

AFCC NEWSLETTER



VOLUME 19, NUMBER 2

An association of family, court and community professionals

SPRING 2000

Custody Evaluation and Parent Education Next on AFCC Agenda

A FCC's **Fourth International Symposium on Child Custody Evaluations and Fourth International Congress on Parent Education Programs** will be held on beautiful Kiawah Island, just a short drive from Charleston, SC. The Custody Evaluation Symposium will take place November 9-11, 2000 and the Parent Education Congress November 12-14, 2000.

Addressing Complex Issues: When the Exceptions Become the Rule is the theme of this year's Symposium on Child Custody Evaluations. The Symposium will address strategies and techniques for evaluators and others to respond to the complexities of today's family disputes.

The Custody Evaluation Symposium will offer **Core Skills Workshops** on interviewing children and parents, analyzing data, report writing and other topics. These sessions will be designed for those new to the field and those looking to refresh their skills. **Advanced Applications Workshops** are targeted to the seasoned practitioner and will focus on complex challenges such as domestic abuse, relocation, alienation and child sexual abuse. **Professional Practice Workshops** will provide an opportunity for participants to address the practical and ethical concerns that affect all practitioners.

The Custody Evaluation Symposium will feature four additional full-day Institutes on Thursday, November 9, 2000. Topics include:

- Custody Evaluations and the Alienated Child
- Custody Evaluations in Cases of Domestic Abuse
- Addressing Allegations of Child Sexual Abuse in Custody Evaluations
- Fast-Track Evaluations: Examining Abbreviated Methods

AFCC's Fourth International Congress on Parent Education Programs looks at *Parent Education: The Next Generation*, November 12-14, 2000. Participants will examine current issues, research and programs which have emerged over the last decade.

The program will feature Joan Kelly, Ph.D., Sanford Braver, Ph.D., and Kathleen Clark, Ph.D., presenting the latest research on the impact of separation and divorce on children and parents.

The Parent Education Congress workshops will examine issues such as standards of practice, mandatory children's programs, high conflict families and

diversity. An outstanding selection of additional half-day Institutes will take place on the afternoon of November 12, 2000. Topics will include:

- Domestic Abuse and Parent Education
- Addressing the Needs of High Conflict Families
- Managing the Emotional Climate
- New Programs for Children

Both programs take place at Kiawah Island Golf and Tennis Resort, one of the top 50 resorts in the United States. Kiawah Island Resort offers a spectacular selection of golf courses, a top ranked tennis program and ten miles of secluded beach. AFCC has secured a special rate of \$99 per night for a single or double room with a private bath in the resort's beautiful two-bedroom scenic view villas. Each villa shares a spacious living room, kitchen, dining area and sun deck or screened porch. One bedroom scenic view villas are also available for \$154 per night.

Participants who attend both programs are eligible for discounted registration fees. For additional information or an Early Bird Announcement, contact AFCC at (608) 251-4001, fax (608) 251-2231 or e-mail afcc@afccnet.org.

AFCC and University of Wisconsin Collaborate on Summer Institute

For the fifth consecutive year AFCC will collaborate with the University of Wisconsin's Department of Professional Development and Applied Studies to present the 2000 Family Court and Services Summer Institute. Two separate programs will take place over the dates of August 21-24, 2000 in Madison, WI. Participants may register for one or both programs.

This year's Summer Institute will feature a two-day program on **Conducting Child Custody Evaluations** with Dr. Jonathan Gould, August 21-22, 2000. Dr. Gould is an AFCC member from Charlotte, NC, a

forensic and clinical psychologist and author of the book *Conducting Scientifically Crafted Child Custody Evaluations*. The program will address the fundamentals of conducting a custody evaluation including forensic interviewing, the role of psychological testing, report writing, expert testimony and using the evaluation report as a settlement tool.

Dr. S. Margaret Lee from Greenbrae, CA will conduct the second Summer Institute program on August 23-24, 2000. Dr. Lee will present **Advanced Strategies for Working with High Conflict Families** and address

topics including strategies for dealing with alienation of children from a parent, domestic abuse, relocation and visitation and developmental issues for infants and toddlers. Dr. Lee is a member of the California Psychological Association's Child Custody Evaluation Caucus and is working on research involving psychological test findings in custody evaluations.

The registration fee for the Institute is only \$180 per program. If you are interested in additional information, please contact Professor Jim Campbell at (608) 262-2352 or (800) 442-4617.



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PRESIDENT'S MESSAGE



Hon. Arline Rotman, Boston, MA

With the realization that I was elected President of AFCC (which I am happy to report now stands for "An Association of Family, Court and Community Professionals") I came to the understanding of how cliches come into being. How many times have you heard a President about to embark on a term in office say "I am humbled, honored and awed by the confidence you have expressed in me." It is often said because it is in fact true. I follow in the large footsteps of Phil Bushard to whom we all owe a great big thank you. I have been following Phil through AFCC since I succeeded him as Treasurer of AFCC and have always relied on his steadiness, thoughtfulness and good advice. It is a challenge to me to build on his successes.

As I thought about what I would like to accomplish in my Presidential year, I gave consideration to the strengths of AFCC and realized that the best way to grow is to build upon our strengths. As we learned from our organizational consultant, AFCC is a member organization, not an organization which has members. And surely our members are our greatest strength. We are an interdisciplinary group of extraordinarily talented and committed professionals including a large number of nationally and internationally recognized leaders. What makes AFCC members so special is their willingness to share their ideas and knowledge with other people. AFCC members are unusual in their commitment to advancing ideas and ideals rather than simply pursuing their own personal advancement. It is the quality of our members which contributes to the enormous success of our conferences. And it is our conferences which are our premier events.

The challenge that I see is how to continue and replicate the stimulating dialogues which begin at conferences after we return home. Wouldn't it be wonderful if our members who cannot get to conferences could benefit from the exciting conversations which take place there?

