



INTERNATIONAL ACADEMY OF COLLABORATIVE PROFESSIONALS

resolving disputes respectfully

message from the presidents

As we begin to see the unmistakable signs of Fall, the shorter days and changes in the foliage, we look forward to exciting changes ahead for MCPC. The full board meeting in June was a one-half day summit in which we discussed the many objectives and goals for MCPC as well as the growth of collaborative in the State of Maryland. MCPC held our 2nd Annual Symposium in June, which featured Sharon Ellison's presentation entitled "Taking the War out of our Words." Our 3rd Annual Symposium is scheduled for June 4, 2010.

The MCPC Website is one of our biggest and most exciting projects this year in that it is being completely reconstructed under the leadership of Ron Bergman and his committee. Our goal is to launch the new site this Fall. The new website will be extremely important in growing our organization and, as our membership continues to grow, we continue to look for benefits to our members such as providing a full and complete profile of each member on the website. Please look for a more comprehensive outline of information on our members for perspective collaborative clients to review in the near future.

As MCPC continues to grow and be redefined over time, we continue to seek relevance in the State of Maryland by increasing our membership, developing a strategic public education plan and encouraging the passage of the Uniform Collaborative Law Act. As a sign of our continued dedication to collaborative education and in an effort to encourage the continued education of our members, we would like to consolidate a calendar of educational opportunities for all MCPC members on the website. Please send us your upcoming events so that we may include them in information to be made available to our members through the newsletter and, hopefully, on our new website.

(continued on page 4)



Karen Robbins

Co-President



Jolie Weinberg

Co-President

inside

calendar of events
page 2

ucla passes!
page 7

goals - the power of limits
page 3

2010 iacp forum
coming to dc
page 7

collaborative boot camp
page 6

new committee formed on ethics

By Sue Soler and Robin Taub

Have you ever been involved in a collaborative matter and unexpectedly been faced with an ethical dilemma that is not clear to you? Many of us who have participated in collaborative divorce cases over the past few years have been faced with difficult ethical issues and questions. As a result, and at the request of MCPC, we have formed an interdisciplinary committee to help address those issues. Our committee of collaborative professionals consists of Co-Chairs, Robin B. Taub (attorney) and Sue Soler (mental health professional), John Lefkowitz (mental health professional) and John Faggio (financial neutral). We plan to develop a list of ethical issues facing collaborative professionals in our area and further hope to provide a resource to our colleagues and offer guidance on how to address such issues. We are at the initial stages of our process and to date, we have identified the following issues that we feel are important and necessary to address.

1. Privilege: This issue would include (a) determining how the attorney client privilege affects the collaborative process; and if and when such privilege is affected or altered by informed consent on the part of the client; (b) determining whether there is a privilege relationship between the mental health professional and the client; and (c) determining if there is a privilege relationship between the financial neutral and the client. We will further explore the impact the differences in privilege between the client and the various professionals have on the process and the collaborative team. This is particularly relevant when it comes to disclosure issues and issues of transparency.

2. Confidentiality of Information: How does this apply before, during and after the process, for each professional on the team.

3. Inadvertent Disclosure: If confidential information is inadvertently disclosed during the process, how is the information treated by the professionals, and is there a difference for mental health professionals and attorneys regarding this issue?

4. Roles of Mental Health Professionals: Can the mental health professionals serve in any other roles for the family once the divorce process is over?

