

How Does the Community Benefit?

Mediation saves the court both valuable time and money thus also saving the tax payers money. Participants can work together toward a solution and are more likely to follow through with a plan they have created than one mandated by the court.

CMS strives to assist people in finding a peaceful solution to their conflict and thus preserving relationships.

Community Mediation Services

100 N. Main Street Room 115
Clinton, TN 37716
865-463-6888
865-457-7208 Fax

www.peacefulresolution.org



.... Our Supporters Include



State of TN

Anderson County Gov.

Local Churches

Individuals

.....
Community Mediation Services is a non-profit organization serving Anderson County.



Volunteer training is offered quarterly. For information on becoming a volunteer mediator please call **865-463-6888.**

.....
Donations gladly accepted!
Honorariums and Memorials available!



100 N. Main Street Room 115
Clinton, TN 37716

865-463-6888
865-457-7208 Fax

www.peacefulresolution.org

What Is Mediation?



What Is Mediation?

Mediation is the confidential process of settling differences between 2 or more people using a neutral third party (the mediator) to guide the way. Mediators do not take sides. Each participant is given an equal chance to state his or her point of view in a safe and private setting. Mediation is voluntary. Unlike the proceedings before a judge where there usually appears to be a winner and a loser, mediation is about finding a solution that works for all parties.

Who Are Our Mediators?

Our mediators are community volunteers who have completed at least 28 hours of classroom training and an apprenticeship with an experienced mediator. Most are still working full-time and have families but see the value of making a difference in our community through serving as a volunteer mediator. We have a diverse mediator pool and are always looking for non-judgmental, caring people that want to participate in training to become a mediator.



Victim Offender Reconciliation Program (VORP)

VORP is a voluntary, confidential process in which victims and offenders of non-violent crimes have the opportunity to meet face to face in the presence of a trained volunteer mediator to discuss the crime, its effect, and ways to help restore the loss. VORP seeks to broaden the meaning of restoration beyond replacement of damaged or stolen property by contributing to the restoration of the participants' lives.

Independent research studies by the University of Tennessee concluded that juvenile offenders who participate in VORP are half as likely to commit future crimes as juvenile offenders who do not participate.

VORP gives victims the chance to ask questions, explain how they were affected, receive compensation for their loss, and to find closure. Offenders have the opportunity to realize how a person has been hurt by the crime, to apologize directly to the victim, and to do what can be done to make things right again.



Teen and Parent Mediation (TPM)

TPM helps families resolve conflicts over issues such as truancy, school performance, friends, curfew, and chores in a non-judgmental atmosphere. Trained volunteer mediators help parents and teens voice their concerns openly and develop agreements for daily living that everyone agrees are fair and realistic.

TPM delegates responsibility for problem solving equally to all participants and encourages cooperation, trust, and joint decision-making. Families learn respectful communication skills and start to establish appropriate ways of settling family differences in the future. TPM offers help and hope for families in conflict. TPM recognizes parental authority, while giving teens a voice.

Visitation Mediation

Visitation Mediation is a program that usually involves never married parents who are no longer living together. Parties meet together with volunteer mediators to decide issues concerning child visitation and create a parenting plan. Sometimes grandparents or other relatives have been given custody of the child and need to work out a visitation plan so the parent can maintain a relationship with the child. Cases are resolved by the parties in a respectful and confidential manner rather than having the courts decide for them.





Lack of consistent school attendance can be complex and frustrating for students, their parents and teachers. A system of cooperation between students, families, school and community resources can help with identifying and reducing barriers to education. Community Mediation Services is committed to working together to create a workable plan for students to improve school attendance.

Attendance Mediation is supported by a grant from the East Tennessee Foundation.



