



**From Roslyn Zinner  
President of MCDR**

MCDR is a small gem in the world of ADR. We don't have a million members all over the country, but we do shine brightly here in Maryland. Our 135 members are doing some of the most interesting and challenging work in the fields of mediation, multi-party facilitation, and other modalities. Members are working with business, neighborhood disputes, civil cases, the environment, and family, to name a few. Some members are just out of mediation training and raring to go; and others are seasoned professionals with twenty five years of experience.

My term as President will end on December 31, 2009. During the last two years as president, I've seen many positive changes in the organization including:

1. Inception of Master classes program of continuing education
2. Doubling in membership size
3. Hiring of a part-time staff administrator who has enable us to do new programs.
4. Successful grant funded program with the Administrative Office of the Court to assess court panel custody mediators in several counties.
5. Start-up of the Practice Development Committee
6. New energy in our Certification program.
7. Fundraising activities that have helped make the organization stable.
8. Continuing excellent program speakers for our quarterly membership meetings.
9. First award and luncheon for the Sharon M. Pickett Award

Mini-training in mediation skills at each Membership meeting

**Check out our website at  
[www.mcdr.org](http://www.mcdr.org) for updated  
information about MCDR.**

Some IDEAS for 2010 are:

1. Advocacy for the mediation profession by MCDR
2. More social/networking events
3. Monthly updates on interesting work our members are doing
4. Activation of our MCDR member list-serve for discussion and mutual resource finding
5. Mentoring and/or skill building programs

Although we have seen tremendous growth in the use of mediation in Maryland over the past ten to fifteen years, we still have a long way to go to promote our peaceful means of resolving disputes among the general public.

If you'd like to help make any of these ideas happen, or have your own to share, give me a call. I like to think of myself as a good match-maker. If you tell me your goals and interests, I can find you a spot that fits. Like most things in life, the more you put into this, the more you will get out of it!

Roz Zinner

## INTERNATIONAL CONFLICT RESOLUTION AND THE DOMESTIC PRACTITIONER



David J. Smith  
U.S. Institute of Peace

The expertise of conflict resolution practitioners can be applied in a variety of circumstances. Clearly, opportunities abound for mediators and other third party interveners in the domestic arena. The relevancy of conflict resolution responses to the array of challenges that face Americans will continue as our society becomes more diverse, interpersonal situations become more complex, and individual and institutional relationships continue to be tested.

The impact of globalization continues to be felt close to home with borders becoming increasingly irrelevant, individual identities continuously being redefined, global communications defying notions of time and space, and the impact of conflict in far corners of the world being felt in local contexts. A family mediator who works with clients who come from a part of the world that is experiencing violence will need to be steeped in understanding the dynamics of the conflict and how it impacts his clients in the U.S. The familial conditions and strife of ethnic communities locally will often resemble those in former homelands. As such, it will be increasingly important for practitioners to know as much about life in Colombia, South America as they now know about life in Columbia, Maryland.

In addition, many practitioners have developed skill sets and perspectives that have value and can be applied in conflict zones overseas. A variety of approaches are used in conflict situations. Some take the form of “high politics” and involve diplomatic efforts to bring about resolution, often referred to as “track-one” negotiations. However, for every diplomatic effort to bring about peace in a region, there are hundreds of efforts made by civil society members to bring about peace in local communities, referred to as “track-two” approaches. These efforts generally do not get the attention “track-one” work does, but they are often more important in building cooperation, raising levels of trust, and sustaining lasting peace.

Increasingly, those working in the global arena are realizing that the skills and aptitudes of domestic conflict resolution practitioners can be valuable in international work. This seems to be obvious when one considers the fact that in community mediation, for instance, the strong ethnic and religious identities of many disputants frequently mirrors those in some of the most conflict ridden environments overseas. Having said that, domestic practitioners should realize that dynamics are often very different overseas, and as such, before engaging as interveners they need to immerse themselves in understanding the cultural, social, and political dimensions of the conflict environment.

