

# theMAC Quarterly



Winter 2012 Edition

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## Message from the President

Can you believe this year is coming to a close? I can't. **theMAC** has been very busy this year and we hope you have seen the fruits of our labor. We started the year by changing our name from Colorado Council of Mediators or CCMO to The Mediation Association of Colorado, affectionately referred to as **theMAC**. But that is not all we changed. We changed our vision, mission statement, most of the board of director's members – well I think you get the picture. We have changed almost everything. I am privileged to serve with so many amazingly talented board members, staff, committee members, and volunteers who help us out on a daily basis. **theMAC** board of directors and staff are dedicated to providing our members with better member benefits, professional development and networking opportunities.

Next year, our focus will be increasing public awareness but below I thought I'd share some of our accomplishments for the past year.

**Judicial** - This year a tremendous amount of time and effort has gone into educating judges, clerks, and family court facilitators about mediation, how to use the Find-A-Mediator tool, and amending how litigant parties are referred to mediation. Judge Herb Galchinski and his committee have been instrumental in making changes with the courts concerning changes made to case management orders and judges who are now ordering mediation for most of their cases. I'm not sure that Herb didn't pester the judges so much that they just gave in. Way to go Herb!

**Legislative** - Our educational efforts have extended beyond the judicial area also. We have developed a wonderful collaborative working relationship with the DR section of the Colorado Bar Association and ODR. Mike Maday and his committee spent a lot of time with key members of the DR section, ODR leaders, and legislators to go through pieces of legislation that would be of benefit to the mediation community at large.

**Membership** – Gregg Fisher, our membership chair has been hard at work to obtain health insurance for our members. It is still a "work in progress" but we are much closer to being able to give our members that opportunity. Make sure you have answered the very brief questionnaire we sent out to you so he can pass that information on to Blue Cross Blue Shield.

The professional membership application process has been slashed from what was taking weeks to a 48-hour response time. Thank you to Gregg, Heather, and David for working so quickly to process these applications and for getting the process online completed!

**New Members added in November:**  
3 Associate  
6 Standard  
5 Professional

**Multi-Cultural** – We just welcomed our new multi-cultural committee chair onto the board, Sara Johnson. Sara is a tri-lingual mediator who has been living abroad for 12 years. Now all of her experiences and expertise will benefit us in Colorado. She has some great ideas for next year that will support and grow mediation and mediators in the minority areas. Keep watching for what she has planned for 2012!

**Professional Development** – Cassandra Netzke, the professional development chair, has been a "busy little bee" developing and implementing her ideas into The Mediator's Table. It is a time for mediators to gather to learn more about how to build their skills as well as their practices. She has done an amazing job as a "one woman show."

**ADR Statewide Conference** – Judge Galchinski was theMAC's representative on the "Founder Member's" steering committee. He did a wonderful job and spent an incredible amount of time in meetings or conference calls with the other chairs on the steering committee. For those of you who attended the conference I

am sure you could see the hard work paid off. There are some issues to "fix" but overall I think the collaborative efforts of **theMAC**, DR section, ODR, and with the assistance of the CLE office of the Bar Association get better every year.

**Ethics** – Fortunately, Dick Fullerton, Susan Demidovich, and the ethics committee really didn't have much to do this year except to prepare for their presentation at the ADR Statewide Conference, which was very well attended. Hopefully, next year will be as "equally slow" for them.

Our annual meeting is coming up in January on the 14<sup>th</sup>. It will be held in Broomfield at the Corporate Office Center location. The information is on our website. We will have a short meeting from 9:30 to noon then head to a restaurant to have some food and networking from 12:30 to 2:30. So save the date and come join us!

There are more changes and improvements to come in 2012. We are really excited about what is "around the corner". And as always I want to make sure to thank all of our members who are working so hard to build awareness about mediation. We value your efforts, opinions, and are here to serve you in building your career and increasing public awareness about mediation. Please provide feedback to us on what you like, dislike, and how we can serve you better. After all, our members are why we exist.

The board of directors and I want to wish you a very happy holiday season! We are looking forward to seeing you at the Annual Meeting in January.

In your service,  
Fonda Hamilton,  
**theMAC**  
President



## SAVE THE DATE!

### theMAC Annual Meeting

**Where:** Corporate Office Centers located at 12303 Airport Way #200 Broomfield, CO, 80021

**When:** January 14th 9:30-noon

Food and networking to follow (12:30-2:30) at CB & Potts restaurant

All members are welcome!

