

# Fall News

## President's Message

Beth Lieberman, LCSW



Happy fall to all! I can't believe that Thanksgiving is already behind us, the winter holidays are rapidly approaching, and 2017 is just around the corner!

Our Board of Directors had a stimulating and productive retreat this past July in Colorado Springs. We reviewed the past year's accomplishments and set goals for this coming year, including holding a successful Annual Conference, the possible development of a Think Tank conference to examine challenges for the future of our work, and a special emphasis on increasing our membership. We have a very talented Board with great energy, enthusiasm, and creativity, and we are all very excited about what we are on our way to accomplishing this year!

Marsha Kline Pruett, Ph.D., M.S.L., Maconda Brown O'Connor Professor at the Smith College School for Social Work, and current President of AFCC, will be presenting at our annual meeting on February 8, 2017. She will be presenting a Child Development Refresher, focusing on children's developmental tasks and hallmarks, developmental risks relevant to separation and divorce, red flags for child stress, and tips for co-parenting at each developmental stage. Film clips will be used to highlight what children struggling with parental separation look like at several developmental eras. It is such an outstanding opportunity for us to have her present at our meeting! Also, please note: Dr. Pruett has offered us a deep discount on her charge if we can meet the challenge of ten new members joining COAFCC prior to her presentation. Please think about professionals you know who might be interested in joining. Now is an ESPECIALLY good time to recruit those new members!

Our Second Annual Conference, entitled *A and V: Alienation and Intimate Partner Violence*, was held this past October 7-9 at Beaver Run Resort in Breckenridge. Our keynote speakers were Nancy Ver Steegh, JD, MSW, speaking on "A Structured Approach to Child Custody Decision-Making in Cases Involving Intimate Partner Violence" and Michael Saini, Ph.D., speaking on "Practical Ways to Apply Past Empirical Studies of Alienation

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**Disclaimer:** The opinions expressed in the articles published or referred to in the COAFCC newsletter are those of the authors and do not necessarily reflect the positions of the Association of Family and Conciliation Courts or the Colorado Chapter of AFCC. Additionally, the products and services advertised in this publication are not endorsed by either the AFCC or the COAFCC.



Fall 2016  
Volume 7, Issue 2

## Board of Directors

- President:** Beth Lieberman, LCSW
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- Lenny Tanis, JD

### Newsletter Editors:

- Armand Lebovits, MSW, LCSW, CAC III
- Lenny Tanis, JD

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in Child Custody Disputes.” Additional presenters included Lyn Greenberg, Ph.D. speaking on “Treatment at the Center of the Storm: Helping Children Survive without Compromising External Investigations” and The Honorable Julie Kunce Field, whose presentation was entitled “Getting REAL about ‘Parent Alienation’: A Judicial Perspective.” Other conference highlights included honoring Barbara Pevny, our immediate past president, and a very successful silent auction raising over \$4,500! The Program Committee has already begun planning our 3<sup>rd</sup> Annual Conference, tentatively planned for October 13-15, 2017, again at Beaver Run.

AFCC’s 12<sup>th</sup> Annual Symposium on Child Custody Evaluations, entitled *Abuse, Alienation, and Gatekeeping: Critical Issues for Family Court Professionals*, was held in Atlanta from November 3<sup>rd</sup> through 5<sup>th</sup>. Past COAFCC president and active member, Kathleen McNamara, Ph.D., and I conducted a workshop entitled “Conducting Effective Collateral Interviews with Reluctant Sources.” Presenting at our conferences is a challenging and rewarding experience, and I encourage each of you to consider submitting proposals for future conferences.

Speaking of conferences, AFCC will hold its 54<sup>th</sup> Annual Conference from May 31 through June 3, 2017 in Boston. The title for this conference is *Turning the Kaleidoscope of Family Conflict into a Prism of Harmony*. This promises to be an outstanding conference and will be a fabulous resource of cutting edge ideas and methodologies to help us with our challenging work. Please think about attending and including your family on a vacation to a city so rich in history and culture!



