

AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel– Edmonton, AB

Presenters:
Gerald Monk and John Winslade

Day two of the conference is already sold out!

Inside this issue:

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The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once. Next Lunch & Learn:

APRIL 12/06

See Page 5 for details

There is no cost and you just need to bring your own lunch.

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A.F.M.S. Address Change:

New address:

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Summary of Lunch and Learn Session December 7, 2005 Introducing: The Immigrant Men Advocacy Network

Leo Campos A. and Luis R. Garay presented interesting insights into the challenges that face immigrant men and their families adjusting to a new society.

The Immigrant Men Advocacy Network is a collaborative project between the Multicultural Health Brokers Co-operative, The Community Networks Group and Alberta Cross Cultural Services with funding from Edmonton Community Adult Learning Association.

Luis and Leo talked about issues regarding affordable housing, fair employment, income security, schooling, parenting, gender roles, recognition of foreign qualifications, cultural and legal awareness in Canada, spirituality and conflict.

The focus for Leo and Luis is to actively engage coordinators and participants in developing their own advocacy and leadership training while actively monitoring their learning process and actions. Luis and Leo talked about being inclusive and developing strength through diversity in order to constructively impact policymakers and develop a sense of community and solidarity among immigrant men that goes beyond ethnicity. "People first"

If you are interested in this program and want more information contact:

Leo Campos A. at (780) 995-6819 e-mail: leocamposa@aol.com Luis R. Garay at (780) 964-4497 e-mail: luisricardogaray@hotmail.com AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel– Edmonton, AB

Presenters: Gerald Monk and John Winslade

From the newsletter Editor- Charmaine Hammond

The 2006 Conference is quickly approaching, by now you have likely received your brochure and information. AFMS hopes to see you there.

I'd like to thank Barbara Bishop for providing two lunch and learn reports for the newsletter. This is very valuable information for those who were not able to attend.

You can contact Charmaine at 780-464-3828.



Building Bridges for Collaboration

Last month, we looked at the elements of membership as it relates to collaboration.

This issue will speak to the Process and Structure factors, Communication Factors, Purpose and the Resource Factors. Winer & Ray (1994) suggest that some of the process factors that are essential in true collaboration are: members having a vested interest in both the outcome and the process,



flexibility, clear roles and process guidelines, and an appropriate pace for the development of the collaboration. They add the some of the elements of communication that add value to effective collaborations include openness, frequent communication and established communication links that are both formal and informal.

The factors of collaboration that are related to the purpose of the collaboration include having goals that are concrete, attainable and supported by clear objectives. They also reinforce the importance of having a clear and shared vision and a unique purpose.

Of course effective collaboration projects work best when there is

sufficient resources (time, money, people) and a skilled leader navigating the collaboration journey.

In describing collaboration processes (or journeys), Winer & Ray (1994) suggest that each exit is an entrance to somewhere else. The journey is similar to a cloverleaf whereby the participants keep coming back to the beginning, each time expanding on and improving what the groups is doing (based on what has been learned and experienced). This return to the beginning is not like starting over, but more a regeneration to continue along the different paths.

Book Review: Time In Parenting By Otto Weininger, Ph.D.

Time In Parenting is a book dedicated to the many teaching aspects that parents take on with their children. This book provides valuable and realistic information to parents about teaching children about empathy. The author's approach to dealing with parenting struggles is one based on what he refers to as "time in" instead of "time outs". He explains that "time ins" (when a parent maintains the connection with the child during times of upset, behavioural issues or outbursts) help the child learn how to verbalize emotions that are not perhaps easily understood. His approach is one that assists children in learning about self control, managing grief and conflict through the dialogue he/she experiences with the parent. This book also offers parents information about helping children cope during family crisis and challenge.

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"Peace is not won by those who fiercely guard their differences, but by those who with open minds and hearts seek out connections."

-Katherine Paterson

"The moment one gives close attention to any thing, even a blade of grass it becomes a mysterious, awesome, indescribably magnificent world in itself." -Henry Miller

"Only in quiet waters do things mirror themselves undistorted. Only in a quiet mind is adequate perception of the world."

-Hans Margolius

"Creativity requires the courage to let go of certainties."

-Erich Fromm

"A man who makes trouble for others is also making trouble for himself " -Chinua Achebe

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Gordon Andreiuk (Lawyer with Laurier Law Office) Summary, insights, funny stories of "Changes in Retroactive Child Support"

Contact: Barbara Bishop at Barbara.Bishop@gov.ab.ca or Sue Bedier at info@afms.ca Visit our website: www.afms.ca

Summary of Lunch and Learn Session January 11, 2006 "Gang Aftermath"

Rob Papin and Derek Powder from the Gang Prevention and Intervention Program through Native Counseling Services of Alberta presented a very powerful message through the film "Gang Aftermath".

The film provides a very real perspective from ex-gang members, both from within correction institutions and on the street, both male and female, about the choices they made and the very real and violent consequences of gang involvement.

The film shows the disillusionment and hurtful negative impact gang involvement has on family members, their children and society as a whole.

The film provides insight into the attraction of gang membership relating it as a means of filling a void in the aboriginal community created by alcoholism and substance abuse, the history of a loss of culture, ceremonies, traditions, elders, a sense of community and family. Gang affiliation has its own traditions, ceremonies, and sense of belonging that becomes an attractive option, especially for young people searching for an identity.

Throughout the video it was apparent how powerful Rob and Derek's message was for their young audience and the overt appeal of other options and life directions that was empowering for these young people.

Rob and Derek show natural leadership, acting as positive role models for their communities, with a clear understanding that these qualities are what made them "valued" gang members. The same qualities are opening up new positive life directions and options that will have considerable impact on their future.

Derek and Rob (Sean) answered questions from a diverse audience made up of correction services workers, court workers, private security company officials, mediators, social workers, and staff from Manitoba's Stony Mountain Institution, etc.

Rob and Derek modeled behaviour that was congruent with their words with a commitment to their program that is well received by all who value a society that is respectful and supportive of all its members.

If you are interested in this program and want more information contact: Rob Papin or Derek Powder at (780) 451-4002 Fax: (780) 428-0187

Come to Helsinki 26th – 28th of May

(and experience the brightness of the early Nordic summernights)

The Nordic Forum for Mediation and Conflict Management (NFM) will arrange its fourth Conference in Helsinki, Finland from 26th to 28th of May 2006. This time we have decided also to make it a European Conference. We hope this will be the first in a series of Conferences for mediators in Europe. The conference will go into depth within conflict mediation in the fields of family, schools, work place, community, victim-offender, civil court, commercial relations, international peace building. We want to learn from the vibrant varieties of European mediation. Our Conference style combines solid theory with interactive workshops focused on the need of practioneers, openness for networking and culture. Also, at the Helsinki Conference we will present the results of a three year project "Nordic Map in Conflict Mediation". More than one hundred experts have contributed experiences and reflections from the Scandinavian countries. We want to compare this with other countries and learn together. We also want to bring mediation on the political agenda in Europe. Finland is the chair of the EU in the second half of 2006.

Web site: www.n-f-m.org Conference coordinator: Elina Airola: elina.airola@ssf-ffm.com

Another Resource for Parents- "Active Parenting Now" by Michael H. Popkin, Ph.D.

This book, written by Michael Popkin, Ph.D., is a parental guide for parents of children ages 5 through 12. His book stresses several main qualities that form the foundations of an individuals' ability to cope and succeed in society. These qualities are: courage, self esteem, responsibility and cooperation. Popkin works from the analogy that those who succeed in life are people who can effectively handle problems and challenges that are likely to arise. His strategies for problem solving include:

- Problem prevention talks
- Determine problem ownership
- Intervention skills
- Support skills and:
- Conducting effective Family Meetings

This book also provides families with information about effective communication skills (including "I" messages, providing feedback and managing emotions.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 15: March 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

John Haynes Memorial Award for Outstanding Contributions in the Field of Family Mediation in Alberta:

This award is a significant achievement and the time has come again for the Board to consider nominations for this year.

Please email or fax any nominations to Michael Porter Chair of the Nominations Committee, AFMS. Please also include a short description of this person's work and why he/she merits the award.

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AFMS Board of Directors

Dr. Kent Taylor (President)

Ms. Geeta Bharadia (Vice President)

Ms. Bonnie Murray (Secretary)

Ms. Barbara Acton (Treasurer)

Ms. Barbara Bishop

Ms. Jane Warren

Dr. Trevor Neil
Ms. Lorri Yasenik (past
president)
Mr. Michael Porter
Ms. Kim Rieger
Ms. Shelley Taggart
Kate Wood
Lynn Parish

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with

Next Lunch & Learn:

APRIL 12/06

A.F.M.S. Address

Change:

New address:

#1650- 246 Stewart Green SW

Calgary, AB T3H 3C8

There is no cost and you just need to bring your own lunch.

PRESENTS A NEW SERIES OF LUNCH AND LEARN SESSIONS In Co-operation with Mediation and Restorative Justice Centre (NO COST / BRING YOUR LUNCH)

EDMONTON CITY HALL, HERITAGE ROOM 11:30 AM (doors open) to 1:30 PM (Presentation begins at noon to 1:00 PM.)

WEDNESDAY, APRIL 12

Brad Kring (Legal Counsel and Senior Program Coordinator of the Family Law Information Centre) An overview of the New Family Law Act

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Gordon Andreiuk (Lawyer with Laurier Law Office) Summary, insights, funny stories of "Changes in Retroactive Child Support"

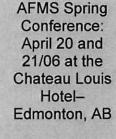
WEDNESDAY, JUNE 7

From the newsletter Editor- Charmaine Hammond

It is hard to believe that we are already into the month of March. As I write this newsletter I am enjoying a visit to Ontario, my birthplace. As I visit with family and friends I am reminded about the importance of the stories that families carry with them through the generations. Listening to the stories and memories shared by my

grandparents not only warms my heart but reminds me of the importance of symbolism, history and a connectedness to our pasts. My grandparents are passionate storytellers and historians and they captivate my attention in a way that even the most intriguing book or movie cannot.

As we help families resolve conflicts in their family situations, the stories people share with us and their family can provide us with great learning. You can contact Charmaine at 780-464-3828.



Presenters: Gerald Monk and John Winslade



From Chaos to Coherence (Doc Childre & Bruce Cryer)-

In the book **From Chaos to Coherence**, the authors Bruce
Cryer & Doc Childre explore
many topics related to stress,
change, resiliency and managing
difficult situations.

In one section of the book they talk about the impact of judgements on one's ability to maintain a state of neutral. They describe judgements almost as a footprint in that when judgements are made, an impression is formed and that print remains until there is clarification or understanding.

They suggest that one effective process of overcoming judgements (those we make about ourselves as well as those that are made about others, even when unintentional) is to practice coherent communication. Their description of coherent communication is similar to what is often practiced and modelled in the management of conflicts.

- Achieve understanding– understanding views and getting to a state of "truly knowing".
- Listening nonjudgementally.



- Listen for the essence of communication.
- 4) Be authentic in the dialogue (heightens clarity and fosters transformation).

The book **From Chaos to Coherence** also offers
readers several techniques to
utilize in managing judgments
and also to effectively manage
stress and change.

Their book also indicates that they have resources available on line for youth, children, schools and adults (information on resiliency, free resources to manage stress) at www.heartmath.org

Alberta Conflict Transformation Society (ACTS) Community Conferencing Training April 27, 28, and 29, 2006 For more information contact ACTS at 944-5265

As students taking courses in the field of ADR, the element of practice and networking is a very important part of the ongoing learning and the journey towards skills competency. One student, Dina Hendzel has arranged a Yahoo Group to post learning opportunities and role play groups. This site can be accessed at http://groups.yahoo.com/group/edm_adr/

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/divorce mediation.

Registered Family Mediator (RFM) specializing in General Family Mediation.

Registered Family Mediator (RFM) specializing in Family Business Mediation.

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member Student Member

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

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

Phone: 403-233-0143 I-877-233-0143 Email: info@afms.ca Website: www.afms.ca



Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

"One's philosophy is not best expressed in words; it is expressed in the choices one makes...and the choices we make are ultimately our responsibility." Eleanor Roosevelt

The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them. "

-Ralph Nichols

Change. It has the power to uplift, to heal, to stimulate, surprise, open new doors, bring fresh experience and create excitement in life.
Certainly it is worth the risk.
--Leo Buscaglia

Adopting the right attitude can convert a negative stress into a positive one."

-- Hans Selye, MD, PhD, DSc Founder, International Institute of

Stress

NEWS, RESOURCES AND NETWORKING:

Mediation and Restorative Justice Centre

- An independent not-for-profit society promoting a community response to conflict and crime

**Please note. This competition has been extended to March 17, 2006. Any questions, contact Dianne Dalley at 780 468 5310.

Restorative Justice Mediation Practitioners (4 part-time contract positions)

To become part of this team, you will be a highly skilled, experienced practitioner with the ability to work effectively as a co-facilitator in a male/female team. You will have excellent communication and interpersonal skills, have the ability to be flexible and work with a research team to refine processes in order to maximize positive outcomes for participants.

You will participate in the Restorative Justice Domestic Violence Research Project by conducting restorative justice mediation sessions, engaging in reflective practice and evaluation of your role, providing written post session evaluations, identifying training needs and participating in ongoing training.

Forward completed applications including names of references by March 17, 2006 to:

Dianne Dalley, Project Manager Email: diannevdalley@yahoo.ca, Or mail to: C/o Mediation and Restorative Justice Centre 430, 9810-111 Street Edmonton, Alberta, T5K 1K1

2006 Family Court Review Update

The January 2006 Family Court Review features a special article on Marriage in Canada by Hon. Irwin Cotler, articles by Rachel Birnbaum, Ramona Alaggia and Marvin Bernstein and a review of a book by Peter Jaffe. AFCC has arranged for Blackwell Publishing to post this issue online as a free sample, making it available to any member of the public who visits the Blackwell Synergy Web site. If you know of colleagues who might be interested in this material and would like to share it electronically, simply forward the link below and let them know that it is available.

http://www.blackwell-synergy.com/toc/fcre/44/1

From AFCC

0

AFMS New Governance Structure— 2006

AFMS has developed a new governance structure for the organization. This is the result of many discussions from the AFMS. The governance structure includes the Executive Committee, Finance Committee, Fund Raising Committee, Program Action Committee and the External Relations Committee. These committees are comprised of members of AFMS who volunteer to assist in the governing, sustainability and advancement of the organization. The information below has been provided by the Board for the membership to better understand the inner workings of the organization and how AFMS is structured.

Alberta family Mediation Society - Governance 2006

Revised: February 6, 2006

Preliminary Issues:

A board member must chair all committees and there will be at least one other board member on each committee; the board will appoint these individuals. Any chair that wants a non-board member on his/her committee, must present the name/s of those persons to the external relations committee and this will be presented to the board for ratification.

Committees 3/4/5 will recruit non-board members to serve on their committees and/or subcommittees.

Immediately following the AGM in the spring, there will be a board meeting called to elect the new executive. The returning or incoming president will determine the format of that first meeting and will oversee orientation of the new board members and any other business he/she deems necessary.

1. Executive Committee:

- a. will manage the work of the Board itself.
- b. will be chaired by the president; officers of the board and the chairs of each committee will be on this committee. The committees will report to the full board.
- c. will be responsible for filling vacancies on the board, if total board is not elected.
- d. will orientate new board members and provide training and education of the Society to the new board members.
- e. will ensure committees work together and will oversee the committees.
- f. will set board members performance standards and monitor board members performance.
- g. will develop a board mission statement and keep it updated.
- h. will update values, visions, and mission statement.
- oversees the preparation and hosting of the annual retreat work session.

2. Finance Committee:

- a. is accountable for overseeing the Society's financial performance and ensures that the budget for the coming fiscal year is set at the January retreat.
- b. oversees the financial reporting process: content, format, and frequency of reports to the board; and oversees implementation of the process.
- c. presents an overall assessment of the past year's fiscal performance at the annual retreat.
- d. reviews the audit report and oversees any corrective action.
- e. reviews all committees' financial reports and reports financial performance to the full board.
- f. This committee is chaired by the Treasurer.

3. Fund raising Committee:

- a. identifies financial resource development targets.
- b. oversees the development of strategies to achieve these targets.
- c. monitors progress in implementing financial resource development strategies.
- d. cultivates funding sources, such as making presentations to foundations and other financial resources.

4. Program Action Committee:

- a. has primary involvement in development of the Society's Business and Programs.
- b. suggests updates to values, visions, and mission statements.
- c. oversees and evaluates all program plans including both financial and program performance goals.
- d. This committee is chaired by the president elect.

5. External Relations Committee:

- a. is responsible for maintaining effective relationships with other agencies and ensuring that the volunteer involvement in the Society is productive and satisfying.
- b. ensures that strategies for maintaining close, positive relationships with key stakeholders are implemented.
- c. develops strategies and plans for non-board volunteer involvement in the Society's planning, program development, and operations.
- d. monitors volunteer involvement, and suggests improvements.
- e. co-ordinates presentation of the society's image to all internal/external groups.
- f. This committee is chaired by the past president.

Committee Structure for 2005-6

Executive Committee

Chair: Kent Taylor - president

Members: Geeta Bharadia – vice-president/ chair: program action committee

Bonnie Murray - secretary

Barb Acton - treasurer/chair: finance committee

Michael Porter - registrar

Shelley Taggart – chair: Fundraising committee Lorri Yasenik – chair: external relations committee

Finance Committee

Chair: Barb Acton Members: Kate Wood, Jane Warren

Fund Raising Committee

Chair: Shelley Taggart Members: Kim Reiger

Program Action Committee
Chair: Geeta Bharadia

Members: Chairs of each subcommittee

Barbara Bishop: Lunch & Learn

Members: Trevor Neil

Barbara Bishop: Conference

Members: Kent, Geeta Bharadia, Barb Acton.

Shelley Taggart: Directories

Members: Jane Warren

Jane Warren: Website

Members:

Kent Taylor: Newsletter

Members: Charmaine Hammond

External Relations Committee

Chair: Lorri Yasenik Members: Lynn Parish, Kent Taylor

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 16: April 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

Update on the Conference

The Conference is just around the corner. AFMS has had a very favourable response to the conference this year. Day two of the conference is full! There is limited space available for day one so if you haven't registered yet, now's the time.

Test your knowledge on narrative mediation:

- 1. What is narrative mediation?
- Where are Gerald Monk and John Winslade originally from? Where are they teaching now?
- 3. How does narrative mediation differ from interest based processes?

Listen for the answers at the upcoming April 2006 conference.

What's coming up in the May 2006 Newsletter?

In the May 2006 newsletter you can look

forward to conference and AGM highlights, an introduction to the new AFMS Board Members, book reviews, information on the art and science of questions and more!

We invite you to contribute to the newsletter by sharing any pictures taken at the conference, any lessons learned from the speakers and by letting us know what's happening in your community as it relates to family mediation, and conflict management.

Inside this issue:

Conference and Newsletter

Update
Lunch and Learn sessions 2
Impact of stress on communication 3
Article—from a students' 5
perspective 6
Quotes 4

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Next Lunch & Learn:

April 12, 2006 May 10, 2006

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.

A.F.M.S. Address:

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From the newsletter Editor- Charmaine Hammond

The newsletter has been going in this format now since late 2004. We are interested in hearing from you regarding:

- What would you like to see in upcoming newsletters?
- Showcasing your community- what's happening in the area of

family mediation and conflict management in your community?

Topics of interest to you.

Please email your thoughts and ideas to Charmaine at: mediation@hammondgroup.biz

We appreciate your feedback and your continued readership.

You can contact Charmaine at 780-464-3828.



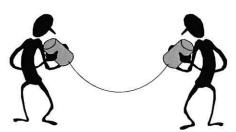
AFMS Spring Conference: April 20 and 21/06 at the Chateau Louis Hotel-Edmonton, AB

Presenters: Gerald Monk and John Winslade

The Impact of Stress on Communication

Hans Selye defined stress as the rate of wear and tear on one's body. New research is also indicating that what is having the more significant impact on people is the number of times that people have to "shift concepts, intentions and focus to many tasks many times an hour." (Childre & Cryer, 204). While these "shifts" are not always stressful, one's reaction or mind-emotional responses to the shifts often is. Cryer and Childre (2004) state that unlike 30 years ago, people are now making approximately twelve or more shifts per hour. The advancement of technology (such as email, voice mail, etc.) has greatly impacted this and folks are often experiencing 10-20

"shifts" per hour as a result of technology. When one puts this in perspective of an 8 hour work day, this means that people are making more than 100-150 shifts per day. Why is it that some people seem to be able to glide through the day seemingly unrattled by constant interruptions or shifts (in concepts, focus and intentions)? Cryer and Childre suggest that one reason is the attitudes that one adopts. They suggest that "flexible attitudes build flexible



physiology."

