



Heartland Mediators Association

Newsletter for Midwest Mediators

October 2006, Vol XIII, No. 2
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President's Message

by Janet Lhuillier

Hello and Goodbye,

This is my last newsletter article to you as president of HMA. I have truly enjoyed my time as your president.

My favorite part was calling each of you and finding out your specific interests in mediation as well as sharing stories.

As I look back on the past year, I find that I was re-energizing Heartland Mediators Association. I did not come in with that idea. Your comments about my communication style helped me realize this fact.

I personally love being around mediators. I do not know the one binding ingredient for all of us — I have given up trying to figure it out.

What I do know is most of us have already experienced a lot in life.

Those experiences have propelled us all to use our skills to educate and guide others in their life struggles. As we all know we are not born with conflict resolution skills, but those skills are necessary to help make life easier for all of us.

The mediation world is expanding and changing right before our eyes, and we are successfully changing and growing with the world.

Larry Rute with Associates in Dispute Resolution, LLC (ADR) just brought in his first non-attorney mediator into his organization (read his story in this newsletter). KSU has expanded their mediation concentrations. Baker University at the Overland Park campus has just announced their Master of Arts Degree in Conflict Management and Dispute Resolution for attorneys and non-attorneys.

My experience with new mediation practicum students also gives me a lot of hope for the future of mediation.

I am excited about the Heartland Regional Conference coming up in April

and I personally want to thank the Regional Conference Chairman, Ronnie Beach and his committee, Deborah Medlock, Bob Williams, Kathleen Bird, and ElGene Ver Dught for all their work.. The conference committee has worked hard to create a Regional Conference that will interest all our members.

We've tried to cover as many topics as possible. By inviting presenters from our local universities, we have drawn more interest from the university community.

It also seems to be beneficial inviting Chris Guthrie to be our keynote speaker, because he is from Kansas City and has strong ties to the local universities.

Thank you for the opportunity to get to know you all better. I am excited to go forward with you in making this organization grow and benefit everyone around us.

Our group is so special. We are the future of mediation.

See you at the Regional Conference April 19 and 20. ♦

Check out the Regional Conference April 19 and 20 on page 2. Sign up now!

The Four State Regional Mediation Conference is very pleased and grateful to Baker University for undertaking this significant role in ensuring the success of the conference. This is just another example of their commitment to the profession and support of dispute resolution training and education.

(866) 381-4458 • www.heartlandmediators.org • mediation@grapevine.net

Come Learn About "Mind Games" Strategies

Four state regional conference with members, non-members and others from Kansas, Nebraska, Iowa and Missouri comes together with *Mind Games: The Psychology of Negotiation* April 19-20 at the KU Regents Center, Overland Park, Kansas.

Chris Guthrie, Ed.M, JD, Professor and Associate Dean at Vanderbilt University Law School will discuss concepts in the psychology of settlement decision-making such as anchoring, reciprocity and concession making, loss aversion, and reactive devaluation strategies at 1 p.m. Friday during his keynote address.

The 2007 regional conference inaugurates the creation of the **Heartland College of Mediators**. Presentations at this conference qualify for entry and recognition as a member of the College. To learn more, attend the formal announcement during the Awards Ceremony.

Break-out sessions begin at 1 pm on Thursday and include:

- **Strategies for High Conflict Divorce Cases** presented by **Gary Kretschmer, MA**. He will discuss the work of the Kansas Supreme Court Commission on High Conflict Divorce, the role of mediation in these cases, and his revised "bag of tricks" – 50 interventions to break impasses in high conflict divorce mediation.

- **Strategic Management of Organization Conflict: A Role for Mediators** with **Daniel Dana, Ph.D.**, Mediation Training Institute International. Dr. Dana will discuss prevention and early resolution of workplace conflict.