**Dedicated to improving the lives of children and families through the resolution of family conflict**

#### Benefits of Membership:

- Be part of a vibrant network of Colorado family law professionals
- The COAFCC semi-annual newsletter is packed with local news, articles, links to resources, and more
- Discounts for COAFCC conferences & training programs
- All the benefits of AFCC membership: Subscription to Family Court Review; discounts for malpractice insurance & publications; access to the Parenting Coordination Listserv
- Support & advocacy for local community networking
- Representation on COAFCC Board of Directors
- Participation on committees, task forces & projects
- Mentoring and consultation from experts around the state

## Upcoming AFCC Events

**AFCC 54th Annual Conference:  
*Turning the Kaleidoscope of Family Conflict  
into a Prism of Harmony***



**May 31—June 3, 2017**

**Sheraton Boston Hotel  
Boston, Massachusetts**

**COAFCC 2017**  
**Annual Members Meeting & Elections**  
**and Spring Conference**

**February 8, 2017**



***Growing Up in the Shadow of the Law:  
Child Development in  
Family Law Context***

***Featuring***

***Marsha Kline Pruett, Ph.D., M.S.L.***  
***AFCC President***



**Regis University**  
**3333 Regis Boulevard**  
**Denver, CO 80221**

**Presentation: 2:00 p.m.—5:00 p.m.**  
**Wine Reception: 5:00 p.m.—6:00 p.m.**

This presentation combines practical experience and research to provide a refresher on development across the span of childhood. The talk will focus on children's developmental tasks and hallmarks, developmental risks relevant to separation and divorce, red flags for child stress, and tips for co-parenting at each developmental stage. Film clips will be used to highlight what children struggling with parental separation look like at several developmental eras.

**Marsha Kline Pruett** is the Maconda Brown O'Connor Professor at Smith College School for Social Work. She has been in private practice for over 25 years, specializing in couples counseling and co-parenting consultation, legal case development for attorneys, mediation, as well as intervention design and evaluation. She has a national and international reputation for the development, implementation, and evaluation of preventative interventions in courts and family-focused community agencies and has published numerous articles, books, and curricula on topics pertaining to couple relationships before and after divorce, young children and overnights, and child outcomes. She is currently the President of the Association of Family and Conciliation Courts (AFCC).

# THE SECOND ANNUAL COAFCC STATE CONFERENCE

Leonard D. Tanis, JD and Armand D. Lebovits, MSW, LCSW, CACIII

The second annual COAFCC State Conference was held at the Beaver Run Resort in Breckenridge over Columbus Day weekend, October 7-9, 2016. Like the previous year and what has been a wonderful but very dry fall in Colorado, there were bright blue skies, golden aspens, and warm temperatures. Over 60 professionals attended. The theme was *A and V: Alienation and Intimate Partner Violence* with three, renowned national speakers, Nancy Ver Steegh, J.D., M.S.W., Michael Saini, Ph.D., and Lynn Greenberg, Ph.D., A.B.P.P., and Colorado District Court Judge, the Honorable Julie Kunce Field from Larimer County. The emphasis throughout the weekend was on the practical rather than the theoretical – how to take what we know and create parenting plans that deal effectively with these common problems in family cases. No brief summary could begin to capture all the interesting, complex, and sometimes controversial ideas that were raised throughout the weekend; the following is our attempt to encapsulate what occurred at the conference.

Nancy Ver Steegh's presentation on Friday afternoon focused on how to utilize the 2016 Battered Women's Project, a 5 page worksheet in cases with Intimate Partner Violence. She presented a framework for identifying and defining types of abuse in domestic cases, utilizing very practical worksheets that both clinicians and counsel can use to understand the nature and context of abuse and the implications and effects of abuse (on the child and on the victim's ability to parent), and in determining parenting plans and possible interventions that provide for the safety and welfare of both parents and children.

