

## Quarterly Newsletter

## 2nd Quarter 2016



Peer Mediation And Skills Training (PMAST) is a vibrant and responsive anti-bullying and conflict resolution provider. We are committed to providing the foundation of a lasting set of skills to build positive relationships in home, school and communities.

### PMAST—Why is it important?

"According to STATS CAN, in 2012-2013 there were a total of 41,049 adult offenders incarcerated in Canadian federal and provincial prisons on an average day". Costs per day for Canadian Federal Prisons average about \$260/day per offender. This equals about

**\$10,673,000 PER DAY or  
\$4 BILLION PER YEAR**

and this is only the cost of incarceration. It does not include societal costs for courts, police, probation, legal, victims, rehab programs, property damage, etc.

The Alberta Government has budgeted \$1.4 billion for justice and solicitor general for the current fiscal year. Again this does not cover societal costs.

This is costing Canadian taxpayers a lot of money. How can we change this? How many adult offenders were juvenile offenders? Is it safe to say—most were? What if we could reach these youth before they go down this path?

Mark A Cohen, Professor of Management and Law at Vanderbilt University says "We estimate the present value of saving a 14-year-old high risk juvenile from a life of crime to range from **\$2.6 to \$5.3 million**"

So what is happening with youth today? Did you know that bullying and conflict are two of the most important issues facing youth today and social media has just increased that exponentially. About 1/3 of Alberta households surveyed said that bullying has directly affected their family members.

While PMAST agrees that counselling and bullying awareness programs are important - they are not enough. To really create change for today and tomorrow, we need to

be pro-active and teach our youth how to successfully deal with the conflict in their lives. We need to change the dynamics of these youth, their families and those around them for this and future generations.

PMAST has developed relevant, research-based programs to provide youth, schools and communities with critical skills to use in all areas of their lives.

We know we have an excellent program which has the power to change lives. We know it helps youth when they need it the most. We know it helps them to stay in school when an inability to deal with the conflict in their lives is too overwhelming. We know that building Peer Mediation Teams in the schools shifts the culture to a more peaceful, friendly and inclusive atmosphere. We know it empowers youth to be leaders - to be the best they can be, and helps them to build better relationships in all aspects of their lives. We know it has a ripple effect that reaches out to families and communities. The Peer Mediation Teams have taught us that "Youth Helping Youth" is far more impactful than adult intervention.

The U.S. National Institute of Justice estimates that every dollar spent on youth prevention and intervention programs results in a savings of between **\$10 and \$22!**

**Be part of PMAST's venture with the Shaw Charity Championship Golf Tournament!**  
See Page 4



### Meet PMAST People:



**Don Schapira, O. Med**

Don brings over twenty years of experience in Business Development, Change Management and a strong history of growth in Financial Services, Recruitment, Oil and Gas and Alternative Dispute Resolution.

After graduating as Valedictorian from George Brown College, majoring in Accounting, Don also gained his Finance degree from the University of Lethbridge in 2003, with Great Distinction.

Don has been part of the Executive team for one of North America's largest Private Foreign Exchange firms, Canada's largest public pet insurance company and consulted with several Calgary-area Oil and Gas service firms to help grow their bottom line.

As a proven negotiator, Don continued his studies and gained his Q. Med designation from ADRIA in 2015 where he learned of PMAST and has dedicated much of his time as a Volunteer, Trainer and Mediator in schools throughout the community to promote the vision of helping youth-at-risk.

He is devoted to serving the Calgary community through his commitment as President of the Canadian Progress Club—Calgary Downtown, who have raised over \$5.6 million to support Big Brothers and Big Sisters—Calgary over the years.

He volunteers at Reforming Family Justice Services as Chair of their largest working group, assists at ADRIA functions and has emceed a Speaker Series event at the ADRIC National Conference.