Taking advantage of today's technology, I believe that we can make this happen. I am

replacing our current professional service committees with interest groups. These groups will be open to any member. Each group, led by a coordinator, will define its own agenda. Making use of the Internet, for example, an interest group may choose to hold an ongoing discussion on a particular topic. Announcements about important cases or legislation may be broadcast and interesting articles may be circulated. Any AFCC member may post a question when looking for information or resources. A group may choose to continue a discussion arising at a conference workshop. Unlike committees which sometimes outlive their relevance, interest groups can be formed whenever a cluster of members express an interest, and conversely, will be disbanded when the topic is no longer compelling. The interest groups can, of course, continue the traditional work of committees such as writing articles for the newsletter, sponsoring conference workshops or working on a particular project.

This initiative has been supported by the Board of Directors who have allocated funds in the current budget to support the necessary technology. Past President Phil Bushard will be working with the Administrative Office to get this initiative off the ground as soon as possible.

I have compiled a beginning list of interest groups (see page 11) and have identified some coordinators. If you have an interest in participating in any of the groups please contact the coordinator. You'll find their contact information in your AFCC Membership Directory. If you are interested in coordinating a group which does not yet have an identified coordinator or wish to form a new group, please contact me at arliner@aol.com.

I look forward to sharing ideas with all of you this year.

AFCC is Having a Moving Experience

The administrative office of AFCC will be relocating to larger space in August. The new address will be:

AFCC

6515 Grand Teton Plaza
Suite 210
Madison, WI 53719

AFCC President, Hon. Arline Rotman

AFCC members may not know it, but they are fortunate that AFCC President Hon. Arline Rotman never had a brother. "If I had a brother I probably would have turned out much differently" she said, recalling a childhood filled with mixed messages about appropriate roles for boys and girls. "I think my father desperately wanted a boy and having none he simply treated my sister and me as if that is what we were.

"As I got older, however, things changed. When I went to college my parents stopped asking about my academic achievements and instead asked 'Who are you dating?'" Fortunately for AFCC and the Massachusetts Probate and Family Court, Arline's resolve to have a legal career was firm although the route was somewhat circuitous.

Growing up in Brooklyn's Flatbush neighborhood, Arline took frequent subway rides to Ebbets Field, home of the Brooklyn Dodgers. "They were my heroes," she said as she quickly rattled off the positions and uniform numbers of Gil Hodges, Jackie Robinson, Pee Wee Reese, Duke Snider, and several of the lesser known Dodgers. "I remember my first ball game at age six. I was too young to have any idea what was going on so I just cheered when everyone else did."

After moving to Forest Hills in Queens, NY and graduating from high school, Arline attended Brandeis University outside of Boston. While at Brandeis she met Dartmouth student and future husband Barry Rotman on a blind date. She regularly rode the train from Boston to Dartmouth for weekend visits. "All the girls who went up for visits stayed in rooming houses," Arline noted for the record.

Arline was a 5' 2½" forward on the Brandeis women's basketball team and graduated with a degree in political science. "I really expected to go to law school when I graduated," she said. "But I had an uncle who was a lawyer and he told me that if I went to law school and didn't practice law I'd be wasting my father's money. I was going to get married to Barry and have a family, so I didn't go. In fact, most of the women with whom I went to college were very talented and became quite accomplished later on in life. Upon graduation, however, most took a stenography course and went to work in a publishing house or went into teaching."

Arline returned to New York and earned a master's degree in Education at Yeshiva University. She and Barry then married and moved to New Hampshire where Barry

went to work for IBM and Arline taught high school english and history. "I convinced them I was qualified to teach english because I had a roommate who was an english major," she said. After a year and a half they moved to Springfield, Massachusetts where they began their family.

Arline and Barry had three children, David, now a Hollywood producer/entrepreneur, Alan, a computer engineer and Andy, who will begin teaching at Smith College in the fall. Shortly after Andy was born the family moved to Worcester when Barry left IBM to expand the family business into what would become Rotman's Furniture and Carpet.

Although Arline didn't return to the workplace while her children were young she was not cut out to be a stay-at-home mom. "It wasn't socially acceptable to do anything else so I became active in the League of Women Voters. I served as President of the local chapter and on the Massachusetts Board of Directors. My proudest moment was at the national convention in Washington, D.C. on the day the Kent State shootings occurred. I led a march out of the convention in protest of the shootings."

Although she had the opportunity to become President of the Massachusetts League, Arline chose law school, commuting more than an hour each way from her Worcester home to Northeastern University Law School in Boston. After graduating, she accepted a position in a private firm in Worcester and eventually became managing partner, specializing in family law in the firm of Rotman, Gould & Ettenberg. "I never intended to practice family law," Arline said, "but women who wanted a divorce started coming to my office. They wanted a woman for a lawyer and there weren't many around."

In 1988 Arline was appointed Associate Justice of the Worcester County Probate and Family Court and became the first woman judge in Worcester County. The first problem she found was that the court was not friendly to the testimony of mental health professionals. "I remember an early case in which [AFCC member] Linda Cavallero was a witness. She kept saying 'I don't know' and 'that conclusion is not supported by the data' and I was very impressed she refused to testify beyond her knowledge. Everyone else thought she was a terrible witness."

That experience sparked Arline's interest in interdisciplinary collaboration. For more than a decade her working relationship with the Child and Family Forensic Services Family Court Clinic at the University of

Massachusetts Medical Center helped integrate the work of the mental health community into Worcester's Probate and Family Court. This successful initiative ultimately gained the support of the Massachusetts legislature and permanent funding for the collaboration. Arline and others also began a series of monthly interdisciplinary working breakfasts. Then an AFCC brochure landed on her desk and she joined. "I started to get the newsletter and the journal and I noticed that AFCC was dealing with all of the things we were talking about at our meetings. I thought that we should have a chapter in Massachusetts."

