MCFM

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The Massachusetts Council On Family Mediation is a nonprofit corporation established in 1982 by family mediators interested in sharing knowledge and setting guidelines for mediation. MCFM is the oldest professional organization in Massachusetts devoted exclusively to family mediation.

PRESIDENT'S PAGE

The New Year and true winter weather have arrived—a time for new beginnings and warm coats. I want to wish all of you a healthy, joyful, and productive 2012.

In remembering the past year, I particularly want to note our annual Institute, held December 9. Our keynote speaker, Chief Justice Paula Carey, was articulate and impressive. Inviting our creative efforts to help with the increasing burdens on our family and probate court system, I have hope that we will rise to this task.

Fern Frolin helped us once again to stay current with changes in the law; especially the new alimony statute (stay tuned for our Members' meeting in February for more on how mediators are affected).

The afternoon workshops were informative and helpful as well.

But the Institute event described by one member as "worth the price of admission alone" was the acceptance speech given by David Hoffman as the seventh recipient of the John Fiske Award for excellence in mediation and contributions to our field.

With the work that we do, there is always a link between the personal and the professional parts of our lives. Many of us have lived through our parents', our friends', or our own divorces, and have been motivated to improve that experience for others. David raised our consciousness to a new level through his willingness to share the pain and vulnerability of his family's struggles with cancer along with the ways in which this experience has deepened his understanding of and ability to empathize with the suffering of his divorcing clients, and resulted in less impasse and more beneficial outcomes in his mediation work.

In this New Year, I wish for all of us an increase in our ability to use our life experiences—both painful and joyful—to enrich our practices of the fine art of family mediation.

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THE NEW MUPC: WHAT MEDIATORS NEED TO KNOW

Terry K. Mond

On March 31, 2012, the new Massachusetts Uniform Probate Code (MUPC) will go into effect. While the new law streamlines probate administration procedures and makes significant changes to intestacy laws (including altering the amounts to which a surviving spouse may be entitled), the provisions of most immediate interest to family law attorneys may be those defining the consequences of both divorce and marriage on a client's estate plan.

While the MUPC essentially carries over existing law revoking in the event of divorce any provisions made in a Last Will and Testament for the benefit of a (divorced) spouse, it extends this revocation to so-called "will substitutes." In the past, trusts and estates lawyers assisting family members with the settlement of estates have with some frequency discovered instances where the decedent neglected after getting divorced to make changes to beneficiary designations previously made in favor of their former spouse. In many if not most such cases, this failure has been thought to be inadvertent and not intentional, with the result that the divorced spouse receives a "windfall" as the result of the decedent's death.

In recognition of this, the MUPC expands its automatic divorce revocation provisions to include other commonly used vehicles for passing on a decedent's assets, as long as the dispositions provided for were revocable at the time of the divorce and not contained in a governing instrument, court order or contract relating to the division of the marital estate in the event of divorce. So under the new law, if prior to the divorce, a decedent makes provision in a trust for a spouse, or designates a spouse as beneficiary of a life insurance policy, annuity contract, or retirement plan, or makes a transfer on death designation on an account (all of which designations result in non-probate transfers at death), in each instance the death beneficiary designation will be revoked in the event of divorce. This will be the result regardless of whether the beneficiary designation was made prior to or after the MUPC went into effect.

The new expanded revocation rules should go a long way towards preventing divorced spouses (and their relatives) from receiving "windfall" inheritances.

The new rules causing revocation in the event of divorce go further, revoking not only provisions for the benefit of the former spouse but also provisions benefiting the former spouse's relatives. The notes to the MUPC indicate that this expansion of the revocation rule was made under the assumption that the decedent's relationship with the former spouse's relatives would likely have been weakened by the divorce and that the decedent would not have intended inheritance by those relatives.

While the new expanded revocation rules should go a long way towards preventing divorced spouses (and their relatives) from receiving "windfall" inheritances, care needs to be taken to insure that a client's intentions are not frustrated by those rules. For example, there are times when a client may intend that a designation of a spouse (or a spouse's child or children) as beneficiary on a life insurance policy survive the divorce. One method of insuring this would be to make specific reference to the beneficiary designation in the divorce agreement. This might be done even where the designation was not negotiated by the parties, but is being done voluntarily and is intended to be changeable at any time. A perhaps preferable alternative (to avoid disputes over intent that might arise later) may be to have the insured spouse re-execute the beneficiary designation in favor of the other (divorced) spouse or children after the divorce is final.

The new code similarly expands the effects of divorce on co-owners of property. Under prior law, the interests of tenants by the entirety are severed in the event of divorce, making the co-ownership interests tenants in common. However, divorce had no effect upon the interests of former spouses held as joint tenants with rights of survivorship. Under the MUPC, however, upon divorce the interests of former spouses holding as joint tenants are also severed to become tenants in common. Where the parties intend to maintain a joint tenancy after divorce, they should execute, immediately following the divorce, a new deed conveying to themselves as joint tenants with rights of survivorship.

With respect to the effect of marriage on an existing Will, the MUPC reverses the old law 180 degrees.

With respect to the effect of marriage on an existing Will, the MUPC reverses the old law 180 degrees. Previously, marriage caused the automatic revocation of an existing Will unless the Will specifically recited that it was executed in contemplation of marriage. Under the MUPC, marriage no longer causes a revocation. It is important that clients be made aware of this change, as some may have had previous experience with the old rule and expect that, in the absence of any action on their part, their estate will be divided upon death in accordance with the laws of intestacy. This new rule makes it increasingly important that people getting married, particularly those who have children from a previous marriage, review their estate plans and make conscious decisions concerning how they want their estate divided in the event of their death.

Continued on next page

The above discussion is intended only as an introduction to some of the basic rules of interest to family law practitioners (and their clients) under the MUPC. In the coming months, more detailed analysis of the many complex rules contained in the new law will undoubtedly be forthcoming. Divorce mediators and other practitioners should encourage their clients to review their estate plans with counsel of their choice when getting married or divorced to insure that their existing plans carry out their intentions in light of the new rules.

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“Gravitation cannot be held responsible for people falling in love.”

Albert Einstein

NEW ALIMONY REFORM ACT: CONSISTENCY BREEDS CONFUSION

By Mario C. Capano

In September, 2011, Gov. Deval L. Patrick signed into law the long-awaited, much-anticipated 2011 Alimony Reform Act, G.L.c. 208, §§48-55. The statute goes into effect on March 1.

The law sets out specific durations for the termination of alimony, based on the length of the marriage and reaching "full retirement age." In certain circumstances, it allows current payors to go back to court to seek a termination of long-term or indefinite alimony payments based on the length of their prior marriage. And it allows for alimony to be terminated or suspended if the payor spouse can prove "cohabitation."

And while it brings consistency to an area where there once was none, confusion lies in the provisions dealing with the interaction of alimony and child support payments, the tax consequences to a payor or payee spouse, and the provisions that, rightly so, still allow "judicial discretion" to deviate from the statute in the interest of justice.

"Alimony," as the term is defined, is the payment of support from a spouse who has the ability to pay, to a spouse in need of support for a reasonable length of time under a court order. Alimony has always been based on "spousal need" on the one hand, and "spousal ability to pay" on the other; the key difference is language limiting alimony to a "reasonable length of time."