Don is also the lead mediator at [www.freshstartdivorce.ca](http://www.freshstartdivorce.ca)

## PMAST BRINGS RAP TO AB by Don Schapira

W.H. Croxford High School in Airdrie, Alberta, is progressive. They helped initiate a process with the City of Airdrie City Council to secure required funding for PMAST to place a RAP Mediator-Trainer in their school every day. Todd Keirnan, Croxford's School Principal, was passionate about bringing this program to his school to bridge the gap between the services a school could offer, and those community services could implement.

After a lengthy selection process, I was lucky to be selected as the first person to help build, shape and institute a program that combined PMAST Training with the Restorative Action Program process. The challenges before me were substantial. How could I create a framework for a new program that would combat absenteeism, peer conflict and bullying utilizing available school and community resources, and do it all in less than two months, all the while focusing on building the 19 Disciplinary Assets (Appendix A) we are committed to build? In short - engagement.

Introducing the program to Teachers, Staff and Students was key. The initial value proposition was that the school was offering a new service: A trained Mediator would be available at the school, on a daily basis, as a community resource, to help mediate peer conflict. There are many key points in that statement.

**Trained Mediator :** Mediation is still not as popular in the public lexicon as mediators would like to believe. More times than not, we are mistaken or confused with being Lawyers. Even the process of mediation is confused with simple communication. Being labelled as a trained Mediator piqued interest, with the trained aspect denoting a learned process to effectively guide a strategic process.

**Daily:** Dealing with a situation as an Adult is commonly aided by years of experience, and the building of Disciplinary Assets over a long period of time. Drama in a teenager's life however, is immediate. At point of incitement, almost nothing else exists aside from what is in front of them. If the RAP Mediator-Trainer was only at the school on select days, or even summoned as needed, as opposed to being present on a set schedule every

day, many issues could hit a point of no return before a suitable option was offered.

**Community :** Being a community resource, the students were free to discuss issues openly as the RAP Mediator-Trainer was employed by the City, and not by the School District. This fundamental difference allowed for initial trust between mediator and student to be built, as the students felt I was not representing nor defending any side. I was simply interested in helping resolve the issue. It did not matter if it was personal, peer or school related.

**Resource:** By self-identifying as simply a resource, it ensured that it was a selective process. Students could use my service, but only if they wished to. Being assigned to mediation fundamentally alters the perception and is akin to student enthusiasm for sitting through detention, as opposed to choosing it as an option, which usually signifies a particular openness to discovering new paths to resolution.

**Peer Conflict :** Part of PMAST's vision is that bullying should not be part of growing up. This program vigorously supports that notion. Bullying typically results due to the absence of the Disciplinary Assets developed through time and experience, yet choosing the phrase Peer Conflict over more socially common terms like bullying is a strategic choice. When using the term bullying, many people have a well-formed, pre-conceived notion - from getting pushed in the hallways to the explosive damages of cyber-bullying. Peer Conflict runs the gambit of day-to-day issues and avoids limiting the RAP Mediator-Trainer to dealing with only certain situations. We can prevent the escalation of drama before bullying becomes apparent.

**Make Into Men:** Among some of the tasks was to ensure the 8-week "Make Into Men" (MIM) Program, began as soon as possible. This program supports boys to build respect and compassion as they enter adulthood. Participants develop communication skills to support effective, proactive conflict management and learn to create healthier relationships through empathy, integrity and accountability.

**Negotiation Skills: Flex Classes:** The Flex Classes offered at Croxford are 35 minutes, 3 days a week. These classes span a variety of topics from tutoring to life skills. At the beginning of each week, students would self-select into which Flex they deemed most interesting. Our offering was to promote and teach effective negotiation skills through mock negotiations. The idea was to teach methods of empathy in conflict to highlight the difference between customary win/lose scenarios, and situations where the best conflict management occurs when both sides work together. Attendance for these sessions increased incrementally through positive word-of-mouth throughout my time there.

**Supervision:** Lunch, hallway and after school parking lot supervision allowed me to make my presence felt among the student body. Every day, I would ensure I was in highly populated areas, engaging students in conversation, showing genuine interest in their whereabouts and answering any questions they had about mediation, the programs or setting appointments.