100 N. Main Street Room 115
Clinton, TN 37716
865-463-6888
865-457-7208 Fax

www.peacefulresolution.org

CMS Supporters include the following:

- East Tennessee Foundation
- Administrative Office of the Court
- Tennessee Bar Foundation
- Community Volunteers
- Local Churches and Businesses
- United Way of Anderson County



Volunteer training is offered quarterly. For information on becoming a volunteer mediator please call: **865-463-6888**



Attendance Mediation

Supporting Families and Schools



Community Mediation Services

What is attendance mediation?

- Attendance mediation is a process that helps parents, caregivers and schools find a fair and workable solution to children's school attendance issues.
- The attendance mediation process consists of an informal confidential meeting where the child, parents and school come together with a mediator to talk about attendance issues and how those issues can be resolved.
- The attendance mediator is a neutral person who does not take sides nor decide who is right or wrong.
- The role of the mediator is to make sure that everyone has an opportunity to speak, that all sides understand each other, and that both families and schools work together to resolve issues.
- Mediation is not about winning or losing. It is about giving parents or caregivers an opportunity to be more involved in their child's education.



Why participate in attendance mediation?

Attendance mediation is informal, free, and confidential.

Mediation improves communication between the family and the school.

It allows the family to be a part of designing its own solutions to the attendance issues.

Attendance mediation is proven to be effective and can help to prevent future court dates.



.....

How does attendance mediation work?

Parents, the child, and a school representative meet with the mediator in a private, confidential setting. The mediator is a trained neutral, not taking sides but is there to help the parties have a conversation. Although there are common reasons students miss school—illness, safety, transportation, etc.—for each family these are unique struggles. Together the parties will work toward identifying the barriers that have prevented consistent school attendance and then discuss possible solution that will help improve attendance. Everyone will give his or her ideas and suggestions. The resulting plan will be agreed upon and used for attendance improvement.



Importance of School Attendance

By the 6th grade a clear warning sign for a student being at risk of dropping out of school is missing school on a regular basis. By the 9th grade, students missing school 20% of the year is a bigger warning sign of a child being at risk of dropping out of school than test grades.

Within communities, students that miss school are more likely to become involved with the juvenile justice system, become victims of crime and require social services. High school dropouts are more likely to be unemployed, on welfare or end up in prison than students that graduate from high school or college.

Starting in kindergarten, excessive absences can affect academic achievement, especially for low-income students unable to make up for lost time. Absences can leave children unable to read well by the end of 3rd grade and can set a pattern for academic failure.

.....

Truancy is the first warning sign we have that a young person may be giving up hope.

-former U.S. Secretary of Education Richard Riley

CMS Staff and Volunteers Are Here To Help!

Our programs are designed to help families communicate through whatever conflicts or issues they may have.

Full communication includes "listening" as well as "expressing." Our trained, volunteer mediators know how to help that happen.



Some issues that may need to be addressed include:

GRADES
CHORES
TRUANCY
FRIENDS
CURFEW
TRUST
ANGER
RESPECT
FREEDOM
RESPONSIBILITY
RUNAWAYS

.....

If you are interested in training to become a volunteer mediator or would like more information:

please call the CMS office
865.463.6888

or visit our website
www.peacefulresolution.org

CMS



Community Mediation Services

100 N. Main Street Room 115
Clinton, TN 37716
865-463-6888
865-457-7208 Fax

www.peacefulresolution.org

.....

**CMS Supporters
Include the Following:**

East Tennessee Foundation
Tennessee Bar Foundation
Administrative Office of the Court
Community Volunteers
Local Churches and Businesses
United Way of Anderson County

