

Family  
Mediation  
Canada



Médiation  
Familiale  
Canada

Supporting mediators ~ Ensuring excellence ~ Increasing access

# ANNUAL IMPACT REPORT 2024-25



#1650, 246 Stewart Green SW  
Calgary, AB T3H 3C8  
1-877-269-2970  
<https://www.fmc.ca>

# LAND ACKNOWLEDGEMENT

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Family Mediation Canada acknowledges and respects the First Nations, Inuit, and Métis Peoples as the traditional and current stewards of the lands and waters across Turtle Island.

We honour their enduring relationships with these territories and affirm the inherent and treaty rights of Indigenous Peoples.

As a national organization, we commit to walking the healing path of reconciliation with respect—embedding this commitment into our training, standards, and everyday practice.



## WHAT IS FAMILY MEDIATION?

Family mediation is a collaborative, non-adversarial process which facilitates discussions between family members, promotes understanding and assists families to reach mutually agreeable resolutions. The process is structured and facilitated by professional Mediators trained in both the process and the subject matter(s) of the discussions and/or disputes arising.

Fundamentally different from adversarial processes such as court intervention, mediation empowers families to maintain control over the outcome and make informed decisions that best align with their values, preferences and interests.

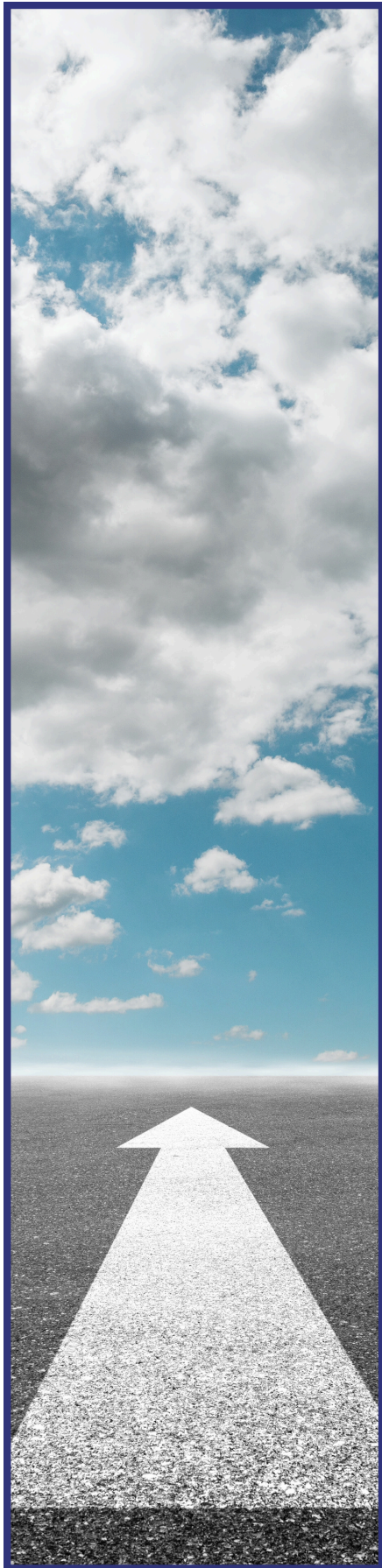
The confidentiality of the process is protected by legislation and a Mediator can assist with all matters encountered in family transitions including parenting arrangements, child and spousal support, co-parenting communications, property and other assets division. Private and confidential intake interviews are conducted with each family member prior to mediation, followed by joint sessions which may be held in person or online.

Mediators do not take sides or provide legal advice; they can work alongside lawyers and other supports as needed. Outcomes can be documented in a memorandum or separation/parenting agreement and, with independent legal advice, converted to a consent order. Throughout, the best interests of the child(ren) are first and foremost, and the goal is practical, person-focused, durable solutions that reduce conflict and preserve important relationships.

