June 5th, 2015

AGM

Annual General Meeting

ADR Institute
of Alberta

Virtual (online) Guests

You will find the **AGM agenda and reports** on our Members page. Log in to ADRAlberta.com and select the member tab.

Chat Features
The Chat box lets you enter messages and comments. **ALL** attendees online will be able to see what you say.

The **Q&A box** allows you to send messages or questions that can only be seen by the administrators. Questions submitted will be passed to the board and answered live.

Troubleshooting
If you are having trouble, you can reach us during the AGM
at paul@adralberta.com

Voting Instructions

Voting in Edmonton and Calgary will be counted by a show of hands
Only FULL ADRIA members have voting rights.

How to Vote online
When a vote on a motion is required, the question being voted on will pop-up on the screen. You will then have approximately 30 seconds to click on your choice. Your vote will then be submitted electronically.

If you have gathered as a group, do **NOT** use the voting function. Instead, send a message with the details of how FULL members in your group have voted in the chat box.

Troubleshooting – if you are experiencing problems, send an email to paul@adralberta.com

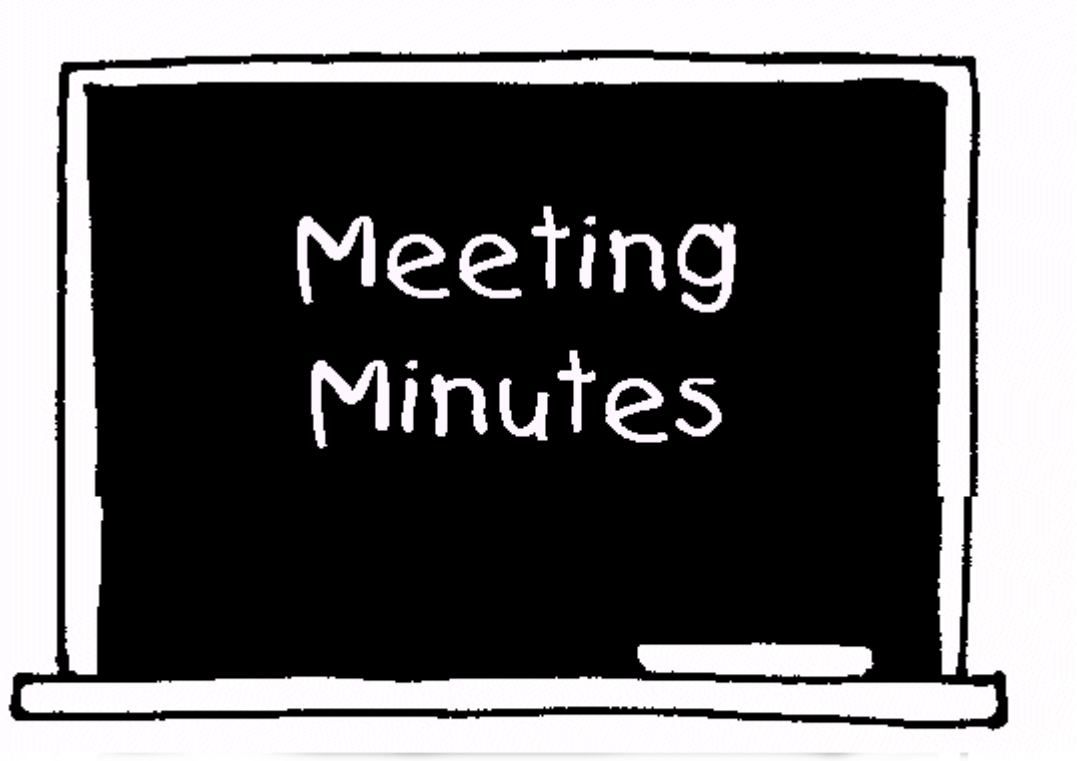
Call to Order

AGM Agenda

- Call to Order
- Approval of Agenda
- Approval on Minutes (May 2014)
- Board of Directors Report
- Audit Report 2015
- Appointment of Auditor for 2015
- Special Resolution (ADRIA Bylaws)
- Executive Director's Report
- Presentation of 2015/16 Board of Director & Executive
- New Business (Motions from Membership)
- Membership Questions & Answers (Informal)
- Acknowledgements & Recognition
- Adjournment