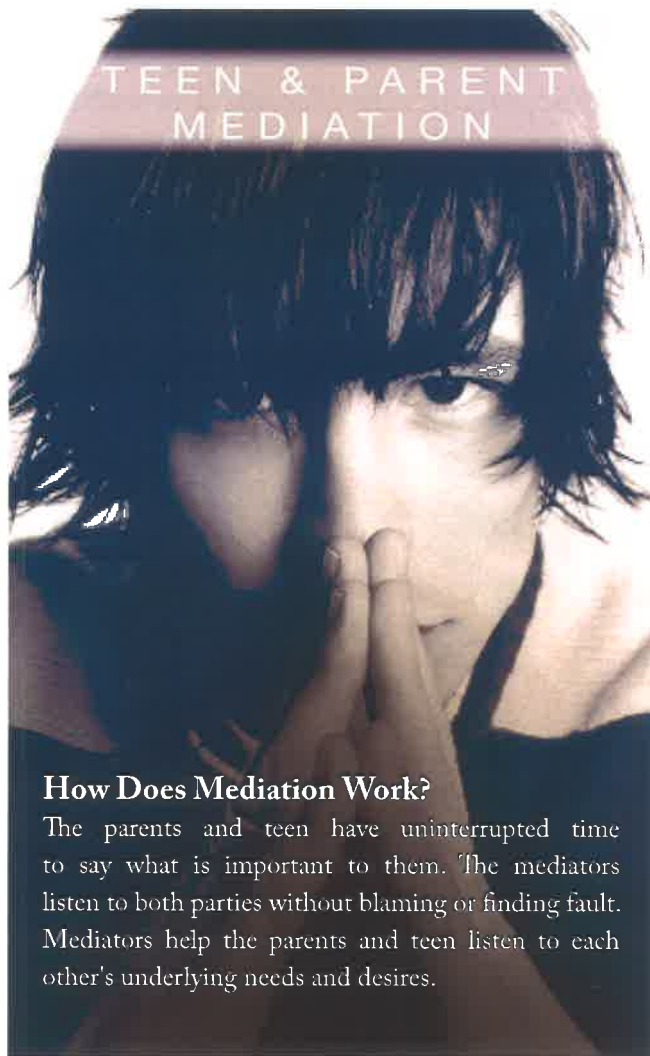


*Supporting Families and Promoting
Healthy Family Communication*



Teen & Parent MEDIATION





TEEN & PARENT MEDIATION

How Does Mediation Work?

The parents and teen have uninterrupted time to say what is important to them. The mediators listen to both parties without blaming or finding fault. Mediators help the parents and teen listen to each other's underlying needs and desires.

The mediators don't take sides. Instead they help parents and teens find solutions that work for everyone. Parents and teens in our mediations reach agreement about 85 percent of the time. Even more of them say that mediation helped improve their relationship.

Although conflict between teen and parents is normal, CMS realizes that for each family these struggles are unique. A Teen and Parent mediation session can be a good first step to getting parents and teens talking.

Mediation is not counseling. It allows families to express feelings and opinions on what would make things better at home or at school. Our trained mediators are skilled at problem solving, communication, and establishing an atmosphere of equality and respect for each individual's needs, emotions and ideas.

What Next?

Teens and Parents will first meet with a Teen and Parent Mediation (TPM) staff member. At this meeting they will learn about the Teen and Parent Mediation process and establish if it is right for their family. There is no charge for TPM mediations.

- Two mediators will be assigned to each family and will contact the family to arrange a meeting.
- Mediation sessions are scheduled at times and location convenient for the teen, parents and mediation team.
- Mediation is private and confidential. In TPM each family member has the chance to express his or her feelings and needs in a respectful way.
- TPM boosts cooperation, trust, and joint decision-making.
- There are no losers in a mediated conflict because the parents and teen agree on a solution that satisfies everyone involved.
- Taking part in TPM builds trust and establishes ways of settling family differences in the future.

Mediation is a confidential process. This means that anything said in a mediation session is not repeated without the expressed permission of all parties (except in situations of abuse or neglect).



The mediation process is voluntary. Participation in TPM cannot be forced. Participating teens and parents will not be forced to sign an agreement or to continue with mediation if they are not satisfied.