## ABOUT FMC

Family Mediation Canada (FMC) is the national association for family mediation practitioners across Canada. We promote high standards of practice, offer rigorous certification pathways (including Family Relations, Comprehensive Family, Elder, and Child Protection Mediation), and provide education. FMC supports mediators with professional development, networking and mentorship, and other member services, while raising public awareness of mediation as a safe, effective alternative to litigation. We collaborate with regional partners and justice system stakeholders to ensure quality and accessibility with a goal of improving outcomes for children, parents, family members, and communities.





# STRATEGIC PRIORITIES 2025-2029

Strengthen  
organizational capacity  
and sustainability



Reinforce and expand  
partnerships,  
relationships, and  
opportunities for  
collaboration



Increase access to the  
highest standard of  
family mediation for  
members and the  
public





# WELCOME

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## A MESSAGE FROM THE PRESIDENT OF THE BOARD



**Rhoda Dobler, K.C.**  
**Alberta**  
**Board President**

### **GROWING MOMENTUM, DEEPENING MENTORSHIP, AND INCREASING IMPACT**

2025 has been a wonderful whirlwind of great things at Family Mediation Canada. We continue to offer amazing mentorship and outstanding training opportunities, with an ever-expanding platform of webinars and courses. It has been an absolute privilege to have worked with this incredibly dedicated group of board members, our amazing Administrator and Executive Director, and all our volunteers. Some of the highlights this year include:

- Increasing our grant/funding proposal submissions in order to meet specific needs in various communities;
- Growing our membership and forging new partnerships;
- Expanding our faculty and teaching platform;
- Offering solid mentorship and coaching through our role-play groups; and
- Continuing our alliance with BC Family Justice Services, and growing our connections in other jurisdictions, including Atlantic Canada, Yukon and Alberta.

I would like to express my deepest gratitude to both Judy McCann Beranger and Margaret Stewart Sweet as their Board terms come to an end. Both have been tireless advocates of FMC, and we are forever enriched because of their passion, dedication, commitment and leadership. As they move on from their board positions, we are honoured that both of these remarkable individuals will remain passionate supporters of Family Mediation Canada.

# MEET OUR BOARD MEMBERS



**Dr. Michael Saini**  
Vice President  
Ontario



**Stephanie Melvin**  
Secretary  
British Columbia



**Tracy Cleaver**  
Treasurer  
British Columbia



**Margaret Stewart Sweet**  
Prince Edward Island



**Julie Thériault**  
Québec



**Scott Cruickshank**  
Saskatchewan



**Willow McLean**  
Nova Scotia



**Rosa Barraco**  
Yukon



**Judy McCann Beranger**  
Newfoundland & Labrador

## SEEKING NEW BOARD MEMBERS!



We have vacancies for Board members from the following regions:

- Manitoba
- New Brunswick
- Northwest Territories
- Nunavut

Applicants must be committed to working towards FMC certification.  
Send your expression of interest to [admin@fmc.com](mailto:admin@fmc.com)





## OUR STAFF TEAM

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**Annalise Stenekes**  
**Executive Director**

This year has been one of growth, connection, and renewed purpose. This is true for me as I started my role as Executive Director in May 2024, and for Family Mediation Canada as an organization made up of dedicated volunteers!

Together, we have strengthened our role as the national voice for family mediation and created new partnerships that extend the reach of this sector.

I am inspired by the dedication of our members, volunteers, and system partners who continue to advance family mediation as a dignified, constructive alternative for families. Looking ahead, FMC remains committed to fostering credibility, community, and capacity for family mediators across Canada.



**Sue Bedier**  
**Administrative Officer**

This year has been such a rewarding one at Family Mediation Canada. In my role, I've had the privilege of connecting with FMC members and the public, supporting certification journeys, and keeping our day-to-day operations running smoothly. One of the true highlights has been working with our new Executive Director, Annalise. I feel so lucky to collaborate with her. Annalise's energy and leadership are inspiring, and it feels like a positive step forward for the organization's future. What stands out most for me is the dedication and generosity of our community. It's heartening to see how much care goes into this work. I'm grateful every day to be part of a team that is building something so meaningful together.