5. Withdrawal/Termination of Process: These issues include the role of the lawyers in transitioning the client to another process; determining which, if any, documents can be produced for the clients; the role of the mental health professionals in assisting the client in transitioning to another process and/or referring the client to other services; whether the client having outstanding fees owed to the professional might impact any of these roles and responsibilities; if

(continued on page 2)

2009 calendar of events

sep
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September 23, 2009

Ending a Case

Hosted by Collaborative Roundtable of Baltimore

September 23-26, 2009 - 8:00am - 6:30pm

Mediation Theory, Process and Skills Geared Toward Collaboratively Trained Professionals - 30 or 40 Hour Course

Hosted by Collaborative Training Solutions

Location: Sheraton Baltimore North Hotel,
903 Dulaney Valley Road, Towson, Maryland
(410) 321-7400

September 25 -26, 2009 - 8:30am - 4:30pm

Introduction to Collaborative Family Practice - Two Day Interactive Multidisciplinary Training

Hosted by Collaborative Training Solutions

Location: Sheraton Baltimore North Hotel,
903 Dulaney Valley Road, Towson, Maryland
(410) 321-7400

October 10, 2009

Boot Camp 2009

Location: Carderock Swim and Tennis Club
8200 Hamilton Spring Road, Bethesda, MD

October 22 - 25, 2009

IACP Annual Forum

Location: Marriott City Center, Minneapolis, MN

October 28, 2009 - 9:00am

Lessons from Minneapolis

Hosted by Collaborative Roundtable of Baltimore

December 3-4, 2009 - 8:00am - 4:30pm

Introduction to Collaborative Family Practice; Interactive Multidisciplinary Training

Hosted by Collaborative Training Solutions

Location: Holiday Inn French Quarter,
10630 Fremont Pike, Perrysburg, OH 43551

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dec
2009

(ethics continued from page 1)

a team member must withdraw, what information does that team member provide to the team and to the clients.

6. Critical Points to Make at the First Meeting of Team: What responsibility and/or obligation does each professional on the team have to provide adequate information so that clients fully understand the rules of the collaborative process; the importance of transparency, and identifying what clients are giving up by not proceeding in a more traditional manner. This issue goes well beyond ensuring that the clients are simply agreeing not to litigate.

7. Billing: These issues include, among others, charging the same time for bridge calls, and whether the team will bill for all time spent on team calls.

8. Records: What does each team member do with the file and documents after the divorce is over? What does each team member do with the file and documents if the case terminates prior to successful resolution?

Our overall goal is to provide a resource both in the near future and on an on-going basis for collaborative professionals who have ethical questions. We plan to write a follow-up article in a future MCPC Newsletter and also to present our findings to the area collaborative practice groups.

We welcome any comments and are especially interested if fellow practitioners have additional ethical questions you would like us to consider. Please feel free to share your thoughts with any members of the committee. We look forward to assisting this wonderful collaborative practice movement as it develops.

SAVE THE DATE!

MCPC ANNUAL SYMPOSIUM

JUNE 4, 2010

LOCATION AND SPEAKERS TO BE
ANNOUNCED

STAY TUNED FOR MORE INFORMATION



Sharon Ellison addresses the crowd at the 2009 MCPC Symposium

goals - the power of limits

By George Collis, CFP®, CDFA™

If you have built castles in the air, your work need not be lost; that is where they should be. Now put the foundations under them.

--Henry David Thoreau

Working with financial planning clients for many years has been a demanding classroom. The experience has been a valuable, though stern, teacher. A core part of the curriculum involves GOALS. Here are some of the things I have learned.

All of our behavior is fueled by energy. Some energy wells up from “unfinished business” we retain from our history. Some energy comes to us as a “return on investments” we have made when we frame aspirations for the future. The first kind of energy drives us; the second kind of energy draws us. There’s an immense difference. I want to limit my observations to the second form of energy here: aspirations refined as goals.

Our society has an immense capacity to trivialize anything. Everyone’s a hero now. Everyone is “passionate” about things. Here I want to rehabilitate the term “goals.” To reinforce that effort I will capitalize it.

The word “Goal” and the word “jail” appear to come from the same middle English root word. One major characteristic of Goals is that they impose constraints. A Goal, fully fleshed out and embraced, entails choices, yes and no choices. Decisions are the skeleton of goals. To decide means, literally, to kill off options. When you have done the hard work of envisioning, testing, refining, and embracing a Goal you have already killed off a whole lot of attractive alternatives that detract from your Goal.

