

FAMILY MEDIATION CANADA
2012 ANNUAL GENERAL MEETING MINUTES
THURSDAY, NOVEMBER 22, 2012

7:00 P.M. (Eastern Time)
Via Telephone Conference

Present: 13 Members Present

FMC Board of Directors Present (13/20):

Mary Damianakis – President	(QC)	(Executive Committee)
Tom Dart – President Elect	(ON)	(Executive Committee)
Betty Ife – Past President / Treasurer	(BC)	(Executive Committee)
Gerry Schoel – Member at Large	(QC)	(Executive Committee)
Ernie Tannis – Member at Large	(ON)	(Executive Committee)
Brenda Arseneault	(AB)	
Karen Stewart	(AB)	
Patricia Withers	(AB)	
Pat Donihee	(NB)	
Judy McCann-Beranger	(NL)	
Eric Skoglund	(NL)	
Tamara Bodnaruk-Wide	(ON)	
Donalda Halabuza	(SK)	
Carrie Cekerevac	(ON)	(Staff)

Regrets:

Linda Bonnell – Secretary	(BC)	(Executive Committee)
Andrew Pavey – Member at Large	(BC)	(Executive Committee)
Aaron J. Bourque	(NB)	
Joe Pintarics	(NT)	
Keith Wallis	(NS)	
Viola Evans-Murley	(PEI)	
Lia Versaevel	(SK)	

- 1. The meeting was called to order at 7:06 P.M. Eastern Time.**
- 2. Acceptance of Agenda – Gerry Schoel moved the agenda be accepted as written and Pat Donihee seconded. The agenda was accepted as presented.**

3. Adoption of 2011 Annual General Meeting Minutes – Judy McCann-Beranger moved the adoption of the minutes and Pat Donihee seconded. The minutes were adopted as presented.

4. Election of Directors - Nominations Committee – Betty Ife / Gerry Schoel

The 2012-2013 FMC Board Nomination Slate was read and presented as follows:

Name	Province	Status	Position	Term	Term ending
Kayla MacIntyre	AB	Appointed AFMS	Director		
Karen Stewart	AB	Elected	Director	1 st term	2013
Patricia Withers	AB	Elected	Director	1 st term	2013
Betty Ife	BC	Elected	Past President Director	2 nd year 2 nd term	2013 2015
Linda Bonnell	BC	Elected	Director	1 st term	2013
Andrew Pavey	BC	Appointed	Director	1 st term	2012
Aaron Bourque	NB	Appointed	Director	1 st term	2013
Name will be submitted by Elder Mediation		Appointed Elder Mediation	Director		
Eric Skoglund	NL	Elected	Director	1 st term	2013
Judy McCann-Beranger	NL	Elected	Director	2 nd term	2012
Joe Pintarics	NT	Elected	Director	2 nd term	2013
Keith Wallis	NS	Elected	Director	1 st term	2013
Ernie Tannis	ON		Honorary Counsel		
Tamara Bodnaruk-Wide	ON	Elected	Director	1 st term	2013
Tom Dart	ON	Elected	President Elect Director	2 nd year 1 st term	2013 2018
Name will be submitted by	ON	Appointed OAFM			

OAFM					
Viola Evans-Murley	PE	Appointed	Director	2 nd term	2013
Mary Damianakis	QC	Elected	President Director	2 nd year 2nd term	2013 2015
Gerry Schoel	QC	Appointed	Director	1 st term	2013
Lia Versaeval	SK	Elected	Director	1 st term	2012
Donalda Halabuza	SK	Elected	Director	1 st term	2013

Note: Terms as Past President, President and President-Elect do not count towards time served as a Director, which can be a maximum of two terms, each two years in length.

Betty Ife moved that the election of directors be deferred to the first board meeting following the AGM Gerry Schoel seconded. All in favour, No-one opposed, So Passed.