Alimony is broken down into four categories: rehabilitative, reimbursement, transitional and general alimony. Each is defined in the statute. The first three are almost self-explanatory and represent either a lump sum payment or periodic payments for a set term of years.

The one that bears discussion is "general alimony," the household, generic alimony that makes payor spouses or potential payor spouses cringe.

All prior alimony awards are now considered general alimony awards under the new statute. Up until now, general term alimony could not be limited, except by agreement of the divorcing parties. In other words, a potential order for future alimony would always be lurking out there, even in short-term marriage unless waived by agreement.

Under the new law, general alimony shall terminate upon the remarriage of the recipient or death of the payor spouse, except when the court finds reason to deviate from the time limits:

(1) If the marriage is five years or less, alimony shall not continue longer than 50 percent of the duration of the marriage;

(2) If the marriage is between five and 10 years, alimony shall not continue longer than 60 percent of the duration of the marriage;

Continued on next page

(3) If the marriage is between 10 and 15 years, alimony shall not continue longer than 70 percent of the duration of the marriage;

(4) If the marriage is between 15 and 20 years, alimony shall not continue longer than 80 percent of the duration of the marriage;

(5) If the marriage is longer than 20 years, the court may order alimony for an “indefinite length of time.”

As stated above, general term alimony may be also be suspended, reduced or terminated with proof of cohabitation of the recipient spouse by the payor spouse.

The confusion in the new statute lies in the calculation of the amount to be awarded as “general alimony.” According to the statute, with few exceptions, the amount of alimony should “generally not exceed the recipient’s need or 30 to 35 percent of the difference between the parties’ gross incomes. The interaction of “need” and the “percentages” set out in the statute remains to be seen.

Confusing as well to both judges and lawyers is going to be the interaction of child support and alimony, when a payor spouse may be ordered to pay both as “unallocated” or “undifferentiated” support.

The language in the statute is confusing and will be subject to interpretation as the new law is put to use. What is clear is that a tax analysis may be necessary to assist the parties and the court to maximize tax savings to the parties, particularly the payor spouse.

Finally, the Alimony Reform Act provides the opportunity for payor spouses, in certain circumstances, to modify existing alimony awards that go beyond the durational limits set out in the statute by filing a complaint for modification in the Probate & Family Court. There are important time limits under which such a request for modification can be sought:

(1) Payor spouses married five years or less may file for modification on or after March 1, 2013;

(2) Payor spouses married between five and 10 years may file for modification on or after March 1, 2014;

(3) Payor spouses married between 10 and 15 years may file for modification on or after March 1, 2015;

(4) Payor spouses married between 15 and 20 years may file for modification on or after Sept. 1, 2015;

(5) Any payor spouse who has reached full retirement age (generally 66) or who will reach full retirement age on or before March 1, 2015, may file a complaint for modification on or after March 1, 2013.

The new law is a welcome change to judges and attorneys in divorce and post-divorce matters. It will create significant change to the negotiation and drafting of divorce agreements and provides for predictability in court judgments in short-term or medium-term marriages.

It also allows present alimony awards to be challenged, modified and, in some cases, terminated altogether.

Payor spouses who are already divorced, without an agreement to waive "future alimony," need to take a second look to determine if modification or termination orders are available and beneficial to the divorced payor spouse.

Like all new laws, the meaning of the various provisions of the statute will only come with interpretation by the judges in the Probate & Family and appellate courts in Massachusetts.

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"A bank is a place where they lend you an umbrella in fair weather and ask for it back when it begins to rain."

Robert Frost

MODIFICATIONS UNDER THE 2011 ALIMONY REFORM ACT

By Justin L. Kelsey

On September 26, 2011, The Alimony Reform Act of 2011 was signed into law. The new law becomes effective March 1, 2012 and makes significant changes to alimony in Massachusetts. Among these changes is the addition of durational limits on general term alimony, a presumptive termination of alimony upon retirement age of the payor, and reduction or termination upon cohabitation of the recipient.

These changes open up the opportunity for those who are paying alimony under a previously indefinite order to request an end-date if they qualify.The supporters of the Act championed these provisions as the chance to end unfair lifetime alimony orders, and the newspapers filled with stories of greedy exes taking advantage of payors who had fallen on tough times.

But these are also some of the most controversial sections of the Act because they will allow the change of alimony orders which recipients may have been counting on for their retirement. Regardless of which side you're on, it is clear that these provisions will drive many payors to return to court seeking an end-date to their payments. To prevent a rush to the courthouse steps, the Act provides for delayed implementation depending on certain factors.

The flow-chart to the right depicts a decision tree for determining whether a payor qualifies for a modification of a Massachusetts alimony order under The Alimony Reform Act of 2011.

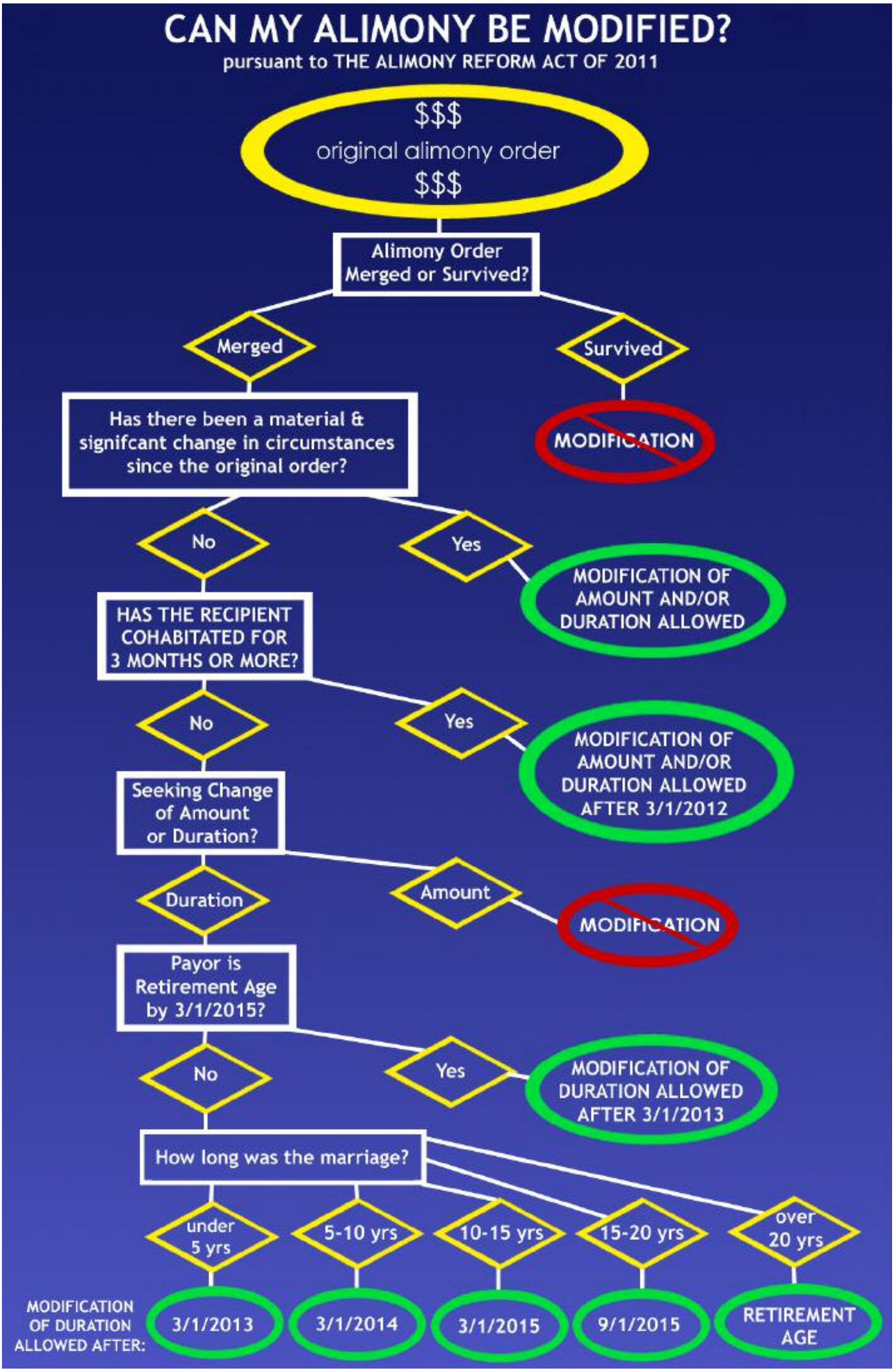
The Act sets specific dates after which a modification of the duration of alimony orders may be requested via the filing of a Complaint for Modification, delaying some actions until as late as September 1, 2015. Which date applies depends on the length of the marriage in that case. In addition to this stepped implementation for marital length, the Act also prohibits modifications until after March 1, 2013 for payors who have reached or will reach retirement age before March 1, 2015. Retirement age is defined by the social security act and may not be the actual retirement age of the payor.