## *A and V:*

### *Alienation and Intimate Partner Violence*

**Nancy Ver Steegh,  
JD, MSW**

**Michael Saini, PhD**

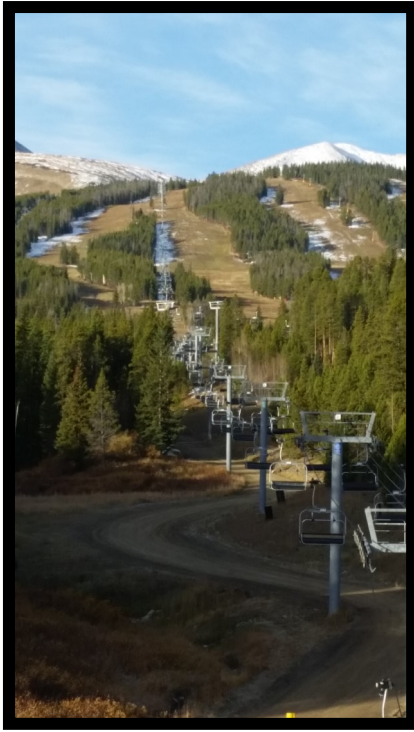
**Lynn Greenberg,  
PhD, ABPP**

**Hon. Julie Kunce Field,  
Colorado District  
Court Judge**



The Saturday morning presentation was by Dr. Michael Saini on the controversial issues of the definitional problem of alienation and that alienation has become the popularized label to place on a myriad of problems with a plethora of roots. Dr. Saini opined that research is of moderate to low to very low-level quality in terms of scientific methodology; and that most research on alienation is based upon clinical observation. Dr. Saini also discussed the false dichotomy of alienation or violence and emphasized that both need to be assessed, and that for safety concerns IPV issues be addressed first. He focused on practical ways to better address the issue of applying the evidence of alienation in Family Courts, emphasizing the idea of strained parent-child relationships and stating that behavioral descriptions are superior to labels. His presentation emphasized that the custody evaluator needs to withhold judgment and make certain that they understand the multi-factors of the strained parent-child relationship. Another take home point from Dr. Saini was that there is common agreement in research about behaviors associated with alienation, although the studies have been unable to differentiate problems caused by alienation versus problems caused by other family dysfunctions. Is it a case of alienation, or are there other factors that are causing the deterioration of strained parent-child relationships?

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Saturday afternoon began with an inspiring presentation by Dr. Lyn Greenberg on how to effectively deal with cases in which a child's relationship with a parent is broken. Her emphasis was on early detection and treatment of children. Dr. Greenberg emphasized viewing cases from a developmental perspective, identifying dysfunction early and viewing from multiple lenses. Dr. Greenberg discussed risky clinical practices as failing to make multiple hypotheses, neglecting developmental issues and orienting treatment around allegations. She also discussed how to help these children survive and build coping skills to modulate emotions to manage trauma without compromising the validity of a custody evaluation.

The final session on Saturday afternoon was a presentation by Judge Julie Kunce Field. This presentation turned out to be the most controversial of the weekend as Judge Field emphasized that the Court cannot base its rulings on assumptions or conclusions of an investigator or evaluator, it must be based on facts and not on hearsay and admissible. Judge Kunce emphasized safety as a priority in cases involving domestic violence and child abuse.

Sunday morning was devoted to having all four speakers present a wrap up followed by a time for a "Town Hall" discussion. The speakers all focused on what was the central theme of the weekend: practical ways to insure the safety of children and parents in family cases. That theme included making sure that what the clinician or counsel thinks they are seeing is really what is happening, i.e., utilizing multiple hypotheses, making no assumptions or short-cuts in understanding families and issues first. The discussion that followed was a lively exchange of thoughts and comments about what had been presented throughout the weekend. Although there was certainly both controversy and consensus during the discussion, ultimately there were more questions than answers to the perplexing and complex problems of IPV and alienation.

The Welcome Reception on Friday night was well attended and was an enjoyable time of networking and socializing. Drinks and hors d'oeuvres were served while attendees connected with new and old colleagues. The Silent Auction was a huge success with lots of bidding on a large choice of items and raised over \$4,500.00, providing much needed support for the conference and the chapter. Thank you to all silent auction contributors and sponsors.

This second weekend conference was an incredible experience with educational and thought provoking presentations and discussion. Perhaps the best commentary about the weekend was by one psychologist, who stated that he could never remember being at a conference where every single session was informative, thought provoking and well worth attending. If you were there, we are sure you are anticipating next year's conference and you should urge your professional friends and colleagues to attend. If you didn't attend, you missed a wonderful experience and a "must do" for next year. The COAFCC Annual State Conference will be held on Columbus Day Weekend each year - mark your calendars now with anticipation of another fabulous educational weekend, October 13-15, 2017, with time for socializing with colleagues, friends, and family.



