



2008 NEWSLETTER

Issue #3

Special Points of Interest:

46th Annual Conference

*Children, Courts and Custody:
 Back to the Future or Full Steam
 Ahead?*

May 27-30, 2009
 New Orleans, LA
 Sheraton New Orleans

Advanced Issues in Child Custody:

*Complex Family Violence,
 Alienation, Child Sexual Abuse and
 Attachment*

Nancy W. Olesen, Ph.D.
 June 22-23, 2009
 Chicago, Illinois

Parenting Coordination: Advanced Practice and Skills

Joan B. Kelly, Ph.D.
 June 24-25, 2009
 Chicago, Illinois

President's Note

Martha Musselman, Texas Chapter President

I trust this newsletter finds you and your practices recovering from Hurricane Ike and prospering. Our 2008 Statewide Conference, held October 3rd – 4th, (just 3 weeks post-Ike!) marked a major development for our Chapter, as for the first time our 8th annual Conference was held at and in conjunction with South Texas College of Law in Houston. This year's conference on domestic violence featured renowned keynote speaker, Bruce D. Perry, M.D., Ph.D., Senior Fellow, Child Trauma Academy, and was complemented by 33 legal, mental health, judicial, ADR and governmental professionals from all over North America, presenting some 16 excellent sessions or workshops on domestic violence for almost 100 attendees. If you attended the

Conference, I hope you learned something new and useful regarding domestic violence. If you did not attend, we missed seeing you and truly hope you will be able to attend next year's Conference. Fresh off our excellent 2008 Conference, the Board of Directors are already planning a number of new initiatives for 2009, and doing some 1, 3 and 5 year strategic planning. Our 9th annual Statewide Conference to be held at and in conjunction with South Texas College of Law in Houston in 2009 on a date to be announced later. Elsewhere in this newsletter you will find the ballot for the 2009 slate for the TX AFCC Board of Directors. Please note that your ballots are due to the Chair of the Nominations Committee no later than December 31, 2008.

In closing, I'd like to express my appreciation for the honor of serving as the President of this fantastic organization for 2008. I'd also like to thank the members of the Board of Directors whose terms are expiring at the end of this year. We all owe a huge debt of gratitude to Aaron Robb, Gilda Bowen, and The Honorable Frank Rynd, for their hard work, dedication and selfless service to our Texas Chapter of AFCC.

Please share the information in this newsletter with a colleague you think might be interested in joining TX AFCC, and if we can help you by sending more information or through other support, please let us know!

Happy Holidays,
 MARTHA J. MUSSELMAN

Texas Chapter AFCC Amends Bylaws

Approved by the Texas AFCC Board of Directors 02/08/08
 Presented to the Texas AFCC Membership 08/28/08 via e-mail
 Approved by the Texas AFCC Membership 10/03/08

3. Officer Titles and Duties

The officers of the Chapter shall be:

A. President – The President is the principal executive officer of the Chapter, charged with the general direction, supervision, and management of the offices and operation of the Chapter. The President shall preside at all meetings of the membership and Board of Directors. The President shall prepare an agenda for all meetings. The duties of the President shall be those usually pertaining to the office, including. appointment of committees, serving as an

ex officio member of all committees, and the preparation of an annual report to the membership for publication in the Chapter newsletter. The President shall keep the President-Elect advised of all activities to facilitate an informed continuity of administration. *As principal executive officer of the Chapter, the President is solely authorized to speak on behalf of the Chapter as a whole after obtaining approval of a majority of the Board of Directors, or if not practical, after consultation with the Executive Committee.*

[*Italicized* portion appended to current description of President's duties]



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MARTHA J. MUSSELMAN, ATTORNEY AT LAW

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LOUISE D. LEE, ATTORNEY AT LAW

louise@childlawmatters.com

Two Chapter Members Win Door Prizes at Annual Chapter Meeting

During our annual chapter meeting, held October 3, 2008 in Houston, the membership received updates from the Board of Directors on and committee members. They approved a slate of officers for the 2009 term, and ratified a change to the Chapter's bylaws. Two lucky members won a valuable door prize in a random drawing. Anita Stucky of Austin

won an annual membership in AFCC donated by the parent organization. Jim Fowler of Waxahachie won a free scholarship from the High Conflict Institute, LLC to the *Understanding & Managing High Conflict Personalities in Legal Disputes* seminar. These members learned it pays to participate in your state chapter's activities.