- **Restorative Justice: Victim Sensitive Values & Application** by **Thomas Underwood, Ph.D., P.P.A.**, Executive Director, Joint Center on Violence and Victim Studies. Special attention is required to square the principles of restorative justice with the needs of crime

victims. This workshop will discuss theory and practice for mediators for dialogue, victim restoration and support, accountability, collaboration and community empowerment.

- **Tools for Developing a School Peer Mediation Program** by **Dr.**

Russell Thompson, Associate Director of Missouri Center for Safe Schools, & **Rhonda Harris**, Program Director, City of Kansas City Mediation and Dispute Resolution Services. School peer mediation can be a component of overall violence prevention programs in elementary, middle and high schools. Considerations for establishing and sustaining school peer mediation programs: staff support, selection of peer mediators, training, recording agreements, and continued development, will be addressed.

The second group of break-out sessions begin at 3 pm and include:

- **Cross-over Training: Family Law for Mediators** by **Kathleen Bird, JD**. The ins and outs of family law can be confusing to mediators without a legal background. This presentation will focus on key concepts of custody, visitation and property division issues and burdens of proof in court. This is designed to partially fulfill proposed Missouri cross-training requirements for mediators.

- **Cross-over Training: Family Dynamics and Psychology for Mediators** presented by **Dawn Kuhlman, MA**. The psychology of conflict within the family context can be perplexing to mediators without a behavioral science background. This presentation will focus on identifying and shifting conflict dynamics in the mediation session. Designed to partially fulfill proposed Missouri cross-training requirements for mediators.

- **Stakeholder Perspectives on Restorative Justice: How Do We Get Them Onboard?** presented by **Joanne Katz, JD**, Professor of Legal Studies,

April 19 - 20, 2007

KU Regional Center
Overland Park KS

Western Missouri State University The views held by criminal justice and public policy stakeholders has been gathered through a two year survey in Missouri. Policy considerations and recommendations for gaining the acceptance for restorative justice programs by stakeholders will be discussed.

- **The Future of Court Connected Dispute Resolution in the Midwest** is a panel of judicial officers and administrators from the Heartland will discuss issues including: best practices in high conflict domestic case, use of case managers, good faith bargaining, confidentiality, mediation styles; and take questions from the audience.

After an afternoon of break-out sessions everyone will have an excellent opportunity to mingle with other mediators and enjoy complimentary hors d'oeuvres.

Break-out sessions begin again at 8:30 am Friday, with

- **Screening & Handling Domestic Violence Power Imbalances** presented by **Donna Devine, MPA, MSW**, and **Bob Hellrung, JD, MA**. Vigilance is necessary for domestic relations mediators to determine whether a history or current practice of domestic violence is causing power imbalances in mediation. This workshop will discuss the reasons why mediators need to conduct screening and what to do once domestic violence issues are detected.

- **Improving Mediator Presence: Resolving Blocks to Genuine Neutrality Through Self-care – Part 1** by **Jeanne**

Erikson, Ph.D., (mediator and nationally credentialled life and wellness coach). This experiential workshop for experienced mediators focuses on energy work and reducing blocks to full attention and neutrality. Chinese methods for improving energy and concentration will be explored.

• **Mind Games in the Public Arena – Part 1: Navigating the Obstacles in Planning, Convening and Conducting a Public Process** presented by **Paul Ladehoff, MS, JD**, Director of University of Missouri Campus Mediation Services, and **Sarah Read, JD**, Chair of Missouri Bar ADR Committee. Public processes present some unique challenges not present in private mediation. Both choice of structure and use of interest-based facilitation skills and structure processes can be effectively applied to help prevent and manage unproductive conflict. This session provides tips and strategies useful for leading decisionmaking in a larger group.

• **Family Group Conferencing: Engaging Families, Professionals and the Community** presented by **Mary Lee Brock, M. Ed.**, Executive Director, Concord Center and **Lori McKeon**, Family Group Conference Director, Concord Center. This workshop will highlight the fundamentals of the Family Group Conferencing model. The differences and similarities between FGC and mediation will be explored. Presenters will also look at how lessons learned in FGC supports multiparty mediation.