As mentioned above, the Act also allows for reduction or termination of alimony under certain facts when the recipient is cohabitating. However, there is no restriction in the act for when these cases can be filed and so a Complaint for Modification alleging cohabitation presumably can be filed when the act takes effect on March 1, 2012.

The Act does not allow modification of the amount of alimony in current orders due solely to the new definitions and limitations contained in the Act. Furthermore, if an original alimony order survives then the Act does not allow for modification of that order under any of the new provisions for amount or duration.

As mediators, though, it is also important to remember that ultimately parties always have the ability to reach an agreement for modification even when the Act wouldn't allow for it. In the event that they disagree about whether an alimony order should be changed, this chart can help you figure out whether a court will change the order and when.

Justin L. Kelsey is an attorney and mediator, who also practices collaborative divorce. His firm, Kelsey & Trask, P.C. is located in Framingham, MA and concentrates on Family Law and Bankruptcy. Learn more at www.KelseyTrask.com.


CAN MY ALIMONY BE MODIFIED?
pursuant to THE ALIMONY REFORM ACT OF 2011
$$$
original alimony order
$$$
Alimony Order Merged or Survived?
Merged
Survived
MODIFICATION
Has there been a material & signifcant change in circumstances since the original order?
No
Yes
MODIFICATION OF AMOUNT AND/OR DURATION ALLOWED
HAS THE RECIPIENT COHABITATED FOR 3 MONTHS OR MORE?
No
Yes
MODIFICATION OF AMOUNT AND/OR DURATION ALLOWED AFTER 3/1/2012
Seeking Change of Amount or Duration?
Duration
Amount
MODIFICATION
Payor is Retirement Age by 3/1/2015?
No
Yes
MODIFICATION OF DURATION ALLOWED AFTER 3/1/2013
How long was the marriage?
under 5 yrs
5-10 yrs
10-15 yrs
15-20 yrs
over 20 yrs
MODIFICATION OF DURATION ALLOWED AFTER:
3/1/2013
3/1/2014
3/1/2015
9/1/2015
RETIREMENT AGE

MCFM'S 10TH ANNUAL FAMILY MEDIATION INSTITUTE

A Photo Array By Debra L. Smith

Lynn Cooper, Fern Frolin & Paula Carey

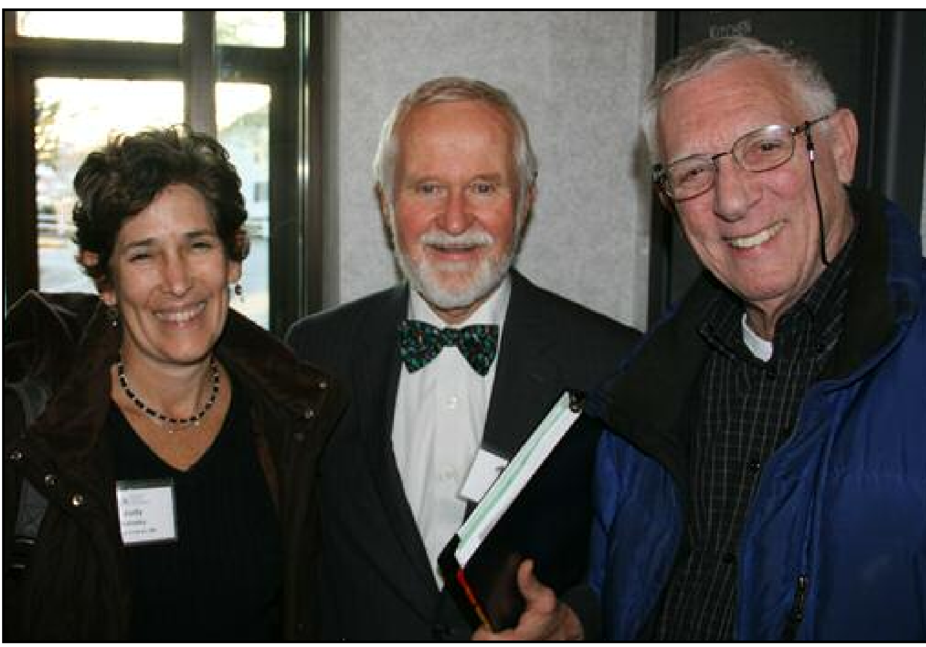
David Hoffman, Carol Lynn May & Halee Burg

Aimee Bonacorsi & Sean O'Leary

David Feldman, Amy Martell, David Burgess, David Matz & Peter Engel

Bruce Shackleton, Jerry Weinstein & Melinda Milberg

Gina Arons, Doris Tennant, Lisa Smith, Mary Johnston & Oran Kaufman



Judy Salosky, John Fiske & David Matz

Michael Tremblay & Bill Leonard

Rachael Goldman & Lynda Robbins

Paula Noe

Jeanne Cleary

Larri Parker

Jon Fields

Jerry Weinstein, John Fiske, David Hoffman & Janet Miller Wiseman
ALL FISKE AWARD HONOREES

Carla Newton, Amy Bricker & Eileen Sorrentino

Mark Zarrow

Doris Tennant & Ellen Waldorf

Lisa Smith

John LaPré & Michelle Raymond

Laurie Udell

Kate Fanger

Justin Kelsey & Melinda Milberg

Julie Ginsburg

Bill Leonard & Maureen Michaels

Debra L. Smith is a mediator, collaborative attorney and the photographer who took all the Institute photos in this issue of the FMQ. Her photographs were on display at the Watertown Free Public Library in December 2007 and 2008, and at the Arlington Center for the Arts at the Tufts Street Community Gallery in February 2010 in shows called "Art of the Seasons." In April and July 2010, Deb's photographs were on display at the Watertown Free Public Library in shows called "Positive Emotions." **To see more of Deb's photos, please visit www.debsmithphotography.com**

POWERED BY PARADOX

By Michael Jacobs

In the world of mediation, power is always an issue. Usually the focus is on the power – balanced or otherwise – of the parties. Less often mentioned are the sources of power drawn upon by practitioners.