## Non-married Partners

By Amy Goscha

More and more couples are choosing to live together, own property together and become financially intertwined without becoming married. Many of these couples do so in order to avoid ever having to “untie the knot.” However, it’s not that easy.

Here is a typical scenario: Terry and Stacia met and fell in love. Both had been married before, and were not keen on getting married again. Terry owned a home in his name only. When he and Stacia decided to live together, Stacia gave Terry \$20,000 as her contribution to his house, and he put her on title to the house, although she was not put on the mortgage. They opened one joint checking account, and kept separate savings accounts.

After a few years, Stacia became pregnant and gave birth to their son, Joshua. She stopped working and became a stay at home mom. She started remodeling the house in her spare time.

After a few more years, Terry and Stacia separated. Terry left Stacia for a younger woman, and now Stacia is very, very angry.

What happens? A mess happens. Here are some of the issues as a mediator that you should be able to identify when non-married partners walk into your office to mediate.

**Joint ownership of a home.** Without an agreement – preferably in writing - about the ownership of the house, Terry and Stacia are going to have a lot of fights about how to divide this asset. Just because a property is jointly titled does not mean that it is owned 50-50. Instead, a court would look to contributions. Stacia’s \$20,000 is a contribution, as is her “sweat equity” in remodeling. Also, she may have contributed by paying down the principal balance owed on the mortgage while she was working. A court would have to determine the

value of this contribution, and the value of Terry’s contributions. This can be very difficult and expensive. What, for instance, is the value of remodeling the kitchen 5 years ago? After taking out the contributions, appreciation of the property would be split equally.

Jointly titling real property between non-married partners can be tricky even before a break up. For instance, if Terry simply puts Stacia on title to the house, and not on the mortgage, the mortgage company may call the note due in full. This is because the mortgage company does not want the title clouded without its approval. If Stacia becomes part owner of the property, Stacia may hamper the mortgage company’s ability to recover all of what it is owed in the event of a foreclosure.

Additionally, if Terry puts Stacia on title simply out of love (not money), he is making a gift to her. If this gift has a value of over \$11,000, there are potential tax consequences to Terry.

**Palimony.** At the time of a break up, Stacia could argue that Terry promised her that he would take care of her for the rest of her life. Based upon that promise, she had little Joshua and quit her job. She has earned no income for some years, put no money into retirement during those years, and has no credits towards Social Security. She could make a claim for palimony. Colorado case law is silent on the issue of palimony. This means that she can make the argument that she is entitled to palimony, even though she may not ultimately prevail on this issue.

**Verbal agreements.** Stacia may also argue that Terry verbally agreed that everything that he earned or acquired during their relationship was “theirs” to “share and share alike.” Further, she may state that based upon that agreement, she

*“There are no laws specifically addressing the rights of non-married partners. Attorneys must creatively bend existing law to address these issues.”*

took the steps that she did, such as having a child and quitting her job. Oral contracts might be hard to prove, but that does not mean they are impossible to prove and enforce. Stacia may also make a claim that she and Terry had a “joint venture,” and she should receive a portion of what was accumulated during the relationship. At the very least, these claims will mean more litigation.

**Common law marriage.** Stacia may also argue that there is a common law marriage between her and Terry. Even having the ability to make a colorable claim that there was a common law marriage can lead to very expensive litigation. If a court finds there was a common law marriage, then a court may equitably divide all “marital” property, and may order Terry to pay maintenance (alimony) to Stacia.

**Children.** Whether Terry and Stacia are married or not will not affect issues regarding little Joshua. Parenting time and child support issues will not be affected by the fact that Terry and Stacia never married.

**Procedure.** Divorce cases are heard by judges. Non-married partners’ legal disputes are not divorce cases. Therefore, their disputes can be decided by juries. There are no laws specifically addressing the rights of non-married partners. Attorneys must creatively bend existing law to address these issues. The result is that these legal disputes can be quite expensive and the outcome is uncertain.

Non-married partners who live together should have a written agreement about what happens if their relationship ends. The time to make these agreements is not at the time of the break up when parties dislike each other, but when the relationship is intact, and presumably parties will be fair. You can get more information about this issue on our website [www.willoughbylaw.com](http://www.willoughbylaw.com).