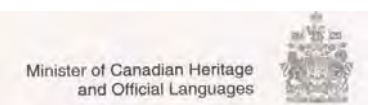
**Extracurricular Activities :** The Croxford Cavaliers Football Team was looking for some assistance for their coaching staff. With a No-Hitting at practice methodology, and a culture of positive reinforcement, I decided to join on a volunteer basis. This served to continue to show support for the students engaged in trying to do more. While some of the students involved with the team were also involved in MIM, Flex Classes or even mediation, my reputation as someone who is there to help guide and mentor was cemented.

**Results:** Our goal was to lay a foundation and hopefully begin to gauge program effectiveness in due course. The initial results were much more exciting than we could have imagined. Students who used a RAP Mediator-Trainer showed improved grades, improved attendance and felt a stronger sense of support. In two short months, we have made a difference. With more time, more schools and more awareness, we look forward to making a lasting difference in your community.

*An effective introduction is only the first step.  
Now it has to be followed up with action.*

**Using Dr. Cohen's data from page 1:  
for each youth that is saved, and we have  
changed the lives of quite a few,  
the savings would cover the cost of  
PMAST's full-time RAP Program  
in 18 schools.**

## PMAST Supporters—Make it Happen!





## PMAST'S Comedy Night Just Keeps Growing



Marjorie Monroe, Dennis Chretien, Merlyn Kenzie, Thomas Fielding, Eva Pea, Gordon Orr, Don Schapira, Catherine Hunt, Cecil Hall, Dolores Herman, Derek Wilken

*Not in picture - Ian Swan*

## PMAST Affiliations:



PROUD PARTNER OF  
ALBERTA'S PROMISE  
[www.albertaspromise.org](http://www.albertaspromise.org)

**And:**

**Alberta Mentoring Partnership**

**Alberta's Plan for Promoting  
Healthy Relationships and  
Preventing Bullying**

PMAST hosted its second annual Comedy Night FUNdraiser "Stand Up for Mom" on Monday, May 2 at The Laugh Shop, Hotel Blackfoot. Ten Comic wannabe's (some hilarious hesitation included) took to the stage after witty communication training, comic skill development and education focused on "owning the joke that is their life".

ZEDS Creative Content provided facilitators Derek Wilken and Eva Pea to assist the talent in letting their lines shine. The facilitators say, humour does not cure problems but it allows a change of perspective so that we can see our situation in a different light and communicate about it in a way that is not only heard but understood by others. The weekend boot camp aka Three Day Thrill resulted in personal growth experience for the talent and a captivating entertaining show for the audience all the while having a ton of fun!

The evening was a great success with lots of laughs and PMAST raised just over

\$5,000 with this event. It just gets better each year. We look forward to seeing you all again next year!

Thanks a million, we didn't raise a million, but not for the efforts of all our comics who performed so bravely. We would also like to thank all our sponsors and volunteers who supported PMAST and contributed to the door prizes for this event. Thanks to those who came out and attended the festivities and enjoyed a fun-filled night. Thanks always to our volunteers who make our events possible.

**We couldn't do it with all of you!**



A huge Thank-you to the following:

Community Mediation Calgary Society,  
Kiwanis Clubs of Calgary, and  
the ADR Institute of Alberta

for their ongoing support and for helping us at our recent Casino. Thanks also to everyone who voted for us with our application for the Field Law Foundation Grant. We are waiting to hear if we were successful in the final count.

