



Family Mediation Canada / Médiation Familiale Canada

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## 2018 FMC ANNUAL GENERAL MEETING MINUTES

**Date:**

Saturday September 29<sup>th</sup> 2018

**Time:**

12.30-1.15 ADT

Local times: 1.45 NDT, 11.15 EDT, 10.15 CDT, 9.15 MDT, 8.15 PDT

**Location:**

The Conference Centre, Quality Inn and Suites Downtown,  
150 Euston Street Charlottetown, Prince Edward Island

**Present:**

**Executive Committee:**

Tamara Bodnaruk-Wide – President Elect	(ON)
Eleanor Moore – Vice President	(MB)
Gerry Schoel– Member at Large	(QC)
Judy McCann-Beranger	(NL)

**Board of Directors:**

Frank Bulger	(PE)
Lorne Wolfson	(FDRIO)
Eric Skoglund	(NL)

Claudia Brann – Executive Director

**Members:**

**Present:** Scott Cruickshank, Margaret Stewart Sweet, Karen Logan, Katherine Balagus, Darrel Gallant, Kirsten Lund, Jennifer Hubbard, Gloria Dennis, Doug Sealy.

**On telephone:** Maureen Armstrong, Lorenzo De Franco, Joan Cotie, Kim Gallo.

1. The meeting was called to order at 12:35 pm Atlantic Time.
2. Acceptance of Agenda – Gerry Schoel moved the agenda be accepted as written and Judy Beranger seconded. The agenda was accepted as presented.
3. Adoption of 2017 Annual General Meeting Minutes – The Minutes were not available today. Gerry Schoel moved that the Minutes of the 2017 AGM be presented at a special meeting of the Board. This was seconded by Eleanor.

4. Election of Directors – the Nominations Committee – Gerry Schoel and Kathleen Bellamano presented and read the 2017-2018 FMC Board Nomination Slate as follows:

### FMC Board of Directors: Proposed Slate 2018 - 2019

REGION (PROVINCE)	NAME	POSITION	TERM	TERM END	HISTORY	STATUS
AB	Brenda Arseneault	Director Director Director (Tres) Director(Tres)	1st 2nd 3rd 4th	2014 2016 2018 2019	Elected Elected Elected	Completed Completed Sitting Incumbent
AB	Tara Fitch	Director	1st	2019	Appointed AFMS	sitting
BC	Kathleen Bellamano	Director	1st 2nd	2017 2019	Elected	Completed Sitting
BC	Lia Versaevel	Director President Elect President Past President Director	1st n/a n/a n/a 2nd	2014 2015 2017 2019 2021	Elected Board Elected	Completed Completed Completed Sitting
MB	Eleanor Moore	Director Pres. Elect	1st 2nd	2017 2019	FMM Appointed FMM Appointed	Completed Sitting
MB	Vacant (Elected position)					
NB	Dominique Harvey	Director	1st	2019	Elected	Sitting
NL	Judy McCann-Beranger	Director Director	1st 2nd 3rd	2015 2017 2019	Elected Appointed Elected	Completed Completed Sitting
NL	Eric Skoglund	Director	1st	2019	Elected	Sitting
NS	Keith Wallis	Director	1st 2nd 3rd 4th	2013 2015 2017 2019	Elected Elected Elected Elected	Completed Completed Completed Sitting
NS	Angela Mercier (to be elected)					
NU	Karen Logan (to be elected)					
NT	Vacant (Elected position)					
ON	Julie Gill	Director Director	1st 2nd	2017 2019	Elected Elected	Completed Sitting

