



NEWSLETTER

Association of Family and Conciliation Courts

An international association of judges, counselors, court evaluators, mediators and lawyers

Volume 17, Number 2
Spring 1998

AFCC's 35th Anniversary Celebration a Smashing Success

Washington, D.C. proved to be the perfect backdrop for AFCC's 35th Anniversary Conference, as nearly 730 delegates from 16 countries and throughout North America converged in the United States' capital city for what some believe was the finest AFCC Annual Conference ever.

The conference took on a distinctly Washington flavor, from the location at the Capital Hilton—just two blocks from the White House—to conference theme, presenters, workshops, plenary topics and entertainment. In a week filled with highlights, here are just a few:

- Wednesday's opening night kicked off the conference with a true Washington-style debate on "Marriage, Separation and Divorce: Back to the Future?" with sociologist David Popenoe, author Barbara Dafoe Whitehead and Isolina Ricci, Coordinator of the California Statewide Office
- Thursday opened with inspirational addresses from Marian Wright Edelman, President and Founder of the Children's Defense Fund; her husband Peter Edelman, Professor at Georgetown University Law Center; and their son Jonah Edelman, Executive Director of Stand For Children. The Edelmans presented the Inaugural Meyer Elkin Address and received a standing ovation.
- Author Judith Viorst's luncheon address, "For Peace of Mind Resign as General Manager of the Universe" provided humorous insights into our personal struggles for control of ourselves, our spouses, children and parents.
- Friday's plenary session, "The Impact of Policy on Children and Parents" provided insight into the relationship between Washington's policies and the work of AFCC members. Presenters included Wade Horn, President of the National Fatherhood Initiative; Kimberly Barnes-O'Connor, Director of Children's Policy, U.S. Senate Committee on Labor and Human Resources; and Shay Bilchik, Administrator of the Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice.
- **The Capitol Steps**, Washington D.C.'s musical political satire troupe, left banquet attendees rolling in the aisles with laughter as they spoofed current political and social events.

AFCC Development Committee Launches 35th Anniversary Campaign

AFCC's newly formed Development Committee kicked off its 35th Anniversary Campaign with great success at the 35th Annual Conference in Washington, D.C. The 35th Anniversary Campaign launches AFCC's Resource Development Fund, with a long term fund raising goal of \$500,000. The Resource Development Fund will help enhance AFCC's capacity to carry out its mission to address the needs of children and families and provide the Association with a solid financial base for the long term.

AFCC's Development Committee is chaired by AFCC member R. John Harper of Hamilton, Ontario. Members include AFCC Vice President Hon. Arline Rotman, AFCC Treasurer Larry Lehner, Jan Shaw, Chair of AFCC's Mediation Committee, and Suzie Thorn, Chair of the Second World Congress Fund Raising Committee.

The Development Committee has raised nearly \$15,000 toward this year's goal of \$35,000, in commemoration of AFCC's 35th Anniversary. A special thank you goes to Hon. John Van Duzer and Joan Van Duzer for their lead gift of \$5,000 (CAN). Funds were raised through direct contributions, T-shirt sales and raffle ticket sales. Using the new slogan, **AFCC—Kids Count on Us**, the campaign will include various opportunities to support the Association. The Past-President's Gift will be comprised of contributions from former AFCC Presidents. The Founder's Gift is accepting donations from California members in honor of AFCC's founding members from that state. AFCC's Executive Committee, Board Members and Committee Chairs will have the chance to contribute to the Leadership Gift. In addition, a Membership Gift from individual AFCC

members, conference sponsorships and a dues check-off will support the 35th Anniversary Campaign. For a listing of charter members of the **AFCC Kids Count Club** and an opportunity to join, see page 9.

Coming Soon

AFCC Summer Institute
Madison, Wisconsin

Mediating Child Protection Cases
August 24–25, 1998

Conducting Child Custody Evaluations
August 26–27, 1998

AFCC Southeast Regional Conference
Orlando, Florida

**The Family Dispute Resolution Continuum:
Mediation and Beyond**
October 29–31, 1998

See page 10 for details



AFCC EXECUTIVE COMMITTEE

President

Ms. Christine Coates
Boulder, Colorado

President-Elect

Dr. Philip Bushard
Reno, Nevada

Vice President

Hon. Arline Rotman
Worcester, Massachusetts

Vice President

Hon. Denise McColley
Napoleon, Ohio

Vice President

Dr. Carole Brown
Sydney, Australia

Treasurer

Dr. Larry Lehner
Oakland, California

Secretary

Hon. George Czutrin
Hamilton, Ontario

Past President

Hon. Alastair Nicholson
Melbourne, Australia

Executive Director

Ms. Ann Milne
Madison, Wisconsin

AFCC NEWSLETTER

Vol. 17, No. 2

AFCC Newsletter Editor

Peter Salem

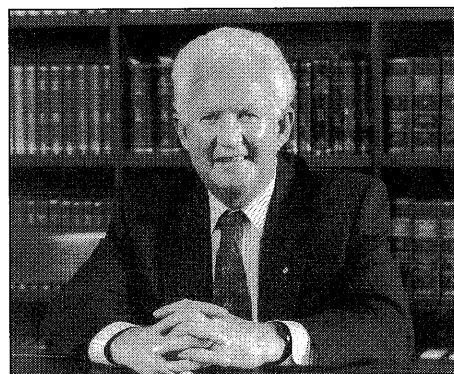
Published by AFCC
329 W. Wilson Street
Madison, WI 53703
Tel: (608) 251-4001
Fax: (608) 251-2231
E-mail: afcc@afccnet.org

The AFCC Newsletter is a publication of the Association of Family and Conciliation Courts. The Newsletter is published four times a year. Deadlines for news items and advertising are March 1, June 1, September 1, and December 1. Advertising copy must be camera ready and payment made in U.S. funds.

Advertising Rates:

Full page (7½" x 10")\$400
Half page (7½" x 4½")\$300
Quarter page (3½" x 4½") ...\$175

PRESIDENT'S MESSAGE



May 20, 1998

It is with a degree of regret that I write my last message as President of the Association of Family and Conciliation Courts. It has been a most eventful year, both for AFCC and for the Executive Committee, Board of Directors, Committee Chairs and the hundreds of volunteers who have given their time, energy and expertise to the Association. It has also been a most successful year, commencing with the Second World Congress in San Francisco, followed by the highly successful Symposium on Child Custody Evaluations and Congress on Parent Education Programs in Breckenridge, Colorado, and completed with an outstanding 35th Annual Conference in Washington, D.C.