The actors who work to alleviate conflict around the world include an array of non-governmental organizations (NGOs), inter-governmental organizations (IGOs), and other civil society participants. Those working in conflict zones abroad frequently have multiple professional credentials that do not necessarily emphasize their roles as conflict interveners. These may include international development specialists, humanitarian workers, human rights activists, military personnel, and religious officials. Conflict resolution approaches are often part of an array of skills that these individuals have developed. Mediators that only function in that limited way are rare. One is more likely to find a religious leader who conducts mediation, or a humanitarian organization that has peacemaking as one of its foci. As such, domestic practitioners who

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desire to work in overseas situations should consider leveraging other dimensions of their expertise. For instance, mediators who are also social workers may find that background to be an entry point to applying their conflict resolution skills.

The range of strategies that a conflict resolution professional needs to employ in a conflict zone may exceed the normal expectations of domestic practice. In conflict zones, a individual working to promote peacemaking will be expected to have not only defined functional skills such as mediation and facilitation (often necessitating foreign language skills), but also be able to plan a strategy, assess whether conditions are ripe for intervention, and assemble and coordinate a team, among other things. In an intractable conflict situation just “getting to the table” may make the most demands on a conflict resolution professional. As such, the expectations of immediacy and a structured process that are often in the nature of domestic conflict situations may not reflect what is possible in a conflict situation overseas. It is important that interveners be realistic in their expectations of what they expect to accomplish.

Having said this, domestic conflict resolution experts have much to contribute to international work. The skills that they have honed through practice, professional development courses, and by enrolling in graduate programs can be valuable in reducing violence, managing conflict, and promoting global peace. Practitioners should plan a course of action and take stock in their abilities, while candidly reflecting on the some of the areas they will need to develop. Finding mentors is particularly important. Looking at international conflict practitioner groups such as the International Section of ACR is a good starting point. Another approach would be identifying organizations that are actively involved in international conflict work such as Search for Common Ground. Because conflict resolution strategies are often part and parcel of humanitarian or developmental efforts, looking for an organization through Interaction ([www.interaction.org](http://www.interaction.org)), an organization that represents an array of international humanitarian NGOs may be worthwhile. Carving out time to intern or volunteer with an organization could be a first step.

As old conflicts are resolved, newer ones arise. In addition, long-standing intractable conflict situations persist, and must continue to be worked on. Well-meaning, qualified, and dedicated domestic conflict resolution professionals can play a part in these critical efforts.

**David J. Smith is a specialist with the U.S. Institute of Peace where he focuses on educational efforts in promoting global peacebuilding. He started his conflict resolution career as a family mediator in Towson. He also helped establish the Harford County Community Mediation Program. More information about USIP can be found at [www.usip.org](http://www.usip.org).**



UNITED STATES  
INSTITUTE OF PEACE

## Nominating Committee

The Nominating Committee is putting together a slate for next year's MCDR officers and Board of Directors. If you would like to nominate yourself or someone else, please contact Roz Zinner at [rozzinner@gmail.com](mailto:rozzinner@gmail.com) by Tuesday, November 3, 2009, which is thirty days prior to our Membership Meeting and Election on Wednesday, December 2, 2009 at 7:00 pm.

## Certification Process

The Maryland Council For Dispute Resolution (MCDR) has developed a performance based Mediator Certification Process. Currently it is the only statewide certification available to mediators in Maryland. It is intended for Maryland mediators who have completed at least 40 hours of training and have at least one year of experience, post-training, as a mediator. It provides an opportunity for highly skilled and experienced mediators to demonstrate their skills and craftsmanship.