Things moved quickly from there. Within a few years Arline spearheaded the development of the Massachusetts Chapter, was elected to the AFCC Board of Directors and quickly moved onto the Executive Committee. She has served as President of the Massachusetts Chapter, Chair of the 1996 AFCC Northeast Regional Conference, Chair of AFCC's Domestic Abuse Committee and on other task forces and committees far too numerous to list. Meanwhile, she was reassigned to Suffolk County (Boston) and now commutes between her Beacon Hill townhouse in Boston, her family's Worcester home and their vacation home in Norwich, Vermont.

As many hours as she spends on AFCC activities, Arline continues to value her affiliation. "AFCC keeps my intellectual juices flowing. This is a high burnout job and it's nice to have an organization like AFCC that is so revitalizing because on a day-to-day basis it is hard to see the big picture. AFCC gives me a global perspective."

If AFCC didn't give Arline a global perspective, her personal travel schedule certainly would. She and Barry have made a practice of adventure travel including a walking safari in Tanzania, trekking in Nepal and spending two days aboard an elephant in Thailand. They also enjoy more sedate weekends and vacations at their Vermont home with their children and grandchildren, Ben, Madeline, Ayelet, Dan and the most recent addition, Daphna.

Arline's career has been very impressive but she doesn't hesitate when asked about her most significant accomplishment. "Raising my family, without question," she said. "But my career and mentoring women have also been very important to me. My mother was my most important role model and hopefully I've been able to serve as a role model for other women in terms of how to balance family and professional possibilities."



AFCC's 37th Annual Conference: It's the People

"Best ever" were the words used by many participants to describe AFCC's 37th Annual Conference, May 31-June 2, 2000 in New Orleans. Participants differed in what they like most. Some found the workshop sessions particularly interesting. Others said that the plenary sessions were dynamic. The networking opportunities, awards luncheon and location also received high marks. One attendee perhaps best captured the spirit both of the conference and of AFCC:

"The people—this is an amazing collection of very talented and dynamic people. All of the experts under one roof!"

As usual it was the people who made AFCC's conference something to remember. In this case there were nearly 750 of them, a new record for an AFCC Annual Conference. They included a United States Senator, a former New York gang member, an advocate for gay and lesbian rights, a professional football player, youth from the New Orleans Safe and Drug Free Schools program, tarot card readers, magicians and a former television and Broadway star. They came from 13 countries, nine Canadian Provinces and 42 of the fifty United States.

From the keynote presenters to the hard-working conference volunteers, the people who attended AFCC's Annual Conference shared a common interest in improving the lives of children and families and the conference presentations gave them plenty to think and talk about.

- Pre-conference Institutes provided an opportunity for in-depth training on issues including domestic abuse, alienation, relocation, mediation, children's grief and divorce, child abuse and electronic benchbooks for judicial officers.
- Wednesday evening's Opening Session featured an impassioned presentation of the Third Annual Meyer Elkin Address by U.S. Senator Paul Wellstone (D-Minn.) and his wife, Sheila Wellstone, an advocate for battered women.
- Thursday's plenary session featured Dr. Janet Johnston, Dr. Joan Kelly and Hon. R. James Williams addressing the challenges of the alienated child. Justice Williams also took the opportunity to share with the audience information on a little known

Judicial Alienation Syndrome

Courtesy of Hon. R. James William, Halifax, NS, as presented at the AFCC 37th Annual Conference

Disorder that arises primarily in child custody proceedings but may be seen in other forms of litigation. Its primary manifestation is the expert witness' campaign of certainty. It results from the expert witness' attempts to program a judge. The judge becomes alienated from the witness. Alienating witnesses often believe the assertions they make are true but may have developed those beliefs by a faulty reasoning process. The target judge may become cautious with (mild JAS), give little consideration to (moderate JAS) or "shut the gate" (severe JAS) on the alienating expert witness.

phenomenon, Judicial Alienation Syndrome (see box below for his creative definition).

- Ronald Johnson's dynamic and insightful address on working with at-risk teens left awards luncheon attendees clamoring for more.
- Friday's plenary session "Defining the 21st Century Family," offered a wide range of beliefs, hopes and fears about the future of the family presented by advocates of covenant marriage laws, gay and lesbian rights and fragile families.
- Workshops addressed topics ranging from court services administration, fatherhood, marriage, mediation policy and practice, the future of family law, custody evaluation and much more.

Special Thanks

AFCC thanks the Northern California Task Force on the Alienated Child for developing and coordinating conference sessions on alienation. Task Force members Janet Johnston, Joan Kelly, Margaret Lee, Nancy Olesen, Matt Sullivan and Steve Friedlander worked with AFCC members from throughout North America to ensure an inclusive approach to the sessions.

AFCC also thanks the many volunteers for the hard work and long hours dedicated to making the conference one of AFCC's most successful ever.

AFCC Conference Committee

Michele MacFarlane, Co-chair
Denise McColley, Co-chair
Phil Bushard
Christine Coates
Elizabeth Kerns
Leslye Hunter
Hon. Arline Rotman
Russell Schoeneman
Robert Tompkins

New Orleans Conference Committee

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Maria Dooley, Youth Forum Coordinator
Tom Ladshaw
Therese Carter
Pamela Gibbs
Lisa Matthews
Susan Norwood

Conference Shepherds and Registrars

John Hunt
Rosie Anderson
Frances Bernfeld
Whitney Hicks
Chris Jones
Matt Kogan
Laura Morrison
Pat Ross
Deborah Samuelson
Deena Small-Gonty
Jennifer Welbourne

Conference Photographer

Sharon Zingery

Kids Count Club Makes a Splash in New Orleans

A FCC's **Kids Count Club** continues to increase its activity by giving back to organizations serving children and families and in raising the funds needed to support these activities. The success of AFCC's 35th Anniversary Campaign enabled AFCC to directly contribute to children and families in the Annual Conference's host community of New Orleans by sponsoring the Youth Forum for local students and presenting **Kids Count Club Awards** to two local non-profit organizations serving the needs of children and families.

Kids Count Club Awards Presented

The **Kids Count Club** presented its first **Kids Count Club Awards** at the conference's Opening Session on Wednesday, May 31, 2000. The awards of \$1,000 each were presented to two programs serving the needs of children and families in the New Orleans community.