The AFCC Executive Committee also sat down to address the issue of building on these successes for the future. We established a Development Committee chaired by John Harper of Hamilton, Ontario. The Executive Committee then met with the Development Committee in January to begin to map out strategies for the future.

Our goal is to place AFCC on solid financial ground in order to increase the capacity of the organization. We developed a number of strategies that we hope will help to generate sufficient funds to continue to place AFCC at the cutting edge of the issues related to families and children. It is important that we continue to expand our membership and offer something different from other more specialized organizations. We can only continue to do this if we can achieve financial stability. At the Annual Conference in Washington DC, we outlined our strategies and sought the input and support of our members.

One strategy that has been developed is the 35th Anniversary Fund. As a part of this effort, the Immediate Past President of AFCC, Linda Hahn and I are spearheading the President's Gift. Linda and I have made an initial gift to this fund and we have written to 25 former AFCC Presidents asking them to join us in this initiative. Other efforts in this regard include the Founder's Gift, the Leadership Gift and contributions from

*Hon. Alastair Nicholson
Melbourne, Australia*

individual members. We hope that these efforts will provide a seed for further funding, both from within and outside AFCC.

One of our great strengths is our diversity and our breadth of professional streams. I believe that we really offer something different to the usual type of professional organization. I was struck by this last week when attending a seminar conducted by a similar multi-disciplinary organization in Australia, with which I am also associated. It brought together medical practitioners such as pediatricians, obstetricians and gynecologists, together with judges, lawyers, and mental health professionals, whose activities were directed at a common goal; in that case the welfare of children suffering intellectual disability. Those of you who were present at the brilliant presentation in San Francisco by the eminent pediatrician, T. Berry Brazelton, will understand the need for all professionals associated with children to find a way to exchange common information and seek common goals. I believe that AFCC offers such an opportunity and that it is vital that it not only survive into the next millennium but continues to gain strength.

AFCC has come of age as an international organization as a result of the last Congress, as is evidenced by the number of international delegates in attendance at the Annual Conference in Washington DC and the proposal by the Nomination Committee that two Japanese delegates be elected to the AFCC Board. We are in the forefront of forthcoming discussions concerning unified family courts. The concept is very much the wave of the future and I am proud that AFCC is once again on the cutting edge.

I look forward to my final year as a member of the Executive Committee under the Presidency of Christie Coates, who has already demonstrated her fine leadership capacity. I thank the present and past members of the Executive Committee with whom I have served for their camaraderie and dedication to the goals of AFCC and wish it many happy returns for its 35th birthday.

SPOTLIGHT SERIES

60 Years of Service, Lucas County Court Counseling Department

by Michele MacFarlane, M.S.W., Administrator, Court Counseling Department,
Lucas County Domestic Relations Court, Toledo, OH

In 1936, Judge Paul Alexander was elected to the bench of the Lucas County (Toledo, Ohio) Court of Common Pleas, Domestic Relations Division, which was created in 1924 by Ohio law to have jurisdiction over "divorce, alimony, support, custody of children, visitation and companionship, dependency, delinquency, contributing to delinquency, abuse of minors, consent to marry, consent to adoption of children under two years of age, and bastardy." Judge Alexander brought to the bench a new idea for Lucas County: that there be skilled professionals in every position in the Court, in contrast with the previous era of political cronyism.

Two years later, in 1938, Judge Alexander hired the Court's first Divorce Caseworker, and the Friend of the Court Department was created. It was a part of the Family Court, "...an integrated court to handle all family problems from juvenile delinquency through divorce." The work of the Friend of the Court was officially designated as investigation, which was authorized by statute. However, the scope of the work as described in the 1940 Annual Report included, "much wise counsel was given, many reconciliations were effected, much evidence was brought to light for the guidance of the Court." That same report gave statistics on "persons receiving advice" each year. The following year's report noted that "Lucas County has no specific marriage counseling bureau."

By 1948 the Department became known as Marriage Counseling. A new Family Court Center building was completed in 1953. The Marriage Counselors provided mandatory divorce investigations decreed by a 1951 Ohio law for parents who were divorcing and had children under 14 years of age. Reconciliation counseling was emphasized along with individual adjustment, referral to community agencies, custody investigations and investigations requested by out-of-town courts. One annual report defined the role of the Department: "Our first question—'can this marriage be saved?' Many times if we cannot save a marriage, we can save the self-respect of an individual or reduce the emotional and economic threat to children."

Some of the services included:

- apparent reconciliation
- accepted counseling
- lessened anxieties in emotional crisis
- improved attitude toward children's welfare
- clearer concept of marital role
- contested divorce changed to uncontested case
- financial plans amiable

- plans for custody amiable
- plans for visitation and companionship arranged

The decade beginning in 1958 saw the first discussion of the public's request for post-divorce services. The Marriage Counseling Division provided field placements for students from the University of Michigan School of Social Work. Visiting professionals came from Japan, Australia, Tasmania, Canada and England to compare our efforts with their own. The 1967 Annual Report referred to the similarities of the Department's work to that of Conciliation Courts in other states. At the close of the Department's third decade, in 1967, Judge Alexander retired with a distinguished national reputation and reams of publications to his credit.

The fourth decade of service of the Department began in 1968. Some new services were added and some procedures received new emphasis. A 1969 Ohio law provided for a conciliation procedure for marital controversies. Because of the Court's long history in this area, no new procedure was adopted. In 1970, staff attended the annual meeting of the Conference of Conciliation Courts (now known as the Association of Family and Conciliation Courts), which was held in Detroit, Michigan, just sixty miles away. This conference was reported to be one of the ways by which staff, "sharpened their skills and competence to help troubled families and spouses."