This reticence isn't because mediators don't have power. We do. For one thing, mediators have the power to stop the session. And as 'process managers' we have considerable control over what happens in the room. Mediators exercise their procedural power when we ask questions, offer summaries, or ensure opportunities for parties to speak.

Mediation, however, is more than process. At the heart of mediation are a set of relationships. Human beings engaging with other human beings. And power is part and parcel of every relationship. The relationship between mediator and parties is no exception. The question isn't whether we have power in this relationship, but rather how to understand our power – and how to use it. Lacking this awareness, our power can cripple the process.

The Power of Paradox As strange as it seems, I believe that as mediators we derive much of our power from an unavoidable paradox. As practitioners, we are expected to embody two opposing and seemingly contradictory qualities simultaneously. These qualities lie at either end of the psychological spectrum. And yet, to do the work that we need to do, mediators must be fully committed to both renunciation and care.

Neither on its own will suffice. Renunciation untouched by care can lead to callousness and a mechanical approach. Care without renunciation risks being overly sympathetic and the loss of impartiality. Only when joined together can they function like the opposing shores of a great sea, circumscribing the territory in which we work.

Renunciation: Keeping Our Hands Off
Renunciation carries a kind of moral overtone. We associate it more with martyrs than mediators. And yet, mediators are called to 'renounce' any stake in the outcome of a dispute. This stance is to be maintained even in the face of repeated efforts by the parties to drag us into the conflict.

From the parties' perspective, this pull towards partiality is understandable. After all, any opinion or judgment the mediator offers can relieve them of their responsibility to make uncomfortable choices.

And this discomfort isn't confined to the parties. Holding fast to renunciation while witnessing parties as they painfully struggle to find a way forward is far from easy. The temptation for mediators to jump into the role of rescuer is ever present. Doing so not only undermines the process, but sends an unambiguous message: the parties can't manage their own lives.

The dilemma for mediators is clear. If we refuse the power of renunciation, we disempower our clients. Only by keeping our hands off their lives, can we rightfully insist that they steer their own course. The power of renunciation, the withdrawing of our own set of maps, helps create a space. A space for others to fill.

Care: Keeping Our Hearts Open Having absented ourselves through renunciation, we return via care. Care not only in the professional sense of ensuring the smooth running of the process, but more personally, care for those who are struggling to use it.

On a fundamental level, I do the work I do because I care. Peace matters to me. The pain and distress felt by those in conflict matters to me. The world in which their disputes unfold is also my world. There is no standing apart.

Care invokes compassion. To care about the parties in mediation is to suffer with them as they show their hurt, pain and distress. Sitting there as practitioners we also sit there as witnesses. As such, we are constantly reminded how hard the process is, what courage it takes to stick with it. And how much it matters that someone actually cares.

Care matters because it implies worth. That despite the pettiness of current behaviour – the stupid, hurtful things that are said and done – we are more. Care confirms the larger sense of who we are that is currently unavailable. Care keeps our humanity in view.

Practicing Paradox Renunciation and care are the twin pillars that frame our work. On the one hand, we need to renounce any status as savants or saviours. On the other, we are caught up in lives that could just as easily be our own. We are simultaneously apart and a piece. This is the paradox. The ensuing tension can feel enormous.

And sometimes we can't manage. Depending on our temperaments, our experience, our exhaustion, we choose one side or the other. Those who opt for renunciation risk cutting off. While those who choose care risk burning out.

Renunciation and care are the twin pillars that frame our work.

It is only by finding a way to live with the paradox – of letting go and holding close – that we are able to create a mediatable space. Powered by paradox, we do our work in a space created by renunciation and sustained by care.

Michael Jacobs has been a practicing mediator for nearly sixteen years. He loves what he does and wishes he had the humility to refer to himself as a peacemaker. Currently he trains mediators in both family and workplace mediation. He lives just outside of Hereford in the UK, and can be contacted at michael@kenosis.org.uk

SEVENTH ANNUAL FISKE AWARD HONORS DAVID A. HOFFMAN

Presented by John A. Fiske

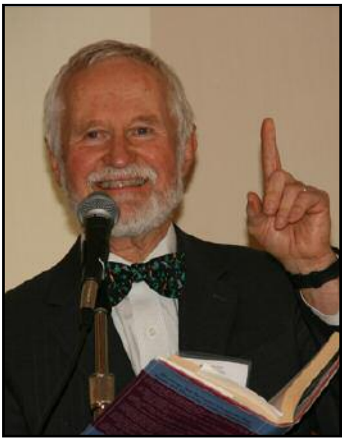
Editor's Note: *Below are excerpts of tributes paid to David Hoffman, presented by John Fiske.*

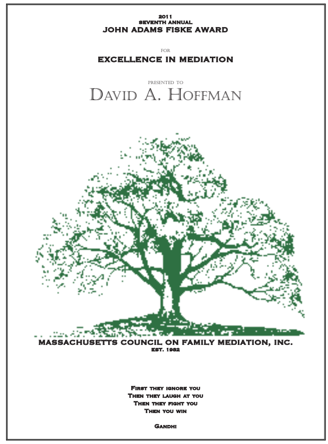
Woody Mosten Peacemakers throughout the world are delighted and support the Massachusetts Council on Family Mediation decision to honor David Hoffman with the John Adams Fiske Award for Excellence in Mediation. David is a treasure to the mediation field and this prestigious award only adds to David's incomparable legacy.

Gail Perlman What a perfect choice for this award. David is one of the premier thinkers in ADR in our generation. Of course he knows he stands on the shoulders of many of the giants of the past — and I'm betting he must make them proud by the bold professional decisions he's made, the leadership he's provided — nationally as well as here at home — the writing he's done that never fails to offer a whole new way of looking at a problem and one that always touches the heart as well as the brain. We are so lucky to have David as our colleague. He has contributed to the professional development and the personal growth of everyone in this room and far, far beyond. Congratulations, David.

John Fiske It's a special privilege to present the 7th annual award to David Hoffman because he has made, is making and will continue to make so many contributions to family mediation. We began on parallel tracks, with me taking a year off to travel with my family and David taking a six month sabbatical from Hill and Barlow to hike the Appalachain Trail with his son, and both of us concluding that mediation is how we want to spend the rest of our professional lives.

David's many gifts to our field include his perceptiveness and his perception. I cite one example, from his excellent book, "Bringing Peace Into the Room," which all of us should read and keep for reference. In writing about the fascinating subject of Paradoxes of Mediation he mentions the Hawthorne Effect, which I had studied at the Institute for Court Management in 1974: people behave differently when they know they are being watched. It never dawned on my when I started mediating years later to realize what was happening in my office until I read David's article about paradoxes of mediation. A client later told me, "Your valuable function for me was as a witness," and I am no longer surprised when clients ask if they can cc me on their emails because that will help them be nicer to each other. One of mediation's many paradoxes, and David's perception makes the experience that much richer for me, and for all of us.





