

Full Authority
16 June 2016
Agenda Item: 17

Conflict Resolution

Background

A brief discussion evolved at the last Board Meeting held on the 21 April 2016 regarding mediation. This was a direct result of a conversation with Eleanor McMahon, Parliamentary Assistant to the Minister of Natural Resources and Forestry and a subsequent letter sent to Havelock-Belmont-Methuen Mayor Ron Gerow.

As a result of the Board discussion, the following motion was passed by the Board.

FA Motion G 40/16

Moved By: Ron Gerow

Seconded By: Sandy Fraser

That staff investigate the cost, scope and the processes involved with mediation.

Carried.

Current Status

Staff originally contacted Mrs. Penny Crawford of Crawford and Associates to determine if she would consider acting as a facilitator or mediator to arrive at a solution for Havelock-Belmont-Methuen and the CVCA Board.

Mrs. Crawford declined due to other professional commitments.

Staff reached out to Kim Gavine at Conservation Ontario for suggestions and she suggested approaching Karen Wianecki, from Planning Solutions.

Mrs. Wianecki was contacted and a brief discussion ensued. She offered some advice regarding the process, time commitments and cost estimates.

Her resume is provided for the Board's consideration.

As well, Ms. Eleanor McMahon's assistant has contacted staff to set up an appointment to discuss the mediation process with Ms. McMahon. The initial telephone conversation time was interrupted by Ontario Legislative priorities! A subsequent time has not yet been determined.

CVCA Havelock-Belmont-Methuen Board Representative, Ron Gerow has also informed staff he has made progress regarding the mediation/facilitation process.

Recommended Process for the Way Forward

Based on staff's findings, the following is recommended:

- The names of all proposed facilitators be put forward for the Board's consideration and fairness for all parties.
- All parties be comfortable with the individual selected.
- The process be collaborative and everyone agree to come to the table to get started on the "right foot".
- All parties agree on either a facilitated or mediated approach – they are not both the same.
- Resolve the issue to be the most effective and efficient for the organization.
- Allow the selected individual an opportunity to obtain the facts of the issue through individual and group discussion – scope the issues.
- Understand conversations are private and will not be publicly disclosed – completely confidential.
- Set a budget.

Cost Estimates

- Mrs. Wianeki has stated she charges \$150/hour (which she has not changed in over 16 years)
- She estimates there will be one on one time with Board Members and key staff, estimating 10 to 12 hours of time
- She estimates there could be at least one or two three hour meetings depending on the number of issues and the complexity of same
- At this time, it has not been determined if the Board is expecting a report or not

Board Discussion/Decision