



## COLLABORATIVE ROSTER SOCIETY

### Director's Report Prepared by Stephanie L. Fabbro for the BC COLLABORATIVE ROSTER SOCIETY (the "Roster")

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

- 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;
- To provide educational opportunities for Collaborative Professionals to build skills to assist in providing access to collaborative practice throughout the province;
- To facilitate public access to Collaborative Professionals;
- To promote the expanded use of collaborative practice in dispute resolution; and,
- To enhance the profile and credibility of collaborative practice in the province.

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.

In 2013, the Board developed a Strategic Plan which has been revisited and updated by the Board, including at the board retreat of 2018.

The 3 key objectives of the Strategic Plan are:

- supporting professional excellence;
- increasing public awareness and use of collaborative practice; and
- strengthening organizational capacity.

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**Membership Committee: Chairs:** Anna Silver and Yuval Berger, **Members:** Abby Peterson and Kelly-Anne Breen

**Policy & Practices Committee: Chair:** Anne DeMeulemeester and Justine Mercer  
**Members:** Stephanie Fabbro; Abby Petterson; John Lazar; Andrea Glen; Rebecca Stanley; Samantha Simpson; Yuval Berger (on Parenting Plan)

**Access to Collaboration Committee: Chairs:** Tanya Chamberlain and Jon Lazar, **Members:**

Yuval Berger, Rena Chen, Michelle Kooy, Andrea Glen, Jennifer Woodruff, Jennie Weeks, and Angela Atwood-Brewka.

**Training and Education Committee: Co-chairs:** Abby Petterson and Chantal Cattermole  
**Members:** Stephanie Fabbro, Patti Daum, Marcelle Blancato, Lucas Terpkosh and Lindsey Jespersen

**Coaches Committee: Chair:** Yuval Berger and Abby Petterson, **Members:** Jamila Hilborn, Marcelle Blancato and Lindsey Jespersen

**New Provincial Court Rules Committee: Chair:** Justine Mercer, **Members:** Yuval Berger, Jon Lazar and Tanya Chamberlain

**Website Committee: Chair:** Stephane Fabbro and Clara Richardson

**Financial Subcommittee: Chair:** Patti Daum and Anna Silver, **Members:** Jennie Weeks, Cathie Hulburt and Justine Mercer

Committee Reports provided by the Chair are included at the end of the Director's Reports

- Total Members of Roster as at November 2024: 46 (34 lawyers, 9 MHP, and 3 financials) This does not include four applications that are in the process but not yet completed/approved (Melissa Salfi, Rena Chen, Sonia Kainth, and Kelsey Antifeaeff)

Year	Total	Lawyer	MHP	Financials
2024	46	34	9	3
2023	43	32	9	2
2022	40	30	8	2
2021	40			
2020	34			

- Collaborative FLO Working Group as at November 14, 2024: 75 members (In 2023: 69 members)

- Roster Bank Balance is \$110,205 as at November 2024

At November 19, 2023 it was \$110,527

At December 31, 2022 it was \$139,264.

- Hazel Russo continues to work as the Roster Administrator, doing administration and management of the Pro Bono Project.
- In 2024, we received 21 applications for the Pro Bono Project. Eight files were opened. This brings the total files we have opened to 40 through the Pro Bono Project. Three files were completed, and 5 files remain open. This is a significant increase from 2023, when no files were opened and we only received 11 applications.
- The Roster held their first ever Clothing Drive for Dress for Success, and it was a huge success, with many members and non-members donating to this worthy

cause.

- At the AGM we will provide an update on who received the Nancy Cameron, K.C. Prize in Family Law: The \$2,000 prize offered annually by the BC Collaborative Roster Society in honour of Nancy Cameron, K.C. (B.F.A. 1984, LL.B. 1987) for a J.D. student who has excelled in a clinical course with a focus on family law.
- Training and Education had net profit of \$1,934.71. This is lower than normal, but we prioritized providing introductory mediation training to help more professionals qualify for the IACP training requirements.
- Two of our members continue to act as Elected Benchers in Vancouver County: Tanya Chamberlain and Nikki Charlton.
- The Policy and Practice Committee completed the Parenting Plan, and it was distributed widely in BC and was made available to the public.
- The Website Committee was active on LinkedIn and created online materials that are easily accessible and shareable. LinkedIn has 280 followers.