A Goal is the love child of your wish. Not all wishes have offspring. If that love child doesn’t keep drawing you in, doesn’t provide you with at least as much nourishment and energy as it consumes from you, it’s not a Goal. If it doesn’t mature and “look more like you every day” it’s not a Goal. Planning clients often state goals that they think they should have, but it’s often obvious that they’re not emotionally invested in those goals. As a result they rarely take the necessary steps to achieve them.

Goals aren’t free; they come with a price. It’s important to understand the price. Based on that information you can decide (there’s that idea again) if you have both the will and the capacity to pay the price. You need both. Clients may say they want to accumulate funds for a vacation home. But they’re unwilling to curtail spending to set aside that extra \$1,000 a month to achieve their goal by their target date. Or their cash flow doesn’t include that much discretionary spending that can be eliminated. As Jack Welch would say, you have three options: “Fix it, sell it or close it.” Here it’s modify it, change it completely or abandon it.

We’re all bombarded with more opportunities, requests and demands than we can respond to. Once in place Goals can help us know when to say “no” and when to say “yes.” They enable us to

“contextualize” how we hear and respond. If you don’t have your own contextual filter in place you will get the supplicants’ by default.

We live in a culture that not only encourages us to spend and consume; our economy runs on rampant mindless consumption. When planning clients have clear Goals that they have prioritized, they can consciously manage their spending. It’s not about deprivation. Then it’s about saying “no” so they can say “yes.” (But the competition for those dollars is fierce.)

Goals can have social dimensions. In order to get help with your Goal you must have refined and clarified it. And you must be willing to “put it out there,” share it with others. Along the way it’s often useful and enriching to enlist the help of others in refining your Goals. Wise and trusted friends and colleagues can often provide insights and feedback that accelerate your process of refining your goal.

And larger groups frame Goals, too. When you’re clear about your Goals it gives you a frame of reference for deciding which groups to belong to, which ones to make a serious commitment to, and how to structure your commitment of resources—time, energy, money—so that both your Goals and the group’s Goals are honored. “The strength of the wolf is in the pack, and the strength of the pack is in the wolf.” We often encourage adult planning clients to involve their children in setting family Goals. It is often an eye opener when children grasp the concept of finite resources, and it’s equally interesting to hear their take on spending priorities in light of that idea.

The muscle and other “connective tissue” of a Goal are fourfold: A Goal must be time-bound. A Goal must be specific in terms of outcome; that outcome must be measurable. A Goal must be realistic. A Goal propels your action based on “want to” energy instead of “choose to” energy. When a 45 year old client with \$18,000 in the 401k, \$10,000 in revolving debt, and current expenses that run paycheck to paycheck proposes a “goal” of retiring in the near future and maintaining a very comfortable standard of living indefinitely, it’s time for a reality check. This faux goal isn’t really time-bound, isn’t specific and measurable, and certainly isn’t realistic. And it won’t be achieved.

Goals, especially big, hairy, bodacious Goals that inspire us, are rarely simple or easily attainable. They’re a destination, not a daytrip. They usually require interim action plans (with objectives and action steps), complete with interim Goals—waypoints—that move us toward our final destination.

Finally, on your way toward your Goal, sometimes the Goal changes. Ideally that change is the result of new insights, a new understanding of your journey. Continued efforts toward a Goal that no longer embodies your vision hint at that “unfinished business” from the past. Modifying your Goal to conform to both “the particularity of objective conditions” and your growing awareness of the unfolding of your path will keep you moving and energized.

(continued on page 4)

(co-president's message continued from page 1)

The current goals of our Membership Committee include growing the organization, creating a welcome letter for our new members and establishing concrete benefits for our members.

Our Standard of Practice and Ethics Committee is looking forward to developing an MCPC presence in the State of Maryland, being a resource for all members and assisting in the growth and development of the statewide organization in the future.