# DO NO HARM; A VIEW FROM THE BENCH

Randall C. Arp



In 1971 Colorado adopted the Uniform Dissolution of Marriage Act (UDMA). With the adoption of the UDMA, Colorado became a “no fault” divorce state. The UDMA specifically provides that its underlying purposes are:

- “(a) To promote the amicable settlement of disputes that have arisen between parties to a marriage;
- (b) To mitigate the potential harm to the spouses and their children caused by the process of legal dissolution of marriage; and
- (c) To make the law of legal dissolution of marriage more effective for dealing with the realities of matrimonial experience by making an irretrievable breakdown of the marriage relationship the sole basis for its dissolution.”<sup>1</sup>

The UDMA was amended in 1988 with the addition of C.R.S. §14-10-104.5 which provides: “The General Assembly emphasizes that one of the underlying purposes of this article is to mitigate the potential harm to the spouses and their children and the relationships between the parents and their children caused by the process of legal dissolution of marriage.” The UDMA further provides the Court shall not consider “marital misconduct” in determining division of property, maintenance, determination of child support and determination of parental responsibility issues.<sup>2</sup>

The divorce rate in Colorado and elsewhere has increased significantly since adoption of the UDMA. However, the UDMA has been mostly successful in meeting its stated goals. With the removal of the requirement a party prove fault, such as infidelity or mental cruelty, most domestic relations cases are resolved with minimal court intervention. Approximately 80% of cases resolve without the need of a permanent orders hearing. Approximately half of the remaining 20% require minimal court intervention to resolve one or two limited issues.

Only five to ten percent of cases are hotly contested or what are referred to as high conflict cases. This percentage could be and should be lower.

There are certainly cases where marital misconduct in the form of domestic violence, child abuse or other actions impacting the court’s determination of decision making or parenting time is relevant and should be presented. Domestic violence and child abuse are two primary factors the courts must consider in determining APR issues.<sup>3</sup> However, in my experience, too many cases come before the court for permanent orders hearings where both sides spend most of their time attempting to disparage, embarrass and humiliate the other side. Every misdeed, argument, harsh word and act of infidelity is exposed in open court when this evidence has little if any impact on the issues actually before the court.

In DR cases, both counsel and the courts see litigants at their worst. They are emotional; they may have been hurt by a breach of trust or infidelity; they often feel betrayed; they are anxious and they are often afraid, not of the other party but of what the future holds in store for them. They are losing their marriage. They are in fear of losing their children, their property and their financial security. Too often, a party wants to lash out at and retaliate against their spouse. They want to punish their spouse and inflict on them, the same emotional pain they are experiencing. While the emotional basis for such action is easily understood, this should not be allowed to occur in the courtroom. I believe family law counsel should take a more proactive role in directing clients away from this type of litigation. Furthermore, family law counsel should refuse to present this evidence when it has limited or no actual impact on the issues before the court.

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The views expressed in this article are the views of the author. They do not necessarily reflect the views of the other judicial officers serving on the Jefferson County bench, nor do they reflect the views of the judiciary in Colorado.

Counsel should consider two things: First, as indicated above, Colorado is a no fault divorce state. The presentation of evidence of marital misconduct is supposed to be the exception to the rule, not the rule. While any competent attorney can argue tangential relevance under one of the best interest factors under C.R.S. 14-10-124, counsel should determine whether or not the evidence is actually necessary to the case. For example, if the parties are arguing whether dad should have alternating weekend parenting time from Friday to Sunday versus from Thursday to Monday, is the shouting match they had when mom found out about the new girlfriend actually germane to the court's determination of this issue? Is dad really a good enough parent to have three overnights in two weeks but too bad of a parent to exercise five because of a situational argument during the breakup of their relationship?

Second, the strategies to be pursued in court, the witnesses to be called and the evidence to be presented are generally choices to be made by counsel after consultation with the client, not choices that are dictated by the client.<sup>4</sup> While counsel may experience a certain amount of satisfaction from an effective scorched-earth cross examination, I suggest counsel consider the ends to be achieved and balance this against other factors, including the damage counsel might do to the relationship between the parties and the impact it may have on their children. Counsel should remember that after a nasty mud-slinging hearing, they can return to their office and start work on their next scathing cross examination. The parties, on the other hand, are left to move forward co-parenting their children. While they were not fond of each other before the hearing, they may truly hate each other by the time it is over. These are the types of cases that end up back in court year after year after year. These are the children who are the casualties of the divorce process. They are often times permanently scarred as a result of their parent's divorce and continuing conflict. Don't let your client's emotions in the heat of battle dictate your trial strategy. The long term impact

on your client and the children has to be of paramount concern.