So how do we promote flexible attitudes to support flexible physiology? One way is to think about how we conduct our conversations with others. Do we have email "bingers" (the "you have email" alert) that are heard by others during our conversations? Have we turned our cells and phones off to provide uninterrupted conversation? Have we minimized distractions? Taking care of the technology distractions can go along way in reducing the stress of others and creating the flexible environment that will foster collaborative dialogue.

Bullying Resources: (Provided by ABN)

www.nobully.org www.bullybeware.com www.family.ca/takethepledge www.kidshelp.org



Thoughts on Preventing Bullying:

"When you are kind to someone in trouble, you hope they'll remember and be kind to someone else. And it'll become like a wildfire."

-- Whoopi Goldberg.

Do you have resources and websites to share with us?

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"The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them."

-Ralph Nichols

"In any moment of decision, the best thing you can do is the right thing. The worst thing you can do is nothing." - Theodore Roosevelt

Common sense is the knack of seeing things as they are and doing things as they ought to be done. By Calvin E. Stowe

"One's philosophy is not best expressed in words; it is expressed in the choices one makes...and the choices we make are ultimately our responsibility." Eleanor Roosevelt

The only way to discover the limits of the possible is to go beyond them into the impossible (author unknown)

Through the Eyes of a Student

As an only child who avoided conflict at all costs, I was never an articulate youth – in fact, my mouth got me in trouble many times. It wasn't always intentional, I just didn't have the skills to properly verbalize what I needed, wanted, or otherwise. Therefore, due to these early experiences, I preferred to keep my mouth shut and participate in social situations mainly by observing. Yup, I was a wallflower. But being a wallflower afforded me the development of new skills – listening. Listening lead me to see both sides of the issue, to not make judgments, and remain as impartial as I possible.

So taking courses toward a certificate in conflict management seemed to be the best fit for me. The courses were interesting, the content logical and easy to understand. However, these courses also had a role play practical component to them, and this was something I was not at all comfortable with. I was not comfortable with being a leader; I was not comfortable with the four stage model of negotiation/mediation; and I was absolutely petrified of receiving feedback from instructors, coaches, and students who would witness my blunders.

I can clearly remember the first of several courses that I took. It was in Negotiation, and though I found the courses to be fascinating, I found that the skills learned in theory were not as easy to translate into practice. Furthermore, I was frequently paired with an older gentleman who worked with the government and had 20 years of experience in negotiation. My first negotiation with him completely bombed. He came to the table mildly pissed off and I immediately crumbled. I think he felt bad because his demeanor changed – but it was too late. My confidence was shattered. So we spent the remainder of the time we had left talking. I learned a lot from my partner during this time. He eased my fears of role playing by making me recognize that no negotiation is going to come off perfectly, but to trust in the process and just have a conversation.

I took his advice in another negotiation, and it worked! I was elated! I pulled off my next negotiation with another student in a much better way than I had the first. This is not to say that I did not make any mistakes in that role play. In fact, I made several, but I was more comfortable with it as I was able to make amends later in the conversation.

Now getting over my fear of conflict was a totally different experience altogether, and this was something the instructor could help me with. Disturbed that I seemed to crumble under the disappointment of my partner in my first negotiation role play, I asked the instructor if she could stay behind after class and help me with this crutch. To my luck she agreed.

At first the instructor discussed the physiology of fear and anger in conflict so that I understood what was going on when I encountered adversity. What I had to do was manage my "flight" response, and we worked on this through a negotiation discussion where she was the angry participant. It took me awhile to manage my discomfort in the conversation — and I am today not totally comfortable with anger in conflict, but I am a little more comfortable in my own skin when dealing with it.

Role playing is a very humbling experience; albeit a very important one. Throughout the rest of my courses I have taken away some gem of another's experiences or advice. I have learned so much in the past few months, and am getting better at difficult conversations. If I could impart advice on any budding mediator or negotiator, it would be this: Practice role play often, trust in the process, and just be comfortable having a conversation.

Dina Hendzel is a student of AAMS and is working toward her certificate in Conflict Management. She manages a free ADR Yahoo Group (http://groups.yahoo.com/group/edm_adr/) where role play practice groups are organized and members can keep abreast of future learning opportunities in Alternative Conflict Resolution.

News and Events

Handling High Conflict People in Business, at Work and at Home Presenter: Bill Eddv

May 16, 2006 in Calgary

Full day workshop (9-4) at the Glenmore Inn & Convention Center in Calgary. The cost is \$200 plus GST. For more information contact HCP Seminars (a division of Janis Publications Inc.) at 403-262-9200 or be contacting www.janispublications.com



Bill Eddy is a lawyer, mediator and Social Worker and is the author of "High Conflict People in Legal Disputes" (2006). In this seminar he will explain four types of personality disorders and how they drive conflicts, present compelling case examples and techniques for dealing with these personality disorders and offer processes to manage and resolve disputes with high conflict people.

Alberta Arbitration & Mediation Society Annual General Meeting and Conference (Edmonton)

Friday May 5/06 AGM 1-3 pm Friday May 5/06 3-5 pm Vic Maraj

(When Smart is Dumb- the role of emotional Intelligence in Understanding and Influencing Others) followed by a networking evening

Saturday May 6/06 The Conflict Resolution Tool Box with Gary Furlong

Gary Furlong is author of the Conflict Resolution Toolbox. He is a Chartered Mediator with an extensive background in dispute resolution and also holds a Masters of Law Degree. He has worked in the area of commercial, personal injury, estate, construction, real estate, wrongful dismissal and workplace conflict.



Gary Furlong Author of the Conflict Resolution Toolbox- Saturday Keynote Speaker

Contact AAMS at 1-800-232-7214 or 433-4881 for more information.

What else is happening across the province?

Vitalize Conference
"Unleashing Opportunities"
June 8, 9, 10, 2006 Edmonton
\$120 including GST
Many educational sessions to choose from.
www.vitalize@gov.ab.ca

Health And Safety Conference
"Health and Safety— A Balancing Act"
November 2006
Watch for details

CTC Train Canada (Edmonton courses)

- a) Personal Safety Strategies at Work (May 16/06)
- b) Communication in Difficult Conversations (April 26/06, June 6/06)
- c) Team Survival Strategies (May 11/06)

Instructor: Charmaine Hammond—Contact 464-3828 or CTC at 1-800-699-4007

Send us your favorite links and resources

AFMS is always seeking to update the website by adding new web links and keeping a listing of its member's favorite resources. Please send us this information as you see fit.

Read any great books lately?

Many of us enjoy purchasing new resources and adding to our resource libraries. The challenge is often "which book do I choose— there are so many." Send us your summary of books that you have read and feel free to submit your summary for an upcoming newsletter.

REGISTRATION

Name:			
Firm:			
City / Province:			
Work Phone:			
Home Phone:			
Fax:			
E-mail:			
Conference Registration Please check one: AFMS / CFL (Edm) Members Only	ion O	ptions	
Day 1 - Conference		\$200	
Day 1 & 2 - Workshop		\$400	
Limited Registration - Day 2	2 (Regis	ster early)	
Non-members Day 1 - Conference Day 1 & 2 - Workshop		\$250 \$500	
Early Registration (by March 17, 2006)			
Members:	\$350	(one day) (two days)	
Non-Members:		(one day) (two days)	
AFMS payment by Cheque To:		e 180 e	
AFMS / CFL Conference #1650, 246 Stewart Green S Calgary, AB T3H 3L8	.W.		
CFL (Edm) register on-line@AFMS / CFL conference	D)		

c/o Sharlene Yanitski

medneg@telusplanet.net

CONFERENCE LOCATION

This year's conference will be held in Edmonton, Alberta at the Chateau Louis Hotel and Conference Centre.

11727 - Kingsway Edmonton, AB T5G 3A1

1-800-661-9843

www.chateaulouis.com

Ask for conference rate on Hotel Rooms Conference #89913

For more information or to register:

AFMS Sue Bedier

Toll Free: 1-877-233-0143

or online: info@afms.ca

or mail: AFMS #1650, 246 Stewart Green S.W. Calgary, AB T3H 3C8

or

CFL (Edm) Sharlene Yanitski medneg@telusplanet.net

NARRATIVE MEDIATION FOR COLLABORATIVE PRACTICES

Presented by Gerald Monk, Ph.D. & John Winslade, Ph.D.

April 20 & 21, 2006





The Association of Collaborative Family Lawyers (Edmonton)

Lawyers, Mediators,
Psychologists, Social Workers,
Coaches and Financial Specialists
will find the methodology to be
invaluable to mediate
Collaborative cases

April 2006 Conference

Day 1 8:30-9:00 9:00-12:00 12:00-1:30 1:30-4:30 4:30

Day 2

8:30-9:00 9:00-12:00 12:00-1:30 1:30-4:30 Dr. Gerald Monk (Presenting)

Registration / Breakfast

Conference

Lunch

Conference

Wine & Cheese

Must attend day one to be eligible for day two

Dr. Gerald Monk Dr. John Winslade (Facilitators)

Breakfast Workshop Lunch

Workshop

Limited space available on day two (members will have first option on day two)





Bringing Leading Edge Knowledge to Your Practice

Narrative Mediation for **Collaborative Practices**

Learn how Narrative Mediation can be used in the Collaborative process to assist the parties in eliminating the obstructions that arise from the pre-existing dynamics within their relationship. Personal and relational strengths and competencies are highlighted, leading to easier resolution of conflicts.

The narrative approach utilizes a range of techniques including mapping the effects, relative influence questions, collapsing time, tracking unique outcomes, etc. to disrupt cyclical conflictual patterns and to create space for respectful and productive engagement.

Dr. Gerald Monk is a Professor in the College of Education's Department of Counseling and School Psychology in San Diego.





mediation. He has co-authored text with Dr. John Winslade, Narrative Mediation: A New Approach to Conflict Resolution (2000).

- · Gerald has taught numerous workshops on this subject in the U.K., Ireland, Canada, New Zealand, Austria, Iceland, Cyprus, Mexico, and the United States.
- · He is involved in a range of professional domains utilizing conflict resolution and mediation approaches.
- · Dr. Monk is originally from New Zealand. He settled in the United States in 2000. In addition to his academic work Gerald has worked as a mediator in a successful practice over the last 20 years.



Dr. John Winslade is an Associate Professor at California State University, San Bernadino. He has served as a Senior Lecturer and the Director of Counsellor Education at the University of Waikato, Hamilton, New Zealand.

- · He teaches narrative mediation workshops at the University of Waterloo, in Ontario and at California State University, Dominguez Hills.
- · He is a co-author of Narrative Mediation: A New Approach to Conflict Resolution (2000, Jossey Bass).
- · He has also co-authored three other books on narrative therapy: Narrative Therapy in practice: The archaeology of hope; Narrative Counseling in Schools; Re-Membering lives: Conversations with the dying and bereaved.
- · He is committed to developing social practices that build on the exciting potential of narrative & social constructionist ideas to transform people's experiences.
- · He is an experienced presenter of workshops and seminars in New Zealand, Canada, The U.K., Denmark, The Netherlands, and the U.S.A.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 17: May 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

Conference Highlights

An Update from the AGM and Board Elections:

Kent Taylor has completed his last term as President. The New AFMS President is Geeta Bharadia. Jane Warren is now Vice President, the Secretary is Kim Rieger and Kate Wood is now Treasurer.

John Haynes Award:

Congratulations to Mary Jane Klein and Patricia Blocksom who were jointly presented the John Haynes Award at the Conference. See page 6 for a Summary of the Narrative Mediation for Collaborative Practice Presentation by Gerald Monk and John Winslade

Thank you for attending the conference and the AGM.

Thank you to those that assisted with the conference planning and creating a successful event

Inside this issue:

Conference and Newsletter

Update
Lunch and Learn sessions 2
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AFMS NEW Board of Directors

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Dr. Trevor Neil Mary Jane Klein Mr. Michael Porter Ms. Bonnie Murray Ms. Shelley Taggart Kent Taylor (Past President)

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Next Lunch & Learn:

May 10, 2006

A.F.M.S. Address:

#1650- 246 Stewart Green SW

Calgary, AB T3H 3C8

There is no cost and you just need to bring your own lunch.

PRESENTS A NEW SERIES OF LUNCH AND LEARN SESSIONS

In Co-operation with Mediation and Restorative Justice Centre
(NO COST / BRING YOUR LUNCH)

EDMONTON CITY HALL, HERITAGE ROOM 11:30 AM (doors open) to 1:30 PM (Presentation begins at noon to 1:00 PM.)

WEDNESDAY, MAY 10

Dianne Dalley (Project Coordinator with MRJC) An Overview of Research Project: Assessing Domestic Violence and the Dynamics of Restorative Justice Mediation

WEDNESDAY, JUNE 7

Gordon Andreiuk (Lawyer with Laurier Law Office) Summary, insights, funny stories of "Changes in Retroactive Child Support"

Remember:

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discount at
Master and
Scribes
Bookstore in
Edmonton

From the newsletter Editor- Charmaine Hammond

Spring is here, flowers are blooming, families enjoying the outdoors and planning for their vacations.

In the June newsletter, we are interested in your tips and ideas for parents around how to develop parenting plans around vacations, children's activities and other issues that arise for families during the summer months. We welcome your thoughts and ideas.

In preparing for the fall, we are interested in hearing from different communities around family mediation, and other news that

will be of interest to professionals and families in the province.

You can contact Charmaine at 780-464-3828.



Blind spots in Communication

Rob McBride in the conflict Management E Newsletter April 2006 #75: BLIND SPOTS

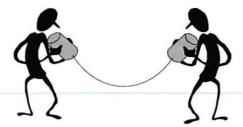
Dr. Bob Smith has developed a model with specific tools to discover and eliminate our "blind spots" (Smith). He defines human blind spots as the reactions we experience that create challenges in our ability to think and process. He asks you to think about the times that you have said something in the heat of the moment you wish you could grab the words as they leave your lips or reacting strongly to something someone said or did.

Dr. Smith, author of "Discover your blind spots", describes six different areas of our brain which process information. Three determine how we view the world while the other three determine how we view ourselves. He says that there are four ways that we process information;

- Reacting (use of one dominant area of thought driven by impulse, also designed to protect us from danger and situations of threat or risk)
- 2- Responding (use of two or three areas of thought and is triggered after we have had a short time to reflect and introspect upon and process different elements involved in a situation)
- 3- Reflecting (the ability to use four or five areas of thought which is what we achieve when we are focussed on solving

- problems or dealing with challenges)
- 4- Relating (the ability and capacity to use all six areas of thought which is the result when we relate to others while in reflective thought exploring alternatives and creative solutions.

80-90% of our time is spent in the Reaction and response mode where we are using only a small portion of our brain. Our blind spots then impact our ability to respond adequately and sometimes we make poor decisions. To be more effective, according to Smith, becoming more aware of our blind spots and how they affect our thoughts is a great first step.



Book Review by C. Hammond

thoughts on asking questions

Questions that Work—a resource for facilitators by Dorothy Strachan

This book offers readers an enlightening insight to the art and the science of asking questions. The author provides tools and insight to help facilitators learn how to ask the "right" questions. She then divides the book into different scenarios where one asks questions such as in opening sessions, to build opportunity for reflection, to encourage ownership, to provide a forum for people to share experiences, etc. In these thematic sections, Dorothy provides readers with a range of questions that are effective in these areas.

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We're on the weblook us up!

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The society is dedicated to both professional and public education regarding family mediation.

"Before we can forgive one another, we have to understand one another."

-- Emma Goldman

"Make no judgements where you have no compassion."

-- Anne McCaffrey

"Be the change you want to see in the world."

-- Mohandas Gandhi.

To make one good action succeed another, is the perfection of goodness."

-- Ali Ibn-Abi-Talib (7th century A.D.)

"It takes the efforts of many to make impossible feats possible."

Author Unknown

"you actually get better decisions when you work in teams and when you build consensus" by Eric Schmidt, CEO Google

"Emotional intelligences refers to an ability to recognize the meanings of emotion and their relationships, and to reason and problem solve on the basis of them. Emotional intelligence is involved in the capacity to perceive emotions, assimilate emotions related feelings, understand the information of those emotion and manage them" by John D. Mayer

Difficult conversations are those dialogues that we absolutely dread and often result in avoidance or a lot of unnecessary stress. Judy Ringer (in "we have to talk: a step by step checklist for difficult conversations) suggests that preparation and attitude are key in making difficult conversations a little smoother and a less stressful for all involved. The preparation questions to consider, according to Ringer are:

- What is the purpose of the conversation? What are you hoping to accomplish? What would be an ideal outcome?
 - o Make sure you go into the conversation positive and a "supportive purpose" (Ringer, 2006).
- What assumptions are you making about the other person's intentions?
- What buttons are being pushed? What personal history is being triggered for you?
 - o This will help you prepare emotionally and know that some of the heightened emotional state has to do with you
- How is your attitude toward the situation influencing the perception of it? (e.g. if you think it will be an awful conversation, it is likely that will be the result. If you believe something good will come of it, there is good likelihood this will result)
- What might the other person be thinking of the situation? Is he/she aware of the issues, how do you think it is being perceived? See the other person not as an opponent but as a partner in resolving the issue.
- What are your needs and fears? What might the other person's needs and fears be?
- Finally, Ringer (2006) suggest that you consider what you each may have contributed to the difficulty.

From here you can apply the four steps to a successful outcome (Ringer, 2006).

- 1. Inquiry- an attitude of discovery and learning about the other person's perspectives with an open mind.
- 2. Acknowledgement- showing you have understood him/her (which doesn't necessarily mean agreement)
- 3. Advocacy- Expressing your perspectives without minimizing the other person's contributions.
- 4. Problem solving- begin crafting solutions together. Invite his/her point of view and ideas or options and alternatives. Together choose an outcome or solution that will address what it was you came together to resolve.

Getting the ball rolling- sometimes the most difficult part of the conversation is getting it started. Ringer (2006) provides some opening statements that can help the conversation start off on the right foot.

- "I have something I'd like to discuss with you that I think will help us in working together"
- "I need your help with what just happened. Do you have a few minutes to talk?"
- "I think we have different thoughts about _____. I'd like to hear your take on this."

Reference:

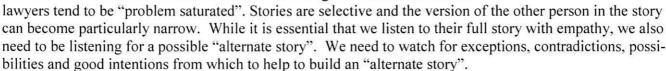
Ringer, J. (2006). We have to talk: a step by step checklist for difficult conversations. Available at www. mediate.com or www.judyringer.com

NARRATIVE MEDIAITON FOR COLLABORATIVE PRACTICE Presented by Gerald Monk and John Winslade

A Two-day Workshop Co-sponsored by the Alberta Mediation Society and The Association of Collaborative Family Lawyers

April 20 and 21, 2006

Narrative therapy and mediation start with the assumption that people live their lives in stories. The stories that our clients bring to us as mediators and



Timing is important. Clients need the opportunity to tell their story, but not get so embedded that there is no way they can emerge from it. We need to identify elements in their story from which we can infer opportunities for cooperation or intention to cooperate. We also need to listen for the "absent, but implicit" – something that the speaker wishes were different.

Workshop participants were asked to list 15 qualities we would hope for in a partner, and then analyze what it is in our personal culture which would cause us to give priority to these traits. Analyzing the sources of our own "culture" – our ideas of the "ideal" is a necessary step to self-awareness – an important quality for professionals any helping relationship. This self-awareness will reduce our tendency to make culture-based "essentialist assumptions" and look behind to understand the cultural sources of clients' ideas.

A helpful technique to use to in order to avoid essentialist explanations is that of "externalizing" problems. "The people aren't the problem – the problem is the problem." We look behind an "angry" person to discover the problem is "the fear". We then talk about useful ways to deal with "the fear" – mapping the effects, present and future. We need to take the focus off of the person and on to the behavior.