## What's Happening?

Aug 19—Draw for Flames jersey and golf tickets  
Aug 20—PMAST BBQ & appreciation night  
Aug 25—PMAST Board Meeting  
Aug 31—Sep 4—Shaw Charity Golf Classic  
Sep 1—PMAST's RAP Program resumes in Airdrie  
Sep 22—PMAST Board Meeting  
Oct 20—PMAST AGM  
Oct 28—Airdrie School & Community Haunted Halloween Night  
Nov 18—Blue Friday—High School  
Nov 25—Blue Friday—Junior High School

## How You Can Help!

None of this is possible without our supporters and volunteers. There are a number of ways you can be part of providing this much needed help for our youth:

- Financially support our programs with donations (casino funds are quite restricted and can only be used for a % of specific costs; every dollar we raise allows us to use \$5-8 of casino funds, so no contribution is too small)
- Donate to our Birdies for Kids drive (go to our website [pmast.org](http://pmast.org))
- Buy our raffle tickets on Giordano's signed jersey & tickets to see Championship Golf at the Shaw Charity Classic
- Be a volunteer—we are looking for Board Members (contact us and let us know your availability and what you can offer)
- Be a volunteer to help make our Blue Fridays happen in November.
- What do you give to the person who has everything? A donation to PMAST in their name.

For more information on how to support PMAST go to our website at [pmast.org](http://pmast.org)



## *Peer Mediation And Skills Training (PMAS T) & Birdies for Kids presented by AltaLink*

PMAS T is embarking on our exciting venture once again with Birdies for Kids (BFK)! We are proud to be part of this charitable initiative, a non-profit program run under the Calgary Shaw Charity Classic Foundation. In three short years the Shaw Charity Classic has raised over \$8.5 million for charity, with children and youth being the primary benefactors of those dollars.

Helping kids and changing lives in our community is what this foundation is all about, which mirrors PMAS T's goals and objectives. Funds raised for PMAS T through BFK helped us to provide conflict management and dispute resolution training to more Calgary youth, their schools, families and communities. This training helps them to build better relationships and reduce bullying and violence in all aspects of their lives.

While PMAS T agrees that providing counselling services for victims and programs to raise awareness are important, they are not enough. To really make a lasting difference in combating bullying and family violence, we must be pro-active and reach these youth before tragedies occur.

*We need your support!* In order to provide this service to Calgary youth we need funds - funds for program development and delivery. We have many more requests for our service than we can provide, especially with very limited school budgets. You can help us...

Please click on the button on our website ([pmast.org](http://pmast.org)) to donate online and ensure all donations are made out to "Calgary Shaw Charity Classic Foundation". Please select "Peer Mediation And Skills Training (PMAS T)" on page 2 of the on-line form.

For those who prefer not to donate online, a donation/pledge form is also available in pdf format on our website.

All pledges must be received by August 29th at 11:59:59 as the collection period ends on September 4th.

AND

Let's all get out and support the Shaw Charity Classic. It is a great honour for Calgary to host the PGA TOUR Champions event which brings players like Fred Couples, Mark O'Meara, Colin Montgomerie, the 2015 champion Jeff Maggert and this year John Daly will be joining the group.





**TICKETS ARE 1 FOR \$10.00 OR 3 FOR \$20.00  
DRAW DATE – AUGUST 19, 2016**

**WIN WIN WIN**

***A SIGNED FLAMES GIORDANO JERSEY OR  
3 PAIRS OF TICKETS GOOD ANY DAY AT THE PGA CHAMPIONS  
GOLF TOURNAMENT August 31 – Sept 4, 2016***

**All proceeds go towards  
providing youth, families and  
communities, with life-long  
conflict management, dispute  
resolution and  
communication skills.**

**FOR TICKETS PLEASE CONTACT FLORENCE  
LYE at (403) 669-1211**

**[info@pmast.org](mailto:info@pmast.org)  
[www.pmast.org/events/raffles](http://www.pmast.org/events/raffles)**





# Stand-Up For MOM

**Monday May 2,  
2016**

With your host & emcee Derek Wilken

Comics (Not necessarily in this order or orderly)

Ian Swan

Marjorie Munroe

Thomas Fielding

Dolores Herman

Don Schapira

Gordon Orr

Catherine

Allemekinders–Hunt

Cecil Hall

Denis Chrétien

Merlyn Kinzie

The evening concludes with a brief ceremony recognizing  
the contributions of the talent.



[Facebook.com/PMASTYYC](https://www.facebook.com/PMASTYYC)