The first award was presented to Voices For Children, a child advocacy agency offering educational programs to parents and children experiencing separation and divorce. Voices for Children uses trained volunteers as program facilitators and will use the funds to provide craft materials for children, refreshments for program participants and administrative and professional supervision. Program Director Babs Bryant accepted on behalf of Voices for Children.

The second award was presented to the Louisiana Center for Law and Civic Education, a project of the Louisiana Bar Foundation. The Center provides ongoing legal and civic education to Louisiana youth and will use the award to support programming. Board President Brett Dupuy and Executive Director Maria Yiannopoulos Dooley accepted the award.

Youth Forum 2000

More than one hundred students from the New Orleans public schools joined AFCC for Youth Forum 2000 on the afternoon of Thursday, June 2, 2000. The Youth Forum was conducted in collaboration with the Louisiana Center for Law and Civic Education and the Safe and Drug Free School Programs of New Orleans. Ronald Johnson, Executive Director of the Los Angeles based National Family Life and Education Center was the featured presenter. Mr. Johnson has worked with at-risk youth for more than two decades and provided the Youth Forum students with a memorable experience. The students then attended workshop sessions followed by an autograph session with New Orleans Saints running back Marvin Powell.

AFCC's **Kids Count Club** would like to thank the following people and organizations for their important support of the Youth Forum: Maria Yiannopoulos Dooley, Executive Director, Louisiana Center for Law and Civic Education; Steven Byrd, Director, New

Orleans Public Schools Safe and Drug Free Schools Program; Susan Norwood, Mediation Specialist; New Orleans Saints; Louisiana State Bar Association; Louisiana Bar Foundation; and Therese M. Carter, Executive Assistant, Louisiana Center for Law and Civic Education

Major Donors Recognized

Opening night of the conference also provided the **Kids Count Club** with the opportunity to acknowledge major contributors to the Resource Development Fund. AFCC members Suzie Thorn, San Francisco, CA and Justice John and Joan VanDuzer, Toronto, ON, were honored for their significant contributions. Also honored was William Carpenter, a client of Development Committee Chair John Harper of Hamilton, ON.

Silent Auction

AFCC's Second Annual Silent Auction featured more than one hundred items up for bid, including autographed sports memorabilia, original artwork and vacation lodging in a variety of settings ranging from a North Carolina mountain retreat to a weekend at a Seattle Bed & Breakfast. Bidding was fast and furious throughout the evening and the auction raised \$11,000 for AFCC's **Kids Count Club**. AFCC's Grand Prize raffle, sponsored by United Airlines and Starwood Resorts, raised an additional \$2,000. The raffle winner, Dick Altman of Hicksville, IN, received two tickets on United Airlines and a weekend for two at any Starwood property.

The **Kids Count Club** would like to thank the volunteers who worked on the silent auction: John Harper, Hon. William Fee, Leslye Hunter, Stanley Jaskot, Michele MacFarlane and Denise McColley.

AFCC also thanks those who solicited and contributed items to the auction:

Individuals

Robert D. Benjamin
Frances Bernfeld
Sanford Braver
Carole Brown
Babs Bryant
Phil Bushard
James Campbell
Christine Coates
Patricia Chavez-Fallon
George Czutrin
Doneldon Dennis
Hon. William Fee
Mary Ferriter
Greg Firestone
Judi Garland
Pamela Gibbs
Marilou Giovannucci
Jane Grafton
John Harper
David Hodges
Elizabeth Hickey

Bill Howe
Leslye Hunter
Stanley Jaskot
Janet Johnston
Elizabeth Kerns-Rusthoven
Larry Lehner
Michele MacFarlane
Denise McColley
Ann Milne and Bill Bablitch
Forrest S. Mosten
Hon. Linda Motheral
Nancy and William Palmer
C. Eileen Pruett
Cheryl Robbins
Pat Ross
Hon. Arline and Barry Rotman
David Rotman
Steven Rotman
Peter Salem
Andy Schepard
Jan Shaw
Hon. Susan Snow
Phil Stahl
Linda Sunseri
Robert Tompkins
Justice John and Joan VanDuzer
Carolanne and Eric Watness
Zena D. Zumeta

Organizations

AFCC
AFCC Executive Committee
AFCC Arizona Chapter
AFCC Massachusetts Chapter
Academy of Family Mediators
Barnes & Noble, New Orleans
Beaver Run Resort, Breckenridge, CO
Center for Divorce Education
CDR Associates, Boulder, CO
Complete Equity Markets, Wheeling, IL
Concourse Hotel, Madison, WI
Doubletree Resort, Sedona, AZ
El Dorado Hotel and Casino, Reno, NV
Family Mediation Council of Louisiana, New Orleans Chapter
Family Mediation Canada
Families First, Atlanta, GA
Florida Dispute Resolution Center
Gray Line of New Orleans
Harper Jaskot, Hamilton, ON
Hilton Riverside New Orleans, LA
Hilton and Promus Hotels, Dallas, TX
International Family Fitness
Kiawah Island Resort, Kiawah, SC
Lands End, Inc., Dodgeville, WI
Martin's Wine Cellar, New Orleans
Mediation Information & Resource Center
New Orleans Saints
New Orleans Steamboat
Pacific Mediation Institute
Pleasant Company, Middleton, WI
Quick Quality Press, Madison, WI
Starwood Resorts, Chicago, IL
Sound of Knowledge, San Diego, CA
The Gumbo Shop, New Orleans
United Airlines
University of Wisconsin, Madison, WI
Westin Bayshore Hotel, Vancouver, BC
Westin Michigan Avenue Hotel, Chicago

AFCC Board of Directors Approves New Direction for AFCC

by Denise McColley, AFCC President Elect, Chair, AFCC Governance Review Task Force, Napoleon, OH

The AFCC Governance Review Task Force was appointed in the spring of 1999 to review the governance structure of the association. Task Force members included Pat Ross, Dallas, TX; Russell Schoeneman, Phoenix, AZ; Jerry Lecovin, Vancouver, BC; Hon. George Czutrin, Hamilton, ON; Larry Lehner, Oakland, CA; Christine Coates, Boulder, CO; and Denise McColley, Chair, Napoleon, OH. To solicit input, Task Force members conducted a survey of all Board members and subsequently held a series of small group discussions at the AFCC Board of Directors meeting in June 1999.