- What is "the fear" doing to you? How is it affecting your life?
- What will "the fear" do if nothing changes?
- Can you take a stand against "the fear"?

With respectful curiosity, investigate the counter-story. Inquire into the possibility of a future counter-story. Help them evaluate the preferences and help them draft the spirit of the counter-story into an agreement.

Given our own cultural biases, and the difficult nature of the work we do, it is admittedly difficult to be "neutral". Gerald Monk suggests that the goal is to be "even-handed" so that clients leave feeling that they have been listened to and understood. We need to avoid ways of speaking that objectify, label or totalize people and remember that humans as cultural beings are complex, contradictory, ambiguous creatures. The narrative model provides valuable tools to help us with that task.

Mary Jane Klein



What else is happening across the province?

Vitalize Conference

"Unleashing Opportunities"
June 8, 9, 10, 2006 Edmonton
\$120 including GST
Many educational sessions to choose from.
www.vitalize@gov.ab.ca

Health And Safety Conference
"Health and Safety— A Balancing Act"
November 2006
Watch for details

CTC Train Canada (Edmonton courses)

- a) Personal Safety Strategies at Work (May 16/06)
- b) Communication in Difficult Conversations (June 6/06)

Instructor: Charmaine Hammond—Contact 464-3828 or CTC at 1-800-699-4007

Send us your favorite links and resources

AFMS is always seeking to update the website by adding new web links and keeping a listing of its member's favorite resources. Please send us this information as you see fit.

Read any great books lately?

Many of us enjoy purchasing new resources and adding to our resource libraries. The challenge is often "which book do I choose— there are so many." Send us your summary of books that you have read and feel free to submit your summary for an upcoming newsletter.

ALBERTA FAMILY MEDIATION SOCIETY NEWSLETTER

Edition 18: June 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

A Brief Summary of "Lunch and Learn" Session, April 11, 2006

Brad Kring, Legal Counsel and Senior Program Coordinator of the Family Law Information Centre, gave a well put together power point presentation on an overview of the New Family Law Act.

Brad answered questions and provided clarification on wording and meaning of wording in a clear and understandable manner.

Attendees brought forward different concerns regarding situations they had encountered and were provided answers and information to apply in their workplaces with and for their clients. Brad Kring can be reached at (780) 415-0404 or information on the New Family Law Act is available at www. justice.gov.ab.ca and look for the document entitled "An Introduction to Alberta's Family Law Act."

Inside this issue:

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Book Summary %

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From the newsletter Editor- Charmaine Hammond

June is just around the corner and the newsletter will take a short break over the summer. Please watch for a mid summer update that will come to you by email and will be posted on the website. Should you have any events or information you would like to share for the fall newsletter, please contact Charmaine.

Over the past year, the newsletters have been completed monthly. We are interested in knowing if a) people are reading them and b) should we continue with monthly or quarterly newsletters.

You can contact Charmaine at 780-464-3828.



AFMS NEWSLETTER PAGE 3

Helpful Information

The Public Health Agency of Canada has some valuable resources for families experiencing separation and divorce. Their publication "Because Life Goes On" is available on the website listed at the end of this article. This publication offers families information about:

- 1) what to expect
- 2) challenges you might face
- 3) financial issues
- 4) resources
- 5) where to get help
- 6) support networks
- 7) mediation
- 8) family violence
- 9) reading list and more.

www.phac-aspc.gc.ca/publica/ mh-sm/divorce/1 e.html Relationships Australia state that there are about ten common mistakes that parents make when experiencing separation and divorce. Some of these include:

- failing to tell the children about the separation
- not reassuring the children enough
- bickering and fighting in front of the children
- parental put downs to the child
- encouraging the children to take one parent's side
- abruptly changing or upsetting children's' routines and schedules.
- Setting up competitive activities against the other parent

Source: What about the Children- Relationships Australia

www.relate.gov.au/separation

Law Days 2006



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"The possible's slow fuse is lit, by the imagination. "

Emily Dickinson

"Happiness is an attitude. We either make ourselves miserable, or happy and strong. The amount of work is the same."

~Francesca Reigler

Every exit is an entrance somewhere else. -- Tom Stoppard

"Quality begins on the inside...and then works its way out. "

Bob Moawad Chairman and CEO of Edge Learning Institute

"We gain strength, and courage, and confidence by each experience in which we really stop to look fear in the face... we must do that which we think we cannot." — Eleanor Roosevelt

Book Summary

Preparing for Mediation- a dispute resolution guide by Deborah Lynn Zutter

This book, published 2005, provides readers with a wide variety of information pertaining to the mediation process including:

- Selecting the most appropriate dispute resolution process
- Preparing for mediation
- Selecting a mediator
- Dispute analysis
- Procedural choices
- The skills that are useful in mediation processes

The book also provides a number of checklists that serve as useful tools for mediators and others considering this as an option to resolve their issues or to better understand the process to assist in effective referrals.

Each section of this book also provides helpful hints applicable to the process, skills and tools.

Alberta Family Mediation Society Newsletter

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features Edition 19: November 2006

The Lunch and Learn Sessions are a valuable way to learn, network and meet new colleagues.

Mark this date in your calendar to join us:

WEDNESDAY, February 7

Sasha Aldrich, Protocol Coordinator of Community Initiatives Against Family Violence An overview of the range of services currently available in Edmonton area to assist professionals in referrals to families where family violence is an issue

> Watch for the December Special Edition of the AFMS Newsletter

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WEDNESDAY, March 7

Andy Knight from the University of Alberta's Peace Post Conflict Program "Post Conflict Peace Building and the ADR Process"

WEDNESDAY, MAY 2 T.B.A. by AFMS

WEDNESDAY, JUNE 6

Dianne Dalley Project Coordinator with MRJC A year later: An Overview of Research Project: Assessing Domestic Violence and the Dynamics of Restorative Justice Mediation

Contact: Mary Jane Klein at Maryjane.Klein@gov.ab.ca or Sue Bedier at info@afms.ca Visit our website: www.afms.ca

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See the front of the newsletter for information about the February sessions. Hope to see you there!!

From the newsletter Editor- Charmaine Hammond

Fall has been and gone, and winter is here. I hope that you all had a wonderful summer and had time to be away from work commitments to enjoy the outdoors.

As sure as the seasons change, so do the newsletter topics. This newsletter provides you with updates and upcoming events. Upcoming newsletters will provide you with information pertaining to a wide variety of topics.

November is random acts of kindness month. Take a moment to reflect on the random acts of kindness you have done for others or that you have experienced. We are always interested in receiving information for the newsletters.

You can contact Charmaine at 780-464-3828.



PAGE 3

NEWS

AFMS was pleased to highlight the presentation of the John Haynes Memorial Award to Patricia Blocksom by Judge (Ret.d) Michael Porter - Registrar and Geeta Bharadia - President of the Board of Directors of AFMS.

ALBERTA ARBITRATION & MEDIA-TION SOCIETY and the Restorative Justice Domestic Violence Project

PRESENTS

Dr. Desmond Ellis

DOVE and Domestic Violence Training IN Edmonton on

November 23, 24 & 25, 2006 at Kings University College, 9125 – 50 Street.

See below:

The other recipient this year was Mary Jane Klein and she received hers at the AGM and Conference in April.

Congratulations to Patricia and Mary Jane!!!

Dove is a 19 item instrument designed to assess and manage the risk of domestic violence between partners during and following their participation in divorce mediation. The resulting risk scores are used to assign individuals to risk categories. Participants will be taught how to use the Dove instrument and how to manage risk by creating safety plan interventions that are linked to risk category and predictor sub-scores on control, substance abuse, anger, relationship problems, mental health problems, and conflict. This tool has been designed to assist mediators to make decisions related to process options depending on the risk category results. The training includes how to appropriately deliver results without increasing the risk of escalation.

To Register by phone call Kate Cullen at (780) 433-4881 or Toll Free at 1 800 232 7214

Other News: The Family Mediation Canada Annual General Meeting is November 11/06 in Vancouver, BC at noon. Call 1-877-362-2005 for more information.

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There's never enough time to do all the nothing you want. -- Bill > Watterson

Joy, love and appreciation are powerful motivators. They are all feelings that humans experience around the heart. Joy is a feeling of pleasure or delight that arises from the heart. Positive feelings are what make life worth living." Deborah Rozman "Learn to get in touch
with the silence within
yourself, and know
that everything in this
life has a purpose.
There are no mistakes,
no coincidences - all
events are blessings
given to us to learn
from."

- Elizabeth Kubler-Ross

CALL FOR PAPERS

SYMPOSIUM ON CONFLICT RESOLUTION

Friday, February 2, 2007 8:30 a.m. - 5:00 p.m.

The R.A. Centre, Ottawa, Ontario, Canada **SYMPOSIUM THEME:**

Families and Conflict: Challenges to Transformation

Issues and Processes in Child	Theoretical approaches to conflict	Conflict between individual identity	
Court-based Family Mediation	Relationships between the Profes-	Intergenerational conflicts	
Legislative updates: Bill 114,	Power and abuse in conflict inter-	Deep-rooted conflict – includes con-	
Elder and Estate	Healing and reconciliation within	Culture and gender	
Blended families	Creativity and Thinking Outside	Breaking the cycle of dysfunctionality	
Accreditation and practice re-	Overcoming Impasses	Cross-cultural perspectives on conflict	

Abstracts must be submitted by Wednesday, October 25th, 2006.

In order to qualify, a paper must address a research/theory question and offer original scholarship. Abstracts should be approximately 200 words in length and include a title for the presentation. No more than one proposal per person, please. Abstracts will be evaluated on their relevance to conflict resolution, conceptual framework, quality of methods used and originality. Topics outside this year's themes will also be considered. Presenters are expected to submit a paper after the Symposium to be included in the publication of Symposium Proceedings. Regrettably, no travel or accommodation bursaries are available for presenters.

PLEASE SUBMIT PROPOSAL NO LATER THAN OCTOBER 25TH TO:

Helen Taylor, Centre for Conflict Education and Research, Carleton University C473 Loeb Building, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Phone: (613) 520-2600, ex. 2621 Fax: 520-4467 E-mail: Helen Taylor@carleton.ca

RESTORATIVE JUSTICE PROVINCIAL SYMPOSIUM

Networking Reception November 15, 2006 Concurrent Workshops November 16 - 17, 2006

Plan to join Restorative Justice Service Agencies, Practitioners, Aboriginal Service Agencies, Government and Community Partners to share ideas and work collaboratively to build a stronger Restorative Justice Community in Alberta.

We need your views on:

- Restorative Justice what is it?
- Training & Credentials
- Funding
- **Best Practices**

Strengthening the Restorative Justice Community through networking and marketing

Participate in the dialogue, design an action plan and customize a professional growth strategy for Restorative Justice Service Providers throughout Alberta.

> For further information contact: Sharlene Yanitski- Mediation and Restorative Justice Centre (780) 423-0896

Alberta Family Mediation Society Newsletter Edition 20: December 2006

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

Greetings from the AFMS Board of Directors:

On behalf of the Board of the Alberta Family Mediation Society, we would like to extend our best wishes for the holidays and for a happy new year to our members and their families.

In the midst of your holiday shopping, consider giving a Gift Certificate

from the CRNetwork bookstore. Visit

http://www.crnetwork.ca/bookstore/allbooks2.asp?letter=a to view our selection of available books. For more information about the

gift certificate, please e-mail crnetwork@crnetwork.ca
Wishing you peace and happiness during this holiday season.

The Board and Staff of Conflict Resolution Network Canada

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Watch for details in the January New Year Newsletter

There is no cost and you just need to bring your own lunch.

These sessions have been held now for several years.

A.F.M.S. Address:

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Calgary, AB T3H 3C8

Alberta family Mediation Society CONFERENCE 2007 – MARK THIS DATE: APRIL 27TH, 2007, HOTEL ARTS, CALGARY

It's time to start thinking about our annual AFMS Conference! This year we have engaged **Constance Ahrons**, author of The Good Divorce and We're Still Family, as our conference speaker.

Constance is an internationally renowned lecturer, workshop leader, and consultant, considered to be one of the top professionals in the field of divorce. An innovative thinker with over 30 years of experience as an educator, family therapist, and researcher, Constance coined the term "binuclear family" and has pioneered the concept of "a good divorce". As a keynote speaker and lecturer, she is known for her ability to explain complex research concepts and findings in clear, understandable language. One of her trademarks is her use of humour to demonstrate current thinking about societal issues and social change.

April 27, 2007 See the AFMS website for registration

details!

Save the Date-

This year we are trying something new! We will also be offering an evening presentation (Thursday, April 26, 2007, Hotel Arts, Calgary), aimed at the **public** (your clients and potential clients!). Constance Ahrons will be presenting a 2-3 hour public lecture on the subject of the Good Divorce, how that is defined from a child's perspective and solid advice based on her own research for your clients to consider as they co-parent their children in two separate households.

Visit the AFMS website (www.afms.ca) for details or email conference@afms.ca

From the newsletter Editor- Charmaine Hammond

2006 is nearly over, where did the year go?

I hope that you all had a wonderful year and that 2007 brings with it happiness, good health and wonderful learnings. Help us ensure the newsletter features topics and information that you are interested in. Please contact Charmaine Hammond with your ideas, information that you want to let others know about and any resources that are helpful to parents and families.

All the best for the holiday season and the new year.

Charmaine Hammond 780-464-3828



Helpful Information

The Divorce Helpbook for Kids by Cynthia MacGregor

Children, Divorce and the Holidays How to Make the Best of a Stressful Time

(provided by Holly Abery-Wetstone) & Donna F. Ferber, M.A., C.A.C. Available from:

http://www.divorcesource.com/CT/ARTICLES/wetstone1.html

Divorce and the Holidays: Split Decisions or Family Friendly Compromise?

by Al Ravitz, M.D. Available from:

Www.aboutourkids.org

At Daddy's on Saturdays

By Linda Walvoord Girard

This is a story about a young girl named Katie whose parents are going through a divorce. Real emotions are woven throughout the story - like the boredom Katie sometimes feels when she visits her dad, and her fears that he might soon forget their visits. This is a wonderful story for introducing and discussing the fears your child may have.

The Divorce Express

By Paula Danzinger

Danzinger tells the story of a ninth-grade girl, Phoebe, who must ride a bus - "The Divorce Express" - between her parents' two homes. Resentful of the changes in her life, Phoebe eventually begins to cope and adjust. The result is a powerful story of one child's resiliency.

Age range: teens through young adults

I Don't Want to Talk About ItBy Jeanie Franz Ransom

This is a beautifully told story about the wide range of emotions children experience upon hearing of their parents' divorce. The main character's father talks her through some of the emotions she might experience. With each new emotion, the girl envisions herself as an animal physically expressing the same emotion. What emerges is a creative way for parents to discuss and share their children's emotions in a way that feels safe and acceptable. **Age range:** 4-8

It's Not Your Fault, Koko BearBy Vicki Lansky

This is a story for children *and* a valuable resource for parents. In the story, preschooler Koko Bear faces the troubling news that her parents are getting a divorce. Mama and Papa Bear compassionately listen to Koko's concerns and give her ample opportunity to express her feelings, while conveying the important message that the divorce is not her fault. **Age range:** 3-7 Includes a guide for parents

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/divorce mediation.

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Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

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Feeling gratitude and not expressing it is like wrapping a present and not giving it. ~William Arthur Ward

Christmas gift suggestions:
To your enemy, forgiveness.
To an opponent, tolerance.
To a friend, your heart.
To a customer, service.
To all, charity.
To every child, a good example.
To yourself, respect."
Oren Arnold

One kind word can warm three winter months. ~Japanese Proverb

Perhaps the best Yuletide decoration is being wreathed in smiles. ~ Unknown

Human Rights as a Framework for Change Submitted by Renee Vaugeois

In Edmonton, increasing concerns over teen and gang violence, homelessness, poverty, and discrimination are indicating that all may not be so well in our community; that there are critical social issues that need to be addressed, and in a manner that is inclusive to all. Creating a change in these areas requires a shift of consciousness, locally and globally. Edmonton is a microcosm of the broader world; a world of increasing global inequalities, yet of incredible potential.

Creating a change in consciousness, which is at the core of overcoming many of our social, economic, and political challenges today, is a long term process. It is a process whereby each individual begins to truly understand their own personal dignity, along with the inherent dignity of others around them. It involves a recognition of our rights as an individual, but also our responsibility to others.

The United Nations' Universal Declaration of Human Rights, as drafted by Canadian lawyer John Peters Humphrey, represents an ideal vision of our world and our communities; one which builds on the inherent dignity of individuals and addresses core economic, social and political rights that are a fundamental basis for peace, freedom and justice. In Edmonton, the John Humphrey Centre for Peace and Human Rights is actively working to make the declaration a living document – in our community, across Canada, and around the world. Creating this shift of consciousness and enhanced social awareness is at the core of our work. We believe that fundamentally, education about human rights and responsibility, as well as the creation of tools to apply these rights to our daily lives will begin to create an environment of change.

Around the world, there is currently a movement lead by the PDHRE, People's Movement for Human Rights Learning, of 22 cities working to embrace the Universal Declaration as a framework for sustainable development (www.pdhre.org). Edmonton is the first North American city to engage in this initiative, led by the John Humphrey Centre. The Human Rights City Edmonton Project (HRCEP) is now three years in the making and moving towards a community which embraces, enhances and affirms human rights through individuals, organizations and government.

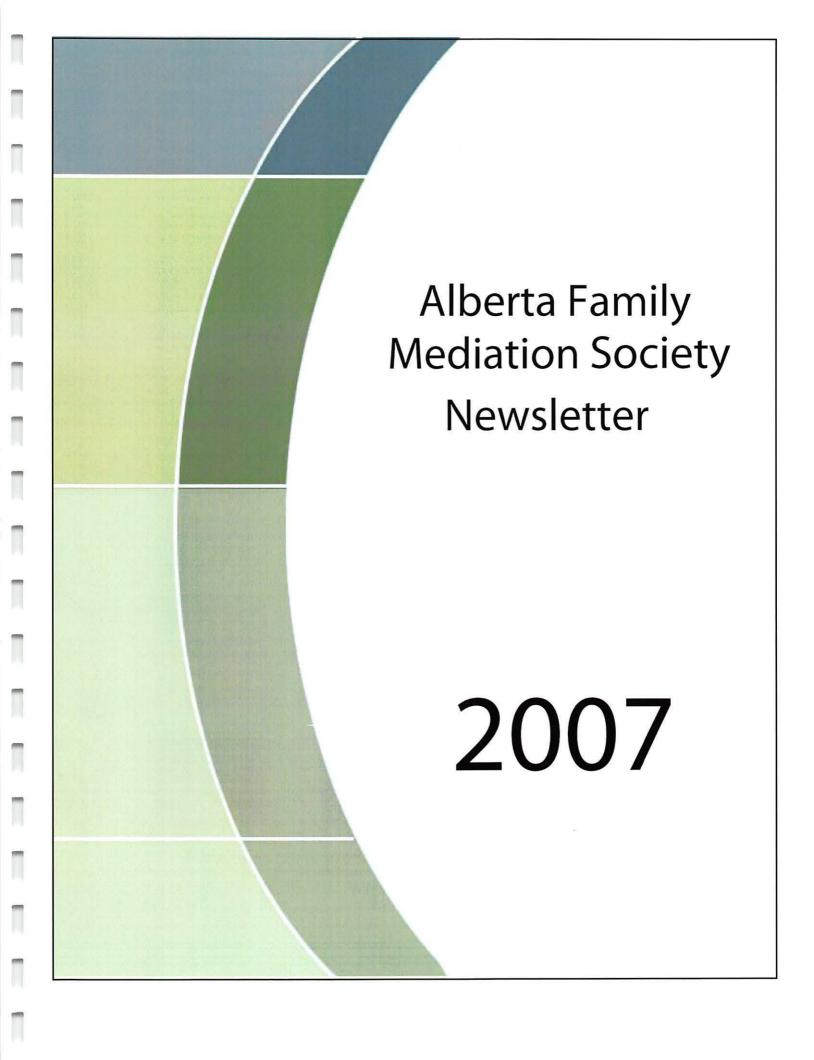
The project has just completed its second phase and is now ready to move into some practical implementation strategies to address human rights issues in the community. The first two stages involved ongoing consultations with the community to define the issues that exist in Edmonton. Currently a research report has been drafted highlighting the challenges and opportunities and will be released in April 2008.

