



Published By Oregon Mediation Association
An Oregon Non-Profit Corporation Of Members Committed to the Development, Support, and Advocacy of Mediation in the State of Oregon

VOLUME XV ISSUE NO. 2

P.O. Box 40041 • Portland, Oregon 97240 • 503-872-9775 • www.omediate.org

FALL 2010

24th Annual OMA Conference: Why Hasn't the World Gotten to Yes?

Jim Brooks, Conference Committee Convener

We are only a few weeks away from the start of our 24th Annual OMA Fall Conference to be held at the Ambridge Event Center in Portland on November 5th and 6th. The theme for the conference is: 'Why Hasn't the World Gotten to Yes? Building Bridges, Finding Common Ground.'

A year ago, as we approached our conference in Eugene, and with the election of a new President, we looked forward to a period of collaboration that we thought would right our economic ship of state and bring civility back to our dialogue. Surely we had reached a point, after years of ideological divide and the largest recession since the Great Depression, where the country understood that positional stances and a focus on differences had not served us well in solving the many challenges and difficult issues that were confronting us.



Yet, a year later we are more divided than ever with people's frustration rising because continuing unemployment, foreclosures and unrelenting impasse at the negotiating table prevent a sustained recovery. There is no more crucial time than this moment for us to consider why it is so difficult to 'get to yes' and to explore possibilities for how, through the effective utilization of our expertise, we can help people find the means to begin to constructively search for solutions.

Our keynote speaker, Carrie Menkel-Meadow, J.D., L.L.D is the perfect choice to help us explore these important questions. Professor Menkel-Meadow is Chancellor's Professor of Law at the new University of California, Irvine School of Law and A. B. Chettle, Jr. Professor of Dispute Resolution and Civil Procedure at Georgetown Law School. She is an expert in civil procedure, gender and law, globalization studies, international dispute resolution, law and literature, law and popular culture, and legal ethics. Having just returned from a summer teaching and lecturing in Europe, she will address examples from individual disputes and also larger national and international conflicts.

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President's Ponderings

Amy Cleary, OMA President

Welcome to our OMA newsletter. The 2010 fall season is beginning with an encore of sunny skies and warmth. At OMA, we are preparing for an engaging and inspiring 24th annual conference. Staff and volunteers are implementing plans that have been in the works for over a year. Brochures are now available to inform and attract our members and mediation partners to the array of offerings in our conference workshops on November 5 & 6, 2010 in Portland. Check out the OMA website for details.

We are very fortunate to have Carrie Menkel-Meadow as our keynote speaker this year. Carrie is the A. B. Chettle Jr. Professor of Dispute Resolution, Civil Procedure, and Law at Georgetown University Law Center, and the director of the Georgetown-Hewlett Program in Conflict Resolution and Legal Problem Solving. She will be offering a workshop on November 5th entitled "Dealing with the Past in Mediation" which will look at how mediators should take account of the past, pain and feelings of parties before moving on to the "future" and mediated problem-solving with individual disputes as well as larger, national and international conflicts.

Carrie has written an article that I found most interesting entitled "Why Hasn't the World Gotten to Yes? An Appreciation and Some Reflection," *Negotiation Journal*, 2006. In this article, she appreciates the work of Fisher and Ury, *Getting to Yes*, published in 1981. The small but influential tome summarizes ideas that were brewing at the time to help shift the focus of resolving disputes from a court model to a more collaborative interest-based model of negotiation. *Getting to Yes* elegantly framed Interest Based Bargaining, and set forth four rules of negotiation: 1) Think about interests, not positions, 2) Separate the people from the problem, 3) Invent options for mutual gain; and 4) Use objective criteria to productively resolve conflict.

In the nearly 30 years since this book was published, *Getting to Yes* has been revisited and rewritten to apply to a variety of contexts and disciplines. Carrie notes in her article that Fisher and Ury themselves applied the concepts to human relationships, international relations, preparing for

negotiations, designing systems of dispute resolution, dealing with difficult people or issues, and emotions.

"Fisher and Ury both believed that you could teach to the best in people. In our current social and economic situation, we may well ask where this ideal has gone."

Fisher and Ury worked from previous theories and ideas across disciplines to define their concepts, and they themselves possessed backgrounds in anthropology (Ury) and law (Fisher). They both believed that you could teach to the best in people and ultimately, as Carrie states, "new ideas could be harnessed to new techniques with the power to transform human behavior and solve social dilemmas."

