



Member Newsletter Sept-Oct 2018

SPECIAL THANKS

A special thank you goes out to the executives who have encouraged and given feedback regarding the newsletter, to all the survey respondents, to Billie Jo Parmely our webmaster and communications associate - the true hero who has made the formatting and delivery of this newsletter possible, to Mike Crilley for his willingness to assist with the newsletter and to look up archived materials, and to Scarlett Lunning and the Heartland Conference committee who are still plugging away at the logistics of next year's conference, and to you, the reader, for providing purpose and possibility of this newsletter.

TRAININGS & EVENTS

Crilley Mediation Services in Hiawatha, Iowa is offering 3 training opportunities for the month of September:

- Sept 6-7: 16-Hour Parenting Coordinator Training
- Sept 17-21: 40-Hour Family Law Mediator Training
- Sept 28: Coaching Emotional Positivity During Mediation

Information/Registration: visit www.CrilleyMediation.com, email cmm@crilleylaw.com or call 219.363.5606.

Iowa Mediation Service is offering Introductory Mediation Training Oct 15-17, 2018. Contact them at 515.331.8081 or visit www.iowamediationservice.com.

Community Conversations: Strategies for Civil Discourse in Communities: Sept 18, Sept 25 and Sept 26. Read more about this opportunity under Local Mediation News below.

The Program on Negotiation at Harvard Law School regularly offers various negotiation trainings and seminars varying in length from a couple of hours to a few days. If you have any insight on them, send it to the editor. Meanwhile, they do offer a free newsletter as well as a slew of for-pay newsletters. www.pon.harvard.edu

2018 ACR Annual Conference is Sept 30-Oct 6, 2018 in Pittsburgh, Pennsylvania. Details: contact Cheryl Jamison at acrconference@acrnet.org or 202.780.5999 or <http://bit.ly/2wvkAQ7>.

2018 Catalyst United Conference hosted by Association of Divorce Financial Planners and Academy of Professional Family Mediators, Oct 18-20, 2018 in San Diego. Details: <http://bit.ly/2MS3mFZ>.

Getting Published in the Fields of Conflict Resolution and ADR is a Zoom webinar offered on Sept 6, 2018 at 2:00 pm by ACR. The event is being promoted as applicable to a wide range of folks from practitioners to instructors, novitiates to experts, claims to address publication needs ranging from writing an article to writing a book, and Details: <http://bit.ly/2omiHQV>.

Iowa State University Extension and Outreach offers a large variety of courses and public meetings, across the state of Iowa including finances of caregiving, tools for caregivers, entrepreneurial courses, courses for strengthening families, farmland leasing, non-profit management, and conflict resolution. While the site is not the most user-friendly or easy to navigate, there is a lot to be offered here. <http://bit.ly/2PNFMJ5>

2019 Heartland Conference

Every three years, Nebraska, Iowa, Missouri, and Kansas mediators come together for a regional mediation conference, offering fresh ideas and opportunities about what's happening in other states. 2019 is Iowa's year to host, and the Regional Mediation Conference Committee is excited to share its plans:

Date: May 2-3, 2019
Times: Thursday 1-5pm
Friday 8:30am – 4pm
Location: Mid-America Center
Council Bluffs, Iowa

The past two Iowa-hosted regionals were held in central Iowa. The committee decided it was time to offer the western side of the state a chance to host and encourage more participation from other states, especially Nebraska. The Mid-America Center is a wonderful facility and centrally placed in case participants would like to visit Old Town Omaha, drive five minutes to downtown Omaha, or other sites.

Speaker: Attorney, Katherine E. Miller, from the Center for Understanding in Conflict will be presenting on *“Facilitating Conversations of Consequence – Advanced Mediation & Conflict Training.”* The impact of Katherine's trainings brings accolades like:

“The program teaches more than just new skills...”

“This program has forever changed me as an individual...and will forever change the way I manage conflict, personally, and professionally.”

The 2019 Heartland Conference is an event that you don't want to miss, so **SAVE THE DATE!**

Submitted by the Regional Mediation Conference Committee. Questions and opportunities to get involved can be addressed to Scarlett Lunning: Scarlett@lunningcoaching.com, 515-314-8141

MEDIATION JOKES

❖ A mediator, a lawyer and a politician walk into a bar. “Let's split a bottle of wine.” said the mediator. “No, we should all have our own drinks but split the bill. Mine's a double whiskey,” replied the lawyer. “Let's compromise,” said the politician “Why don't you each give me \$10 and I'll buy a bottle of champagne and a bottle of whiskey.” “OK,” said the lawyer “That's a great deal,” as he handed over the money. “Fair enough,” said the mediator “That's a win-win for everyone, so here's my \$10.” Later the politician returned with two glasses of water. “Sorry guys! The barman refused to serve me again after I spent the \$20 on my cocktail. Oh! Do either of you have any more money for a tip?”