Other sessions begin at 10:30 am Friday and end at noon. They are:

• **Don't Settle for Less Than the Biggest Piece of the Pie** by **A.M. Fink**, Professor of Mathematics, Iowa State University. Property settlements can be made using the participants' value systems. This presentation will demonstrate mediator techniques for envy-free division that completely satisfies all parties.

• **Improving Mediator Presence: Resolving Blocks to Genuine**

Neutrality Through Self-care – Part 2 by **Jeanne Erikson** in a continuation of the self-care workshop. Part 2, for experienced mediators, focuses on directed self-evaluation in 12 life satisfaction and wellness areas. Each participant will craft specific plans for improved self-care to be more fully "present" and conscious in mediation and relationships.

• **Mind Games in the Public Arena – Part 2: Words Matter! Introducing and Using Dialogue Strategies in Public Policy Debates** by **Paul Ladehoff, MS, JD** and **Sarah Read, JD**. Communications patterns can lead to and fuel partisan debate and conflict. This session, helpful to those working in the public and private arenas, will investigate communications that promote collaboration and dialogue. Participants will engage in hands on "re-scripting" activities in real time.

• **Building Bridges of Trust** presented by **Susan Myers, MA**, Executive Director of ASK Resource Center This workshop will explore the fragile dynamics of trust building in mediation: the meaning of impartiality, the power of narrative and story-telling, and the transformative possibilities of collective explorations of the meaning. Susan will relate use of these skills in the context of her work in the Balkan region of Kosovo where trust is challenged by ethnic division, nationalism, external pressures, competing visions for the region's political status, and fresh memories of traumatic war experiences.

The last sessions begin at 3 pm Friday. They are:

• **Intergenerational Issues in Family Mediation - Where Do Granny and Gramps Fit In?** presented by **Evan Ash, M. Div., M.S.** When grandparents are parties in family disputes involving children additional factors are involved. This workshop will explore challenges the mediator faces from demographic, cohort, legal, social and other unique sources.

• **Elders in Mediation: Process Issues for Mediating with Elders** presented by **Stephen J. Stark, J.D.**, Mediator. As baby boomers advance in age the largest transfer of wealth to the next generation will be occurring, the health care system will be stressed, family members will dispute caregiver responsibilities, long-term care placement and finances. This session will discuss issues that face a mediator working with elder participants and interventions in aging disputes.

• **Cross-over Lessons from Other Cultural Negotiation Norms** presented **Lynne Favinger, MA**, Executive Director, Central Mediation Center Lessons about conflict methodologies and resolution.

Lunch on Friday will find the various state organizations meeting concurrently but separately in order to honor their own.

The Conference is at KU Regents Center, 12600 Quivira Road, Overland Park, KS — less than a 5 minute drive from the I-435 & Quivira exit. Free parking is available to visitors in any parking lot on campus except the faculty / staff parking located on the south side of Regnier Hall.

Registration Fees for Members of AMM, IAM, HMA, & NMCA (includes staff & affiliate mediators of ODR approved centers) are:

Thursday Only - Member Rate \$75, Non-Member Rate, \$110

Friday Only - Member Rate \$125, Non-Member Rate \$160

Full Conference, Member Rate \$165; Non-Member Rate \$195; Student Rate \$10.

All cancellations must be received by April 1 for a full refund, minus a \$40 processing fee. No refunds will be given after April 1.

News Throughout the Heartland Region

Member News

Lorraine Cannistra of Lawrence, currently certified in core mediation by the Kansas Supreme Court, was crowned as Ms. Wheelchair Kansas 2007 on March 11.

Her platform was "Use Your Power!" This means that Cannistra will travel throughout the state for the next year to advocate and educate on behalf of people with disabilities.

Currently she volunteers at the Johnson County Small Claims mediation program and, along with several other mediators, is trying to get a similar program started in Douglas County. Cannistra presented a seminar entitled "Accommodating Disability in Mediation" at the 2006 HMA conference. She is looking forward to being a new HMA member.