Certification is a voluntary process for mediators and includes a written application, references, training requirements, an agreement to support mediator ethics, and an observed evaluation mediation role play. For application materials or more information, contact: Ramona Buck, [ramona.buck@courts.state.md.us](mailto:ramona.buck@courts.state.md.us) or David A. Simison, [das@daslaw.com](mailto:das@daslaw.com)

### Directions to December 2 Membership Meeting

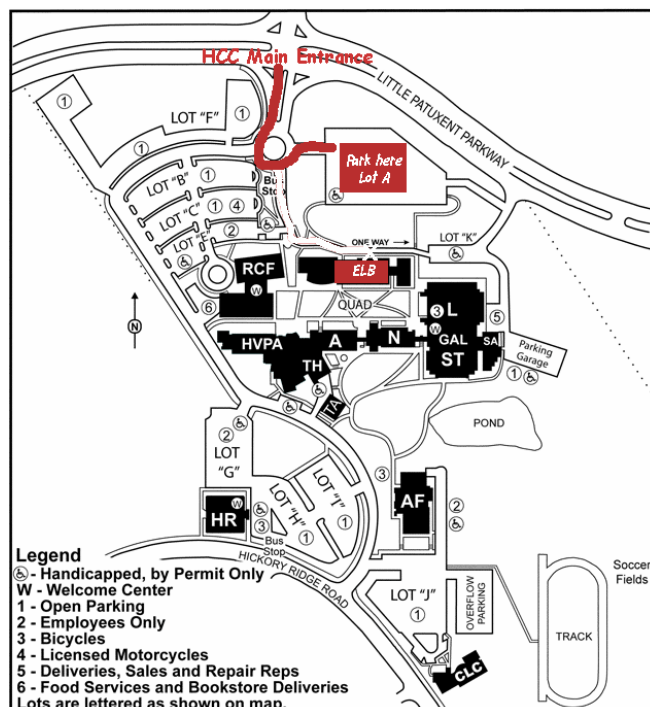
\*Park in Lot A. There is also parking for the disabled near the building, follow the signs

#### From Washington, DC / Interstate 95

95 North.  
Exit 38 B towards Columbia RT 32 WEST.  
Go about 4 miles.  
Take Exit for Cedar Lane, Turn Right on the exit ramp.  
Go up Cedar Lane about 2 miles until you see Howard County General Hospital.  
Turn Right onto Little Patuxent Parkway.  
Go about ½ Mile, HCC will be on the Right

#### From Baltimore / Interstate 95

Merge onto I-95 S.  
Take Exit 41A-B, RT. 175 West towards Columbia.  
RIGHT at the fork in the exit ramp.  
Follow RT. 175 West for about 5 miles.  
Once you cross RT. 29 the road becomes Little Patuxent Parkway.  
Continue on for another 2.5 miles. There are signs pointing towards the college.  
Turn LEFT at the intersection of Harper's Farm Road onto the campus.



## Maryland Council for Dispute Resolution Master Classes – 2009

MCDR is offering a series of Master Classes for mediators and other ADR practitioners in different Maryland locations. The classes are four hours in length on a variety of topics, and certificates of attendance will be provided. Mediator participants may submit these for consideration for MPME requirements and for Circuit Court continuing training requirements. To register for one or more master classes, please use the attached registration form, make checks out to MCDR and send to the address, as noted, or pay online at [www.mcdr.org](http://www.mcdr.org).

**Cost:** \$75 for MCDR members (\$100 at the door)  
\$125 for non-members (\$150 at the door)

### 2009 MASTER FALL CLASS SCHEDULE

**Topic:**            **Mediating with Seniors; Opportunities, Challenges and Strategies**  
**Trainers:**       **Bob Rhudy and Carolyn Rodis**  
**Location:**       **JECC in Annapolis**  
**Date:**            **Saturday, November 7<sup>th</sup> 1 to 5 PM**

**Description:**

Senior mediation can present unique challenges. The sessions frequently involve multiple parties and representatives, some of whom are out-of-state and can participate only via telephone or computer. The older person and/or others may have physical, hearing, vision or cognitive impairments that need accommodation to promote self-determination and full participation. Intake generally requires in-person interviews. Basing our analyses on the MPME Standards for Mediators, we will use role plays and discussion to illustrate the unique challenges and best strategies to ensure a quality process when mediating with seniors.