❖ Walt Disney once called in a mediator because Tom and Jerry refused to fight.

❖ Why did the mediator have a car accident? He was driving in the middle of the road.

Jokes shared with permission from John Kenyon.

LOCAL MEDIATION NEWS

Mediation Services of Eastern Iowa, serving the 6th Judicial District, has sent out a reminder to its members that attorney roster mediators should sign up for the newly created roster, specifically for them to provide unbundled legal assistance and mediation prep sessions for mediation clients. Roster mediators are asked to inform potential clients of these services. There will be an update sent to MSEI members when the list is added to www.mediateiowa.org. For further questions and to get an application, send inquiries to admin@mediateiowa.org.

Drake University's Robert D. and Billie Ray Center, and the University of Arizona's National Institute for Civil Discourse did a presentation, "Community Conversations: Strategies for Civil Discourse in Communities" in the downtown Cedar Rapids Public Library on August 23rd. Dozens were in attendance, most notably the Mayor of Cedar Rapids, Bradley Hart. The training was meant for the public and the event was contemporarily appropriate and disappointingly only 2 hours in length. The bare basics of conflict resolution, persuasion, negotiation, and interpersonal communication were presented with an absolutely positive focus on civil discourse on community issues. The presentations will be given again in Carrol, Iowa on Sept 18 and in Des Moines, Iowa on Sept 25. A nationally focused program will be presented on Sept 26 in DC. Details can be found here: <http://bit.ly/2oiT9Ep>.

Reminders for local attorneys and small claims mediators: small claims forms have recently changed, and the maximum monetary amount for small claims has gone up from \$5,000 to \$6,500.

NATIONAL & INTERNATIONAL MEDIATION NEWS

The Federal Mediation and Conciliation Service 2018 National Labor-Management Conference concluded on Aug 23. A takeaway quote from the event was summarized in a tweet by the FMCS acting director, Rich Giacalone who said, "*One of the most #FundamentalPrinciples at FMCS is recognizing the importance of #communication in #labor-#mgmt relations. Good things happen when ppl start communicating & build #relationships.*"

The Conference also addressed fostering better work environments and preventing harassment, amongst other topics. Several initiatives discussed are expanding skills-based training and apprenticeship opportunities for the American workforce. Several discussion points can be found at https://twitter.com/FMCS_USA. Just an FYI for would-be career mediators, this last month, Federal Mediation & Conciliation Services posted good-paying mediation jobs all over the country. The positions are most likely filled by now, but it wouldn't hurt to subscribe to the FMCS newsletters. The aforementioned positions were listed on www.usajobs.gov. Similarly, the state of Iowa posted a position for a contract school mediator/special education mediator in the past few months. Keep your eyes open and your resume/portfolio current to be ready for such opportunities. *Could IAM play an active role in being the first-to-know and the first go-to for such opportunities?*

The U.S. Department of Labor recently announced new policies that prevent discriminating against applicants or employees who discuss compensation and a new directive instructing staff to "take into account recent U.S. Supreme Court decisions and White House Executive Orders that protect religious freedom." Details: <http://bit.ly/2C3ZRYu>.

California Mediator Mark Baer links low emotional intelligence to mass shootings and other forms of terrorism. California mediator, Mark Baer, suggests that what mass shooters seem to have in common is a lack of empathy for others, empathy being “leading competency of emotional intelligence.” (Story shared with permission from Mark Baer). Read the full report here: <https://yhoo.it/2LB8WaL>.

SURVEY RESULTS

As you know, a survey was sent with the last issue. While we had hoped for more responses, the quality of the returned surveys was notable. This is what can be gleaned from the respondents.

- Approximately 69% of respondents were active members.
- Around 20% indicated they wanted more training and education from IAM.
- 81% responded with neutral feelings toward the association and 6% reported being satisfied.
- 13% were interested in getting more involved, and 73% indicated an uncertainty of willingness to get more involved.
- 13% showed interest in more membership options/fee options and 33% indicated that they were unsure. Notably, 1 person said they would like a retirement category.
- 50% of respondents said the location of trainings is sometimes a problem and 12% said the location of events is definitely problematic.
- 81% are willing to pay for additional events on top of membership fees.
- 50% of respondents said that email is the preferred means to receive messages from IAM, and the rest were about evenly divided amongst forums, texts, zoom calls, phone calls, and in person networking.

Things desired from membership include: more continuing educational opportunities and relevant trainings, training events recorded and presumably accessible online, resources for individual practice, marketing efforts to assist individual practices, more legislative activism, training and networking with the judiciary, and information on restorative justice in the state and the nation. Several mentioned that this newsletter was greatly appreciated and is a must for the organization.

