

# Alberta Police Complaint Mediator Roster

## Mediators to help resolve complaints involving the police

### In alphabetical order (edited for length):

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**Paul Blakeney**  
M.A., C. Med.

[pblakeney@outlook.com](mailto:pblakeney@outlook.com)  
403-801-2443 (primary)  
403-852-6962 (alternate)

Calgary and area.  
No dedicated office space.

Paul is a senior dispute resolution professional with a robust combination of skills, training and experience in the field. He has mediated numerous disputes in a variety of settings involving governments, companies, municipalities, landowners, condominium boards, civil claimants, and neighbours. Also experience as a specialized ombudsman and administrative decision-maker involving complex, financial material and politically sensitive issues.

A Chartered Mediator (C.Med) with the ADR Institute of Canada and has completed certificates in arbitration from the ADR Institute of Alberta and mediation from the Justice Institute of British Columbia. Paul holds a Master of Arts in Conflict Analysis and Management from Royal Road University, and a Bachelor of Science degree in Geology with first class honours from St. Francis Xavier University.

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**Mark Donovan**

[Skifulmeanssolutions@gmail.com](mailto:Skifulmeanssolutions@gmail.com)  
403-991-3520

Resides in Calgary.  
Serves Red Deer & south.

Mark has extensive experience with the Alberta Provincial Court mediating a vast variety of civil conflicts. He also mentors new mediators on the Civil Court roster. Mark has successfully mediated interpersonal, multi-party and Board conflicts as well as disputes where sensitivity to cultural diversity is essential. Mark is a trained and skilled facilitator of small and large groups.

He is an instructor in Negotiation at Mount Royal University and coaches new mediators for the Appropriate Dispute Resolution Institute of Alberta (ADRIA) and for the Conflict Resolution program at Mount Royal. Mark is currently Vice-President of Community Mediation Calgary Society.

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**Janice S. Gehrke**  
C. Med.

[jgehrke@xplornet.com](mailto:jgehrke@xplornet.com)  
403-801-2443 (primary)  
403-852-6962 (alternate)

Willing to travel.

Jan has 10 years' experience as a mediator. Jan's range of experience as a mediator includes: partnership dissolution (business and marital), property disagreements, employment issues, strategic planning and problem solving for corporate teams.

Jan looks forward to working with police officers and citizens to help them see conflict as an opportunity for change. Resolution of issues will be evidence that both parties are accountable for building safe communities.

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**Nancy Hack**  
C. Med.

[mediator@telusplanet.net](mailto:mediator@telusplanet.net)  
780-414-1360  
780-700-0467

Willing to travel.

Over 500 interest-based mediations, conciliations and facilitations involving family, workplace, civil claims settlement conferences, human rights, community victim-offender, police-public complaints.

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**Mary Hicks**  
B.Ed., C. Med., RFM

<mailto:maryhick@telus.net>  
403-801-2443 (primary)  
403-852-6962 (alternate)

Since 2002, Mary has mediated a wide variety of disputes across Alberta. She has experience managing conflict

in community, civil, family and aboriginal issues. Her first mediation with Edmonton Police was in 2005. As a facilitator and trainer in Youth and Restorative Justice processes across Alberta, Mary has come to understand the various dynamics in Alberta communities. Mary has also facilitated a number of workshops regarding Conflict Management in Alberta communities. Sitting on two boards under the jurisdiction of Community Policing (Restorative Justice and Victim Services), Mary appreciates the dynamics of police work and the subsequent community interactions.

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**Lynn Hutchinson**  
**B.A., MC**  
**Qualified mediator**  
**Registered social worker**

[lynn@albertadisputeresolutionservices.com](mailto:lynn@albertadisputeresolutionservices.com) Willing to travel.  
587-990-6405

In the role of a trauma expert, Lynn provides services to families, individuals, and organizations. With a diverse background in legal studies, mediation, psychology, restorative justice, and social work, she brings a traditional and structured approach to resolving and managing trauma and conflict. With specialized training as a Warrior Health Provider in the areas of grief and loss, complex trauma, family violence, and conflict, her focus is in creating a safe environment in her Edmonton office for people to be heard, understood, and acknowledged.

[www.albertadisputeresolutionservices.com](http://www.albertadisputeresolutionservices.com)

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**Edes (Edith) Kloberdanz**

[EEKZAND6@shaw.ca](mailto:EEKZAND6@shaw.ca)  
403-689-7784

Office space in SE Calgary.  
Willing to travel.

Edie is certified as a Chartered Family Mediator, a Registered Arbitrator and a Parenting Coordinator, and a Registered Social Worker. She specializes in family, civil, community, school and workplace mediation and has 30 years' experience working with families and communities. Edie is recognized as a skilled and experienced mediator, with an educational background, including behavioral research of the family unit.

[www.kloberdanzmediation.ca](http://www.kloberdanzmediation.ca)

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**Elise Lavigne**

[lavigne@dmhifamilylaw.com](mailto:lavigne@dmhifamilylaw.com)  
403-218-6283  
403-554-9372 (mobile)

Office space in Calgary.  
Willing to travel.  
Bilingual – French & English.

Elise is a Family Law Lawyer and mediator with Daunais, McKay, Harms & Jones. Her practice involves mediation, collaborative law and litigation. Elise has extensive training and experience in alternative dispute resolution including mediation, and in working with high conflict individuals. Prior to attending law school in 1997, Elise worked in public consultation and socio economic impact assessment for 20 years. This work involved dealing with a range of community issues and concerns related to energy development projects throughout Western Canada and the Arctic. Prior to relocating to Calgary in 1977, Elise was a probation officer in adult court in Ottawa.

