

Annual Review 2016



supporting families to manage conflict



Chairperson's Foreword

As the Chair of FMNI it continues to be a privilege to have a close association with such an inspiring organisation and the dedicated team. Day and daily children and young people are living through the experience of their parents parting so it is reassuring to know that there is a family mediation service of the quality of FMNI, that can be the catalyst for helping families to shape future workable relationships and create a dynamic that will enable the children to benefit from a stable environment.

This year there has been a notable shift in family mediation gaining further recognition for the role it can play in supporting families.

The report from the Access to Justice Review 2 and the information to date from the Civil Justice Review has reignited the hope that actions will follow to reinforce family mediation as a 'go to' process, instead of parents heading straight to court. While it has been frustrating that more attention has not been placed on the value of pre-court mediation, there is much to commend and support the recommendations on the Access to Justice 2.

It states:

The current provision of family mediation in Northern Ireland does not reflect the value mediation can bring to the family justice system. Greater use of mediation must be encouraged and incentivised through legal reform.

The report goes on to say:

Increased mediation should produce savings for the fund, but more importantly will lead to better outcomes for the client and... that public funding should be available only for family mediators who are trained to standards approved by Family Mediation NI, the Family Mediation Council of England and Wales and Mediators Institute of Ireland.

It is obvious from this report that the worth of family mediation is recognised and that it should be of a standard and incentivised through legal reform. It would be natural to assume that those responsible for following through on the recommendations will begin to action plan, especially when it is clear that savings can be made and better outcomes especially for children, can be achieved.

FMNI welcomes the steer from this report, which highlights the need for family mediation to be of a high standard and names FMNI as an organisation which sets the benchmark. This together with the recommendation that funding should be jointly provided by DOJ and DHSSPS seems to set out a clear agenda for the development of properly resourced family mediation action plans, linked to need.

“The ray of hope is that we have some committed champions who are convinced of the benefits of family mediation to children and young people.”

The uncertainties of the external financial environment, such as the planned demise of the Health and Social Care Board, the re-organisation of the government departments and the reducing funding streams throws the likelihood of realising clear action plans in to doubt. The ray of hope is that we have some committed

champions who are convinced of the benefits of family mediation to children and young people and who are passionate believers in extending the provision.

The key advocates are those who have availed of the Family Mediation service and have had first hand experience in gaining the necessary insight and skills as to how to co-parent effectively and manage their other issues for the benefit of the children.

Competition for funding is at an all time high. However, with stark figures such as the cost of Private Law cases at £11.7 million compared to FMNI who receive just over £200,000 per year coupled with the fact that court delays in making decisions can impact on the well-being of the child, it seems that action to extend the provision of family mediation makes total sense and is urgent.

It is to be hoped that the Civil Justice Review, headed by Lord Justice Gillen which is well underway, will give another strong message about the value of mediation and that it should be accessed before court is considered. If that principle

is promoted, alongside reforms to the court process, should former couples need to avail of the court, then it would seem we would be establishing a more robust and child friendly approach. Without an appropriate level of service we will continue to fail children who through no fault of their own have been caught up in the crossfire of an acrimonious parental breakdown.

Due to my impending retirement, I will be stepping down from the role of Chair of FMNI in June. It has been a very special experience. The Board have made an impressive contribution in their governance role and in giving unstinting support to the organisation and to me in my role as Chair. During my time, my admiration for FMNI under the competent and enthusiastic leadership of Joan has grown significantly. Joan has been pivotal to the development of FMNI, the growing number of annual achievements and providing unwavering commitment to this support for families. While I am sad to be stepping down, my passion for the need for family mediation will continue and I leave in the certain

knowledge that the valuable work of FMNI will flourish. Thank-you and good wishes to all the team and the Board.

Chairperson,
Pip Jaffa OBE

Director's Report

We were delighted to receive the Mediators Institute of Ireland's award for our innovative work in advancing the development of separated parent's mediation in NI in November. Awarded at the MII conference, I was particularly pleased to accept this on behalf of all our mediators and staff who are completely committed to ensuring that clients access a quality service that can change their lives and that of their children.