ON	Tom Dart	Director President Elect President Past President Director	1st n/a n/a n/a 2nd	2011 2013 2015 2017 2019	OAFM appointed Board Board Elected Board	Completed Completed Completed Sitting
ON	Tamara Bodnaruk-Wide	Treasurer President Elect President Past President Director	2nd term n/a n/a n/a 2nd	2017 2017 2019 2021 2022	Board Board Board Board	Completed Completed Sitting
ON	Lorne Wolfson	Director	1st	2019	FDRIO Appointed	Sitting
PE	Frank Bulger	Director Director Director	1st 2nd 3rd	2016 2018 2020	Mediation PEI Appointed	Completed Sitting Sitting
PE		<i>Vacant</i>				
QC	Mary Damianakis	Director(Sec)	2nd 3rd	2017 2019	Elected	Completed Sitting
QC	Gerald Schoel	Director	3rd 4th	2017 2018 2019	Elected Elected	Sitting Sitting Incumbent
SK		<i>Vacant (CRS Appointee)</i>			<i>CRS Appointed</i>	
SK		<i>Vacant (Elected position)</i>				
YK		Vacant (Elected position)				
				2019	Certification Committee Appointed	
				2019	Elder Mediation Committee Appointed	

#### STATUS

<b>Sitting</b>	
<b>Completed</b>	
<b>Incumbent</b>	can only be for a third or fourth term if there is no other candidate for the region
<b>Candidate</b>	represents a region
<b>Representative</b>	represents an association

<b>Committee Appointed</b>	no vote on the Board
<b>Honorary Counsel</b>	no vote on the Board
<b>Honorary Board Member</b>	no vote on the Board
<b>Term</b>	2 years normally 2 terms but can be extended to 3 or 4 if no other incumbent in that region

Maureen Armstrong asked whether having a seasonal home in Saskatchewan meant she could be eligible as a Board Member, representing that province. Gerry stated no vote was necessary for this to occur.

**Gerry Schoel moved that the election of directors be accepted as read and Joan Cotie seconded. All in favour, no-one opposed, so Passed.**

## 5. Reports

### a) President's Report – Presented by Tamara Bodnaruk-Wide

Frederick Douglass once said that “If there is no struggle, there is no progress.” I couldn't agree more. 2018 has certainly been a year of struggles, but these struggles have led to some incredible progress for FMC, and as a result, I am very hopeful for future of our great organization.

In April, there was the sudden departure of Carrie Cekerevac, FMC's long time operations manager. Carrie dedicated more than 15 years to FMC, and while we wish her all the best with her new endeavour, her decision to move on was a knock-back. However, instead of just finding a replacement Operations Manager, FMC decided to change directions and hire an Executive Director. Through a long and exhaustive search and hiring process, FMC is proud to welcome Claudia Brann to the helm in that newly created position. Claudia brings many years of experience in both mediation and business management. We turned our setback into growth. We know that Claudia's skill and expertise at organizational management, fundraising, and marketing, coupled with her mediation knowledge and expertise will help move FMC to where it needs to be.

With the change in internal personnel, we had to move our administrative offices from Ontario to British Columbia. Again, this was filled with impediments and problems, but we are overcoming the challenges, slowly but surely, and this move will not only assist the ED, but can also be interpreted as fitting with FMC's desire to ensure that all of our membership is supported and represented, from coast to coast.

A final example of us overcoming adversity to create growth this year was when our website and web-based e-mail server crashed. Instead of fixing the dated old system, we started from scratch and created a brand new, bigger and brighter FMC website, which, when completed will help us accomplish so much more for our members. Although the website is currently live, it is still being worked on, and when completed, will have amazing new features such as a members' portal, e-commerce capabilities, and French translation.

Some of the greatest teams and organizations in history had a “re-build” year prior to being able to move on and grow to their greatest successes. I think that that is a great description for where FMC was, is and is going. We have faced some challenges over the last year, but I am confident that the payoffs are and will be spectacular.

While all of the above mentioned challenges have taken up much of our focus in 2018, as Claudia settles in to her new role, FMC's operations centre “nests” in BC, and our website gets a final polish, we now look to moving forward, refocusing on existing projects and looking towards new projects, such as:

- Increasing and expanding our membership;
- “Adding value” for our current members, with programs such as peer support groups, webinars, and other training opportunities and benefits;

- Reviewing/replacing current programs and policies that are not working such as our insurance package, board meeting attendance rates and regional representation;
- Our partnerships with our provincial affiliates, and especially FDRIO, finalizing our dual certification standards in Ontario and publication of a peer reviewed professional publication;
- Creating funding proposals and seeking new sources of project funding;
- Creating an aggressive marketing campaign for FMC; and
- Working with provincial and federal governments to increase the use of Family Mediation, advocate for family mediators and perhaps even regulate our profession.

