



Family Mediation Canada / Médiation Familiale Canada

2019 FMC ANNUAL GENERAL MEETING MINUTES

Date:

Saturday November 2, 2019

Time:

12:30pm Eastern

Local times: 2:00pm Newfoundland, 11:30am Central, 10:30am Mountain, 9:30am Pacific

Members Present: Lia Versaevel, Gerry Schoel, Eleanor Moore, Frank Bulger, Judy McCann-Beranger, Kathleen Bellamano, Angela Mercier, Eleanor Moore, Julie Gill, Mary Damianakis, Dominique Harvey, Lorenzo De Franco, Margaret Stewart Sweet, Karen Logan, Linda Bonnell, Greg Beranger, Mary Damianakis, Tamara Bodnaruk-Wide, Darrell Gallant, Kimberley Gallow, David Penney, Norm Smookler, Steven Reisler, Roy Asselstine, (Sue Bedier(OA))

1. Call to Order at 12:31pm by Eleanor Moore
2. **Motion** – *to accept the Agenda* – Frank Bulger
Seconded: Gerry Schoel
Opposed: none
Passed.
3. **Motion** - *to accept the 2018 Annual General Meeting Minutes from September 29, 2018*
(below) – Norm Smookler
Seconded: Karen Logan
Opposed: none
Passed.
4. **Motion** - *to accept the slate of Directors as presented* (below) – Lia Versaevel
Seconded: Frank Bulger
Apologies were expressed for these being sent out two days late.
Opposed: none
Passed.
5. **Motion** – *to accept Amendments to the Bylaws* (below) – Gerry Schoel
Seconded: Lia Versaevel
Opposed: none
Passed.
6. Appointment of Honorary Counsel

Motion – to appoint, as Honourary Council, Thomas Dart - services to be provided Pro Bono as discussed – Gerry Schoel

Seconded: Mary Damianakis

Opposed: none

Passed.

7. Reports

a) President's Report (below) – Also acknowledged the recent passing of FMC Founding member Carole McKnight and the work she did over decades to further mediation in Canada.

b) Treasurer's Report (below)

i. Review of Financial Statements 2018/2019 (attached)

ii. Appointment of Accountants

Motion - to appoint the accounting firm MNP LLP out of Waterloo for the next year – Gerry Schoel

Seconded: Judy McCann Beranger

Opposed: none

Passed.

c) Certification Committee Report (below)

d) Governance Committee Report (below)

e) Elder Mediation Committee Report (attached)

f) Membership Committee Report (attached)

8. Awards - Long Term Achievement – this year goes to Linda Bonnell. Congratulations!

9. Future Vision for Family Mediation Canada – Members

Exploring Partnerships – Norm Smookler indicates he is able to give more time this year and would appreciate if each Committee could post the schedule for their meetings, and specific time and duties required.

10. Other Business - Steve has a question about the Insurance through AON and a 5% increase levied. Sue will look into it.

11. **Motion** – to adjourn at 1:31 Eastern – Mary Damianakis



Family Mediation Canada / Médiation Familiale Canada

2018 FMC ANNUAL GENERAL MEETING MINUTES

Date:

Saturday September 29th 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
<i>PE</i>		<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
<i>SK</i>		<i>Vacant (CRS Appointee)</i>			<i>CRS Appointed</i>	
<i>SK</i>		<i>Vacant (Elected position)</i>				
YK		Vacant (Elected position)				
				2019	Certification Committee Appointed	
				2019	Elder Mediation Committee Appointed	

STATUS

Sitting	
Completed	
Incumbent	can only be for a third or fourth term if there is no other candidate for the region
Candidate	represents a region
Representative	represents an association
Committee Appointed	no vote on the Board
Honorary Counsel	no vote on the Board
Honorary Board Member	no vote on the Board
Term	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

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

Frederick Douglass once said that “If there is no struggle, there is no progress.” I could not 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.

h) Treasurer's Report – Presented by Brenda Arseneault

j. 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.**

i) 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.

j) 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 regarding 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 regard to questions from the Board and Executive.

