

BC COLLABORATIVE ROSTER SOCIETY (the “Roster”)

DIRECTORS REPORT 2018:

The purposes of the Roster, as set out in the Constitution, are:

1. To administer a roster of collaborative professionals who have met a minimum standard of training and experience and who will abide by an established code of conduct.
2. To provide educational opportunities to build skills for collaborative professionals to assist in providing access to collaborative practice throughout the province.
3. To facilitate public access to collaborative professionals.
4. To promote the expanded use of collaborative practice in dispute resolution.
5. To enhance the profile and credibility of collaborative practice in the community.

The “Vision” of the Roster is to transform how conflict is resolved in British Columbia through Collaborative Practice.

The “Mission” of the Roster is to maintain and support a roster of qualified professionals in British Columbia dedicated to excellence and respect in the healthy resolution of disputes in our communities.

We began to update the Strategic Plan the board developed in 2013 at our full day board retreat in 2016 and continued to build on its development throughout 2018. The 3 key objectives of the Strategic Plan continue as:

1. Supporting professional excellence,
2. Increasing public awareness and use of collaborative practice, and
3. Strengthening organizational capacity.

Supporting Professional Excellence:

Continuing on the lead of the training with Cathy Daigle – “Increasing the Use of Financial Professionals: Embracing the Neutral Role” and the Roster’s commitment of doing what can be done to advance the role of the financial neutral, a committee of two lawyers and three financial specialists finalized the draft form of Financial Summary. This draft “Financial Summary for Use in Collaborative Practice”, as well as “Financial Specialist: A Model for Use in Collaborative Process” was introduced as a draft at the Introductory Interdisciplinary Collaborative training in 2017 and will be a part of the course materials for the Introductory training in 2019.

The Forms have been added to the Roster website and the availability of these Forms on the website has been circulated to roster members and made available to all Collaborative professionals for the incorporation of the Financial Specialist as an integral component of the process. In addition, two board members presented the new Financial Summary at a CDV dinner meeting and a board member also presented this new Form a general meeting of the Okanagan Collaborative Family Law Group.

Nancy Cameron, Q.C. presented the new IACP Collaborative Ethics on November 23, 2017. It was an evening of review and discussion on ethics dedicated to Collaborative practice. There was no charge for Roster members and there was a nominal fee for non-Roster members.

Nancy also presented her full day course on Personal Values and Identity. This course was well attended and very well received. Attendees continue to refer to the learning and insight from the day. Thank you Nancy!

On May 7, 2018, the Roster hosted an advanced training by Michal Kaempfer and Michal Shaked, "Navigating Dangerous Waters: From Survival Reactivity to Receptive Creativity".

The Roster also developed Standards of Conduct for Roster membership this year. These Standards include requirements for all Collaborative files, expectations regarding member conduct and incorporation of the new IACP Collaborative Ethics. These Standards have been added to the Roster membership requirements for new and existing Roster members, and are on the Roster website for access by all Collaborative professionals.

We will host the Introductory Interdisciplinary Collaborative training on June 5, 6 and 7, 2019. This solidifies our continuing commitment to offer the introductory training on a bi-annual basis so as to provide predictability for course offering and an opportunity for professionals to plan for their professional develop credits.

The commitment to the development of a Family Violence training to be offered by the Roster continued through this year. The curriculum is almost complete. It will bring "... a number of perspectives to the training, including using a survivor focus (as opposed to a victim lens), doing a portion on trauma-informed practice, and making the course as practical as possible". The design is intended to include the "triaging" of files and how to do that. Watch for the training details in 2019.

The Pro Bono Project continues its multiple purposes of access to justice, awareness of Collaborative process and the mentoring of senior and junior Collaborative professionals. Of the total number of cases accepted for the Project at 20, 17 of those cases either successfully, or substantially, completed with Minutes of Settlement. This year alone, there have been 5 cases with 2 cases in process and 1 in waiting with a expected start date in February 2019.

The Pro Bono Project has also acted as a "springboard" for the development of a draft Fixed Fee Model based on the learning and the evaluation of the Pro Bono Project. Three current or former board members presented the draft Fixed Fee Model at the January 2018 CDV dinner meeting. The Roster is encouraging practitioners to try the draft model on appropriate files and report back to the Roster in order that we may further develop the draft model. The experience of the Pro Bono Project has demonstrated ways in which we may do our collaborative files more efficiently, thereby making the collaborative process more accessible to couples who may not have otherwise afforded the process. This is in keeping with the global movement to expand access to the collaborative process.

We also dedicated a day to our valued coaches, child specialists and prospective coaches and child specialists. An invitation was extended to attend a mini retreat on September 29, 2018 for discussion amongst attendees on Collaborative work; the challenges and benefits. Participants also benefited from a presentation from Dr. Mary Korpach. The board will have further discussion on making this an annual event.

We have also continued to monitor decisions of the Courts where collaborative cases have gone to litigation to support our collaborative professionals and to determine the learning for future cases, all in aid of enhancing the profile, credibility and expanded use of Collaborative practice for the province.

Finally, we have begun to discuss how to assist with the expanded use of professionals, in particular, interdisciplinary professionals, beyond the Collaborative process. We recognize that this interdisciplinary component of Collaborative process has benefits for families that go beyond the Collaborative process. For example, the expanded use of the Child Specialist where the best interests of the child is the focus.