I sincerely thank the membership for their patience over the last year. I am honoured by the opportunity to be serving FMC as President during this great time of change and advancement, and am very excited about the future of FMC.

**b) Treasurer’s Report – Presented by Brenda Arseneault**

i. Review of Financial Statements

**The financial statements for 2017/2018 were presented.**

See Report and Financial as Separate Attachment.

There followed a discussion on the reasons for the reduction in the bank balance. This is due to the cost of the FMC move from Ontario to BC and a reduction in FMC membership, the major source of revenue. There may be some money made in addition by the conference and webinars.

**Gerry moved we accept the Accountants report as presented and Eleanor seconded. All in favour, No-one opposed, So Passed.**

ii. Appointment of Accountants

It was proposed that FMC stay with the present accountants (MNP, Waterloo Ontario). Maureen Armstrong moved, Frank Bulger seconded. **All in favour, No-one opposed, So Passed.**

**c) Certification Committee Report – Judy McCann-Beranger**

The FMC certification committee includes Linda Bonnell, Jennifer Hubbard, Cynthia Spratt Goodmundson, Eric Skoglund and Judy M. Beranger. The committee meets monthly from September to June and wishes to give special recognition and thanks to the Certification Registrar, Linda Bonnell, for her ongoing support and overall contributions to FMC.

Over this past year committee members addressed numerous queries from people seeking or renewing their certification credentials. We responded to requests to review training for credit hours for conferences, and reviewed family mediation training curriculums on request. We have been able to move from the work of completing the review and update of our Candidate’s Manual to this past year of commencing the work around drafting policies for our Board around mentoring and practicum programs. FMC has received numerous requests over the past couple of years for our documents and, when appropriate, we have shared collaboratively and in good faith. We trust that when our work is used, permission is sought beforehand and proper acknowledgement is credited.

There is a shifting in expectations for certification in some provinces and this year was no exception. Several applicants from Ontario withdrew from the FMC certification to pursue a much less onerous provincial standard of certification offered by FDRIO and OAFM that is more easily attainable. The thought from FDRIO is that recipients of their provincial standard will be encouraged to consider applying for the higher FMC standard. FMC is still recognized as delivering the gold standard – the highest standard that is recognized in both Canada and abroad. In this environment of a basic standard creeping in, mediator practitioners wishing a higher standard of certification, and wanting to offer mediation training, would apply to FMC for the Advanced standard.

We had twelve new possible candidates this year with four completing the Family streams. There are four candidates in process with three working on roleplays and one working towards the exam. We had two people who had officially entered the certification process and withdrew. Four people who had expressed interest in entering the process decided to withdraw because they “had an easier option in our home province.” There is now a total of 144 Family Relations and Comprehensive certified mediators.

We are looking to grow our Training/Webinar opportunities in 2019 and welcome opportunities from seasoned and certified trainers.

There is certainly an international consensus that it is meaningful to find ways to partner in both membership and certification. There are many mediation organizations in Canada. Other than FMC, there are no other family specialties of certification requiring an exam and roleplay. Some like ADR and FDRIO have added a family stream. It is an ongoing challenge to our many new and more seasoned mediators as to where best to put their membership dollars. Some provinces even have competition within their own provinces. To make it easier for mediators to decide this the certification committees are recommending to the FMC board to undertake the exploration of strategies to partner and share memberships and certifications. We will be having thorough discussions within our committee this year in that regard.

A very special thanks to our Certification Committee for their dedication and donation of expertise and many precious hours. Thanks to Certification Registrar, Linda Bonnell who oversees the assessment process and all it entails for the Family Relations and Comprehensive certifications.

A very special welcome to our new Executive Director, Claudia Brann. Claudia is certified with both the Family and Elder Mediation streams and has strong national and international leadership experience. She walks the talk! We look forward to working with and being inspired by her as she moves us in life giving directions that will provide further support and programs to families moving through the mediation processes.