**The Trainers:** **Carolyn J. Rodis, J.D. M.A.** is certified by the Maryland Council on Dispute Resolution, mediates for the circuit and District Courts in Anne Arundel County, is a founding member of the National Elder Mediation Network and co-chair of its Training and Education Committee. Carolyn was a consultant trainer to the AARP National Legal Training Project from 2001 to 2008, has trained for the Center for Social Gerontology, and is an adjunct professor at Anne Arundel Community College (AACC).

**Robert J. Rhudy, J.D.**, an attorney, mediator and consultant, is President and Executive Director of Senior Mediation and Decision-Making, Inc. ([www.senior-mediation.org](http://www.senior-mediation.org)), a non-profit organization which is developing a statewide senior mediation program in Maryland, and provides training, research and consulting nationwide. Bob also is a consulting attorney to the Center for Social Gerontology, Ann Arbor, Michigan.

**Topic:** Writing a Business Plan for a Mediation Practice  
**Trainer:** Doug Brookman  
**Location:** JECC in Annapolis  
**Date:** Saturday, November 21, 2009 9AM to 1PM

**Description:**

Many talented mediators would like to become professionals, but fail because they don't do effective business planning. Starting a mediation practice is starting a business. This highly interactive workshop will focus on the nuts and bolts of starting (or enhancing) your mediation practice. It will feature small group and guided discussion and one-on-one coaching. The discussion will include worksheet preparation on the basics: strategy, target markets, differentiating your services, marketing and sales.

**About the Trainer:**

Doug Brookman, is a nationally recognized facilitator, mediator and trainer, who has conducted collaborative planning and problem-solving processes full-time for 20 years. His company, Public Solutions facilitates effective decision making among divergent interests to serve human, technical and political needs in complex, public contexts. Mr. Brookman's specialty is orchestrating graceful solutions in large, controversial, multi-party decision making processes.

**-See page 11 for Master Class Registration Form-**

<b><u>2009 Executive Board</u></b>	<b>Board Members at Large</b>	<b>Special Committees</b>
<b>President:</b> Roz Zinner <a href="mailto:rozzinner@gmail.com">rozzinner@gmail.com</a>	Maria G. Krapf <a href="mailto:Mariagk@verizon.net">Mariagk@verizon.net</a> Steve Henick <a href="mailto:sbhenick@yahoo.com">sbhenick@yahoo.com</a>	<b>Liaison to Bar, Bench, Legisl.:</b> Jonathan S. Rosenthal, Esquire <a href="mailto:jonathan.rosenthal@mdcourts.gov">jonathan.rosenthal@mdcourts.gov</a>
<b>Vice President:</b> Barbara Blake Williams <a href="mailto:marylandmediation@yahoo.com">marylandmediation@yahoo.com</a>	Ellen Kandell <a href="mailto:ek@alternativeresolutions.net">ek@alternativeresolutions.net</a> Suzanne Rose <a href="mailto:suerose@toadmail.com">suerose@toadmail.com</a>	<b>Diversity Committee</b> Michael Benefiel, Chair <a href="mailto:Mike_benefiel@persuasiveinformation.com">Mike_benefiel@persuasiveinformation.com</a>
<b>Treasurer:</b> George Spangler <a href="mailto:georgehspangler@gmail.com">georgehspangler@gmail.com</a>	<b>Standing Committees</b>	<b>Newsletter</b> Tamara Slade, Co-Chair <a href="mailto:tamaraslade@gmail.com">tamaraslade@gmail.com</a> Hillorie Morrison, Co-Chair <a href="mailto:hilloriejoan@gmail.com">hilloriejoan@gmail.com</a>
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<b>Immediate Past President</b> Doug Brookman <a href="mailto:publicsolutions@earthlink.net">publicsolutions@earthlink.net</a>	<b>Program Committee:</b> Ruth McLay Zanoni, Chair <a href="mailto:ruthmediates@yahoo.com">ruthmediates@yahoo.com</a>	<b>MCDR Rep to MEC</b> Nancy Hirshman <a href="mailto:nancyh_md@yahoo.com">nancyh_md@yahoo.com</a>
	<b>Marketing &amp; Outreach:</b> Ramona Baker, Chair <a href="mailto:ljaysinteriors3@yahoo.com">ljaysinteriors3@yahoo.com</a>	