I was also fortunate to attend the Co3 awards evening to see our esteemed Chairperson receive an award for 'Lifetime commitment to the Voluntary sector'. In addition to leading her own organisation, Pip Jaffa has been with the FMNI Board since 2004 and has been instrumental in raising the profile of FMNI with her belief in the service, her integrity and solution focussed approach to all the challenges that arise when a small charity is rising from ground level. Pip's contribution to the development of the service as Chairperson and her mentoring support for me in my role is immeasurable. All those who have

been and still are Board members can testify to her organisational skills as Chair and the time she gladly gave to each for induction and beyond. We all wish her well and thank her sincerely for all her hard work.

“ Facilitating those experiencing a family dispute to find their voice and be heard in a managed negotiation process can be beneficial to the entire extended family and by implication society as a whole. ”

This is also the year in which our Lead Commissioner within the HSCB, Gerry Conway retired, he was a champion of family mediation as a process and had an extensive knowledge of the sector and the needs of clients. FMNI wish him well and appreciate all his help and support over several years.

The challenges of increasing demand and a continued lack of resources continue to

restrict the potential of the organisation. Despite enormous internal goodwill and commitment we are conscious there is so much more that could be achieved and this was very evident throughout the discussions when drafting our strategic plan. We have to date completed our HSCB targets consistently. We have an expert training team that continues to deliver a high standard of training and supervision and would aspire to train more suitable people to accredited status. We wish to provide equality of opportunity but cost deters many of those with the life skills required, from entering our approved training programme.

Given that the spotlight has been on mediation in all its guises by the DOJ and DHSSPS for some years now and with the second review of access to justice report by Colin Stutt and the Civil Justice review lead by Justice Gillen, both of which we contributed too. We remain hopeful that decisions can now be made around the release of funding to divert as many separated parents as is feasible away from

the family proceedings courts, thus putting parents in the decision making role, ensuring and supporting parents to work through the 'sticking points' to reach agreement on how they will co-parent their children into the future.

The NI Audit Office indicates that £11.7 million pounds is spent annually in family proceedings court hearings, some cases running for five years. FMNI is under tender with HSCB for less than £220,000 per annum to work with pre-court parents across all of NI. All family support services are under pressure due to increasing demand, there is an urgent need for a significant change of approach to how family breakdown is considered by policy makers, legislators and service providers. An integrated approach is required so that collective early intervention to support families through this harrowing experience may mitigate the long term negative effects of high conflict. We impress upon the new Leaders within Government to consider, how we may work together to minimise negative outcomes for

the children 'stuck in the middle', how may we empower parents and make better use of public funds. The under-funding of vital services has the effect of feeding the adversarial approach and training parents in, how to enter battle, as opposed to, find agreeable solutions on future parenting arrangements. The funding climate in general has proven to be very challenging and the insecurity of funding that has been further exacerbated by the announcement that HSCB is to be phased out, does not assist the development of mediators or ensure greater access to the service.

In NI we continue to operate in a generally unsupportive environment in relation to the rest of Europe with regards to the provision and accessibility of mediation. All government departments may now recognise that all budgets are impacted upon due to the epidemic of poorly managed family breakdown that in many cases results in a child becoming estranged from one parent and therefore breaches that child's right to family life under UNCRC.

Mediation is not that well understood by funding body decision makers and we consistently find ourselves explaining the difference between mediation and counselling. Facilitating those experiencing a family dispute to find their voice and be heard in a managed negotiation process can be beneficial to the entire extended family and by implication society as a whole. Increasing numbers of grandparents are finding themselves suddenly ostracised from their family as the collateral damage from a relationship separation. A family with whom they spent considerable time and contributed to the well-being of their grandchildren. The outcome of this can be poor mental health for grandparents and grandchildren.

The Detail TV, (NICVA project) report that we contributed to, provides an insight into the trauma of the family proceedings court, the long running battles over contact and residency, children living with this daily tension and growing up with an eschewed view on parental relationships, coping with

Director's Report Cont'd

long periods without the support of one parent, coping with living in an environment of negativity and dealing with the lack of information and the uncertainty of their future living arrangements.