Minor Finishes and Begins

Associates in Dispute Resolution, LLC recently announced that Michelle Minor, a March 2007 graduate of Baker's Masters of Dispute Resolution program, will join ADR's panel of experienced mediators and arbitrators. [Minor joins ADR as its first non-judicial, non-attorney associate.](#)

ADR is managed by Larry Rute and Patrick Nichols through their offices located in Topeka and Lawrence. Rute said ADR's primary mission is to provide high quality mediation, arbitration training and dispute resolution design services to the business community, public entities and the legal profession.

"We recognize litigation is sometimes, unavoidable, but our experi-

ence teaches us that whether the conflict involves monetary damages, workplace conflict, family business or divorce, our goal is to help clients find a path that reduces cost and is far less emotionally draining. To do this we take a 'one-stop-shopping' approach using our multi-disciplinary associate's panel to provide a full range of dispute resolution services. Our panel includes retired judges, law professors, experienced litigation attorneys, CPAs, corporate counsel and, with the addition of Minor, expertise in internal corporate structure and dispute design," Rute said.

Minor also was recently honored for completing an internship in domestic mediation by the Domestic Court Services of Kansas' 10th Judicial District, serving Johnson County.

The 60-hour internship is designed to provide professionals with an extended clinical training experience in court-ordered domestic mediation to help them more fully develop their own competence and confidence. In the last eleven years over 100 students have taken advantage of the internship and similar clinical programs including co-mediation, role play, and advanced mentoring for those already practicing mediation. Students have included social workers, attorneys, paralegals, psychiatry residents, educators, and business professionals. These programs are regionally recognized models for clinical mediation training. Inquiries about these options can be made to Evan Ash (913) 324-6978.

Michelle Minor has established a mediation and arbitration practice in the areas of employment, real estate, personal injury, insurance, domestic, general civil disputes. She also pro-

vides services in dispute resolution program system design, employee relations, and other organizational programs. She brings 25 years of professional business experience in corporate acquisitions and mergers, international business, marketing and other business development areas. She is approved by the Kansas Supreme Court to mediate court ordered civil and domestic cases. Michelle will complete a Masters of Dispute Resolution degree at Baker University this March. Inquiries to Michelle can be made to mminormediation@evererestkc.net.

Joan Kelly Comes to the Heartland

Thanks to the Missouri chapter of AFCC and M.A.R.CH. Mediation, Joan B. Kelly, Ph.D., once again came to the heartland (she was the featured speaker at the HMA 2001 conference). This seminar was in St. Louis on March 8-9, 2007 at the Crown Plaza-Airport Hotel. Kelly is nationally known for her work and research in the area of family and divorce. Her topics for this program included dynamics of high conflict families, child alienation, and the role of the parenting coordinator. She brought the wealth of her 35 years of experience as a psychologist, mediator case manager, and researcher to her audience in a stimulating and informative manner.

HMA members are encouraged to consult Joan's article "Children's Living Arrangements Following Separation and Divorce: Insights from Empirical and Clinical Research", **Family Process**, Vol. 46, No. 1 (March 2007).

Wichita Center Update

Celebrating the 20th year of serving the Wichita community is an excit-

News Throughout the Heartland Region

ing time for MCW. The center will be making a special effort to train and encourage new member mediators who will walk in the footsteps of Coleen Friedel and others who placed their belief in peaceful, effective methods to resolve disputes involving individuals or groups. Twenty years and counting -- the concept still works

The Mediation Center of Wichita, a non-profit organization, had its beginnings in 1987, when it was known as the Neighborhood Justice Center. Coleen Friedel was the initiating force behind the early coalition which included the Wichita Bar Association and Legal Services of Wichita.