## Eldercare Mediation

Families typically get together for holidays and other family functions, though discussing family “issues” is not usually on the agenda. Relatives may learn about the declining nature of their elder family members during one of these visits, while local family are usually attuned to physical and cognitive health declines. Family members arriving for the infrequent but obligatory visit are often shocked to see their relatives in such poor conditions. The out-of-townners are also typically clueless about what it might take to provide ongoing care. Along with the element of surprise, families are often unprepared to make decisions together.

Some families gear up and work collaboratively to determine what needs to be done, to divide duties equitably and to agree who might be in charge. However, many families have a lot of difficulty with these tasks for many reasons. Children may grow up together; however, in their middle age they may have adopted differing lifestyles and/or opposing values. Some

people remain in blame-mode regarding one sibling who treated another sibling poorly. Or a younger sibling may be envied for being Mom’s favorite. Mental health or substance abuse may provide a stumbling block for good relations.

Elder mediation (or family facilitation) can help squabbling families – ideally before the disagreements become too entrenched. There are many reasons for these squabbles. Often, money is at the root of the disagreements, especially when children desire to have their parents’ inheritance while the parent is still alive. These people may be temporarily confused over how a loved one’s money ought to be spent – on themselves or for their loved one’s care.

Squabbles can occur directly between siblings and extended family members (often including the older adults(s).) Sometimes, senior service agencies, attorneys, neighbors or friends are also involved. The mediation table can often become quite full, with multiple parties! Issues typically mediated include control/decision-making, care-

giving, sharing the duties, residency decisions and end-of-life concerns.

Elder mediation really is different than other areas of mediation. A substantive understanding of available services for older adults (housing options, payment sources, caregiving needs, etc.) is necessary in addition to a thorough understanding of family dynamics and aging issues. As an up and coming service, facilitating elder-related conflicts will be needed by an increasing number of families in the future.

*Debbie Reinberg, a partner in ELDEResolutions, is an elder mediator, a geriatric care manager and a guardian. She and partner John Rymers (and guest speakers) are providing a 3-day training on Elder Mediation starting February 29th, as listed in theMAC calendar. Anyone interested in elder mediation desiring greater knowledge about elder issues and services for seniors should also consider taking the 1-day Eldercare Essentials (February 24th.)*

## From My Seat at the Table

By Cassandra Netzke, Professional Development Chair

TheMAC launched a new series, the Mediators' Table, in October. The Table is a monthly discussion focused on providing professional development conversations and ideas to our membership. Mediators of all different experience levels and backgrounds are invited to lead or join the conversation, share their thoughts, and consider new ways to develop their practices.

Our first Table, held in October, served as a brainstorming session for upcoming topics. In November, we talked about the impact of low-cost/no-cost mediation programs. The Table is on holiday break in December but will return in January.

### Enhancing the Table

Thanks to members for their feedback about technology challenges during the November conversation. We're working to improve our call-in capabilities and appreciate your patience. Our goal is to make full member participation as seamless and easy as possible.

We're also developing continuing education credit for participation in the Table. As you know, professional members of theMAC are required to submit their annual continuing education credits at the time of renewal, no later than January 21, 2012. Making the Table eligible for continuing education credit offers members more ways to meet this requirement.

Finally, for members who are interested in leading a Table, or using the Table as a forum to try out new topics, training, or workshop ideas, please contact me at [Cassandra@coloradomediation.org](mailto:Cassandra@coloradomediation.org). We want the Table to be a launch pad and breeding ground for ideas that help our members grow professionally. Whether it's through participation or leadership, if you've got an idea for professional development (your own or for our members) we want to hear it!

### More Opportunities Generated at the Table

Our November discussion, No-Cost/Low-Cost Mediation, generated a lot of interest, discussion, and questions from the membership. Here's a recap:

The members spent much of the discussion identifying the purpose of low-cost/no-cost mediation programs. Some suggestions included providing an alternative to litigation, helping overburdened counties, training new mediators, and educating the public.

The point was made that mediation, to the public, can be a forgettable service and that community mediation programs, including low-cost and no-cost mediations ("LC/NC"), can serve as a marketing "touch point" to regularly connect with the public. Additionally, LC/NC services are often most peoples' introduction to media-

tion. Thus, it was suggested that LC/NC assist in marketing efforts and public awareness of mediation services.