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## 1. Supporting Professional Excellence:

The Roster has met this objection by participating in the following initiatives:

- a. The Roster hosted 4 major training courses in 2024 (which amounted to ten days of training). We offered the three-day introduction to collaborative practice, the three-day mediation course twice, and an advanced-one day training. We offered substantive training from Todd Bell again that was extremely well attended. We had over 136 registrants in our various courses in 2024. This does not include the free courses hosted by the Coaching Committee or the presentation that the Financial Subcommittee held at Collaborative Divorce Vancouver.
- b. The Roster continues to create standardized precedents for all Collaborative Professionals in British Columbia. The Roster launched the new draft Parenting Plan, making it available to the courts, non-for-profit agencies, family justice counsellors, and distributed it publicly. For the first time it is available online on the Roster website, which makes it easier for professionals and the public to access. The new Parenting Plan was presented at the Training for Interdisciplinary Collaborative Practice in May 2024.
- c. The Roster continues to submit content to Collaborative Divorce Vancouver for publication in their monthly newsletter and the Roster Board committed to attending more CDV meetings to foster a strong connection between our groups.

- d. The Financial Subcommittee hosted a financial roundtable with many of our Collaborative colleagues to get insight into their experiences and challenges and hosted a presentation at CDV to build on and present regularly. The Financial Subcommittee and the Policy and Practice Committee have committed to joining forces in 2025 to develop best practices for the use of the various financial neutrals in collaborative practice. The Financial Subcommittee included financial professionals who are not on the Roster as part of their goal of having the Financial Subcommittee be led by financial neutrals.
- e. The Roster continues to maintain relevant information on its website and created a portal for their standardized precedents so that they are easily accessible.

2. **Strengthening Organizational Capacity:**

The Roster has met this objective by participating in the following:

- a. The Roster offered free training to mental health professionals via zoom, inviting non-members to attend. Over 35 coaches benefited from this free training organized by the Coaching Committee.
- b. The Roster subsidized the cost of a one-day advanced training for Roster members to build a stronger collaborative practice group, and brought in an out of province expert, Victoria Smith, to present alongside Nancy Cameron, KC.
- c. The Roster subsidized two mediation introductory training courses to help professionals obtain their necessary training to meet the IACP requirements for collaborative professionals.
- d. The Roster hosted a Collaborative Reception following the introduction to collaborative practice training for participants and for other collaborative professionals. The Roster hosted this at no cost and 50 people attended the event.
- e. The Roster, recognizing the overwhelming need for more coaches, continues to reach out to mental health professionals directly to encourage them to join the Roster or take the basic training, and our current coaches are providing useful mentorship to new coaches who want to enter collaborative practice.
- f. The Roster continues to maintain a strong bank account balance and continues to be in a good financial position.
- g. The Roster is co-hosting with Collaborative Divorce Vancouver a holiday party in December 2024.
- h. The Roster has committed to complete a survey in 2025 to obtain

more information about the success of collaborative practice in British Columbia.

- i. The Roster continues to maintain a healthy board and amended the bylaws in 2023 to allow Board presidents to sit for an additional term on the Board, so now a Board president can sit for five consecutive terms, rather than 4 consecutive terms.
- j. The Roster membership continues to increase year to year.

**3. Increasing Public Awareness and Use of CP:**

The Roster is striving to meet this objective by participating in the following:

- a. offering pro bono consensual dispute resolution options to parties in the Early Dispute Resolution Project in Provincial Court and coordinating with Access Pro Bono as well as Justice Access Centre staff about our Pro Bono Project;
- b. inviting Rise Women's Legal Centre to offer input into our Pro Bono Project communication materials;
- c. hosting a clothing drive through Dress for Success;
- d. authorizing a budget to increase awareness of the Collaborative Pro-Bono through social media;
- e. making the Parenting Plan available to the public; and
- f. committing to the Collaborative Pro-Bono project and thereby increasing applications by over 50% from the previous year.