2011
SEVENTH ANNUAL
JOHN ADAMS FISKE AWARD

FOR

EXCELLENCE IN MEDIATION

PRESENTED TO

DAVID A. HOFFMAN

MASSACHUSETTS COUNCIL ON FAMILY MEDIATION, INC.
EST. 1982

First they ignore you
Then they laugh at you
Then they fight you
Then you win

Gandhi

MASSACHUSETTS FAMILY LAW
A Periodic Review
By Jonathan E. Fields

Material Change Trumps Inconsistency Standard. Marlene Morales sought to modify child support when her ex-husband's hourly wage increased $.87 per hour. Although child support would have increased in this Guidelines case, the Probate and Family judge dismissed Marlene's modification action on the basis that she failed to prove "a *material* change of circumstances." On appeal, Marlene relied on the "inconsistency standard" in M.G.L. c.208 s.28 (creating "a rebuttable presumption that the amount of the order which would result from the application of the guidelines is the appropriate amount of child support") which, according to her, required the Court to allow her modification. The Appeals Court disagreed. Affirming the Probate and Family Court decision, the Appeals Court noted that a petitioner can succeed in a modification action only where she demonstrates a material change of circumstances – inconsistency with the Guidelines is not enough. *Morales v. Morales*, 2011 Mass.App.Unpub. LEXIS 1089 (October 17, 2011) (Unpublished).

Don't Just Agree to Modify. Go to Court. A recent Superior Court case illustrates the pitfalls of informal modifications. A divorce judgment incorporated an agreement in which a merged provision required the father to pay alimony to the mother. Later, the parties agreed in writing to lower the support but they did not bring the matter to court. The mother, predictably, filed a complaint for contempt. The father brought a breach of contract action in Superior Court seeking to hold the mother to the written agreement they had. The Court found that since the alimony provision merged, the parties did not have the freedom to privately contract with one another without court approval. Yet another reason that we must make clear to the clients that they must go to court with their modification agreements after they leave our offices. *Reed v. Luther*, 2011 Mass.Super. LEXIS 254 (November 30, 2011)

Language Matters or Don't Draft in the Hallway. There can't be too many reminders for mediators about how much language matters. A hallway revision of a separation agreement provided that the parties will "equalize IRA accounts." The Agreement was approved and, shortly afterwards, the wife sought to modify the provision on the grounds that *what the parties really meant was* that "all assets" should be equalized. The Probate and Family Court refused to modify and, on appeal, the Appeals Court affirmed the Probate and Family Court decision. *Acheson v. Acheson*, 2011 Mass.App.Unpub. LEXIS 1335 (December 21, 2011) (Unpublished)

Looking for a Discount? Don't Look Here. In a divorce trial involving a wife's closely-held business interests, the Probate and Family Court found that the value of her interests should be adjusted by a *marketability discount* (an adjustment designed to reflect the lack of a market for an interest in a business) as well as a *minority discount* (an adjustment that acknowledges a loss of value that attaches to a non-controlling interest). The Appeals Court reversed – holding that since the sale of the business was not "presently anticipated," such discounts were improper under *Bernier v. Bernier*, 444 Mass. 774 (2007). *Caveney v. Caveney*, 81 Mass.App.Ct. ---- (January 12, 2012).

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WHAT'S NEWS?
National & International Family News
Chronologically Compiled & Edited by Les Wallerstein

Poverty Surges in U.S. Suburbs The poor population in America's suburbs — long a symbol of a stable and prosperous American middle class — rose by more than half after 2000. The increase in the suburbs was 53 percent, compared with 26 percent in cities, and two-thirds of the new suburban poor were added from 2007 to 2010. According to a senior researcher at the Brookings Institution who conducted the analysis of census data. "For the first time, more than half of the metropolitan poor live in suburban areas." (Dustin Franz & Sabrina Tavernise, New York Times, 10/24/22011)

Sexual Harassment in Schools The American Association of University Women surveyed 1,965 students and found that nearly half of both boys and girls in grades 7 through 12 reported experiencing sexual harassment at school, defined by the researchers as "unwelcome sexual behavior" and including everything from sexual comments to being physically intimidated in a sexual way. Boys were most troubled by the same kind of harassment found in any survey about bullying: taunts about being gay. For young women, though, what bothered them most was something different, and far less likely to be covered under the common rubric of the bullying prevention program: unwelcome sexual comments, jokes or gestures. (K.J. Dellantonia, New York Times, 11/8/2011)

Looking For Love Online There are millions of Americans seeking love on the Internet. Little do they know that teams of scientists are eagerly watching them trying to find it. Of the romantic partnerships formed in the United States between 2007 and 2009, 21 percent of heterosexual couples and 61 percent of same-sex couples met online, according to a study by an associate professor of sociology at Stanford. (Scholars said that most studies using online dating data are about heterosexuals, because they make up more of the population.) Research on a major dating site between February 2009 and February 2010 by another professor shows that more than 80 percent of the contacts initiated by white members were to other white members, and only 3 percent to black members. Black members were less rigid: they were 10 times more likely to contact whites than whites were to contact blacks. (Stephanie Rosenbloom, New York Times, 11/13/2011)

Mapping Divorce New Hampshire is the easiest place to get unhitched in America, according to Bloomberg's ranking of the easiest and hardest states in which to get divorced. Vermont is the toughest, with a minimum processing time of more than a year, compared with a zero-day minimum in New Hampshire. In Pennsylvania, grounds for a fault divorce include "such indignities to the innocent and injured spouse as to render that spouse's condition intolerable and life

Continued on next page

burdensome." The filing fee for a divorce ranges from $50 in South Dakota to $409 in Florida. Pennsylvania requires a two-year cooling-off period if one party objects to the divorce. One thing is clear: It's easier to divorce than it was in the past, though much of the difficulty or ease remains up to the couple. (Joel Stonington & Alex McIntyre, Bloomberg News, 11/15/2011)

Massachusetts Transgender Rights Legislation Enacted Gov. Deval Patrick signed a bill designed to protect transgender people from discrimination in Massachusetts. Advocates said the new law protects transgender people from discrimination in the workplace and housing by adding "gender identity and expression" to the state's civil rights laws. More than a dozen states have similar laws. The measure won support from state lawmakers after advocates agreed to drop public accommodations language that critics said would lead to a breakdown in privacy in rest rooms, locker rooms and other single-gender facilities. (Boston Globe Staff, 11/23/2011)

In Tough Times, a Boom in Cremations All but taboo in the United States 50 years ago, cremation is now chosen over burial in 41 percent of American deaths, up from 15 percent in 1985, according to the Cremation Association of North America. Economics is clearly one of the factors driving that change. With the cremation rate rising one-third faster than at the middle of the last decade, the cremation association projects it will pass 50 percent by 2017 (still lagging behind Canada and much of Europe and Asia). Although state cremation rates vary widely, from 13 percent in Mississippi to 73 percent in Nevada, every state has experienced an increase since 2005. (Kevin Sack, New York Times, 12/8/2011)

Sexual Violence in America Last year, according to the Rape, Abuse & Incest National Network, 272,350 Americans were victims of sexual violence, 80 percent of whom were under age 30. Among female victims, nearly three-quarters are assaulted by men they know — friends, acquaintances or intimate partners, according to statistics from the federal Bureau of Justice. But fewer than 40 percent of rapes and sexual assaults are reported to the police. Underreporting is more common among male victims and women raped by acquaintances or domestic partners. Only one-quarter of rapes are committed by strangers. Among young children, girls and boys are equally at risk of being sexually abused. But as they age, girls increasingly become targets; among adults, women represent about 90 percent of cases. (Jane E. Brody, New York Times, 12/13/2011)