Valuable Training Available in 2009

For details, see <http://www.afccnet.org/training/index.asp>

Parenting Coordination: Working with High Conflict Families

Robin M. Deutsch, Ph.D.

February 9-10, 2009

New Orleans, Louisiana

Attachment, Alienation and Access: Advanced Interventions for Parenting Coordinators

Arnold Shienvold, Ph.D.

February 11-12, 2009

New Orleans, Louisiana

Advanced Issues in Child Custody: Complex Family Violence, Alienation, Child Sexual Abuse and Attachment

Nancy W. Olesen, Ph.D.

June 22-23, 2009

Chicago, Illinois

Parenting Coordination: Advanced Practice and Skills

Joan B. Kelly, Ph.D.

June 24-25, 2009

Chicago, Illinois

Dear AFCC Texas Chapter Members,

Below is the slate of officers and directors that are returning to complete unexpired terms or have been nominated to serve on the AFCC-Texas Chapter Board for next year. This slate was presented to you for your consideration at the annual membership meeting on October 3, 2008, and again in the annual meeting minutes via email on November 12, 2008. In order to be counted, your vote must be received by **December 31, 2008**. To vote, mark the ballot below and return it to the 2008 Nominating Committee Chair, The Honorable Frank Rynd, via:

Email: Frank_Rynd@Justex.net , or

Mail:

The Honorable Frank Rynd
309th District Court
1115 Congress, 7th Floor
Houston, TX 77002

Thank you so very much for your participation.

2009 AFCC Texas Nominating Committee,
Judge Frank Rynd, Chair

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2009 AFCC Nominations for Board of Directors

Officers

President: Louise Lee, JD, Houston	YES _____ Write-In _____
President-Elect: David Eaker, JD, Dallas	YES _____ Write-In _____
Treasurer: Patricia Barrett, CFP, CDFA , Houston	YES _____ Write-In _____
Secretary: Mardi Winder-Adams, M.Ed., Naples	YES _____ Write-In _____
Immediate Past President: Martha J. Musselman, JD, The Woodlands	
At-Large Directors (serving 2 year terms) Jack Bannin, MS, San Antonio Stephanie Hall, JD, Woodlands Alissa Sherry, Ph.D., Austin Trevor Townes, MA, Houston	Term expires 12/31/2009 Term expires 12/31/2009 Term expires 12/31/2009 YES _____ Write-In _____
<i>Terms ending (December 31, 2010)</i> Anita Stuckey, Office of the Attorney General Hon. Kathleen Hamilton, Montgomery Co. Janet Heppard, JD, Houston Mary Fogel, MS, Travis Co. Dom. Rel. Office	YES _____ Write-In _____ YES _____ Write-In _____ YES _____ Write-In _____ YES _____ Write-In _____

EXECUTIVE COMPENSATION AND DIVORCE
A GUIDE TO THE RULES AND PROCEDURES
 By Patricia Barrett CFP CDFIA

Editor's Note: *In this issue we present the second installment of a multi-part series on financial planning for divorcing executives and their spouse. This article is not intended to provide specific advice on family law cases, but is an overview of financial issues that commonly arise in divorces of executives and their non-employee spouse.*

TAXES and the Executive Divorce:

The IRS generally treats assets transferred from spouse to spouse during divorce as non-taxable events, treated as gifts for tax purposes. This means that there is a carry-over of basis. There are, however, tax issues that can affect the division of assets.

