

Annual Report

The source of
Alternative
Dispute Resolution
information, resources
and expertise in
Alberta

2021/22

www.adralberta.com



ADR Institute of Alberta

Strategic Plan

Vision

01 Leading Dispute Resolution in Alberta

Mission

02 To provide leadership and services in ADR to our members and to the public

Values

03 Excellence, Collaboration, Leadership, Uncompromising Ethics, Accountability

Strategic Goals

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

Strategic Initiatives

05 Advance the cause of ADR regulation and ensure ADRIA is ready
Focus on and develop the key relationships that advance the interest of ADRIA members
Develop and administer dispute resolution rosters to access the services of ADRIA's members
Develop revenue streams in addition to training
Embrace change, remain nimble, and continue to innovate

2021/2022 Highlights

ADRIA's focus during the 2021/22 reporting year has been sustaining ADRIA through the pandemic as a vibrant and contributing professional association for ADR professionals in Alberta. This has not been an easy task, given the lingering chill on our professional and personal lives. While pandemic restrictions have eased in recent months, and ADRIA has begun to offer both online and in-person professional development opportunities, there is still a sense that a return to normal is still months away. Nonetheless, ADRIA has advocated fearlessly at every opportunity, and can take pride in some notable achievements. These include:

A dedicated Board & staff that have worked hard to deliver quality ADR training and advocate at every opportunity.

The addition of two one-year ad-hoc Board Directors to provide needed expertise in the Construction and Family sectors

A sustained commitment to diversity, inclusion, reconciliation and advancing restorative justice programs

High quality online ADR training programs to compliment our highly regarded in-person classroom instruction.

Regular webinars and online learner sessions to provide professional development and CEE opportunities during the pandemic

A first-ever coast-to-coast training initiative with National Defence, delivering 25 hours of instruction and role playing in both official languages to 42 participants.

Strong participation and leadership within ADR Canada's Board of Directors and National Committees.

Support to the Provincial Government as Construction Prompt Payment legislation was introduced, including Adjudication training and a bid to be named as a provincial Nominating Authority.

Support to the Condominium community and Provincial Government in their continuing efforts to introduce Condo Dispute Resolution services.

Support to the non-profit community through presentations, website materials, Ministerial meetings, legislative recommendations, and a fledgling non-profit roster

More public-facing print and website ADR information, particularly in support of families facing separation and divorce

There are challenges ahead for 2022/23, including ED succession, a possible office relocation, and adjustments to our finances and business planning model. ADRIA's leadership team, however, is well equipped and dedicated to the task of ensuring that Albertans are kept well informed of their ADR options, and that trained ADR professionals are their first choice when disputes arise.

ADRIA Staff

Paul Conway
Executive Director

Tammy Borowiecki, CMed/QArb
Director of Professional Development

Jillian Young
Education Coordinator

Kristy Rhyason
Manager of Marketing and Communications

Carrie Madu
Executive & Membership Coordinator

Karen Sommerfeld
Finance

Brenda Davidson
CAMVAP Provincial Administrator

Don Schapira, QMed
Calgary Development Officer

Jocelyn Christian
Departed in April 2022

Leanne McFadden, CMed
Departed in May 2022

Membership

In 2021 ADRIA altered the manner in which memberships were counted, and has continued its efforts to harmonize the ADR Institutes' membership categories and criteria across Canada. The pandemic has slowed the individual pursuit of professional development, training and credentials, and advanced the timing of some retirements within our ADR community. ADRIA still enjoys one of the highest per capita memberships for any province in Canada, and a similarly high ratio of full members with ADR Canada professional designations.

21 New Designations

Qualified Mediator (6)

Shannon Belvedere
Carol Butz
Karlana Noel
Chelsea Hazewinkel
Yasifina Somji
Tamara Bews

368
Full Members

Qualified Arbitrators (11)

Shannon Belvedere
Pam Bell
Louis Belzil
Joe Bradford
Moosa Jiwaji
Susan Kennedy
Declan Fitzpatrick
Brenda Arseneault
Paul Ryzuk
Valentina Culina
Christine Silverberg

163
Associate Members

Chartered Arbitrators (3)

Roy McPhail
Marsha Graham
Tina Huizinga

79
Directory Listings

Chartered Mediator-Arbitrator (1)

Michelle Simpson

9 Luncheon Webinars

January 2021- Hard Conversations: Faith Communities and Shared Spaces – Graham Singh

Feb 2021 – Coming Alive in the Covid World – Allan Donsky

March 2021 – Changes to the Divorce Act and ADR – The Hon. Andrea Moen, Diana Lowe, Sharon Crooks

April 2021 – Fairness in Arbitration & Mediation: A Personal Perspective – Moin A Yahya

May 2021 – Self-Represented Litigants – Andrew Pilliar

June 2021 – Indigenous Peoples, An Alberta Primer – Dr. Shalene Jobin

September 2021 – From Horses to Negotiating: A Day in the life of a Vancouver Police Officer – Susan Sharp

October 2021 – Kindness and Communication – CRDay workshop

December 2021 – Introducing a Contemplative Practice into your Practice – Jules Leboeuf

"I found ADRIA as a course provider was wonderful. After completing the course, I feel more confident in moving forward into the world of Interest based Mediation. The additional support from coaches, small group work and role-plays were very valuable to my learning. Thank you ADRIA for the ongoing support and the opportunity to learn!"