The court is concerned with the best interests of the children. Rather than convince the court the other parent should not have any decision making authority or more limited parenting time, the mud-slinging angry parent is more likely to demonstrate an inability to place the child's needs ahead of their own and an inability to encourage the relationship the children have with the other parent.

Settlement should be the first goal, not litigation. However, if you must litigate, do so professionally; do so as humanly as possible and do so knowing your actions will have an impact not just on the permanent orders hearing but on the entire family well into the future. Rather than fan the flames, set as your goal to do no harm.

I have been told Retired Judge Christopher Munch made a profound statement at the conclusion of his order from the bench after a nasty divorce hearing. He told the parents: "I hope you leave this court room and love your children half as much as it is clear you hate each other." Encourage settlement. Look at alternatives to litigation. Suggest your client get counseling to deal with the anger, anxiety and trauma of the disintegration of their marriage and their life. You may lose a client or two who claim you are not ready to fight for them, but you may save many a child from the negative impact of divorce. Litigation is not the best way to resolve domestic disputes. It is probably the worst. It should be the choice of last resort.



<sup>1</sup> See C.R. S. §14-10-102.

<sup>2</sup> See C.R.S. §14-10-107, 113, 114 and 115.

<sup>3</sup> See C.R.S. §14-10-124(1.5)(a) & (b) and 14-10-124(4).

<sup>4</sup> See *Arko v. People*, 183 P.3d 555 (Colo. 2008) and Colo. RPC 1.2. While this is clearer in a criminal context, counsel must make independent determinations in a civil/domestic context as well. An attorney is not merely the mouthpiece for the client.

# A FAMILY-CENTRIC APPROACH TO DIVORCE: CLIENT BENEFITS AND PROFESSIONAL SATISFACTION THAT RESULT FROM AN INTERDISCIPLINARY MODEL

Denise Breinig-Glunz, L.C.S.W., and Ellen Weston Squires, J.D.

## **What is the Center for Out-of Court Divorce**

The Center for Out-of-Court Divorce (COCD) is a Denver based non-profit focused on an interdisciplinary, family-centered approach for couples with children who want to end their partnership or marriage. COCD grew out of the pioneering work of the Institute for Advancement of the American Legal System (IAALS), an independent research center located at the University of Denver (DU). Inspired by Australia's Family Relationship Centres, The Resource Center for Separating and Divorcing Families (RCSDF) was started on the DU campus as a demonstration project, and once proven successful, evolved into COCD. The two-year outcomes data referenced below was collected during the two years that RCSDF served families seeking separation and divorce (2013-2015).

When we joined COCD staff as Clinical Director and Attorney Mediator, together we brought 35 years of experience in family law, therapy, and divorce resolution to the table. If that experience taught us anything, it's that there is a strong demand for an alternative approach to separation and divorce that supports all family members through the transition and prepares parents for effective co-parenting.

The process of separation and divorce generally carries with it high emotion—anger, sadness, fear, loss. These feelings together with worries about the reactions or judgements of others and the disruption of existing support systems can result in a lack of emotional and social resources at a time when they are needed most. COCD can help family members manage high emotions and conflicts while guiding them through the transition, using a comprehensive, interdisciplinary model.

## **Our approach**

COCD's service model provides families in transition with a team of experts that will remain with them through every stage of the process, supporting not only the legal transaction of divorce, but providing education, facilitating informed decision making, and offering the necessary services to meet the needs of the entire family.

We begin with a detailed intake process designed to engage the parents, understand their goals, and identify their needs individually and as a family. This enables us to customize the services that are most



appropriate for the parents and their children. We then assign a case manager who stays with the family from start to finish and provide a tight-knit clinical and mediator team working side-by-side through the family's journey.

In pre-mediation sessions, we identify and begin to address big issues and the concerns of the separating parties. Often this includes guiding parents through the process of telling their children about the separation. The family is presented with options for individual and group therapy, financial education, budget



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planning, and mediation sessions that are tailored to them and their specific needs. COCD also provides legal education and handles procedural questions, paperwork, deadlines, drafting of the agreements, and delivery of the final hearing, which also takes place at our Center.