Committee

**MEMBERSHIP COMMITTEE**

We have had a successful renewal campaign and have maintained our membership base, with the 2023 renewal attributed primarily to retention. We continue to have to follow up with approximately fewer than 10 members each year for their renewals. Since our last renewal campaign, we have welcomed four new lawyer members to the Roster, and we have another prospective lawyer member and mental health professional who have submitted partial new membership applications.

Our offer of differing membership rates for part-time practitioners and mental health professionals has continued and our members are availing themselves of those rates where applicable. We also issued a directive in respect of a personal leave policy and to date we have not received any requests from members to avail themselves of the personal leave policy.

We have reduced the ongoing education requirement hours and minimum case numbers for

members/prospective members outside of Metro Vancouver in the hopes of continuing to grow our collaborative community province-wide. Our committee has also continued to exercise discretion in respect of allowing renewals for members who may not have strictly complied with all requirements, particularly as it relates to completing the minimum requested number of continuing collaborative education hours in order to maintain a strong membership base and supporting our members who remain committed to collaborative practice.

We hope to continue our campaign to increase Roster membership across all practice areas and in particular to grow our mental health and financial professional representation.

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## POLICY AND PRACTICE

This year the Policy and Practice Committee's key project and accomplishment was to re-draft and finalize a new Parenting Plan which is more inclusive and comprehensive than the old version. This Parenting Plan is appropriate for collaborative and non-collaborative files alike. The Roster agreed to make the Parenting Plan available to the public and it was distributed widely online, to the British Columbia Supreme Court, to the British Columbia Provincial Court, to Rise Women's Centre, to the Family Law Organizer, and to the family justice counsellors.

We have also started redrafting the Child Specialist Participation Agreement and have almost completed that project. We expect to have a final version of this document by end of the year or early in 2025.

We have commenced, but not yet completed, an update to the Lawyers' Participation Agreement to bring it in line with the newly revamped Coaches' PA.

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## ACCESS TO COLLABOR

In 2024 we continued the work of the Collaborative Family Law Pro Bono Project, (the "Project") including the regular administration of the Project, outreach in the community to educate and inform allied groups about the project in order to increase participation in the Project and consideration of the collection of feedback from participants in the Project: the professionals and the clients. The Committee has a meeting scheduled on November 4, 2024, to discuss this and continued promotion of the Project.

In 2024 the Project received 21 applications:

- with 13 of the 21 applications, a file was not opened as one party in each instance refused to participate;
- 8 files were opened, 3 files were completed; and 5 files remain open.

We continue to try to promote the project through social media and other A2J organizations (essentially whenever an opportunity arises).

The Project needs more Financial Neutrals and Mental Health Professionals to participate

as there are not enough for the current demand. It is hoped that with the recent training of more MHPs and FNs we will be able to get more volunteers in these categories.

The primary work of this committee for 2024 should be to increase participation in project by trying to promote it more in the public, and to create a survey for the clients and professionals who are in the project (to provide confidential feedback to the committee and the Board), as to matters including but not limited to:

- How they were able to find the Project (clients);
- The intake process (clients and professionals);
- The Collaborative Process overall, including the effectiveness of the professionals (clients and professionals);
- Satisfaction with result (clients and professionals);
- Comments (clients and professionals).

The Project received the final payment of \$5,000 from the Law Foundation. Those funds will continue to assist with funding Hazel's time and the promotion of the Project. Tanya Chamberlain reported to the Law Foundation on the work of the Project for 2024. Consideration should be given to making another application to the Law Foundation for the grant to assist us with implementation of the surveys.

## TRAINING AND EDUCATION

The Training and Education Committee planned the following training courses in 2024:

- a. Introductory Mediation Training led by Arlene Henry, KC and Carole Hickman, KC (over zoom) on January 24 to 26, 2024, approximately 20 participants attended, and had net profit of \$141;
- b. Three Day Basic Training for Interdisciplinary Collaborative Practice (In Person) on March 6 to 8, 2024 approximately 27 participants attended, and had net profit of \$6,967;
- c. Case Law Year review led by Todd Bell (over zoom) on May 7, 2024 approximately 59 participants attended, and had net profit of \$1,250;
- d. Advanced Training, Befriending Paradox, led by Nancy Cameron, KC and Victoria Smith, (in person) on September 20, 2024, approximately 17 participants attended and had a net loss of \$(3,384);
- e. Introductory Mediation Training led by Arlene Henry, KC and Carole Hickman, KC (over zoom) on October 21 to 23, 2023 approximately 13 participants attended, and had a net loss of \$(3,089).