By 1973, divorce filings had more than doubled from ten years previous. Counselors were making written reports for hearings and were subject to cross-examination in which the counselor must "professionally support his recommendations." The law changed clientele of the Department from families with children under age 14 to "where minor children are involved." The Court began awarding visitation to relatives of deceased parents, a precursor of "grandparents rights." In 1974, "dissolution" was introduced as a no-fault way of ending marriage. There was growing concern about the increasing numbers of contested custody matters. Cases were being referred by the judges in which there were no minor children, but in which they wanted a professional opinion about an adult party. Pre-marriage counseling for minors was added as a service in 1977. And beginning in January of that year, a separate Juvenile Division of the Court of Common Pleas was begun.

The ten year span starting in 1978 saw some major changes in the Court. Specialization in Juvenile and Domestic Relations caused separation between these divisions

to become more and more pronounced. Juvenile caseloads and the severity of delinquency cases consumed resources on one end and Domestic Relations caseloads and work to implement child support enforcement mechanisms (taking over this responsibility from the Toledo Humane Society in 1979) created equal stresses on the other end. Major responsibility for implementing new domestic violence legislation became a part of the duties of the Court Counselors, renamed from Marriage Counselors in 1979. In that same year the first staff attendance at divorce mediation training occurred. The issues of visitation became a battleground when child support amounts and enforcement increased. The number of family evaluations increased because of more and more visitation problems. In 1981, a specific joint custody law passed. In 1982, the Court Counseling Department helped develop and conduct a public information program about the divorce process and the court process. In 1984, increased allegations of child sexual abuse raised staff concerns. A new parent education program was instituted.

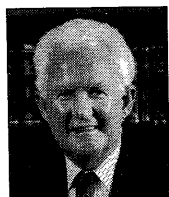
The year 1988 found the Lucas County Domestic Relations Court still housed in the Family Court Center with Juvenile Court and the juvenile detention facility. Mediation was initiated in 1990 as a service provided by all staff. Support came from the Governor's Commission on Peace and Conflict Management and mediation training was provided by AFCC Executive Director Ann Milne.

This year launches the seventh decade of social work services in the Domestic Relations Court. The Court Counseling Department now provides family evaluations for divorce and post-divorce child-related litigation, intake services for domestic violence victims requesting protective orders and other relief, mediation, conciliation assessments, post-decree case management/supervision, planning and scheduling for the parent education program and other services as social concerns and the laws change.

Since Judge Alexander hired the first Divorce Caseworker sixty years ago, Lucas County has changed. The population has grown, then decreased to its present size of 452,600. The dozen major manufacturers, all national leaders twenty-five years ago, have decreased by half. Service now outstrips manufacturing as the major employer. The downtown has all but disappeared. However, with all the changes in the community, and in the courts, the integration of mental health professionals into the divorce process continues to provide important services to Lucas County families.

Where Were You in 1963?

The Association of Family and Conciliation Courts was founded in 1963 in Los Angeles, California. In the same year, on the other side of the world, a young Australian barrister named Alastair Nicholson was struggling to make ends meet. Chief Justice Nicholson remembers the year fondly.



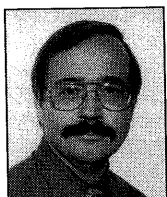
I became a barrister in January 1963. I had no money, was engaged to be married and had to borrow money from the bank. Luckily, work began to trickle in, but it was also customary to wait more than six months for payment which meant that I owed the bank more and more. I shared a room with three colleagues and it was not uncommon for three client conferences to be proceeding in the same room. On 16 December 1963, my wife Lauris and I got married, despite the fact that I was still broke. Like AFCC, we share our 35th anniversary this year.

The AFCC Newsletter asked some others to look back to the year of AFCC's beginnings. Here is what they were doing:



Christie Coates
AFCC President, Boulder, Colorado
Sophomore at South Houston, Texas High School. It was in 1963 that Christie met her first true love.

Jeanne Ames
Founding member of AFCC California Chapter
San Francisco, California
Director of the Bureau of Family Relations, San Francisco District Attorney's Office.



Phil Bushard
AFCC President-Elect, Reno, Nevada
Seventh grader at Good Shepherd School, Golden Valley, Minnesota. Delivered newspapers in chest-deep snow.

Hon. George Czutrin
AFCC Secretary, Hamilton, Ontario
Seventh grader at P.S. 197, Brooklyn, New York. Broke his finger chasing down a deep fly ball on the sand lots of New York.



Linda Hahn
AFCC Former President, Dallas, Texas
Graduate student in Clothing and Textiles at Purdue University where the male/female ratio was ten to one. Linda met her husband Larry at Purdue.

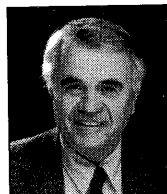


Larry Lehner
AFCC Treasurer, Oakland, California
An undergraduate at San Francisco State University. Larry returned to school after two years of "field research" in Europe and San Francisco's Haight Ashbury district.

Michele MacFarlane
AFCC Board Member, Toledo, Ohio
Junior at Hoover High School, North Canton, Ohio. Double threat as a reporter for the school newspaper and member of the year-book committee.

Denise McColley
AFCC Vice President
Napoleon, Ohio

Fourth grader at St. Paul Lutheran School, Napoleon, Ohio. Member of the 4-H Club.



Hugh McIsaac
Former AFCC President, Manzanita, Oregon
Student at the Graduate School of Social Work, University of Southern California. Also a hooker for the Southern California Regional Rugby team which played against the New Zealand All Stars. Highlight of the year was marrying his wife Chris.

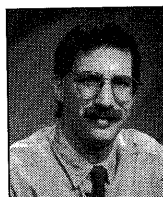


Ann Milne
AFCC Executive Director
Madison, Wisconsin
Freshman at Madison's East High School. Ann was a member of the cheerleading squad.

Don Moir
Former AFCC President
Vancouver, British Columbia
Partner with the law firm of Moir, Standfield & Basford, Vancouver. Law partner Basford subsequently became Canada's Minister of Justice. Father of three (eventually to be four) children.



Hon. Arline Rotman
AFCC Vice President
Worcester, Massachusetts
Full-time and frustrated homemaker, mother and volunteer for the League of Women Voters.



Peter Salem
AFCC Associate Director
Madison, Wisconsin
First year student in the Bunny Room, Wheaton Cooperative Nursery School, Wheaton, Maryland. Had trouble settling down at nap time.

Kristine Stenulson
AFCC Administrative Assistant
Madison, Wisconsin
Not yet born. It would be a few years before she was even a twinkle in her parents' eyes.