Professional Development

Online webinars and ADR Learner Sessions have provided ADRIA members with professional development opportunities and CEE credits throughout the pandemic. Many have been recorded and are still available for viewing on the ADRIA website. Members are encouraged to suggest topics and speakers, and to participate in committee work that serves to enhance the profession. While we have all come to appreciate the capabilities and advantages of Zoom and similar online platforms, we are hopeful that 2022 will see more in-person opportunities for ADRIA members to learn and network.

8 Learner Sessions

February 2021 - Revisiting the Process: A Review of What is Required in the Stages of Mediation

March 2021 - Pre-Mediation and Preparation: Increasing the Likelihood of a Successful Mediation

April 2021 - Mindfulness Meditation for Mediators

May 2021 - Agreements to Mediate

June 2021 - When to Terminate a Mediation

October 2021 - Dan Dana: Essential Processes for Conflict Resolution

November 2021 - The Heart of the Mediation Service Model

December 2021 - Mediators Making Sense – A Conversation with Karen Delaronde

28
Motor Vehicle Arbitrations

646
core

instructional hours

184 students

69
Communications in ADR

51
National Introductory Mediation

64
in other core training courses



private training

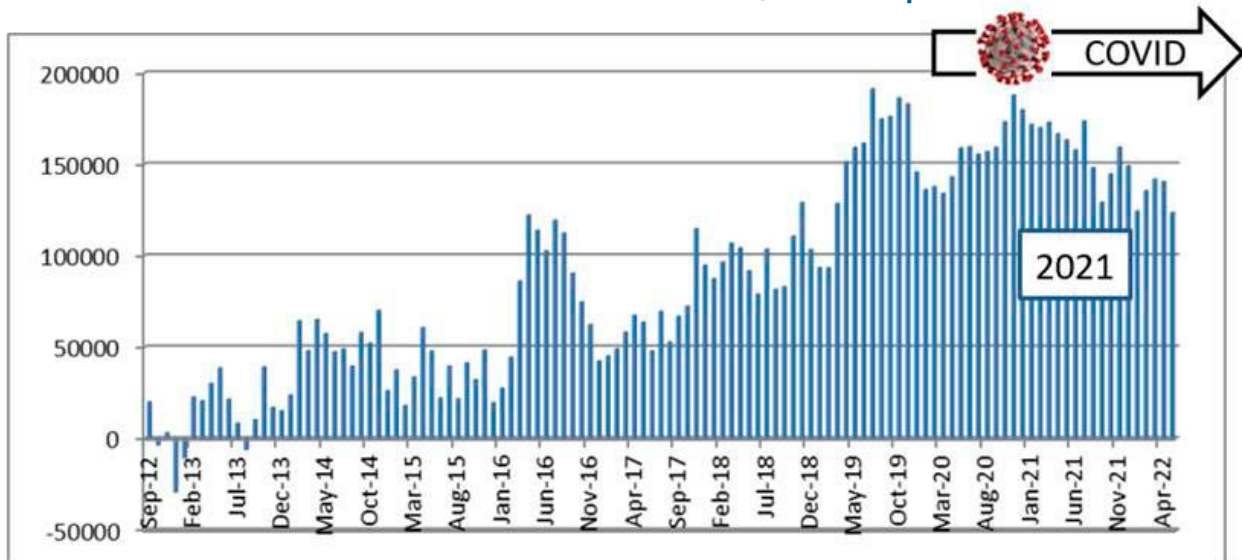
11 courses

153 participants

150 instructional hours

Financials

ADRIA Net Assets / 2012 to present



As 2021 ended, ADRIA marked the two year anniversary of the pandemic holding roughly the same level of financial resources as the Society had in reserve when restrictions began in early 2019. This ability to protect our financial reserves was largely attributable to government covid supports, considerable staff effort, and a steadfast membership. While ADRIA took full advantage of all available government supports, these largely ended in 2021 and the lingering effects of the omicron variant have begun to take its toll on ADRIA's finances. Your ADRIA Board and staff will continue to innovate and adapt its business strategies to ensure the society rebuilds its operational reserve, and explores new revenue generating programs to benefit both our members and our advocacy program. ADRIA has fully repaid its Federal Business Loan of \$30K, and continues to receive funding from the Federal Youth Employment program.

2021/2022

President

Barbara McNeil, C.Med, Q.Arb

Vice President

Ali Ansell, Q.Med

Treasurer

Dora Dang, C.Med, C.Arb, C.Med-Arb

Secretary

Cindy Impppola, Q.Med

ADRIC Representative

Barrie Marshall

Director & Governance Committee Chair

Kevin Kelly, C.Arb, Q.Med

Directors

Amin Poonja, Q.Med

Paul Blakeney, C.Med

Samuel H. Sele, Q.Med

Sharon Roberts, Q.Arb

Jerry Crawford

Diana Lowe

Board of Directors

2022/2023

Paul Blakeney, C.Med

Stephen Carter-Edwards

Jerry Crawford

Dora Dang, C.Med, C.Arb, C.Med-Arb

Cindy Impppola, Q.Med

Diana Lowe

Barbara McNeil, C.Med, Q.Arb

Andrea Menard

Amin Poonja, Q.Med

Sharon Roberts, Q.Arb

Samuel H. Sele, Q.Med