The Nancy Cameron, KC Scholarship was awarded to a participant attending the Three-Day Introductory Training.

Training planned for 2025:

1. Three-day Basic Training for Interdisciplinary Collaborative Practice (In Person) being taught by Yuval Berger and Catherine Brink, February 26 to 28<sup>th</sup>, 2025. BC Roster Social will be held after the training likely on February 27, 2025.
2. Additional training with Nancy Cameron around the issues of ethics.
3. Additional training geared towards advanced collaborative practitioners.

The training and education committee will continue to look for advanced training for our members. We will be considering possibilities for subjects that appeal to all the Roster professionals as well as some geared toward mental health practitioners.

Hazel is critical to this Committee, and she continues to do a fantastic job!



**COACHES COMMITTEE**

The Coaches Committee organized and facilitated several key activities in 2024 aimed at supporting and educating coaches within the collaborative practice community. Here is a summary of the primary activities:

Free Webinars

### 1. Getting Started in Collaborative Practice

The first webinar, "Getting Started in Collaborative Practice," was designed to introduce newly trained coaches to the fundamentals of collaborative practice. Topics covered included the role of a coach in a collaborative setting, essential tools for conflict resolution, and strategies for working effectively with other professionals in the collaborative process.

This session was well-received and served as an entry point for participants looking to engage in collaborative practice, offering practical knowledge and tools.

### 2. Understanding the Family Law Act in BC

The second webinar focused on "Basic Information about the Family Law Act in BC." This session provided coaches with a foundational understanding of the Family Law Act as it applies to collaborative divorce and family dispute resolution. By understanding the legal framework, coaches can better support clients navigating the legal aspects of their separation or divorce.

This webinar equipped coaches with critical insights into the legal system, helping them to better assist clients in alignment with current BC laws.

A total of 35 coaches attended these webinars, benefitting from the structured learning and opportunity to ask questions and discuss real-world scenarios.

### 3. Ongoing Support for Newly Trained Coaches

In addition to the webinars, the Coaches Committee also focused on providing ongoing support to newly trained coaches. This support included:



- Regular Check-ins Periodic virtual meetings were held to allow new coaches to discuss their experiences, ask questions, and receive feedback from seasoned professionals.
- Resource Sharing: The committee shared tools and templates to help new coaches navigate their roles effectively.

These efforts were instrumental in helping new coaches build confidence, develop their skills, and understand their roles within the collaborative divorce process.

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# NEW PROVINCIAL COURT WEBSITE COMMITTEE

- The website committee worked on the following in 2024:
- a. created a dedicated section on Roster Website with all the precedents;
  - b. created a one-page canva document that sets out the criteria for joining the Roster;
  - c. created a one-page summary describing personal leave;
  - d. created a one-page summary describing the pro-bono project;
  - e. continued to build a LinkedIn presence for the Collaborative Roster; and
  - f. actively posted photos of collaborative events on LinkedIn.

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# FINANCIAL SUBCOMMITTEE

Our first meeting with a new Committee saw a lot of growth. We hosted a financial roundtable with many of our collaborative financial colleagues to get insight into their experiences and challenges. We put on a well-attended and well-received presentation through CDV, a presentation we aim to build on and present regularly.

We explored the various roles financial professionals play within the Collaborative process formally, as Financial Neutrals or jointly engaged Financial Professionals, as well as the opportunities and challenges presented by financial 'satellite' roles or aligned financial professionals. We are continuing to think about best practices for the engagement/involvement of the variety of financial roles and have reached out to the Policy & Practice Committee to join forces in developing a Financial Neutral Participation Agreement.

The Financial Committee grew to include financial professionals who

aren't on the Roster as part of our larger and long-term goal of having the Financial Committee be led by financial neutral and to become a resource community for Collaborative financials province wide.