Approval of Agenda

Approval of Minutes



May 2014

Board of Director’s Report

ADRIA 2014/15 Directors

Wendy Hassen	President
Dolores Herman	Vice-President
Michael Hokanson	Treasurer
Barrie Marshall	Secretary
James Bancroft	Past-President
Chuck Smith	ADRIC Regional Representative
Angela Boyes	
Stan Galbraith	
Don Goodfellow	
Jeffery Jessamine	
Joanne Munro	

Strategic Planning

ADRIA Strategic Directions

- Enhance the value, awareness, reputation of and access to ADR services.
- Strengthen our Profession
- Strengthen ADRIA as a membership organization
- Strengthen the long term sustainability of ADRIA

Key Strategies

- Increase ADRIA's Profile by Forging Strategic Partnerships
- Increase the Value of ADRIA/ADRIC Membership to Practicing ADR Professionals
- Engaging New ADR Practitioners
- Promote ADR Training and the Q. Designations to Key Professions as a Valuable Secondary Qualification
- Provide Leadership to Strengthen Alberta's ADR Community
- Promote ADR Awareness within the General Public, Government and Business Sectors
- Promote Chartered Designations
- Maximize the Potential of Technology
- Develop New Revenue Streams
- Adopt Best Business Practices
- Promote High Professional Standards & Ethical Conduct

Complaints Policy

- Applies to ADRIA functions, governance or the professional conduct of its members
- Encourages early and informal dispute resolution whenever possible.

ADRIA Designations Committees

Arbitration Designations Committee (ADC)

- John Welbourn, C.Arb., Chair
- Don Goodfellow, C.Arb.
- Adam Letourneau, C.Arb., C.Med.

Mediation Designations Committee (MDC)

- John Souman, C.Med., Chair
- Sharon Wilson, C.Med.
- Debbie Schmidt, C.Med.
- Alasdair MacKinnon, C.Med.

Work with ADRIC

- ADRIA and other regions are ADRIC Affiliates
- ADRIA Rep on the Board (Chuck Smith)
- Presidents' Roundtable (*new in 2014*)
  - Reviewing our MOU's in 2015\16
- ADRIA Participation in ADRIC Committees . . .

ADRIC COMMITTEES

Executive	By-Laws & Governance	C.Arb National Audit\Appeal	C.Arb/Q.Arb, Standards	C.Med National Audit\Appeal
C.Med/ Q.Med Standards	**Info Technology** **Paul \ Jennifer**	**Human Resources** **Chuck Smith**	**Insurance** **Paul Conway**	Nominating Committee
McGowan Award	**Trainer Committee** **Tammy Borowieki**	**National Conference** **Various AB Staff & Volunteers**		Journal Magazine
Roster Selection		Advocacy?	Rules	Finance

Membership & Marketing Committee & Subcommittees

Paul Conway\Jennifer Warren

Designations Marketing Paul Conway -	Press Releases, Advertorials Published Articles	Membership Communication Strategy	**Roster Development** Paul Conway -
Print Advertising	Promote Publications: ADR Perspectives & CAMJ	**Org Membership Benefits** Paul Conway -	Social Media

ADRIA Mediation Advocacy Task Force

Update June 5, 2015

ADRIA Mediation Profession Advocacy Task Force

PURPOSE

Explore the broader questions around mediator compensation and the advocacy role of ADRIA

- Research mediator compensation, how it relates to pro bono activities, and its impact on the mediation profession and practices

- Provide possible approaches and strategies for ADRIA Board consideration to effectively and appropriately advocate for ADRIA members