Basis:

The basis of securities in non-IRA, non-qualified, accounts should be considered when dividing assets, since the party receiving the assets will have a carry-over basis. An adjustment to the value of the asset should be included to compensate for the tax liability. The writer has created a Cost Basis Analysis, including the basis and current value of each asset awarded to the husband and to the wife and calculating the tax liability included for each spouse's award. In Texas, this liability can be deducted from the value of the awarded assets before performing the division. You should check with your attorney to see if possible or required in your state.

Example: Assume the executive is a BP executive and has acquired 10,000 shares over his working career having an average basis of \$20 per share. The stock is trading at \$60 per share. He has an unrealized long-term capital gain of \$400,000. At 15% capital gain rate, he would have a \$60,000 tax liability upon sale of the shares. For purposes of asset division during divorce, the value of his holdings of BP should be reduced by \$60,000 tax liability.

\$200,000	Stock Basis
<u>\$600,000</u>	Stock Current Value
\$400,000	Long-term Capital Gain
<u>15%</u>	Capital Gain Rate
\$ 60,000	Current tax liability

\$600,000	Stock Current Value
<u>-\$60,000</u>	Tax Liability
\$540,000	Value for Purposes of Asset Division

Note that the holding period is carried over to the receiving spouse for purposes of calculating long or short-term gains.

Dependency Exemptions:

Generally speaking, the custodian parent maintains the tax exemption for the child; although this dependency exemption may be transferred between spouses through agreement in any given year. This agreement can be for any one year, alternating years or for all years in the future. Note that due to the phaseout of personal exemptions (AGI of \$156,400 for a single individual in 2007) the dependency exemptions may have little or no benefit to the executive.

In the case of joint custody, the exemption goes to the parent with whom the child spends the majority of his time.

Who gets the Carry-forward?

The IRS has specific rules for dividing carry-forwards for a charitable deduction, S-corporation losses, and passive activity losses. However, dividing a capital loss carry-forward is not so clearly defined. If the account incurring the losses was held in the joint names of both spouses, then the carry-forward should be divided. However, if the account was held in one spouse's name only, the carry-forward should be given to him or her.

It is plausible, though not mandatory, to include the tax advantage on the carry-forward as an asset for the person maintaining its benefit in future tax years. For instance, assuming the tech bust of 2001 left a \$200,000 capital loss carry-forward. It could be considered having a value of \$56,000 assuming a 28% tax bracket and use as an offset for short-term capital gains. Alternately, assuming the capital loss carry-forward was used to offset future long-term capital gains and a 15% capital gains rate applies, the value for maintaining the carry-forward would total \$30,000.

House Payments as Alimony:

If spouses continue to own the marital residence jointly post-divorce and if you continue to make payments, the IRS accepts as alimony payments 1/2 of the total payments for principal and interest and 1/2 of the real estate taxes. The occupant of the home is entitled to the other 1/2 of these items. Since the alimony payments are not reduced due to phaseout limits, making these payments into alimony is normally more valuable to the executive.

Pension Plan Division:

In order to divide the pension plan equitably, it is necessary to obtain a current value for the benefit, assuming currently separated from service. You should contact the pension department and request a pension estimate for a single life annuity and lump sum estimate, using a logical date near to the divorce (often the year-end of the prior year or other month-end date). Some companies only provide a monthly benefit figure to be received now or at age 65. If no lump sum figure is provided, the Certified Divorce Financial Analyst can provide you with an estimated present value, using your life expectancy and an assumed rate of interest (usually the long-term bond rate).

If the pension benefit for age 65 is provided, the calculation must be performed in two steps, as follows:

[Continued on next page]

Assume expected benefit of \$8,000 per month at age 65, current age is 50 and life expectancy is 81.

Step 1: The present value of \$8,000 per month, \$96,000 annually, at age 65 equals \$1,040,426, using a discount rate of 5% and 16 years of life expectancy (81-65).