Bob Tompkins
Former AFCC President,
Wethersfield, Connecticut
A sophomore at Plainville, Connecticut, High School. Bob took a summer bus trip to Minnesota as a delegate to the national YMCA Youth Conference and met his future wife Peg on the way.

P.J. White
AFCC Exhibit Coordinator
Madison, Wisconsin
A perky seventh grader at Monticello Grade School. Got up at 4:00am to milk the cows before walking one mile to the school bus in the cold, deep Wisconsin snow.



Thirty-five Years in the Making and Still Going Strong

The Association of Family and Conciliation Courts (AFCC) celebrates its thirty-fifth birthday in 1998. In the last three and one half decades, AFCC has changed dramatically in size, scope, geography and membership. What has not changed, however, are the ideals that inspired a small group of California judges and court counselors: *that an organization facilitating an interdisciplinary exchange of ideas and information could serve as an agent of change and a catalyst for the needs of families and especially children, in conflict.* This vision has endured, and as a result, generations of families have benefitted.

In the Beginning

The Association of Family and Conciliation Courts took root in California in the spring of 1963 with the creation of the *California Conciliation Courts Quarterly*, the first publication to promote the interchange of ideas between California's Conciliation Courts. Judge Roger Alton Pfaff, Presiding Judge of the Superior Court of Los Angeles, noted:

California has become a model for conciliation services as a part of the judicial function for other states to emulate and each year we find jurisdictions creating such services. It may well be that in the not too distant future this little publication may have a wider dissemination with similar courts in other states.

Judge Pfaff's words proved truly prophetic. Thirty-five years later the publication, now known as the *Family*

and Conciliation Courts Review, is read by 1,700 AFCC members in more than twenty countries including Argentina, Australia, Canada, Chile, Denmark, Germany, Israel, Japan, New Zealand, Portugal, South Africa, Spain, Sweden, the United Kingdom and the United States.

The first AFCC conference was held on Saturday, September 7, 1963 in Los Angeles. Conciliation counselors and judges from six counties gathered to talk shop well into the evening. And who appears on that initial roster? The late Meyer Elkin, former Editor of the *Review*, and the late Stanley Cohen, former *Review* Co-Editor and former AFCC Executive Director.

The December 1963 issue of the *California Conciliation Courts Quarterly* indicates that interest in court-connected services was spreading beyond California. Courts in Idaho, Oregon, Michigan, Arizona, Montana and several Canadian provinces were also looking into establishing court services.

By 1964, the AFCC conference was a two-day event with ninety participants. The ten dollar registration fee included a cocktail party and dinner. Colleagues from states outside of California were invited to attend. The program emphasized the role of the court as a provider of short-term marriage counseling services and the use of husband-wife agreements to resolve marital disputes and provide a means to

reconciliation. The use of trial separation agreements as a way to effect a reconciliation was presented as a novel, albeit controversial, technique.

Expanding the Boundaries

By 1965, bylaws and a constitution had been drafted and "California" was dropped from the organization's title. The name was changed to "The Conference of Conciliation Courts" in recognition that the organization had now become interstate and international. The first conference outside of California was held in Phoenix in May 1967. The conference theme was *Compatibility or Combatibility: A Profile Study in Marriage and Divorce*. The Conference went on record encouraging California Governor

Ronald Reagan to continue the Blue Ribbon Commission on the Family and, "to begin a concerted assault on the high incidence of divorce in our society and its tragic consequences." Reconciliation of marital disputes continued to be the focus of conferences and the quarterly *Review* through the 1960s. *Blueprint for a Successful Marriage*, a

brochure developed by the Los Angeles Conciliation Court, was made available to other courts.

The December 1969 issue of the *Conciliation Courts Review* introduced a new concept to the movement with an editorial by Meyer Elkin entitled "A Conciliation Court is More Than a

(continued on next page)

The first AFCC conference was held on Saturday, September 7, 1963 in Los Angeles.

Reconciliation Court." Other articles focused on the role of the attorney in divorce and visitation guidelines. One article, written by prominent California judge Hon. Byron Lindsay, questioned whether we were expecting too much of marriage.

By the end of the 1960s, membership dues had increased to \$15 and the organization's fund balance was a hefty \$983. Committees were established to focus on legislation, professional standards, publications and membership. A 1968 survey of all fifty states and the District of Columbia revealed that 19 states had some form of court-connected counseling services.



The 1970s: From Reconciliation to Divorce With Dignity

By the early 1970s conferences had been held in Detroit and Honolulu. Family Court Services were turning their attention to helping couples end their marriages, "with a greater sense of dignity and self-worth and with less trauma to themselves and the children." The *Review* had grown from 13 pages to 45 pages and reflected the changes in court services, addressing topics such as child custody, family assessments, the lawyer's role in family law, the judge's role in family law, student internship programs and the use of para-professionals in conciliation courts.

Ten years after its inception, the Conference of Conciliation Courts had members in 15 states, several Canadian provinces and 34 members on its Board of Directors. The 1973 Annual Conference was held in Chicago. The theme was *Alternatives to Divorce*. Regional conferences were also being held. The *Review* focused on trial separations, family courts, the effects of divorce on children, the appointment of guardians ad litem in divorce cases and the dangers of do-it-yourself dissolution. Court-connected counseling had been redefined from marital reconciliation to helping couples, "reach mutually acceptable agreements regarding custody/visitation matters, based on a better understanding of their difficulties."

Throughout the 1970s, the Conference of Conciliation Courts became

increasingly interdisciplinary and international. Conferences featured presenters from Canada, New Zealand and Australia and *Review* articles

featured contributions from judges, lawyers, academics, clergy and behavioral scientists. In 1976, the Conference of Conciliation Courts changed its name to "Association of Family Conciliation Courts."

In 1978, the Association of Family Conciliation Courts held its first Annual Conference outside of the United States in Vancouver, British Columbia. The conference brochure was bilingual. New concepts such as family self-determination and mediation were the subject of discussion. Gender issues were emerging. The

Divorce Experience Program, a didactic orientation program for divorcing parents and their children, was introduced.