We welcome and encourage all members to get involved in a committee of their choice. If you are interested in participating please contact one of us at your earliest convenience and we will assist you in joining the committee in which you are interested. We thank all of our returning members for their continued participation and dedication to MCPC and our new members for their anticipated committee involvement, both of which make our organization successful.

We look forward to a busy and productive 2009-2010 year!

(goals continued from page 3)

Goals encourage and energize proactive action, and require personal responsibility. If it's my Goal I want to reach it for my benefit. And if I fail to make the investment in realizing my Goal, I am responsible for the delay or dissolution, or for the failure to realign my Goal with my aspiration. Failure, after all, is not failing to achieve your Goal. Failure is not making your "best effort" to move toward your Goal. How many times have we told our children, "I don't expect you to be perfect, but I do expect you to do your best?"

So what might all this have to do with our Collaborative work? At the individual practice level it means that we are taking the time to visualize the place and impact of our Collaborative involvements in our overall practice. What percentage of our cases will be Collaborative by future dates certain? What are our action steps? How much of our various resources will be required to reach those goals? Can we afford that much? Are we prepared to invest that much? How can we best invest those resources—in effective marketing, additional training, etc.—for maximum return? By what metrics will we measure our results?

At the practice group and larger group level it might mean that our meetings would begin with a review of our adopted goals and our primary efforts to achieve them. We might also consider how the work of individual members might contribute to the achievement of these goals, and how the group might contribute to its own goals by addressing the needs of members. As the saying goes, "The main thing is to keep the main thing the main thing."

At the level of our Collaborative work it helps if the team recollects what our overarching Goals are in this process. By modeling this behavior it helps us communicate to the parties that a big part of what gets them through this passage is the growing ability to frame and embrace their vision of their real and realistic life beyond this passage.

When we talk about an aspirational stance as opposed to a positional

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stance we are talking about focusing on constructing Life Goals. That process requires the same work and detail that it does when we work on it in our own lives. And the more practiced we become at "doing Goals" personally and in our own practices, the more we have to "bring to the dance" when these people invite us to be their guides and protectors.

Associated Collaborative Professionals

The Associated Collaborative Professionals (“ACP”) group is looking forward to meeting on September 8, 2009 at 8:30 am after taking a break during July and August. The group will meet at 214 West Patrick Street in Frederick, Maryland. Mike Stern will lead a discussion of the use of Mission Statements for couples in the collaborative process. Refreshments will be provided by two new members, Gayle Bromberg and Linda Moran. ACP is open to all collaboratively trained professionals in the central and western Maryland region.

Carroll County Professionals

The Carroll Collaborative Professionals (formerly known as CCCPG) is pleased to announce its first meeting on September 3, 2009 from 8:00 am - 9:30 am at Bob Evans in Eldersburg (1211 Liberty Road). The discussion topic which will be facilitated by Dawn O’Meally and Meg Oliver will be Key Ingredients of Successful Collaborative Cases. Please RSVP by emailing Ali Doyle at adoylelaw@aol.com.

Collaborative Divorce Association, Inc.

CDA had a very busy year. Their membership has grown and many members continue to strengthen their skills as collaborative professionals by attending workshops and trainings. In March, CDA sponsored an Institute at which Pauline Tessler and Peggy Thompson, national leaders in the collaborative movement, talked about “Which model is best for your case”. The Institute was well attended and provoked lively discussion amongst attendees.

At each monthly meeting, several members are assigned to present a program to the membership. Programs have included such topics as the use of mediators in the collaborative process; the roles of coaches and child specialists in the collaborative process; the cost to clients of the collaborative process as compared to proceeding via litigation.

In addition, CDA has established a Mentor program whereby new members are required to have a mentor for their first year of membership and may, with the mentor’s agreement and that of a collaborative team and clients, “shadow” a case for a few sessions to get a sense of the way in which the process works.