Step 2: Calculate the present value of the age 65 value of \$1,040,426, using age 65 minus the current age of 50 and our 5% discount rate. This equals \$500,463. (Calculation requires the use of a financial calculator).

The \$500,463 is the value included in the list of assets to be divided during divorce, either offsetting with other assets or giving a portion to the wife.

Coverture Fraction:

When the executive began working for a company prior to marriage, the generally accepted method of establishing his separate property interest in the pension or 401k plan is to use the "Coverture Fraction". This is a fraction derived from the executive's total years with the company, versus the number of years married.

Example:

The husband has worked for the company for 32 years and has been married for 24 years of that period:

24/32 = 75% The community portion is 75% of the plan. 25% is his separate property. (Check with your attorney to assure separate property rules do not differ from the coverture fraction).

\$500,000	Pension Lump Sum Value upon Divorce
<u>75%</u>	Coverture Fraction
\$375,000	Community Interest
\$125,000	Separate Property

Separate property is removed from the total assets to be divided during divorce.

ERISA and the QDRO (Qualified Domestic Relations Order):

Since its passage in 1974, ERISA (Employee Retirement Income Security Act) has served to protect the interest of employees in pension plans and 401ks (as well as other qualified plans). ERISA also has language to provide for the division of these plans during divorce. ERISA requires a QDRO be created and delivered to the employer in order to accomplish division. The employer must approve the QDRO in order for it to be effective and administer the distributions. The employer must have written procedures and normally has created their own QDRO complying with ERISA and including their own requirements.

ERISA requires the Plan to allow the non-participant spouse to be an "Alternate Payee", qualifying for benefits under the plan either as a survivor or Alternate Payee. The Alternate Payee usually begins receiving payments under a QDRO at the "Earliest Re-

tirement Age", which is the earlier of the date of separate from service (if he quits before retirement age) or the date he is first entitled to receive a distribution from the plan for retirement.

The QDRO usually awards a specific percentage to the alternate payee calculated as of the date of divorce or some other date. Note that it is possible to include future vesting in the Alternate Payee's portion awarded through the QDRO, if the participant desires.

The two basic methods for dividing a pension plan through a QDRO include:

Shared Interest Division:

This method of dividing a qualified plan gives the Alternate Payee a portion of a Participant's benefit when he retires, leaving the date of commencement totally out of their control. Additionally, if a joint and survivor annuity is not chosen, the payments will cease upon the death of the Participant. This method is generally considered undesirable, but is used if the plan is already in pay status. It can also be advantageous to the Alternate Payee to choose the Shared Interest method of division if she is much younger than the participant, since her benefit under the Separate Interest method would be actuarially reduced to reflect her age.

Separate Interest Division:

Under the separate interest method, the plan is valued as of a certain date and split in two. The Separate Interest owned by the Alternate Payee may then be received by any method she chooses, continue until her death and is not affected by the death of the Participant. Conventional wisdom is that the most desirable method is a single life annuity based on her life expectancy. This will, however, require an expert to appraise the value of her share of the plan. If she chooses the lump sum distribution, she can then roll the funds into an IRA in her own name.

QDRO Delays:

While either attorney may wish to create the QDRO, attorneys often hire an outside professional who specializes in these documents. Note that the QDRO often delays the completion of a divorce due to the administrative process of obtaining approval from the company. Additionally, each spouse's attorney will often wish to revise the QDRO, further delaying the divorce and division of plans. Ideally, the QDRO should be presented to the plan administrator early in the divorce and pre-approved as to form even if the percentage to each spouse has not been determined.

Dividing the 401k Savings Plan (Defined Contribution Plan):

The most desirable method for division of these plans (401k and 403b) is to roll the Alternate Payee's share to an IRA Rollover account in her separate name. A separate QDRO is needed for dividing these. It can specify either a specific dollar amount or a percentage as of a certain date. The securities inside of the plan are divided proportionately, awarding each spouse a percentage of each investment.