In our current social and economic situation, we may well ask where this ideal has gone. There will always be forces causing us to compete over resources, some more compelling than others. It is up to us, as Carrie Menkel-Meadows points out in her historical review, that we all need to continue the work of collaboration as individuals, and continue to ask ourselves the question "what have we done today to get to Yes (or not) in our lives?"

I invite you to find opportunities daily to work collaboratively with others, find the opportunity in conflict, and help others realize the power each of us has to create a better future collectively. Join us at this year's OMA Annual Fall Conference to build relationships and seek new understanding. I look

forward to seeing you there.

OMA Newsletter

P.O. Box 40041
Portland, OR 97240
Editor : Robin Gumpert
Published quarterly by the

Oregon Mediation Association (OMA)

Send newsletter and calendar items to the above address or email Robin Gumpert at rgumpert@cnnw.net

Next Newsletter Deadline:

January 21, 2010

MULTNOMAH COUNTY LAUNCHES PROBATE MEDIATION PROGRAM

Josh Kadish, Wyse Kadish

For the past twenty years I have been mystified by why mediation was not more broadly used in probate cases. Because these cases almost always involve family relationships they are particularly appropriate for mediation. Mediation can in some cases improve relationships among families and at the least may be helpful in preserving existing family relationships in times of conflict. Obviously, when mediation works it will be less time consuming and less costly than litigation. Creative solutions may be available, as opposed to the legal solutions imposed by the court. Mediation keeps sensitive family matters private and can protect the dignity of the participants. And, mediation can deal with a broad range of emotional and other non-financial issues which frequently are present in these cases.

After a two year effort by an advisory committee spearheaded by Judge Katherine Tennyson, Multnomah County has established a probate mediation program by supplementary local rule. The program is intended to apply broadly to most protective proceedings including guardianships, conservatorships, and issues arising from trusts and estates. The rule allows the court to order a case into mediation and also allows a party to channel a case to mediation. A party may object to a case being mediated, and the Judge may remove the case from the mediation track if it appears that the case is not appropriate for mediation.

The parties are free to choose a mediator by agreement. If they cannot agree the court may appoint a mediator from a list of approved mediators which is maintained on the Multnomah County Court website. Qualified mediators include attorneys with five years of experience in the relevant areas, other individuals with special skills or training in the relevant areas, or individuals with special skill or training as a mediator. A mediator appointed by the court must also comply with the Oregon Judicial Department's court connected mediator qualification rules and have attended specialized training.

Thus far, the advisory committee has held two specialized trainings, one in June, 2009, and another in April, 2010. Approximately forty-five mediators attended each training. Feedback from trainers and participants indicated that the training was highly successful. Anecdotal evidence suggests that the implementation of the rule is going to make a significant difference in the number of cas-

es being mediated. Several mediators I have contacted indicate a significantly increased demand for mediation of these types of cases.

Some attorneys report that a number of parties are exer-

"The program is intended to apply broadly to most protective proceedings including guardianships, conservatorships, and issues arising from trusts and estates."

cising their right to request to be removed from the mediation track. Some cases in this area are simply not going to be appropriate for mediation, and early evidence indicates that the opt-out function is working. Finally, some of the mediated cases have been highly successful and others have not, which is not surprising given the difficulty and complexity of some of the cases. In summary, Multnomah County's adoption of this program is a long awaited positive step for the field.

24th Annual OMA Fall Conference

Register today!

Please register by October 22nd to ensure your place at the conference. Visit www.omediate.org or call (503) 872-9775.

A Celebration of Student Achievements

Sue McFadden, Member Services Committee

Last May OMA Member Services hosted its first Student Showcase. Members from Eugene and Portland gathered to showcase the excellent work being done around the state in the field of conflict resolution.

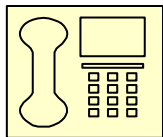
Thank you to Amy Hicksted, Paul Bruch, Mari Mizobe and Jacob Tolbert for sharing their work in the Eugene forum. Amy spoke about the status of court guardianship and probate mediation programs and the challenges mediators face dealing with capacity and disability issues. Paul summarized his study of how conflict resolution techniques play a role in the legislative process. Mari's project involved a United Nations effort which connects young people around the world in online dialogue about conflicts between predominately Muslim and Western societies. Jacob talked about a new idea involving training student athletes to be conflict resolution role models for the general student body. The energy and care that was taken in selecting and conducting the projects was wonderful to behold. What a terrific resource our students

are!