We helped prepare and vetted the Job Description in regard 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 st 2018			September 26 th 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			
Total	419	139	14	317	93	22	15

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 mediator 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

Family Mediation Committee 2018-2019 Final Report to Members

The Terms of Reference for the Nominations Committee, as per the Family Mediation Canada Bylaws are as follows:

The Nomination Committee shall be responsible for:

- i) Nominating candidates to stand for Directors;
- ii) Nominating candidates for officers;
- iii) Nominating candidates to represent Areas of Specialization;
- iv) Nominating candidates for Honorary seats;
- v) Implementing procedures for selection of candidates including but not limited to ensuring a notice is included in the RESOLVE issue preceding the Annual General Meeting, as well as notification by email, inviting suggestions for Directors from the membership, and the candidates' consent in writing to the suggestion.

The Family Mediation Canada 2018-2019 Nominations Committee is please to present our final report and proposed slate of Candidates for Nomination to the Board of Directors. It has been a busy year for our committee, and indeed our organization. We are excited about working with the new Board of Directors for our new year.

There are four sitting Board members whose terms continue: Frank Bulger (appointed MPEI); Karen Logan (Regional Rep Northern); Angela Mercier (Regional Rep NS); and Lia Versaevel (Regional Rep BC). As they are sitting Board members, they are not included in the proposed Slate for Election below.

That leaves twenty-one possible vacancies for our Board of Directors for members across Canada. In accordance with our Bylaws nominations are now closed and we are nominating a slate of thirteen members in total to join our four sitting board members. Nine of our current and hard-working board members have generously put their names forward to serve on our Board again. Thank you to Eleanor Moore, Judy McCann Beranger, Dominique Harvey, Eric Skoglund, Kathleen Bellamano, Lorne Wolfson, Mary Damianakis, Gerry Schoel and Julie Gill. We are also privileged to have four additional people nominated from 4 different regions in Canada. Thank you to Lorenzo De Franco from Ontario, Margaret Sweet from Prince Edward Island, Linda Bonnell from BC, and Andre Lorrain from Saskatchewan. We are excited to announce that with

this slate FMC will have representation from ten of the eleven of FMC's regions across Canada.

We are also actively seeking candidates to join several FMC's various Committees and Areas of Specialization so please contact our office for more information about how you can get involved in your national family mediation organization.

Proposed Slate of Candidates for Nomination to Family Mediation Canada 2019-2020 Board of Directors

Region	Name	Board Position
CURRENT BOARD MEMBERS RUNNING FOR RE-ELECTION		
Manitoba	Eleanor Moore	Regional Representative MB
Newfoundland & Labrador	Judy McCann Beranger	Nomination Committee Selection
New Brunswick	Dominique Harvey	Regional Representative NB
Newfoundland & Labrador	Eric Skoglund	Regional Representative NL
British Columbia	Kathleen Bellamano	Area of Specialization: Parenting Coordination
Ontario	Lorne Wolfson	Appt FDRIO
Quebec	Mary Damianakis	Area of Specialization: International Child Mediation
Quebec	Gerry Schoel	Regional Representative QC
Ontario	Julie Gill	Regional Representative: ON
NEW BOARD MEMBERS FOR ELECTION		
Ontario	Lorenzo De Franco	Area of Specialization: Elder Mediation
British Columbia	Linda Bonnell	Area of Specialization: Separation and Divorce
Saskatchewan	Andre Lorrain	Regional Representative: SK
Prince Edward Island	Margaret Sweet	Regional Representative: PE

Please accept this report on behalf of the Nominations Committee.