This year Mediators are reporting a higher level of high conflict parents, greater resistance to finding an agreement that focusses on the needs of their children, some parents are openly using court action as a weapon and rendering mediation unsuitable. This increased level of anger, presents greater challenges for mediators, trainers and supervisors as more parents present with confrontational styles and a reluctance to fully engage.

'Older persons' or 'Senior' mediation is an area that we have been developing over the last year with a Mediator training in the additional skills and approaches required and we hope to establish a pilot that may assist FMNI to evidence need. As a strand of mediation it, like family mediation is also well developed down South. Increasingly, with life limiting medical diagnosis and the

increase in dementia cases resulting in internal family disagreements, we strongly believe that early intervention with mediation may reduce unnecessary distress and fractured families.

The Coordinators, Mediators, PPC's and our Trustees are to be commended for their unwavering commitment to the delivery of a quality, professional service to families at a time in their lives when they most need support. Within this review you will read about the statistics, training activities, networking and lobbying, all delivered with a skeleton staff but what cannot be portrayed even with a well written cases study account, is the potential for mediation, when fully understood and committed to by participants, to change a child's life forever.

Joan Davis
Director

Co-ordinator's Re

2015 - 2016 has been a period of growth for FMNI both for the service and the panel. Demand for the service continues to increase, with a 63% increase in the number of enquiries and an 18% increase in the number of cases when compared to the last financial year.

Siobhán Harding was appointed as the new part time Co-ordinator and is a welcome addition to the team. The Co-ordinators now have the capacity to deal with more enquires and provide better operational support to the Mediators.

While the number of court referrals has fallen, solicitors have advised that Judges are emphasising that their clients should seek mediation through FMNI first to resolve family disputes before applying to court. This has undoubtedly led to the increase in enquires from the general public and other professionals.

Through their direct contact with clients and due to the significant increase in the number of enquires, the Co-ordinators can see a small but seismic shift in the public's

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attitude towards mediation as an early intervention process that can assist them to reach agreement pre-court. As it becomes more culturally acceptable to use mediation to intervene at the earliest possible stage in family disputes, the demand for the service will undoubtedly result in FMNI's statistics continuing to increase.

The service has experienced unprecedented demand for family mediation in the Western trust area, in particular in Omagh and Enniskillen. Our resident Mediator in Enniskillen was operating at maximum capacity. We therefore had to allocate an employed Mediator, Polly Rowan Hamilton, to Enniskillen every two weeks to help meet the demand. This led to a reduction in the waiting list for first joint mediation appointments. However the Western trust area remains FMNI's busiest area with the highest demand and longest waiting lists.

The introduction of the text messaging appointment reminder service has been very well received by clients and the number of 'no shows' decreased during this period.

Our panel are mediating in increasingly difficult family situations and referrals generally are becoming more complex. In addition to the separated parents work, for example, mediators worked directly with a mother and her 15 year old daughter to re-build their relationship. The case was challenging; there was serious historical domestic violence between the parents, the child was on the autistic spectrum and her relationship with her mother had completely broken down. The parents communicated through the child and had no desire to change this. Social Services, a Court Welfare Officer and a Guardian ad Litem, while providing their services to the family/child, were unable to provide combined specialist therapeutic and practical help to enable this family to move forward. Family Mediation NI bridged this gap.

The Co-ordinators are very pleased the hard work of the Panel has been rewarded by The Mediators Institute Ireland. An award was presented to FMNI at the Mediators Institute Ireland's annual conference recognising FMNI's Contribution to the Advancement of

Mediation (separating couples) in Ireland. This award is a reflection of the hard work of Mediators who work tirelessly with parents in conflict and have earned a reputation as a highly skilled professional panel. The Co-ordinators are extremely proud of the team's achievement and will continue to support them going forward.