Fast forward twenty years — the non-profit group is now called the Mediation Center of Wichita, Inc. (MCW) and is still striving to provide the Wichita community with effective mediation in the resolution of disputes. Additionally, we are involved in mediation education and training within the community as well as in other areas of the state. Throughout the past twenty years, MCW has provided committed mediators to the Small Claims Court for Sedgwick County. These mediators are also available for an assortment of community organizations and individuals when disputes erupt.

New officers elected in February are: President, Sylvia Steckley, Vice-President, Dennis McHugh, Secretary, Gaither Larkin, Treasurer, Beverly Baker / Frankie Young, and Board Members, Naomi Adam, Don Hampton, Trip Shawver, David Harris, Judge John Palenz, James W. Wilson, Kent Kruske.

Managing Conflict is Focus of New Degree Program

A 36-hour graduate degree program should help those wanting to enrich their professional and interpersonal conflict management skills, as well as those wanting skills to become a professional dispute resolution practitioner.

The Master of Arts in Conflict Management and Dispute Resolution (CMDR) is a new degree at Baker University's School of Professional and Graduate Studies, designed to meet the needs of the working adult who seeks graduate level coursework in this emerging field of study.

Baker will also continue to offer the 21-hour Certificate of Learning in CMDR for those who are not interested in pursuing a degree, and the Concentrations in CMDR of 12-18 hours in the Master of Business Administration, Master of Science in Management and Master of Liberal Arts programs. The CMDR courses may be used as electives in some of the other degree programs, or as open enrollment courses.

This interdisciplinary curriculum will allow students to explore the fundamental concepts, theories and approaches in conflict management and dispute resolution. The CMDR

program offers both skill enhancement and new career focus. Program requirements meet and exceed professional standards of practice adopted by professional organizations, court systems, government agencies and private employers.

April is Mediation Month

Members of Heartland Mediators Association, including President Janet Lhuillier, Secretary Linda Laird, and board member Roxanne Emmert-Davis, visited the office of the governor of Kansas March 19 to witness the signing of her proclamation for April Mediation Month.

The people also attending the signing were Bob Williams, Marge Petty, Sally Zellers, ElGene VerDught, Paul Arneson, John Hall, and Peg Nichols.

A copy of Peg Nichols book with signatures in it plus a copy of the Heartland DVD was given to the Governor.



Proclamation signing ceremony from left to right: ElGene Ver Dught, Sally Zellers, Roxanne Emmert-Davis, Bob Williams, Marge Petty, Janet Luillier, Peg Nichols, Paul Arneson, Linda Laird, and John Hall.

Mediate, Don't Litigate

by Mark Benson, reprinted from *Association Times*

As a Florida Supreme Court Certified County Court Mediator, I find just about everyone agrees that mediation works and is always a better alternative than litigation.

But, before we address the issue of mediation, we have discovered yet a better alternative to dispute resolutions.

The United States District Judge Gregory A. Presnell, in a recent Order issued by the United States District Court, Middle District of Florida, Orlando Division had a case where two attorneys could not agree on procedures in a case they were involved with called *Avista Management, Inc. v Wausau Underwriters Insurance Company*.

Therefore the Judge, when asked to order a location for deposition, instead, "Ordered that said motion is denied. Instead the Court will fashion a new form of alternative dispute resolution to wit: at 4 p.m. on Friday, June 30, 2006, counsel shall convene at a neutral site agreeable to both parties. If counsel cannot agree on a neutral site, they shall meet on the front steps of the Sam M. Gibbons U.S. Courthouse, 801 North Florida Ave., Tampa, Florida 33602. Each lawyer shall be entitled to be accompanied by one paralegal who shall act as an attendant and witness. At that time and location, counsel shall engage in one (1) game of 'rock, paper, scissors.' The winner of this engagement shall be entitled to select the location for the 30(b)(6) disposition to be held somewhere in Hillsborough County during the period July 11-12, 2006."

Albeit the procedure fashioned by Judge Presnell would seem appropri-

ate to many community association disputes, it has little chance of becoming law.

Let's look at part of the background of the Mediation program.