Task Force Members

Joanne Munro (Co-Chair)	Wendy Hassen (Co-Chair)
Carline Stabile	Patricia Paradis
Leslie Irwin	Pete Desrochers
Lorraine Nordstrom	Paul Conway
Tammy Borowiecki	Sharon Wilson
Allison Braun	+ additional resource personnel and past members

Research Completed

Surveys

Mediator Surveys conducted

- Mediators in Alberta
- Mediators in other jurisdictions

- Mediation Services Surveys
- Professional Organization Surveys

Literature Review

Talking with People (history, how things work)

A few interesting findings so far

Membership Survey

111 Alberta respondents

- 75% ADRIC Members

82 additional respondents from

- Ontario, BC, Saskatchewan & Manitoba
- 95% ADRIC Members

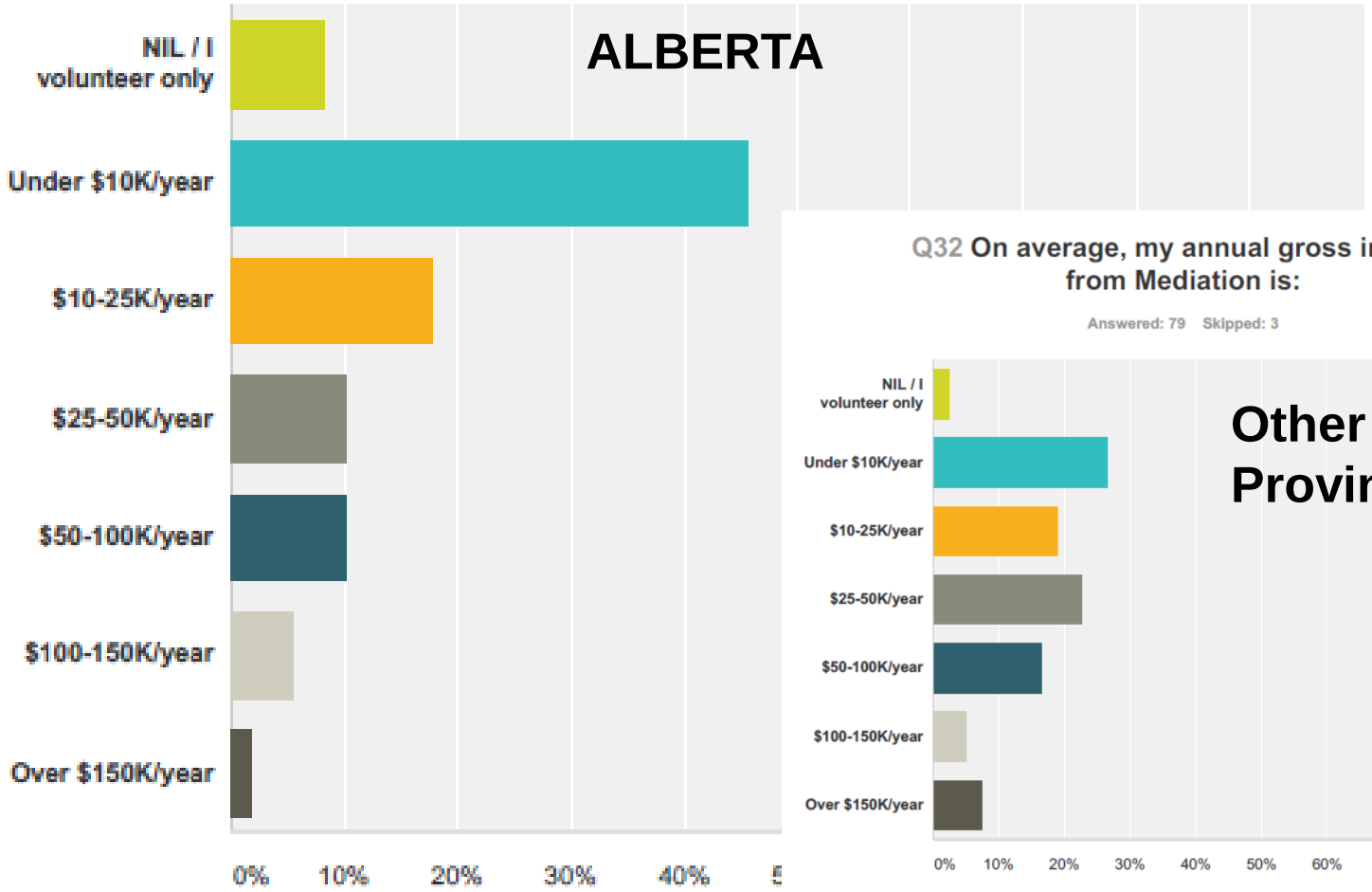
Alberta Demographics

(Numbers in brackets represent the out-of-Province respondents)

- 68% Female (41%)
- 70% Over age 50 (79%)
- 70% Began their mediation practice at 40+ (70%)
- 90% Urban (83%)
- 83% Bachelors degree or higher (80%)
- 48% LLB, Masters or PhD (62%)
- 61% Self-employed (62%)
- 40 C.Meds and 20 Q.Meds (29/15) 2:1 ratio

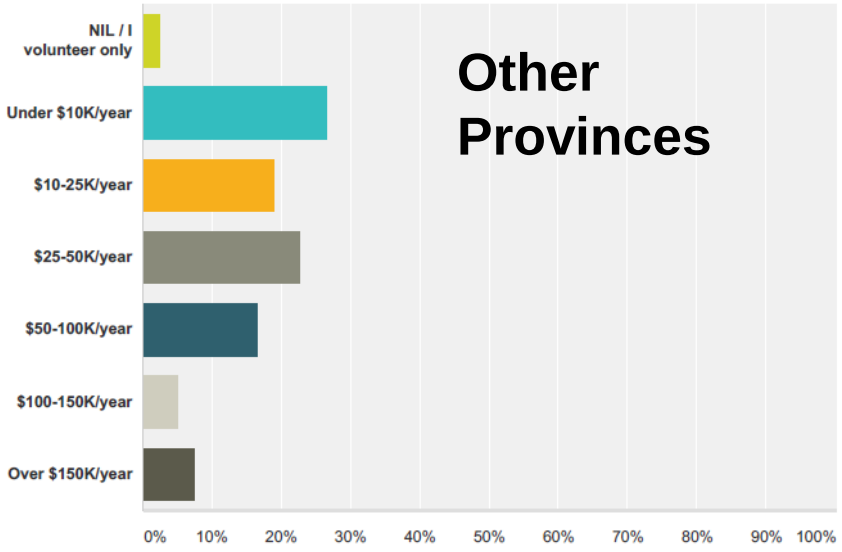
Q32 On average, my annual gross income from Mediation is:

Answered: 107 Skipped: 4



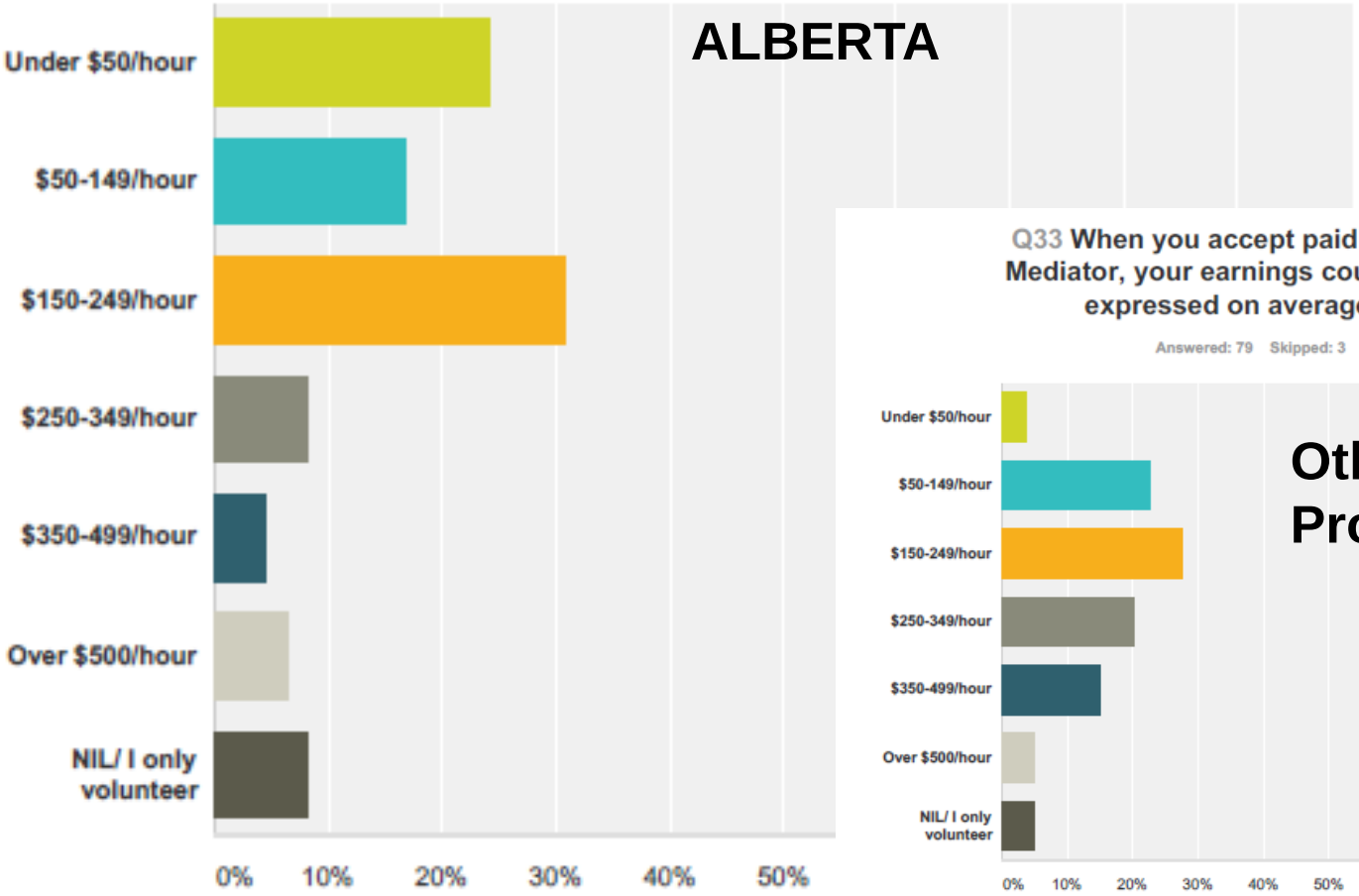
Q32 On average, my annual gross income from Mediation is:

Answered: 79 Skipped: 3



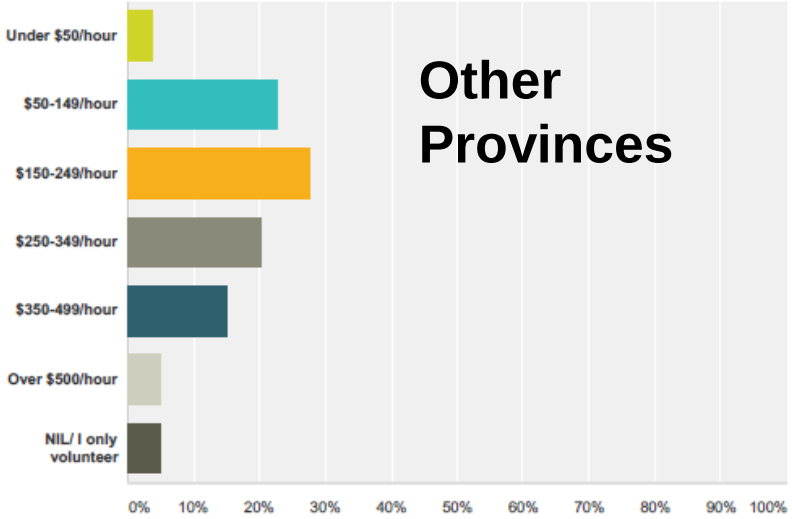
Q33 When you accept paid work as a Mediator, your earnings could best be expressed on average as:

