

November 4, 2009

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### EDUCATION

- 1990 - present      Conflict Resolution Skills Training Workshops on-going (examples below)  
*Mediation Services, ADR Education Ltd., Daniel Bowling, Family Conciliation (Wpg)*
- 1999                      Master of Arts in Conflict Resolution  
*Antioch University (McGregor School), Yellow Springs, Ohio*
- 1986                      Associate of the Insurance Institute of Canada (AIIC)  
*Insurance Institute of Canada*
- 1978                      Bachelor of Science in Agriculture (plant science, 4-year)  
*University of Manitoba*

### PROFESSIONAL ACCREDITATION

- 1999                      Diploma in Mediation  
*Mediation Services, Winnipeg*
- 1998                      Certificate in Conflict Resolution  
*Mediation Services, Winnipeg*

### EMPLOYMENT HISTORY

- 1995 - present      Mediator, Facilitator and Conflict Resolution Consultant, private practice
- 1999 - present      Instructor in Conflict Resolution Studies,  
*Canadian Mennonite University, University of Winnipeg*
- 1995 - present      Conflict Resolution Trainer, freelance & in association with *Resolution Skills Centre (Wpg)*
- 1978 - 1996          Co-Owner, Co-Manager and Insurance Broker at *H. Schmidt & Sons Inc.*  
*(now Team Insurance Inc.), a property/casualty insurance brokerage*

## CONFLICT RESOLUTION ACTIVITIES

### Mediation

Since 1991, I have mediated in hundreds of conflicts encompassing a wide variety of situations and contexts, including family, business and workplace, partnership, church, neighbourhood, daycare, cooperative housing, school, environment, boards, and others. *For reasons of confidentiality, these cannot be listed.*

### Facilitation

I facilitate group process for organizations in conflict, or for assistance in planning, visioning, or decision-making. Specific Facilitations include:

Shakespeare in the Ruins (2007-2009): Facilitator, Organizational Structure and Planning for a popular theatre group

Rural Municipality of Rhineland, Manitoba (2006): Co-facilitator, "Livestock Facilitated Community Consultation"

Menno Simons College (2006): Facilitator, faculty planning.

West Broadway Development Corporation, Winnipeg (2006): Co-facilitator, community consultation

Wolseley Family Place, Winnipeg (2006): Facilitator, multi-organizational consultation and planning process.

City of Winnipeg Planning Department (2005): Co-facilitator, multi-party environmental conflict resolution process.

Diagnostic Services of Manitoba Inc. (2004, 2005): Facilitator, strategic planning & visioning process.

Manitoba Pioneer Camps (2003-2004): Facilitator, strategic planning & visioning process.

Bethania Personal Care Home (January - March, 2003): Facilitator for conflict resolution process involving project planners and neighborhood residents group.

Brandon University (December 2001 - February, 2002): Co-facilitation of conflict resolution process.

Nine Circles Community Health Centre (January 31 & February 1, 2001): Planning, co-facilitation, and reporting of a two-day strategic planning retreat.

Mennonite Brethren Churches of Manitoba (March & October, 2000): Planning consultant and lead facilitator for large-scale round-table discussions regarding future direction.

Midwives Association of Manitoba (April, 2000) : Planning consultant and facilitator for a critical decision-making process.

Stanley Knowles Preschool Center (Winnipeg) (March, 2000): Facilitation of board-level decision-making process.

North American Workshop on Deforestation and Forest Degradation (October 1 & 2, 1998):

Facilitation of plenary sessions and small group discussions, with participants from three countries with diverse perspectives and concerns. Sponsored by *Biodiversity Action Network* of Washington, DC.

Backyard Stewardship Workshop (June 18-20, 1998): Planning, facilitating, and reporting on a two-day environmental workshop. Participants represented numerous organizations from across Canada.

Sponsored by *Wildlife Habitat Canada* and *Manitoba Natural Resources*.

Global Forest Watch (April 2-3, 1998): Facilitating large and small groups of diverse people, gathering and sharing information, setting goals, creating action plans.