Lia Versaevel
Nominations Standing Committee Chair and Regional Representative BC
October 29, 2019

5. Bylaw Amendments FMC AGM November 2, 2019

ARTICLE IV HEAD OFFICE

The head office of the Corporation shall be situated at [Barriston LLP, 151 Ferris Lane, Suite 202, Barrie ON L4M 6C1](#)

Section 14. DIRECTORS

b)

i) One (1) representative appointed by each Regional ~~associate organization~~ [affiliate](#);

ii) ~~One (1)~~ [Up to 2](#) Members-at-Large elected from each of the 11 Regions.

iv) ~~One (1)~~ [Two \(2\)](#) representatives selected by the Nominations Standing Committee

15. TERM OF OFFICE

b. ~~No director may be elected for more than two (2) consecutive terms of office. A Director who has served for two (2) consecutive terms may not stand for re-election until a one (1) year period has lapsed~~

[A director may stand for re-election at the end of each of their mandates](#)

h)

provided that if any vacancy shall occur for any reason in this paragraph ~~contained~~, the board of directors by majority vote, may, by appointment, fill the vacancy with a member of the corporation.

16. MEETINGS OF THE DIRECTORS

b) A simple majority of all the Directors shall constitute a quorum. Voting shall be in accordance with Article VI, section ~~8~~ [13](#);

18. POWER OF THE DIRECTORS

h) The Directors must nominate ~~auditors~~ [accountants](#), who are not members of FMC, for appointment at the Annual General Meeting. No director, employee or contractor of FMC may serve as an auditor ~~or accountant~~ [for FMC](#). The auditor/[accountant](#) may attend the Annual General Meeting;

20. OFFICERS

f) The term of office for each officer shall be one (1) year, except for the Presidency [and President elect which are for 2 years; the past Past-presidency shall be for 2 years unless extended by the Board of Directors](#).

k) Voting must be in accordance with Article VI, section ~~12~~ [13](#).

Article IX – COMMITTEES

Section 1. g) Voting shall be in accordance with Article VI, Section ~~12~~ [13](#).

ARTICLE XIV – AMENDMENTS

Section 1

...provided that a copy of the special resolution has been mailed to all members at least ~~sixty (60)~~ [thirty \(30\)](#) days in advance...

6. Resolution of the Board of Directors of Family Mediation Canada on Nov. 2, 2019

WHEREAS Tom Dart, (Barriston LLP) a member in good standing of the Law Society of Upper Canada (LSUC) in Ontario, and of Family Mediation Canada has agreed to act as Honorary Legal Counsel for FMC

NOW THEREFORE be it be hereby confirmed that he be appointed as Honorary Counsel for the ensuing year until the next AGM, on the following terms:

1. The role as Honorary Counsel shall be pro bono for one year and may be renewable for 1-year terms thereafter.
2. Honorary Counsel shall be reimbursed for all expenses necessarily and reasonably incurred by the Honorary Counsel while engaged in the affairs of Family Mediation Canada.
3. Said expenses will normally be agreed to ahead of time.
4. He may, in addition, be retained by the Board of Directors, to perform any special agreed-upon professional legal advice over and beyond the pro bono services at a rate agreed upon between the Board and the Honorary Counsel.
5. Either party may terminate this Solicitor-Client relationship upon reasonable notice, with explanation, subject to any discussions they may have concerning such termination.

7.a. PRESIDENT'S REPORT

Challenges offer us a way to transform, and this has been a year of both for FMC: challenge and transformation. FMC has been on a path of continuous improvement, which has required more from our internal resources of Board and staff. In 2017 the Board started a path of significant challenge setting goals to update and improve both internal and external processes.

Throughout 2018 and 2019, the Board, with significant assistance from two dedicated staff members, worked hard to reconfigure our resources and update our systems.

We were fortunate to engage Claudia Brann, our Executive Director, who spent many hours working through FMC materials and managing the website reconstruction, a key component in our first goal: to improve on communicating and resourcing our members. Late in 2018, with work well underway, Claudia and the Board identified that our resources would be better utilized in hiring an Administrative Officer. Claudia provided key input and assistance in hiring for this position and it is with regret that we accepted her resignation. It was an honour to work with Claudia and we thank her for her considerable contribution, professional expertise and tenacity. It was a pleasure to work with her. Claudia remains a valued member of FMC.