Refreshed our Strategic Plan to align with current realities;  
Implemented a national stakeholder survey to inform FMC's next priorities.

Continued building a modern policy suite (governance, operations, and member services) - strengthening a consistent, transparent organizational foundation.

# Highlights from the year

Relaunched member engagement formats - Resolution, Coffee Time, and our YouTube channel - and introduced a "How to Be a Trainer" pathway to grow faculty capacity.

Deepened alignment with sector leaders and expanded connections in the Yukon, Nova Scotia, and Manitoba.

Launched Annual Report framework, strengthening accountability and transparency.





## Thank you to David, Welcome to Ayne!

The Board and Staff at Family Mediation Canada extend our heartfelt thanks to David Klegerman, who is retiring from his role as FMC Registrar. David has been a steady and thoughtful presence, guiding our certification process with integrity, professionalism, and heart. His positive energy and unwavering commitment to providing stellar service have created a lasting impact for the candidates who have worked tirelessly to achieve—and just as importantly, to maintain—the highest standards recognized in our country for family mediators.

Just as we strive to serve our candidates with care and excellence, we hope every certified mediator is inspired to carry those same high standards into their daily practice. As we all know, being a family mediator carries deep responsibility. People often turn to us during some of the most difficult times in their lives, and it is our duty to meet them with skill, respect, and compassion. David has been a strong model of this responsibility. Upon his retirement, David shared: “I believe in this organisation... I am honoured to have been associated with such wonderful people at FMC during my tenure as Registrar.”

As we wish David the very best in this new chapter, we are delighted to welcome Ayne Meiklem as our new Registrar. Ayne brings a strong background in family mediation from her many years of being a Senior Family Justice Counsellor with the BC Ministry of Attorney General. Ayne’s dedication and care in her mentorship and training of new mediators is evident in her legacy of excellent students who have gone on to be very strong mediators. We are confident that she will bring all of this to her important role as Registrar.

Please join us in celebrating David’s many contributions—and in warmly welcoming Ayne to her new role with the FMC team!





# ■ COMMITTEE VOLUNTEERS

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FMC wishes to thank and acknowledge the following committee leads and dedicated volunteers who have spent countless hours in 2024-25 (and for many years!) strengthening the family mediation sector in Canada.

## **Certification Committee**

David Klegerman  
Ayne Meiklem  
Elizabeth Araujo  
Judy McCann-Beranger

## **Child Protection Mediation Committee**

Margaret Stewart Sweet  
Michael Saini  
Willow McLean

## **Nominations Committee**

Judy McCann-Beranger  
Willow McLean  
Stephanie Melvin  
Rhoda Dobler

## **Elder Mediation Committee**

Katherine McKinnon Forgeron  
Judy McCann-Beranger  
Melanie Mueller

## **Education Committee**

Rhoda Dobler  
Michael Saini  
Scott Cruickshank

## **International Correspondent**

Liliana Amione







## ROLE PLAY FACILITATORS

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**Ayne Meiklem**

After many years of facilitating FMC's role play groups, I continue to be struck by the depth of learning that happens in these sessions. Each group offers a chance to witness new mediators stretch, take risks, and grow—while reminding me of the resilience and creativity at the heart of this profession. It is a joy to guide and learn alongside them.



**Jessie Mason**

For three years, I've had the privilege of facilitating FMC's Level One role play groups. These sessions remind me that mediation isn't about having the answers, but about creating space for families—and for new mediators—to uncover solutions with presence, courage, and respect for each person's voice.



**Joanne Smith**

Stepping into the role of facilitator with FMC has been a wonderful new chapter after many years as a practicing mediator. Now retired from my main career, I'm grateful for the opportunity to give back—supporting newer mediators as they develop their skills, and sharing in the fresh energy they bring to the field.



