



MADRP Bulletin

March 2006



Maine Association of Dispute Resolution Professionals

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Message from the President

John Alfano, MADRP President

We are well on our way to transforming MADRP into a form that will be better able to meet your needs. First, we have advertised for a part-time executive director to be the face of MADRP in public and coordinate its activities. Much of what MADRP needs to do for the future of ADR requires more time than volunteers may accomplish successfully. Secondly, the Board of Governors has developed a timetable to implement full reorganization, including appropriate changes to the Bylaws. A Bylaw committee has been appointed, headed by Vice-President Tracy Quadro and Doug Lotane to make the Bylaws conform to the new MADRP organization.

With the reorganization, there will be three regional coordinators who will coordinate regional meetings and activities. The regional meetings will replace the member meetings, which have been held in Augusta, primarily, and which have been poorly attended. Under the regional plan training and networking meetings will be held in the regions; members may attend meetings at the most convenient location. Such regional meetings have been held in Bangor successfully by the Expansion Committee for more than three years. We expect that the central and southern regions will be as successful.

I encourage you to send me comments and suggestions at rbitr8tr@yahoo.com. John Alfano

MARK YOUR CALENDARS

Save
May 17th
Wednesday

For the MADRP
Spring Conference



MADRP SEEKS EXECUTIVE DIRECTOR

MADRP's Board of Governors has authorized the job description below and has initiated the process that will have a part time Executive Director in place by July 1, 2006. Please share this job description with anyone you feel matches the description. The Board believes that an Executive Director is the most critical step we can take to move our excellent organization to the next level.

MADRP is seeking a qualified candidate for a part time position of Executive Director. This position reports to the MADRP Executive Board and is responsible for providing a combination of management and administrative services to the Board and to the organization. In addition, the ED:

Provides general support services for the President and the Board of Directors. Will function as the "face of MADRP" therefore must be professional, have good communication skills and excellent "people skills. Will oversee Board responsibilities and expedite as needed. Will supervise part-time administrative help.

Performs office administrative work directly related to the management policies and business operations of the organization, including: marketing, grant writing and fundraising, project management, new member recruitment, handling phone calls and mailings, preparing correspondence, updating by-laws and the strategic plan and attends all Association meetings and conferences.

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Could this be
the job for
YOU?



**TO RESPOND TO
ED SEARCH. . .**

. . . send cover letter and resume by **April 10, 2006** to John Alfano, MADRP President, P.O. Box 8187 Portland, ME 04104 or email to jalfano1@maine.rr.co



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Qualifications: Baccalaureate Degree. Knowledge of and / or experience in the conflict resolution field preferred. Minimum of five years management experience, preferably for a non-profit. Experience using Microsoft Office is required and database management software preferred. Ability to work from a home office is required. Ability to travel and participate in Association meetings and activities is preferred.

Please send cover letter and resume by **April 10, 2006** to John Alfano, MADRP President, P.O Box 8187, Portland, ME 04104 or email to: jalfano1@maine.rr.com



Don't miss a single issue of the

MADRP Bulletin

Renew NOW!

BANGOR WORKSHOP in APRIL: Working with Attorneys and Advocates in Mediation

On April 25, 2006, MADRP will be sponsoring the workshop: **Working with Attorneys and Advocates in Mediation**. The trainer will be Paul Charbonneau. The location of the workshop will be Penquis CAP in Bangor. The time: 9:00 am - 2:30 pm. Fee: \$25 for MADRP members; \$35 for non-MADRP members. Lunch will be provided.

Previous forty-hour training in mediation would be helpful but is not a requirement for attendance.

This one-day workshop will offer helpful insights and tips for dealing with the special challenges mediators face when lawyers or advocates attend mediation and vigorously represent their client's best interests. You will learn:

- * how to engage lawyers and advocates as allies in the mediation process
- * how various mediation models respond to attorneys and advocates
- * how to respond effectively to positional bargaining

- * how to deal with controlling behaviors
- * what to do when lawyers or advocates talk more and clients talk less

- * what lawyers may want mediators to learn about the role of zealous advocacy in mediation

Paul G. Charbonneau has been a mediator for 22 years, served as Director of the Maine Court Mediation Service for nearly six years and has a wide range of experiences working with lawyers in court-connected mediation programs and in his private practice. He is a certified mediator and trainer with the Institute for the Study of Conflict Transformation and has conducted workshops for lawyers who represent the United States Postal Service.

Pre-registration will begin April 1. If you are interested in attending this workshop, please email Bambi Magaw at bammo2@earthlink.net [or call 862-5110] to reserve your spot.

HAVE YOU RENEWED YOUR MEMBERSHIP?

One of the benefits of being a MADRP member is getting advanced notice about the education and training events. The March event featuring Jack Kartez entitled: Growing Together: Consensus Building, Smart Growth and Community Change was an opportunity to see consensus-building in action and how it has helped communities turn conflict into opportunities for healing and positive action.