[Series concludes in our next issue]



Lying in Family Court

By Bill Eddy, LCSW, ESQ.

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When I became a family law attorney/mediator after a dozen years as a therapist, one of the biggest surprises was the extent of lying in Family Court: lies about income, assets and even complete fabrications of child abuse and domestic violence. Why would people lie so much, I wondered? How did they get away with it? The following is my psychosocial analysis of what I believe has become an epidemic:

Men lie: It was a sad phone call from a relatively new client. He informed me his father had just died. He had quit his job and was moving back east to wrap up his father's affairs. He asked me to tell his wife's attorney that he would not be able to pay child support for their three young children for a long time. (There was no support order yet.)

The next day, his wife's attorney called me back and described how upset his wife was to learn of her father-in-law's death. So upset, that she had called his father -- and had a nice chat!

Women lie: A mother involved in a custody battle told the court in dramatic detail about physical abuse at the hands of her husband. She even submitted reports of visits to doctors and emergency rooms for her bruises.

However, a court-ordered psychological evaluation determined the allegations were false. The court agreed and awarded custody to the father. A few weeks later the mother picked up the children from school and disappeared for a year. She was caught, sent to jail for parental kidnapping, and the children returned to the father.

Societal Increase in Lying. Surveys show that lying has increased over the past decade. In 1999 alone: the President was tried in Congress for perjury; a popular journalist in Boston was publicly fired for fabricating heart-rending stories; and a scientist was exposed for falsifying research on a high-profile safety issue.

We have become a society of individuals. Personal gain is more important than community values. In this mobile "information age," we rely on strangers and are easily fooled. In business, politics, and the movies, winning is everything. Successful manipulation and deceit are admired. In court, lying is often rewarded and rarely punished.

No Penalty for Perjury . Divorce Courts rely heavily on "he said, she said" declarations, signed "under penalty of perjury." However, a computer search of family law cases published by the appellate courts shows only one appellate case in California involving a penalty for perjury: *People v. Berry* (1991) 230 Cal. App. 3d 1449. The penalty? Probation.

Perjury is a criminal offense, punishable by fine or jail time, but it must be prosecuted by the District Attorney-- who does not have the time. Family Court judges have the ability to sanction (fine) parties, but no time to truly determine that one party is lying. Instead, they may assume both parties are lying or just weigh their credibility. With no specific consequence, the risks of lying are low.

[Continued on next page]

Personality Disorders and Patterns of Lying. Family Courts see everything: from small deceptions about income to the complete fabrication of abuse. The increase in lying seems to correspond with the rising number of people with personality disorders. They often have internal distress, less empathy for others, a highly adversarial world view, an intense and manipulative nature, and a sense of victimization which they use to justify harming others. Studies show they have identifiable and predictable patterns of lying:

A party with a Borderline Personality Disorder may lie out of anger or even self-deception in an effort to maintain a bond with their child or spouse--or to retaliate for abandonment. Battles over custody and visitation are common.

One with a Narcissistic Personality Disorder may lie to boost themselves or to put other people down. They enjoy manipulating the truth and other people's lives. They may experience excitement and a sense of power by successfully fooling the court and dominating the other party. An Antisocial Personality Disorder is characterized by deception, manipulation, and disrespect for authority. Commonly known as "con artists," they are skilled at breaking the rules. They fabricate detailed events and use the courts to get revenge or money. Their lack of empathy makes them constant liars -- and often violent.

A Histrionic Personality Disorder is often highly dramatic and demanding, with superficial charm and seductiveness. They are skilled at lying and self-deception. Fabrication is also common.

Detecting Deception. Few people can visually detect deception. Research on judges, federal polygraphers, psychiatrists and college students showed that all were no better than chance using a standardized videotape test. Only Secret Service Agents were better than average at distinguishing truth and lies.