Co-ordinators
Diane Hammond
Siobhán Harding

Client & Professional Testimonials

“ I have been discharged as the child’s Guardian ad litem so there is no need to update me on mediation. I am aware all the parties felt the last session was really beneficial. Hopefully, all family members can now move forward.”

Good luck with your continued work.

Other Professional:

“ I have friends who used your service when their marriage broke down and they found it very supportive – they have young twins and as a result of using FMNI, we can all meet up together with the parent’s new partners along as well! What a result for their children!”

Solicitor:

“ I just want to say well done, I feared this couple would become entrenched in court and your service prevented that, I have no hesitation in recommending FMNI to others.”

Court referred case on going. Mediation between mum and 15yr old boy with health problems, Social Worker stated:

“ Mum said that she feels equipped with the skills to avoid conflict with son during phone calls because of the work she has done with the mediator”

(Comments from clients mother in a shuttle case – power imbalance – her daughter was unable to make decisions about the future of her children, mediation helped her find her voice).

“ In the end she was able to find the confidence to speak and the mediator was terrific. I hope this continues to be the case in the future.”

SEPARATED PARENTS WORK

“ Polly was brilliant. She helped me realise how my ex-husband was feeling and to understand our situation and the effects it was having on our children.”

“ Ken was absolutely fantastic – incredibly patient and calm. He kept control of the sessions even when faced with huge resistance. I don’t think anyone could have done more to

help us focus on the important things, our children.””

““Mediator was very helpful, understanding, non-judgmental, patient, fair, efficient and professional.””

““Jackie is a real star, taking us through a very difficult part of our lives. She made the whole process easier and was incredibly supportive. As a result we have come out the other end as co-parents.””

““I can't believe I got this type of service and didn't get charged for it? I don't know how we would have got through this, as I know I lost sight of my son's needs during the breakup and our mediator brought me back to earth.””

Children's Divorce Bill of Rights

Every child whose parents divorce has:

1. The right to love and be loved by both of your parents without feeling guilt or disapproval.
2. The right to be protected from your parents' anger with each other.
3. The right to be kept out of the middle of your parents' conflict, including the right not to pick sides, carry messages, or hear complaints about the other parent.
4. The right not to have to choose one of your parents over the other.
5. The right not to have to be responsible for the burden of either of your parents' emotional problems.
6. The right to know well in advance about important changes that will affect your life, for example, when one of your parents is going to move or get remarried.
7. The right to reasonable financial support during your childhood and through your college years.
8. The right to have feelings, to express your feelings, and to have both parents listen to how you feel.
9. The right to have a life that is as close as possible to what it would have been if your parents stayed together.
10. The right to be a kid.
- 11.
- 12.

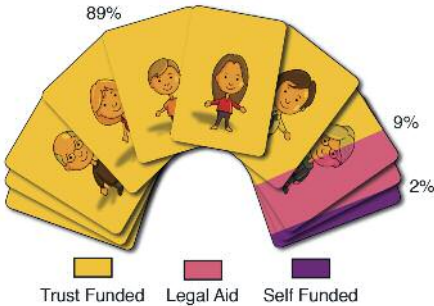
Child: _____ Parent 1: _____ Parent 2: _____