In a Petition to the Supreme Court several years ago the ADR Rules and Policy Committee stated "However a general consensus, starting with the 1988 Society of Professionals in Dispute Resolution Commission on Qualifications, has developed in the alternative dispute resolution field that possession of paper credentials (academic degrees) does not accurately predict an individual's ability to be a good mediator."

Under the certification and standards that were in place at that time, there were several nationally known mediators that could not serve in Florida and it was pointed out that even former President Jimmy Carter could not be certified under the qualification rules at that time and continues, "Consistent with this consensus, in 1999, the American Bar Association Section on Dispute Resolution adopted a resolution that provides that all individuals with appropriate training and qualifications should be permitted to serve as mediators and arbitrators, regardless of whether they are attorneys."

As in any confrontational situation, there are several misconceptions concerning mediation, including that there is extensive paperwork.

In our experience, we find this is actually not the case in that mediation can be entered into with a minimum amount of paperwork, compared with initiating litigation.

It is extremely helpful that the expense of formal depositions and discovery are not necessary when the parties can sit down across the table and provide information that might otherwise be guarded or unavailable.

It is patently more timely to proceed through the homeowner association and condominium association mediation proceedings outlined in Florida Statutes 720 and 718 than to have to wait for court dates and file motions which are often continued and contested.

In every litigation case we've been involved in, by the time it gets to the judge mediation is ordered anyway before anything further can be done.

It would be extremely beneficial to expand on educational courses available to community association members and boards so the process is better understood and considered prior to initiation of litigation that becomes confrontational and adversarial to the point of destroying the social fabric in communities.

Attorneys also need to be trained and educated in mediation techniques and benefits in order to understand that resolving conflicts in this manner are interest based and not necessarily law based.

Susan Dubow, a State renowned mediator with Mediation Training Group (www.mediationtraining-group.com) identifies low resolution rates for some mediation as being attributed to three things:

1. The participants do not understand their role in mediation and/or what mediation is.

2. The attorneys really do not understand what mediation is and the benefits of settling a case at mediation; or do not want to settle the case in this manner.

3. The mediators used are not highly trained and/or experienced and/or talented as mediators and also may not have any expertise or understanding of the special dynamics of the homeowners/condo assoc mediation.

There is no obligation to settle every case in mediation and it is not a reasonable expectation that every case will settle. Even in those cases where there may be an impasse, or lack of resolution, there are several tangential benefits to mediation:

It offers opportunity for all the parties to have inexpensive or much less expensive discovery by being able to communicate across the table.

It provides either validation of the issue or vindication and resolves the problem.

It helps identify other parties that may have a bearing on the case.

It also often lowers the expectations of the clients where they are able to hear what the other party and their attorneys have to say concerning the issues.

Let's look at the Mediation provisions of Florida Statutes 718 and 720.

In Florida Statute 718.1255(4)(f), (g), (h) it states:

(f) Upon referral of a case to mediation, the parties must select a mutually acceptable mediator. To assist in the selection, the arbitrator shall provide the parties with a list of both volunteer and paid mediators that have been certified

by the division under s. 718.501. If the parties are unable to agree on a mediator within the time allowed by the arbitrator, the arbitrator shall appoint a mediator from the list of certified mediators. If a case is referred to mediation, the parties shall attend a mediation conference, as scheduled by the parties and the mediator. If any party fails to attend a duly noticed mediation conference, without the permission or approval of the arbitrator or mediator, the arbitrator must impose sanctions against the party, including the striking of any pleadings filed, the entry of an order of dismissal or default if appropriate, and the award of costs and attorneys' fees incurred by the other parties. Unless otherwise agreed to by the parties or as provided by order of the arbitrator, a party is deemed to have appeared at a mediation conference by the physical presence of the party or its representative having full authority to settle without further consultation, provided that an association may comply by having one or more representatives present with full authority to negotiate a settlement and recommend that the board of administration ratify and approve such a settlement within 5 days from the date of the mediation conference. The parties shall share equally the expense of mediation, unless they agree otherwise.

