

**Family Mediation Skills**  
**Sponsored by Community Mediation Minnesota**  
**Presented by**  
**Janeen Massaros, J.D., Southern Metropolitan Mediation Services**  
**Carl Arnold, J.D., Arnold Law and Mediation**

**DAY ONE: Thursday, September 30th:**

- 8:00 am Welcome and Introductions/Goals for the Session/Agenda Review
- 8:30 am Overview of Mediation Process
- 9:00 am Mediation Process via Zoom/Participant Practice
- Samples - Bio Sketch (required under Civil Mediation Act Chapter 572)
- Sample – Client Intake Forms
- Samples – Community Mediation Agreement to Mediate
- 9:30 am Participant Exercise: The Senate Table (Arbitration/Mediation)
- 10:30 am **Break**
- 10:45 am Mediation Process: Basic Skills Manual [Manual – Section One]
- Stage 1: Setting the Stage [pages 17-19]
- Stage 2: Uninterrupted Time/Stories [pages 20-24]
- Active Listening [pages 25-28]  
[www.Listenfirstproject.org](http://www.Listenfirstproject.org) [Appendix]  
VERA House exercise
- Stage 3: Focus the Issues [pages 29-32]
- 12:00 noon **Lunch**
- 12::30 pm Video: Adult Guardianship Mediation: An Introduction [The Center for Social Gerontology]
- 1:00 pm Stage 4: The Exchange/Questioning [pages 33-34]
- Stage 5: Generating Potential Solutions [pages 35-39]
- 2:30 pm **Break**
- 2:45 pm Participant Role Play -Stages 1-5
- 4:30 pm Debrief/Questions/Wrap Up/ Training Evaluation  
<https://forms.gle/yYAVPtM38hKREfJL6>
- 5:00 pm **End of Session**

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**DAY TWO: Friday, October 1st:**

8:00 am Questions/Wrap Up from Day One  
Introduction of New Participants for the “Bridge” Course

9:00 am **Becoming More Conflict Competent** **3 HOURS**  
*Presented by Alan Bachman*  
[participants opt to complete the survey – payment for survey is \$40 each]

10:30 am **Break**

10:45 am **Becoming More Conflict Competent [cont.]**

12:00 noon **Lunch**

12:30 pm Family Court Process Flow Chart  
Video: Kramer v. Kramer  
  
Mediation related to Financial Issues – Children’s Expenses  
*Presented by Carl Arnold*  
Participant Role Play

2:30 pm **Break**

2:45 pm Harassment Court Mediation  
*Presented by Beth Bailey, Community Mediation & Restorative Services, Inc.*  
Participant Role Play

4:45 pm Debrief/Questions/Wrap Up/ Training Evaluation  
<https://forms.gle/XgmcJHVJRdbNfCK49>

5:00 pm **End of Session**

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**DAY THREE: Saturday, October 2nd:**

8:00 am *Video: How to Protect Your Children's Emotions During Divorce* **4 HOURS**

9:00 am Issues and Needs of Children in Co-Parenting Situations  
*Presented by Judy Dawley, ABC Family Counseling, Rochester, MN*

10:15 am **Break**

10:30 am Issues and Needs (cont.)

12:00 noon **Lunch**

12:30 pm AAML Video: Voices of the Children of Divorce

1:00 pm WE AGREE: Creating a Parenting Plan [University of MN Extension Service; Parents Forever Program]  
MN Judicial Court Child-Focused Parenting Time Guide:  
Resource found at <https://www.mncourts.gov/mncourtsgov/media/CourtForms/Child-Focused-Parenting-Time-Guide.pdf>

1:30 pm Review Family Court ADR Roles and Resources/Custody and Parenting Time Statutes

518.17 Custody and Support of Children on Judgment  
518.1705 Parenting Plans  
518.175 Parenting Time  
518.1751 Parenting Time Dispute Resolution [Parenting Time Expeditor]

Stage 6: Agreement Building and Writing [Basic Skills Manual page 40]

2:15 pm **Break**

2:30 pm Family Mediation Scenarios with Agreement Writing

4:30 pm Debrief/Questions/Wrap Up/ Training Evaluation  
<https://forms.gle/Vgru65eYnV9vsMtQ9>

5:00 pm **End of Session**



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**DAY FIVE: Saturday, October 9th:**

|          |   |                         |
|----------|---|-------------------------|
| 8:00 am  | Elimination of Bias in Family Law: What is Implicit Bias?<br>Rule 114 – Rule One: Impartiality<br><i>Presented by Carl Arnold</i>   | <b>2 HOURS</b>          |
| 10:00 am | <b>Break</b>  |                         |
| 10:15 am | MN General Rule of Practice - Rule 114 Code of Ethics<br>Review of Ethics/complaints/continuing education/ADR Review Board<br><i>Participant Exercise and Discussion</i>  | <b>2 CREDITS ETHICS</b> |
| 12:15 pm | <b>Lunch</b>  |                         |
| 12:45 pm | Chapter 494 Community Mediation in MN – A Great Place to Start<br><i>Presented by Professor Sharon Press, Director, Dispute Resolution Institute, Mitchell Hamline School of Law and Community Mediation Minnesota Co-President</i>   |                         |
| 1:30 pm  | Handling High Emotion in Mediation / Strategies and Techniques for Managing Anger/Power Imbalance/Bringing Peace in the Room/High Emotion Videos<br>BIFF – Bill Eddy, High Conflict Institute<br><a href="https://www.highconflictinstitute.com/biff-responses">https://www.highconflictinstitute.com/biff-responses</a><br><i>Presented by Janeen Massaros</i> |                         |
| 2:30 pm  | <b>Break</b>  |                         |
| 2:45 pm  | Final Role Play – Putting It All Together<br>Sample Memorandum of Agreement/Memorandum of Understanding<br>Parenting Schedules with Agreement Building & Holiday Schedule   |                         |
| 4:15 pm  | Kramer v. Kramer – The Final Outcome  |                         |
| 4:30 pm  | Questions/Wrap Up/ Training Evaluation<br><a href="https://forms.gle/U7r2U1c2pzJcPG2r6">https://forms.gle/U7r2U1c2pzJcPG2r6</a>   |                         |
| 5:00 pm  | <b>End of Session</b>   |                         |