

Family Mediation Training

Community Mediation Minnesota

Presented by: Carl Arnold, J.D. and Janeen Massaros, J.D.

October 5, 6, 7, 12 & 13, 2023 on Zoom

8:00am - 8:30am

Introductions, Review Learning Goals and Training
Agenda (not necessarily in that order)

First, a few quick survey questions

- 1) How familiar are you with mediation in general (not specifically family mediation)?
- 2) How familiar are you with family mediation topics?
- 3) What are a few things you really want to get out of this training?

If you feel comfortable with sharing this information, please type your professional background into the chat. (For example, teacher, therapist, attorney, or whatever you've done for work)

If you feel comfortable with sharing this information, please type into the chat the main reason or reasons that you are taking this class.

Our goals for this family mediation training

- To provide a high-quality introduction to Family Mediation in Minnesota from experienced instructors, including substantial participant role playing in order to explore applying the material to realistic family court scenarios.

Our goals for this family mediation training

- Create a learning community so that that you can
 - learn with and from others during this training
 - reach out to trainers and other participants from this training after the training to ask questions and share ideas and resources

What will participants learn during this training?

- By the end of the five days of class, participants will:
 - have a basic understanding and familiarity with family mediation in Minnesota and the resources to further develop their mediation skills through further real-life experience, training and resources.
 - meet the requirements to be, either individually or through a Community Dispute Resolution Program (CDRP), a "Qualified Neutral" on the Minnesota State Court Administrator's "Family Law Facilitative/Hybrid" roster.

What will participants learn during this training?

- Answer foundational questions like: What does it mean to mediate? What exactly does a mediator "do"? What is the mediator's role (and what is it not)? What are the skills needed to mediate competently? How long does/should a mediation last? How do I know if a mediation was "successful"? How does mediation relate to a Family Court court case?
- Financial topics such as dividing assets and debts, calculating child support, family budgets and negotiating spousal maintenance
- Non-financial topics such as Custody and Parenting Time Schedules (including holidays, vacations, transportation/exchanges, etc.)
- What are the needs and experiences of children affected by the family topics we are mediating?
- How does mediator bias or cultural differences relate to mediation?
- What does a mediator do with high conflict families or things like Coercive Control dynamics or Domestic Abuse?

What will participants learn during this training? (continued)

- Learn Family Mediation vocabulary (and lots of acronyms!)
- Understand the Family Court process/steps
- An introduction to the law related to Family Court in Minnesota and how they relate to family mediation
- Understand a Mediator's ethical responsibilities, where those responsibilities come from and how they are enforced
- Learn the difference between mediation and co-mediation and how to do both
- What are Community Dispute Resolution Programs (CDRP) and how does my volunteering as a mediator fit into the bigger picture of providing conflict resolution services to different communities in Minnesota.

- Carl Arnold is a leader in the field of Family Law Alternative Dispute Resolution (ADR) as an ADR practitioner and ADR educator.
- Carl has taught many certified basic training classes for Civil and Family Mediation and presented on various ADR topics at the annual ADR Institute, annual Family Law Institute, Collaborative Law Institute Annual Forum and to several bar associations.
- From his office in Northfield, Minnesota, Carl provides Family Mediation, SENE/FENE, Collaborative Divorce and Custody Evaluation services in-person and all across Minnesota on Zoom.
- Carl Arnold has a strong background in safety issues related to parenting. For 5 years ending in the spring of 2015, Mr. Arnold was the primary attorney appointed for parents in Child In Need of Protection or Services (CHIPS) and Termination of Parental Rights (TPR) cases in Rice County.

Carl Arnold, J.D.