Answered: 107 Skipped: 4



Q33 When you accept paid work as a Mediator, your earnings could best be expressed on average as:

Answered: 79 Skipped: 3



Rates for Civil Claims Mediation Programs

	British Columbia **Per mediation**	**Alberta** **(Civil Claims of $50,000 or less)** **per mediation**	**Saskatchewan** **per hour**	**Ontario** **(Superior Court Mandatory Mediation)** **per mediation (not to exceed 3 hours)**
Compensation Per hour rate is estimated if rate is per mediation - assuming 3 hours per mediation	Tier 1: $100/mediation for mediators with 1-10 mediations **$34.00/hour** Tier 2: $200/mediation for mediators with 11 – 100 mediations **$66.00/hour** Tier 3: $250.00/mediation for mediators with more than 100 mediations **$83.00/hour**	$75 per mediation if co-mediation, **$25.00/hour** $150 if solo or mentored mediation **$50.00/hour**	Entry level roster mediators: **$35.00/hour** Experienced roster mediators: **$55.00/hour** Travel is paid at the hourly rate. FT staff mediators are paid between $70,000 and $95,000 annually Assuming 1924 hours/year (37 hours/ week) **$36.40 - $49.00/hour, not including benefits**	3-hour mediation can't exceed: • $600.00 **$200.00/hour** for 2 parties; • $675 **$225/hour** for 3 parties; • $750 **$250.00/hour** for 4 parties; and • $825 **$275.00/hour** for 5 or more parties. If another session is required the rate is negotiated between parties and mediator

Alberta's Mediators are Generous

88 %* of Alberta respondents offer, or would like to offer, mediation services on a pro bono basis

- 51 % provide pro bono mediation to "give back"
- 19 % provide pro bono mediation to "gain experience"

*67 % elsewhere

The Case for Mediation – The Cost-effectiveness of Civil, Family, And Workplace Mediation
(Mediate BC, January 2014)

The vast bulk of available empirical evidence supports mediation as a cost-effective way of resolving legal disputes and workplace conflict.

- *Mediation saves court administration money by resolving many cases outside of, or early into, the litigation process.*
- *It saves families and businesses money that could otherwise be spent in the economy.*
- *It produces better psychosocial outcomes for families, and can save private companies and the public sector from significant monetary losses associated with workplace conflict.*

Where are we at?

Team members drafted sections. . . And we have a rough draft document

- Over 100 pages of analysis
- Editing underway
- Findings and recommendations to be developed and submitted to the Board in upcoming months

Champions keep playing until they get it right.

Billie Jean King

2014 Audit Report

Treasurer's Report

General comments

- Financial Statements look different this year (last year's updated to match)
- Reflect revenues and expenses of different aspects of the organization (ie Business lines)
- On a go-forward basis we will use this new format

Treasurer's Report

The Best News

- Much stronger financial footing than in the past.
- Net assets:
    - 2012 ($29,065)
    - 2013 $15,363
    - 2014 $27,241
- Growing pains in the past, and now onward and upward

The Pretty Good News

- Revenues were reduced in 2014, but expenses were tightly controlled
- 2013 was a banner year in revenues --2014 reductions were anticipated
    - National Mediation and Arbitration Programs
    - Contract revenues lower
    - No big ADRIC payment
    - Specialty training
- 2015 is expected to be better with more time and staff devoted to expansion and growth, supported by a new website and publications.