Activity Overview

- FMNI is represented on and contributes to Parenting NI's Parenting Forum, QUB CCCR Forum, NI Child Maintenance Stakeholders Forum, Belfast Court Users, West Belfast Locality Planning Group, Inner East Belfast Family Support Hub, Greater Falls Family Support Hub, Antrim Local Planning Group, College of Mediators Standards Committee, The 'Dads Direct' steering group, and Justice Gillen's Civil Justice representative panel.
- We have contributed information sessions to a variety of groups and agencies including, Solicitors Associations, Further Education Colleges & Contact Centres, plus external skills training to Social work teams. We contributed to information events in Antrim, Belfast and Newry.
- CPD events and Group supervisions were provided to the Panel of Mediators by internal and external trainers.
- Thanks to Lloyds Foundation (now Halifax) and to Awards For All for funding developments within FMNI
- FMNI training team has delivered the Foundation Training Programme to 12 participants.
- We met with the then Minister for Justice, David Ford, with regards to the recommendations within the Review of Access to Justice Report regarding the development of family mediation in Northern Ireland.
- We are contributing to the review of the Children & Young Peoples Strategy now within the Department of Education
- We have continued to lobby MLA's and provide information on the service, the challenges and lack of resources
- We continue to contribute to the ongoing consultation around the Governments proposed 'Innovation Fund'.
- We benefited from additional publicity by working with Detail TV/NICVA. The project lead by journalist Lindsay Fergus pointed the spot light clearly into the hidden world of family proceeding courts.
- A recruitment process in March enabled FMNI to employ two more part-time mediators, one based In Enniskillen and one based in Belfast
- We have been chosen by Co3 to be part of 'Path to Impact project', which is an organisational assessment tool and offers assistance to identify gaps, offer mentoring support and produces a report that include stakeholder contributions to inform the organisation on development and confirm the positive contributions and current challenges.

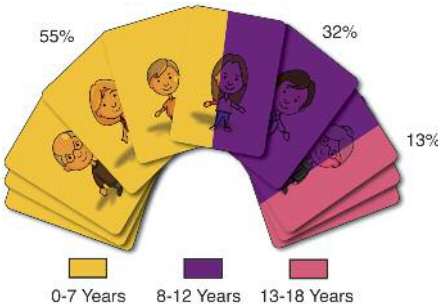
Statistics

Access to Services Across Trust Areas

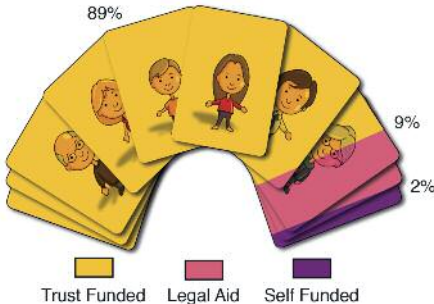


Breakdown by age of Children whose Parents engaged in the process.

These figures are for cases only.



Breakdown of Funding Source April 2015 - March 2016



Increase in Cases compared to 2014-2015..... **18%**

Court Referred Cases as a percentage of Total Cases **9%**

Increase in Enquiries compared to 2014-2015..... **63%**

2014/15 – 2698 enquiries (incl. professional)
2015/16 – 4395 enquiries (incl. professional)

Professional Practice Consultants Review

It is hard to believe that another year has rolled around already and we three who currently make up the Professional Practice Consultants team are looking back at the last twelve months to share with you a flavour of what's been happening. The role of a Professional Practice Consultant is to ensure that the practice of mediation is supported and developed, thereby ensuring a high quality service is delivered to our clients who attend Family Mediation Northern Ireland.

The number of mediators with a service level agreement with FMNI varies from year to year depending on individual mediator's availability and demands within their own lives. The Panel averages 18 active, sessional Mediators plus our part-time employed mediator. In this financial year we have been mentoring the mediators who completed our twelve day intensive Foundation Training Programme in the autumn of 2015. They are currently undertaking supervised practice with our accredited mediator team. Our mediators are a keen group of people with a passion

for mediation, they come from different professional backgrounds and experiences, but all share a commitment to enhancing mediation practice.

A trend we have noted at Family Mediation Northern Ireland in this year just past, is that clients using our mediation service bring increasingly complex post separation issues. That of course, is to be expected, as mediation becomes more widely known.

“Our role as PPC is to support our mediators as they work with clients to reach important decisions”

However, it is clear that the public misunderstand the service on offer, with some keen to work towards finding future focused agreements and others resistant to being empowered to be the decision maker, preferring the adversarial system. This has proven challenging for mediators who facilitate negotiation between parents with the focus on their children and future co-parenting arrangements.