## Mediate Globally, Practice Locally

In this short essay, I hope to feature three topics: the organization named Mediators Beyond Borders; my own experiences with mediating in overseas locations; and some of my own observations, lessons, and questions about cross-cultural work.

### Mediators Beyond Borders

This newsletter feature was written before Rachel Wohl made her presentation to MCDR for our June 4, 2009, quarterly meeting. This summary is based on my own participation in New Orleans, March 6-8, 2009. I wish to thank Rachel Wohl and Carl Schneider, whose examples and leadership motivated me to join MBB and contribute to the growth of this global mediation network.

### Mediators Beyond Borders (MBB) Mission

MBB brings together experienced mediators to volunteer their skills world-wide, in collaboration with local, indigenous and global partners, to improve conflict resolution capacity and support alternative approaches to expressing, negotiating, and resolving interpersonal, political, economic, social, ethnic, and religious differences.

By fostering collaborative initiatives in partnership with on-site efforts, Mediators Beyond Borders assists in building and sustaining local capacity and training in ways that encourage forgiveness and reconciliation and integrate peace with justice. [Source for these paragraphs and following: MBB website, Orientation Manual]

MBB interprets “beyond borders” broadly. MBB acts across geographical, political, economic, societal, and cultural boundaries. MBB partners with NGO’s, universities, political and activist groups, community organizations, professional societies, environmental, commercial, and other entities worldwide to develop skills for group facilitation, public dialogue, strategic planning, collaborative negotiation, peer mediation, restorative justice, and public policy consensus building.

MBB uses the term “mediator,” to cover a wide range of conflict resolution practitioners including conciliators, consultants, facilitators, consensus builders, and practitioners who conduct public dialogues, provide systems design work, facilitate restorative justice processes, and offer trauma healing.

### New Orleans Congress, March 6-8, 2009

Ken Cloke and Robert Creo, along with a dedicated network of founding members, organized MBB’s first annual congress in Allenspark, Colorado, in February 2008. I attended MBB’s second annual congress in New Orleans, along with about 60 others. Participants came from Africa, Europe, and the Americas. Keynote speakers included: Julia Roig, Executive Director, Partners for Democratic Change; Forrest S. Mosten, Advanced Practitioner Member, Assn for Conflict Resolution; John W. McDonald, Chairman, Inst. for Multi-Track Diplomacy and former U.S. Ambassador; Trevor Maisiri, Executive Director, African Reform Institute, Harare, Zimbabwe; Jamil Mahuad, Co-founder, International Negotiation Initiative, Harvard Law School, and former President of Ecuador.

It was inspiring to hear about many of the speakers’ remarkable international conflict resolution experiences. A group of MBB members were working with community members in the Lower Ninth Ward during the Congress. One of the community leaders spoke at the Congress following a screening of a documentary film about the aftermath of Katrina on the Lower Ninth Ward.

Other MCDR members in attendance include Keith Seat, who works on MBB’s newsletter, Craig Distelhorst, who works on the Katrina project and Louise Phipps Senft who also works on the Katrina project and leads MBBs training committee.



Overall, I thought the Congress provided both practical lessons from specific, real world projects and also touched the hopeful and aspirational qualities of the work of global mediation. I found myself energized and inspired by the workshops, narratives, and examples.