With the assistance of AFCC members Jeanne Ames, Wallace Beasley, Murray Bloom, Hugh McIsaac Michael Levitz, Warren Weiss and others, the late 1970s saw the emergence of the AFCC California Chapter, AFCC's first and largest chapter. In the years to follow the California Chapter would be joined by chapters in Arizona, Massachusetts and Kansas as well as an Australian AFCC affiliate organization.

The 1980s: The Mediation Explosion

By 1980, membership had grown to 900 members and the Board of Directors to 49 members. The camaraderie of the Association was evidenced by pre-conference and post-conference trips, networking and other opportunities for educational exchanges. AFCC had become a business in addition to a professional organization. Executive Directors Frank Bailey, Jay Folberg and Laurence Hyde led the organization through budgets, bylaws and bureaucracy. The central office moved from California to Portland, Oregon and to Ft. Lauderdale.

AFCC's finances had grown well beyond the early years. Membership dues were now \$50 for individuals, \$100 for institutional members and \$15 for students. The Board approved a budget of \$51,000 and the organization now included 11 committees.

Pamphlets and publications such as *Parents Are Forever* and *Guide for Stepparents* were being developed and offered for sale by the Association. AFCC secured a grant for \$108,000 to produce a film on family violence. Additionally, the Children's Bureau of the Department of Health, Education and Welfare awarded a research grant to study the effects of mediation on custody and visitation disputes in courts in Connecticut, Los Angeles and Minneapolis. The research team included Jessica Pearson, Nancy Thoennes and Ann Milne.

Focus on Mediation

Interest in court-connected reconciliation counseling, while still offered in a few courts, was diminishing and joint custody, mediation, domestic violence and step families were becoming central issues. The legislation boom had begun and it was moving in a strong wave from California across the United States. Mandatory mediation and joint custody were hot topics.

AFCC's Mediation Committee hosted three national symposia on mediation standards in the years 1982-84. Representatives of more than thirty organizations participated in producing the first set of model standards of practice for family and divorce mediators. By the late 1980s, mediation of custody and visitation disputes would be mandatory in jurisdictions in more than 33 states.

Separated and divorcing parents were becoming a new constituency. Fathers were organizing groups to advocate for their parenting interests and mothers were drawing attention to the economics of divorce, the feminization of poverty and child support arrearages. AFCC's conferences featured family members recounting their divorce and custody disputes and the resolution of these disputes through mediation. Children captured the attention of conference attendees as they spoke of their feelings about joint custody.

In 1982, just prior to the Association's twentieth anniversary, AFCC changed its name to "The Association of Family and Conciliation Courts." The term "conciliation" was unfamiliar to many members and seemed to present a confusing image to potential members and the public.

Meyer Elkin continued to edit the *Review* and in the Twentieth Anniversary Issue he noted the ripple effect that the Association has had on the field of divorce. His eloquent editorials continued to capture the commitment of AFCC members.

Cast a Pebble in the Pond

Let all of us, in our own unique way, recommit ourselves to the search for the pebbles of change that can be cast into the social pond. Let us create a divorce process that recycles divorce pain into new patterns of personal and familial growth which, in turn, will also strengthen our entire society. Let us protect our children from the unnecessary hazards of the divorce experience so that they, like their parents, can be strengthened by divorce rather than defeated by it. And let us never forget that if the lights go out in our children's eyes, be they children of divorce or any other children, we will all live in darkness.

Canadian President

In 1983, AFCC elected its first Canadian President, Hon. John VanDuzer from Hamilton, Ontario. The Association's conference was held in Toronto. AFCC conferences had become major events by this time, demanding hundreds of hours of volunteer time and effort resulting in significant revenue and membership for the Association. Conferences were now five day events, including pre-conference institutes, committee meetings and board meetings in addition to plenary sessions and multiple workshops. Conferences were becoming more participatory and elaborate.

Conference presenters were coming from within the Association as well as from beyond the membership of the organization. They included Supreme Court Justices, bar association presidents, authors, university faculty, sociologists, and even TV and newspaper personalities such as Ann Landers and Bonnie Franklin.

The friendships and kinships between members continued to grow as members kept in touch between conferences, corresponded, authored articles and books together, traveled together, shared family events and laughed and grieved together.

AFCC's *Newsletter*, edited by Stanley Cohen and AFCC member Ann Milne, became the Association's second quarterly publication joining the journal, *Conciliation Courts Review*. The number of pamphlets and publications expanded and AFCC began to offer videotapes on custody resolution counseling and divorce.

By 1986, AFCC's budget was approaching six figures. Conferences were being planned two to three years in advance and Board meetings took

up approximately six hours of each conference.

Divorce adjustment programs were increasing in popularity. The SAID Syndrome (Sexual Abuse Allegations in Divorce) was a topic of much discussion and abuse seemed to be everywhere—child abuse, drug abuse, alcohol abuse and sexual abuse. Conference workshops attempted to attend to the personal needs of court workers with presentations on managing job stress and burn out.

Family Court Service programs were feeling the strains of the economy and AFCC membership leveled off. Custody evaluations, having been relegated to somewhat of a lesser position with the advent of mediation, were re-emerging as custody disputes were becoming more complex and family dysfunction seemed more pervasive.

1988-AFCC's 25th Anniversary

The 25-year mark in AFCC's history was significant. AFCC returned to Los Angeles for its Annual Conference. The conference theme, *Helping Children and Families—The Best of AFCC*, set the stage as participants revisited conference presenters and family member participants from ten years earlier.

As AFCC completed its first quarter-century, some inevitable changes took place. Meyer Elkin retired as editor of the *Review* and turned over the journal to co-editors Stanley Cohen and Hugh McIsaac. It seemed significant that two were chosen to replace one. The Editorial Board had increased from eight members to 38 members from around the world. The *Review* was now more than eighty pages in length and Sage Publications had taken over the publishing and marketing responsibilities. Stanley Cohen retired as Executive Director and Ann Milne, a long-standing AFCC member, took on the task of managing AFCC. The administrative office moved to Madison, Wisconsin.

The 1990s: Complex Family Issues

AFCC entered the 1990s with its growing membership facing increasingly difficult family issues. AFCC conferences served as a forum to explore the controversy around the use of mediation in cases involving domestic abuse. On the heels of its 1989 Annual Conference in Chicago, which featured a pre-conference symposium on mediation and domestic abuse, AFCC received a \$200,000 grant from the State Justice Institute to collaborate with The Urban Institute in Washington, D.C. to study mediation and domestic violence.