# TREASURER'S REPORT

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Attached are the Annual Statements for the 2024/25 fiscal year, prepared by our accountants, Ho LLP. Family Mediation Canada (FMC) continues to demonstrate strong financial management, finishing this fiscal year with a surplus of \$6,008.

Over the past five years, we have maintained steady surpluses, giving us the capacity to strengthen our programs, enhance services for our members, and broaden public awareness of family mediation.

Our membership base continues to grow, and our educational offerings remain a cornerstone of our work. Through webinars, online courses, and specialized training opportunities, FMC is reaching both members and professionals across the broader mediation community. The ongoing dedication of our Education Committee, Certification Committee and the FMC Faculty has enabled us to deliver high-quality learning experiences and foster meaningful partnerships that contribute to our continued momentum.



**Tracy Cleaver**  
**Treasurer**

Special thanks to Sue Bedier, our Administrative Officer, for her invaluable work in managing FMC's books.






# FINANCIAL STATEMENT

**FAMILY MEDIATION CANADA**  
**Statement of Financial Position**  
**March 31, 2025**

	2025	2024
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 198,940	\$ 188,356
Goods and services tax recoverable	3,477	8,782
Prepaid expenses	810	810
	<u>203,227</u>	<u>197,948</u>
<b>TANGIBLE CAPITAL ASSETS (Note 3)</b>	<u>64</u>	<u>88</u>
	<u>\$ 203,291</u>	<u>\$ 198,036</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 1,657	\$ 2,410
<b>NET ASSETS</b>		
General fund (Note 1)	<u>201,634</u>	<u>195,626</u>
<b>LIABILITIES AND NET ASSETS</b>	<u>\$ 203,291</u>	<u>\$ 198,036</u>

ON BEHALF OF THE BOARD

  
Rhonda Dobbler (Sep 17, 2025 11:51:54 MDT)

  
Director Tracy Cleaver (Sep 17, 2025 11:14:50 PDT)

Director





# CERTIFICATION UPDATE

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## Family Relations Mediator (FRM)

Supports separating or restructuring families to reach voluntary, durable agreements on parenting, communication, and financial matters—using a safety-informed, child-centred process grounded in FMC standards.

## Comprehensive Family Mediator (CFM)


Leads end-to-end family mediation across parenting, child/spousal support, and property/asset division—including complex, multi-issue files—using rigorous screening, informed consent, and structured negotiation from intake to memorandum of understanding.

## Elder Mediator (EM)

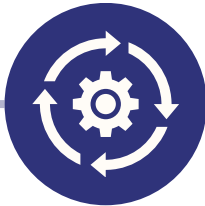
Facilitates essential conversations on care, housing, finances, health decisions, and guardianship—balancing safety, dignity, and autonomy. Uses capacity-aware, trauma- and culture-informed practice to prevent conflict and support collaborative planning across families and service systems.

## Child Protection Mediator (CPM)

Specialized mediation in child protection matters—facilitating voluntary, safety-focused agreements among families, child protection agencies, and service partners. Emphasizes children's voices, risk assessment, cultural/Indigenous considerations, and inter-professional collaboration across pre-court and court-connected contexts. New FMC stream launched in 2024.



# ■ ENGAGEMENT



## Linked In Engagement

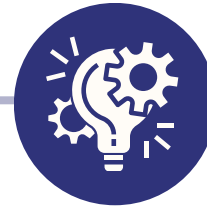
LinkedIn continues to be FMC's most effective channel for reaching practitioners and other stakeholders. From April 1, 2024 to March 31, 2025, we spotlighted certification pathways, promoted research opportunities, and expanded member supports. Posts featuring practical resources, member spotlights, and committee updates performed strongest—driving traffic to Find a Mediator, event pages, and surveys. Connections rose over 14% and we generated 10,000+ impressions.