There were some criticisms, challenges, and questions as well. Some member have questioned if IAM, and even the Iowa state mediation program, is worthwhile for non-attorney mediators. Multiple respondents suggested that there is a lack of judicial support for mediators and the program across the state. One respondent pointed out that the 1st Judicial only has mandatory mediation in two of its counties. At least one member asked, “Could IAM be a lobbyist across the state for mediation?” (I would hope so.) Multiple members suggested lack of consistent business, getting pro se parties to show up to mediation, and courts not enforcing the mediation clause are, in fact, serious problems for them. Another reported that in their location, the local communities have several organizations that provide free mediation, thus making it unlikely to be able to mediate for a living or even as beneficial side endeavor.

NOTE: If you haven’t completed the member survey yet, it’s still open here: <https://www.surveymonkey.com/r/K5B8CV>
2. We want to hear from you!

EDITORIAL

I preface this editorial with a disclaimer: what follows is my opinion only, not a representation of IAM or other executives.

I am still very much a “green” mediator and am not particularly entrenched into any professional field. I only have about 50 mediations under my belt and yet, I am serving as your Vice President, writing your newsletter and tasked with somehow engaging members. I’m not an attorney, and I don’t have 20-40+ years of experience in the field. But, you, my readers, are these things. You are connected and intertwined. You are passionate about your success and your professions. I encourage you to extend that passion to this organization.

Based on the results of the most recent member survey, respondents only represented about half of those who are currently active within the group. Most felt ambivalent or neutral about the merit of IAM, and yet we saw about the same numbers and attitudes expressed in the willingness to step forward and do more for the organization. Your executive team, alone, is not IAM. The Iowa Association of Mediators is an association whose very identity is defined by its members.

Therefore, I’m asking you to get involved with IAM. If even a few dozen engaged members put 2-3 hours of focused work in every quarter, we could vastly move forward on great things. Specifically, what can you do?

- First of all, please take the survey if you haven’t yet – it’s still open here <https://www.surveymonkey.com/r/K5B8CV2>. Provide tangible suggestions that members can act on.
- We have need of a treasurer, several committee members, and a whole lot of

conciliators, reconciliators, and some recruiters.

- Renew your membership and financially commit to the organization. Talk to those who have let their memberships slide and bring them back in. Then, let’s recruit new mediators, as well. Organizations increase their success level exponentially when they add more members and allied organizations.
- Talk to your friends and acquaintances in the other ADR/ACR organizations and see if they would at least be willing to purchase an organizational membership and/or to open up dialogues about joint lobbying efforts and combining efforts and financial responsibility in training and events.
- Complete your profile on the IAM website member directory: <https://iamediators.org/membership/member-list/#!directory>. The more complete our website directory is, the more useful it becomes to the general public. If you’re unsure how to do that, please email iamediators@yahoo.com.
- Post your upcoming events on the IAM website. Email details to iamediators@yahoo.com, and Billie Jo will post them.
- Send us your news, announcements, questions, updates, etc. We’ll share them via emails, social, newsletters, website, etc. Email iamediators@yahoo.com, call David at 319.558.8985 or email David at david-reedy@hotmail.com.
- “Like” the IAM Facebook page: <https://www.facebook.com/IowaAssociationMediators/>. We’ve just recently created a public-facing Facebook page, so it’s very much in the early stages. But it can be a useful tool for connecting with one another and bringing awareness to the broader public.

- Show up. Events take a great deal of planning and work, mostly for the benefit of IAM members. Attending events is a great way to support IAM and stay connected, get rejuvenated, etc.
- Get pumped up about the 2019 Heartland Conference, and sign up to represent the state of Iowa to all of the Midwest, to learn some things, and to, undoubtedly, have some fun.

In closing, each of us holds a vast amount of power and potential to recreate IAM into an organization that is powerful, benevolent, useful, sought out and well-connected. At one time, the Iowa Supreme Court turned to our organization for direction. I challenge you to get more involved, show up, network, provide solutions, join committees, and recruit others to engage with IAM. Thank you for your time and attention. I look forward to hearing from you and seeing you at an upcoming event!

Faithfully submitted on this day 08/28/2018,
David A. Reedy, MA, IAM Vice President
and IAM newsletter writer, 319.558.8985,
david-reedy@hotmail.com.

HELP WANTED

IAM is in need of a Treasurer and several committee members willing to take the lead in lobbying, alliance-forming, and event-planning.

NEXT NEWSLETTER

There will be a larger gap between this issue and the next as I felt it was imperative to get this issue out to showcase the many September and October trainings and events.

The next issue will contain upcoming trainings and events that are submitted or found. Any news or updates to report - you are more than welcome to submit things you know of to me. There will be more jokes, of course. Any updates to things related to mediation and ACR/ADR will be reported. Additional survey updates will be posted, and responses to the editorial or letters to the editor as well. Other executives may also be contributing. Thanks for reading.