Some studies show that the more confident a person is, the less effective they are at lie detection. Studies of police investigators and customs inspectors found that those with more experience were less accurate than novices.

Ineffectiveness of Non-Verbal Cues. Many people believe they can determine whether someone is lying by observing non-verbal behavior, such as: touching their face, blinking their eyes, suddenly itchy nose, neck-scratching.

These behaviors indicate anxiety, which most people experience when they lie. However, most people display anxiety when they are under any pressure, such as being challenged about their honesty. Therefore, these symptoms are unreliable.

Studies show that the only way non-verbal cues may be truly helpful is to observe a person over time. Their changes in non-verbal behavior may be a more accurate indicator of lying. An additional problem is that those with antisocial personalities actually become less anxious when they lie, and therefore do not exhibit behavioral cues and do not register anxious symptoms on lie detector tests.

Effectiveness of Examining Records. Studies have shown that examining documents for contradictions has been more reliable than focusing on non-verbal cues. In fact, they have found that evaluators were best at lie detection when they were blind to nonverbal cues. Those who just read transcripts were the most accurate.

What Can Be Done? The adversarial process naturally encourages lying: winning is the goal, liars get equal time, and the most skillful adversary wins -- regardless of the truth. To overcome this inherent problem, we need:

More use of mediation: Mediation and negotiation focus on problem-solving for the future. Lying about the past has little relevance. The parties know the lies and do not tolerate them.

[Continued on next page]

More judicial time: Most divorce court decisions are made in 10-20 minute hearings. Judges must determine the custody and visitation schedule, the amounts of child support and spousal support, and often whether restraining orders are appropriate. There is little time to analyze each declaration to determine who is lying. Judicial lectures alone have little impact or the opposite effect on personality disorders. More judges with more time could reduce lying from the start.

More attorney research: Attorneys often advocate for their clients' statements without investigation. They often assume they will never know who is telling the truth. Instead, they should learn about personality disorders and patterns of lying, more carefully question their clients, and more aggressively seek corroborating evidence.

More therapist awareness: Therapists are trained to form impressions based on interpersonal observations rather than external evidence. They form strong bonds and believe their clients. They can provide the court with observations of their own client's behavior, but should not reach conclusions based on hearing one side. They need to be more wary of manipulation in court cases.

More consequences: It is an established dynamic of human behavior that rules made, but not enforced, are increasingly broken. Lying in court is already illegal. So long as there is no penalty for perjury, lying will increase. Family Court sanctions (fines) should be used for lying.

More training: Court-related professionals need to realize that you cannot tell who is lying by simple observation. Yet one can learn personality dynamics which help indicate who might be lying, patterns of lying and where to look for evidence.

Resources. To be honest, studies referenced in this article came from: Lies! Lies! Lies! The Psychology of Deceit by Ford (1996) and Communication in Legal Advocacy by Rieke & Stutman (1990).11/14/99

High Conflict Institute provides training and consultations regarding High Conflict People (HCPs) to professionals dealing with legal, workplace, educational, and healthcare disputes. Bill Eddy is the President of High Conflict Institute and the author of "It's All Your Fault!" He is an attorney, mediator, and therapist. Bill has presented seminars to attorneys, judges, mediators, ombudspersons, human resource professionals, employee assistance professionals, managers, and administrators in 25 states, several provinces in Canada, France, and Australia. For more information about High Conflict Institute, our seminars and consultations, or Bill Eddy and his books go to: www.HighConflictInstitute.com or call 602-606-7628.

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Bill Eddy is the President of High Conflict Institute, which provides training to professionals dealing with high conflict disputes. Bill has become an international speaker on the subject of high-conflict personalities, providing seminars to attorneys, mediators, collaborative law professionals, judges, ombudspersons, mental health professionals, hospital administrators, college administrators, homeowners association managers and others. He has presented in 20 states, several provinces in Canada, Australia and France.