Thank you to Donna Harris who presented in Portland and discussed the effects of bullying in the workplace. Not only did Donna bring some real life tools for HR managers to use when they confront bullying characteristics, she also educated us to the similarities between bullying and domestic violence abuse. It was an educational time for all who attended!

There is a whole world of activity across the state linking research and activities in fascinating areas that many of us are unaware of. If you have ideas for future presentations, please contact Member Services Convener Erin Halton at ehalton@cnnw.net and we will do our best to showcase that work.

All of the discussions were lively and thought provoking. Thank you students!



OMA Listening Call: "Why Didn't This Case Get to Yes?"

Erin Halton, Member Services Committee Convener

On August 24th the Member Services Committee held a very successful listening call where approximately 24 people joined a conversation facilitated by Tzipora Diamant. During the call, mediators shared their experiences and together offered insights and suggestions to both real-life and hypothetical cases. The listening call was very well received, and provided a much appreciated opportunity for mediators to connect with each other throughout the state. Don Cole, court-connected Mediation Coordinator for the State Court in Deschutes, Crook and Jefferson Counties, listened-in with several of the program's mediators and had this to say about the listening call: "We can feel isolated out here. So it's great to feel a bond with folks around the state."

Since the listening calls have proven to be an easy and effective way for the statewide membership to connect, the Member Services Committee will continue to convene them on a quarterly basis. Thanks to all who have helped make them a success and we hope OMA members will join us for a listening call in the future!

Upcoming Dates to note:

- National Conflict Resolution Day is October 21. See the ACR website for information on how this day will be celebrated around the country:
<http://www.acrnet.org/crday/>
- Stop by the Member Services table at the OMA Conference on November 5th and 6th. We'll have committee and interest group sign up sheets and other great ways to get involved with the mediation community in Oregon!
- The next OMA listening call is scheduled for Tuesday, December 7, 2010 from noon to 1:00 pm.
- The Annual OMA holiday gathering will take place on Thursday, December 9th, from 5:00 - 7:00pm at the Red Star Tavern in downtown Portland

For information on other upcoming trainings and events throughout the state, see the new OMA Calendar on the OMA website at: <http://www.omediate.org/pg1073.cfm#>

Oregon Consensus Partners with Community Dispute Resolution Centers to Support OHA Health Reform Efforts

Laurel Singer, Oregon Consensus Program Manager

How do you host six public meetings around the state, create a video, and launch a public input website in under three weeks? Not without some very, very good partners. That's what Oregon Consensus discovered when approached by the Oregon Health Authority (OHA) to help solicit meaningful public input as it drafts its plan for comprehensive health care reform in time for the 2011 legislative session. By partnering with the Oregon Dispute Resolution Centers, Oregon Consensus was able to assist the OHA in giving over 1,000 Oregonians in six locations (Bend, Portland, Florence, Baker City, Corvallis and Medford) the opportunity to provide their input in person on the direction of key health care reforms in the state.

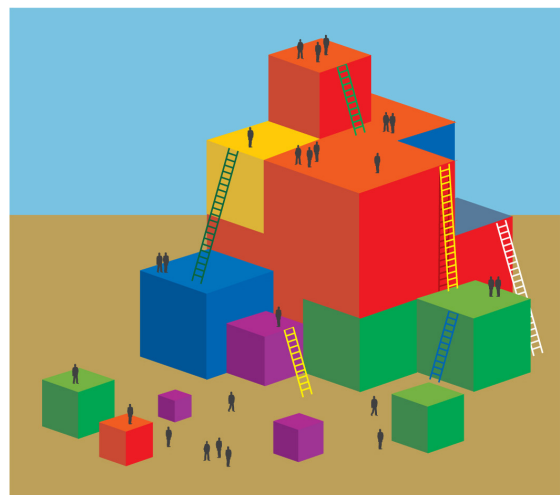
The Oregon Health Authority (OHA) is the new state agency leading the effort to innovate for quality and affordable health care in Oregon. OHA is overseen by a nine-member, citizen-led board that has historically relied on a high level of public involvement in developing critical priorities for health care reforms. The Board and OHA leadership once again hoped to solicit public input on key areas of its health reform plan, including a health insurance exchange. Recognizing that the issues involved in health care reform are dense and complex, Oregon Consensus and OHA decided to try a unique approach to combine live community meetings around the state with the launch of a website to enable the public to simultaneously get information about the key issues and weigh in with their input.