#### **d) Governance Committee Report –Gerry Schoel**

During the past year the Governance Committee has worked on a number of issues:

Number one has been to look at the length of time that an elected representative may sit on the Board and what changes have to be made to our bylaws so that they can take into account the present realities. The committee will be presenting a report with recommendations to the Board for debate and the results will be presented at the next AGM for members' approval.

As we are aware FMC has undergone a major change with the leaving of Carrie and the engagement of Claudia as our Executive Director. Because of this the committee has had to answer numerous questions in regards to our situation and changing our head office from one province to another, including changing our setup for banking and receiving mail. We were continuously reviewing and interpreting our bylaws and internal governance policies in regards to questions from the Board and Executive.

We helped prepare and vetted the Job Description in regards to the hiring of our new Executive Director as well as the contract which was eventually signed.

Time was also spent researching and interpreting various government regulations that affected us in our transition.

The committee also reviewed and made suggestions for the memorandum of agreement with FIDRIO.

The Governance Committee helped to validate and prepare the slate for this year's elections.

AS per last year the governance committee reviewed the nominations for the FAMMA awards along with the Awards Committee. Last year Rick Shields was the recipient of the "LONG TERM ACHIEVEMENT AWARD".

The Committee is continuing to review and help establish our privacy policy including where we may store data as we are affected by both provincial and federal regulations because we have partnerships with them.

I want to thank Tom Dart the other member of the committee for his contributions and impending retirement from the Board. I hope that if we have need HE will graciously help from time to time.

I therefore wish to announce that we are looking for members who would like to help with the Governance Committee.

#### **e) Elder Mediation Committee Report – Judy McCann-Beranger**

The Elder Mediation Committee for 2018 included:

Marie Claire Chartrand	Elizabeth S. Reagh
Anita Dorczak	Lorenzo De Franco
Claudia Brann	Judy M. Beranger

The committee meets monthly from September to June and wishes to give special recognition and thanks to the Certification Registrar, Greg Beranger, for his ongoing support and overall contributions to FMC.

It is with great sadness that we report the resignation of Elizabeth Strong Reagh from the committee. Elizabeth withdrew because of serious health issues. To honour Elizabeth's unique contribution and commitment to Elder Mediation, it is hoped that an Elizabeth Reagh Award will be instituted. This could cover an Award and a scholarship to honour a healthcare professional who is an advocate for and understands the elder mediation process. Elizabeth Reagh and Eric Kipping were both instrumental in the early days of promoting an elder mediation standard.

We are sad to lose our very own Claudia Brann from the committee but very pleased that we can still tap her expertise as ED of Family Mediation Canada. We wish her all the best and look forward to working with her in her capacity as ED or the organization. We are very pleased to welcome Joan Cotie from BC to the committee next month.

We currently have 20 certified Elder Mediation members with four in process of moving through the certification process. The committee is completing a role play book that will be a tool to support participants prepare for their roleplay. The Elder Mediation committee has received numerous requests over the past couple of years for our documents and, when appropriate, we have shared collaboratively and in good faith. We trust that when our work is used, permission is sought beforehand and proper acknowledgement is credited.

Our collaborative and strong relationship with the Elder Mediation International Network (where the EM certification process started) is presently being reviewed by the committee with expectations that the committee will have recommendations to the FMC Board later this Fall to formalize the relationship. The FMC Board has approved for Canadian use, EMIN's 8th Edition of the Code of Ethics for Elder Mediators that was developed with considerable input from this committee along with many other key mediators from several countries. EMIN's 9th World Summit on Elder Mediation was held in Bristol, England May 14-17, 2018. Six mediators from Canada were in attendance and seven countries were represented. Participants evaluations indicated that the learning was high and the networking was invaluable.

Some of the issues developing on our Elder Mediation agenda include medical assistance in dying. Over 3700 medically assisted deaths were reported in Canada by the beginning of 2018. This has huge implications for Elder Mediators. Other issues arising include:

- promotion of research on Elder Mediation - both short and long term - needs to be embraced by government (CCAC in Ontario is but one example),
- Elder Mediation issues in the workplace
- New Vision of Aging for Canada CARP
- With regard to the health care systems across Canada, the committee is working on creating awareness within continuing care platforms on the importance of recognizing the value and differences of EM vs care management. We are having some success.