Bill is an attorney, a therapist and a mediator. As an attorney, he is a Certified Family Law Specialist in California, where he has represented clients in family court and provided divorce mediation services for the past 15 years. Prior to that, he provided psychotherapy for 12 years to children, adults, couples and families in psychiatric hospitals and outpatient clinics.

He has also taught Negotiation and Mediation at the University of San Diego School of Law for six years. He has served as a Special Master and as a Settlement Judge. He is trained in Collaborative Divorce and has handled collaborative cases. He is currently the Senior Family Mediator at the National Conflict Resolution Center in San Diego, California.

He obtained his law degree in 1992 from the University of San Diego, a Master of Social Work degree in 1981 from San Diego State University, and a Bachelors degree in Psychology in 1970 from Case Western Reserve University.

Bill is the author of several books, including "*It's All YOUR Fault!*" *12 Tips for Managing People Who Blame Others for Everything* (2008), *HIGH CONFLICT PEOPLE IN LEGAL DISPUTES* (2006) and *SPLITTING: Protecting Yourself While Divorcing a Borderline or Narcissist* (2004).

News From the Parent Organization

SNEAK PEEK! NEW ORLEANS PLENARY SESSION

Back to the Future or Full Steam Ahead? What Research Really Shows about Children and Divorce

Studies suggest that children are generally resilient following their parents' divorce and that those with healthy relationships with both parents often thrive. These findings are often articulated by professionals, interest groups and parents alike into platitudes such as "equal parenting time is always best" or "a good divorce does not harm children." Does the research fully support these statements? Is there any evidence that we should re-examine more traditional notions? This session will explore some of the myths and realities of research and conventional child custody wisdom.

Presenters: Paul Amato, Ph.D. and Jennifer McIntosh, Ph.D.

AFCC ANNOUNCES NEW STAFF POSITIONS

Leslye Hunter has accepted a newly-created position as Associate Director of AFCC as of 11/3/08. Leslye has, as one of her job responsibilities, assumed the role of editor of the AFCC eNewsletter. Her new email address is lhunter@afccnet.org. Congratulations, Leslye!

Erin Summerfield of the AFCC staff, has been promoted to Program Coordinator, and will be working with Leslye on Chapter concerns, sending out reminders to chapter leaders, invitations to prospective new members and completing other administrative tasks.

AFCC Board of Directors Freezes Member Prices for Dues, Trainings and Publications for 2009

The AFCC Board of Directors has voted to freeze member prices for dues, trainings and publications for the next year. Membership in AFCC has grown every year since 2001-02. AFCC members are encouraged people to keep recruiting members, give gift memberships at \$130, and in other ways, promote AFCC to like-minded colleagues and friends.

Deadline for Nominations for Chapter Liaison Position is February 28, 2009.

Andrea Clark's term of office as Chapter Liaison position will expire as of July, 2009. Elections for a new Chapter Liaison to the AFCC Board of Directors will be held in March, 2009. Each chapter may nominate one person to serve as Liaison. The procedures and criteria for nominating and electing the Chapter Liaison are on pages 31-32 of the Chapter Handbook. Deadline for nominations is February 28, 2009.

For additional information, visit www.afccnet.org

AFCC Parenting Coordination Network Available

The AFCC Parenting Coordination Network is a pilot project of the Association of Family and Conciliation Courts (AFCC) for professionals who serve as parenting coordinators or are interested in this role. AFCC has taken the lead in the development of this growing professional field through its two Parenting Coordination Task Forces, the creation of Guidelines for Parenting Coordination, through training opportunities around the U.S. and by workshops on parenting coordination at its conferences. AFCC is providing this networking service to help its members connect with each other, ask questions, share techniques and learn more about the role of parenting coordinators.

Join the Yahoo! Group at groups.yahoo.com/group/afcc-parentingcoordination/