Critical issues that stood in this research were racism and discrimination. Various groups of individuals, whether visible minorities, gay, lesbian and queer, disabled, or aged, continue to feel that much progress needs to be made in Edmonton to create an accepting and inclusive environment; one that breaks down the systemic barriers to the discrimination they face on a daily basis. Marginalized individuals, particularly those on the streets or living in poverty, also report the challenges of discrimination as well as feel that they have no support or access to justice when their rights are violated.

HRCEP is now working in a number of areas to start to address these human rights issues. In partnership with the Study Circles Resource Centre in Ohio, the Centre will be implementing a pilot study circle in Edmonton in January that will hopefully be extended throughout the whole community over the next year. Study Circles are a community based method of creating common understandings and a safe place for dialogue among diverse groups that will enable the development of sustainable solutions and action plans. The Centre is also implementing a human rights training program for leaders from various communities to provide the tools necessary to support and advocate for rights. Scheduled to begin in March, this program will create brokers in our community that can assist individuals with human rights concerns. Along with a variety of other projects, ultimately the HRCEP is working towards enhancing community collaboration and engagement to address human rights, and also to create a space for open dialogue amongst citizens and organizations to create common understandings and strategies for the future. A number of activities are planned throughout the next year and we encourage the community to connect with us to find out more.

In efforts specifically to enhance the capacity in Edmonton's youth to become responsible and engaged leaders in the future, the centre recently bid to host the first ever Youth Assembly at the United Nations. We are proud to announce that from July 30-August 4th, 2007, Edmonton will be hosting this major international gathering "Reach Out, Speak Up: Ignite Change Now" Global Youth Assembly. This assembly will provide educational and leadership development opportunities for youth from throughout Edmonton, Alberta, Canada and the world. The focus of the event will be to ensure there is a wide representation of youth from diverse backgrounds to enable the breaking down of prejudices and barriers and development of tools and strategies for youth engagement. This event will seek to bridge diversity through using alternative mediums to let youth express their energies, including art, music and film.

For a small organization, the John Humphrey Centre has big dreams for Edmonton and the world. To find out more about our programming, please visit our website at www.johnhumphreycentre.org.



Alberta Family Mediation Society Newsletter

Edition 21: March 2007

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

Mark your calendars for the AFMS conference April 26 and 27th 2007 in Calgary. The Annual General Meeting is April 27/07 at 1:00 pm.

For Mediators and other ADR Professionals, Dr. Ahrons will present on: Pathways to a Good Divorce: The Children's Perspective. This session will be extremely valuable for family mediators and those providing other services to families who are/ have experienced separation or divorce (April 27/07 8:30-4:30 at the Hotel Arts in Calgary).

Dr. Ahrons will also be providing a session to the general public titled: What children want parents to know about divorce and remarriage.

There will also be a variety of exhibitors with various resources and materials that will be of interest to professionals and the general public.

See page 7 for information and a summary of an article written by Dr. Ahrons.

Nominations for the John Haynes award are being accepted until March 31/07— see page 2 for more Information.

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Conference and Dr. Ahrons

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AFMS Board of Directors

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Ms. Jane Warren (Vice President)
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Dr. Trevor Neil
Mary Jane Klein
Mr. Michael Porter
Ms. Bonnie Murray
Ms. Shelley Taggart
Kent Taylor (Past
President)

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

There is no cost and you just need to bring your own lunch.

Wednesday May 2/07– Edmonton Public Schools– Peer Mediation Programs.

Wednesday June 6/07– Diane Daley– Mediation & Restorative Justice Centre. One year later– an overview of the research for assessing family violence and dynamics of restorative justice mediation.

John Haynes Award

At the Annual General Meeting each year, someone is awarded to a person who has made an outstanding contribution in the field of Family Mediation in Alberta. This is done in memory of the late Dr. John Haynes who pioneered the early training of family mediators in the province. This award has been in existence since 2001.

This year the Board has established a set of guidelines with respect to nominations for this Award. The committee is now seeking nominations for candidates until March 31/07. For details contact Sue Bedier at AFMS.

Past recipients include:

2000: Dr. Larry Fong 2001: Louis Faber

2002: The Honourable Judge Nancy A. Flatters 2003: The Honourable Madam Justice M.J. Trussler

2004: Dr. Kent Taylor 2005: Diane Shearer

2006: Patricia Blocksom and Mary Jane Klein

From the newsletter Editor- Charmaine Hammond

I recently had the wonderful opportunity (and privilege) to hear the Extreme Kindness Crew (from BC) present on Kindness. They have sparked a revolution of kindness across Canada and have a four pillar program that focuses on:

- Kindness to co-workers,
- Kindness to Self
- Kindness to Customers/ clients
- Kindness to Community

Their approach is one that can be imported into all areas of our lives, and like the analogy of paying it forward (Pay it Forward by Catherine Ryan Hyde), random acts of kindness can create a ripple effect of change and growth.



AFMS NEWSLETTER PAGE 3

Helpful Information

Acts of Kindness– making a difference

The Kindness Crew promotes the impacts that acts of kindness have in the lives of people. Based on the analogy of "paying it forward", one simple act of kindness has the ability to become a contagion spreading kindness across our communities and fields of practice.

Ever heard of the Helpers High? Scientists have discovered that when we help others and show compassion our bodies release more serotonin into our systems.

Serotonin is the neurotransmitter responsible for the sudden spikes of happiness and contentment we sometimes feel.

An act of service to another human being can quite literally pull you out of a slump: it's a win win!

We've all heard the phrase, "kill them with kindness". Try diffusing aggression with compassion next time you are challenged. Studies have show that aggression can be chemically de-railed by the nervous system if genuine kindness is shown in a tense interaction.

Compliments of the Kindness Crew. To find out more about the Kindness Crew, check out their webpage at www.extremekindness.com

Want to learn more about eldercare mediation? Family Mediation Canada has a web seminar on March 28 on this topic!

Presenter: Judy McCann Beranger

Date: Wednesday March 28, 2007, 1:30-2:30PM eastern time

Cost: \$69 per participant

Register: http://fmc.websessions.org

Topics to be considered include:

What is eldercare mediation?

Pioneering efforts in eldercare mediation

Eldercare issues that could create conflict in families

Elder abuse & Adult Protection Act

Unique characteristics that require a mediator's attention

Where to get help and Open forum for Q&A at session conclusion

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"Social Networks that embody norms of reciprocity and compassion are the key enablers of innovation and productivity growth."

Powell et al, 1996

"Compassionate communication is a simple yet powerful methodology for communicating in a way that meets both parties' needs."

Nonviolent communication: a language of life, 2003.

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The society is dedicated to both professional and public education regarding family mediation.

"The average adult laughs 15 times each day, a child 400 times a day." M. Beck, 2003.

Coming together is a beginning.
Keeping together is progress.
Working together is success.

- Henry Ford

<u>Don't Miss the AFMS Annual Conference</u>—Special Guest Speaker Dr. Ahrons April 26 and 27th, 2007 at the Hotel Arts in Calgary.

In this workshop, Dr. Ahrons will challenge current stereotypes and clarify confusing findings about the long-term outcomes of divorce for children and families. She will present the most recent findings from her land-mark longitudinal study, drawing upon in-depth interviews with 173 grown children twenty years after their parents' divorce.

From these children we will learn about their living arrangements over the years and how they felt about them; their relationships with their parents, stepparents, half and step siblings and how they changed over the years; how their relationships with their fathers were affected; how they feel about themselves now; how they think their parents divorce impacted them. We will also look at the major factors that mediate the outcome of divorce and compare the differences between those who thrived and those who became victims.

Dr. Ahrons will then address how mediation and collaborative divorce can change the divorce paradigm and help parents increase their children's resilience in spite of stressful family changes.

Author of the highly praised books, The Good Divorce, and We're Still Family, Constance Ahrons is Professor Emerita from the Department of Sociology and former Director of the Marriage and Family Therapy Doctoral Training Program at the University of Southern California.

An internationally renowned lecturer, workshop leader, and consultant, Dr. Ahrons is considered to be one of the top professionals in the field of divorce. An innovative thinker with over 30 years of experience as an educator, family therapist, and researcher, Dr. Ahrons coined the term binuclear family and has pioneered the concept of a good divorce. As a keynote speaker and lecturer, she is known for her ability to explain complex research concepts and findings in clear, understandable language. One of her trademarks is her use of humor to demonstrate current thinking about societal issues and social change.

Dr. Ahrons is frequently sought out by the media as an expert on divorce and family dynamics. She has appeared on numerous radio and TV shows such as The Today Show, Oprah, Good Morning America, CBS Early Show, CNN and NPR. The divorced mother of two grown daughters, she lives and works in San Diego, California, as the Director of Divorce and Remarriage Consulting Associates.

Check out the AFMS Website for more information:

Professional Workshop

8:30am - 4:30pm

Friday April 27, 2007 at the Hotel Arts Calgary Alberta (119 12th Ave SW)

Public Event

April 26th at 7:00 p.m. at the Hotel Arts Calgary Alberta (119 12th Ave SW)

Annual General Meeting: April 27/07 at 1:00 pm (at lunch break during the workshop). All members are welcome—you don't need to be attending the workshop to attend the AGM.

The power of forgiveness in separation and divorce

Debbie Ford, in "The Gifts of your marriage" states that it is natural for individuals to hold onto their pain as a result of a loss or catastrophic life event as a defense or coping mechanism. She suggests that sometimes this pain hardens to the point that it blocks individuals from being able to take stock of the gifts and strengths that existed in the relationship pre-separation. She suggests that the healing process is often benefited from the couple noting the gifts that they received from their marriage and from each other. Examples might be:

- I became a parent
- · We gave our child the best we could
- I lived in a great community
- I met new friends and my extended family are still my friends
- Etc.

Nicholas Long and Rex Forehand suggest a few ways that may help in trying to keep the non custodial parent actively engaged in the children's lives after a divorce:

- Create smooth and consistent transitions between homes.
- Keep a folder with information to share with the other parent. Include things like report cards, school-work, school calendars, activity schedules, photographs, and videos. You can give these items (or copies) to your ex-spouse. Keeping the other parent regularly informed about your child's life can make him/her feel and remain more connected and thus more likely to continue involvement.
- Talk to the child's other parent about the positive things, not just the problems or frustrations
- Encourage your child to also initiate activities with his/her other parent
- Encourage and model communication with the other parent

Book Review- "There's always hope" by Dr. Terrie L. Sizemore

The divorce magazine reports that for families of teenagers, a small but special book can help them understand how teenagers may be feeling during a separation or divorce in the family.

There's Always Hope is a 50-page paperback book by Dr. Terrie L. Sizemore, RN, RVM, that's told from the perspective of "Hope," a child of divorce. The book is based on actual events and situations that the author, a pediatric nurse, shared with a child over a 10-year period of time. Terrie Sizemore wrote the book to offer hope and strength to young readers who are experiencing separation or divorce in their family, and also to give parents, teachers, and counselors a "closer and sensitive look at the children who experience divorce."

"This story opens with Hope at five years old and continues through her childhood, adolescence, and young adulthood. With the help of her family – and a special friend named Kate – Hope recovers from the upset of her parents' divorce to succeed in her young life. "

Divorce Magazine.com

The Family Therapy Magazine recently printed an article written by Dr. Ahrons on the Long Term Effects of Divorce on children.

Dr. Ahrons writes that the research is stating that 75-80% of the children who experience separation or divorce in their family grow up to be healthy well functioning adults however there is another 20-25% that experience long term consequences as a result of the divorce. Recent findings are indicating that the consequences that some children face can be impacted by a number of factors such as the child's temperament and coping abilities and skills, resilience, the level of emotional health prior to the divorce, the quality of the relationship with the parents prior to (and after) the divorce. Some of the factors that seem to have a significant impact on how well the child copes after the divorce include factors such as: the parent's level of maturity, parent's mental health and coping, the ongoing relationship between the parents, the economic resources of the parents, the timing and nature of new parent relationships and cohabitation and the behavior of the parents. It is difficult to determine which children (and under what specific conditions) will experience long term consequences after a divorce. There are many complexities at play and many factors that impact the child and the family functioning. Divorce is a stressful process and involves many difficult transitions for the child and other family members. Ahrons reports that ongoing and unresolved conflict (regardless if the parents are married or divorced) can have negative impacts on children. While there is not agreement of the definition of a "high conflict marriage", Ahrons reports that high conflict marriages end in divorce about 1/4 of the time. The research on early intervention is promising reports Ahrons, and it is showing that programs that are educational, counseling, mediation and programs that teach parents how to resolve conflicts are positively impacting families and that there is a reduction in inter-parental conflict.

She also discusses the significant changes in the social climate over the past three years and that during this time, there has been numerous and significant changes in divorce laws and the values from which the laws are predicated. One such development is the growing agreement that the process of divorce begins long before the separation becomes a legal divorce and that it also continues long after the divorce is legal.

Ahrons states that "knowledge truly is power" and that education will help parents in the many choices and decisions they have to make, and how these decisions will impact the children. Dr. Ahrons also states that "we can assist parents in finding the shoes that pinch the least by identifying patterns of strength and resilience in children who thrive in healthy post divorce families." (Dr. Ahrons, Family Therapy Magazine).

Credit: Family Therapy Magazine

Learn more about this and other information about the effects of divorce on children at the upcoming AFMS conference April 2007!!!!

A Separate Event Aimed at Your Clients!

Alberta Family Mediation Society is pleased to offer a public presentation by Dr. Constance Ahrons, directed at the general public – your past, current and future clients!

"What Children Want Parents to Know about Divorce and Remarriage"

7pm April 26, 2006 Hotel Arts 119 – 12th Avenue SW Calgary, Alberta

This is an excellent marketing opportunity for all AFMS members and other ADR professionals. Exhibitor space will be available. Call Sue Bedier at (403) 233-0143 or email conference@afms.ca or check out our web site www.afms.ca for details of marketing specials for you to use in your practice to encourage your clients to attend and to further the awareness of mediation, ADR processes and the whole concept of peaceful and respectful separation and divorce.



Bringing Leading Edge Knowledge to Your Practice This year's conference will be held at:

HOTEL

119 - 12th Avenue SW Calgary, Alberta (403) 266-4611 1-800-661-9378 www.hotelarts.ca

Conference rate for rooms booked prior to March 26, 2007 is \$159. Please quote Group Code 042607AFMS when booking a room.

For further information on the conference, the public workshop or exhibitor opportunities contact:

Alberta Family Mediation Society Toll Free: 1-877-233-0143 Fax: (403) 532-0988

Online: conference@afms.ca Mail: AFMS, 1650, 246 Stewart Green SW, Calgary, Alberta T3H 3C8

PATHWAYS TO A GOOD DIVORCE: THE CHILDREN'S PERSPECTIVE

Dr. Constance Ahrons, PhD

Friday, April 27, 2007

The Honorable Ron Stevens, MLA
Minister of Justice
Attorney General

Will be our lunch time speaker.

The Minister will also be presenting this year's John Haynes Award for significant contribution to the field of mediation in the Province of Alberta.

Please consider joining us for an enlightening professional development day!

A must conference for all ADR Professionals, Lawyers, Mediators, Psychologists and Social Workers

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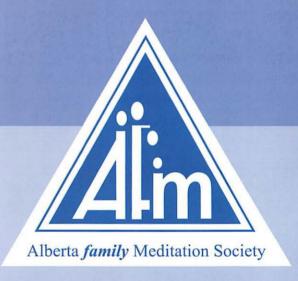
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Friday, April 27, 2007



A must conference for all ADR Professionals, Lawyers, Mediators, Psychologists and Social Workers

Registration form

Name:	
Firm:	
Address:	
City/Prov:	
Postal Code:	
Phone:	
Email:	
Registration Options:	
□ AFMS Members*	\$275
□ Non-members	\$325
Earlybird (before February 15, 2007)	
□ AFMS Members*	\$240
□ Non-members	\$300

*Members travelling further than 125km one-way may request a \$25 discount on their registration.

Cancellation Policy: Registration will be refunded up to 30 days before conference (a \$25 administration fee will be withheld). Registration is fully transferable at any time; please advise AFMS of any substitute attendees.

Pathways to a Good Divorce: The Children's Perspective

What You Will Learn

In this workshop, Dr. Ahrons will challenge current stereotypes and clarify confusing findings about the long-term outcomes of divorce for children and families. She will present the most recent findings from her landmark longitudinal study, drawing upon in-depth interviews with 173 grown children twenty years after their parents' divorce.

From these children we will learn about their living arrangements over the years and how they felt about them; their relationships with their parents, stepparents, half and step siblings and how they changed over the years; how their relationships with their fathers were affected; how they feel about themselves now; and how they think their parents' divorce impacted them.

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Mediation Society Newsletter

Edition 22: June 2007

Alberta Family

Special points of interest:

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AFMS Conference— a huge success

AFMS wishes to thank everyone that helped in some capacity to make the conference and AGM a success!

The annual conference is a wonderful opportunity for learning but also for networking and meeting new colleagues in the field.

Approximately 150 people attended the Thursday evening session and about 110 people attended the workshop for professionals on Friday.

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Quotes 4

AFMS NEW Board of Directors

Geeta Bharadia (President)

Jane Warren (Vice President)

Karen Fawcett (Secretary)

Kate Wood (Treasurer)

Brenda Arseneault

Kent Taylor (Past President)

Elaine Bucknum

Lynn Hutchinson

Trevor Neil

Lynn Parish

Michael Porter

Kim Rieger

Lunch and Learn Sessions

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John Hayes Award

At the Annual General Meeting each year, the John Haynes award is awarded to a person who has made an outstanding contribution in the field of Family Mediation in Alberta. This is done in memory of the late Dr. John Haynes who pioneered the early training of family mediators in the province. This award has been in existence since 2001.

Thank you to all the mediators in Edmonton and Calgary who do a tremendous job of assisting families effectively deal with family conflicts and disagreements. Yogesh Gupta has been developing mediators throughout the province via contracts and now we can reach ever area of Alberta. Yogesh also spearheaded the hiring of Family Court Counsellors and Family Information Specialists. In doing so, Yogesh has also helped build relationships with the Courthouses and law professionals across the province.

We'd also like to thank the Strategic Managers who attended our conference and were very instrumental in ensuring all ADR Programs in Justice were successful.

A special thank you to Alberta Justice for the important work you do and CONGRATULATIONS.

From the newsletter Editor- Charmaine Hammond

Spring has sprung! Arthur Rubenstein states that "The seasons are what a symphony ought to be: four perfect movements in harmony with each other".

As mediators, what is it we do to maintain harmony and balance in our practice?

Contact Charmaine at 780-464-3828 or email Charmaine.hammond@hammondgr oup.biz to share your strategies in the next newsletter.



Helpful Information

Alberta's Bullying Prevention Strategy

A provincial bullying prevention strategy was developed in response to feedback provided at the May 2004 Alberta Roundtable on Family Violence and Bullying. Through the joint efforts of Alberta Education and Alberta Children's Services, three websites have been developed to help children, youth and adults learn about bullying and deal with bullying issues.

Bullying

Bullying, as defined by the Bullying Prevention Strategy is the assertion of interpersonal power through aggression. Bullying involves

Repeated/consistent negative actions against another

- an imbalance of power between the bully and the target
- Contrasting feelings between the bully and the target as a result
 of the bullying episode (the child who bullies may feel excited,
 powerful or amused, while the target feels afraid, embarrassed
 or hurt).
- The four most common types of bullying are:
- Verbal Bullying—name calling, derogatory comments, sarcasm, teasing, spreading rumours, threatening, making references to one's culture, ethnicity, race, religion, gender, or sexual orientation, unwanted comments.
- Social Bullying—mobbing, scapegoating, excluding others from groups, humiliation, gestures or graffiti intended to put others down.
- Physical Bullying—hitting, punching, kicking, poking, pinching, chasing, shoving, coercing, destroying, unwanted sexual touching.
- Cyber Bullying—using the internet or text messaging to intimidate, insult or spread rumours about someone.