The term "high conflict family" was becoming popular and AFCC members led the way in developing new processes and techniques for working with these challenging family members. AFCC continued to serve as a catalyst for the dissemination of information through conferences, training programs, publications and videotapes. Special masters, domestic abuse, mediation-arbitration, supervised visitation, custody evaluation, child protection and dependency mediation began to appear on conference programs as members searched for effective family dispute resolution processes.

1993-AFCC's 30th Anniversary

AFCC celebrated its thirtieth anniversary in New Orleans in May 1993. *The Economic Impact of Divorce* provided an opportunity for more than seven hundred delegates to celebrate in fine style. The AFCC videotape, *The Economic Impact of Divorce*, was produced especially for the conference. The New Orleans conference was AFCC's most substantial effort to date and consumed AFCC's two person staff and local volunteer members. Increasing membership, budgets, conferences and publications were taxing the efforts of the predominantly volunteer-run organization.

In 1993 the Association received a \$175,000 grant from the Hewlett Foundation which enabled AFCC to add an associate director and administrative assistant and absorb some of the work of the hard working volunteers. Conference planning was centralized in the administrative office and AFCC's Professional Development and Technical Assistance Division (PD & TA) was launched. Between 1994-1997, AFCC's PD& TA Division would host three Symposia on Child Custody Evaluations, three Congresses on Parent Education programs, 21 mediation training programs and six pre-conference institutes. AFCC's annual and regional conferences were held in Maui, Tucson, Montreal, the Columbia River Gorge, San Antonio and Boston. The conferences continued to draw delegates from around the world.

Second World Congress on Family Law and the Rights of Children and Youth

Perhaps the most extraordinary effort of AFCC's 35 years resulted from the Association's partnership with Australia's World Congress, Inc. as host of the *Second World Congress on Family Law and the Rights of Children and Youth*, held in San Francisco in June of 1997.

(continued on next page)

Chaired by AFCC's first President from outside North America, Hon. Alastair Nicholson, Chief Justice of the Family Court of Australia, the three-year planning effort involved hundreds of AFCC volunteers and culminated with more than 1,500 delegates from over fifty countries participating in the five-day extravaganza. Co-sponsoring organizations included the American Bar Association Section of Family Law, American Medical Association, United Nations Population Fund, Moose International, UNICEF and the AFCC California Chapter. The lengthy list of luminaries included Honorary Chair, First Lady Hillary Rodham Clinton, renowned pediatrician Dr. T. Berry Brazelton, San Francisco Mayor Hon. Willie Brown, Nobel Peace Prize Recipient Dr. Jose Ramos-Horta and former United States Congresswoman Hon. Patricia Schroeder.

The 1990s also saw the dramatic expansion of AFCC's publication and video library, under the stewardship of Executive Committee member Phil Bushard, as 18 new publications, pamphlets and videos were made available. AFCC's *Newsletter*, edited by AFCC Associate Director Peter Salem, grew from eight to 12 pages. In 1998, Hugh McIssaac turned the editorial reigns of the *Family and Conciliation Courts Review* over to Professor Andrew Schepard at Hofstra University School of Law.

By the 1990s, AFCC had built relationships with numerous organizations including the American Bar Association Section of Family Law, American and International Academies of Matrimonial Lawyers, Family Mediation Canada, International Commission on Marriage and Interpersonal Relationships, Academy of Family Mediators, National Council of Juvenile and Family Court Judges, National Child Support Enforcement Association and Society for Professionals in Dispute Resolution.

On a sad note, the 1990s has seen the passing of some of the early and noteworthy AFCC leaders. In 1993, former AFCC President Hon. Irwin Cantor from Tucson, Arizona passed away. Meyer Elkin passed away in 1994 and in 1995 former Executive Director, Stanley Cohen died in a tractor accident on his Oregon farm.

Looking to the Future

AFCC's second major grant from the Hewlett Foundation positioned the

***We will celebrate
AFCC's legacy
in 1998
and hope that
you will join us
for the celebration. . .
and for the future.***



Association to focus on the future by enhancing its ability to provide education and information for courts and practitioners throughout the world. AFCC will be moving into cyberspace with a new web site scheduled to debut in 1998. Additional training and technical assistance will be offered through the PD&TA Division with an increasing number of AFCC members playing an

expanded role as trainers and consultants. Enhanced member services and greater opportunities for participation are also on the agenda for the future.

The Hewlett Foundation also provided support for AFCC's newly appointed Development Committee, charged with developing a Resource Development Fund that will support future Association efforts to meet the needs of AFCC members and the parents and children they serve.

Looking back over 35 years, an impressive legacy is shared by Meyer Elkin, Hon. Irwin Cantor, Stanley Cohen and the many others who have served AFCC with such fierce dedication. From a small group of court counselors and judges, AFCC has grown to an international association of more than twenty countries and an interdisciplinary membership of more than 1,700 members representing more than a dozen professions.

In the future, as always, AFCC members will continue to be on the cutting edge. The agenda has changed from reconciliation in the 60s, to divorce in the 70s, to mediation in the 80s, and the multiple issues of the 90s, reflecting the diversity and complexity of contemporary families. Unrepresented litigants, never-married parents, dependency mediation, domestic abuse, parent education, custody evaluations, fatherhood and family preservation are among the challenges for AFCC members in the new millennium.

While the issues may change, one thing remains constant: AFCC members continue to share an impressive commitment to families and children cultivated by the founders of the Association and instilled in members by the Association's leadership and members over the past 35 years.

We will celebrate AFCC's legacy in 1998 and hope that you will join us for the celebration. . . and for the future.



AFCC Kids Count Club Charter Members

A FCC thanks the following Charter Members of the **AFCC Kids Count Club** for their generous contributions to the AFCC 35th Anniversary Campaign.