Our conversation was wide ranging and raised a lot of questions about what kind of message we send to the public by introducing them to mediation as a "free" or "low cost" service, regardless of their ability to pay. Several other questions about the benefit to court systems, how to reach the vast middle ground of potential mediations, and what types of cases are appropriate for LC/NC, were also mentioned.

The discussion raised numerous interesting questions about marketing, professionalism, and the role of mediation in our society. Members suggested it might be helpful to dedicate time to examine these issues in greater depth. If anyone is interested in working on a "subTable", mini-series, workgroup, or other initiative to further explore these intriguing questions, please contact me at [Cassandra@coloradomediation.org](mailto:Cassandra@coloradomediation.org). I would be happy to assist the membership in coordinating such efforts.

Thanks to everyone who has participated in our first two Mediators' Table sessions. We look forward to improving the program and participation and invite your feedback and suggestions.

## ADR Conference 2011 Feedback

The Statewide ADR Conference Planning Committee will be holding its first meeting of the new year on January 24, 2011 from 12:00 - 1:30pm at the Colorado Bar Association offices, 1900 Grant St. in Denver. This initial meeting will be open to those of you who would like to provide feedback from the 2011 conference and/or make suggestions for 2012.

If you would like to attend this meeting in person, please RSVP as space is limited and lunch will be available. You may also provide any feedback or suggestions to: [planning@codrconf.org](mailto:planning@codrconf.org)

## Restorative Justice: An Overview

### **Retributive Justice:**

*Crime is a violation of the state, defined by law-breaking and guilt. Justice determines blame and administers pain in a contest between the offender and the state directed by systematic rules.*

### **Restorative Justice:**

*Crime is a violation of people and relationships. It creates obligations to make things right. Justice involves the victim, the offender, and the community in a search for solutions which promote repair, reconciliation and reassurance.*

From Howard Zehr, Changing Lenses (Herald Press, 1990)

Considered the grandfather of the Restorative Justice movement, Howard Zehr has focused on distinguishing the language of the traditional justice system (viewed as a retributive model) and the shift in outcomes that occurs with the restorative/ reparative phrases and actions of restorative justice. This language includes, but is not limited to, terms such as:

**Harm** – in place of ‘crime’ – harm looks to the wrong that occurred.

**Impact** – using the perspective of ripples created when a pebble is dropped into water, the impacts of all who were harmed by the event – the wrongdoer him/herself, their family and support systems, their community, and beyond.

**Accountability** – the individual responsible for the wrong doing is provided the opportunity to take responsibility for their actions.

**Repair** – by talking with both the person responsible for the harm and those impacted by the harm, there is potential for some creative repair, along with traditional repair that might come from an established system ( a court sentence for example). Using the restorative justice approach, the person responsible for the harm may understand better the impacts to those affected and realize that a personal response will aid in moving through the harm (for both the person responsible for the harm and those impacted).

**Relationship** – restorative practices include acknowledging the relationships that may or, in future might, exist between the parties impacted, and the party responsible for the harm.

**Reintegration** – restorative justice philosophies look to the value and contributions of the party responsible for the wrong doing and seek to provide a path for their reintegration to community – thereby maintaining the strength of full contributions of all community members.

While introducing a focus on using restorative actions in HB 11-1032, the Colorado legislature took steps in 2011 to open the dialogue between restorative justice practitioners and the formal justice system. In asking that DA’s, Judges/ Magistrates, Probation Officers and school systems look to restorative approaches as a first line focus and/or option, the question in every face is: What is restorative justice?

Restorative philosophies can be viewed as a cloak, wrapped around the shoulders of the existing structure (ie: the justice system, the school environment, a business/office work group, a family situation) that enhances the communication about difficult topics, such as wrong doing, and guide the focus of

allowing for responsibility, repair, and moving through the difficult time toward a future wholeness.

With the introduction of restorative philosophies, the idea of working within existing systems while including perspectives and/or enrichments using restorative language is a challenge to those who think that restorative justice is soft on crime. We have modeled and been conditioned to believe that the best method of preventing future crime is to take a hard-line approach to current crime or wrongdoing.

We are aware that modern American law/justice is modeled after the traditional British law which grew from the feudal system – the direct victim was replaced first by the ruler/land baron/king, and finally the state/government in determining punishment that ‘fit the crime’. *Repair*, while a part of the punitive model, may have been in the form of restitution (either financial or property based – you killed my pig, replace the pig or the value of the pig), without including the concept of the relationship that may have existed or had the potential to exist among the parties.