5. Reports

a) President's Report – Mary Damianakis

FMC has had an exciting year with new projects, new ideas and additional collaboration with sister organizations. There are many ongoing projects which require teamwork, and strong commitment from all of our volunteers. The spirit of cooperation is one of our core values at FMC. This, cooperation stretches and extends inside and outside our borders, enabling us to build new friendships while renewing the old.

FMC's landscape is diverse with many different needs and experiences from coast to coast. We are looking to build and strengthen congenial, collaboration, and dialogue, in order to change the mindset of, and impacting modern culture in a small way. We encourage practicing mediators to help us build a national organization that has many perspectives and is diverse, yet remains true to the humble roots and principles of mediation, and the integrity of the process.

FMC started the year – with The Canadian Non-for Profit Act - that took effect on October 2011. The new law requires all federal NGOs and charities to make changes in their bylaws within a three year period. The governance committee has been busy updating the changes and we hope to have this ready at our next AGM. This is a lot of work— with a lot of details-- and I wish to thank the Governance Committee for their dedication and outstanding work. Ernie Tannis is serving as FMC's honorary counsel, and I wish to express my gratitude, for his guidance and support.

On December 2011, OAFM became an affiliate with FMC. I want to extend my thanks to Rick Shields and the entire OAFM board and membership. We look forward to a rich working exchange with everyone at OAFM.

FMC is part of the DR5 group – since its informal inception- on October 2011-- along with OAFM, CLP, ADRIO, and AFCC-Ontario as colleagues, sharing information on training, internships, and other areas too. Representing FMC, amongst this group of very knowledgeable professionals, I continue to learn and grow. Though, our organizations are independent, we have come together in the spirit of cooperation and I am including a copy of the mission statement that all five boards approved this year.

“Representatives from various autonomous Ontario-based organizations involved with family dispute resolution have formed an informal working group. Presently, the group includes the Ontario Association for Family Mediation, the ADR Institute of Ontario, the Ontario Collaborative Law Federation, the Association of Family and Conciliation Courts Ontario Chapter, and Family Mediation Canada. This working group intends to meet periodically over the course of the year to share information and ideas, and promote education and awareness about family dispute resolution to the public and other professionals. We may decide to collaborate in the presentation of mutually beneficial continuing education programs or on family law reform initiatives related to our common interests in family dispute resolution.”

Thank you to everyone- from the DR5 including--Judith Huddart, Barbara Jo Fidler, John Ferris, Joyce Young, and Rick Shields- this is the original group. DR5 is slowly growing and we hope to have more participation and volunteers from all five organizations. We will continue to give updates to all of our memberships. I especially wish to thank Tom Dart for joining the group adding valuable contributions, and I know that he will make an outstanding president next year.

FMC has endorsed JusticeNet, whose mission is to provide access to mediation for low income families who may not qualify for legal aid or be able to afford mediation services. I am happy to represent FMC for such a worthy and important cause which I know will be beneficial for many Canadians.

Access to mediation for everyone, in Canada is important. We hope to make mediation accessible for everyone, even in the most remote areas of Canada. I wish thank Heidi Mottahedin and the entire team of volunteers at JusticeNet.

In January 2012, Ernie Tannis, and I participated in the Dialogue with Diversity radio program with host Gais Ghanem, where we highlighted diversity and inter-cultural awareness. Thank you to everyone at CHIN radio in Ottawa.

This winter, I had the opportunity to attend Reach Canada's fundraiser, and there I meet several members, all very talented, and this was a great platform to learn about Reach Canada. It was an amazing experience, with an endearing welcome, and an evening that brought laughter to everyone present. Thank you to the team at Reach Canada, and especially to Doreen Kahale,

Ernie Tannis and Richard Jackman. Reach Canada embodies compassion and teamwork, which, continues to grow, in their mission to provide services to people with disabilities.

FMC is working towards building ongoing congenial connections with local organizations, across Canada, and these relationships have the potential to enrich and enhance our knowledge, experiences and work.