The PPC remit is to reflect on current practice and develop a learning environment to inspire best practice amongst our mediators. We provide regular opportunities for one to one consultation with each of our mediators. We facilitate group supervision four times per year at which our mediators attend a lively couple of hours discussing and sharing their own practice and experiences in mediation with colleagues whilst maintaining full confidentiality. Facilitated by the PPC, group supervision allows us to agree best practice and to identify topics to include in our provision of specifically tailored Continuous Professional Development. These include training days either delivered by external experts, or using our own skills and professional diversity from within our training team. Topics covered included, 'Conflict Management', Mental Health, Mediated Agreements, and 'Open financial Statements'. In addition there is an increase in the number of external agencies wishing to avail of bespoke pieces of training to ensure staff, Social Workers and

so on are more mediation aware and may make appropriate referrals and learn some new skills with regards to conflict management. It is a privilege to work with our committed and dedicated mediation team both in our Belfast office and across Northern Ireland and to contribute to the advancement of mediation to ensure that we can meet the complexity and challenges of the cases our clients bring.

Our role as PPC is to support our mediators as they work with clients to reach important decisions big and small, complex or simple that will really work long term within their own unique family circumstances. Often the 'devil' in the room, is the small detail.

The voice of the child is important to moving the mediation process forward and focusing on the future needs of the child. However, Direct Child Consultation, as a process is under used and mediators report a resistance on behalf of parents to giving permission for the child to be heard. Parents can be afraid, they wish to protect the child from the process but for those that

do permit the child to spend time with a specialist mediator, who later feeds into the main process, with the child's permission, the outcomes can be transformative. Otherwise, mediators are depending on each parent to bring the child's voice into the process and often each parent hears a different view from the other parent and this may assist the agenda to be agreed for negotiation.

We believe that mediation is the way forward to reduce the negative impact on children of separated parents. Word of mouth in conjunction with advertising and information seminars combine to encourage more and more people to contact our service to help them resolve the sticking points and move forward as you will see from the Coordinators report. All connected to Family Mediation Northern Ireland promote the regulation of mediation through accreditation to the highest possible standards and continuing development. We delivered the Autumn 2015 Foundation Mediation Training Programme, which is recognised and

approved by both College of Mediators UK and The Mediators' Institute Ireland and started the Spring 2016 Programme in February. We are currently in negotiation with College of Mediators (UK) to develop bespoke accreditation to Northern Ireland to ensure the continued quality of our mediation practice given that Britain has a process of contracts with the Legal Aid Board that requires some different information that is not required of FMNI mediators as NI does not have such contracts but is funded under tender to deliver an early interventions service to pre-court parents via the DHSSPS. We are privileged to have one of our PPC's sitting on the College of Mediators accreditation committee.

'When we change our daily lives - the way we think, speak and act we change the world' ~ Hanh.

Aedin Bradley,
Eimear Hayden &
Janni Knox
March 2016

Case Study

CASE SUMMARY:

The parents were separated for almost 2 years. They self-referred to mediation as communication had broken down. They have two children aged 14 & 10 who live with their mother full time. The eldest was estranged from his Father and his extended family for 6 months. Dad has new partner, who has a 7 year old son and Mum has new partner. The 10 year old boy has a tumultuous relationship with Dad and spending time with Dad can be unpredictable. The Mother advised at 'Intake' she was taking anti-depressants.

Co-worked/Solo	Solo
Type of client	Child focused
Married/Relationship/Casual	Married - 16 years
Reason for break up	Communication difficulties, debt and high expectations
Number of children	3
(including half/step siblings)	1
Other family members involved	n/a
Level of understanding of Mediation Process	No understanding but very willing
Did intake raise appropriate issues?	Yes (mental capacity)

Capacity to Mediate (including where each person is emotionally?)

There was a ripeness about his process. Both parents really wanted to find a way through this mess but didn't know how. Dad was probably slightly ahead in terms of finding ways through the impasse but Mum caught up

Supervision required?	no
Agreements Reached	Co-parenting plan
Presenting issues	Concern about the children and their well-being. Lack of communication leading to high conflict

Obstacles to agreements

Different parenting styles, destructive pattern of communication, low trust at beginning of process. Mothers mental health

No common ground on	n/a
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Mediation methods to overcome impasse etc.

