From: Wendy Hassen [mailto:wendy@wendyhassen.ca]
Sent: February-14-14 12:47 PM
To: Erika Deines; Paul Conway; Jim Bancroft
Subject: Call from Lorraine Nordstrom

Hi Jim. Paul and Erika

I'm back in my office! - and am sending this to share a chat Erika and I had this morning – I will be going in to sign checks this afternoon at about 3:00

I also wanted to talk with Erika after I spent about **45 minutes this morning talking with Lorraine Nordstrom from Grande Prairie regarding concerns with Government programs and pay of mediators** – **ADRIA advocacy:**

- She wanted to make sure the Board was aware of concerns regarding Justice and the honorarium devaluing the mediation profession – she spoke about taking all the training and not being able to make a living as a mediator(among other things) and she talked about people in her community considering not continuing their Charter because it has not value, etc. . (I am happy to share additional info if you are interested)

- My first question was whether she had raised these concerns with our ED – She said Paul and Erika attended a meeting in Grande Prairie with the aim of listening - After talking with Erika I understand this was a meeting hosted by MRJC and the mediators raised concerns about honorariums versus professional level compensation . (ADRIA were there as observers)

- Erika mentioned that that Jim received an inquiry form another Grande Prairie person.

- I know there is lots going on within government – that our staff have met with folks behind the scenes etc. and confess I don't have a complete picture

- I thanked Lorraine for her call, I indicated that increasing the strength of our professional was a key strategic direction of the Board – we are aware of and have taken some steps to influence Justice - and I would confer with the Board President and Erika and Paul to share her input and explore what other strategies might be considered (if any) – I asked her to send me a quick e-mail about it as well. I said we would be in touch at some future point – may not be until after the April Board meeting.

My thoughts:

- I take this input seriously and believe it has been a question bubbling under the surface since I joined AAAMS 11 years ago

- I believe the Board needs to explore the questions further and come to grips from a broad policy perspective about our direction regarding pro bono work – membership compensation in some way – I don't know what it might look like – but I think we need to consider it in light of our VMV openly – and all be on the same page. It is a good time to set some consistent broad direction – particularly as we refine our focus on professional development while embarking upon further community mediation support
- Developing a policy direction is also key to reviewing our strategy to advocate on behalf of our members with government -we need to first know what broad principles we support – this will also guide the work of staff (and Board) in influencing government- in work in roster development and our work in the community (which I think is important) – it also could have a benefit in my mind of further clarifying the role of AAMS and ADRIA and create synergies between us in moving both ADR and the profession forward
- As a Board we have talked about our responsibility for member engagement – I think this is a key issue for our members and a next step in our evolution as a professional membership organization. There needs to be room for volunteer and professional. Activities – there needs to be room for all types of ADR – do we need to consult with and promote dialogue and understanding among our members around this? Is there a window of opportunity to influence government (once we know the direction we think we want to go in) that we need to take advantage of right away?

I am wondering if we need to chat about this further – do we need to research this and have some ideas for Board discussion in April? What does Ontario do or other Professional Organizations? What is our role in compensation for professional services (if any?)

My response to Lorraine was intended to be receptive to her input and responsive while not taking any position and respecting the roles of both Board and Staff - *I think it is important to close the loop with our members if they take the time to input.*

I would appreciate your thoughts - Take care!

Wendy

PS: I understand there has been no announcement of the succession of Erika to Paul although staff are aware. I understand in talking with Erika that one consideration to work through before a Board communication to review other staffing changes\additions in order to assure members that services will be ongoing- a transition plan is in place . If it helps, I would be pleased to assist in developing the communique with Erika and Paul so we can do this earlier rather than later.