Our business model is designed to enable access to needed services without the stress of escalating costs. COCD operates under a flat fee structure of \$4500 allowing the family to tap into the resources needed which may include:

- Family Counseling
- Divorce Counseling
- Individual Adult and Child Counseling
- Co-Parent Planning and Preparation
- Financial Education and Budget Planning
- Legal Education
- Divorce Mediation, including Parenting Plan Mediation and Financial Agreement Mediation
- Legal Document Drafting
- Divorce Support Groups for Parents and Children
- Option to attend formal hearing at the Center that is conducted by a retired District Court judge on a volunteer basis to finalize a dissolution of marriage or legal separation

### **Our Outcomes**

Two-year outcomes data collected from 82 families during RCSDf evaluation revealed significant benefits of this interdisciplinary model:

#### **Decreased stress.**

- Lower levels of stress, anxiety, and depression in parents
- Decreased levels of parenting stress including dysfunction between parents and children, and difficulties with children

#### **Improved communication.**

- Decreased acrimony between the parents – more than 9 out of 10 parents reporting coming to full agreement with the other parent with respect to parenting time, finances, and decision-making capabilities
- Increased shared decision-making skills

*“There is a strong demand for an alternative approach to separation and divorce that supports all family members through the transition and prepares parents for effective co-parenting.”*

- Better communication skills, especially with respect to more collaborative styles of communication
- When asked the proportion of issues upon which parents were able to reach agreement, the vast majority reported coming to agreement on 100% of the issues

#### **Encourages co-parenting success.**

- Increased confidence in the ability to co-parent
- Established more appropriate emotional expectations for their children

#### **Fosters positive parenting behaviors.**

- Lowered levels of child aggression
- Lowered levels of anxiety and depression in children
- More than four out of five parents reported that RCSDf had a positive impact on themselves, their children, and their family as a whole.

### **Professional Satisfaction**

In addition to the many benefits parents and their children are experiencing with our model, the professional satisfaction working within COCD service model is also worth noting.

*From Denise Breinig-Glunz:*

“With this process, I see us as holding the whole family—that’s appreciated by the families we serve. I take a lot of satisfaction from our ability to connect with the families we serve, ask questions about each parent and child’s health and wellbeing and set the tone early that although things will

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## Welcome New COAFCC Members!

Emmett Bellville  
Lisa Dailey  
Jennifer Favell  
Gene Gross  
Suzanne Horning-Rieder  
Susan Meigs  
Stacy Mesias  
Amy Petersen

Sara Scott  
Ayelet Shmuel  
Carrie Slavens  
Daniel Spencer  
Gabriela Stear  
Kimberly Utesch  
Clara Wilbrandt

### *In Memoriam*

COAFCC member and mediator, Deb Doiel, of Fort Morgan (whose office was in Greeley, CO), passed away this summer after a long hospitalization. Deb was one of the most effective and child-oriented mediators in the state and all of the Colorado mediation community is very saddened by her death.

## NOMINATION TIME

The Nomination Committee is seeking interested individuals to become members of the COAFCC Board of Directors. The next election cycle will be early this year at the Spring Conference held on February 8, 2017. If you wish to nominate yourself or another COAFCC member, please contact the Nomination Committee Chair, Barbara Pevny at [bpevny@southernute-nsn.gov](mailto:bpevny@southernute-nsn.gov) or by calling her direct line (970) 563-0268 or cell phone (970) 749-8997. Thank you!

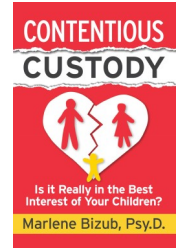


# MEMBER NEWS

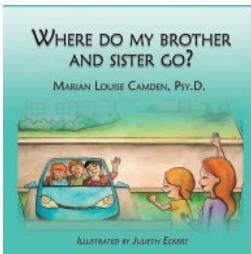
Marlene Bizub, Psy.D.

**Judge Randall Arp**, past COAFCC President, will be the new chair of the Colorado Supreme Court Standing Committee on Family Issues as of January 2017.

**Marlene Bizub, Psy.D.** has had a book published, *Contentious Custody: Is It Really in the Best Interest of Your Children*, available now on Amazon.com. *Contentious Custody* is a practical guide for parents who are going through a contentious custody battle. A must read for parents who need to be set on the right path, in the best interest of their children.



**Marian Camden, Psy.D.**, will be publishing a book for young children of divorce in early 2017. *Going Back and Forth: A Joint Custody Story for Children*, provides a close-up look at the experience of transition from one home to the other, a stressful experience for many children. Children will relate to the clear expression of feelings. Adults learn how to help children in these situations. Look for it on Amazon soon. Dr. Camden also published, *Where Do My Brother and Sister Go?* in 2016, a special story for the youngest children in “yours, mine, and ours” step families. This book is also available on Amazon.