AFCC also contracted with organizational consultant Maureen Robinson to conduct an Organizational Assessment of the association during 1999. After consideration of both the information presented by the Governance Review Task Force and the Organizational Assessment, the Executive Committee recommended that the Board be restructured in size and function.

The Governance Task Force developed an implementation plan for redefining the Board's role and reducing its size. Issues to be addressed included: (1) a reduction in the size of the Board to 15-17 persons and the proportion of at-large members and officers; (2) the procedure to be used to reduce the Board over a two-year time frame; (3) the composition of the Board (i.e., representation by discipline, geography, chapter, sensitivity to diversity of membership and constituencies, etc.); (4) proposed language changes to AFCC bylaws; and (5) other issues as needed.

The Nominations Committee was directed to review and update the job descriptions for Board service. The job description must define responsibilities and expectations in a number of areas including meeting attendance, service on Committees and Task Forces, expectations regarding fund raising and articulation of qualifications for serving as an Officer of AFCC. Robert Tompkins, Chair of AFCC Nominations Committee, worked with the Governance Task Force to develop the implementation plan.

The Governance Review Task Force, together with Robert Tompkins, AFCC President Phil Bushard and Ann Milne, AFCC Executive Director, held discussions during the spring of 2000 which led to certain recommendations to the Board. These recommendations were discussed at the May 31, 2000 Board of Directors Meeting in New Orleans and the following directives were approved:

I. Board Size and Composition

The Board size will be reduced to not more than twenty members, including five officers, who will compose the new Executive Committee. The Executive Committee will consist of the President, the

President Elect, Treasurer, Secretary and Past President. Officers will be elected from the Board of Directors. Board members will be eligible for election to two three-year terms. A Board member's term will conclude at the end of his/her term, unless the Board member is President Elect, President or Past President. He or she will then remain on the Board and Executive Committee until completing his/her term as Past President. The Board will meet not less than twice per year. When possible these meetings will be held at AFCC conferences. The Executive Committee will only meet in the event it is not practical to call a Board meeting or as may be authorized by the Board for a particular issue. The business of AFCC will generally be conducted by the full Board, via face-to-face, electronic or telephonic means.

AFCC will continue to have a Nominations Committee to nominate individuals for consideration by the membership for election to the Board of Directors. However, it will be the President's or the Board's option as to whether or not to appoint a Nominations Committee to nominate individuals for the Board to consider for election as officers.

II. Reduction of Board Size

The Board determined that it will use the following procedure to reduce the number of Board members.

- A. New individuals will not be nominated or elected to fill the positions of those Board members retiring at the end of their second terms.
- B. An opportunity will be provided for volunteers to step off the Board.

At the Board meeting in May 2001 in Chicago, the present Board will be retired and a new board will be elected. Prior to the Chicago meeting, the Nominations Committee will nominate new Board members with consideration given to those who have a history of service to AFCC and experience on the Board or in AFCC leadership positions.

Those persons presently on the Board will be eligible for service regardless of how many years they have served. The new Board members will be elected with staggered terms so that one-third will be retired after one year, one-third after two years and one-third after three years. Thereafter, all elections to the Board will be for the prescribed three-year terms.

Five of the Executive Committee members will remain as Board members and designated officers (Past President, President, President Elect, Secretary and Treasurer) for 2001-2002.

At the Chicago Board meeting, the membership will be asked to approve the revised bylaws, elect a new Board of Directors, including the present Executive Committee members who would also be assigned designated terms, and the then-existing board would retire itself.

A new Executive Committee member was not nominated this year. AFCC's current bylaws require that the Executive Committee be composed of the Past President,

President, the President Elect, three Vice Presidents, a Secretary and a Treasurer. It was determined that, rather than appointing a new Executive Committee member to replace retiring member Christine Coates, Larry Lehner would be named Vice President and Treasurer. This reduces the Executive Committee's size to seven members for 2000-2001 and when the Past President leaves service in June 2001, the officers will be reduced to six. At that time, unless an Executive Committee member resigns, one member will be asked to step off the Executive Committee and remain as a board member unless he or she chooses to retire at that time.

III. Composition of Board

The Board will be composed of members who constitute a fair and balanced representation of the various disciplines that make up AFCC membership. Consideration should be given to those who can assist in the business aspect of running AFCC. In addition, Board membership should be racially and ethnically diverse and members should represent the various regions/countries of AFCC membership.

IV. Advisory Council

An Advisory Council will be established in the bylaws. The President Elect will serve as chair of the Council which will meet at the annual meeting and communicate in other ways between meetings.

The role of the Council will be to issue recommendations to the Board regarding themes and directions for the journal, conferences, professional development and technical assistance activities, possible research projects, legislation and policy issues. The membership will include academics, researchers and practitioners in the field who can advise on important trends, topics, innovations, research, and possible speakers. AFCC Interest Groups and Committees will be involved in working with this body.

V. Nominations and Elections to the Board

It was determined that nominations to the Board should be made as they now are through the work of the Nominations Committee. Elections will be held at the annual meeting and the nominations will be published in the newsletter well in advance of the meeting.

VI. Conclusions

These matters have been referred by President Hon. Arline Rotman to a Bylaws Task Force chaired by Vice President Hon. George Czutrin for the purpose of developing proposed bylaws to be reviewed by the Board during its November meeting in Kiawah Island, South Carolina. The Task Force will then incorporate any recommended changes into revised bylaws to be proposed to the membership for review and, if appropriate, approval at the May 2001, meeting in Chicago, Illinois.

