| Online Course & Intensive  Apr 17-21, 2023  May 15-19, 2023  Sept 25-29, 2023  Nov 27-Dec 1, 2023 | Content Course:  **Restorative Family Mediation** | Lisa J. Welter, MATL |
| --- | --- | --- |

**Restorative Family Mediation Certification Syllabus**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Course Description:**

Focused on providing an introduction to the philosophy and practice of restorative family mediation, this course will expose students to state justice practices of mediation, encourage thoughtful reflection on justice and alternative dispute resolution processes from a relationship-focused perspective, introduce students to the priorities and expectations of a neutral, and challenge students to role-play restorative mediation skill sets in family related contexts. This course is submitted for approval by the MN State Court Administration Office for Rule 114 Roster (Family Facilitative/Hybrid Status).

**Restorative Family Mediation Cohort Introduction:**

Students in the certificate program will be challenged to engage in their study of family mediation around three primary sources of knowledge: (a) state statutory guidelines of Rule 114, (b) restorative family mediation program (approved by Minnesota State Court Administration), and (c) personal leadership context and experience. Informed by a relationship-focused worldview, students will be encouraged to learn and practice practical mediation skills and grow as leaders guiding family conflict. Finally, since effective well-differentiated leadership is the foundation for healthy leadership in mediation settings, students will be encouraged to regularly reflect and take responsibility for the impact of their own personal and professional development in the leadership journey.

**Certificate Outcomes:**

The Restorative Family Mediation Certificate is designed for leaders willing to engage in alternative dispute resolution processes for families in conflict through a rigorous academic environment, experiential learning, and personal coaching/development that will:

1. Enable them to pragmatically engage in mediation skill sets with family and the broader community.

2. Address these challenges as a neutral facilitator safeguarding parties' self-determination.

3. Develop non-coercive mediation environments safe for vulnerable populations with community-based processes.

4. Cultivate mediation practices that will support individuals and families in culturally sensitive ways.

5. Produce personal integration of restorative leadership techniques to engage high-conflict scenarios effectively.

6. Demonstrate competency in neutral facilitation and ethical standards through role-playing mediation scenarios.

7. Prepare students to file for “Qualified Neutral” status as a *Family Facilitative/Hybrid* under Rule 114 if they wish.

**Course Objectives:** By the end of this course, students should be able to…

1. Engage the unique focus of restorative family mediation practices.
2. Identify and implement the ethical and statutory standards of Rule 114.
3. Safeguard self-determination in mediation settings with power imbalances using restorative mediation strategies: caucus, fishbowl, and community-based.
4. Practice restorative family mediation techniques from a relationship-focused perspective.
5. Manifest a growing appreciation for one’s capacity for self-awareness and responsibility as a neutral facilitator.
6. Design and implement a complete mediation process for a family conflict in accordance with the RFM program.

**Required Course Books & Materials: (included in training - no need to purchase)**

Friedman, Edwin H. *Reinventing Leadership.* New York: NY Guilford Publications, 1996.

Konieczny, Jennifer & Lisa Welter. *Practice in a Box,* St. Paul, MN: The Katallasso Group (2023). (\*comes with certificate program)

Regina, Wayne F. *Applying Family Systems Theory in Mediation: A Practitioner's Guide.* Lanham: UPA, 2011. Chapter 3-4.

Welter, Lisa J. *Restorative Family Mediation Manual*, 4th ed. St. Paul, MN: The Katallasso Group (2022). (\*comes with certificate program)

**Required Articles:**

Lundberg, Shelly, and Pollak Robert A. The American Family and Family Economics. *Journal of Economic Perspectives* Vol. 21, 2 (Spring 2007): 3–26.

Minnesota ADR Program, *Alternative Dispute Resolution: ADR in the Minnesota State Court System,* (March 2020) [https://mncourts.gov/mncourtsgov/media/scao\_library/ADR/ADR\_Info\_Sheet.pd](https://mncourts.gov/mncourtsgov/media/scao_library/ADR/ADR_Info_Sheet.pdf)f

Minnesota Judicial Branch. Child-Focused Parenting Time Guide. *Minnesota State Court Administrator Office* (2019): 1-55.