While contracting with UPSWELL Corporation for the design and implementation of the interactive website and video, Oregon Consensus linked with six community dispute resolution centers to help host the community meetings. "We are continually looking for opportunities to build the capacity of the local community dispute resolution centers to engage in collaborative, public policy projects in their cities," says Oregon Consensus Program Director John Hummel. "This project was a great chance to combine our strengths to achieve the best results."

The community dispute resolution centers took on the tasks of arranging all the logistics at the local sites, supplementing statewide outreach efforts at the local level, and provid-

ing volunteers for process support. Meanwhile, Oregon Consensus focused on overall process design and facilitation of the community meetings. By using the resources of the community dispute resolution centers, costs could be lowered and less travel required resulting in less environmental impact. The meetings proved extremely successful. Overall feedback from the meetings has been very positive, according to Jeremy Vandehey, Community Outreach Coordinator for the OHA. "It was very helpful to have local community members involved in organizing and facilitating the meetings who know their communities and who had a sense of local issues and concerns going into the meetings."

Six Rivers Community Mediation Center in the Columbia River Gorge not only hosted a meeting but Director Marti Kantola also served as the facilitator for two of the meetings. According to Marti, "Gathering meaningful public input is a challenging process for anyone. The collaboration between Oregon Consensus and CDRC's is both an intuitive and refreshing way to serve the needs of the State of Oregon. The decision to utilize trained mediators as process support made the experience outstanding for everyone involved. I believe we have all worked very well together to help OHA set a higher standard for how to truly engage the public in Oregon."





Help us make the conference Silent Auction a fundraising success!
Please send your donations OMA's way!

OMA's success depends on the contributions of everyone. The OMA Silent Auction Committee welcomes donations that will be auctioned during the Conference Reception and Silent Auction on November 5th. What can *you* contribute? We are seeking donations for any of the following:

- Gift certificates to use your family beach house or mountain cabin for a weekend or a week!
- Gift certificates for professional services from you, your spouse, your aunts or uncles, your fitness club, or other service. These gift certificates often bring awareness to the person's business, so don't hesitate to ask people you know. People are usually thrilled to get exposure in a new area.
- Items you've made: photographs, pottery, glass art, and silk scrolls have been popular items in the past.
- Restaurant gift certificates. Ask at places you patronize frequently. You'd be surprised at how well-received your request can be.
- Baskets with a theme: wine, cooking and gardening are always popular themes.
- Gift certificates to do something fun: rock climbing, kayak lessons, dance lessons, and art or craft lessons are all popular. Or anything else you think would make a great auction item.

We'll even pick up the donation for you! Email Joan Howard jhoward@umatilla.state.or.us or Sue McFadden suemcf@gmail.com for assistance. Donations will be gladly accepted through November 1st, so send us a note today!

OMA is a 501(c)3 tax exempt organization and donations are tax deductible to the extent that laws allow. Donation receipts are available online and from the OMA office.

What do Click and Clack (The Tappet Brothers) and OMA have in common?

Come to the Conference Reception and Silent Auction and find out!

Even if you can't attend the annual conference, you are invited to join the fun!

Friday, November 5th, 5:00 until 6:30 pm

Ambridge Event Center, 1333 NE MLK Drive in Portland

Enjoy lively conversation, an appetizer or two, and have fun bidding on exciting items such as:

- Vacation packages
- Photography package
- Glass art
- Professional Services
- Automotive supplies (hint, hint!)



Donations for the silent auction are tax deductible and gladly accepted through November 1st. Contact Joan Howard at jhoward@co.umatilla.or.us or Sue McFadden at suemcf@gmail.com, or the OMA office for information.

Ask OMA'r



Dear OMA'r:

I have been asked to be a mediator in a dispute that largely involves whether the dog that one party purchased was in fact the championship-caliber, purebred, show-quality dog that the other party promised. Now, I have to admit, I'm not a dog person. I've never seen the movie Best in Show. My only pets are peeves. I've disclosed my basic dog-ignorance to the parties, but they say they don't care; they know I'm a good process person, and that's what they say they're looking for. I'm still uneasy about my subject matter competence. Should I decline to serve?