AFCC Membership Survey

In February of this year AFCC conducted a survey of members to understand and better meet our members' needs. The survey was conducted by Industry Insights, an independent research firm based in Columbus, OH. The ultimate purpose of the study was to obtain results that could readily be used by AFCC to shape future strategy and guide specific decision making to make the association more valuable for members and others in the field.

Nearly 1,700 surveys were sent to members and 465 completed forms were returned for a 27% response rate.

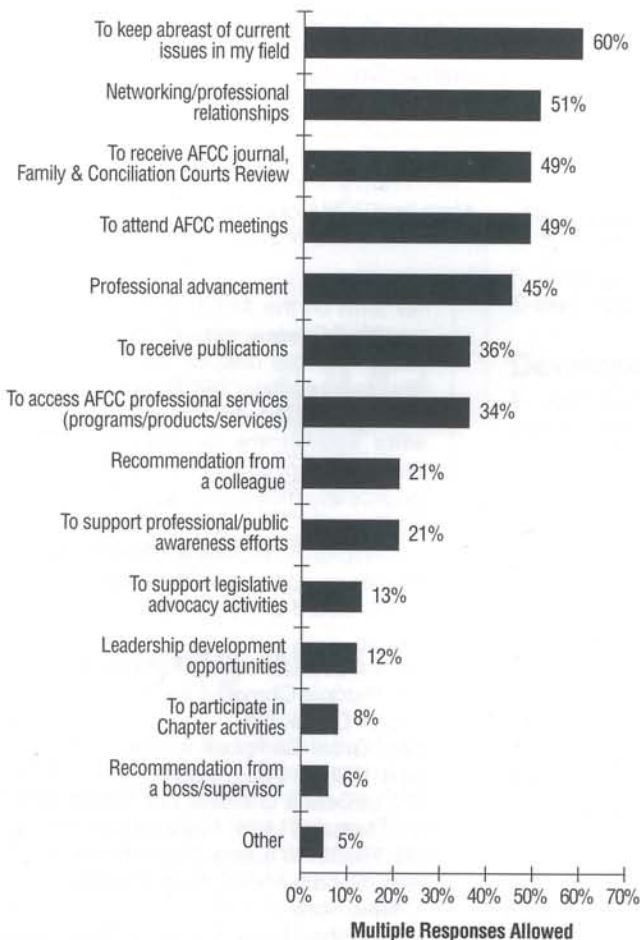
Membership Demographics

Survey responses demonstrate the interdisciplinary nature of AFCC.

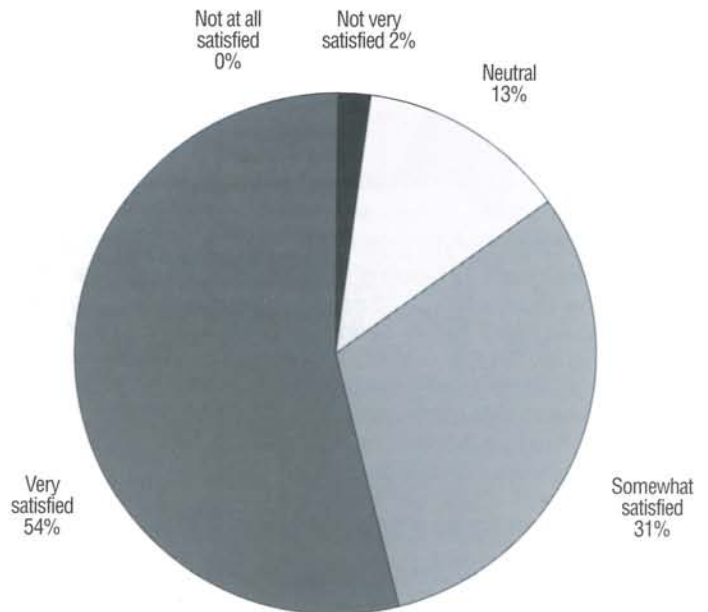
Custody Evaluator	21.1%
Attorney	18.5%
Mediator	15.7%
Counselor/Therapist	14.6%
Judicial Officer	7.8%
Court Administration	7.2%
Academic	1.3%
Parent Educator	1.1%
Researcher	.9%

Members who responded to the survey had significant experience in their field. More than 65% had over ten years of experience and nearly 38% had more than twenty years experience.

Reasons for joining AFCC



Overall, how satisfied are you with your membership in AFCC?



AFCC Products and Services

Members indicated that of all of AFCC's products and services, those most used were the AFCC Newsletter (96%), the Family and Conciliation Courts Review (93%) and the Membership Directory (77%). While conferences, training and special topic programs were used with less frequency, they were seen as most valuable by respondents. Those items most valued were the Symposium on Child Custody Evaluations (4.45 on a 5 point scale), AFCC Annual Conference (4.42), Child Protection/Dependency Mediation Colloquium (4.38), Congress on Parent Education Programs (4.32), Regional Conferences (4.31) and Mediation Training (4.31).

Membership

More than half of AFCC members first heard about the association through a friend or colleague. The top reason given for joining and maintaining an AFCC membership was to keep abreast of current issues in the field. Networking/professional relationships, the Family and Conciliation Courts Review and attendance at AFCC meetings were other top reasons members joined and maintained their membership.

AFCC Staff

AFCC staff received high marks from members for courtesy and professionalism (4.63 on a 5-point scale), conference registration (4.56), competence (4.51), promptness (4.48) accessibility (4.47) and effective handling of problems (4.43).

Overall Satisfaction

Among current members 85% claimed to be satisfied with their membership in AFCC with only 2% not very satisfied and 0% not at all satisfied.

AFCC Annual Awards Presented in New Orleans



A FCC recognized the following individuals and organizations at its Annual Awards Luncheon at the 37th Annual Conference, June 1, 2000, New Orleans, Louisiana.