All members of the Elder Mediation committee will be signing the commitment document again this year. This document inspires us to renew our commitment to promoting the highest standard of certification and supporting and promoting the work of Family Mediation Canada.

A very special thanks to our Certification Committee for their dedication and donation of expertise and many precious hours. Thanks to Certification Registrar, Greg Beranger, who oversees the assessment process and all it entails for the Elder Mediation certifications.

Once again, a very special welcome to our new Executive Director, Claudia Brann. Claudia is certified with both the Family and Elder Mediation streams and has strong national and international leadership experience. She walks the talk! We look forward to being inspired by Claudia as she moves us in life giving directions that will provide further support and programs to families moving through the mediation processes.

#### f) Membership Committee Report - Claudia Brann

##### FMC Membership Statistics

Province	April 1 <sup>st</sup> 2018			September 26 <sup>th</sup> 2018			
	Members	FRM or CFM Certified	Elder Mediator Certified	Members	FMC FRM Certified	FMC CFM Certified	FMC Elder Mediator Certified
Alberta	40	1	1	33	1		1
British Columbia	193	113	1	146	85	14	1
Manitoba	15	5		13	1	3	
New Brunswick	9		1	6			
Newfoundland	8	3		7	2		1
Nova Scotia	15		1	11			1
Northwest Territories	1			2			
Nunavut	1			2			
Ontario	118	4	8	81	3	3	7
Prince Edward Island	6	3	2	4	1	2	4
Quebec	3	1		2			
Saskatchewan	8			8			
Yukon	2			2			
<b>Total</b>	<b>419</b>	<b>139</b>	<b>14</b>	<b>317</b>	<b>93</b>	<b>22</b>	<b>15</b>

## History of Membership 2004-2018

April 1, 2004-March 31, 2005	537	April 1, 2011-March 31, 2012	500
April 1, 2005-March 31, 2006	462	April 1, 2012-March 31, 2013	510
April 1, 2006-March 31, 2007	433	April 1, 2013-March 31, 2014	465
April 1, 2007-March 31, 2008	491	April 1, 2014-March 31, 2015	444
April 1, 2008-March 31, 2009	475	April 1, 2015-March 31, 2016	414
April 1, 2009-March 31, 2010	503	April 1, 2016-March 31, 2017	419
April 1, 2010-March 31, 2011	478	April 1, 2017-March 31, 2018	419

### FMC Membership benefits include:

- The opportunity to seek national FMC Mediator Certification and Elder Mediation Certification
- Referrals from public seeking a mediators in their area
- Professional Liability Insurance Member rates
- Reduction on FMC conference and webinar rates
- Discounted rates on promotional materials
- Award Nominations
- Entry in draws for sponsorships or free merchandise
- Participation on committees
- Training opportunities
- National networking opportunities

### Ways to increase FMC membership in 2018-19:

- Activate member profile page on new website
- Increase and improve Newsletter publication
- Continue and promote current membership referral discount
- Improve insurance rates for members
- Seek member discounts and other added value for members
- Promotion of family mediation, encourage new mediators and mediators at the beginning of their career to join FMC

The membership committee welcomes new committee members and your innovative ideas on how to raise the profile of FMC and increase membership.

## 6. Future Vision for Family Mediation Canada – Members

Maureen Armstrong talked of the international credibility of FMC and her visits to China over the last 2 years working as a contract negotiator.

Margaret Sweet spoke of the need to market family mediation, especially in PEI.

It was suggested that FMC could develop a webinar on marketing your mediation practice.

## 7. Other Business

Question from Scott: Is there a Conference Committee working on the conference for next year?

Yes, there is a conference committee that will reform to plan for next year, volunteers members to join this committee are welcomed. There are two possible venues that have been suggested at this conference and will be explored: Iqaluit in Nunavut and Regina in Saskatchewan.

Doug – thanks to the Conference Committee for bringing this conference together, especial thanks to Frank who worked hard despite the challenges. And a special thanks to Claudia.

## 8. Adjournment – at 1.15