Platinum Members (\$3,000 or more)

Hon. John Van Duzer
Joan Van Duzer

Gold Members (\$500-\$2,999)

AFCC California Chapter
Harper Jaskot Law Offices
Bruce Horskey, Ernst & Young
Hon. Arline Rotman
Russell Schoeneman
Jan Shaw
Suzie S. Thorn

Silver Members (\$250-\$499)

Clarence Cramer
Linda Hahn
Hon. Patrick Mahony
Ann Milne
Hon. Alastair Nicholson
Palmer & Palmer, PA
Philip Stahl

Bronze Members (\$100-\$249)

Hon. Betty Barteau
Hon. Thomas Bishop
Phil Bushard
Christie Coates
Hon. George Czutrin
Doneldon Dennis
Don & Diane Eisenberg
Sam Ferrara
Jay Folberg
Larry Lehner
Michele MacFarlane
Hon. Douglas McNish
Peter Salem
Rosemary Vasquez
Hon. Betty Vitousek

Charter Members

Lisa Abramson
Robert Barrasso
Carole Brown
Janice Buie
Aza Butler
Hon. James C. Cawood
Deborah Chase

Melody Chastain-Jones
Patti Chavez-Fallon
Jennifer Cook
Charlene Depner
Hon. Linda Dessau
Dan Dodds
Mary Ferriter
Pat Foster
LaDeana Gamble
Mark Goldstein
Hon. Ross Goodwin
Jonathan Gould
Gregory Firestone
Geri Fuhrmann
Karen Hobbs
Elena Hobbs-Minor
David Hodges
Hon. Marvin C. Holz
Vahan Hovsepian
Bill Howe
Ron Hulbert
John H. Hunt
Randi S. Johnson
Margaret Johnson
Terry Johnston
Michael Jones
Stephen Katz
Phillip Knox
Denise McColley
Margaret Marshall
Jennifer Mastrofski
Erica Meyers
Lorie Nachlis
Shary Nunan
Meredith Ringler-White
Hon. Arline and Barry Rotman,
in honor of Hon. Jeremy A. Stahlin
Hon. Arline and Barry Rotman,
in honor of Hon. Martha P. Grace
Beth Kerns Rusthoven
Andrew Schepard
Cynthia Schuler
Jennifer Shaw
Suzanne Shaw
Doris Slater
Benita Smith
Lisa VanDeVeer
Hon. Bobby Vincent
Marsha Wylie
Zena Zumeta



CONTRIBUTOR OF THE MONTH

Development Committee member Jan Shaw gave her all for AFCC at the committee's January meeting. While eating lunch Jan noticed a bit of avocado in her salad, despite having told the waiter of her extreme allergy to it. Jan subsequently succumbed to several allergic reactions and was forced to spend much of the weekend in sickbed. The restaurant offered to send Jan a \$500 apology. Without missing a beat, she had the check made payable to AFCC and made the initial donation to AFCC's Founder's Gift. For all of her suffering and her generosity, AFCC recognizes Jan Shaw as the contributor of the month!



AFCC-KIDS COUNT ON US *Can We Count on You?*

Join the AFCC Kids Count On Us Anniversary Campaign
Help AFCC make a difference for Children and Youth

Your tax deductible contribution can help make this happen. Thank you for your support.



My contribution is enclosed: ☐ \$50.00 ☐ \$100.00 ☐ \$250.00 ☐ Other \$ _____

Name _____

Address _____

City/State/Province _____

Country _____ Zip/Postal Code _____

Phone _____ Fax _____

☐ Visa ☐ MasterCard Card No. _____ Exp. Date _____

Payable to: AFCC, 329 W. Wilson Street, Madison, WI 53703



Coming Soon . . .

Summer Institute to Address Child Protection/Dependency Mediation and Custody Evaluation

A FCC's Professional Development and Technical Assistance Division and the University of Wisconsin will team up to present a Summer Training Institute in Madison, Wisconsin on the beautiful shores of Lake Mendota. There is no better season than summertime in Madison and this year's Summer Institute is the perfect opportunity to visit the city which is home to AFCC's administrative office.

This summer's program includes **Mediation in Child Protection/Dependency Cases**, with Dr. Gregory Firestone on August 24-25, and **Conducting Child Custody Evaluations** with Dr. Philip Stahl on August 26-27.

Dr. Firestone is Director of the University of South Florida Mediation Institute in Tampa and a practicing mediator and psychologist. He has provided training and consulted throughout the United States and is a member of the Florida Supreme Court Mediation and Arbitration Training Committee. Dr. Firestone has published articles including "Dependency Mediation: Where Do We Go From Here."

Dr. Stahl is Chair of the AFCC Custody Evaluation Committee and a psychologist in private practice in Dublin, California. He has trained custody evaluators, psychologists, social workers, judges and lawyers throughout the country and has been a featured presenter at AFCC's International Symposia on Child Custody Evaluations. Dr. Stahl is author of *Child Custody Evaluations: A Comprehensive Guide*. His forthcoming book, *Complex Issues in Custody Evaluations*, is expected to be published this fall.

Participants may register for one program or both. For further information about this exciting program please contact Professor Jim Campbell at the University of Wisconsin, Department of Professional Development and Applied Studies, 610 Langdon St. Room 320, Madison, WI, 53703. Phone: (608) 262-2352; Fax: (608) 265-2329. Or contact AFCC at 329 W. Wilson St., Madison, WI 53703. Phone: (608) 251-4001; Fax: (608) 251-2231; E-mail: <afcc@afccnet.org>

Comings and Goings

G. Daniel Bowling was selected Executive Director of the Society of Professionals in Dispute Resolution. Mr. Bowling has been a mediator since the early 1980s and was Co-Founder of the Lower County Mediation Network in South Carolina. SPIDR has recently moved its office and is now located at 1621 Connecticut Ave, Washington, D.C. 20009. Phone: 202-265-1927.

Ericka Gray resigned as Executive Director of the Academy of Family Mediators in order to expand her private practice as a mediator and trainer. The Academy has announced that its administrative office will remain in Lexington, Massachusetts. AFCC wishes Ms. Gray best wishes in private practice.

Sharon James is the new Director of the Multnomah County Family Court Services in Portland, Oregon. Ms. James takes over for former AFCC President Hugh McIsaac, who retired earlier this year.