All of FMC's committees have been busy and all are important to our growth. I would like to thank each committee - especially -Linda Bonnell, Chair of Certification, and the entire certification committee. This committee requires ongoing team work in maintaining and updating our certification program.

I want to thank Betty Ife for her excellent work with Resolve. I hope that we can include more articles from our membership this year- if you enjoy writing - please consider getting involved.

Recently, FMC created Areas of Specialization. We have the Separation and Divorce Section with a Family Mediator Certification Program. It has been almost one year since FMC established an Elder Mediation Section with an Elder Mediator Certification Program as a result of Elder Mediation Canada becoming part of FMC. I would like to extend a special thank you to everyone, from our Elder committee, for their hard work in assisting and seeing this project to fruition. The elder committee and our board worked hard to make this happen. Thank you to Pat Donihee and the entire elder mediation committee. In addition, I wish to thank Judy McCann - Beranger who is one of the catalysts that sparked the elder mediation work.

FMC started an International Family Dispute Section. This section will focus on family cross border issues. We hope to have a national voice and international presence, as parental abductions are on the rise in Canada. We recognize that mediation can play an important role in resolving these conflicts.

This fall, FMC started the Aboriginal Family Committee. This section's goal is to connect with Aboriginal communities and their families. We hope to build bridges and learn from our Aboriginal communities, which will enhance our work.

FMC now has an Ethics and Practice Committee, available for practicing mediators to consult with.

There are additional areas of specialization, which are in the developmental stages, and we will be giving updates as soon as we have all of the information confirmed.

FMC and CICR collaborated in February 2012 to provide advanced mediation training in Ottawa with Forest Woody Mosten. We had attendees from different parts of the country which made this training a very enriching experience. I wish to thank, Brian Strom, Catherine Delisle, and the entire CICR group for their assistance.

FMC attended the Family Support Expo in Toronto, and had on display our FMC booth. We had the opportunity to meet and speak with local professionals from different areas such as

psychologists, human resources experts, accountants, and many members from the public. FMC's presentation highlighted the different alternative dispute modalities and explained the process of mediation. There were several community groups present, and, I had the opportunity to meet and, speak with Kevin Frankish from City TV in Toronto.

I also wish to thank Tom Dart and Betty Ife for their assistance and a special thank you to Tamara Bodnaruk-Wide for helping make this event happen. They all took time away from their weekend to speak with the public about our services with certified and trained mediators, who uphold the principles of mediation.

All of our work is interconnected, and I hope we continue to work on cooperative future projects with our neighbors in the USA. FMC was present at the first APFM conference held in Cape Cod – where I had the opportunity to discuss FMC's certification program and share some of our new projects, including our elder mediation certification programs. I also learned from APFM, their needs and hopes to build a strong organization. We look forward to more dialogue and I wish to express my thanks and gratitude to Ken Newman and Roddy Wells.

Mediation transcends language, religion, politics and borders. Together, we can be mindful, of areas where we may be tempted to become competitive. Instead, we can stay focused - and, by doing so- we contribute to the advancement of mediation, locally, and globally, while nurturing cooperative working environments, -inside and-- out.

FMC wishes to build on our continued friendships and collaboration with all of our Latin American, and USA neighbors, including ACR, AFCC, MBB, and APFM, I wish to thank wholeheartedly, Ken Cloke, Marya Kolman, and Perri Mayes for the enriching learning exchanges and support.

We are diverse, yet -all mediators- and alternative dispute professionals- I believe -aspire for peace and peaceful solutions. Working alongside each other, may bring long term benefits and camaraderie for all of our members. Perhaps, together we can enhance, and highlight cross border promotion of mediation, and its benefits to families, schools, workplaces, and communities.