**Barbara Shindell, LCSW** received the prestigious MDIC President’s Award at the September MDIC meeting.

## MEMBERSHIP COMMITTEE UPDATE

The Membership Committee has been working on a number of different tasks over the last few months. These tasks include (but are not limited to):

- Outreach Programs (having board members present seminars in outlying communities)
- Ideas for improving marketing of COAFCC (new brochure, survey of members who have dropped, or who are AFCC but not COAFCC)
  - Submitting an article on COAFCC for the Family Law Journal
    - Marketing to other professional organizations
    - Having a booth at the annual Family Law Institute



## Join a COAFCC Committee!

### **Membership & Outreach Committee**

Recruits members, tracks incoming and outgoing members, welcomes new members and deactivates non-renewing members. Plans and implements programs in northern, southern and western regions of the state.

### **Program Committee**

Plans and implements COAFCC conferences and annual meetings, and coordinates with other groups on joint conferences

### **Communication and Public Relations Committee**

Tends to the many aspects of maintaining our web-site, publishing our newsletter and program brochures and communicating with our membership

**WE NEED YOU!**



If you are interested in committee work please contact April Freier at  
[aprilfreier@hotmail.com](mailto:aprilfreier@hotmail.com)

### **MEMBERSHIP/OUTREACH COMMITTEE**

#### **Chair: Shelley Bresnick**

Deb Anderson  
Sunni Ball  
Adoree Blair  
Sharon Feder  
Phil Hendrix  
Beth Lieberman  
Laurie Mactavish  
Kate McNamara  
Barbara Pevny  
Patricia Riley

### **PROGRAM COMMITTEE**

#### **Co-Chair: Fran Fontana**

#### **Co-Chair: Laurie Mactavish**

Angie Arkin  
Terry Duffin  
Ann Gushurst  
Armand Lebovits  
Beth Lieberman  
Kathleen McNamara  
Barbara Pevny  
Sarah Quinlan  
Christopher Sarson  
Bob Smith

### **NOMINATION COMMITTEE**

#### **Chair: Barbara Pevny**

Beth Lieberman

### **COMMUNICATION AND PUBLIC RELATIONS COMMITTEE**

#### **Chair: Lenny Tanis**

Marlene Bizub  
Lorna Horton  
Armand Lebovits  
David Rolfe  
Barbara Shindell  
Melinda Taylor



## COAFCC Advertising Opportunities

**Newsletter Ads:** The COAFCC Newsletter is e-mailed to hundreds of COAFCC members and professionals who work with children and parents and in the family court system. Advertising in the COAFCC Newsletter is an effective way to have your message received by the appropriate audience. In addition, the newsletter is accessible on our website.

### Advertising Options and Pricing (prices listed are COAFCC member/non-member)

Full Page.....\$425/\$600

7" width x 9.25" height

Half Page.....\$300/\$450

7" width x 4.5" height

Quarter Page..... \$150/\$225

3.25" width x 4.25" height



### Ad Submission Guidelines and Deadline

- ◇ Ads must be in image-ready JPEG format for display ads (pictures or logos included) or PDF format for type-only ads
- ◇ Email the JPEG or PDF file to April Freier at [aprilfreier@hotmail.com](mailto:aprilfreier@hotmail.com)
- ◇ Complete and submit the Advertising Agreement with your payment (April Freier will provide this to you)
- ◇ Advertising space is limited and offered on a first-come, first-served basis
- ◇ No refunds are given for advertising due to the nature of print deadlines and the costs associated with layout changes
- ◇ Deadline to submit ads for inclusion in the Fall/Winter newsletter is October 1 and for the Spring/Summer newsletter April 1

### Advertising Agreement:

COAFCC reserves the right to accept or reject, in its sole discretion, advertising based upon space limitations, appropriateness, timeliness or similar criteria. All advertising must meet the standards of COAFCC's Mission, Vision and Values, which can be found at our website: <http://www.coafcc.org>. Image-ready ads must arrive by publication deadlines. No refunds will be given for items that fail to arrive by the stated deadlines. Submission of a proposed advertisement implies acceptance of the terms listed herein.

Disclaimer: COAFCC does not independently verify the accuracy of any statements or claims regarding any advertised product or service and is not responsible for the contents of any advertisement appearing in our publications.