Percentage of Married Couples at Record Low The percentage of married Americans has fallen to record lows, reflecting the evolving shift in attitudes about the role of marriage in society, according to a new census analysis released Wednesday by the Pew Research Center. The report shows that married couples are on the brink of becoming the minority, with only 51 percent of

American adults currently married. That figure is down from 57 percent at the turn of the millennium, according to Pew. The Washington Post explains that the current figures are likely due to couples pairing off at older ages: a median age of 26 for women, and 29 for men. For comparison, in 1960, when 72 percent of adults were married, the median age for brides was 20, and grooms were just a few years older. Pew found that college graduates are much more likely to get married. Over two-thirds of graduates are married, while less than half of adults without a college degree are wed. (Greg Howard, Posted on Slate.com, 12/14/2011)

Wealth Gap is the Greatest American Divide Conflict between rich and poor now eclipses racial strain and friction between immigrants and the native-born as the greatest source of tension in American society, according to a Pew Survey: Pubic Perceptions of Conflict Between Rich and Poor (pewsocialtrends.org). About two-thirds of Americans now believe there are "strong conflicts" between rich and poor in the United States. The share was the largest since 1992, and represented about a 50 percent increase from the 2009 survey, when immigration was seen as the greatest source of tension. While blacks were still more likely than whites to see serious conflicts between rich and poor, the share of whites who held that view increased by 22 percentage points, more than triple the increase among blacks. The share of blacks and Hispanics who held the view grew by single digits. Seventy-one percent of those who earned from $40,000 to $75,000 said there were strong conflicts between rich and poor, up from 47 percent in 2009. The lowest income bracket, less than $20,000, changed the least. (Sabrina Tavernise, New York Times, 1/12/2012)

Les Wallerstein is a family mediator and collaborative lawyer in Lexington. He can be contacted at (781) 862-1099, or at wallerstein@socialaw.com

"Common sense could prevent most divorces & most marriages."

Salada Tea Bag

MCFM MEMBER PROFILE: SHELLY P. CHISHOLM

Name: Michelle “Shelly” Chisholm

Address: 272 Chauncy Street, Unit 1, Mansfield, MA 02048

Website/email: shelly@richardlawoffices.com

Professional background: Attorney

Mediating since/mediation history: Small claims and summary process mediator at District Court division since 2009.

Describe your mediation practice: I am currently building my divorce mediation practice and hope to expand into the business realm as well.

Describe your mediation workspace: I am an associate at Richard Law Offices, PC which owns an office condo in Mansfield.

What made you decide to be a mediator? I became discouraged with the traditional divorce model when I was employed as a paralegal for a divorce attorney. Most couples enter a divorce attorney’s office with an open mind and are vested in the process only to become jaded and discouraged as they begin to lose control over the process and the outcome.

Most memorable mediation moment: When I helped a landlord and tenant reach agreement over a highly contested dispute that could not be resolved by the judge. This bolstered my belief in the mediation process.

Most helpful advice offered to you when starting to mediate: Be mindful of your biases.

Least helpful advice offered to you when starting to mediate: All advice was helpful.

Any advice you can offer to new mediators: Always be open to improving your skills and knowledge base. Start a networking group with other mediators to share ideas, thoughts and experiences and help support each other.

One thing about you that might surprise people: I am extremely shy.

If you could meet anyone, living or dead, who would it be and why? Mr. Rogers of Mr. Rogers' Neighborhood. He was a great humanitarian who had tremendous compassion, patience and empathy.

Hobbies & interests: Biking, golf, running, networking

Favorite music or sport: Country music, hockey

"Those who educate
children well
are more to be
honored
than parents,
for these only gave life,
those the art of living well."

Aristotle

MCFM NEWS

MCFM'S NEXT FREE PROFESSIONAL DEVELOPMENT WORKSHOP

ALIMONY REFORM: WHERE DOES CHILD SUPPORT END & ALIMONY BEGIN?

Presenters: Justin Kelsey and Michael Tremblay

Wednesday February 8 from 1pm to 3pm
Weston Public Library

The Alimony Reform Act of 2011 takes effect on March 1, 2012. One provision of the Act which has caused much controversy and confusion relates to the exclusion of income used to calculate child support from the calculation of alimony. How will this provision be applied at different income levels? Is this a bright line rule or are there exceptions? Attorneys Justin Kelsey and Michael Tremblay will guide you through these questions and more and demonstrate how the new law will intersect with the Child Support Guidelines differently at different income levels.

REGISTER AT
WWW.MCFM.ORG

ATTENDANCE AT MCFM PROFESSIONAL DEVELOPMENT WORKSHOPS QUALIFIES FOR CREDIT EARNED TOWARDS BECOMING AN MCFM CERTIFIED MEDIATOR

CONTACT TRACY FISCHER FOR CERTIFICATION DETAILS
tracy@tracyfischermediation.com

"To invent, you need a good imagination and a pile of junk."

Thomas Alva Edison

COME CELEBRATE MCFM'S 30TH ANNIVERSARY!
AT THE MUSEUM OF FINE ARTS

Thursday, April 12, 2012
Starting @ 7:00 PM

As part of our celebration of MCFM's 30th anniversary, all members are invited to attend the opening night of the "Hollywood Scriptures" Film Series at the Museum of Fine Arts for a showing of "The Squid and the Whale."

After the film there will be a discussion focused on cinema as a pathway to understanding human nature in the service of healthy choices, to minimize the destructive consequences of family conflict. Discussants will include David Hoffman, John Fiske, Vicki Shemin, and a Massachusetts Probate and Family Court judge.

All MCFM members are invited to attend cost-free (except for parking), per email to follow. Pass the word, save the date, and stay tuned for further details.

CHECK WWW.MCFM.ORG FOR RESERVATIONS & UPDATES

MEDIATION PEER GROUP MEETINGS

Central Massachusetts Mediators Group: We serve mediators in Central Mass and towns along Rt. 2 West of Rt. 128. We meet to discuss topics and/or cases, sometimes with guest speakers, in the offices of Interpeople Inc. in Littleton. Interpeople is located about 1/2 a mile off Rt. 495, at Exit 31. Meetings begin at 8:30 AM on the last Thursday of every month, except December, July and August. If you are a family and divorce mediator — attorney or non-attorney — you are welcome to join us. New members are asked to please call ahead of time: 978-486-3338, or email Shuneet at drthomson@interpeople-inc.com.

North Suburban Mediators Group: Join fellow mediators meeting to learn and share and network. Meetings are held at 8:30 a.m. on the second Tuesday of the month from January to June and from September to November at the offices of Lynda Robbins and Susan DeMatteo, 34 Salem Street, Suite 202, Reading. Please call Lynda at 781-944-0156 for information and directions. All MCFM members are welcome.

Continued on next page

Pioneer-Valley Mediators Group: This Western Mass group will be meeting monthly in December on the first Wednesday of every month at the end of the day, from 4 to 6 pm or 6 to 8 pm (depending on the interest) in Northampton at a location to be announced. Please email Kathy Townsend for further information at Kathleen@divmedgroup.com.