CDA looks forward to a productive coming year in which collaboration will continue to grow and expand both in Montgomery County, in Maryland, in the Tri-State area and nationally.

Collaborative Dispute Resolution Professionals

Collaborative Dispute Resolution Professionals (CDRP) is really excited about the upcoming year. Several great meetings and seminars are on the agenda that will help expand the group’s col-

laborative skills and increase its membership base.

Their board retreat will be coming up soon. They plan on creating a strategic plan for the year where we will be identifying our mission, values and strategies with a facilitator. This will be a fun way for the board members to get acquainted with each other as well as create a road map for the future of CDRP.

The monthly meetings this year will include several interesting speakers and discussions. They will be held at the Legacy Hotel on Rockville Pike. Of course, non-members are always welcome to attend. There is also a seminar in the works that will be geared towards law for non-lawyers. In addition, plans are underway for developing individual study groups on specific collaborative topics. These will help to further develop collaborative skills and increase confidence in the collaborative process.

Howard County Collaborative Professionals, Inc.

Howard County Collaborative Professionals, Inc. (HCCP) is busy planning for the fall and winter.

The Education Committee is putting together the line-up for its fall and winter members’ meetings. Their focus this year is “The Team is the Theme.” They will be fleshing out the team model: Steps to Success – the collaborative road map; Is This Case Appropriate for Collaborative – red flags and screening tools; What About the Kids? – working together to develop a parenting plan; Search for Balance – maintaining objectivity at the table; Gifts of the Team – using team members effectively; Bumps in the Road – difficult conversations; and other topics of interest.

The Communications Committee is working on upgrading the website with the use of podcasts. They are working on the script for the first podcast and hope to have it up and running by September.

The Membership Committee is planning more social events to continue to build relationships within the collaborative community that fosters trust among team members and has developed a questionnaire for members requesting input on how HCCP, Inc. can assist them in developing their collaborative practice. Meetings will be held weekly in small groups to view segments from the “Hal & Elaine” DVD created by Pauline Tesler and Peggy Johnson. The segments will serve as a springboard for discussion about collaborative and how to do it. It provides yet another opportunity to discuss the process, get to know fellow practitioners and bring a more uniform approach to the process.

HCCP is eager to reconvene its regular meetings on the third Tuesday of every month, alternating between lunch and breakfast meetings, beginning Tuesday, September 15th, at 11:45 a.m. at Historic Oakland located at 5430 Vantage Point Road, Columbia, MD; tel: 410-730-4801.

collaborative boot camp... you're being recruited!

*By Lisa Herrick, Ph.D., Collaborative Coach and Child Specialist
Member of CPTI: Collaborative Professionals Training Institute
President, DCACP*

The US Military website describes "Boot Camp" this way:

Basic Training—often called boot camp—prepares recruits for all elements of Service: physical, mental, and emotional. It gives service members the basic tools necessary to perform the roles that will be asked of them for the duration of their tour.(It's) an intense experience. ...The purpose of this training isn't to "break" recruits. In fact, the combination of ... field exercises and classroom time makes individuals strong and capable. It's a tough process, but a rewarding one that many service members value for life.

When Jamie Lapin (Collaborative financial neutral) and I conceived of a new sort of training experience for the tri-state Collaborative community, we wanted to achieve four goals. First, we wanted an all day training that relied on very little didactic lecturing from the front of the room. We wanted every member in the audience to be fully engaged and active throughout the day. Second, we wanted both the teachers and the learners to come from our own community of professionals so that it could be a "Trainers Are US" experience. Third, we envisioned a day of fun, stimulation, and camaraderie that would offer disparate professionals from different jurisdictions and practice groups a chance to work side by side and get to know one another. Finally, we wanted to offer professionals in our community an opportunity to become stronger, and more capable Collaborative practitioners – to raise the level of skill throughout the region. When we described our idea to colleagues we all realized, "It sounds like a boot camp!" And Collaborative Boot Camp was born.