Representing FMC, on the International Mediation Institute's (IMI) Qualifying Assessment Program Council has been a very positive experience. We have had long and productive meetings, and this international committee continues to grow. I have had the opportunity to highlight some of the work that FMC has been active in-- this year. Perhaps, one of our next goals can incorporate an IMI gathering, and or event—in collaboration with one, or more IMI Qualifying Organizations. FMC, is a pioneer in certification and its' work is now being recognized worldwide. Thank you to the IMI team, especially Irena Vakenova and Emma Ewart.

FMC continues to have dialogue with EAPs and Human Resources professionals- this work started several years ago and we will continue to have more discussions. Thank you to Judy McCann-Beranger, Andrew Pavey, Keith Wallis, Linda Bonnell and Brenda Arseneault. In addition, I want to thank the Public Outreach committee, and specifically Andrew Pavey for his

assistance in overseeing the development of our new FMC website. This has been a huge project and Andrew was instrumental in helping make this happen.

Also- big thank you to all the past presidents- for their hard work, and continued support and assistance. All the past presidents especially Linda Bonnell and Betty Ife (I cannot name them all) are eager to help – and also extended is a warm thank you to Dr. Howard Irving and Dr. Larry Fong.

I wish to express my gratitude along with the warmest biggest thank you to Carrie Cekerevac, FMC's Operations Manager, for her continued support and help. Carrie's assistance makes our work easier. She is a delightful person to work with, and I hope that at next year's AGM you can all meet Carrie-- and we can thank her in person.

Lastly, I want to thank every board member and all of our FMC members for their contributions this year. Everyone's input and suggestions- are important, and this can help us build a better, healthier and stronger organization, committed to the principles of mediation. Thank you for your trust, friendship, and support.

b) Operations Manager's Report - Carrie Cekerevac

It is a pleasure to be the Operations Manager for Family Mediation Canada.

I manage the overall operations and administration of the organization some of which includes membership, certification, website, bookkeeping and accounting, board business, reporting, committee assistance, professional development workshops and marketing. For those of you who do not know; FMC's headquarters is my home and this allows FMC savings on the rental of an office space and internet costs.

My marketing efforts involve reaching out to mediation professionals by email to recruit new members, secure brochure orders, webinar registrations and resolve advertisements. This year's efforts have resulted in revenue of \$8,339.00.

I would like to thank the membership and board of directors of FMC for the opportunity to serve as your Operations Manager. I am proud to witness the ongoing achievements that FMC accomplishes and the initiatives that FMC continues to undertake to improve the field of mediation and our organization.

2013 marks my 10 year anniversary of being employed with Family Mediation Canada and I hope that my knowledge and history of the organization will continue to serve FMC well. I look forward to another year.

c) Treasurer's Report – Betty Ife

i. Review of Financial Statements 2011/2012

The Review of the Financial Statements for 2011/2012 was presented. Betty Ife moved we accept the Accountants report as presented and Gerry Schoel seconded. All in favour, No-one opposed, So Passed.

With respect to the new government regulations that FMC must adopt to by October 2014, FMC's accountants has advised that annual reviews will be sufficient rather than conducting an audit every other year. For accounting purposes, it is best to either conduct reviews every year or audits every year and FMC has decided to conduct reviews annually going forward.

ii. Appointment of Accountants

It was moved by Betty Ife and seconded by Gerry Schoel that the existing accountants: MNP LLP, be declared our accountants for the upcoming year's review. All in favour, No-one opposed, So Passed.

d) Certification Committee Report – Betty Ife on behalf of Linda Bonnell

The FMC certification committee is chaired by Linda Bonnell (BC) and the members are: Cynthia Spratt Goodmundson (MN), Betty Ife (BC), Judy McCann-Beranger (NF), Kerry Palmer (BC), and Richard Shields (ON).

As of November 19, 2012 we have a total of 149 certified members: 118 from B.C. 12 from Ontario, 5 from Manitoba, 2 from Alberta, 3 from P.E.I., 3 from New Brunswick, 2 from Newfoundland, 2 from Nova Scotia, 1 from Quebec, and 1 from Saskatchewan. Since our last AGM we have 8 new FMC Certified mediators, we currently have 6 candidates in the application process.