#### Projects Initiated

MBB initiated three field projects in 2008: The Liberian Initiative, A Hurricane Katrina Project with centers in New Orleans, Louisiana, and Biloxi, Mississippi, and a field project with Somali refugees in Pittsburgh, Pennsylvania. In breakout sessions, I was also able to learn about recent preparation work on potential projects in the Middle East, Zimbabwe, and Colombia. Since the Congress the MBB Board has formally approved the Middle East project, the Zimbabwe project and an assessment trip for the Colombia project.

#### Inspiring Words and Examples – Ken Cloke

In a 2007 essay, Ken Cloke described both the character of separation and of connection represented by borders. I think his gift for expressing this idea merits repeating here:

“All conflicts take place between people; that is, at the borders or boundaries that separate individuals, cultures, organizations, and nations. Every conflict can therefore be regarded as creating or reinforcing a border or boundary that divides us....”

“Yet every boundary is also a connection, a potentially unifying element, a place where two sides can come together. As a result, we can therefore regard resolution as a consensual crossing of the borders and boundaries that separate us. Non-consensual border crossings are experienced as boundary violations, and may be vigorously resisted. Consensual border crossings, on the other hand, are experienced as acts of empathy and friendship, indicators of love and affection, and precursors to collaboration, problem solving, forgiveness, and reconciliation.”

For more information about MBB, I invite you to visit the website: <http://www.mediatorsbeyondborders.org> and to join the Maryland/Washington, D.C./Northern Virginia regional MBB chapter by sending an email to [rachel.wohl@mdcourts.gov](mailto:rachel.wohl@mdcourts.gov).

#### My diplomatic, negotiation, and mediation experiences

Following a service learning project I did when I was 20 years old at a provincial medical school in Southeastern Japan, I took four years of university level Japanese language and literature courses, first at Stanford University, then at Waseda Daigaku. With this language expertise, I was hired as a translator by the U.S. National Marine Fisheries Service in the 1970s and began my Federal career reporting on markets in Japan and U.S. Coast Guard enforcement actions off the coast of Alaska. My ethnic background is European, most recently Irish and German, so my appearance did not suggest any Japanese language skill. This was both an advantage, since expectations for my language ability were uniformly low, and also a disadvantage, since I could never be mistaken for a native speaker of the language, no matter how many years I practiced.

I found myself the target of fear and suspicion at a bakery in my neighborhood. One morning, as I shopped for some fresh bread, a woman who could not find her purse pointed at me and accused me of taking it. Fortunately, the bakery clerk recognized me as a repeat customer and was unwilling to summon the police to question me after I permitted her to search my coat and my schoolbag for a purse. I thought I understood the woman's suspicion. She couldn't imagine where her purse was, there was a strange foreign man in the bakery, and the jump to a conclusion put those two events together.

On a more serious note, historic suspicion of foreigners and the discriminatory treatment of Koreans during the Pacific War have led to a very restrictive control of non-Japanese residents by the Japanese police and immigration officials. When my wife and I were living in Japan in the mid-1970s, we received a visit from the local police to get

acquainted. We carried identity cards to prove we were legal residents of Japan with valid student visas. In later years, as I reviewed student visa applications as a consular official of the U.S. State Department, I remembered my own experiences with the process.

During the 1980s, as the U.S. auto industry was responding to the challenge of Japanese imports in the U.S. market, I was part of the negotiating process which evolved into the complex system of voluntary limits on Japanese exports, combined with investment in U.S. manufacturing plants. U.S. consumers wanted to buy Japanese cars and public policy did not favor setting up permanent protectionist barriers to auto imports.

#### Working beyond borders

As the short background may suggest, I've lived and worked in Japan and represented the interests of the U.S. in negotiations with skillful Japanese government officials and industry representatives. I would like to offer a few observations of how these experiences shaped my own approach to the cross-cultural work of mediation in a diverse community.

Three qualities have helped me in my practice of mediation: humility, curiosity, and self-awareness.