In February of 2019 we welcomed Sue Bedier who comes to us with a wealth of experience in administration and support to non-profit organizations within the mediation and peacemaking community. Sue has been instrumental in connecting with our membership in many ways. Her technical expertise has been invaluable in resolving the final website issues so that we now have a much more efficient communication and resource tool for our members. She has personally reached out to members to reconnect with them and respond in a timely way to their questions and concerns. With the website fully functioning, Sue has been working intensively with the Finance Committee to dig into our second goal: to improve and refine our financial reporting to provide better information for decision making. This work is ongoing but is already proving its value.

We appreciate the patience of our membership as we launched a new website and redeveloped our administrative processes so we can better serve you. This has been a daunting project and not without frustration for all concerned.

During these last two years of immense change, the Board of FMC has experienced challenges in maintaining ongoing connection and dialogue with our provincial partnerships. We will be addressing this area in the coming year. We want to acknowledge our affiliate, Family Dispute Resolution Ontario (FDRIO), and we appreciate their ongoing support as we seek ways to develop and promote mediation and other forms of family dispute resolution across Canada. We wish to formally recognize the efforts of FDRIO President Lorne Wolfson and former FMC President Tamara Bodnaruk-Wide who spent many hours working to develop this affiliation. FDRIO continues to provide excellence and quality programming to family mediators in Ontario and provide strong leadership in promoting ADR for families.

We wish to take this time to recognize the contributions of those who resigned or retired from the Board in this past year: Tamara Bodnaruk-Wide (President), Brenda Arseneault (Treasurer)

and Tara Fitch (Director). All remain dedicated members of FMC. We thank all of you for giving your time and expertise.

There is significant change occurring in family law and dispute resolution across Canada. Our collective voice as a national organization, informed by the experience and expertise of the provincial mediation and dispute resolution communities will be an enormous benefit to providing excellent service to Canadians and Dispute Resolution professionals alike. We look forward to continuing to work together and strengthening our relationships on behalf of our membership.

This year we will have strong representation from ten of the eleven Family Mediation Canada regions across Canada and I look forward to standing alongside them to serve all of you. We challenge you to become involved, to connect, inspire, and grow with us. Contact our office to learn more about how you can get involved and join us on any of our Areas of Specialization as we work together to promote healthy families and a healthy Canada.

Respectfully Submitted,

Eleanor Moore
President and Regional Representative for Manitoba

7.b. TREASURER'S REPORT 2019

Gerald Schoel was elected by the Board as treasurer for the fiscal year 2019-20. The other members of the finance committee are Brenda Arseneault, Lia Versaevel and Sue Bedier our Administrative Officer.

Attached is the Annual Statements as prepared by our accountants, MNP_{llp}, for the fiscal year 2018-19. As noted, there is a deficit of \$8,895.00. This deficit has reduced our reserves from \$21,574.00 to \$12,679.00.

FMC has gone through financial difficulties over the past 2 years due to reorganizing our physical address and staff. The moving of our "head office" and hiring of new personal have added additional costs to the organization which will not be reoccurring.

A new comprehensive preliminary budget was prepared for the 2019-20 fiscal year. With updating and careful budgeting, we were able to make it a non-deficit budget for the first time in a number of years. We expect to complete the 2019-20 year without reducing our reserves from the past

We are presently reporting to the Board greater information than in the past using our new bookkeeping system with more information being retained. This will allow us to better track our finances and help at the end of the fiscal year when passing on our financials to our accounts. It will also allow the Finance committee to produce better preliminary budgets.

With this additional information your Board will be able to better plan and make decisions that will offer more services to our members.

The goal of the finance committee is, in the future to be able to produce balanced budgets or budgets with small surpluses to re-establish our reserves.

I want to thank Sue in particular for her close cooperation in setting up the new bookkeeping system and supplying the necessary daily data for the treasurer to do his work.

Respectfully submitted,

Gerald Schoel, c.o.