Best interests of the children and a future focussed approach to each session. Awareness raising of the uncoupling process. Normalising, humour, naming and noticing minor shifts and influence of these. Encouragement, empowering each to option generate, talk about the boys development, needs, challenges.

Positive Outcomes

Co-parenting plan in place. A solid basis on which to build communication in changing times. Skills to support children to communicate and the option to come back and include children in the process

Parenting plan included

Best interests of all children. Being conscious of supporting each other's relationship with the children. Working on plan to ensure regular contact with extended family as well as Dad. Using new methods of continuing to communicate with children, skype, text etc and being flexible and supportive of needs of children

Endings

Clients appreciated the service and indicated that they would now feel more confident about including the boys in a further session to progress communication issues

Did case end prematurely do we know why?	n/a
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Did mediator end the case	n/a
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Unsuitable Case?	n/a
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Level of Conflict

High level at outset. A pattern developed whereby they would have a conflict text message just before mediation session. This would become apparent during the session, so they learned how to deal with conflict, how to avoid aggravating the other, to be more self-aware of actions and consequences

Trust

Trust was improved and they accept that they both, genuinely have the best interests of their children at heart and need to make co-parenting work. Mum gradually came to accept that he could be a

trustworthy father and that her criticism was not helpful. Dad accepted that some of the criticism was warranted.

Future Focus	This improved at each session
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Any External Influence (solicitor, wider family, friends etc.)	Dads family have now started to renew their relationship with the children
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Impact of social media?	Facebook and Dads posting of new family arrangements negative impact on children
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Other understandings

Certain issues push this former couple into old patterns of communication which can spiral into destructive words and actions. These parents can now recognise these things arising and are taking a different approach.

Other outcomes

Mum reported that she felt better emotionally, less under pressure and less irritable with boys. She also reported that as she had access to the booklet on child consultation she was able to raise this with the boys and use the booklet to explain the process and they had shown an interest in being heard. She felt more confident about giving permission.

Dad felt more involved, better understood how to communicate with boys and not taking everything so personal.

FMNI Board Members April 2015 to March 2016

Chairperson: Pip Jaffa OBE
Treasurer: Graeme Donaghy
Company Secretary: Joan Davis
Board Members: Liam Mackle
Fiona O'Donnell
Clare Bates
Marie Cavanagh
Darren Magee (resigned May 2015)
Alana Fisher (resigned December 2015)
Glynis Mulholland (resigned May 2015)

FMNI Staff: Joan Davis: Director
Polly Rowan Hamilton: Accredited Mediator
Diane Hammond: Coordinator
Siobhan Harding: Coordinator (P/T)
Hilary Gray: Finance Officer (P/T)

Volunteer Finance Officer Victor Coleman

Professional Practice Aedin Bradley

Consultants: Eimear Hayden
Janni Knox

Mediators: Davina Clements, Malachy Hagan, Patricia O'Kane,
Rosalind Dunlop, Jackie Sharkey, Carolyn Poots,
Louise Goodman, Teresa Fallon, Laura Doran, Chris Lunn
Carmel McGilloway, Carol Blackwell-Smyth,
Eamon O'Connor, Gerard Maguire,
Colette Forrester, Valerie Pattie, Mary McAnulty,
Liz McCorkell, Aedin Bradley & Janni Knox.

Front Pictures:

Left: FMNI Panel of Mediators at a CPD training day with external trainer Paul Hutchinson.

Centre Left: Happy Family, father and children.

Centre Right: FMNI Chairperson, Pip Jaffa OBE received an Award for Lifetime Commitment to the Voluntary Sector. Pictured with Joan Davis at the CO3 event in Stormont.

Right: Director, Joan Davis receiving the award on behalf of FMNI, from outgoing MII President Gerry Rooney, for 'Innovative work in the advancement of Family Mediation in Northern Ireland (Incoming MII President Sabine Walsh centre)



7 University Street,
Belfast BT7 1FY
telephone: 028 9024 3265
email: enquiry@familymediationni.org.uk
www.familymediationni.org.uk