Conference on Sustainable Communities (November 26, 1997): Facilitating small group discussions with participants sharing diverse perspectives. Sponsored by *Health Canada*, *Environment Canada*, *Manitoba Eco-Network*, and others.

## Training Services

Conflict resolution workshops of a highly interactive nature designed and delivered to such groups as:

<input type="checkbox"/> Menno Simons College (University of Winnipeg) .....	2000 - present
<input type="checkbox"/> Canadian Condominium Institute (Manitoba Chapter) .....	2005 - present
<input type="checkbox"/> Winnipeg School Division 'Life-Long Learning' .....	2003 - present
<input type="checkbox"/> City of Winnipeg (Staff Development) .....	1998 - present
<input type="checkbox"/> Resolution Skills Centre (in-house & contract training program) .....	1994 - present
<input type="checkbox"/> Winnipeg Firefighters.....	2009
<input type="checkbox"/> Transport Canada.....	2009
<input type="checkbox"/> Canadian Federal Government "Labour Program".....	2009
<input type="checkbox"/> Youth Internship Program (Steinbach) .....	2001 - 2009
<input type="checkbox"/> Canada Border Services (Staff Development).....	2008
<input type="checkbox"/> Manitoba Public Insurance (Staff Development) .....	2001 - 2008
<input type="checkbox"/> Red River Mutual Insurance .....	2008
<input type="checkbox"/> Manitoba Government - Workplace Safety and Health Division .....	2007 - 2008
<input type="checkbox"/> MB Farm Mediation Board .....	2008
<input type="checkbox"/> Manitoba Weed Supervisors Association .....	2006, 2008
<input type="checkbox"/> Manitoba Assoc. of Multi-Purpose Senior Centres .....	2007, 2008
<input type="checkbox"/> Katimavik (Federal youth program) .....	2006 - 2008
<input type="checkbox"/> Manitoba Child Care Association .....	2004, 2007, 2008
<input type="checkbox"/> Winnipeg School Division - Continuing Education Program .....	2003, 2007, 2008
<input type="checkbox"/> Manitoba Hydro .....	2007
<input type="checkbox"/> Association for Community Living - Steinbach, Manitoba .....	2006, 2007
<input type="checkbox"/> Insurance Institute of Manitoba .....	1997, 1998, 1999, 2007
<input type="checkbox"/> Youth Internship Program (Winnipeg YM/YWCA) .....	2001 - 2004, 2006
<input type="checkbox"/> River East Collegiate (Winnipeg) .....	2005
<input type="checkbox"/> Malaspina University College (Nanaimo, BC).....	2004
<input type="checkbox"/> Sport Manitoba .....	2004
<input type="checkbox"/> Western School Division (Manitoba) .....	2004
<input type="checkbox"/> Manitoba Government - Community Planning (Intergovernmental Affairs).....	2003 - 2004
<input type="checkbox"/> Lakeshore School Division.....	2002 - 2004
<input type="checkbox"/> Corpell's Water.....	2003
<input type="checkbox"/> Riverview Health Center .....	2002
<input type="checkbox"/> Ducks Unlimited .....	2002
<input type="checkbox"/> Housing Co-op Council of Manitoba .....	1994, 1999, 2001
<input type="checkbox"/> International Institute for Sustainable Development .....	2001
<input type="checkbox"/> Insurance Brokers Association of Manitoba .....	1998 - 2000

### CURRENTLY ASSOCIATED WITH...

<i>Menno Simons College (Canadian Mennonite University) ....</i>	instructor, Dept. of Conflict Resolution Studies
<i>Mediation Services (Winnipeg) .....</i>	mediator and facilitator
<i>Resolution Skills Centre (Winnipeg) .....</i>	trainer

### RELATED VOLUNTEER WORK

**Volunteer Mediation** for *Mediation Services* since 1991.

This work includes small business, community, victim/offender, domestic, church, organizational, and multi-party environmental issues. Over 250 volunteer cases mediated.