Singletary, Britt, Kammi K Schmeer, Kelly M Purtell, Robin C Sayers, Laura M Justice, Tzu Jung Lin, and Hui Jiang. “Understanding Family Life During the COVID-19 Shutdown.” *Family Relations* 71, no. 2 (2022): 475–493.

Welsh, Nancy, "The Thinning Vision of Self-Determination in Court Connected Mediation: The Inevitable Price of Institutionalization?" *Harvard Negotiation Law Review,* Vol. 6 (2001b):1-94.

**Program Technology:**

We utilize an online learning platform for this course taught by The Katallasso Group. Students will have access to access materials and integrate learning with other students and instructors.

**Course Requirements:**

***Course Reading***

Course reading follows the sequence of each module and course lecture. The online course platform includes the RFM Manual and Practice in a Box; the articles and book chapters are listed.

***Homework and Practice in a Box***

Students will receive supplemental video lectures, audio, and reading materials for homework related to Modules 1, 2, and 4. A Practice-in-a-Box is provided to every student. Students should familiarize themselves with the content of PIAB digital mega-file. These resources will require outside classroom time beyond the 40-hour training.

Show up for Days 1-5 well-prepared for group discussions. Come having thoroughly engaged the course resources. Bring your reflections from these resources to the group discussions in a highly integrative manner of synthesized reflection.

***Course Intensive***

*5-day live group discussion, role-playing with coaching and development (via zoom)*

Students in the Restorative Family Mediation Certificate will be required to participate in group discussions and participate and co-facilitate in role-playing scenarios. Restorative mediation techniques include caucus, fishbowl, and community-based strategies. Mediation scenarios are related to family conflict (primarily in a marital dissolution process and terms, domestic violence, post-decree issues, and some child welfare) with instructor coaching and feedback. Students will design mediation agendas and roleplay scenarios as co-mediators.

Because this is a professional certificate approved by the Minnesota State Court Administrative Office, you must engage fully in the 40 hours of live training to receive a certificate. The intensive, in conjunction to assigned homework outside of class for Modules 1, 2, and 4, becomes a central place for integrating as a neutral facilitator of the mediation certificate.

**General Course Expectations:**

Students must complete all required hours and assignments to meet the Minnesota State Court Administration standards to obtain a certificate of completion to submit for Qualified Neutral status under MN Rule 114. This includes a live camera and audio during synchronous learning and role-playing. Certification will not be awarded to students failing to complete the MN SCA standards of this course.

To fulfill course objectives, each participant must complete a final project, including a family conflict narrative, developing initial and intake mediation session agendas, and recording each student simulating a restorative mediation session with role-playing volunteers. The final project must be completed within one week of the course conclusion.

**Instructor Bios**

Lisa J. Welter, MATL (Primary Instructor)

Doctoral Student Transformational Leadership, Bethel Seminary

CEO, The Katallasso Group

* Masters Degree in Transformational Leadership
* Licensed Pastor (13 years) & Nonprofit Executive Leader
  + Eagle Brook Church
    - Community Care Director across all campuses overseeing outreach, care ministries, life events, and pastoral training
    - Pastoral Trainer of 60+ onboarding pastors
  + Converge North Central Board of Stewards 2014-16 & 2023
  + Connected Kids Initiative (18 County MN Child Welfare Community Collaborative)
  + Safe Families for Children (MN & National)
* Qualified Neutral under Rule 114 of MN Rules of General Practice for 13 yrs (William Mitchell College of Law, Family Mediation Certification, 2010)
* Restorative Family Mediation & Restorative Leadership Trainer
  + 13 years of experience in community and family mediation (church and social services - child welfare specific)
  + 5 years of experience training/teaching community mediators (church, nonprofit, and human services government)
* 5 years of experience in child welfare system via non-profit organization, including child abuse/neglect/foster/adoptive/juvenile deliquent matters
* Over 150 hours of court hearings experience in family law courts related to divorce, child custody, domestic abuse, sexual abuse, and grandparent litigation
* Awarded Local Government Innovation Award 2017 (Bush Foundation & University of Minnesota Humphrey School)
* Awarded 2020 Community Collaboration from Minnesota Social Services Association
* United States Air Force Veteran (Emergency Room Medic & Shift Leader 1995-2000 United States Air Force Academy, Colorado Springs, CO)