The certification committee has focused this year on reviewing and updating the certification program which hadn't been updated since 2005. We are pleased to have a new revised Program Manual, Candidate's Manual, Trainer's Manual, and Assessor's Manual ready for use in January 2013. The committee refined the application form to include considerations for experienced mediators, revised the reference form and made both forms available online, incorporated a description of the Prior Learning and Recognition option for experienced mediators, expanded and updated the history of the certification program, revised the section of the manual that explains the steps involved to prepare for the video assessment and written exam for the applicant and provided additional information for completing the application form successfully, reviewed and adjusted the fee schedule for the program and raised the pass mark for written exams and video assessments to 65% effective January 2013. The committee hopes to reinstate a Certifying Administrator/Registrar role in 2013.

The certification committee has spent considerable time discussing the FMC certification Program and have examined some of the challenges that continue to prevent mediators from acquiring their certification although it is known to be considered by most in the field as a gold star training program, exemplified by having achieved the status as an IMI certifying organization. A special board meeting was held in August 2012 to discuss the current challenges and to explore ways that FMC could meet some of these, especially in provinces where there are limited educational opportunities for mediators.

A special thank you to Carole McKnight who retired this year and will no longer be one of our certification assessors. A thank you to FMC's certification assessors Kirstin Lund and Leanne Shafir for their ongoing commitment and service to FMC and a welcome to our new certification assessor Pamela Jeffrey from BC. And I'd like to acknowledge Carrie Cekerevac who continues to provide valuable assistance to our certification program and is often the first to have contact with our members and answer countless questions about our certification program.

Betty Ife moved that the Certification Committee report be accepted as presented and Pat Donihee seconded. All in favour, No-one opposed, So Passed.

e) Education and Professional Development Committee Report – Judy McCann-Beranger

As Chairperson of Family Mediation Canada's Education & Professional Development Committee I am pleased to submit this report for the period 2011-2012. Thanks to the many dedicated people who contributed to our professional development activities this past year. The committee wishes to give a special thanks to the Operations Manager, Carrie Cekerevac for her ongoing support.

Review of 2011-12 Activities

The year started with Family Mediation Canada partnering with Family Mediation NB to host a workshop in Saint John, New Brunswick featuring FMC's founding president, Dr. Howard Irving. Dr. Irving discussed his current book 'Children Come First, Mediation Not Litigation, When Marriage Ends' with a focus on Therapeutic Family Mediation. Conflict Resolution Day was promoted and another FMC partnership with the Canadian Institute for Conflict Resolution was held at Saint Paul University in Ottawa with Forrest Mosten in February.

Promotion and information on education and professional development opportunities was sent out to over 8000 mediators and service providers. FMC offered and promoted professional development opportunities in partnership with members, supporters of mediation, organizations and individuals. Very comprehensive issues of Resolve (October, February and September) were published this year.

An important component of FMC's professional development commitment is promoting and/or sharing a variety of educational opportunities with our members. Partnerships allow for increased training opportunities with topics of interest to our membership and other stakeholders. A 2011-2012 sampling of other opportunities that were promoted included:

- OAFM Mediation Skills workshop with Bernie Mayer
- JIBC Graduate Certificate Program in Conflict Resolution
- Parenting Coordination Foundations
- Children Resisting Post-Separation Contact: Concepts, Controversies, Assessment & Treatment

- York University and JIBC Training – Family Violence and Its Impact On Separation & Divorce
- Cooperative Solutions upcoming training
- Peace Talk – Mediation In the 21st Century – A Human Rights Perspective
- Elder mediation trainings
- Advanced Conflict Resolution Clinic: Emotion, Power and Values with Gordon Sloan
- New Brunswick Family Mediation Training with Elizabeth Sterritt
- EMIN World Summit on Elder Mediation – Glasgow, Scotland
- Promotion of numerous courses and books of interest to our members
- General information on calls for proposals, papers and job postings