Don't miss out on these great events! MADRP membership begins in January of each year, so we all renew at the same time no matter when we joined (unless it was at the MADRP conference in November, 2005). Remember, you can join as a practitioner with unlimited practice areas for \$100. Just one web referral will pay for your membership. If you want to update your web listing, please use page 2 of the membership form. Those renewing at the volunteer, friend or practitioner levels without a web listing can skip page 2 of the form.

Need a membership form? I can email it to you or you can download it from the MADRP web site.

Lisa Levenson, 549-0926 or lisal.595@adelphia.net

KARETZ ON CONSENSUS BUILDING

More than twenty members and guests attended the March meeting at the University of Augusta to hear Dr. Jack Kartz from the Muskie School of Public Service, discuss consensus building around public policy regarding community growth and development.

The documentary, "**Growing Together: Consensus Building, Smart Growth and Community Change**", prompted a discussion of the application of ADR for issues arising from large and small scale development. Large scale development generally produces controversy that can pit various segments of a community against each other. Consensus building using ADR techniques can help communities guide development to accommodate the public's interests. Developers have found that a

partnership with communities have led to fewer disputes and better planned developments. ADR is especially helpful when communities are faced with growth and development that will transform the town overnight into larger, more populated community with residential and commercial development. One small Massachusetts community guided the private development of an abandoned mill into a smart growth project of residential, commercial and



public space.

The message of the meeting is that ADR specialists can help communities grow and develop by funneling the energy of the community to provide productive input into private and public development. There surely will be plenty of opportunity as Maine continues to be discovered by in-state and out-of-state developers. Kartz works on environmental issues such as mitigating natural and technological hazards and balancing rural resource land uses with community growth. He takes a special interest in incorporating principles of dispute resolution as alternatives to nonproductive conflict in community planning and environmental issues. The DVD, "**Growing Together: Consensus Building, Smart Growth and Community Change**" maybe purchased for \$10.50 from the New England Environmental Finance Center, 49 Exeter Street, P.O. Box 9300, Portland, ME 04104, or online, at <http://efc.muskie.usm.maine.edu/media/DVDorder.htm>. One person suggested buying the DVD to give to the planning office in your

IDEAS FROM THE *BEYOND NEUTRALITY* DISCUSSION AT NOVEMBER ANNUAL MEETING

Back on November 9th during our Beyond Neutrality workshop we separated into small groups to discuss two questions: (1) What would MADRP have to do to meet the challenges of *Beyond Neutrality*? and (2) What would I have to do / am I doing to meet the challenges of Bernard Meyer's book? Here is a sampling of the responses people gave.

What would MADRP have to do...

- Go back to the roots of MADRP
- Clarify procedures and policies
- Be honest in how we market ourselves
- Stop using "side jobs" to describe work outside of mediation
- Define the practice to the markets

What would I have to do...?

- Be courageous and stimulate these conversations that may not be comfortable
- Conflict engagement coaching
- Go in as engaged - not neutral
- Educate self about what others do elsewhere
- Bring examples to make it real to the public.





MAINE ASSOCIATION OF DISPUTE RESOLUTION PROFESSIONALS (MADRP)

P.O. Box 8187
Portland, ME 04104

Phone: (877) 265-9712
Website: www.madrp.org

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MAINE ASSOCIATION OF DISPUTE RESOLUTION PROFESSIONALS

2006 MADRP Officers

John Alfano, President
Tracy Quadro, Vice President
Carol Corwin, Treasurer
Wendy Whiting, Secretary
Susanna Liller, Immediate Past President

2006 Committee Chairs

Events - Conference and Annual Meeting: Bill Van Twisk
Practice Quality: Paul Charbonneau
Public Policy: Doug Lotane
Public Information: TBD
Membership Meetings and Professional Development
Portland: TBD
Augusta: TBD
Bangor: Bambi Magaw
Membership: Lisa Levinson
Advertising: John Alfano

Facilitator Section: Pam Plumb and Tobey Williamson
ME Residential Real Estate Mediation Program (MRREMP): John Alfano
Bulletin: Anita Jones
Nominating Committee Chair: To be appointed by President in March 2006
At-large Board members: Kim Vogel, Jane Clayton
Program Liaisons: Diane Kenty (CADRES), Community Mediation Center
TBD

MADRP MISSION

MADRP is a non-profit organization of diverse professional interests seeking to broaden public understanding and acceptance of alternative forms of dispute resolution. MADRP strives to enhance professional skills and qualifications of mediators, arbitrators, and other neutrals through training, educational development and promotion of standards of professional conduct.

MADRP Calendar of Events

April 5 BOG meeting
May 17 MADRP Spring Conference - details to be announced
June 7 BOG meeting
July 12 Networking and Continuing Education - Speaker and topic TBA
August 2 BOG meeting
September 6 Networking and Continuing Education O- Speaker and Topic TBA
October 4 BOG meeting
November MADRP Fall Conference - details TBA
December BOG Planning Retreat

* Membership Meetings will now be called Networking and Continuing Education Opportunities.