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- Janeen Massaros has over 25 years of experience as an Alternative Dispute Resolution practitioner and trainer and is a leader in this field.
- Ms. Massaros is a qualified neutral on both the civil and family rosters under Rule 114 of the Minnesota General Rules of Practice. She also conducts the certified training required by the Minnesota Supreme Court for mediators to qualify for civil and family rosters and advanced training for practitioners to enhance their skills in the mediation process.
- From 2000-2008, Ms. Massaros served as a State of Minnesota Guardian Ad Litem, primarily in family court.
- As a parent educator for the University of Minnesota Extension Service, Ms. Massaros helped to create “WE AGREE: Creating a Parenting Plan” for couples interested in a cooperative approach to custody and parenting time issues.
- From 1998 to 2000, she held the position of Executive Director for the Dispute Resolution Center, a nonprofit community mediation program in St. Paul, MN. Prior to this position, she was employed for three years as the Director of Mediation Services for the Center where she assigned volunteer mediators in conciliation, housing court and neighborhood disputes.
- She is a graduate of William Mitchell College of Law, St. Paul, MN and holds an undergraduate degree in social work with an emphasis in communications, family relationship dynamics and community education.

Janeen Massaros, J.D.



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Training Materials

- Participants attending Day 1 (Thursday, October 5) are encourage, but not required, to purchase a copy of The Mediator's Handbook: Revised & Expanded fourth edition, October 1, 2012
- All other training materials will be posted to:
<https://www.arnoldlawmediation.com/familytrainingmaterials-2023.html>

Daily Training Agenda

- The dates of this training are October 5, 6, 7, 12 & 13. (So, that is Thursday, Friday and Saturday this week and Thursday and Friday next week.)
- Each day of training will begin at 8am and end at 5pm on Zoom.
- We'll have a 15 minute break each morning and each afternoon.
- We'll have a 30 minute lunch break at noon each day.
- You must attend the full class to be a qualified neutral

Daily Training Agenda (cont.)

- Please feel free to take small breaks as needed (within reason)
- This is not a class where you can work while passively listening to the instructors. We expect active participation from all students.
- Active participation in role playing (“experiential learning”) is an integral and important part of the learning experience and is required by the state certification rules for this class.
- Role play coaches will be present for role plays to provide participants supportive feedback and to generate further discussion related to the learning goals.

Time	Topic
8:00am-8:30am	Introductions, Review Learning Goals and Training Agenda
8:30am-9:00am	Overview of Mediation Process and Mediator Role
9:00am-9:15am	Why and How We Role Play in Training
9:15am-10:00am	Experiential Learning: Mediation vs. Arbitration (Senate Table)
10:00am-10:15am	Morning Break
10:15am-10:30am	Mediator Preparation and Opening
10:30am-11:15am	Experiential Learning: Practice Mediator Preparation and Opening
11:15am-11:30am	Listening to Each Perspective
11:30am-12:00pm	Experiential Learning: Practice Listening to Each Perspective
12:00pm-12:30pm	Lunch Break
12:30pm-1:00pm	The Exchange and Creating a Topic List
1:00pm-1:45pm	Experiential Learning: Practice The Exchange and Creating a Topic List
1:45pm-2:15pm	Options, Decisions, Agreement Writing, Closing
2:15pm-3:00pm	Experiential Learning: Options, Decisions, Agreement Writing, Closing
3:00pm-3:15pm	Afternoon Break
3:15pm-3:45pm	Mediating In-Person vs. Online and Co-Mediating vs. Mediating
3:45pm-4:45pm	Experiential Learning: Putting it All Together Role Play
4:45pm-5:00pm	Debrief/Questions/Preview Upcoming Training Content/Daily Evaluations
5:00 PM	End of Class Each Day

Day 1

Thursday, October 5

Green = Role Play /
Experiential Learning

Time	Topic
8:00am-9:00am	Harassment Court
9:00am-10:00am	Experiential Learning: Harassment Court Role Play 1
10:00am-10:15am	Morning Break
10:15am-11:15am	Experiential Learning: Harassment Court Role Play 2
11:15am-12:00am	When to Terminate Mediation
12:00pm-12:30pm	Lunch Break
12:30pm-1:00pm	Overview of Financial Issues Family Law
1:00pm-2:00pm	Child Support and Taxes
2:00-2:30	Experiential Learning: Children's Expenses Role Play 1 (Child Care)
2:30-3:00pm	Experiential Learning: Children's Expenses Role Play 2 (Medical)
3:00pm-3:15pm	Afternoon Break
3:15pm-3:45pm	Experiential Learning: Children's Expenses Role Play 3 (Activities w/o child support calculator)
3:45pm-4:15pm	Experiential Learning: Children's Expenses Role Play 4 (Child Support Calculator)
4:45pm-5:00pm	Debrief/Questions/Preview Upcoming Training Content/Daily Evaluations
5:00 PM	End of Class Each Day