Jamie and I designed Boot Camp as a day when "teams", working together at separate tables, could move through four steps of a single Collaborative case with the same "clients", facing client emotion and disagreement, confronting explosive issues, and thorny impasses as a "team". We reached out into the community and found clinical psychology grad students and local law stu-

dents to volunteer as our divorcing "clients". We provided them with a fact pattern that promoted certain positions and interests for each spouse, and built in a moment of tough emotional intensity that popped out at the professionals in the third "meeting" of the day. Attendees were asked to stay focused, work Collaboratively with their team mates, and fine tune their skills to meet the needs and challenges of these "clients" and their circumstances.

Meanwhile, we culled from our own tri-state community the professionals who we knew had considerable experience doing Collaborative Team cases, and invited them to attend as facilitators. Each facilitator offered their guidance and suggestions during half the day at one "Team Table" and then during the other half of the day had the opportunity to switch into a seat at a table as a working Team member. In this way, Boot Camp allowed everyone to learn, but relied on our most seasoned professionals to help us train, teach, and raise the level of comfort and skill. We processed what we were learning periodically throughout the day as a large group and summarized our "take aways" before parting at day's end.

The First Annual Boot Camp was a great success. We met – as we will this year – at a sun filled and airy pavilion at the Carderock Swim and Tennis Club, and we enjoyed lunch out on the patio with our colleagues – some new to us, and some old friends. We received wonderful feedback from our attendees last year, and will take to heart the requests and criticisms that came from our first effort. We hope that on October 10, the Second Annual Boot Camp will be maybe a little tougher but just as rewarding a training experience as Boot Camp Number One.

For information about Boot Camp 2009, check upcoming calendars on practice group websites; wait for the registration form to arrive in your inbox; or email Lisa Herrick with questions at lherrickphd@gmail.com.

(Thank you to Kate Scharff, LCSW-C; Adele D'Ari, Ed.D, Barb Burr, JD, Michael McHugh, JD, Stacy Talbott, JD, Bill Jordan, CPA, and of course to Jamie Lapin, CFP, CDFA, for their help and input in creating the first Collaborative Boot Camp.)

msba collaborative law committee formed

In order to recognize and assist the growing collaborative attorney population, the Maryland State Bar Association's ADR Section Council is forming a Collaborative Law Committee. The Committee's energetic members will focus on providing programming for collaborative professionals, offering a collaborative voice to legislative issues, and linking collaborative professionals with the MSBA.

Over the past two years, the ADR Section has been instrumental in providing collaborative programming at the MSBA Annual Meeting, and in so doing, has generated great interest and participation in collaborative practice. The overwhelming growth of practitioners and interest recently prompted MICPEL (the continuing legal education provider for Maryland) to present it's first Collaborative Interdisciplinary Training Program.

The passage of the Uniform Collaborative Law Act (UCLA) will be beneficial to all collaborative professionals. MSBA ADR Section members will be able to voice opinions and concerns to the leaders of the MSBA regarding such legislation affecting Maryland practitioners.

The Committee is seeking interested members of the MSBA ADR Section, and would encourage all collaboratively trained attorneys to join both the ADR Section and the Collaborative Law Committee. The growth of the ADR Section will help provide a stronger voice for collaborative professionals, and aid in the adoption of the UCLA in Maryland." For more information contact Suzy Eckstein at suzyeckstein@aol.com

ucla passes!

By Mary S. Pence

After almost two years of work by the Drafting Committee for a Uniform Collaborative Act (“UCLA”) and a First Reading on the floor of the Uniform Law Commission (“ULC”) in Big Sky, Montana in the summer of 2008, the UCLA has now been passed by the ULC after its Second Reading in Santa Fe, N.M. in July, 2009.

The next step for this uniform act is consideration at the ABA mid-year meeting in February, 2010, and then (we hope and expect) on to the legislatures of the individual states for enactment.