## Phone & Email Support

We provided front-line support to members and the public across certification questions, ethics/standards, practice resources, event registration, and Find a Mediator referrals.

In total, ~1,000 phone and email engagements connected people to the right answers, tools, and contacts, strengthening service quality and member experience.



## Training Participants

Through in-person training and FMC's Teachable platform – now featuring 10+ asynchronous courses – we supported practitioner development across Family Relations, Comprehensive Family, Elder and Child Protection Mediation streams.



# FACULTY & TRAINING



**Michael Saini, PhD**

- Basic Family Mediation
- Foundations of Child Protection Mediation



**Rhoda I. Dobler, K.C.**

- Moving Towards Solutions - Interests Behind Positions
- Preparing Mediation Reports



**Brad Mustard, LL.B., LLM**

- Power in Mediation



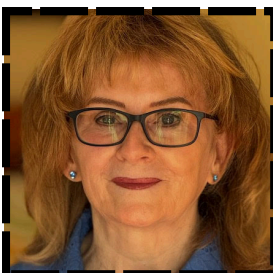
**Mohamed Keshavjee, LL.M, PhD (Lon) & Brad Mustard, LL.B., LLM**

- Mindful Mediation in a Multi-Cultural World



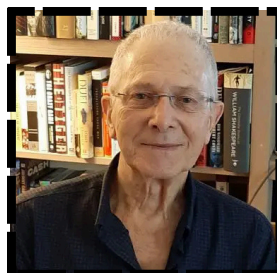
**Ayne Meiklem**

- Laying the Groundwork for a successful mediation
- Preserving the Art of Reframing



**Judy McCann Beranger**

- Elder Mediation - Section 1
- Elder Mediation - Section 2
- Elder Mediation - from start to finish



**Desmond Ellis, PhD**

- A Scholarly Review of Mediation Models
- Mediating High Conflict with Parents
- Experiencing Divorce: Mediating Fast and Slow



**Donald T. Saposnek, PhD**

- How Does Divorce Affect Kids? Four Decades of Research



**The Honourable Nancy A. Flatters, KC; B.A., LL.B., LL.M. (Ret.)**

- The Divorce Act Amendments - Four Months Later



**Fredrike Bannink, PhD, MDR**

- Solution Focused Conflict Management



**Henry Kielley**

- Elder Mediation: Ageism - Opportunities to Change the Conversation

## Become a member of the FMC Faculty!

Those who aspire to join the FMC Faculty must be certified with FMC or considered an expert in their field. FMC Faculty offerings operate on a shared revenue model to cover expenses.

To learn more, visit <https://fmc.ca/become-an-fmc-trainer/>

# IMPACT & BENEFITS OF MEMBERSHIP

## Why Join FMC as a member?

- ✓ National Recognition
- 📚 Professional Growth
- 🤝 Community & Connection
- 🏛️ Advocacy & Influence
- 📁 Member-Only Perks



**Welcome to FMC's newest Board member, Rosa Barraco from the Yukon!**

## 🎯 For New Mediators

- Build credibility through national certification.
- Gain practical experience via role play groups and mentorship.
- Connect with peers and find your place in the profession.

➔ *Launch your career with confidence and support.*

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## ☀️ For Experienced Practitioners

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- Strengthen your reputation and expand your practice areas.
- Influence standards and policy as a national leader.
- Share your expertise through publishing, teaching, and mentoring.

➔ *Deepen your impact and leave a meaningful legacy.*

*"FMC membership connects me to a supportive community of mediators committed to high professional standards.*

*The certification process ensures quality training and accountability, while FMC's leadership keeps us informed on emerging trends and engaged in shaping policy.*

*Together, these benefits strengthen my practice and help me serve families with confidence and integrity."*

*Rosa Barraco  
MEd, BA, SSW  
Cert.CFM Standard*

# THANK YOU



1-877-269-2970



[www.fmc.ca](http://www.fmc.ca)