Michelene Verlautz, M.Div. (Roleplaying Coach)

* Masters of Divinity 2004
* MA Child and Adolescent Development
* Post Graduate at the Bowen Institute in Washington DC
* Ordained Pastor for 17years in the Minneapolis Synod, Senior Pastor of St. Timothy’s Church (Columbia Heights)
* Director of Children Youth and Family Ministry 8 years
* Strategic Pastoral Counselor.
* Advanced training in Spiritual Disciplines
* Civil Mediator training in 2013
* MN Qualified Transformative Family, Conflict Coaching and ADR
* Mental Health Ambassador for Mental Health Connect
* Board Member for Cassia Senior Health Care.

|  | **5 DAY INTENSIVE COURSEWORK SCHEDULE** |
| --- | --- |
| **Module 1: Building a Family Mediation Foundation** | |
| **Day 1**  **AM**  **LUNCH**  **PM** | * **Review** Syllabus * **Lecture & Group Discussion:** Intro to ADR, Statutes/Rules, Mediation History * **Lecture & Group Discussion:** Types of Mediation - Facilitative, Transformative, and Restorative * **Review & Group Discussion** Self-Determination, Attributes, Process, Ethics, Neutrality * **Group Discussion/Roleplay** Non-Anxious Leadership, Professional or Personal Bias, Coercion & Neutrality |
| **Module 2: The Mediation Process** | |
| **Day 2**  **AM**  **LUNCH**  **PM** | * **Lecture & Group Discussion** Assumptions of Mediation, Family Law Issues in Mediation, Theory of Conflict * **Lecture:** Circle the process in 5 mediation steps * **Lecture & Grp Discussion:** Inclusivity & Values Discussion: Culture, Religion, & Tradition of Families or people groups * **Group role-play** basic agendas * **Lecture, Group Discussion, & Roleplay** Restorative Circle approach and initial engagement (initial call, intake) * **Discuss** Neutral Facilitator Rubric/Scorecard * **Listen & Discuss** Pro Se, What? audio (15 min) |
|  |  |
| **Module 3: Family Law Issues in Mediation** | |
| **Day 3**  **AM**  **LUNCH**  **PM** | * **Lecture/Grp Discussion/Role-Play:** Initial Mtg & Family Law Issues of Marital Dissolution   + Parenting Time & Custody   + Legal & Tax Issues   + Budgeting for the Future * **Lecture/Grp Discussion/Role-Play:** Cont. Family Law Issues   + Budget/Dividing Property   + Child Support   + Review/Memorandum of Agreement |
|  |  |
| **Module 4: Strategies & Issues in Mediation** | |
| **Day 4**  **AM** | * **Lecture/Group Discussion** Psychodynamics of Separation for Children/Adults * **Community-based Role-play** case study scenario * **Lecture** Ethical Standards in Mediation * **Quiz** Complete Ethics Quiz * **Lecture** Caucus and intro to DV |
| **LUNCH**  **PM** | * **Case Study, Grp Discussion & Engage in Roleplay** Family Law Scenario with DV * **Power Imbalance Scenario Roleplay:** Fishbowl & caucus techniques for power imbalances (advocates, family members or lawyers present, etc.) * **Grp Discussion:** Final Project & Practice-in-a-Box |
|  |  |
| **Homework**  **Prep** | * **Final Project Prep**: Final Project direction and expectations, select a scenario, and record role-play final project. * **Read:** Nancy Welch - Thinning Vision of Self-Determination article |
|  |  |
|  |  |
|  |  |
| **Module 5: The Art of Neutrality** | |
| **Intensive Day 5** | * **Lecture/Role-play in Teams** Addressing Biases & Cultural Competence and uses of community-based mediation * **Review/Recap** Self Determination:Non-Anxious Leadership & Neutrality in High Conflict or DV * **Review & Grp Discussion** Recap of RFM modules, Self Care Techniques * **Grp Discussion:** Conclusion & Reflections * **Submit Rule 114 Application & Next Steps** |
|  |  |