Interestingly, the main thrust of the opposition to the UCLA on First Reading (in the summer of 2008) was to the disqualification provision, found in Section 9 of the act.

This summer, in Santa Fe, the primary objection was to the domestic violence provisions, found in Section 15 of the act. This section requires the prospective collaborative lawyer to make “reasonable inquiry” as to whether a coercive or violent relationship exists between the parties, and to continue to “reasonably assess” for such a relationship. If the collaborative attorney believes such a relationship exists, he or she may not begin or continue the collaborative process unless the client so requests and the collaborative attorney believes that the safety of the party can be protected during the process.

Other notable provisions of the UCLA include:

- the creation of minimum standards for a collaborative law participation agreement;
- the creation of a privilege for communications made during the collaborative law process (while defining when a collaborative

process begins and ends so that there is clarity as to which communications the privilege applies);

- the establishment of certain mandates for the court in which a case was filed prior to becoming a collaborative case – e.g., that the filing of a notice of a collaborative process operates as a stay of any pending legal proceedings;
- the creation of exceptions to the disqualification provision for an emergency matter, and for legal services organizations that provide free representation to low income parties as long as certain protections are put in place;
- a requirement of full disclosure during the collaborative law process; and
- a requirement that the prospective collaborative law attorney obtain “informed consent” from the prospective client before entering into a participation agreement.

In my view, this is a strong statute, creating certain protections and standards while leaving a great deal of room for variation in how collaborative law is practiced around the country. Its passage by the above bodies, with the attendant discussion and publicity, will also raise public awareness of the collaborative process.

We are very fortunate here in Maryland in that we have a collaboratively-trained legislator – Kathleen Dumais of Montgomery County – who we can expect to be a strong advocate for the UCLA in the Maryland House of Delegates. And as the only state-wide collaborative law organization in Maryland, MCPC is uniquely positioned to take a leadership role in the passage of the UCLA here in Maryland.

2010 iacp forum coming to dc

By Mary S. Pence

In my experience, there is nothing more inspiring and energizing for a collaborative law practitioner than being a part of the annual IACP Forum. Whether it's attending an all-day Pre-Forum Institute, hearing nationally-recognized speakers, attending 90-minute and 3-hour workshops, or networking with other practitioners from all over the world, attending the Forum brings tremendous value and richness to every participant.

In 2010, we are privileged to be hosting the Forum at the Grand Hyatt Washington Hotel at 1000 H Street, N.W., in Washington, D.C. I believe the media attention this will bring to collaborative practice will be huge!

Please mark the dates of Wednesday, October 27th through Sunday, October 31st, 2010, on your calendar, and plan to be a part of this wonderful event.

If you would like to play a role in the success of this Forum by volunteering your time and talents, please contact me or one of the sub-committee chairs set forth below:

Chair:

Mary Pence, mpence@ftlf.com

Local Sponsorships and Contributions:

Ali Doyle, adoylelaw@aol.com

Local Attendance:

Paul Smollar, psmollar@ksflaw.com

Theresa Milhalik, tmilhalik@ksflaw.com

Volunteers/Hospitality:

Margie Hofberg, margie@rmcenter.com

Thursday Night “Dine Around”:

Robin Taub, rbtaub@familylawattys.com

Sightseeing and Cultural Opportunities:

Barb Burr, bburr@burrlawfirm.com



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THE NEWSLETTER IS GOING GREEN!

**OUT OF CONCERN FOR THE ENVIRONMENT,
THIS IS THE LAST MCPC NEWSLETTER
YOU WILL RECEIVE IN PRINT.**

**CURRENT MCPC MEMBERS WILL CONTINUE
TO RECEIVE QUARTERLY NEWSLETTERS VIA EMAIL.**

**PLEASE MAKE SURE AND KEEP MCPC UPDATED
WITH YOUR CURRENT EMAIL ADDRESS
SO YOU WILL NOT MISS AN ISSUE!**