(g) The purpose of mediation as provided for by this section is to present the parties with an opportunity to resolve the underlying dispute in good faith, and with a minimum expenditure of time and resources.

(h) Mediation proceedings must generally be conducted in accordance with the Florida Rules of Civil Procedure, and these proceedings are privileged and confidential to the same extent as court-ordered mediation. Persons who are not parties to the dispute are not allowed to attend the mediation conference without the consent of all parties, with the exception of counsel for the parties and corporate representatives designated to appear for a party. If the mediator declares an impasse after a mediation conference has been held, the arbitration proceeding terminates, unless

all parties agree in writing to continue the arbitration proceeding, in which case the arbitrator's decision shall be either binding or nonbinding, as agreed upon by the parties; in the arbitration proceeding, the arbitrator shall not consider any evidence relating to the unsuccessful mediation except in a proceeding to impose sanctions for failure to appear at the mediation conference. If the parties do not agree to continue arbitration, the arbitrator shall enter an order of dismissal, and either party may institute a suit in a court of competent jurisdiction. The parties may seek to recover any costs and attorneys' fees incurred in connection with arbitration and mediation proceedings under this section as part of the costs and fees that may be recovered by the prevailing party in any subsequent litigation.

For Homeowner Associations we look to Florida Statute 720.311(2)(a) which states in part "disputes between an association and a parcel owner regarding use of or changes to the parcel or common areas or other covenant enforcement disputes, disputes regarding amendments to the association documents, disputes regarding meetings of the board or committees appointed by the board, membership meetings not including election meetings and access to the official records of the association, shall be filed with the Department for mandatory mediation before the dispute is filed in court."

There was, in our opinion, a misguided attempt last year to change the law to require Mediators for homeowner association issues must be attorneys. This is contrary to the initiatives and directions of the Florida Supreme Court and was one of the issues that may have contributed to the vetoing of that legislation.

Mark Benson, CMCA, AMS, PCAM, CFPM, is president of Benson's Inc. Fort Myers, Fla.

Heartland Mediators Association
 8826 Santa Fe Drive, Suite 208
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**2007 Heartland Regional Conference of Mediators
 REGISTRATION FORM**

Name: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone Number: _____ E-Mail Address: _____

I am a member of one of the sponsoring associations (AMM, IAM, HMA, NMCA)* Yes No

*Association of Missouri Mediators (AMM); Iowa Association of Mediators (IAM), Heartland Mediators Association (HMA);
 Nebraska Mediation Center Association (ODR approved center staff and affiliates)

I am not currently a member though I have submitted membership fees to _____ on _____

I will be attending: Thursday Only Friday Only Full Conference

Special dietary needs: _____

Please use the following name for my name badge: _____

See fees listed on page 3.

Payment Method: ___ Check for \$ _____ (payable to Heartland Mediators Assn.
 ___ Visa or MasterCard – Card # : _____

Amount to be charged: \$ _____
 Expiration Date: _____ Name of cardholder: _____

Completed registration forms & payment should be mailed to: Deborah Medlock, Domestic Court Services, 18505 West
 119th Street • Olathe, KS 66061, 913-715-7486 • FAX 913-715-7420 • deborah.medlock@jocogov.org

**Please indicate which workshops you plan on attending.
 This will allow us to give the presenters an estimate of their audience size.**

	Workshops are noted by the presenter's name(s).			
Thurs., 1:00 - 2:30	Kretchmer	Dana	Underwood	Harris, Thompson
Thurs., 3:00 - 4:30	Bird	Kuhlman	Katz	Panel
Fri., 8:30 - 10:00	Devine, Hellrung	Erikson	Ladehoff, Read	Brock, McKeon
Fri., 10:30 - 12:00	Fink	Erikson	Ladehoff, Read	Myers
Fri., 3:00 - 4:30	Ash	Stark	Favinger	Rute, Nichols