Day 2 Friday, October 6

Green = Role Play /
Experiential Learning

Blue = “A La Carte”
session that others
may join

Time	Topic
8:00am-8:30am	Dividing Assets and Debts in Divorce
8:30am-9:00am	Experiential Learning: Dividing Assets and Debts in Divorce Role Play 1 (house)
9:00am-9:30am	Experiential Learning: Dividing Assets and Debts in Divorce Role Play 2 (retirement)
9:30am-10:00am	Experiential Learning: Dividing Assets and Debts in Divorce Role Play 2 (misc. personal property)
10:00am-10:15am	Morning Break
10:15am-11:00am	Issues and Needs of Children in Divorce/Separation/Co-Parenting Situations
11:00am-12:00am	Experiential Learning: Needs of Children
12:00pm-12:30pm	Lunch Break
12:30pm-1:00pm	Custody and Parenting Time Schedules
1:00pm-2:00pm	Experiential Learning: Custody
2:00pm-3:00pm	Experiential Learning: Regular Parenting Time Schedule
3:00pm-3:15pm	Afternoon Break
3:15pm-4:15pm	Experiential Learning: Geographic Distance/School Choice
4:45pm-5:00pm	Debrief/Questions/Preview Upcoming Training Content/Daily Evaluations
5:00 PM	End of Class Each Day

Day 3 Saturday, October 7

Green = Role Play /
Experiential Learning

Day 4

Thursday, October 12

Green = Role Play /
Experiential Learning

Blue = “A La Carte”
session that others
may join

Time	Topic
8:00am-9:00am	Introduction to Domestic Violence / Coercive Control and Related Legal Issues
9:00am-10:00am	Screening for Domestic Violence (SaFER Method)
10:00am-10:15am	Morning Break
10:15am-11:00am	Experiential Learning: Screening for Domestic Violence Role Play 1
11:00am-12:00am	Experiential Learning: Screening for Domestic Violence Role Play 2
12:00pm-12:30pm	Lunch Break
12:30pm-2:30pm	Deeper Dive Into DV (Domestic Violence)
2:30pm-3:00pm	Experiential Learning: Screening for Domestic Violence Role Play 3
3:00pm-3:15pm	Afternoon Break
3:15pm-4:00pm	Experiential Learning: Screening for Domestic Violence Role Play 4
4:00pm-4:45pm	Experiential Learning: Screening for Domestic Violence Role Play 5
4:45pm-5:00pm	Debrief/Questions/Preview Upcoming Training Content/Daily Evaluations
5:00 PM	End of Class Each Day

Day 5 Friday, October 13

Green = Role Play /
Experiential Learning

Blue = “A La Carte”
session that others
may join

Time	Topic
8:00am-9:00am	Building Cultural Awareness in Family Mediation
9:00am-10:00am	Experiential Learning: Cultural Awareness
10:00am-10:15am	Morning Break
10:15am-12:00am	Ethics in Mediation and Relevant Statutes, Rule and Resources
12:00pm-12:30pm	Lunch Break
12:30pm-1:00pm	Ethics in Mediation and Relevant Statutes, Rule and Resources (Continued)
1:00pm-3:00pm	Managing High Emotions/Conflict in Family Mediation
3:00pm-3:15pm	Afternoon Break
3:15pm-4:15pm	Community Mediation Minnesota
4:15-4:45pm	Review/Complete Rule 114 Application
4:45pm-5:00pm	Final Debrief/Any Questions
5:00 PM	End of Class Each Day

8:00am - 8:30am

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Agenda (not necessarily in that order)

Any Questions?