A main challenge is proving that the traditional approach is entirely effective. Do people who commit crime and go through the traditional system ‘learn their lesson’ and make no further poor decisions? Much documentation exists about the difficulties individuals who have been involved in the justice system have in moving forward as contributing members of society. Whether it be the ability to sign a lease for a place to live, or getting hired when one has a criminal record, to returning to school following property damage by a juvenile, without the opportunity to directly take accountability to those who were impacted, the person responsible for the harm often feels a ‘shunning’ by community. The label of being a bad person, unable to be trusted or assume responsibility, follows them wherever they may go. They may continue to make poor choices which create additional harm as they haven’t developed coping skills regarding assuming responsibility for their actions and repair to those harmed.

Let’s visit: Restorative Justice 101 – an introduction to the restorative justice/restorative practice theories. Essentially modeled from indigenous communities intending to keep their communal relationships and values intact when harm occurred within or toward their society; restorative justice is a set of philosophies applied to resolution of wrong doing. Traditional concepts of crime include: wrongdoer is identified, and punishment (sentencing) is doled out by the state, with the state taking on the role of victim.

Restorative justice philosophies, yes philosophies, provide existing systems to be enhanced by highlighting elements such as accountability (different from guilt as it comes from within a person rather than responding to external stimuli); repair – allowing creative and personal input into the restorative aspects of ‘sentencing’ or restitution; and acknowledgement of relationships – the party responsible for the wrong doing is a member of a greater community and thus has obligations to those relationships that create value. Not every individual is ready to take responsibility, and some require the larger community, justice system, to take over their decision making for a time (with incarceration or monitoring). Yet the consistent use of restorative justice practices provide opportunities for all parties to seek accountability, acknowledgement of impacts and repair of harm, when possible, and relationships when identified.

Taking a wide hold on communities within North America (the USA and Canada) from the mid-1970’s onward, programs utilizing restorative justice philosophies include probation departments, schools, and community/non-profit programs working with individuals currently involved with the traditional justice system. These organizations consistently report reduction in recidivism and increase in conflict resolution skills.

Restorative justice philosophies are not soft on crime; they are direct on individual accountability. The person responsible for the harm, who is the only individual who knows all of the reasons or details regarding the actions that they took, has the opportunity to speak directly with those impacted, and for those harmed to ask questions of the person who created the harm, all parties have a forum in which to be heard, validated for their true experience and to determine what their future path might look like.

Rather than being used in place of traditional structures, restorative approaches can be utilized to enhance and enrich these structures by valuing dialogue between the parties and allowing their input into what the ‘repair’ should actually look like. Upon conclusion of the process, the restorative approach allows for the individual responsible for the harm to reintegrate with the knowledge that they’ve been a part of the completion of the situation, there is no need for the offender to experience or take on the victim mindset which can happen in our current structures where the ‘offender’ may not feel that anyone understands their thought processes and what lead to their actions. It is very difficult to move toward accountability when one is focused on their own victimization.

Also, it is very important to not victimize the person responsible for the harm or in any manner victimize, or re-victimize any individual who was harmed. With restorative philosophies, the skill of the practitioners provides a safe environment and an understanding of the terminology and use of same to create forward movement for all parties.

While restorative justice philosophies may sound vague, it is truly up to the structure in which these ideas are used to determine in what manner these philosophies appear. Understanding the language, consistency among the staff, administration, clients and practitioners is key in effective restorative approaches. The ideas are ethereal in a sense, to be used to enrich and add depth to existing structures. Much of the fear of restorative approaches consists of the unknown. We want something tangible to hang our hat upon. But the philosophy is more of an approach, an attitude, a desire to see beyond the framework and make the outcome three dimensional in terms of the impact upon all parties involved. By committing to utilizing restorative approaches, we are laying the foundation for individuals, the people involved in the conflict or wrong-doing, to strengthen their communication and conflict resolution skills, thereby having less conflict moving forward or, at the least, more ability to handle conflict in their future.

Restorative justice practices are based on providing everyone with skills that allow us to maneuver through our very complicated lives, with respect and appreciation for each individual.