Signed,

PetStupid

Dear PetStupid,

You do not necessarily need to decline to serve, but you do need to exercise your independent judgment as to whether or not to serve as the mediator. Part V of OMA's Core Standards of Mediation Practice, available on line at <http://www.omediate.org/pg61.cfm>, suggests, "Mediators fully and accurately represent their knowledge, skills, abilities, and limitations. They mediate only when they offer the desired approach and possess the level of substantive knowledge, skills, and abilities sufficient to satisfy the participants' reasonable expectations." As Comment 1 to this Standard explains, you need to exercise your independent judgment about your ability to serve, including considering "the complexity, subject matter, and specific issues of the dispute." As Comment 2 suggests, you need to have and maintain "substantive knowledge necessary to reasonably satisfy the expectations of the parties." If you have disclosed to the parties that you have virtually no subject matter competence, and they have confirmed that they expect you to have no subject matter competence, your serving would be consistent with this Standard and with the Comments.

But that should not be the end of your consideration. The reason for suggesting that a mediator needs any level of subject matter competence is to ensure that he or she can assist the parties in exercising their self determination and informed consent. These are the core values behind the Standards. As Comment 1 to Part I, Self-Determination, says, "Self-determination is a fundamental principle of mediation." As Comment 1 to Part II, Informed Consent,

says, "Informed Consent is a critical part of a participant's ability to exercise Self-Determination."

To the extent that both parties in the dispute have more or less equal knowledge of the world of show dogs, you may not need much knowledge in order to assure yourself that they are exercising their self-determination based on informed consent. But it still might be wise for you to "Brush Up on Your Dog-speare" (with apologies to Cole Porter). Do a little reading, or talk to an independent dog expert. A little learning may be a dangerous thing, but you will want to know enough to ask the right questions so that you can satisfy yourself that you are meeting the parties' expectations and your own obligations.

Competently yours, OMA'r

*In an earlier column, we noted that the United States District Court for the District of Oregon upheld the confidentiality of mediation communications by precluding a party from introducing evidence of them in a subsequent malpractice action against the party's lawyer. The United States Court of Appeals for the Ninth Circuit recently affirmed that ruling. *Fehr v. Kennedy*, No. 09-35768 (decided July 16, 2010). You can read the unpublished memorandum decision at <http://www.ca9.uscourts.gov/datastore/memoranda/2010/07/16/09-35768.pdf>.

** OMA'r also notes with sadness that long-time Standards and Practices Committee member Bill Gross has retired from the Committee. A tip of the hat and many thanks to Bill for his many years of leadership to the Committee and to OMA (and for his hospitality in hosting our monthly Committee meetings for many years). His thoughtfulness and grace will be sorely missed.

OMA Calendar of Events



The Oregon Mediation Association is excited to announce our new Training & Education Calendar!

We hope this calendar will serve as a dynamic statewide clearinghouse for information on training and education activities of interest to mediators and others providing alternative dispute resolution in Oregon.

Please visit the calendar regularly at: www.omediate.org and click on "Training & Education Calendar."

Add New Events to the Calendar

Our previous training calendar required OMA staff to add the event information themselves. With our new system, we're asking that you directly add your events to the calendar. It's easy to do! You have two options:

If you will be adding events on a frequent basis, please email Amber Hollers at oma@omediate.org for login access.

If you will be adding events only sporadically, please use the "Suggest an Event" tab on the calendar page. Enter information about your event and then click "Send." OMA staff will review your submission and either post it or get back to you with any questions or concerns.

Help Us Spread the Word

Do you know of organizations or individuals in your professional network that might have events to add to our calen-

dar? Please encourage them to submit events related to the field of mediation.

We Welcome Your Feedback

Please click the feedback link on the calendar page to send us your thoughts on the system or simply email oma@omediate.org We'll use your suggestions to improve the system wherever possible.

We hope you enjoy using OMA's new calendar and the many wonderful events which will be listed there!

For general questions about using the calendar, please contact the OMA office at (503) 872-9775 or oma@omediate.org.



Sustaining and Recovering Threatened & Endangered Species: Using A Natural Systems Approach To Help Recover State And Local Dispute Resolution

Donna Silverberg, DS Consulting

For those of us who have been part of the dispute resolution field for more than ten years, we have fostered and enjoyed the rise of mediation in many new areas. Local mediation programs that were spawned in the late seventies or early eighties were so successful that more programs grew in their wake. We enjoyed being part of what began as “lawn and leaf” programs, mediating dog barking and tree branches hanging over neighbors’ fences, as they grew to centers called upon to mediate tougher neighborhood disputes, small business and workplace disputes and local public policy issues. Many of us with full time practices began our careers at these centers—we were willing to take risks as volunteers (because we were being supported by the center and no one was paying for the service anyway) that gave us confidence our services were capable of handling even bigger cases. We were encouraged by staff and emboldened to swim into new waters.