Treasurer, Chair, Finance Committee

7.c. FMC CERTIFICATION COMMITTEE REPORT

The FMC Certification committee is comprised of five dedicated individuals: Cynthia Spratt Goodmundson, Eric Skogland, Judy Beranger, Jennifer Hubbard and our Registrar, Linda Bonnell. We meet monthly and at any other times by email on an as-needed basis.

This last year saw 8 people certified for Family Mediation. There are 2 in the queue.

During this past year, as a result of feedback we received from those undergoing the certification process with FMC, we took another look at our certification procedure to determine how we could encourage those considering certification to proceed. We understood from the feedback that the exam and role play could be daunting for those just considering entering the field. As a result, FMC implemented a two-tiered certification process for the Family Relations certification.

Level 1 will use the requirements currently in place (including the current practicum hours) adjusted as follows:

- The current 80 hours for conflict resolution will remain the same.
- There will be no exam.
- There will be no role play unless the applicants wish to proceed with one for the purposes of feedback.
- Fees will be reduced to \$275 unless a role play is requested (the lower price reflects the fact that there will be no role play or exam to assess)

For those wishing to proceed with the Level 2 Family Relations Certification:

Level 2 will be the current FMC Advanced Family Relations certification. The cost will be \$600. We will encourage applicants completing Level 1 to seek certification at the advanced level within three years if they intend to receive the advanced certification.

If members bypass Level 1 and apply for and complete the advanced certification, the fees will remain at \$650, which is significantly less than certifying in the basic level and then proceeding at a later time with the Level 2 certification.

Members who are already certified will be designated as Cert FRM Advanced.

We are currently proceeding with revising our FMC website to reflect the new criteria.

Sincerely,
Jennifer Hubbard
Chair - FMC Certification Committee

7.d. GOVERNANCE COMMITTEE REPORT 2019

This past year the Governance Committee worked on a number of projects:

1. It reviewed our bylaws and made a number of recommendations to the Board which were adopted and are on the agenda for adoption by the membership in order to come into effect immediately after the AGM. We are still working on this project and there will probably be more updates at our next AGM.
2. A modification was made to our internal regulations concerning the obligations of members and especially members who sit on a committee or the Board and the consequences if a regulation is not followed.
3. We were involved in the recruitment of a new honorary counsel and the drafting of an agreement with said counsel; on today's agenda for adoption.
4. The committee is presently reviewing all our internal regulations and code of ethics with the intention of updating them.
5. The committee has (and is) reviewing the changes we are making in our methods of functioning and the implications of moving our head office.
6. Similarly, it is reviewing how and when preliminary and updated budgets are presented with an eye on putting into place minimum requirements that must be followed. This will enable FMC to better operate in the future.
7. Governance also wants to look at committees - their functioning and reporting on their mandates with rules put into place to make them more efficient.
8. We are also reviewing the obligations of Board members and how to deal with noncompliance if it should occur.

All of the above are concerns of the Governance Committee and its desire to keep FMC at the forefront of FAMILY MEDIATION. We believe it is important that FMC remain an active, progressive entity which keeps up with the new frontiers that we face on a daily basis.

Respectfully submitted,

G. Schoel, c.o.

Governance Committee Chair,

Eric Skoglund

Tom Dart

7.e. ELDER MEDIATION COMMITTEE REPORT

The Elder Mediation Certification Committee conducts its business via a monthly conference call basis supplemented by email as needed between meetings. Members of the Committee are required to be an FMC certified Elder Mediator or on the roster to becoming certified within the year.