DISTINGUISHED SERVICE AWARD

Justice John VanDuzer and Joan VanDuzer, Toronto, Ontario

Justice John VanDuzer and Joan VanDuzer were honored for their lifetime commitment to working with children and families and furthering the ideals of AFCC. Justice VanDuzer's pioneering work with Ontario's Unified Family Court, his long time service to AFCC and his work on the Second World Congress on Family Law and the Rights of Children and Youth are just a few of his contributions to the field. Joan VanDuzer's work in support of families has included working with learning-disabled children, volunteering for Covenant House and international philanthropy.

STANLEY COHEN DISTINGUISHED RESEARCH AWARD

Professor Janet Johnston, San Jose State University

Professor Janet Johnston of San Jose State University was awarded the Stanley Cohen Distinguished Research Award for her outstanding contribution to research in family law. Professor Johnston is well known as co-author of *In the Name of the Child and Impasses of Divorce*, two leading books on high conflict families.

She has made it a priority to share her research with practitioners in order to improve the interdisciplinary practice of family law. A frequent and popular presenter at AFCC conferences, Professor Johnston is Executive Director of the Judith Wallerstein Center for the Family in Transition and a member of the Northern California Task Force on the Alienated Child.

IRWIN CANTOR AWARD FOR INNOVATIVE PROGRAMMING

Ronald F. Johnson, National Family Life and Education Center, Culver City, CA

Ronald Johnson, Executive Director of the National Family Life and Education Center received the Irwin Cantor Award for Innovative Programming. Mr. Johnson has developed numerous programs targeted to teen mothers and fathers and at-risk youth, including martial arts, self-esteem, cultural awareness, marital awareness and film making. Mr. Johnson has developed programs and specialized services for children and parents including educational/treatment policy and programs for adolescent fathers, anti-rape and date-rape curriculum for adolescent boys, and program guidelines for parental involvement, skill development and parenting partnerships.

PRESIDENT'S AWARD

Dr. Philip Stahl, Dublin, CA

AFCC Immediate Past President Phil Bushard presented the President's Award to Dr. Philip Stahl, long time chair of AFCC's Custody Evaluation Committee and a member of AFCC since 1983. Dr. Stahl's contributions have included serving for six years on the AFCC Board of Directors, playing a pivotal role in the development of AFCC's Symposia on Child Custody Evaluations and providing training programs on behalf of AFCC's Professional Development and Technical Assistance Division.

AFCC Officers and Board Members Elected

The Board of Directors elected AFCC Officers for 2000-2001 at the 37th Annual Conference in New Orleans, Louisiana.

AFCC Officers

President

Hon. Arline Rotman
Boston, Massachusetts

President Elect

Ms. Denise McColley
Napoleon, Ohio

Vice President

Dr. Carole Brown
Sydney, Australia

Vice President

Hon. George Czutrin
Hamilton, Ontario

Vice President/Treasurer

Dr. Larry Lehner
Oakland, California

Secretary

Ms. Jan Shaw
Orange, California

Past President

Dr. Phil Bushard
Reno, NV

The following board members were elected to a second three-year term:

Mr. Robert Barrasso, Tucson, AZ
Mr. William Howe, III, Portland, OR
Hon. Patrick Mahony, Wellington, New Zealand
Ms. Pat Ross, Dallas, Texas
Ms. Carolyn Wah, Patterson, NY

Christine Coates Completes Term on AFCC Executive Committee

AFCC thanks Christine Coates of Boulder, CO for her service to the AFCC Executive Committee and Board of Directors. During

her term on the AFCC Executive Committee Ms. Coates served as an effective liaison with the dispute resolution community, representing AFCC on the National Council of Dispute Resolution Organizations and at the Symposia on Model Standards of Practice for Family and Divorce Mediators.

AFCC also thanks the following members who have completed their service on the AFCC Board of Directors:

Ms. Frances Bernfeld, Tucson, AZ
Ms. Patricia Chavez-Fallon, San Diego, CA
Hon. Grant Campbell, London, ON
Hon. William Fee, Angola, IN
Ms. LaDeana Gamble, Las Vegas, NV
Dr. Margaret Little, Los Angeles, CA
Ms. Elizabeth Kerns, South Bend, IN
Hon. Sondra Miller, White Plains, New York
Hon. Robert Page, Camden, New Jersey

Texas Chapter Update

By Mary Bullock, San Antonio, TX

Howdy from Texas, AFCC's newest Chapter! Hon. Susan Baker, AFCC member from Galveston, TX has spear-headed two chapter organizational meetings and a great deal of support and interest was evidenced by those in attendance. The meetings were held in Clear Lake, near Houston, with attendees traveling from as far away as Dallas, Austin, and San Antonio!

At the September 2000 chapter meeting officers will be elected and bylaws will be approved. A Domestic Violence Committee and a Children's Parental Choice Committee have already been formed. The Domestic Violence Committee has met to prepare and discuss a fall workshop. The group discussed the possibility of putting up a website and all agreed it would be a good idea. Robin Brown Walton was appointed as liaison to the AFCC Conference and Mary Bullock was named newsletter liaison. Both are from San Antonio. Mary reported that after she spoke at the Family Law Section of the San Antonio Bar Association, four new AFCC members were recruited! Mary plans to spread the word about AFCC at an upcoming San Antonio Family Lawyers Association meeting, meet with staff at the Alternative Dispute Resolution Center as well as speak at gatherings for other mental health groups. In addition to all this exposure, the Chapter has secured a booth (free of charge—through the good work of Judge Mary Kraft) at the Texas Advanced Family Law Seminar which will be held in San Antonio in August. It is expected that a great deal of interest will be sparked in AFCC and that membership will continue to boom!

See y'all soon.



AFCC 2000-2001 Committee Chairs

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Upcoming AFCC Conference Dates

AFCC members will have the opportunity to visit some of the most attractive destinations in the United States in the next two years. Chicago, New York and The Big Island of Hawaii are all great places to visit and to bring the family for a post-conference vacation. So mark your calendars and start saving your frequent flier miles today!