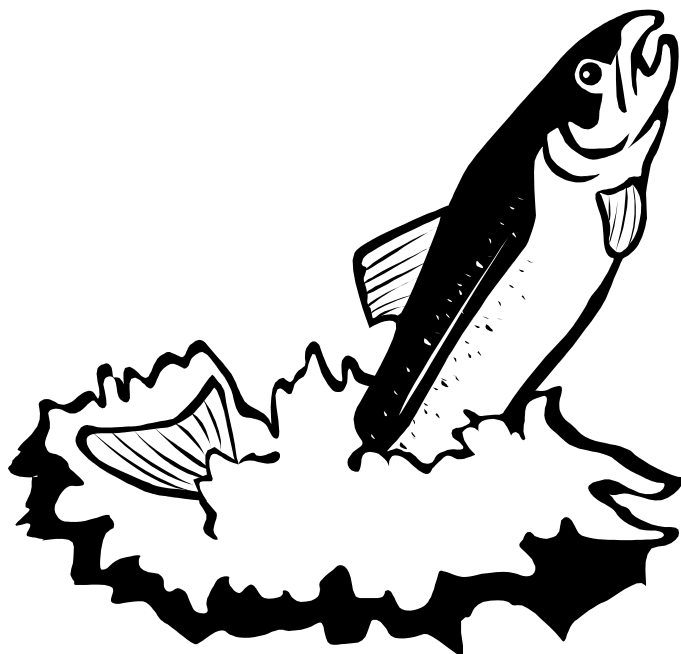
Some of mediation’s early pioneers saw a different vision: taking what was learned at the community level and broadening to the broader region or state. And, with help from national foundations, they began state offices of dispute resolution. These programs supported local centers with state grant funds and helped spread the practice of mediation into both state agency disputes and broader public policy issues such as the environment, education and health care. In many states, the very existence of these state and

local programs has led to a strengthening of the field. Mediators who receive free or low cost training provided by the centers and then get to hone their practice on their fellow community members while being observed and coached by center staff, are often emboldened to try larger cases that are identified and developed by the state offices. Some return to their jobs and spread the idea of mediation inside their office, company or agency—often mediating cases internal to the organization or providing training to their colleagues.

There is no question that local and state mediation programs have served as an important spawning ground for many of our most accomplished mediators around the country. Many mediators who have gone “professional” continue to return to volunteer services for these centers. The centers and state offices represent a most basic premise of mediation: *everyone* should have the opportunity to resolve their conflicts peacefully, on their own terms, and with the help of a trusted, impartial person, when needed. Their existence symbolizes the health of our field in that they clearly show a societal commitment to find non-adversarial solutions to tough problems.

So why, then, have these places begun to disappear? Local centers nation wide have been struggling for the past ten years or more to secure funding and support. The first of the state offices, Ohio, Massachusetts, Oregon and Florida were slated for elimination or severe cuts in 2003. These days, only state programs nested in university settings have much funding or growth. Should we be paying attention to the potential of a trend in the overall health of the field? Will we continue to see state and local governments decrease or eliminate funds to the only offices established to focus on dispute resolution? Why are these cuts happening? Is there something we should be doing more proactively to sustain these programs and the field more broadly?

We wonder if we, as a field, have focused so much on developing the field and its best practices that we forgot to think through what is necessary to sustain it. Once clients started using the services and getting results of 75% plus for resolution rates, we neglected to focus on the elements that made the field successful at the outset. Mediation wasn’t just a good idea for communities and states, it was also well represented in many public arenas.



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(Continued from page 1)

The conference includes over 30 workshops with topics ranging from, “Can the Natural Environment Teach Us How to Get to Yes?” to “Mediating with Picasso: How Does Your Creativity Enhance and Influence Your Mediation Practice” to “Hey Dude - Like, What’s a Parenting Plan” which includes an all adolescent panel. There are workshops for everyone here. Please visit the OMA website at www.omediate.org to view the wide range of interesting workshop offerings and registration information.