Source: Alberta's Bullying Prevention Strategy

Alberta's Bullying Prevention Strategy

A provincial bullying prevention strategy was developed in response to feedback provided at the May 2004 Alberta Roundtable on Family Violence and Bullying. Through the joint efforts of Alberta Education and Alberta Children's Services, three websites have been developed to help children, youth and adults learn about bullying and deal with bullying issues.

www.teamheroes.ca

Aimed at children 3-11 years of age, the S-Team Heroes help kids learn about bullying prevention and intervention through this interactive online game.

www.B-Free.ca

Intended for youth 12-17 years of age, this site features interactive components and information about how youth can take a stand against bullying in their community.

Membership Categories with AFMS

Registered Family Mediator (RFM) specializing in separation/divorce mediation.

Registered Family Mediator (RFM) specializing in General Family Mediation.

Registered Family Mediator (RFM) specializing in Family Business Mediation.

Practicing Mediator (designation for those who are continuing to gain mediation experience or for whom mediation is a small part of their practice.

General Member Student Member

ALBERTA FAMILY MEDIATION SOCIETY (AFMS)

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

Phone: 403-233-0143 I-877-233-0143 Email: info@afms.ca Website: www.afms.ca



Advancing the practice of family mediation.

We're on the weblook us up!

"Forgiveness does not change the past, but it does enlarge the future."
Paul Boese

The measure of success is not whether you have a tough problem to deal with but whether it is the same problem you had last year. By John Foster Dalles.

It is not a problem when we have a problem. It is a problem if we don't deal with the problem. Mary Kay Utech

About AFMS

Established in 1984, the non-profit society provides services to family mediators.

The organization has a part time administrative assistant and is managed by a volunteer board of directors, with representatives across the province.

The society is dedicated to both professional and public education regarding family mediation.

The most serious mistakes are not being made as a result of wrong answers. The truly dangerous thing is asking the wrong questions. Peter Drucker

Alberta Family Mediation Society Newsletter

Edition 24: November 2007

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features

When conflict about aging Parents arises in families

In many families, when the aging parent (s) are facing life transitions, changes and major decisions, their adult children might become embroiled with conflict surrounding the life transitions, or old family conflicts might surface.

As our population ages, the demands for and the requirements for elder mediation may be on the rise. Elder mediation is utilized in many contexts including: wills and estate planning, managing life transition decisions (e.g. moving into retirement home, medical care), hospital and discharge planning, care giving concerns, etc.

Many adult children are managing the responsibilities of their own family (juggling work, their children, etc.) as well as the care giving needs of their aging parents. Sometimes the adult children have conflicts about who is/is "pulling their weight", who should help the parent with the decisions, and often don't communicate with each other so significant communication challenges arise. (see next page...)

Inside this issue:

Elder mediation

Lunch and Learn sessions 2

Helpful Information 3

Family violence 3

Quotes 4

AFMS Board of Directors

Geeta Bharadia (President)

Jane Warren (Vice President)

Karen Fawcett (Secretary)

Kate Wood (Treasurer)

Brenda Arseneault

Kent Taylor (Past President)

Elaine Bucknum

Lynn Hutchinson

Michael Porter

Kim Rieger

Lunch and Learn Sessions

The location is always the Edmonton City Hall in the Heritage Room. Doors open at 11:30 a.m. and the presentations run from noon until 1:00 p.m. There is a question period and mixer beginning at 1:00 to 1:30. This is a great venue to learn, share information and network with colleagues (all over a lunch break).

Lunch and Learn sessions are a great way to network, learn and connect with colleagues all at once.

In The News

Two of the past Presidents of AFMS have opened a private mediation practice in Edmonton. Kent Taylor and Shelley Taggart opened the Edmonton Mediation Centre in November. Good Luck to them ! If you want to wish them well they can be reached at (780) 758-4088.

There will be a special holiday season newsletter emailed early December. Charmaine has volunteered to do the AFMS newsletter for the past four years, this edition will be her last newsletter for AFMS. Keep posted for more details on the newsletter.

2008 AFMS Conference— April 17 and 18, 2008 in Edmonton. Details to follow in future newsletters.

Continued from page 1

Many of the life transitions that an aging parent faces impact the entire family. Because there are multiple parties involved (adult children, nieces, nephews, grandchildren, professionals, etc.) tension sometimes builds as communication becomes more strained or some are left out of the dialogue process. Aging parents will often keep information to him/herself to avoid fostering conflict in the family, or might share information with select family members only. These dynamics while normal and quite prevalent, lead to relationship challenges that sometimes become more pronounced upon the loss of an aging parent. Sometimes as the roles change, when the parent (s) becomes more dependent, the adult child struggles to make this transition.

Elder mediation can help minimize "crisis based" decision making, engage families in the communication process, and foster commitment to the solutions. This allows more time and energy to the quality of relationship with the aging parent, and between other family members.

From the newsletter Editor- Charmaine Hammond

The December Special Edition of the newsletter will be my last newsletter. I have very much enjoyed the volunteer opportunity to work on the newsletter for the past three years.

Contact Charmaine at 780-464-3828 or email Charmaine.hammond@hammondgroup.biz to share your strategies in the next newsletter.



Helpful Information

visitation and exchange centers for domestic violence"

November is Family Violence Prevention Month

Alberta Children's Services has a number of resources for family violence month and the ongoing education and prevention of family violence and bullying. The free resources can be ordered on line from:

Www.child.alberta.ca

Alberta Children's Services in Partnership with RESOLVE, Justice and the Attorney General has developed a safe visitation environmental scan titled "Supervised This document can be downloaded from www.child.alberta.ca/home/documents/familyviolence

The month of November marks many important events:

- National Community Crime Prevention Month
- National Day to eliminate violence against women (25th)
- National Child Day 29th
- World Kindness Day Nov 13 (www.actsofkindness.org)
- National Bullying Awareness Week (www.bullying.org) November 19
- Diverse Voices Conference Nov 19/20 in Edmonton

Upcoming Events:

Alberta Restorative Justice Conference is November 23 from 6-9 pm and November 24th from 7:30 am -4:30 pm. For more information contact Gillian Lindquist Conference Coordinator at 780-447-3767.

The Mediation and Restorative Justice Centre is offering learning opportunities on Transformative Mediation Theory and Practice as follows:

November 29/07 Introduction: Understanding Transformative Mediation 1-9 pm November 30 and December 1/07— Moving Theory to Practice in Transformative Mediation. 8:30-4:30. Contact Susan Logan at ed@mrjc.ca for more information.

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Advancing the practice of

family mediation.

We're on the weblook us up!

About AFMS

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The society is dedicated to both professional and public education regarding family mediation.

Our thoughts create our reality-where we put our focus is the direction we tend to go.

Peter Williams, author

Courage is the accumulation of small steps. George Konrad

The single biggest problem in communication is the illusion that it has taken place.

George Bernard Shaw

A Problem is a chance for you to do your best.
Duke Ellington

It is not a problem when we have a problem. It is a problem if we don't deal with the problem. Mary Kay Utech

Special points of interest:

 We welcome your input about the newsletters and encourage you to submit articles and features



Wishing you and your family a joyous holiday season!

The Board and Staff of AFMS wish to extend their appreciation for the ongoing support of the membership In 2007.

Wishing you all the best for the New Year!

The AFCC 45th Annual Conference is scheduled for May 28-31/08 in BC. Mark your calendars.

The AFMS conference is scheduled for April 17 & 18, 2008. Don't forget to save the date. The online registration form and brochure will be on the website early January.

Charmaine has completed her term as volunteer newsletter editor. Please direct any AFMS newsletter submissions to Sue Bedier at the AFMS office contact.



Geeta Bharadia (President)

Jane Warren (Vice President)

Karen Fawcett (Secretary)

Kate Wood (Treasurer)

Brenda Arseneault

Kent Taylor (Past President)

Elaine Bucknum

Lynn Hutchinson

Lynn Parish

Michael Porter

Kim Rieger



Gary Direnfeld wrote an interesting article in the recent FMC newsletter. He suggests the following strategies to help families cope with separation during the holiday season:

- Think about scheduling in advance and anticipate different options (e.g. alternating years)
- Encourage room for compromise
- Look for innovative or out of the box type solutions

Family Mediation Canada (Resolve 2007 Dec) also outlined the types of documents that should accompany children when they travel:

- permission to travel letter (including travel plans, itinerary, contact information)
- Birth certificate
- The article also mentioned that documents such as the separation agreement, divorce judgment, etc. might be requested

There is an Elder Mediation Conference in Ontario scheduled for May 7, 8 and 9/08. For more information, contact FMC.

There is a new resource (NCH) that provides practical information for children, young people and parents who are experiencing separation or divorce. For more information refer to the FMC newsletter or www.itsnotyourfault.org

Don't forget to mark your calendar for the upcoming AFMS conference—see page 1 for details.

How to be a perfect stranger: a guide to etiquette in other people's religious ceremonies.

This book by Sanford Jr. Cloud (forward and Arthur Magida (editor) focuses on 20 chapters devoted to different religions including (not limited to) Baptist, Buddhist, Quaker, Roman Catholic, Hindu, Islam, Greek Orthodox, Jewish, Mormon, Christian Science and more. Each chapter begins with a brief introduction to the history and beliefs of the faith followed by a series of standard questions that detail basic service; holy days and festivals; life cycle events and home celebrations. Guests at religious celebrations of faiths other than their own often are unaware of customs, rituals, appropriate dress and gift giving practices. This book highlights questions and answers in a straightforward and non-judgmental manner. Representing a diversity of faiths, the guidelines to correct social behavior at religious ceremonies belongs on every mediator's bookshelf.

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Alberta family Mediation Society

Advancing the practice of family mediation.

We're on the weblook us up!

Gratitude is the best attitude. ~Author Unknown

A New Year's resolution is something that goes in one year and out the other. ~Author Unknown

One kind word can warm three winter months. ~Japanese proverb

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The society is dedicated to both professional and public education regarding family mediation.

Whatever the mind can conceive and believe, the mind can achieve.

Dr. Napoleon Hil



Have a wonderful holiday season and wishing you a new year of joy, abundance and peace!

Registration

NAME:	
FIRM:	
STREET:	
CITY	
PROVINCE / POSTAL CODE:	
PHONE:	
FAX:	
EMAIL:	
CREDIT CARD NUMBER:	
CARD EXPIRY DATE:	
Conference Regist	ration Options
Members:	1
Evening only (no ea	arly bird rate) \$50
	\$240* \$275
Both events	\$275* \$310
Members travelling further request a \$25 discount on	r than 125km one-way may their registration
Non-members:	
Evening only (no ea	rly bird rate) \$60
Day only	\$300* \$325
Both events	\$350* \$375
Early Registration by	March 14, 2008
AFMS payment by Chec	· · · · · · · · · · · · · · · · · · ·

#1650, 246 Stewart Green S.W.

Calgary, AB T3H 3C8 Fax: 403-532-0988 Or register on-line at www.afms.ca Cancellation Policy:

Registration will be refunded up to 30 days before conference (a \$25 administration fee will be withheld). Registration is fully transferable at any time; please advise AFMS of any substitute attendees.

Conference Location

This year's conference will be held in Edmonton, Alberta at The Matrix Hotel

The Matrix Hotel 10001 107 Street NW Edmonton, AB T5J 1J1 Phone: 780-429-2861 Toll Free 1-866-465-8150 www.matrixedmonton.com Ask for conference room rate



Alberta family Mediation Society

For more information contact: AFMS

Sue Bedier, Executive Assistant Toll Free: 1-877-233-0143

Fax: 403-532-0988

or e-mail: conference@afms.ca

Advanced Issues for Divorce Mediators

Helping Children and Families Navigate Unique Circumstances in Divorce

Presented by Dr. Donald T. Saposnek

Elder Care Mediation:
The New Horizon in Mediation
Presented by Dr. Barbara Sunderland Manousso

April 17 & 18, 2008

Mediators, Lawyers, Psychologists, Social Workers, Coaches, Parenting Coordinators and any other professional providing services to families will find these workshops invaluable



April 2008 Conference

April 17 Dr. Barbara Manousso

6.30 p.m. Registration

7.00 p.m. ELDER CARE MEDIATION:
The New Horizon In Mediation

April 18 Dr. Donald T. Saposnek

8:30-9:00 Breakfast

9:00-12:00 Workshop ADVANCED ISSUES

FOR DIVORCE MEDIATORS

Helping Children and Families Navigate Unique Circumstances in Divorce

12:00-1:30 Lunch and AFMS AGM

1:30-4:30 Workshop continued

4.30 Reception

Alberta family Mediation Society

Bringing Leading Edge Knowledge to Your Practice

Helping Children and Families Navigate Unique Circumstances in Divorce

This workshop will focus on advanced issues with which divorce mediators grapple.

- Current research on the developmental needs of children in divorce, temperament, attachment and the implications for designing optimal post-divorce parenting plans.
- Why, when, and how to include children in the mediation process and the ethical considerations of doing so.
- Managing cases in which the parents have had only brief or no relationship.
- When therapeutic models of mediation must override simple facilitation.
- · Gatekeeper parents.
- · Non-parent parties,
- When to acknowledge your limitations as a mediator in a particular case and throw in the towel.

Elder Care Mediation: The New Horizon in Mediation

- Elder Care mediation has become a specialized component in family mediation supporting the needs and concerns among family members or between family members and long-term care facilities in relation to caring for a senior. Elder mediation requires specialized training in the unique dynamics of family roles and medical issues involved. With the growth of the elder population, there are many opportunities to assist families faced with difficult decisions in uncharted territory.
- This program on Elder Care mediation is designed to introduce conflict resolution skills to any professional who deals with the senior population as part of their practice.

DR. DONALD T. SAPOSNEK

is a clinical-child psychologist and child custody mediator.

 As director of Family Mediation Service of Santa Cruz, California, he managed the family court services for 17 years. He has mediated more than 4,000 custody disputes.



- He has published extensively in the professional literature, is the author of the classic book, "Mediating Child Custody Disputes" and is editor of the Association for Conflict Resolution's Family Mediation News.
- National and international trainer of mediation and teacher of child development, a family therapist in private practice for 36 years and, for the past 30 years has taught on the psychology faculty at the University of California at Santa Cruz.
- 2002 recipient of the Association for Conflict Resolution's John M. Haynes Distinguished Mediator Award, 2002 recipient of the Monterey Bay Psychological Association's Outstanding Psychologist Award, 2003 recipient of the California Psychological Association's Award for Distinguished Contribution to Psychology as a Profession.

DR. BARBARA SUNDERLAND MANOUSSO is the past-president of the Association of Conflict Resolution Houston chapter.

Her baccalaureate was from Brown University
in Rhode Island and Master of Public Health,
from the University of Texas School of Public Health in Houston.
Her doctoral studies at Nova Southeastern
in Florida were in Conflict Analysis and Resolution with concentration in elder care.

- Dr. Manousso serves on a variety of federal and local mediation panels and numerous community boards. She is recognized as an authority in elder care mediation and family disputes.
- She has obtained over 2,000 hours in advanced mediation training, including certification in transformative mediation. In Texas, she has earned the designation of Advanced Practitioner.
- As a lecturer and trainer, she has been active since 1993.
 She is a member of the Texas Bar Association ADR Section,
 Texas Association of Mediators, New England Chapter for the Association of Conflict Resolution, the Labor Employment Relations
 Association, a director of the Evans Center for Mediation at South Texas College of Law.

Registration

NAME:	
FIRM:	
STREET:	
СІТУ	
PROVINCE / POSTAL CODE:	
PHONE:	
EMAIL:	
CREDIT CARD NUMBER:	
CARD EXPIRY DATE:	
SIGNATURE:	

Conference Registration Options

Early Registration by February 15, 2009

Memhers'

- I CIII D CI D I		
April 23 only (no gala)	\$275*	\$300
April 24 only (no gala)	\$275*	\$300
Full registration	\$525*	\$550
(both workshops & one gall	a ticket)	
Additional gala tickets (qu	uantity)	\$80

Members travelling further than 125 km one-way may request a \$25 discount on their conference registration

\$22E* | \$2E0

Non-members:

April 23 only (no gala)	\$325*	\$350
April 24 only (no gala)	\$325*	\$350
Full registration	\$625*	\$650
(hoth workshops & one gal	a ticketl	

Additional gala tickets (quantity) \$80

AFMS payment by Cheque / Visa / MC to: **AFMS Conference**

#1650, 246 Stewart Green S.W., Calgary, AB T3H 3C8 Fax: 403.532.0988 or register on-line at www.afms.ca

Conference Location

This year's conference will be held in Calgary, Alberta at



The HOTEL ARTS 119 - 12th Avenue SW Calgary, AB T2R 0G8 Phone: 403.266.4611 Toll-free: 1.800.661.9378

Email: info@hotelarts.ca Ask for conference room rate up to March 16, 2009, subject to availability



Alberta family Mediation Society

For more information contact: **AFMS**

Sue Bedier, Executive Assistant Toll Free: 1.877.233.0143 Fax: 403.532.0988

or e-mail: conference@afms.ca

Cancellation Policy:

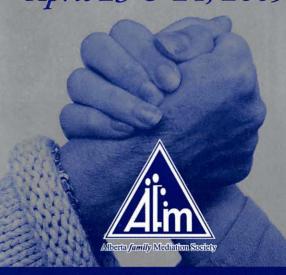
Registration will be refunded up to 30 days before conference (a \$25 administration fee will be withheld). Registration is fully transferable at any time; please advise AFMS of any substitute attendees.

Anniversary Conference

When Parents Part: Children, Legal issues, and the Emotional Process of Coming Apart. Presented by Robert Emery

Advanced Mediation Skills for Challenging Situations Presented by Gary Friedman

April 23 & 24, 2009



Mediators, Lawyers, Psychologists, Social Workers, Coaches, Parenting Coordinators and any other professional providing services to families will find these workshops invaluable

April 2009 Conference

April 23 Robert Emery, Ph.D.

8:30-9:00 Breakfast

9:00-12:00 WHEN PARENTS PART:
Children, Legal Issues, and the
Emotional Process of Coming Apart

12:00-1:30 Lunch and AFMS AGM

6:30-9:30 25th ANNIVERSARY GALA

1:30-4:30 Workshop continued

AFMS is delighted to be celebrating their 25th Anniversary and welcomes all dispute resolution practitioners, their partners and guests to join us for an evening gala. This celebration will salute the progress and advances that have brought us through 25 year of assisting families in solving their disputes calmly, respectfully and with their family's future in mind. Our evening will include a fabulous Hotel Arts dinner, the presentation of this year's John Haynes award, a retrospective of the last 25 years and comic entertainment to remind us all not to be too, too serious! Your full conference package includes one ticket to the gala evening and extra tickets can be purchased in advance for partners and other quests.

April 24 Gary Friedman
8:30-9:00 Breakfast
9:00-12:00 ADVANCED MEDIATION SKILLS
for Challenging Situations

12:00-1:30 Lunch

1:30-4:30 Workshop continued

April 23, 2009

When Parents Part: Children, Legal Issues, and the Emotional Process of Coming Apart

Dr. Emery's research focuses on family relationships and children's mental heath, including parental conflict, divorce, child custody, family violence and associated legal and policy issues.

In this workshop he will present the following topics:

- Children and Divorce: The Latest, Most Relevant Research
- Renegotiating Family Relationships:
 Anger, Grief, and the Divorced Family System
- Alternative Dispute Resolutions:
 Findings and Implications of a Randomized Trial of Mediation and Adversarial Settlement 12 years After Dispute Resolution
- Parenting Plans:
 Promises, Reality and (Limited) Research



Robert Emery, Ph.D. is Professor of Psychology and Director of the Centre for Children, Families and the Law at the University of Virginia. He is the author of *Renegotiating Family Relations: Divorce, Child Custody and Mediation* and the recently published

The Truth about Children and Divorce: Dealing with the Emotions So You and Your Children Can Thrive. Dr. Emery has lectured extensively on his research across the United States and in numerous countries throughout the world.

April 24, 2009

Advanced Mediation Skills for Challenging Situations

Gary Friedman is an international speaker, trainer and author in the field of mediation.