Mediators in Search of a Group? As mediators we almost always work alone with our clients. Peer supervision offers mediators an opportunity to share their experiences of that process, and to learn from each other in a relaxed, safe setting. Most MCFM directors are members of peer supervision groups. All it takes to start a new group is the interest of a few, like-minded mediators and a willingness to get together on a semi-regular, informal basis. In the hope of promoting peer supervision groups a board member will volunteer to help facilitate your initial meetings. Please contact Kathy Townsend <Kathleen@divmedgroup.com> who will coordinate this outreach, and put mediators in touch with like-minded mediators.

OFFER MCFM's *NEW* BROCHURES IN YOUR WAITING ROOM

Copies of MCFM's NEW brochure are available for members. Brochure costs are as follows: Two for $1; 10 for $4.50; 25 for $12; 50 for $25; 75 for $35; 100 for $45; and 150 for $65. Plus Shipping, (unless you pre-arrange to pick them up at a professional development meeting or other MCFM event). A blank area on the back is provided for members to personalize their brochures, or to address for mailing.

TO OBTAIN COPIES MEMBERS MAY
call Ramona Goutiere: 781-449-4430
or email: masscouncil@mcfm.org

AN INVITATION FOR MCFM MEMBERS ONLY

All MCFM members are invited to fill out the Member Profile Questionnaire posted on the MEMBERS ONLY page of mcfm.org and submit it for publication in the FMQ. Please email your questionnaire with a personal photo (head shot) and an optional photo of your primary mediation space (or office) to wallerstein@socialaw.com. Since the questionnaire is intended to help others learn about you, feel free to customize it by omitting questions listed, or adding questions you prefer. Only questions answered will be published, and all submissions may be edited for clarity and length. **Please help us get to know you.**

HELP BUILD AN ARCHIVE!

In the spring of 2006, MCFM entered into an agreement with the Department of Dispute Resolution at the University of Massachusetts to create an archive of Massachusetts family-related mediation materials. The two key goals are to preserve our history and make it available for research purposes.

We're looking for anything and everything related to family mediation in Massachusetts — both originals and copies — including: meeting agendas and minutes, budgets, treasurer's reports, committee reports, correspondence, publications, fliers, posters, photographs, advertisements and announcements.

We need your help to maximize this opportunity to preserve the history of mediation in Massachusetts. **Please rummage through your office files, attics, basements and garages.** ***If you discover materials that you are willing to donate please contact Les Wallerstein at wallerstein@socialaw.com.***

ANNOUNCEMENTS

* *

All mediators and friends of mediation are invited to submit announcements of interest to the mediation community to wallerstein@socialaw.com, for free publication.

* *

FEBRUARY IN MINNEAPOLIS

Arline will also be the lead trainer for an Advanced Elder/Adult Family Mediation Training hosted by The Erickson Mediation Institute in Minneapolis on February 13-15, 2012.

For information about this program, please call or email:
Erickson Mediation Institute
3600 American Blvd. W., Suite 105
Bloomington, MN 55431
952-835-3688
Events@EricksonMediation.com

DIVORCE IN MASSACHUSETTS: WITH OR WITHOUT A LAWYER

Jerome Weinstein & Les Wallerstein

THE CAMBRIDGE CENTER FOR ADULT EDUCATION

Winter Workshop: Saturday, March 3, 2012
Spring Workshop: Saturday, May 19, 2012

9:30 AM - 12:30 PM
42 Brattle Street

When the issue of divorce is raised, most people don't know where to turn. How do I get information? Do I need an attorney? Should I pay a retainer? What will happen to my children and my home? This course will give you information about what you can and cannot do and what kinds of risks are involved. It will also address when you need an attorney (with the attendant costs) or when you can use a mediator or do it yourself. You will also receive resources and a bibliography.

Online Registration: http://www.ccae.org
Phone Registration: 617-547-6789
Cost: $61 Limited to 20

SPRING 2012
REPAIRING DISRUPTED FAMILY RELATIONSHIPS
A 12-WEEK PSYCHO-EDUCATIONAL PROGRAM FOR FAMILIES

Dr. Peggie Ward and Dr. Jane Appell announce a 12-week psycho-educational group program for high-conflict separated or divorced families where a child or children are in danger of losing a relationship with one parent. Children in such families are often in the middle of their parents' conflicts and forced to make a choice about their allegiance to one or another parent. Research indicates that these children have difficulties trusting others, feeling secure and protected, accurately processing information, and developing secure relationships as adults. This year Overcoming Barriers Inc. has selected this program as one of its projects for 2012 to supplement the range of its program offerings. Overcoming Barriers, Inc. a non-profit organization that has run summer camp programs and intensive weekend programs for these families.

This program consists of 4 components for each family:

- Weekly parent groups (11 meetings) with a combination of favored parents and non-favored parents. Parents from the same family will be in different groups.
- Children's groups held on Saturdays (5-6 sessions)
- Family Intervention Meeting
- Development of follow-up recommendations

The program is a research based psycho-education and experiential program which targets specific feelings, cognitions and behaviors on the part of parents and children in families disrupted by post separation conflicts. The program goals are to help all participants:

- Identify thoughts feelings and actions that trigger negative responses
- Develop multiple perspectives that allow for changes in behavior
- Learn tools to manage overwhelming affect
- Have opportunities for a shift in entrenched relationship patterns

We are seeking 8 families for this pilot program. We will require a minimum of 6 families to run this program. We are looking for families that fit the following criteria:

- One or more children aged 9 or above who have a disrupted relationship with one parent
- Parents who are in moderate to high conflict who are both willing (or court ordered) to participate and are open to possibility of change
- Families who are able to commit to 12 group meetings (one weeknight meeting for each parent and a Saturday meeting for the children approximately every other week)

The cost of the program, including the weekly group for each parent (separate groups), groups for children, one full weekend of parent-child or family meetings is $5300.
If you would like to refer a family to the program, please contact one of us or have the family contact us.

***Jane Appell, Ph.D*. at 978 287-4300, ext. 307; jappell@verizon.net**
***Peggie Ward, Ph.D*. at 508 655-1775, peggieward@comcast.net**

30-HOUR BASIC MEDIATION TRAINING

Presented by The Mediation & Training Collaborative (TMTC)

Greenfield, MA
March 9, 17, 23 & 31, 2012

This highly interactive, practice-based training is open to anyone who wishes to increase skill in helping others deal with conflict, whether through formal mediation or informal third-party intervention processes in other professional settings. TMTC is a court approved mediation program, and this training meets SJC Rule 8 and Guidelines training requirements for those who wish to become court-qualified mediators. Social work CECs and attorney CLEs available upon request.

For more details or brochure, contact Susan Hackney at mediation@communityaction.us or 413-475-1505, or see www.mediationandtraining.org.

Continued on next page

34-HOUR DIVORCE MEDIATION TRAINING

May 3*, 4, 5, 18 & 19, 2012
In Holyoke, MA
Co-Sponsored by The Mediation & Training Collaborative
And HCC Kittredge Center for Business & Workforce Development

Prerequisite - 30 hours Basic Mediation Training

A 34-hour advanced mediation training for those interested in working with separating, divorcing or already-divorced couples. Topics include the emotional and legal aspects of divorce, parenting issues, division of assets and debts, spousal support, working with non-traditional couples, mediator ethics, dealing with high conflict, and more. Fee includes training manual, coached role plays, parking and refreshments. Social Work CEC's or attorney CLEs available upon request.