Specialists continue to be invited to present webinars in their particular subject area and members are encouraged to submit recommendations to the committee for vetting. In spite of the lack of face to face, webinars were back by popular demand this year and this year we had two series of webinar – one on elder mediation and the other on Mediation Child Support. Both have been highly rated by participants. Webinars included:

- Andrew Pavey on Guardianship: Capacity and Substitute Decision-making (what, why, who and how)
- Elder Mediation in Canada: Where do you fit in this rapidly emerging field? Andrew Pavey
- The Heart of Elder Mediation: What Makes Elder Mediation Different and What Gives It Life with Andrew Pavey
- Six webinar series by Linda Bonnell and Betty Ife on Mediating Child Support

A special thanks to all those who provided support to Professional Development this year and especially to Resolve editor Betty Ife for consistent commitment as editor for *Resolve*. Thank you to the Board of Directors for their input and suggestions.

Judy McCann-Beranger moved that the Education and Professional Development Committee report be accepted as presented and Brenda Arseneault seconded. All in favour, No-one opposed, So Passed.

f) Public Outreach Committee Report-Brenda Arseneault / Ernest G. Tannis

The Public Outreach Committee wishes to thank FMC's Operations Manager, Carrie Cekerevac for her assistance, along and the FMC Board and all the committee members.

The Public Outreach Committee started the year taking part in a radio program with Gais Ghanem on Dialogue with Diversity with the Ottawa's CHIN radio show. Ernie Tannis and Mary Damianakis spoke on the benefits of mediation while highlighting diversity and inter-cultural awareness issues.

The Public Outreach Committee is continuing to have a working dialogue with Employee Assistance Providers in Canada. We wish to thank Judy McCann-Beranger, Andrew Pavey and Linda Bonnell for their assistance. Brenda Arseneault represented FMC at the International Social Services Conference that was held in Banff Alberta in May 2012. Additionally, in October

2012 FMC had a booth at the Family Support Expo in Toronto; we wish to thank Tamara Bodnaruk-Wide, for her valuable assistance with this project. The Public Outreach committee wishes to also thank Carrie Cekerevac for her help. FMC had Tamara Bodnaruk-Wide, Betty Ife, Tom Dart and Mary Damianakis participating in this event. The Public Outreach committee hopes to participate in more conferences, trade shows and exhibitions in the future.

The committee is happy to report that the new website will be active shortly. It is now complete needing a few minor additions. We want to express our gratitude to Andrew Pavey for his time, and hard work overseeing this project through to the end.

Brenda Arseneault moved that the Public Outreach report be accepted as presented and Ernest G. Tannis seconded. All in favour, No-one opposed, So Passed.

g) Membership Committee Report – Carrie Cekerevac

It is a privilege to present FMC's Membership committee report. The committee consists of two members: Viola Evans-Murley as chair and myself, Carrie Cekerevac.

FMC has a total 507 members and the total in each province are as follows:

- > Alberta - 63
- > British Columbia - 193
- > Manitoba - 16
- > New Brunswick - 19
- > Newfoundland – 7
- > Nova Scotia - 14
- > Northwest Territories - 2
- > Nunavut - 1
- > Ontario - 161
- > Prince Edward Island - 11
- > Quebec - 5
- > Saskatchewan - 14
- > United States – 1

39 new members have joined our organization since the 2011 Annual General Meeting.

The membership committee worked on renewal retention efforts of its members via renewal reminders by regular mail, email reminders and phone calls and 89% of the total membership from last year renewed. With many previous members retiring; we have still seen a 5% increase in membership per year due to renewals, new memberships and lapsed renewals.

The Membership Committee has worked on promoting membership within FMC during the past year, by searching for mediators and professionals across Canada and sending them a membership package along with a complimentary copy of Resolve in an attempt to bring in new members. These efforts resulted in revenue of \$3550.00.