Join Gary for an interactive, practical, advance skills based workshop that will further enhance your techniques and abilities in dealing with the more challenging situations that present themselves in all of our offices. In this workshop Gary will use examples, modeling, role-plays and detailed discussion and analysis to look at alternative approaches to dealing with such situations as:

- Parties who seem determined to perpetuate conflict
- Power imbalances be they knowledge, personality or control based
- Anger, vengeance and other counter productive emotions
- The impact of your own reactions and emotions
- Getting to the intentions behind the interests
- Addressing the law within the mediation



Gary Friedman is co-founder and co-director of the Center for Mediation and Law and a practitioner with Mediation Law Offices in Mill Valley, California. He is the author of *A Guide To Divorce Mediation* and co-author of the

recently published *Challenging Conflict: Mediation Through Understanding.* He conducts training programs in mediation and mediative approaches to the practice of law in the United States, Europe and Israel.

ANNIVERSARY 25" CONFERENCE

When Parents Part Wednesday, April 22, 2009

6:30-9:30 pm at The HOTEL ARTS 119 - 12th Avenue SW, Calgary, AB

Dr. Emery will address the emotional dimensions of divorce for children and parents, including anger, hurt, grief, longing and pain. A focus on how these feelings get intertwined and how to untangle them. As he shows in his popular book for parents, "The Truth About Children and Divorce," the best way parents can help children through divorce is to work on their own chaotic feelings. Parents also need to begin to build a new, more distant, businesslike relationship with each other, so they can complete their most important job: continuing to raise their children. Dr. Emery will give tips on how parents can begin their work while dealing with the legal issues in divorce.



Robert Emery, Ph.D. is Professor of Psychology and Director of the Centre for Children, Families and the Law at the University of Virginia. He is the author of Renegotiating Family Relations: Divorce, Child Custody and Mediation and the recently published The Truth about Children and Divorce: Dealing with the Emotions So You and Your Children Can Thrive. Dr. Emery has lectured extensively on his research across the United States and in numerous countries throughout the world.

Tickets are \$45, early bird pricing of \$35 until March 1, 2009. For more information or to register call 1-877-233-0143 or email conference@afms.ca.



AFMS payment by Cheque/Visa/MC to: AFMS Conference #1650, 246 Stewart Green S.W., Calgary, AB T3H 3C8 Fax: 403-532-0988

Public Presentation

Wednesday April 22, 2009 The Hotel Arts, Calgary

Dr. Robert Emery "When Parents Part"



As part of our 25th Anniversary Conference, AFMS is delighted to offer a public presentation by Dr. Robert Emery, helping parents to understand and untangle their own chaotic feelings so that their children can thrive despite their parents divorce.

We are sending you this information so that you can pass it on to your clients who are really the audience for this presentation. Please post the enclosed flyer in a prominent location if at all possible. Extra copies of the flyer can be found at http://afms.ca/app/pdf/EmeryFlyer25.pdf.

Please help us to spread the word about this exciting opportunity for parents to hear a world renown speaker on the subject of children and divorce. Perhaps you would like to host some of your clients for the evening or buy a block of early bird tickets to resell to your clients if they miss the early bird deadline (which, by the way, will be extended to March 15th given how close we already are to March 1st!)

In addition, if you would like to have a table at this presentation for displaying your company material and engaging with the members of the public who may well be looking for services such as yours, a limited number of such tables will be available. Exhibition tables are \$200 for members of AFMS and \$250 for non-members. Please contact Sue at the number below to reserve yours.

And, please don't forget the professional conference and gala celebration dinner. We have also enclosed a brochure for that event which promises to be a wonderful educational, networking and dining experience!

If you have any questions regarding the public or the professional conference, please feel free to contact us at the number and/or email below.

Hope to see you all there.

Jane Warren AFMS President Conference Co-Chair Elaine Bucknum AFMS Vice President Conference Co-Chair

2010 Conference BURNING ISSUES

Alberta Family Mediation Society and Alberta Arbitration and Mediation Society proudly presents a joint conference for their members and colleagues

APRIL 22—24, 2010 EDMONTON, ALBERTA SUTTON PLACE HOTEL

ALBERTA FAMILY MEDIATION PRESENTS:

JUSTICE BROWNSTONE author "Tug of War"

DR. STEPHEN CARTER "High Conflict Families"

ALBERTA ARBITRATION AND MEDIATION SOCIETY PRESENTS:

DR. JEAN-LUC LEBLANC "Mental Health"

JAN FRANKEL SCHAU "Ethics" & "Negotiation Strategies"

DR. DESMOND ELLIS "Post Mediation Violence"

ROBERT PORTER LYNCH "Architecture of Trust"

BRENDA ROBINSON "Generation + Gap = Conflict?"







Alberta Family Mediation Society - April 22nd & 23rd Speaker Introductions Attendance earns CEC and CEE credits

Public Session April 21st "Tug of War" 7:00pm— 9:00pm

Conference Session April 22nd AM 9:00-10:00

Member of the Panel "Voice of the Child" April 22nd AM 10:30—12:00 Justice Harvey Brownstone is the author of "Tug of War: A Judge's Verdict on Separation, Custody Battles, and the Bitter Realities of Family Court". His book explains complex family law concepts and procedures in a jargon-free style, includes detailed information on how family court works, offers easily understandable case examples and describes alternatives to litigation that are designed to help prevent families with children from entering the legal system to resolve disputes.

Justice Brownstone received his L.L.B. degree from Queen's University in 1980. After working as a Legal Aid Lawyer in the criminal courts, he joined the Legal Aid research facility, focusing primarily on Family Law. He then served as Director of the Family Support Plan at the Ontario Ministry of the Attorney General, responsible for enforcing child and spousal support orders. In 1995 he was appointed a provincial court judge and currently presides at the North Toronto Family Court. All of the proceeds from the sale of the book, Tug of War, are being donated by Justice Brownstone to the Children's Wish Foundation and other children's charities."

Besides the Public Presentation April 21st on his book, Justice Brownstone will also be a member of a 4 person panel April 22nd exploring such topics as: The voice of the child: How to get it and what weight to give it, The court's approach to Parenting Coordination and Parallel parenting: The last frontier in joint custody."

TRUST

Sessions April 22nd PM 1:30-3:00

Conference

1:30—3:00 Evaluating the Opinions of Children

3:30—4:30 Resiliency of Children

FAIRNESS

HONESTY

ETHICS

Conference Sessions April 23rd AM

9:00- 12:00 Understanding and Managing High conflict families

1:30—4:30 PM Intervention Strategies for High Conflict Families **Dr. Stephen Carter** is an Edmonton based psychologist who has years of experience with psycho-educational parenting and custody assessments. As a former teacher and school counsellor, one of his emphasis is on teen and adolescent issues. Dr. Carter employs family restructuring therapy and recently presented on this topic at the Association of Family and Conciliation Courts in New Orleans. Indeed Dr. Carter has presented throughout North America and Europe on a wide variety of issues pertaining to high conflict families to various professional organizations, the Canadian Bar Association and to members of the judiciary in several jurisdictions.

Dr. Carter is the Past Director of the Psychologist' Association of Alberta and is an Adjunct Assistant Professor with the Department of Educational Psychology, Faculty of Education at the University of Alberta. Dr. Carter is qualified as an Expert Witness for the Provincial and Queen's Bench Courts.

Dr. Carter will present on Thursday afternoon on evaluating the opinion of children in child custody cases and will explore the resiliency of children during these high conflict and stressful life events.

Alberta Arbitration and Mediation Society - April 23 **Speaker Introductions** Attendance earns CEC and CEE credits

DR. JEAN-LUC LeBLANC, holds an M.Sc. in Exercise Physiol-

Conference Session April 23rd AM 9:00 - 10:30

ogy and a Ph.D. in Clinical Psychology, both from the University of Ottawa. For the past 27 years, he has developed training sessions and conducted individual and group interventions in the context of coaching, mentoring, career development, retirement planning, organizational effectiveness, organizational change, interpersonal relationships at work and mental health for federal Departments and Agencies as well as private sector businesses.

Dispute Resolution, Mental Health and Compassion Fatigue: The High Cost of Success

This session is an exploration of: The mental health continuum; a mental health checklist; early signs and symptoms suggesting a deterioration of mental health; reflections on the ADR professional level of psychological distress before, during, and after an intervention; recognizing the hazards; and strategies for prevention and solutions.

JAN FRANKEL SCHAU is a mediator with ADR Services, Inc. in Los Angeles, California and a Past President of the Southern California Mediation Association. Ms. Schau is a popular lecturer and presenter on topics relating to mediation and is the author of numerous scholarly articles on the topic. She was inducted into the International Academy of Mediators in April 2008 and is an active member of the State Bar of California's ADR Committee, the ABA Dispute Resolution Section and the Los Angeles County Bar Association.

Conference Session April 23rd AM 10:45 - 12:00

Telling Secrets and Telling Lies: This is an interactive workshop exploring the challenging topic of Ethics in Negotiation. The presentation provides instruction on general rules of Ethics in Mediation, and the conduct of lawyers in negotiation, particularly in caucused mediation, and the difficult dynamic presented by the rules of Confidentiality that protect against reporting of violations.

TRUST

ETHICS

FAIRNESS

HONESTY

Conference Session April 23rd PM 1:30 - 2:45

Negotiation Strategies: This is an advanced seminar on tips and techniques for avoiding impasse in commercial litigation. The Instructor will teach sophisticated tools for breaking impasse and will invite the participants to engage in miniexercises to encourage experiential learning through a role play which will employ all of the techniques in order to resolve an employment case

Evening Presentation April 23rd PM 8:00 - 9:00

Dr. Desmond Ellis - Professor at La Marsh Centre on Violence and Conflict Resolution, York University

DOVE and Post-Mediation Conflict—Dr. Ellis will report on findings of research on Domestic Violence and Divorce Mediation.

Alberta Arbitration and Mediation Society - April 24th **Speaker Introductions** Attendance earns CEC and CEE credits Robert Porter Lynch has acted as negotiations coach for scores of companies, joining them together in a strategic relationship. He has served as an intermediary between labour and management, and worked to rebuild trust within organizations. His commitment to understanding the best practices in alliance formation and management throughout the world has resulted in a fresh new framework that you and your clients can use to begin to recover from the disasters of distrust or learn how not to repeat their mistakes. Conference **Architecture of Trust** Session These workshops are a partial result of Robert's quest to answer April 24th AM two fundamental questions: 9:00 - 11:00 First: How can people of greatly different backgrounds and be-Part 1 liefs work and create together synergistically? 1:00 - 2:45 PM **Second**: Is there a transcendent "design" to trust that can be Part 2 applied across a multitude of cultures and boundaries with highly successful & predictable results? The morning session will be a revisiting of some of the material Robert presented in Edmonton on December 7th. The afternoon session will take the topic deeper and broader. Walk away with some invaluable insight and tools to quickly identify behaviour that is building trust and behaviour that is damaging it. Brenda Robinson - holds Masters in Education. She is a speaker, trainer, writer and consultant with a passion for working with people. TRUST Conference Generation + Gap = Conflict - Have the most fun ever un-Session derstanding the generations present in today's workplace-and April 24th PM walk away appreciating the differences. 3:00 - 4:00**ETHICS**

FAIRNESS

VENUE FOR ALL PUBLIC PRESENTATIONS, SOCIALS, CONFERENCE PRESENTATIONS, AND MEALS WILL BE THE BEAUTIFUL

HONESTY

SUTTON PLACE HOTEL 10235 101 STREET, EDMONTON, AB

BOOK ROOMS BEFORE MARCH 14TH -ASK FOR AFMS/AAMS
RATE OF \$129.00 PLUS TAX PER NIGHT
Call: 1-866-378-8866
Email: res_edmonton@suttonplace.com



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THURSDAY	APRIL 22	Attendance ea	rns CEC and CEE credits	No. of A
	8:00 - 9:00	Breakfast		The same
AFMS 2	9:00 - 10:00	Justice Brownstone	Tug of War	
AFMS 3	10:30 - 12:00	Panel: Justice Brown-	The Voice of the Child:	3/386
		stone, Rick Assinger,	How to get it and what	
		and Dr. Bonnie Haave	weight to give it	OK N
	12:00 - 1:30	Lunch – AFMS AGM		X DIA
AFMS 4	1:30 - 3:00	Dr. Stephen Carter	Evaluating the Opinions	10000
			of Children	M 300
AFMS 5	3:30 - 4:30	Dr. Stephen Carter	Resiliency of Children	7 10
	4:30 - 6:30	AFMS Wine and Cheese		
FRIDAY	APRIL 23			
	8:00 - 9:00	Breakfast		700
AAMS 1	9:00 - 10:30	Jean-Luc LeBlanc	Mental Health and Com-	157
			passion Fatigue	100
AFMS 6	9:00 - 10:30	Dr. Stephen Carter	Understanding High Con-	
			flict Families	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
AAMS 2	10:45 - 12:00	Jan Frankel Schau	Telling Lies and Telling	
			Secrets	
AFMS 6	11:00 - 12:00	Dr. Stephen Carter	Understanding & Manag-	I I
			ing High Conflict Families	
	12:00 - 1:30	AFMS & AAMS Lunch		
		Keynote Speaker	The state of the s	
AAMS 3	1:30 - 2:45	Jan Frankel Schau	Negotiation Strategies	
AFMS 7	1:30 - 3:00	Dr. Stephen Carter	Intervention Strategies	
			for High Conflict Families	
AAMS 4	3:00 - 5:00	AAMS AGM	Free of Charge	TRUCT
	7:00 - 9:00	AAMS Networking So-	Free with Cash Bar	TRUST
		cial	Research Report on DV	100000
		Dr. Desmond Ellis	Post-Mediation	
SATURDAY	APRIL 24		*	ETHICS
	8:00 - 9-00	Breakfast		
AAMS 6	9:00 - 11:00	Robert Porter-Lynch	Architecture of Trust	
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AAMS 7	11:15 - 1200	Med/Arb Arb/Med Panel	Med/Arb Arb/Med:	FAIRNESS
			Clarity in the Blend	
THE PERSON	12:00 - 1:00	Lunch		
AAMS 6	1:00 - 2:45	Robert Porter-Lynch	Architecture of Trust	
AAMS 8	3:00 - 4:00	Brenda Robinson	Generation + Gap = ?	HONESTY
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AAMS 9	4:00 - 4:30	Wrap-up and Evaluation	THE PARTY OF THE PARTY	STATE OF THE STATE
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Conference 2010 AFMS	and AAMS April 21 - 24	, 2010	
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AFMS or AAMS Members:	*Early Registration L	oy February 15, 2010*	2 507
	Early Registration	After February 15, 2010	
April 22 (AFMS Full Day)	\$245	\$270	
April 23	\$245	\$270	
	☐ AFMS Full day	☐ AFMS am	☐ AFMS pm
	☐ AAMS Full day	☐ AAMS am	☐ AAMS pm
April 24 (AAMS Full Day)	\$245	\$270	
Two days	\$440	\$490	
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Three days	\$660	\$735	a Maria
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April 22 (AFMS Full Day)	\$325	\$350	
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April 24 (AAMS Full Day)	\$325	\$350	
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Three days	\$900	\$975	
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#1650, 246 Stewart Green S.	, J. (5)	#605, 10707 100 Avenue	,
Calgary, Alberta T3H 3C8		Edmonton, AB T5J 3M1	
conference@afms.ca		info@aams.ab.ca	
Fax: 403-532-0988		Fax: (78) 433-9024	
Phone Toll Free: 1-877-233-0)143	Phone Toll Free: 1-800-232	-7214
(403) 233-0143	1196 / Lugarenci	(780) 433-4881	CONTRACT OF
Register online at www.afm	is.ca	Register online at www.aa	ms.ab.ca

Conference Registration Options

Members	Early Registration (before January 31, 2011)	Regular
Day One	\$275	\$300
Day Two	\$150	\$175
Both Days	\$400	\$450
Non-Members		
Day One	\$325	\$350
Day Two	\$1 <i>75</i>	\$200
Both Days	\$475	\$525
Friday Lunch Only	\$40	\$40
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Name:	
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Please note: the Alberta Arbitration and Mediation Society (AAMS) conference will take place immediately following our AFMS conference at the Delta Bow Valley Hotel with separate registration for that event.

Delta Bow Valley Hotel 209 4th Avenue SE, Calgary, Alberta, T2G 0C6 403-266-1980, 1-888-890-3222 www.deltahotels.com

Ask for "AFMS conference" room rate \$149/night

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AFMS Members	*Early Registration by January 31, 2011*	After January 31, 2011	Amount
March 31, 2011 only (Day One)	\$275*	\$300	18
Includes light breakfast,	lunch and wine a	nd cheese	
April 1, 2011 only (Day Two)	\$150*	\$175	
This is a half day, includ	les lunch		
Both Days	\$400*	\$450	
Members travelling furth request a \$25 discount of			n.
NON AFMS Me	embers		
March 31, 2011 only (Day One)	\$325*	\$350	
Includes light breakfast,	lunch and wine a	nd cheese	
April 1, 2011 only (Day Two)	\$175*	\$200	
This is a half day, includ	les lunch		
Both Days	\$475*	\$525	
Lunch on Friday, April 1, 2011 only	\$40	\$40	
(Friday Lunch is included Days" and "Day Two" packages)		Total	
Payment by Visa, Ma	sterCard, or Cheq	ve	
Туре:	MasterCard	Visa	Cheque
Card #:			

Mail, fax or scan and email this form with payment to:

Alberta Family Mediation Society #1650 Stewart Green SW, Calgary, AB T3H 3C8 conference@afms.ca Fax: 403-532-0988

Phone Toll Free: 1-877-233-0143 In Calgary Phone: 403-233-0143 Register Online: www.afms.ca

It's Time to Talk About it:

The Art and Science of Family Mediation



March 31 and April 1, 2011

Delta Bow Valley Hotel, Calgary



Alberta family Mediation Society

March 31, 2011

8:00 am Registration begins

8:30 - 10:00 am Judge Heather A. Lamoureux: Fifty Ways to Leave Your Conflict

10:00 am Coffee Break

10:30 - 12:00 pm Fifty Ways to Leave Your Conflict (cont'd)

12:00 - 1:00 pm Lunch

1:00 - 1:30 pm AFMS Annual General Meeting

1:30 - 3:00 pm Panel Discussion - TBA

3:00 pm Coffee Break

3:30 - 4:30 pm Panel Discussion (cont'd)

4:30 - 6:00 pm Wine and Cheese

April 1, 2011

8:00 am Registration begins

8:30 - 10:00 am Brian Thwaits: So One Brain Said

10:00 am Coffee Break

10:30 - 12:00 pm So One Brain Said To The Other Brain... (cont'd)

12:00 - 1:00 pm Luncheon with Guest Speaker and John Haynes Memorial Award presentation

Mediators, Lawyers, Coaches,
Social Workers, Psychologists,
Parenting Coordinators and any other
professional providing services to families
will find these workshops invaluable

Please note: the Alberta Arbitration and Mediation Society (AAMS) conference will take place immediately following our AFMS conference at the Delta Bow Valley Hotel with separate registration for that event.

HONOURABLE HEATHER A. LAMOUREUX (QC, P.C.J., CMed.)

Judge Heather A. Lamoureux is a Judge of the Provincial Court of Alberta, Criminal Division. She holds a Master's Degree in Law from Pepperdine University in California, with a specialty in mediation and arbitration and a LLB (with distinction) from the University of Alberta. In 2007, Judge Lamoureux was appointed Assistant Adjunct Professor at the Faculty of Medicine, Department of Community Health, University of Calgary, and is currently an Assistant Adjunct Professor at the Faculty of Law at the University of Calgary. Judge Lamoureux is the co-author of the book Resolving Conflict and Improving Communication: A Guide for Healthcare Professionals.

Fifty Ways to Leave Your Conflict

This highly interactive presentation will examine the aetiology of conflict, cognitive barriers to conflict resolution, personality types in conflict, interest based dialogue to resolve conflict.

BRIAN THWAITS

Brian Thwaits is an entertaining and enthralling 'brain trainer', a learning and communication whiz with a wealth of experience in both the private and public sectors. Brian first demonstrated his flair for performance as an award-winning teacher and is now an acclaimed professional speaker who engages both the hearts and minds of his listeners — so they leave his presentations with sides splitting from laughter and heads bursting with ideas.

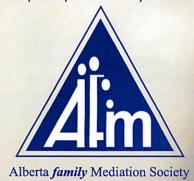
A former educator with more than 25 years of teaching and training experience in both the public and private sectors, he began his career by winning a national student award at Lakehead University and concluded it by receiving the President's Award for Excellence from Mohawk College for his work both at the institution and in the community.

