

# Aug-Sept 2022



## UPDATES FROM THE BOARD

- ❖ The board is currently working on planning for Foundations Training
- ❖ Please find revised mediation protocols: [HERE](#)
- ❖ Board meetings are held monthly, typically the 3<sup>rd</sup> Monday of the month and are open for any mediators to join. We will be sharing minutes in our newsletters. If anyone is interested in attending and is not aware of the location, please reach out to Skip or Jody.
  - Minutes from the August Board meeting:
    - **Concern:** Expanding capacity for Parenting Plan intakes and Domestic Violence screening: The growth in CDRC parenting plan cases necessitates a need to increase capacity to conduct parenting plan intakes and domestic violence screening.
      - **Decision:** Streamline the intake and screening process by creating a fillable PDF, limiting intake interviews to no more than 60 minutes, and developing a cadre of individuals competent to conduct parenting plan intakes. Only experienced parenting plan mediators who have observed an actual intake will be permitted to conduct CDRC parenting plan intakes.
      - **Action:** Patrick will head up the development of the training and the PDF.
    - **Concern:** Ensuring CDRC programs and projects stay on track when key members are absent and out of communication. It is recognized the board members are volunteers and often have other priorities; occasionally situations occur where a key member is out of contact when there is a pressing need for the CDRC to move forward on a specific issue or project.
      - **Decision:** When it is determined there is a need to move forward and there is not adequate communication from a key member, the board will take the necessary actions to ensure issues are addressed and projects continue as planned.

## INTRODUCTIONS

### Skip Hegman - Certified Mediator, Conflict Resolution Practitioner

- ❖ Skip retired in 2014 after forty-two years with the U.S. Forest Service. During his career he held numerous positions: Engineering Technician, Mine Administrator, Geologist, Natural Resource Specialist, District Ranger, and Human Resource Specialist. In addition, he was elected Regional President for the National Federation of Federal Employees (NFFE) Union and represented over 5,000 bargaining unit members. He served as national chair of the Training, Grievance, and Negotiations committees and represented the union as Lead Chair during several arbitration cases.
- ❖ For the last fifteen years of his career Skip served as a Supervisory Labor Relations Specialist/Mediator at the national level and developed collaborative strategies to resolve workplace conflicts. He designed and implemented the Forest Service's Positive Work Environment Program.
- ❖ He is a Certified Mediator and completed graduate course in mediation, negotiations, and family law mediation. He has conducted over 70 workplace assessments and scores of employment mediations in both the private and public sectors. Skip has been an active member of the Community Dispute Resolution Center of Missoula County (CDRC) since 2005 serving as a mediator, trainer, and the current President, Board of Directors of CDRC. In his leisure time, Skip enjoys hiking, fly-fishing, travelling, and rugby.

## EVENTS!

- ❖ Judge Beal will be conducting a continuing education session on Wednesday, October 19 at 1:00PM.
  - This session will be held in person at the Solstice building conference room and we will work to make this available via Zoom.
- ❖ Foundation's training will be held January 10-12, 2023 at the CDRC
  - This will include an introduction to the restorative justice content.
- ❖ Family Mediation training is planned for May 16-17, 2023.