Treasurer's Report

- Motion to accept financial statements
- Motion to appoint auditor for 2015

Special Resolution

BE IT RESOLVED that the ADRIA bylaws be amended as follows:
Bylaw 5.5.2 is amended to add “5 and” in front of the word “6”.
Bylaw 5.5.6 is amended by substituting in its place the following:
A resolution is valid as if passed at a Board meeting and effective as of and from the stated effective date of the resolution in the following circumstances:

a. The resolution is in writing and signed in one or more counterparts; or
b. The resolution is presented for, and voted on, electronically provided that each Board member signifies that he or she consents to such electronic voting.

Executive Director’s Report

Appreciation

Executive Director's Report

TRANSITION

&

Accomplishments

Outreach & Collaboration

MOUNT ROYAL UNIVERSITY 1910

CMCS Community Mediation Calgary Society

PMAST Peer Mediation And Skills Training

Alberta family Mediation Society

Alberta

AAMS Alberta Arbitration & Mediation Society

CONCORDIA UNIVERSITY COLLEGE OF ALBERTA

RFJS Reforming the Family Justice System

ADR Institute of Canada, Inc. Institut d'Arbitrage et de Médiation du Canada Inc.

ALBERTA RESTORATIVE JUSTICE ASSOCIATION ARJA

15 MEDIATION & RESTORATIVE JUSTICE CENTRE Serving Greater Edmonton for 15 Years

Member Communications

Marketing & Communications Strategy
New Website
- including Public Information & Directory

Job & Contract Opportunities
Social Media
Newsletters
Networking events
Luncheons
Virtual AGM

Professional Development

ADRIC's National Training Program
Restructured Communications Course
Planning schedule: 12-18 months
Greater use of technology
New Separation & Divorce Course
New Course for HR Professionals
Support to ADRIC Conference 2015
ADR Conference Planning for 2016 & 2017

ADRIC Professional Insurance

Re-negotiated with Marsh:

- Instructor Premium refunded & eliminated
- Improved features, options & benefits
- Broad definition of ADR Practices
- Discount for Chartered Members
- Improved Customer Service