Brian is one of Canada's most accomplished and respected professional speakers, delivering 'brain training' presentations to a variety of diverse clients: the Department of Education in Hong Kong, the Learning Brain Expo in San Diego, the Canada School of Public Service in Whitehorse, the Canadian Society of Hospital Pharmacists in Banff, the Association of Manitoba Municipalities in Brandon, Microsoft Canada in Toronto, the Canada Revenue Agency in Ottawa, and the Legal Information Society of Nova Scotia in Halifax just a few organizations from a lengthy client list that is rapidly expanding as his reputation continues to grow.

He has appeared in various media and is the author of <u>The Big Learn: Smart Ways to Use Your Brain</u>. Thousands of people in countless audiences have experienced Brian's unique and thought-provoking take on how we use our heads. His sessions cleverly combine the latest information from the disciplines of brain research, learning theory and the communication field to suggest innovative and practical approaches to issues we face daily in the workplace, in the classroom, and in our personal lives.

So One Brain Said To The Other Brain...

This provocative and entertaining presentation will give those three-pound organs inside our heads an adjustment we'll never forget. The way we use our brains, of course, has a tremendous influence on the way we think, learn and communicate. In fact, using brain-friendly strategies can have an immediate and powerful impact on just about everything we do – both personally and professionally!



CONFERENCE SCHEDULE:

Thursday, April 19, 2012

6:30pm - 9:00pm Cocktail Reception, Matrix Hotel - for registered Conference attendees

Friday, April 20, 2012

8:00am Registration and Breakfast

9:00 - 10:15am

Ethical Practice in Private Dispute Resolution

Part One: Special Challenges for Mediators and Advocates

Part Two: Cultural Competency in Private Dispute

Resolution: The Case of Islamic Divorce

Part Three: Some Practical Tools for Working through

Ethical Challenges

Dr. Julie Macfarlane, University of Windsor

10:15 - 10:30am Break

10:30am - 12:00pm

Dr. Julie Macfarlane cont'd

12:00 - 1:00pm Lunch

1:00 - 1:30pm AFMS Annual General Meeting

1:30 - 3:00pm

Those Questions We Have... Exploring Challenges in

our Craft

Dr. Arnold Shienvold, Psychologist

3:00 - 3:30pm Break

3:30 - 4:30pm Dr. Arnold Shienvold cont'd

Registration includes: Cocktail Reception on Thursday, April 19, 2012; breakfast, coffee breaks and full lunch on Friday, April 20, 2012; and all conference materials. Mail, scan or fax registration to:

Alberta family Mediation Society

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

conference@afms.ca

Fax: 403.532.0988

Phone Toll-Free: 877.233.0143

In Calgary Phone: 403.233.0143

Register online! www.afms.ca



Cancellation Policy: Registration will be refunded up to 30 days before conference (a \$50 administration fee will be withheld). Registration is <u>fully transferable</u> at any time; please advise AFMS of any substitute attendees.





AFMS LEARNING TOGETHER

Alberta *family*Mediation Society 2012 Annual Conference



Friday, April 20, 2012 Matrix Hotel, Edmonton, AB

Mediators, Psychologists, Social Workers, Lawyers, Coaches, Parenting Coordinators, Judges and other professionals who provide services to families will find these workshops invaluable.

AFMS Conference 2012 Registration Form

Registration includes: Cocktail Reception on Thursday, April 19, 2012; breakfast, coffee breaks and full lunch on Friday, April 20, 2012; and all conference materials.

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Organization:	
Address:	. A s o s
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Postal Code:	
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Registration Options:	
☐ AFMS Members*	\$375
☐ Non-members	\$475
Earlybird (before February 1	15, 2012)
☐ AFMS Members*	\$325
☐ Non-members	\$425

Matrix Hotel

10640-100 Avenue, Edmonton, AB T5J 3N8 TOLL FREE: 866.465.8150 information@matrixedmonton.com

You may also register online: www.afms.ca



Dr. Julie Macfarlane

Dr. Julie Macfarlane is a Professor in the Faculty of Law at the University of Windsor. Dr. Macfarlane has researched and written extensively on dispute resolution and, in particular, the role of lawyers in that process. Her bestselling 2008 book The New Lawyer: How Settlement is Transforming the Practice of Law (University of British Columbia Press) is based on hundreds of personal interviews with lawyers and their clients. It has been the focus of dozens of workshops conducted by Dr. Macfarlane in the US, Canada, the UK and Australia. In 2005, she was the first Canadian recipient of the International Academy of Mediators' Award of Excellence, presented annually to an individual mediation practitioner.

Dr. Macfarlane is the editor of Dispute Resolution: Readings and Case Studies (Emond Montgomery) a student text used widely in ADR courses in Canadian law schools which has now been published in its 3rd edition. Dr. Macfarlane has just completed a four year empirical research project examining the use of Islamic family law principles and values in divorce processes conducted by third parties in North American mosques. Islamic Divorce in North America: Choosing a Shari'a Path in a Secular Society will be published by Oxford University Press in April, 2012.

Dr. Arnold Shienvold has a Master of Arts degree and a Doctor of Philosophy degree in Clinical Psychology from the University of Alabama. He specialized in child clinical psychology and completed his internship at the Ohio State University Hospital.

Dr. Shienvold is a practicing psychologist in Pennsylvania. His practice has an emphasis on families and juveniles, mediations, parenting coordination, psychotherapy and teaching/training. Dr. Shienvold is the former President of the Academy of Family Mediators and the Association for Conflict Resolution. He is the incoming President of the Association of Family and Conciliation Courts and a member of the American Professional Society on the Abuse of Children.

Dr. Shienvold has conducted workshops and seminars throughout North America for judges, lawyers, psychologists, social workers, and mediators. He is in demand to give instruction in the areas of forensic evaluative processes, personality disorders, attachment theory and alienated children.



Dr. Arnold Shienvold

^{*}AFMS members travelling further than 125km one-way may request a \$25 discount on their registration fee.

SCHEDULE

Thursday, May 2, 2013 - DAY ONE

The Making of a Mediator

Morning: 8:30am to 12:00pm (with a coffee break)

Michael D. Lang

Lunch: 12:00 to 1:00pm

Afternoon: 1:00 to 4:30pm (with a coffee break)

Michael D. Lang

Wine and Cheese Reception: 4:30 to 6:00pm
AFMS welcomes all attendees to be their quests.

Friday, May 3, 2013 - DAY TWO

AFMS Annual General Meeting: 8:00 to 8:30am

Morning: 8:30am to 12:00pm (with a coffee break)
Barbara Jo Fidler: The Making of a Parenting
Coordinator

Lunch: 12:00 to 1:00pm

Afternoon: 1:00 to 2:30pm Workshop A

Choice of Dr. Larry Fong: Working with Diversity

Issues in Mediation

<u>OR</u>

Michael D. Lang: Making Things Worse: Mediator

Responses to Difficult Behaviors

<u>Or</u>

Stephanie Dobson: Setting Down The Pen - Using

Technology In The Boardroom

Coffee Break: 2:30 to 3:00pm

Afternoon: 3:00 - 4:30pm Workshop B

Choice of Barbara Jo Fidler: Challenges in PC

Work: Working with Collaterals

<u>OR</u>

Judge Michael Porter (Ret'd): The Art of Mediation

Report Writing

MICHAEL D. LANG

Michael Lang has been mediating family, commercial, public policy and organizational disputes since 1978. He is the founding director of the Master of Arts Program in Conflict Resolution and former President and Board member of the Academy of Family Mediators. Michael served as Editor-in-Chief of Mediation Quarterly (now Conflict Resolution Quarterly) and as a member of its editorial board. Michael has authored a number of articles on mediation practice and is coauthor of The Making of a Mediator: Developing Artistry in Practice, published in 2000 by Jossey Bass Publishers. In 2012, Mr. Lang received the John Haynes Distinguished Mediator Award in recognition of his outstanding contributions to the field of mediation. This was presented at the ACR Annual Conference Presidential Luncheon.

DR. BARBARA JO FIDLER

Dr. Barbara Jo Fidler has been a registered clinical developmental psychologist since 1987. She is an accredited mediator practicing in Ontario, Canada. She maintains a private practice and is a founding member of Family Solutions, a team devoted to working with separated and divorced families. Dr. Fidler is a practicing therapist, mediator, arbitrator, parenting coordinator, and case consultant to child protection agencies and other professionals. She has been actively involved in the development and training of parenting coordination services and was appointed to the AFCC Task Force that was responsible for developing guidelines and standards of practice.



STEPHANIE DOBSON

Stephanie Dobson is a Collaborative Family Lawyer and a Registered Family Mediator (AFMS) who focuses her practice on these processes to assist clients to minimize the destruction of divorce. Stephanie utilizes the latest technology in her boardroom to deliver highly effective and efficient services for her clients. She has "set down the pen", opting instead to use mindmapping software to create a highly effective and uber-organized set of notes which continue to develop each meeting. After this Workshop, you will (1) understand the concept of mindmapping as an invaluable tool in the boardroom, (2) be able to effectively record minutes and brainstorm solutions in settlement conferences, and (3) improve efficiencies by integrating technology into your boardroom.

DR. LARRY FONG

Dr. Larry Fong, is a Registered Family Mediator and Registered Parenting Coordinator and Arbitrator (AFMS); Registered Psychologist, a Member of the Canadian Psychological Association and an Associate Member of the American Psychological Association. His leadership skills are noted by his appointments as Past President of the Alberta Family Mediation Society, Family Mediation Canada, the Psychologists Association of Alberta and the College of Alberta Psychologists. He is a founding member of the Association for Conflict Resolution and a board member of the Association of Family and Conciliation Courts.

JUDGE MICHAEL PORTER (RET'D)

Judge Michael Porter is a lawyer and former judge with over 40 years experience as both. He sat in the Family, Civil and Criminal divisions of the Alberta Provincial Court until 1997 when he returned to active Law Society membership and began his practice as a Chartered Mediator and Arbitrator. Michael is a Registered Family Mediator and a member of both the Alberta Family Mediation Society, and Family Mediation Canada. He specializes in divorce and family mediation. Michael Porter's true passion is conflict resolution through innovative mediation techniques. In this Workshop, you will learn to write your mediation reports in a more concise and effective manner.

AFMS Mem	bers	*Early Registra- tion by March 1, 2013	After March 1, 2013
May 2, 2013 ((Day One)	only	\$225*	\$275
May 3, 2013 (Day Two)	only	\$225*	\$275
Both Days		\$450*	\$550
Members travelling request a \$25 disc		km one-way may conference registrat	ion.
Non-Membe	ers		
May 2, 2013 (Day One)	only	\$288*	\$350
May 3, 2013 (Day Two)	only	\$288*	\$350
Both Days		\$575*	\$700
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Registration Options:

Mail, fax or scan/email this form with payment to:

Alberta Family Mediation Society #1650 Stewart Green SW, Calgary, AB T3H 3C8 conference@afms.ca

Fax: 403.532.0988 Phone: 403.233.0143 Phone Toll Free: 1.877.233.0143

OR

REGISTER ONLINE www.afms.ca



Visit www.afms.ca for membership information.

The AFMS Annual Conference will be held at: **Hotel Arts** 119 - 12th Avenue SW, Calgary, Alberta

To reserve a hotel room, contact: 403.266.4611 www.hotelarts.ca Ask for AFMS conference room rate \$209/night



ANNUAL CONFERENCE THURSDAY, MAY 2 & FRIDAY, MAY 3, 2013

HOTEL ARTS, CALGARY

Mediators, Psychologists, Lawyers, Parenting Coordinators, Social Workers, Coaches, Judges and any other professionals who provide services to families, will find this Conference invaluable.







Alberta Family Mediation Society
Association of Family & Conciliation Courts Alberta Chapter

Joint Conference 2014

April 10th & 11th, 2014

Kahanoff Conference Centre, Calgary

Keynote Speaker Bill Eddy

ABOUT THE PRESENTER

Bill Eddy is a lawyer, therapist and mediator, and the President of the High Conflict Institute based in San Diego, California. As a lawyer, he is a Certified Family Law Specialist in California, where he has represented clients in family court and provided divorce mediation services for the past 21 years. Prior to that, he provided child and family counseling for 12 years in psychiatric hospitals and outpatient clinics as a Licensed Clinical Social Worker.

Mr. Eddy has written several books, including High Conflict People in Legal Disputes and SPLITTING: Protecting Yourself While Divorcing Someone with Borderline or Narcissistic Personality Disorder. In 2009, he developed the New Ways for Families short-term counseling program for use in several family court jurisdictions in the U. S. and Canada. In 2011, he co-developed the HCI PatternViewer computer service for presenting patterns of high-conflict behaviour to professionals and the court. In 2013, he developed the New Ways for Mediation method for high-conflict families, after 30 years as a mediator.

He is on the part-time faculty at both Pepperdine University School of Law, and the National Judicial College. He has presented on managing high conflict personalities to lawyers, counselors, judges, mediators, human resource professionals, healthcare administrators, college administrators, law enforcement and home-owners associations in over 25 states, several provinces in Canada, Australia, New Zealand, France and Sweden. His websites are: www.HighConflictInstitute.com and www.NewWays4Families.com.



AFMS/AFCC Alberta Chapter Joint Conference Research Informed Practice

Keynote Presenter:

Bill Eddy, LCSW, JD, CFLS AFCC



Alberta family Mediation Society

Thursday, April 10th, 2014 Conference Schedule

Managing High-Conflict Personalities in Separation and Divorce

8:30 - 10:00 AM Understanding High-Conflict Personalities

5 Personality disorders and their conflict dynamics Negative advocates and how they reinforce high-conflict Recent brain research about managing their negativity

15 Minute Coffee Break (Refreshments provided)

10:15 – 11:45 AM Managing Individual Clients with High-Conflict Personalities

Connecting with Empathy, Attention and Respect

Analyzing Alternatives: Teaching Clients to Make Proposals Responding to Hostility: Teaching Clients BIFF Responses Setting Limits: Educating Clients about Consequences

Lunch (Meal included with registration)

1:00 – 2:30PM New Ways for Families–Paradigm Shift for High-Conflict Cases

A family systems approach based on treatment research Court orders for structured counseling with a skills workbook Burden on both parties to learn conflict resolution skills Parents teach children conflict resolution skills All professionals reinforce skills in decision-making Status of this method in several Family Court jurisdictions

15 Minute Coffee Break (Refreshments provided)

2:45 – 4:15PM New Ways for Mediation – More Structure & Skills; Less Stress

Pre-mediation coaching for client responsibility and safety Client-centered decision-making 4-Step Structure and client skills for each step

Role of attorneys in mediation; avoiding professional splitting

4:15 PM Wine & Cheese to follow Thursday's Presentation

Alberta Family Mediation Society & AFCC Alberta Chapter warmly welcome all Conference attendees to this event



AFMS/AFCC Alberta Chapter
Joint Conference
Research Informed Practice



Alberta family Mediation Society

Friday, April 11th, 2014 Conference Schedule

8:30-9:00AM

Alberta Family Mediation Society Annual General Meeting

9:00-10:30AM

Norlien Foundation "Core Story of Brain Development"

The purpose of this presentation will be to share the "core story of brain development" with the conference participants followed by a discussion about the relevance of this story to those working in the family mediation field. The "core story" represents the synthesis of science pertaining to how brains develop and the critical importance of early life experiences and intergenerational factors in this development. Participants will learn about core story concepts, in particular toxic stress and how this impacts on the developing brain and can be related to negative health outcomes such as mental health problems and addiction.

15 Minute Coffee Break (Refreshments provided)

10:45AM-12:00PM

Alasdair MacKinnon "Resolving Conflict Through Great Communication" This presentation gives participants an awareness of the assumptions that we make surrounding how we address conflict and how we communicate with each other. This workshop increases the participant's awareness of how much our perception of ourselves and others involved in any daily contact or conflict, drives the outcome.

OR

Dr. Sandra Fenton "Transformative Mediation- Techniques for High Conflict Behaviours" Transformative Mediation introduces the concept of empowerment and recognition shifts, and allows participants to experience the way these shifts change conflict interactions from negative and destructive to positive and constructive. This is an interactive presentation with the most up-to-date, distinctive and innovative research on the transformative approach to mediation.

45 Minute Lunch Break (Meal included with registration)

12:45-2:15PM

lan Connop "Mediation, Trauma and Culture: When not to mediate and the art of the possible"

In this presentation, Ian will briefly cover the neuroscience of trauma, its interpersonal effects on relationship/conflict, and the intersection of culture.

OR

Dr. Lorri Yasenik "Including the Voices of Children of Separation and Divorce in the Legal System" In this presentation, Lorri will discuss her research outcomes (in addition to what people do and how they do it re: interviewing children), what this has to do with law reform, and taking the services we currently have and re-organizing them so children are involved sooner in the process.

15 Minute Coffee Break (Refreshments provided)

2:30-4:00PM

Family Justice Services "Caseflow Conference program and the Case Management Counsel Pilot Project" Caseflow Conference assists parties as the first step in the Provincial Family Court process. The Case Management Counsel Pilot Project assists parties who have been involved in high conflict family litigation for extended periods of time move their cases towards resolution. Many parties in both programs are able to resolve some or all of their issues and obtain a Court Order without ever having appeared before a Judge.

OR

Glenda Lux / Pam Bell "Review of Case Study" This presentation will be a review of a case study as provided by the Lux Short Pupp Psychology group of their referral/intake process, approach, and treatment strategies. This includes a case study as well as legal perspectives.

4:00-4:45PM

Judge Nancy A. Flatters, A Non-Sitting Judge, Provincial Court of Alberta, Calgary Family and Youth Court "Thinking about your Thinking"

A video presentation with an educational focus on Judicial Settlement Conferencing. JSC is an informal justice process that provides a forum within the Court system for parties to speak to a Judge in a different way and to hear a judicial opinion about their matter so they could better weigh their settlement options.



RESEARCH INFORMED PRACTICE

AFMS & AFCC Alberta Chapter JOINT CONFERENCE THURSDAY, APRIL 10th, 2014 & FRIDAY, APRIL 11th, 2014



Kahanoff Conference Centre, Calgary

2nd Floor, 105 12th Ave SE, Calgary, AB T2G 1A1

Mediators, Psychologists, Lawyers, Parenting Coordinators, Social Workers, Coaches, Judges and any other professionals who provide services to families, will find this Conference invaluable.

Registration Options:

Mail, fax or scan/email this form with payment to:

Alberta Family Mediation Society #1650 246 Stewart Green SW Calgary, AB T3H 3C8 conference@afms.ca

Fax: 403.532.0988 Phone: 403.233.0143

Phone Toll Free: 1.877.233.0143

REGISTER ONLINE www.afms.ca

AFMS/AFCC Members *Early Registration by March 7, 2014 April 10th, 2014 only (Day One)\$240*\$300
April 11th, 2014 only
(Day Two)\$240*\$300
Both Days \$380*\$480
Members travelling further than 125 km one-way may
request a \$25 discount on their total conference registration.
Non-Members
April 10th, 2014 only
(Day One) \$320* \$400
April 11th, 2014 only
(Day Two)\$320*\$400
Both Days\$525*\$650

ΑII	regis	trations	include	light bre	akfast(s),
lun	ches,	and the	wine &	cheese	event.

We have access to conference rates with: Hotel Arts 119 - 12th Avenue SW, Calgary, Alberta To reserve a hotel room, contact: 403.266.4611 www.hotelarts.ca Ask for Kahanoff Conference room rate

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Presentation choices (Please choose one from each)							

Cancellation Policy: Registration will be refunded up to 30 days before conference (a \$50 administration fee will be withheld). Registration is fully transferable. Please provide the names of substitute attendees to AFMS at the earliest possible date.