Some Roster board members regularly attend monthly dinner meetings of the Collaborative Divorce Vancouver group to keep those members apprised of the business of the Roster. We facilitated a session with the Lower Mainland Collaborative Group introducing them to the resources that the Roster has (for example, a standardized Participation Agreement) and helping their group to clarify their objectives and create a strategic plan. The Lower Mainland Collaborative Group then made a donation to the Roster Society.

We will be organizing additional trainings for our members in 2019 to further support our collaborative professionals to achieve excellence in the work that they do.

Strengthening Organizational Capacity:

Finances:

Membership on the Roster presently stands at **35** members. We have had, and expect to continue to have, new members applying to the Roster upon reaching the required minimum number of completed Collaborative cases and meeting the training requirement. We are committed to growing our membership.

We received a donation from CDV this year of \$1,000 to assist in our work towards the objectives of the Roster.

From the evaluation of the Pro Bono Project, we have created a form of user pay to assist the Roster to cover the administrative costs associated with the Project. The intention is for the Pro Bono Project to become self-supporting while maintaining its objectives.

We also generated income from our trainings throughout the year. The ongoing plan is to offer the Introductory Interdisciplinary Collaborative training and, once the curriculum is finalized, the Family Violence training on a staggered bi-annual basis.

Board Health and Capacity:

We welcomed Yuval Berger, Catherine Brink and Abby Peterson to our board in 2018.

Lindsey Jespersion and Mark Smith are each reappointed as directors for an additional 2-year term.

With the welcome addition of Patti Daum, CPA, CA, CBV, as our Treasurer, come adjustments to our administrative tasks from the financial perspective. These adjustments have been made and will continue to be made through discussion and consultation with those involved to ensure the Roster continues to operate as efficiently as possible.

We regularly canvass our needs as a board to bring on the depth and diversity in terms of professional designation, years of experience, inclination and interest on the objectives and focus of the Roster

We also worked on the adjustments necessary for the administrative tasks relating to training to take into consideration that as the board composition changes so does our organization in relation to tasks assumed by the staff of former board members. We are aware of this need and will continue to monitor.

The following committee's operated throughout the year:

- **Membership Committee** – Justine Mercer (Chair), Marge Thompson & Mark Smith
- **Training and Qualified Trainings Committee** – Stephanie Fabbro & Marge Thompson (Co-Chairs), Nikki Charlton, Nancy Cameron, Q.C. & Abby Peterson
- **Pro Bono/Fixed Fee** – Deirdre Severide (Chair), Catherine Brink & Nancy Cameron, Q.C.
- **Ad hoc - Collaborative Cases Before the Courts** – Nikki Charlton & Deirdre Severide (Co-Chairs)
- **By Laws and Transition** – Bev Churchill (Chair), Marge Thompson & Deirdre Severide
- **Policy and Practice** – Stephanie Fabbro (Chair), Justine Mercer, Nikki Charlton, Yuval Berger, Abby Peterson & Anne De Meulemeester
- **Complaints** – Stephanie Fabbro & Nikki Charlton
- **Coaches** – Lindsey Jespersen (Chair), Mark Smith, Yuval Berger & Abby Peterson
- **Ad hoc – Financial Protocols** – Deirdre Severide & Bev Churchill
- **Website** - Deirdre Severide
- **Honouring Nancy** – Justine Mercer, Bev Churchill & Catherine Brink
- **Consent Order/Agreement – Appointment of Child Specialist** – Bev Churchill & Karen Redmond
- **Meet and Greet/Retention of Recent Graduates** – Bev Churchill & Yuval Berger

We spent a considerable amount of time to transition the Roster under the new *Societies Act*. A committee of three board members took on the task of not only transitioning the Constitution and By Laws, but also to do a detailed review of the By Laws and make the changes necessary so they reflect the current operation of the Roster and prepare a general 'clean up'. We are happy to report that the Transition Application was filed and accepted on November 1, 2018.

We have our annual board retreat on November 29, 2018 and will focus on those projects that arose during the year that there is simply insufficient time to address at a regular board meeting. This will likely lead to a interim update to our Strategic Plan and the further development of specific projects and committees arising from it.

Increasing Public Awareness and Use of the Collaborative Process:

We continue our efforts at reaching out provincially with the collaborative process.

We also continued our work on the Collaborative Pro Bono Pilot Project. To date, we have received 293 applications. In the past year alone, we have received 105 applications. There have been a total of 20 cases and 17 of those cases were successfully completed, or substantially completed with Minutes of Settlement. There have been 5 cases in the past year

and 2 cases in process. There is also 1 case waiting to proceed with an anticipated start date in February.

The Okanagan and Victoria groups have expressed interest in training for the Pro Bono Project. We are considering options for offering another training for collaborative professionals wanting to participate in the pro bono project online platforms for a broader reach. As a senior collaborative lawyer is paired with a new collaborative lawyer on these files, it provides mentoring opportunities.

Based on the learning and protocols from the Pro Bono Project, the Fixed Fee Model of collaborative practice has further developed with several cases beginning to emerge. The intention is to work with the Fixed Fee protocols for one year and have the committee reconvene to analyze and revise from there.

Our past president, Deirdre Severide, is chair of the Access to Collaboration Committee with the International Academy of Collaborative Professionals (IACP). There is presently significant interest on a global perspective in developing access to collaboration programs. The Roster has been a global leader as we have shared our materials from our pro bono project with many collaborative groups through IACP which has been a significant catalyst in other collaborative groups starting these programs.