For more details please visit our website.
www.peacefulresolution.org

Basic Rights of Parents

**Tennessee state law sets out several rights that are given to both parents for their children except when the Court finds it not to be in the best interest of the affected children. We do not mediate these rights.*

- The right to telephone calls with your child at least twice a week.
- The right to send mail to your child which the other parent shall not read.
- To receive 24-hours notice in the case of hospitalization, major illness, or death of your child.
- To arrange to receive copies of your child's medical, health or other treatment records directly from the health care provider.
- To arrange to receive copies of your child's report cards and other records directly from school.
- To be free of derogatory remarks about you or your family made to or around your child.
- To be informed of and participate in your child's school and extracurricular activities.
- To be informed of an itinerary and emergency phone numbers if another parent plans to leave the state with the child for more than two days.
- To have reasonable access and participation in your child's education.

For a full text of these rights, please see Tennessee Code Annotated, 36-6-101(a)(3).

CMS is an equal opportunity service provider and employer.



CMS Supporters Include the Following:

East Tennessee Foundation
Administrative Office of the Court
Tennessee Bar Foundation
Community Volunteers
Local Churches and Businesses
United Way of Anderson County



100 N. Main Street Room 115
Clinton, TN 37716

865-463-6888

865-457-7208 Fax

www.peacefulresolution.org

Access & Visitation Mediation

An Effective Method for Reaching
a Parenting Plan Acceptable
by the Juvenile Court





What is mediation?

Specially trained co-mediators work with the parents to talk through the issues surrounding visitation in a confidential, controlled and respectful environment. Mediation is nonjudgmental process allowing each party the chance to talk about the issues. The mediators will ask questions and guide the conversation and the process. Mediators do not act as judges or as attorneys. They do not give advice or make suggestions. The parents/caregivers resolve their own case in a way that works best for their family.

Who are our mediators?

Our mediators are volunteers from the community who are trained in basic mediation skills and then specially trained in visitation mediation.

All mediators are specially trained volunteers from our community.

What are the benefits of mediation?

Mediation sessions are scheduled at times convenient for parties involved and the mediation team.

The parents or caregivers involved resolve their issues for themselves, rather than having a judge or someone else tell them what they must do.

Mediation

- is private, and what is said in mediation is kept confidential
- may eliminate the need for a court appearance
- is free and quicker and more private than a court hearing
- unlike court, there are no rules of evidence in mediation, no witnesses or testimonies are part of mediation

Parents and caregivers may say and consider whatever they find helpful to their situation.

The parents and/or caregivers work together to decide their issues over child visitation without involving the child(ren).

There are no losers in a meditated dispute because the parent and/or caregivers agree on a solution that satisfies everyone involved.

How do we start mediation?

You can get started with the mediation process in the CMS office in 4 ways:

- The Juvenile Court Judge will order the parties to try to mediate their issues.
- The Juvenile Court Staff may refer parents to CMS that wish to modify visitation.
- The Dept. of Child Support Enforcement refers clients to our program.
- One parent may request mediation and the CMS staff will walk them through the process.



Are there any fees for mediation?

There is no charge for the actual mediations at CMS. In order to keep the mediations free, there is a small administrative fee required by each party prior to the initial interview to cover the cost of intake, screening and scheduling. In some cases this fee can be determined on a "sliding scale" that takes into account your family size and income. Please call our office for more information or see our website: www.peacefulresolution.org. Community Mediation Services is a not-for-profit organization serving the Anderson County community since 1986. CMS is not an office of the court.



How long are mediation sessions?

The mediation sessions are individualized to meet the needs of both parents and mediators. Plan for up to a 2 hour initial interview and at least 2 - 2½ hours for each mediation session. Sometimes more than one session must be scheduled to allow parents to reach an agreement.

Should children attend mediation?

Children are not allowed at the mediation session. Parents need to give mediation their full attention.

What happens when parents reach an agreement?

A parenting plan agreement is completed according to the decisions made by the parents while both parents are present. The plan can be submitted to the Juvenile Judge who will review the agreement to determine if it is in the best interest of the child before signing it into an order.