May 9-12, 2001

38th Annual Conference
Westin Michigan Avenue
Chicago, IL



September 13-15, 2001

Northeast Regional Conference
The New Yorker Hotel
New York, NY

June 5-8, 2002

39th Annual Conference
Hilton Waikoloa Village
The Big Island of Hawaii



More News From New Orleans

AFCC Members Appear on Television

AFCC President, Hon. Arline Rotman and Local Chair Leslye Hunter discussed issues related to family court and the work of AFCC members in an appearance on the New Orleans ABC public affairs television program *Week in Review*, with news commentator Brad Giffin. The show was taped on Thursday afternoon, June 1, and aired on Sunday morning following the conference.

AFCC Sponsors Training for Federal Access and Visitation Programs

AFCC played host to more than 75 representatives of Access and Visitation Programs for a meeting and training program in New Orleans. The programs are funded by the Federal Office of Child Support Enforcement, Department of Health and Human Services. Participants attended a pre-conference meeting on Tuesday, May 30, 2000. The meeting included AFCC-sponsored training on domestic abuse, access enforcement and the pros and cons of visitation guidelines.

Programs are designed to facilitate access and visitation for parents following separation and divorce and include supervised visitation, mediation, access enforcement and parent education.

AFCC thanks David Arnaudo, Office of Child Support Enforcement, and trainers Janet Johnston, Katy Kappel, Susan Cefai and Robert Tompkins for their contributions to this event.

Post-Conference Training a Success

AFCC and the Family Mediation Council of Louisiana collaborated on a 12-hour post-conference training on Juvenile, Child Protection and Dependency Mediation following the Annual Conference in New Orleans. More than sixty participants attended the training. AFCC would like to thank Susan Norwood, Executive Director of the Family Mediation Council of Louisiana and trainers Greg Firestone, Marilou Giovannucci and Cynthia Schuler for their work on this program.



AFCC officials and award winners (from left to right) Phil Bushard, Brett Dupuy, Hon. Arline Rotman, Hon. John VanDuzer, Joan VanDuzer, John Harper, Maria Dooley and Babs Bryant.



AFCC Past President Phil Bushard (L) with U.S. Senator Paul Wellstone and Ms. Sheila Wellstone.



Senator Paul Wellstone listens to concerns of an AFCC conference participant.

News in Brief

The Family Center of the Conciliation Court (FCCC) was honored by the Arizona Chapter of the National Association of Social Workers as Agency of the Year. This recognition was largely due to the work of Conciliation Court mediator and AFCC member David Gooden, who, along with FCCC's Diversity Committee, have moved the Conciliation Court toward greater respect for and sensitivity to the needs of its clients. AFCC Board member Fred Mitchell is director of the Family Center of the Conciliation Court. AFCC congratulates Fred, David and the entire staff of FCCC!

John Lande, AFCC member from Little Rock, AR, has been named director of the Master of Laws (LLM) Program in Dispute Resolution at the University of Missouri-Columbia School of Law. This one-year program provides specialized training in dispute resolution to students who have law degrees and is the only such program in the United States. John is currently director of the Mediation Program at the University of Arkansas at Little Rock School of Law, where he founded a dependency mediation clinic. In August he will assume the position in Missouri, where he can be reached at 573-882-3914 or landej@missouri.edu.

California's Center for Families, Children & The Courts (CFCC) has been formed by a merger of the Statewide Office of Family Court Services and the Center for Children and the Courts. Attorney Dianne Nunn is the division's director and AFCC member **Isolina Ricci** will serve as assistant director. The Center is involved in many projects related to family, juveniles, child support, custody, visitation and domestic abuse. Ongoing projects include developing rules, forms, standards, training and education, grants, and coordinating research and statistical analysis.



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for \$50/year

John Helie and Jim Melamed, Co-Directors

www.mediate.com/services

AFCC Interest Groups and Coordinators

Policy and Legislation

Kathy Clark, Galion, OH

Visitation Protocols

Fred Mitchell, Tucson, AZ

Court Services

David Hodges, Seattle, WA

Custody Evaluations

Phil Stahl, Dublin, CA

Judicial Officers

Hon. Linda Dessau,
Melbourne, Australia and
Hon. Fred Newton, Pima, AZ

Mediation

Eileen Pruett, Columbus, OH

Child Protection/ Dependency Mediation

Mary Lou Giovannuci,
Hartford, CT

Parent Education

Risa Garon, Columbia, MD
and Clarence Cramer,
Pima, AZ

Alienated Child

Janet Johnston, San Jose, CA
and Joan Kelley,
Corta Madera, CA

Special Masters/ Parent Coordinators

Robin Deutsch,
Boston, MA

The Language of Custody Law

Doneldon Dennis,
Minneapolis, MN

Unified Family Courts

Andy Schepard,
Hempstead, NY

High Conflict Families/Visitation Refusal

Ken Herman, Boston, MA

Relocation/Move Aways

Linda Cavallero,
Worcester, MA

Redefining Families

Mary O'Connell, Boston, MA

Fatherhood Issues

Sandford Braver, Tempe, AZ

Adoption and Permanency Mediation

Mary Ferriter, Boston, MA

Additional Interest Groups

Guardians Ad Litem and CASA's
Lawyers
Domestic Abuse
Never Married Parents

Pro Se Litigants
Gay and Lesbian Families
Parenting Plans



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Médiation Familiale Canada

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Parent Teen-Conflict
Domestic Violence
Family Business

For more information please contact:

Family Mediation Canada/
Médiation Familiale Canada
Phone: (519) 585-3118
Fax: (519) 585-3121
Email: fmc@fmc.ca www.fmc.ca



AFCC

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FOURTH INTERNATIONAL Symposium on Child Custody Evaluations

November 9-11, 2000

FOURTH INTERNATIONAL Congress on Parent Education Programs

November 12-14, 2000

Kiawah Island Golf and Tennis resort has been ranked among the top resorts in the United States.

AFCC has secured room rates from just \$99 per night, single or double.

For more information contact:

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