Ruth Pearson Urban, longtime AFCC member from Las Vegas, Nevada has retired after a twenty-five year career with Clark County. As Director of the Child Custody Division, she was an advocate of family stability and peaceful resolution of conflict. In 1991 she took on the task of directing Clark County's Neighborhood Justice Center where she worked until her retirement earlier this year. Ms. Pearson was acknowledged for her outstanding work as Co-chair of AFCC's Conference Planning Committee and was a recipient of AFCC's President's Award in 1993.

RUMBLE IN THE JUNGLE WITH AFCC AT DISNEY'S NEW ANIMAL KINGDOM

Orlando is Next on AFCC Conference Agenda

Make your plans to visit Mickey, Minnie, Pluto, Goofy and the rest of the gang by attending AFCC's Southeast Regional Conference, October 29-31, 1998 at the Grosvenor Resort (pronounced *Grovner*) in Orlando, Florida in the heart of Disney World. This is a wonderful opportunity to not only bring your children along, but to bring out your inner-child.

The conference will address *The Family Dispute Resolution Continuum: Mediation and Beyond*. Conference sessions will examine the full range of dispute resolution options for families, including mediation, mediation-arbitration, custody evaluation, settlement conferences, parenting coordination and others. AFCC has invited a number of other dispute resolution organizations, including the American Bar Association Section of Dispute Resolution, Academy of Family Mediators, National Association for Community Mediation, National Institute for Dispute Resolution/Conflict Resolution in Education and the Society for Professionals in Dispute Resolution to showcase their activities and member services.

The Grosvenor Resort is located on Disney property, across the street from Downtown Disney and just a short walk from Pleasure Island. Opportunities will be available to visit Disney's new Animal Kingdom Park, where exhibits include the Kilimanjaro Safari, Africa, DinoLand U.S.A., and the 14 story tall Tree of Life.

Complimentary shuttle service runs from the Grosvenor to all Disney parks and attractions. For those who prefer to stay on site, tennis and swimming are among the activities available at the resort. The special AFCC rate of \$115 per night is available to AFCC conference attendees. Rooms will be limited, so please make your reservations early.

For further information, contact AFCC, 329 W. Wilson St., Madison, WI 53703. Phone: (608) 251-4001; Fax: (608) 251-2231; E-mail: <afcc@afccnet.org>

Hewlett Foundation Provides Grant to National Council of Dispute Resolution Organizations

by Sally Ganong Pope, President Elect
Academy of Family Mediators, New York, NY

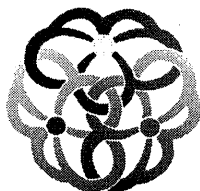
The National Council of Dispute Resolution Organizations has received a planning grant from the William and Flora Hewlett Foundation. The grant will support coordinating efforts of the Council and its member organizations. In addition to AFCC, member organizations of the Council include the Alternative Dispute Resolution Section of the American Bar Association, Academy of Family Mediators, Conflict Resolution Education Network (formerly National Institute for Dispute Resolution), National Association for Community Mediation and the Society of Professionals in Dispute Resolution.

The Council will be responding to pressing issues in the alternative dispute resolution field and tracking potential areas of concern related to legislation and public policy making. Issues to be tracked in the coming year include:

- Mediator qualifications and competency
- Confidentiality in mediation
- Issues related to mediation and unauthorized practice of law
- Mediator standards
- Public education

JOB ANNOUNCEMENT

DIRECTOR, FAMILY COURT SUPPORT SERVICES (Conciliation) - Superior Court of Arizona in Maricopa County, Phoenix, Arizona. Responsible for directing and managing the functions of family court services, including: clinical services, counseling, mediation and evaluation; developing and implementing departmental policies and procedures, including the review and evaluation of the effectiveness of programs and services. This position oversees staff development and training; represents the department in meetings and activities with other departments, agencies, and organizations; responds to inquiries and complaints; oversees the development of and monitors the departmental budget; reviews and evaluates the job performance of supervisory and professional level staff; develops procedures in response to laws or rules and ensures their effective implementation. This position is unclassified under the Judicial Merit System Rules and exempt for FLSA overtime status. **Minimum Qualifications:** A Master's Degree in Marriage and Family Counseling, Social Work, Counseling, Psychology or strongly related discipline from an accredited college or university and seven years of post-graduate degree experience in one or more of the following areas: counseling, family assessment, mediation, and/or supervisory experience related to family court (conciliation) services. A Master's Degree in a Behavioral Social Science plus specific training or education in family court mediation will also meet the educational requirement. **Starting Salary:** \$70,000 to \$75,000 annually DOE. **Selection Procedure:** For more information and supplemental questionnaire, contact Christine Talley at The Justice Management Institute, 1900 Grant Street, Suite 630, Denver, CO 80203, (303) 831-7564. **Closing Date for Recruitment is 5:00 p.m. (Denver Time) on Friday, June 26, 1998.**



MIRC

Mediation Information & Resource Center

*Where the public, mediators and mediation
organizations meet on the world wide web*

Register in MIRC's
Locate a Mediator Data Base

Custom Websites for Mediators
and Mediation Associations

Directed by Jim Melamed and John Helie

www.mediate.com

(800) 928-2590

Child Protection/Dependency Mediation Programs Wanted

The AFCC Mediation Committee is collecting information to publish an international directory of Child Protection/Dependency Mediation Programs. If you are involved in such a program and would like to be included, please contact:

Jan Shaw

Orange County Superior Court
AFCC Mediation Committee Chair

P.O. Box 14169

Orange, CA 92863-6459

Phone: (714) 935-6459

Fax: (714) 935-6545

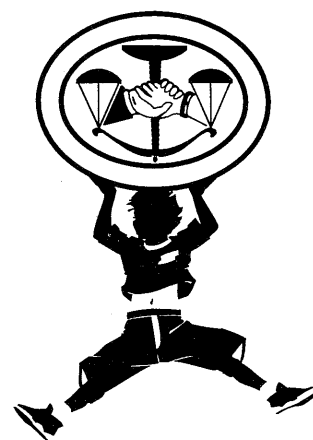
E-mail: jshaw@superior.co.orange.ca.us



Thirty-five Years in the Making and Still Going Strong

Join the 35th Anniversary Campaign!

(see page 9 for details)



Nonprofit Org.
U.S. Postage
PAID
Madison, WI
Permit No. 1547

Association of Family
and Conciliation Courts
329 W. Wilson Street
Madison, WI 53703