#### Riding the Embassy Elevator on Monday

While on assignment at the U.S. Embassy in Tokyo, I moved back and forth between spaces where Japanese rules applied and spaces where U.S. rules applied. When the two spaces overlapped, the result could be mutual confusion and sometimes inconvenience. My own experience waiting in the lobby of the U.S. Embassy, which is a high rise office building in downtown Tokyo, might amuse you and illustrate a relatively small inconvenience.

On Monday morning, the Embassy elevators were busy and a group of us were waiting together in the lobby. One of the elevator doors opened and I hesitated: American practice is to allow women to precede men; Japanese practice is to allow social superiors to precede others. I was in a mixed group of men and women, American citizens and Japanese citizens. While I waited for my female colleagues to get on, they waited for me, and while waiting to see whether we were guided by Japanese or American practices, the elevator door closed and the wait started again. At that point, I smiled, my smile was returned, and we agreed to use Japanese rules on the next opportunity.

The experiences of living in a non-American space and working in a language other than English taught me how much of my cultural identity I take for granted. Like a fish, I rarely notice the language and cultural "waters" which surround me. One quality that attracts me to Mediators Beyond Borders is the sense of humility and curiosity which mediators bring to new conflict. The MBB brings to complex human systems an awareness of resources offered and resources needed for collaborative partnerships.

I look forward to sharing more experiences about cultural awareness and cross-cultural skill building in future issues of the newsletter. I invite others with stories like my Tokyo elevator to share them as a way to illustrate how our cultural practices may differ from one another.

Michael Benefiel





**Registration Form**  
**MCDR sponsored Master Classes for ADR Practitioners 2009**

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Telephone \_\_\_\_\_

Email \_\_\_\_\_

Check below the Master Class(es) you want to attend:

**Mediating with Seniors; Opportunities, Challenges and Strategies -  
 Bob Rhudy and Caroly Rodis**

\_\_\_\_\_ Saturday, November 7<sup>th</sup> 1 PM to 5 PM in Annapolis

**Writing a Business Plan for a Mediation Practice - Doug Brookman**

\_\_\_\_\_ Saturday, November 21<sup>st</sup> 9 AM to 1 PM in Annapolis

MCDR Member Fee(s) \_\_\_ class(es) at \$75 per class (\$100 at the door) = \$ \_\_\_\_\_

Non MCDR member Fee(s) \_\_\_ class(es) at \$125 per class (\$150 at the door) = \$ \_\_\_\_\_

**Total Enclosed:** \$ \_\_\_\_\_

**Please complete and send this registration form and check made out to MCDR to:**

**MCDR, 8288 Telegraph Rd., Suite A, Odenton, MD 21113**

\*Payment may be made online at [www.mcdr.org](http://www.mcdr.org) (please send form)

Limited number of scholarships available from the MCDR Sarah Grebe Scholarship Fund. Questions about scholarships, contact Nancy Hirshman: [nancyh\\_md@yahoo.com](mailto:nancyh_md@yahoo.com)

General questions, call Ramona Buck: 443-418-0392 or [ramonabuck@comcast.net](mailto:ramonabuck@comcast.net)

*Membership form on reverse side, send both forms in together!*

# You can still Renew (or Start) Your Membership for 2010!

Visit us at [www.mcdr.org](http://www.mcdr.org)

Mail payable to: MCDR/8288 Telegraph Rd, Ste.A, Odenton, MD 21113  
or pay online at [www.mcdr.org](http://www.mcdr.org) (please mail form)

**Dues \$75.00 [New Member rate for 1 year only: \$50]**

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Do NOT include the above information in a printed or online membership directory

**Please tell us your background and interests:** Your ADR practice: Mediation Arbitration Neutral Case Evaluation

What is your primary area of practice: Community Center District Court Circuit Court Private Other \_\_\_\_\_

*Please circle your primary occupation:*

Administrator/ Director Counselor / Therapist ADR Trainer Teacher / Educator Lawyer / Judge

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**MCDR**

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**Support your passion!  
RENEW YOUR MCDR  
MEMBERSHIP for 2010!**