International Conflict Resolution Day

October 15th, 2015

www.conflict resolutionday.ca

ADRIA Conference 2016

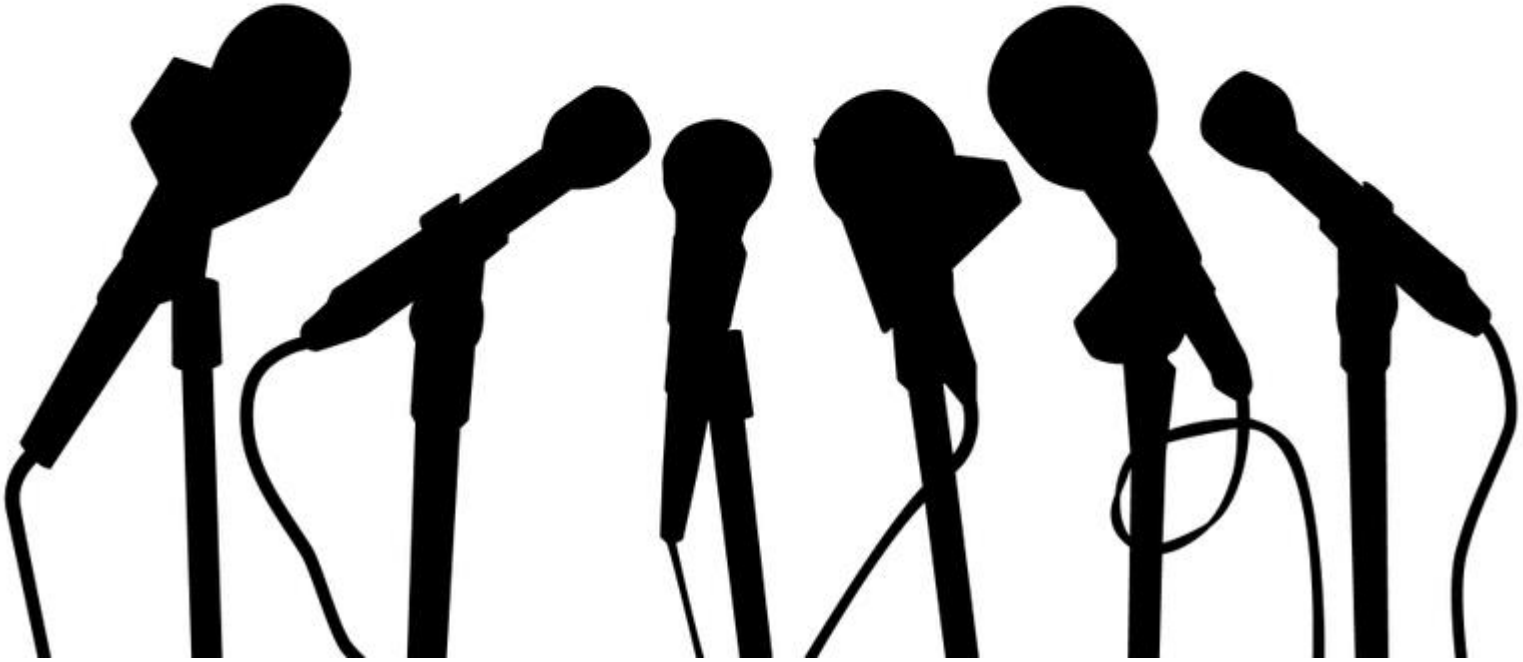
Calgary Westin 28-30 October 2015

Many thanks to our Regional Committee Members!

ADRIA 2015/16 Directors

Stan Galbraith, President
Dolores Herman, Vice-President
Michael Hokanson, Treasurer
Barrie Marshall, Secretary
Wendy Hassen, Past-President
Chuck Smith, ADRIC Regional Representative
Don Goodfellow
Jeffery Jessamine
Alasdair MacKinnon (NEW)
Joanne Munro
Michelle Simpson (NEW)

New Business



Membership Forum (Q&A)

Acknowledgements & Recognition

Membership Pins

Designations Awarded 2014

Chartered Mediator

Dora Dang
Georgina Knitel
Coreen Lawrence
Karen Mosewich

Chartered Arbitrator

Heather Lamoureux
Elaine Seifert
Michelle Simpson

Qualified Mediator

Nina Beresford
Jaemi Bertrand
Allison Braun
Sarah FitzGerald
Nathan Fraser
Michael Hokanson
Valerie Hunter
Sue Lambert
Erin McLaughlin
Greg Monteith
Chinwe Okelu
Judy Olson
Peg Quinn
Shelby Sawatzky
Wendy Thorne
Miles Thorson
Jeffrey Westman
Deborah Wiens

Qualified Arbitrator

Tammy Borowiecki
Dennis Callihoo
Olena Czaikowski
Mike Garcelon
Kevin Kelly
Sue Lambert
Yves Lavallee
Mia Norrie
James Reiman
Sharon Roberts
Will Sawchyn
Craig Sherburne
Jae Shim

Designations Awarded 2015

Chartered Mediator

Heather Holubowich

Monica Kreiner

Krista Waters

Qualified Mediator

Ali Ansell

Frank Boehres

Graham Graff

Catherine Hunt

Anna Mittal

Tegan Schapira

Jolene Spies

Tracy Tarrabain

Jenna Wood

Andrea Black

Hazel Dean

Kari Hass

Tasha Innes

Susan Robinson

Dror Schapira

Heather Stewart

David Vallance

Qualified Arbitrator

Michael Hokanson

Tamala Melnechenko

Anna Rose

Adjournment