The Elder Mediation Committee for 2019 included:

Marie Claire Chartrand
Joan Cotie
Lorenzo De Franco

Anita Dorczak
Judy M. Beranger

A level one EM certification was launched this year in response to ongoing requests over the years to have an introductory certification that would delay the requirement to do a role play and exam. Of interest:

- The first level of EM certification was tested in June and we have one person already completed and now moving to the second level. Congratulations to Lorenzo De Franco who has been a very active member of our EM Committee.
- The word “Beginner” is not being used in identifying the new certification level
- The new certification level is called “**Cert.EM Level 1**” – and as planned, it is considered an entry level of Elder Mediation certification designed to acknowledge that there are already mediators out there providing EM who hopefully will be inspired to get more specific Elder Mediator training in the field. The expectation is that once gaining some experience with the Level 1 certification that many will aspire to achieve the advanced certification, “**Cert.EM Advanced**”. The advanced level is that which includes the role play and exam.
- Applicants for all levels of certification are required to be a member of FMC.
- Elder Mediators who wish to offer training will be required to hold the **Cert.EM Advanced** level of certification.
- All currently certified Elder Mediators – those who have already completed a role play and exam as part of their certification & were previously designated “Cert.EM” - will move to the advanced level and be entitled to use the “Cert.EM Advanced” designation.

Certification Update - We currently have 20 certified Elder Mediation members with three progressing through the certification process. More are expected to join as news of this Level 1 opportunity circulates.

Marketing and Communication Sub-committee: We are forming a marketing and communication group as a sub-committee of the elder mediation committee. Any member of FMC who has attained or is interested in attaining an EM certification designation are asked to contact FMC if interested in joining the committee.

We are updating our EM information brochure to be available to Elder Mediators who complete at least one of our two certification designations.

Our collaborative relationship with the Elder Mediation International Network (where the EM certification process started) continues to be a value added and we are pleased to say that we now follow the EMIN's 9th Edition of the Code of Ethics for Elder Mediators published in English, French and Simplified Chinese with German pending. EMIN's 10th World Summit on Elder Mediation will be held in Copenhagen, Denmark May 25 - 26, 2020.

Congratulations to Elder Mediation committee member, Marie Claire Chartrand who was recognized in the legislature for her exemplary work in Nova Scotia. Marie Claire also received a "Top 50 over 50" Entrepreneur Award.

It is with deep appreciation that I announce our new certification chair for 2019-2020 – Lorenzo DeFranco. Lorenzo has been a very active committee member and we are pleased he will be leading us this year. All members of the Elder Mediation committee signed the commitment document that was developed two years ago. This document inspires us to renew our commitment to promoting the highest national standard of certification and supporting and promoting the work of Family Mediation Canada.

A very special thanks to all the members of our Elder Mediation Committee for their dedication and donation of expertise and many precious hours. Thanks to Elder Mediation Certification Registrar, Greg Beranger, who oversees the assessment process and many of the details for the Elder Mediation certifications. We are very pleased that Sue Bedier has joined FMC as its Administrative Officer and look forward to our work with her.

Sincerely,

Judy McCann-Beranger, Committee Chair, 2018 – 2019

7.f. MEMBERSHIP SUMMARY – provided by Sue Bedier, Administrative Officer

Historical Membership data

April 1, 2004-March 31, 2005	537
April 1, 2005-March 31, 2006	462
April 1, 2006-March 31, 2007	433
April 1, 2007-March 31, 2008	491
April 1, 2008-March 31, 2009	475
April 1, 2009-March 31, 2010	503
April 1, 2010-March 31, 2011	478
April 1, 2011-March 31, 2012	500
April 1, 2012-March 31, 2013	510
April 1, 2013-March 31, 2014	465
April 1, 2014-March 31, 2015	444
April 1, 2015-March 31, 2016	414
April 1, 2016-March 31, 2017	419
April 1, 2017-March 31, 2018	419
April 1, 2018-March 31, 2019	317

Current Membership Data

Province	October 31, 2019				
	Members	FMC FRM Certified	FMC CFM Certified	FMC Elder Mediator Certified	FMC Elder Mediator Certified Level 1
Alberta	37	1		1	
British Columbia	166	101	18	1	
Manitoba	13	2	4		
New Brunswick	5				
Newfoundland & Labrador	5	1	1	2	
Nova Scotia	12			1	
Northwest Territories	1				
Nunavut	1				
Ontario	71		5	4	1
Prince Edward Island	7	1	2	3	
Quebec	2		1		
Saskatchewan	7				
Yukon	1				
Total	328	106	31	12	1