**S. Gabrielle Frey, J.D.**  
Resolution Works - Executive Director  
A Community Mediation and Restorative Justice Program  
720-629-7028 (b)  
[www.YourResolutions.org](http://www.YourResolutions.org)

December 2011  
Members Directory

As of 12/21/2011, below is a list of our membership. Those names with a "\*" next to them reflect the members who have already renewed for the 2012 calendar year. We especially want to thank them because it helps us provide more accurate information at the Annual meeting as well as provides a significant cost-savings to the organization.

**Professional**

\* Ackerman, Joyce  
Allen, Lydia  
Alonzi, Catherine  
\* Amadei, Robin  
Bache-Wiig, Tom  
Bauch-Naschert, Christiana  
Bauer, David  
\* Baumel, Rachel  
\* Beck, Brian S.  
\* Blair, Adoree  
Brownell, Arlene  
\* Bryson, Suzanne  
\* Busacca, Jeanne  
Cappiello, Jan  
\* Carr, James  
\* Cerrillo, Larry  
\* Charbonneau, Steve  
Coates, Christine  
\* Cohen, Anne Robbins  
Conrad, Craig  
\* Criswell, Russell  
Davis, Tom  
Dickson, Libby  
Donahue, Patricia  
\* Dragon, Larry  
Dueber, Thomas  
Elledge, Trish  
Fisher, Gregg  
Foster, Mary Ann  
\* Frey, Gabrielle  
\* Fullerton, Richard  
\* Goldstein, Helena Jo  
Griffith, Christopher  
Guthrie, Michael  
\* Hamilton, Fonda  
\* Head, Katherine  
Heller, James  
Hester, Katie M.  
\* Hoffman, Leslie  
\* Holland, David  
Holton, Ronda  
Hope, Ken  
Hudgens, Ronald

\* Hughes, Lisa  
Hulett, Kimberly A.  
Hyatt, Eileen  
\* Hyland, Rita  
Isenhardt, Myra  
Jaray, Ken  
Kade, Karen  
\* Karowsky, Lynn  
King, Lawrence  
\* Kirtland, Michael  
Kling, Celeste  
\* Koin Dampeer, Janet  
Langelaar, Kim  
Lee, Jill  
\* Lichtenberger, Monica  
Lisa, Jo-Marie  
Lococo, Randall  
Loye, Mark  
Mactavish, Laurie  
\* Maday, Mike  
Mangrum, William  
Manning, Julie  
Mares-Dixon, Judy  
Martch, Nancy  
Martinez, Joe  
\* Matney, Ginger  
McBride, Steve  
McDaniel, Nan  
McDonald, Robyn  
McFlynn, Timothy  
McKinnon, Caroline  
Miller, Kathryn E.  
Namaste, Alexis  
Neelan, Cathleen  
\* Nelson, Natalie  
Netzke, Cassandra  
\* Nielson, Dena  
O'Mara, Pamela  
\* Olsen, Timothy  
\* Ornstein, Beth  
Ortner, Sally  
Palomino, Zulema  
Paradis, Jean  
\* Pardikes, Kathryn  
Petruzzi, Michael  
\* Pitner, Kathy  
Powell, Diana  
Reid, John  
\* Reinberg, Debbie  
Reinhard, Terri  
\* Rossenfeld, Robin  
\* Sarson, Christopher  
Scott, Donna  
Sdanowich, Anastasia  
Shaver, Steve  
Sidel, Kevin  
Sigman, Lauren  
\* Spaulding, Robin  
Spaulding, Susan  
Spencer, Wendy  
\* Stein, Randall J.  
\* Stracy, Jean

\* Sugar, Melissa  
Swartz, Arnold  
Thompson, Kristin  
Timmons, Kyle  
Tuley, Deanna  
Valentine, Deborah  
Vasallo, Rolando  
Walter, Suzanne  
\* Wildee, Louise  
\* Winslow, Tricia  
\* Winters, Rebecca  
Wolhandler, Steven  
Woods Ph.D., Holly  
Young, Hugh  
Zinn, Mary