#1 Dr. SANDRA FENTON____/ALASDAIR MACKINNON

#3 GLENDA LUX & PAM BELL____/ FAMILY JUSTICE SERVICES_

#2 IAN CONNOP____/ Dr. LORRI YASENIK





Alberta Chapter

The Association of Family and Conciliation Courts - Alberta Chapter and the Alberta Family Mediation Society are pleased to present:

PROFESSIONALS AT THE CROSSROADS: HELPING FAMILIES AND CHILDREN ACCESS THE LEGAL SYSTEM

APRIL 9 &10, 2015 – EDMONTON, AB PROVIDENCE RENEWAL CENTRE 3005 119 STREET NW EDMONTON, AB T6J 5R5





Thursday, April 9, 2015, 8:30am – 4:30pm

Dr. Pamela Ludolph and Leslie Ellen Shear

- Bringing up Baby Parenting Plans for Very Young Children
- Hypothetical Case

Wine and Cheese Reception for Conference Attendees: 4:30-6:30pm

Friday, April 10, 2015, 8:30am – 4:30pm

Dr. Nicholas Bala

- Legal Responses to Alienation and Emotional Abuse of Children in High Conflict Separations
- Facilitation of Mock Court

Thursday, April 9, 2015

Pamela S. Ludolph holds advanced degrees from the University of Toronto and the University of Michigan. She long served as the psychological consultant to the Child Advocacy Law Clinic at the University of Michigan Law School. She maintains a private practice in Ann Arbor, Michigan, with an emphasis on issues of divorce, child custody and access, and child maltreatment. Her research interests include attachment; alienation; relocation; shared parenting; and parenting time evaluation and consultation.



Leslie Ellen Shear has practiced family law in California since 1976. She is certified by the State Bar of California Board of Legal Specialization as a specialist in Family Law and a specialist in Appellate Law. Leslie is a fellow of the International Academy of Matrimonial Lawyers. Her practice interests include complex child custody matters including, but not limited to, relocation, parenting plans for infants and small children, interstate and international custody, Hague Abduction Convention proceedings, UCCJEA proceedings, parenting plans for special needs children, and legal custody issues.



8:30am - 12:00pm (Coffee Break 10:30 - 10:45am)

Bringing up Baby: Parenting Plans for Very Young Children We will focus our workshop on development, implementation, and adaptation of practical parenting plans for infants, toddlers, and preschoolers whose parents live apart. Our workshop will address the contribution of attachment and other cognitive and affective theories of early development to effective parenting plans; the role of gatekeeping in young families; and methods for helping these parents move from competition to complementarity. We will discuss the response of the legal system to the special challenges of these cases, including the impact of the changed circumstances doctrine. Our workshop will also address the role of practitioners in reforming practices and policies to better serve the needs of this population.

- What is attachment theory?
- What does attachment theory contribute to our understanding of child development?
- What are the current critiques of attachment theory?
- Is there invariably a primary parent?
- Attachment is an additive factor, not a determinative one in child custody.
- The terrible detriment to young children of high conflict divorce.
- Assessment of attachment and other relevant issues in evaluations of young families.
- The state of the current empirical literature on shared care of preschoolers (briefly!).
- The problems with presumptions.
- Recommendations for parenting plans for infants and young children.

LUNCH 12:00 - 1:00pm

Thursday, April 9, 2015, (Continued) 1:00 - 4:30pm (Coffee Break 2:15 - 2:30pm)

Hypothetical Case - A Three-year-old in Shared Custody, with a Proposed Long-distance Relocation Issue If the child has been in a 50/50 custody regime since infancy, what is the level of harm that the child will experience if deprived of one of her two primary attachment figures? The child will have to be away from one of them for long periods. Both parents are competent and seem securely attached to their child. Conference attendees will be provided a hypothetical fact pattern for review and participation will be facilitated by Dr. Ludolph and Leslie Shear.

WINE AND CHEESE RECEPTION FOR CONFERENCE ATTENDEES: 4:30 - 6:30PM

Friday, April 10, 2015

Dr. Nicholas (Nick) Bala has been a Professor at the Faculty of Law at Queen's University in Canada since 1980. His primary area of teaching and research is Family and Children's Law. Much of his research work is interdisciplinary and he has undertaken collaborative projects with psychologists, social workers, and health professionals. He has published extensively on a range of topics, including separation and divorce, parental alienation, spousal violence, child witnesses and youth justice. His work is regularly cited by all levels of court in Canada, including the Supreme

Court, as well as by courts in Australia, Britain and the United States.



9:00am - 12:00pm (Coffee Break 10:30 - 10:45am) Legal Responses to Alienation & Emotional Abuse of Children in High Conflict Separations

High conflict separations pose significant risks for emotional harm to children, as well as substantial challenges for professionals, agencies and the courts. Almost by definition these are cases that will be resolved by use of the justice system and involve multiple court appearances, and not infrequently will result in proceedings in more than one court, with the prospect of concurrent family, criminal and child welfare proceedings. Although in theory the courts focus on the "best interests of the child," in reality, judges often are trying to determine what the "least detrimental alternative" is for these children.

Professor Bala will discuss how the Family Courts deal with emotional harm in the context of high-conflict separations, including responses to parental alienation. Professor Bala will explore the role of the Family Courts in high conflict custody and access disputes between parents, as well as considering the role of child protection agencies in these cases.

LUNCH 12:00 - 1:00pm

1:00 - 2:15pm Facilitation of Mock Court Testifying on Behalf of Children: The Professional in Court This presentation is intended to provide professionals without a legal education with a better understanding of the court process in Canada and the role of the witnesses in that system. It will offer practical advice for preparation for court and testifying in family cases. There will be a discussion of the role of expert witnesses, and the use of notes.

2:15 - 2:30pm Coffee Break

2:30 - 3:30pm Mock Testimony (Family law lawyers Elise Lavigne and Trish Hebert, psychologists Dr. Larry Fong and Dr. Steve Carter will be assisting in the Mock Court.) When alienation issues are raised, they pose unique challenges for lawyers, litigants and judges dealing with custody, access and other child related issues in the Family Courts. Social workers, child protection workers and mental health professionals can have a very important role in the appropriate handling of these cases in the courts. Some of the unique challenges and dilemmas in this area will be illustrated through a mock testimony and cross- examination of a professional, who is being put forward as an expert witness.

3:30 - 4:30pm Comments The participants and Professor Bala will comment on the testimony and cross-examination, including consideration of implications for providing effective service delivery.

INVITE YOUR CLIENTS TO ATTEND THIS FREE SEMINAR!

(An invitation to this event that you can send directly to your clients will come under separate cover.)

Wednesday, April 8, 2015: 7:00 - 9:00pm Parent and Community Talk

SHARED PARENTING: HELPING YOUR YOUNG CHILD THRIVE



Two households, separated parents — and one or more little ones under the age of 5. For you and your child, this period is crucial: it's a time for your child to bond with each of you; that bonding lays the foundation for their ability to develop lasting relationships in the future.

It's also important for the development of their thinking and memory. In the first hour, you'll learn how you and your ex can foster healthy development in your infants, toddlers or pre-schoolers. In the second hour, you'll gain new insight into the effects of conflict on young children and learn how to replace arguing over how to care for your beloved child with shared goals and solid parenting practices.

Speaker: Dr. Pamela Ludolph is a psychologist in private practice in Ann Arbor, Michigan. Her practice specializes in divorce, child custody, and access. For many years, she was the psychological consultant to the Child Advocacy Law Clinic at the University of Michigan Law School. She has done extensive research in attachment, alienation, relocation, shared parenting, and parenting time evaluation and consultation.

Registration for this free event will be by email to conference@afms.ca.

REGISTRATION: Online at www.afms.ca for members and non-members. Or, you can submit the form below.

VENUE: Providence Renewal Centre, 3005 119 Street NW, Edmonton, AB T6J 5R5

ACCOMMODATION: There are a very limited number of rooms available at Providence Renewal Centre. Please contact Sue at AFMS for details (conference@afms.ca). Please do NOT contact Providence directly. Other accomodation options are the responsibility of the attendee.

MEMBERSHIP: Information about membership with AFCC - Alberta Chapter can be found at: www.afccalberta.org. For membership with AFMS, please visit www.afms.ca.

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	Thursday, April 9, 2015	,						
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	Thursday, April 9, 2015 only	\$320	\$400					
	Friday, April 10, 2015 only	\$320	\$400					
	Both days	\$525	\$650					
All registrations include wine and cheese reception on Thursday, April 9, 2015 4:30-6:30 pm and breakfast, lunch and coffee breaks on Conference days of registration Payment by Visa or MasterCard or Cheque payable to AFMS								
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Please mail, fax or scan & email this form with payment to: Alberta Family Mediation Society #1650 – 246 Stewart Green SW, Calgary, AB T3H 3C8 Phone Toll Free: 1-877-233-0143 or 403-233-0143 >>>> or go online to register: www.afms.ca								

Cancellation Policy: Registration will be refunded up to 30 days prior to event (a \$50 administration fee will be withheld). Registration is fully transferable, please provide the names of substitute attendees to AFMS at the earliest possible date (conference@afms.ca).





The Association of Family and Conciliation Courts-Alberta Chapter and the Alberta Family Mediation Society are pleased to present:

COMPLEX FAMILY
SYSTEMS:
ELEVATING SAFETY AND
MANAGING RISK

Ross Glen Hall, Roderick Mah Centre for Continuous Learning, Mount Royal University (MRU) 4825 Mount Royal Gate SW Calgary, AB T3E 6K6

APRIL 6, 7 & 8, 2016 CALGARY, AB



Wednesday, April 6, 2016, 7:00 – 9:00pm Evening Seminar for your Clients with Andrea LaRochelle - When parents can't be friends - communication strategies for parents who can't get along

Thursday, April 7, 2016, 9:30am - 4:30pm

Jon Graham - Differentiating High Conflict from Domestic Violence: Screening and Risk Assessment in High Conflict Post-Separation Cases

Friday, April 8, 2016, 9:00am – 4:30pm

Option 1 -- Sharon Smith, Brandi L. Smith and James P. Bateman - Understanding and Applying Family Systems Theory and Structural Family Therapy

Option 2 -- Jon Graham - Safety Planning in High Conflict and Domestic Violence Cases

INVITE YOUR CLIENTS TO ATTEND THIS FREE SEMINAR!

(An invitation to this event that you can send directly to your clients will come under separate cover.)

Presentation for Parents and Community

Ross Glen Hall, Roderick Mah Centre for Continuous Learning, Mount Royal University (MRU) 4825 Mount Royal Gate SW Calgary, AB T3E 6K6

WHEN PARENTS CAN'T BE FRIENDS - COMMUNICATION STRATEGIES FOR PARENTS WHO CAN'T GET ALONG

Your divorce isn't like your friend's divorce, yours is different. Your friend's Ex understands how to put the kids' needs before his/her own and they are working cooperatively together. It feels like your Ex is trying to destroy you. What worked for your friend will not work for you. So stop trying. Stop idealizing the possibility that one day you and your Ex will have family dinners or amicable Christmas mornings together. Your divorce is high conflict. You need strong and secure boundaries, clear and concise communication. You need to implement the 4Ds of high conflict divorce:

Disengage - Decide - Deliver - Document

The 4Ds of High Conflict Divorce won't change your Ex's behaviours, <u>nothing</u> will change their behaviours. But, if you put the 4Ds of High Conflict Divorce into practice, the high road won't be as lonely and you might just preserve a little bit of your sanity during this insane time.

Andrea LaRochelle: I help parents going through crazy, challenging separations and divorces keep their sanity and protect their children. Parents usually find me when they have hit rock bottom, having tried everything and anything to try to reduce their co-parenting conflict post separation - only to have it escalate.

I provide actionable strategies for communication between parents, sanity saving information that allows my clients to exhale for the first time in years (decades!) and provide a clear path to help navigate the legal system.

I am a Registered Family Mediator with expertise in high conflict parenting and communication plans. My business provides the mandatory Parenting After Separation Program for divorcing parents in Calgary and I am both a trainer and speaker for the High Conflict Institute.



http://andrealarochelle.com/

Register for this **free** event by emailing name and number in party to <u>conference@afms.ca</u>.

PARKING: East Gate parkade adjacent to venue (Roderick Mah Centre for Continuous Learning)

https://mtroyal.ca/cs/groups/public/documents/pdf/vis2015v2.pdf



9:30am-4:30pm, Jon Graham

DIFFERENTIATING HIGH CONFLICT FROM DOMESTIC VIOLENCE: SCREENING AND RISK ASSESSMENT IN HIGH CONFLICT POST SEPARATION CASES

Topic 1 High conflict and domestic violence; how are they different?

- A. High conflict and domestic violence typologies
- B. High conflict and how it differs from intimate partner violence
- C. How helpful is the word "violence"? Where does it come from, what do we really mean?

Topic 2 Reaching resolutions in high conflict cases

- A. Case study of a high conflict case exploring current strategies for resolution
- B. The challenges of the conflict stories in high conflict cases
 - 1. Threats to resolution: criticism, contempt, defensiveness, and stonewalling (Gottman)
 - 2. Supports to resolution: reflective listening, acknowledgement, and distillation through active listening
 - 3. Challenging the conflict stories and uncovering the alternate story
- C. Models of practice that assist reaching resolution
 - 1. Preparation
 - 2. In-session management, managing the temperature of the process through the voice of the practitioner
 - 3. Five steps to managing extreme behaviour

Topic 3 Stress and arousal and impacts on processes requiring cognitive presence

- A. Normal stress, tolerable stress and toxic stress. Strategies to stop tolerable stress from becoming toxic
- B. States of arousal, the window of tolerance and hyper- and hypo-arousal
- C. Making use of the sympathetic and parasympathetic nervous system to assist our processes
- D. Adjusting processes to maintain clients in the window of tolerance

4:30-6:30pm Wine and Cheese Reception & John Haynes Award Presentation by AFMS







Option 1 -- Sharon Smith, Brandi L. Smith and James P. Bateman

UNDERSTANDING AND APPLYING FAMILY SYSTEMS THEORY AND STRUCTURAL FAMILY THERAPY

<u>LEARNING OBJECTIVES</u> - This presentation is designed for family lawyers and mental health professionals to develop a basic understanding of structural systems family theory. The participants will learn to identify the inter-space interactions of families from attraction through conflict to divorce and post-divorce, with a focus on co-parenting issues from a Family Specialist model.

<u>TEACHING MODALITY</u> - Power-point presentation combined with video clips and participant dialogue that will focus on an exploration of structural systemic evaluation tools and family mapping. Role plays will help participants learn to identify and understand inter-space (family systems) issues. Information on a Family Specialist's approach to post-divorce co-parenting and family restructuring through this model will be provided.

<u>OUTLINE</u> - FACES III: Structural systemic evaluation tools used for understanding family systems. Circumplex Model: Structural mapping of family dynamics and interactional patterns.

Topic 1 When Harry meets Sally – Attraction Phase

- A. Provide information regarding couple subsystems in structural family therapy
- B. Provide information regarding what cohesion and adaptability measures are available in structural family therapy

Topic 2 When Harry and Sally have kids – Family Formation Phase

- A. Generational boundaries in structural family therapy
- B. Child subsystems in structural family therapy
- C. Adaptation and Cohesion in family structures

Topic 3 Harry and Sally get in conflict – Separation and Divorce Phase

- A. Unbalancing the system
- B. Psychosomatic families
- C. Chaos vs. Cohesion
- D. Rigidity vs. Adaptability

Topic 4 Harry and Sally get divorced – Family Restructuring Phase

- A. Restructuring the inter-space of the family system
- B. Helping Harry and Sally co-parent What do structural systemic Family Specialists do?
 - 1. The Divorce Duplex: Model of Family Restructuring Therapy
 - 2. Ensuring healthy emotional, generational and subsystem boundaries
 - 3. Restructuring the families cohesion
 - 4. Reshaping the families adaptability
 - A. Emotional regulation
 - B. Flexible thinking
 - C. Moderating behaviours



Option 2 -- Jon Graham

SAFETY PLANNING IN HIGH CONFLICT AND DOMESTIC VIOLENCE CASES

Topic 1 Whole of Family Safety Planning in DV and High Conflict Cases

- A. Concepts of whole of family safety
- B. Levels of safety
- C. Safety planning concepts and practice
- D. Levels of safety and responsibilities of family law professionals:
 - 1. Low level risk
 - 2. Medium level risk
 - 3. High level risk
 - 4. Lethality and Extreme risk

Topic 2 Case Study/Hypothetical "Low level risk case becoming worse"

- A. Application to a range of practitioners and small group discussion of possible interventions
- B. Safety planning in low risk presentation
- C. Identification of referral pathways
- D. Increasing the risk in the case
- E. Safety planning in medium risk presentation
- F. Increasing the risk in the case
- G. Safety planning in high risk presentation

Topic 3 Ethical Practice in High Risk Cases

- A. Elevating safety in process and outcome
- B. Practitioner safety in high risk cases an OH&S issue

PARKING: \$16/day East Gate Parkade adjacent to venue (Roderick Mah Centre for Continuous Learning) https://mtroyal.ca/cs/groups/public/documents/pdf/vis2015v2.pdf. Parking will be reimbursed by Conference organizers upon submittal of receipts.



ACCOMMODATION: Conference hotel is the Grey Eagle Resort & Casino – Grey Eagle Drive & Glenmore Trail SW (2km from Ross Glen Hall). A Standard Deluxe non-smoking room is \$149/night and a free shuttle from the hotel to MRU will be provided. Use this link for conference rate: https://bookings.ihotelier.com/Grey-Eagle-Resort-%26-Casino/bookings.jsp?hotelID=96177&groupID=1536070. Group name is "2016 AFMS Conference". Map link to Grey Eagle Resort: https://goo.gl/maps/jzFof3BKH3A2



REGISTRATION: Go to www.afms.ca for online registration or to print the form to mail or fax.

SUMMARY OF PRESENTERS

Jon Graham is a nationally accredited mediator, a registered Family Dispute Resolution Practitioner (FDR) and a clinical supervisor of mediation practice. Jon has developed an extensive and respected practice in the fields of family law mediation and workplace conflicts, is a highly respected lecturer in mediation practice, and a trainer of mediators. He has worked with the Australian Institute for Relationship Studies in the writing and teaching of the Vocational Graduate Diploma in Family Dispute Resolution. Jon has also worked with the Australian Institute for Social Relations in the presentation of the reaccreditation training for Family Dispute Resolution as well as having served on numerous ADR committees with the Family Court and Family Support sector. He has worked with Government, Commercial and Not-for-Profit organizations in the establishment and development of dispute resolution programs and in the resolution of entrenched conflicts; he has worked with the South Eastern Sydney Area Health in the establishment of a program for internal mediation of staff disputes. Previously a Regional Manager for Relationships Australia NSW, Jon brings a practical understanding of team leadership and achieving client benefits to his management coaching and conflict resolution practice.

Ms. Sharon M. Smith, Registered Psychologist with Creating Solutions Inc., has over 20 years of background in family systems theory. Ms. Smith developed and delivered the first contracted Diversion Intervention Program for Child and Family Services. The Diversion Program was a program to prevent high risk families from open Child and Family Service Authority status. This program was based on the successful home-based family preservation programs Ms. Smith had designed and clinically supervised the delivery of for ten years under contract with Child and Family Service Authority through her work at Creating Solutions. Ms. Smith taught family systems therapy for years for City University's Masters in Counselling Program. Currently Ms. Smith works with post-divorce families providing Practice Note 7 high conflict interventions, is trained in parent coordination services, and is a registered collaborative family law professional.

Ms. Brandi L. Smith, Registered Psychologist with Creating Solutions Inc. and along with her general practice is trained in play and creative therapy modalities for young children. Ms. Smith gained her proficiency through working in Child and Family Services Crisis Intervention and Family Intervention Programs developing safe therapeutic space for children with significant trauma concerns and resistance. Ms. Smith currently works with children of families who are separated and in high conflict post-divorce interventions. She is a registered collaborative family law professional.

Mr. James P. Bateman, Registered Psychologist with Carter Haave Bateman Vandersteen and Vroon. Mr. Bateman has been involved in working with children and families for 26 years and has been a Registered Psychologist for eighteen years. Mr. Bateman has provided counselling and assessment services for Alberta Children's Services, The Solicitor General, for youth and families through a Residential Treatment Facility near Edmonton and individuals and families in the community. Mr. Bateman has experience conducting Practice Note 8 Assessments, and experience working with high conflict families, including post-divorce counselling, Voice of the Child and triage Interventions, and conducting Practice Note 7 Interventions. Mr. Bateman is a member of AFCC, and has co-presented at conferences in Vancouver and Indianapolis. Mr. Bateman joined the IACP in 2014 and has since begun training and providing services in the area of collaborative family law.