FMC Members benefit from the opportunity to seek FMC Certification, the website member listing, website link, referrals, group rates on our Professional Liability Insurance, a national voice in the field of mediation, a reduction on professional development workshops and webinars, a subscription to Resolve, discounted rates on publication advertising, discounted rates on our brochures, public policy development, practice support, networking, participation on committees and information on news, events and training opportunities occurring in the family mediation field.

The committee intends to hold more membership draws in 2013 so stay tuned for your chance to win a gift from FMC.

FMC continues to offer a referral program, which rewards current members of FMC with \$25 off their next year's membership renewal dues for each new member referred to FMC. Thank you to those of you who have recruited new members for Family Mediation Canada.

Betty Ife moved that the Membership report be accepted as presented and Gerry Schoel seconded. All in favour, No-one opposed, So Passed.

h) Diversity Committee Report – Mary Damianakis

The Diversity Committee recognizes that more inter-cultural awareness and diversity is needed, in order to assist practitioners with their work.

FMC hopes to build stronger relationships amongst all groups including, the poor, Aboriginals, handicapped, learning disabled, and all ethnic/minority groups and communities across Canada. FMC aspires to become better at being, inclusive, while embracing and acknowledging the similarities and differences amongst all groups in Canada.

FMC hopes to build stronger international and local bridges which can enhance our awareness to “inter-cultural insights” and mediation.

Mary Damianakis moved that the Diversity Committee Report be accepted as presented and Pat Donihee seconded. All in favour, No-one opposed, So Passed.

i) Elder Mediation Committee Report – M. Patricia Donihee

The Elder Mediation Section of FMC wishes to extend our sincere appreciation to Carrie Cekerevac, FMC's Operations Manager for her assistance and support of our 2012 activities. We look forward to her support as we move into 2013.

This report represents the first EM Section report to an annual general meeting since the former Elder Mediation Canada became a section of FMC. Our activities during 2012 consisted of;

- Reviewing the terms of reference contained in the motion to establish the EM section of FMC
- Establishing a meeting schedule
- Confirming a decision making process
- Developing a work plan

- Developing a budget
- A webinar presented by Judy McCann Beranger & Greg McCann Beranger detailing the Current EM Certification process
- Initial review of FMC certification process and discussions of tasks necessary to ensure the EM Section and FMC Family Mediation Section processes match for all certification applicants
- Initial discussions around which areas of EM Certification requirements would be eligible for PLAR
- An initial discussion of the process to be used to review and integrate i) The Code of Professional Conduct for Mediators Specializing in Issues of Aging Vis a Vis the FMC Code of Ethics ii) the FMC Standards of Practice iii) Certification application and Study Guide
- Discussion of the content for the EM Section of the new FMC website
- Discussion and preparation of job descriptions for volunteers required for the EM Section

The proposed Work plan for 2013 includes;

- Establish dates for EM Section monthly meetings by January 30th 2013
- Discussion and confirmation of a work plan for completion of activities begun in 2012
- Complete content for EM Section of FMC website by January 30, 2013
- Discuss responsibilities for each EM Section committee member by January 30, 2013
- Complete descriptions of each committee members tasks by February 28, 2013
- Recruit new members for the EM Section by February 28, 2013
- Initiate contact with The Canadian Alzheimer Association and all Provincial Associations to negotiate reciprocal links to each other's web sites
- Identify potential sources of funding for research and marketing of Elder Mediation (ongoing)

EM Section committee members (from east to west)

Judy McCann Beranger
 Elizabeth Reagh
 Elizabeth Sterritt
 Colleen Currie
 Andrew Pavey

Patricia Donihee moved that the Elder Mediation Committee Report be accepted as presented and Judy McCann-Beranger seconded. All in favour, No-one opposed, So Passed.

6. Adjourned at 8:14 P.M. Eastern Time.