Trainers are Betsy Williams, Cate Woolner, Larry Saunders, Stephanie Levin, Oran Kaufman and Court Dorsey. Fee is $825. ($775 if postmarked by April 1)

For brochure or more information contact
mediation@communityaction.us or 413-475-1505

* The four-hour May 3 session will focus on Massachusetts family law for divorce mediators and is open to divorce mediators who want a review of this topic. Fee for this session alone is $80. Attorneys taking the full training who have extensive experience in family law may choose to omit the May 3 session. Call for more information on either of these options.

THE CHILD & FAMILY WEBGUIDE ONLINE ACCESS TO CHILD DEVELOPMENT INFORMATION

The Child & Family WebGuide was created in April 2001 by Professor Fred Rothbaum and Dr. Nancy Martland of the Tufts University Eliot-Pearson Department of Child Development. The WebGuide describes trustworthy websites on topics of interest to parents and professionals that have been systematically evaluated by graduate students and faculty in child development. The WebGuide is easily searched by subjects, including many of constant concern to family mediators, e.g., divorce, separation and stepparents. It also offers several features requested by parents, e.g., 'ask an expert' sites and 'research news' sites. The goal of the WebGuide is to give the public easy access to the best child development information on the Web.

www.cfw.tufts.edu

NEW BEGINNINGS

An interfaith support group for separated, divorced, widowed and single adults in the Greater Boston Area. **Meets year-round, every Thursday, from 7:00 to 9:00 PM,** at Wellesley Hills Congregational Church, 207 Washington Street. For more information call 781-235-8612. **Annual Dues $50.**

For program details & schedule visit
www.newbeginnings.org

COMMUNITY DISPUTE SETTLEMENT CENTER

Building Bridges • People to People • Face to Face

The Community Dispute Settlement Center Inc. (CDSC), a non-profit mediation center, would like to announce a volunteer opportunity. We are currently seeking pro bono mediators who are lawyers with experience in drafting Separation Agreements as part of our divorce mediation services.

If you would like more information about the many benefits of affiliation with CDSC, including our co-mediation model please contact Gail Packer, Executive Director, or Nelly Gonzalez, Case Coordinator. They can be reached by phone at (617)876-5376 or email at cdscintake@communitydispute.org.

"In youth we learn; in age we understand."

Marie von Ebner-Eschenbach

THE FMQ WANTS YOU!

The Family Mediation Quarterly is always open to submissions, especially from new authors. **Every mediator has stories to tell and skills to share.**

To submit articles or discuss proposed articles call Les Wallerstein (781) 862-1099 or email wallerstein@socialaw.com

NOW'S THE TIME
TO SHARE YOUR STORY!

"You have brains
in your head.
You have feet
in your shoes.
You can steer yourself
Any direction you choose."

Dr. Seuss

JOIN US

MEMBERSHIP

MCFM membership is open to all practitioners and friends of family mediation. MCFM invites guest speakers to present topics of interest at four, free, professional development meetings annually. These educational meetings often satisfy certification requirements. Members are encouraged to bring guests. MCFM members also receive the Family Mediation Quarterly and are welcome to serve on any MCFM Committee. Annual membership dues are $90, or $50 for fulltime students. Please direct all membership inquiries to **Ramona Goutiere at masscouncil@mcfm.org**.

REFERRAL DIRECTORY

Every MCFM member with an active mediation practice who adheres to the Practice Standards for mediators in Massachusetts is eligible to be listed in MCFM's Referral Directory. Each listing in the Referral Directory allows a member to share detailed information explaining her/his mediation practice and philosophy with prospective clients. The most current directory is always available online at www.mcfm.org. The annual Referral Directory fee is $60. Please direct all referral directory inquiries to **Rebecca J. Gagné at rebecca@gagneatlaw.com**.

PRACTICE STANDARDS

MCFM was the first organization to issue Practice Standards for mediators in Massachusetts. To be listed in the MCFM Referral Directory each member must agree to uphold the MCFM Standards of Practice. **MCFM's Practice Standards are available online at www.mcfm.org**.

CERTIFICATION & RECERTIFICATION

MCFM was the first organization to certify family mediators in Massachusetts. Certification is reserved for mediators with significant mediation experience, advanced training and education. Extensive mediation experience may be substituted for an advanced academic degree.

MCFM's certification & recertification requirements are available online at www.mcfm.org. **Every MCFM certified mediator is designated as such in the online Referral Directory.** Certified mediators must have malpractice insurance, and certification must be renewed every two years. Only certified mediators are eligible to receive referrals from the Massachusetts Probate & Family Court through MCFM.

Certification applications cost $150 and re-certification applications cost $50. For more information contact **S. Tracy Fischer at tracy@tracyfischermediation.com**. For certification or re-certification applications contact **Ramona Goutiere at masscouncil@mcfm.org**.

DIRECTORATE

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EDITOR'S NOTICE

MCFM

Family Mediation Quarterly

Les Wallerstein, Editor
1620 Massachusetts Avenue
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(781) 862-1099
wallerstein@socialaw.com

The FMQ is dedicated to family mediators working with traditional and non-traditional families. All family mediators share common interests and concerns. The FMQ will provide a forum to explore that common ground.

The FMQ intends to be a journal of practical use to family mediators. As mediation is designed to resolve conflicts, the FMQ will not shy away from controversy. The FMQ welcomes the broadest spectrum of diverse opinions that affect the practice of family mediation.

The contents of the FMQ are published at the discretion of the editor, in consultation with the MCFM Board of Directors. The FMQ does not necessarily express the views of the MCFM unless specifically stated.

The FMQ is mailed and emailed to all MCFM members. The FMQ is mailed to all Probate & Family Court Judges, all local Dispute Resolution Coordinators, all Family Service Officers and all law school libraries in Massachusetts. An archive of all previous editions of the FMQ are available online in PDF at <www.mcfm.org>, accompanied by a cumulative index of articles to facilitate data retrieval.

MCFM members may submit notices of mediation-related events for free publication. Complimentary publication of notices from mediation-related organizations is available on a reciprocal basis. Commercial advertising is also available.

Please submit all contributions for the FMQ to the editor, either by email or computer disk. Submissions may be edited for clarity and length, and must scrupulously safeguard client confidentiality. The following deadlines for all submissions will be observed:

Summer: July 15th Fall: October 15th
Winter: January 15th Spring: April 15th

All MCFM members and friends of family mediation are encouraged to contribute to the FMQ. Every mediator has stories to tell and skills to teach. Please share yours.

MASSACHUSETTS COUNCIL ON FAMILY MEDIATION

INSPIRING SETTLEMENTS SINCE 1982 • INSPIRING SETTLEMENTS SINCE 1982 • INSPIRING SETTLEMENTS SINCE 1982 •

MASSACHUSETTS COUNCIL 1982 30th ANNIVERSARY 2012 ON FAMILY MEDIATION

MCFM

www.mcfm.org

The Family Mediation Quarterly is printed on paper stock manufactured with non-polluting wind-generated energy, 100% recycled (with 100% post consumer recycled fiber), processed chlorine free & FSC (Forest Stewardship Council) certified.