**Standard**

Anderson, Karen  
\* Barber, Doug  
Bell, Pearl  
Bennett, Patty  
Bensman, Ross  
Bond, Kathleen  
\* Bowe, Michael  
Bowes-Spiegel, Liz  
Bowlby, Linda  
Brown, Martin  
Burge, Roann  
Carter, Julia  
\* Ceremuga, Dennis  
Coghlan, Maureen  
Coldiron JD, Bradley  
Conti, Sarah  
\* Cooper, Mogli  
\* Dougherty, Dennis  
Dressler, Larry  
Erickson, Cori  
Evanczyk, Sara  
Ferriole, Annette  
\* Fodge, Aaron  
Gabel, Stewart  
Galchinsky, Herbert  
Genna, Donald  
Goscha, Amy  
Griffin, Stephen  
Hall, Andrew  
Hammond, Anita  
Hassler, Georgette  
\* Hermundstad, Sara S.  
Hood, Debora  
Hughes, Paul  
\* Ivison, Lauren  
Johnson, Cherie  
Johnson, Kathryn  
\* Johnson, Sara  
Jones, Christy  
Jones, Jeff  
Jones, Laurel  
Joseph, Susan  
Kinnear, Alison  
\* Kolodny, Joel  
Ladon, Ed

\* Macy, Mark  
\* Martin, Gabrielle  
McCubbrey, Janis  
McNamara, Kathleen  
\* McVey, Julia  
Naylor, Kelly  
\* Neubeiser, Jeannette  
Nugent, Brian  
Nweke, Chuks  
\* Ober, Wendy  
Panetta, Holly  
Parlin, Lindsey  
Perkins, Adam  
Perry, Donna  
Plotkin, Debra  
Price, Alice  
Redding, Linda  
\* Rider, Lawrence  
Rinehart, Ruth  
\* Rohan, Kathy  
Rose, Janet  
Samland, Vickie  
Scott, Jeffrey  
Springer, Jonathan  
Stein, Amy  
Sterrett, Renate  
\* Taylor, Mindy  
Taylor, Renee  
\* Thomas, Maggie  
Tiemann, Linda  
Toray, Richard  
\* Toth, D. Richard  
Turner, Kristine  
\* Twomey, Elizabeth  
Van, Kelly  
Walker, Margaret  
Ward, Melani  
Weeks, Nancy  
Williams, Sharon  
Wisott, Marty

**Associate**

Baenisch, Cheri  
Bogen, Joel  
Borgos, Susan  
Bortz, Patricia  
Burdick, Shawna  
Carlson, Michelle  
\* Gurule, Alex  
Hayes, Resa  
\* Jackson, Samiyyah  
James, Wynona  
Johnson, Cayenna  
Kraus, Melinda  
\* Lewis, Fiona  
McNeill, Matt  
Quick, JoAnna  
Romich, Samantha  
Spalenka, Anne  
Van Pelt, Tracy  
Weinstein, David  
Woodbury, Christina

# Calendar of Events

See <http://coloradomediation.org> for more information/details and additional events

Date	Event	City
Jan 11	theMAC Jan2012 Board Meeting	
Jan 14	theMAC Annual Meeting	Broomfield
Jan 14	Interested in Becoming a Mediator? Seminar	Colorado Springs
Jan 17	OPTIMIZE YOUR CAREER AS MEDIATOR / CONFLICT MANAGER	Colorado Springs
Jan 17	JCMS Volunteer Colloquium - Elder Mediation Panel	Golden
Jan 19	Professional Mediation Training	Denver
Jan 24	ADR Conference 2011 Feedback	Denver
Jan 30	40-HR. BASIC MEDIATION TRAINING	Greenwood Village
Jan 31	Best Tax ROI in the Public's Interest - Stadiums, Stages or Students	Denver
Feb 06	40 Hr. BASIC MEDIATION TRAINING	Colorado Springs
Feb 22	Divorce Mediation Training	Colorado Springs
Feb 22	24-Hr. DIVORCE MEDIATION TRAINING	Colorado Springs
Feb 24	Eldercare Essentials	Broomfield
Feb 25	Interested in Becoming a Mediator?	Colorado Springs
Feb 29	Elder Mediation Training	Broomfield
Mar 01	Conflict Coaching: A 3-Day Basic Training	Louisville
Mar 06	24-Hr. Elder Care Mediation Training	Colorado Springs
Mar 27	24-Hr. RESTORATIVE JUSTICE Training	Colorado Springs
Aug 09	Colorado RJ Summit	Denver

## Please Join Us for the 2012 *theMAC* Annual Meeting

Jan 14, 2012

9:30am - Noon

Corporate Office Center - Broomfield office

12303 Airport Way Suite 200

Broomfield, CO 80021

(Note: GoogleMaps provides correct directions. MapQuest does not)

Food and Networking to follow (12:30-2:30) at CB & Potts

555 Zang Street

Broomfield, CO 80020

### Contact us:



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