Yes?” to “Mediating with Picasso: How Does Your Creativity Enhance and Influence Your Mediation Practice” to “Hey Dude - Like, What’s a Parenting Plan” which includes an all adolescent panel. There are workshops for everyone here. Please visit the OMA website at www.omediate.org to view the wide range of interesting workshop offerings and registration information.

The Ambridge Event Center is a terrific venue. The conference rooms are named after Portland bridges thus lending themselves nicely to our theme. The center is also convenient for MAX and public transportation.

The OMA conference isn’t only about education. It is also an opportunity to have fun, meet up with old friends, make new ones and build stronger bonds between practitioners and organizations who partner to move the work of mediation and collaboration forward. Join us for lunch both

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days, participate in the OMA Membership Breakfast for coffee, conversation and croissants and learn about the ongoing work of OMA. If you are thinking about joining OMA this is a great way to find out about the ongoing work of the organization.

Plan to socialize, network and relax at the reception on Friday and come prepared to bid with abandon at the silent auction. Throughout the conference you can help support OMA and its work by buying raffle tickets to win amazing raffle baskets donated by community dispute resolution programs across Oregon.

We invite you to find common ground at the

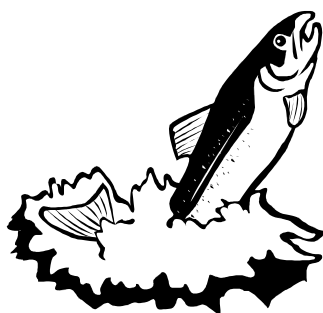
24th Annual OMA Fall Conference on November 5th and 6th. The conference is for mediators, facilitators, attorneys, students, educators, ADR practitioners, human resource professionals, counselors, social workers and others interested in learning more about how, using mediation and other collaborative processes, we can make progress to-

(Continued from page 9)

Yet, some of our best spokespeople also turned out to be our best practitioners. So, while we focused on improving services, we have not focused on the environment need to support services. As a result, we continue to

run the risk of becoming a threatened, if not endangered, field. Much has been done in the field of threatened and endangered species over the past 20 years. We suggest we look to nature and natural sciences as a means for framing and shaping our thinking about how we can best sustain our field.

For the past ten years, we have been



mediating and facilitating endangered species projects. From them, we have learned a great deal about the complexity of recovering an endangered species— and the wisdom of establishing a strategy for sustaining populations before they become endangered. It has given us a way of thinking about our own field and making the analogy and translation that may provide one path for recovering our endangered programs and sustaining those that are doing well now. At the upcoming OMA conference, we will make the analogy we see to recovering Columbia River salmon and offer ideas from our natural science friends. With this introduction, we will invite you to

think with us about how we can work together to sustain our field. Please join us at the OMA conference for what we hope will be a spirited discussion and critical assessment of the health of our field – and a vision for a ‘recovery plan’, if one is needed!

The workshop will be held on Friday, November 5, 1:45-3:15 and 3:30-5:00.



OMA Board Members		
Amy Cleary , President	(503) 655-8700	amycle@co.clackamas.or.us
Lisa Amato, Vice President	(503) 236-0920	lamato@spiritone.com
Cynthia Moore, Treasurer	(503) 584-4754	cmmenden@gmail.com
Jim Brooks, <i>Secretary</i>	(503) 426-2791	jbrooks@ci.beaverton.or.us
Mike Schnee, <i>Past President</i>	(541) 602-1452	Mike@michaelschneeconsulting.com
Paul Allen	(503) 540-1934	allent2000@earthlink.net
Forrest Collins	(503) 245-0894	forrest@mediatingattorneys.com
Kevin Grant	(541) 760-6259	KevinAGrant@gmail.com
Lauren MacNeill	(503) 380-8528	laurenmac@co.clackamas.or.us
Dena Marshall	(503) 740-7123	dena@marshallmediation.net
Philip Moses	(541) 686-5060	pmoses@directionservice.org
Ruth Rondema	(503) 781-1992	lizamcrrondema@gmail.com
OMA Staff		
Judy Brodkey <i>Executive Director</i>	(503) 872-9775	director@omEDIATE.org
Amber Jeanette <i>Project Assistant</i>	(503) 872-9775	oma@omEDIATE.org

Thank You Lifetime Members

Paul Allen	Jamie Damon	James L. Knoll	Amy Silverberg
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