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**Linda Matwie**

[lindafmatwie@gmail.com](mailto:lindafmatwie@gmail.com)  
780-619-9213

Private office space for a fee in  
St. Albert area.

Linda has been a mediator since 2009 and received her National Chartered Mediator Designation in 2012. She has training in restorative practices including Youth Alternative Measures, Circle Processes, High Conflict Personalities and large group facilitations. She offers private mediation services in the Edmonton area for family, workplace, faith groups and the community. She coaches individuals, couples or groups in decision making and conflict management. Additionally Linda is a facilitator and instructor in ADR (Alternative Dispute Resolution) Services and offers insights and experience that allow her to customize training and offer workshops to meet unique or specific requirements. She is on several mediation rosters including Civil Mediation Program, Catholic Social Services Parent/Teen Mediation Program, Mediation and Restorative Justice Centre, ADR Centre and a member of ADRIA (Appropriate Dispute Resolution Institute of Alberta).

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**Carolyn Mercier**  
**C. Med.**

[evolvemediation@platinum.ca](mailto:evolvemediation@platinum.ca)  
403-540-5687

Serves central Alberta & south.

Carolyn has 13 years' experience in civil, workplace and general mediation. Extensive work with the Provincial Court Civil Mediation Program in Calgary and Ft. McMurray. Facilitator for groups in public and private sectors. Coach and mentor for students and individuals. Volunteers with Foothills Community Mediation Services serving

rural communities.

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**Karen Muir**

[muir@campbelllohara.com](mailto:muir@campbelllohara.com)  
403-232-0847

Office in Calgary.  
Willing to travel.

Karen is a senior lawyer who has practised family law since 1990. She is a mediator and registered collaborative professional. Karen graduated from the University of Calgary with a JD in 1989 and has been a member of the Law Society of Alberta for 25 years.

Karen believes in providing people with information and knowledge. This will allow them to make the best and most informed decisions.

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**Joanne Munro**  
**C. Med.**

[joannepmunro@gmail.com](mailto:joannepmunro@gmail.com)  
780-970-4495

Office space in St. Albert.  
Willing to travel.

Mediating since 2007, Joanne is a nationally chartered mediator, a restorative justice facilitator and instructor in the areas of conflict resolution, mediation and restorative justice/practice. She mediates for Alberta Justice's Family Mediation and Civil Claims programs, and in private practice does workplace, family (parent-teen), separation and divorce, non-profit and faith group mediations.

Joanne has extensive experience in organizational/workplace assessment and mediation, in mediating multi-party disputes, and has a rich background in facilitating meetings, public involvement processes (for government) and helping organizations restore their workplaces.

[www.silverliningmediation.com](http://www.silverliningmediation.com)

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**Brad Mustard**

[brad@calgaryfamilylawyers.com](mailto:brad@calgaryfamilylawyers.com)  
403-513-9654

Serves Calgary and area.  
800-635 8th Ave. S.W.  
Calgary, AB

A lawyer and mediator with fifteen years' experience, Brad is the managing partner at Moe Hannah LLP. He acts as a mediator to resolve disputes in family law matters, and acts as a Dispute Resolution Officer for Alberta Courts. He is a certified collaborative lawyer, and has experience in family law, employment law, and civil litigation.

Brad earned his LL.B from the University of Alberta and is earning his Masters in Alternative Dispute Resolution through Osgood Law School in Toronto. He served as Director for the Veterans Transition Program, an organization helping veterans struggling with effects of PTSD and transitioning after military service.

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**Cecile M. Schultz**  
**RFM, C. Med.**

[Cecile@CMSmediation.com](mailto:Cecile@CMSmediation.com)  
780-459-2128  
780-457-2128 (mobile)

St. Albert Mediation Centre.  
Willing to travel.

Cecile has 17 years of mediation, coaching, and facilitation experience specializing in workplace, civil, and family disputes. As a Chartered Mediator and Registered Family Mediator, Cecile works in small and large group settings across Canada.

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**Tom W. Smith**  
**C. Med.**

<mailto:smithnt@telusplanet.net>  
403-225-3454  
403-703-3837 (mobile)  
403-271-8723 (fax)

Tom has been mediating since 1992. In his career as a mediator, Tom has mediated complaints from the public about members of a health profession, disputes between neighbors, civil claims (Provincial Court and Queen's Bench), contract, workplace, and land use disputes. Tom is an efficient, facilitative mediator who is respectful of all parties while working towards a win-win resolution.

Tom has served this profession on the Board of Directors and as President of Community Mediation Calgary Society and ADR Institute of Alberta.

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**Sandra L. Smyth**  
**B.Ed., B.A.(LWSO),**  
**LLB, C. Med.**

[slsmyth@shaw.ca](mailto:slsmyth@shaw.ca)  
403-342-4171

Sandra grew up in rural Central Alberta where she learned the value of communal relationships and the skills to collaborate among groups in a small community. Educated as a teacher, lawyer and mediator, Sandra retains the work ethic and interests of her years as an active farmer. She presently co-owns and operates a lawn-care and building maintenance company in addition to mediating privately and serving on the Alberta Civil Court and City of Red Deer rosters.

Sandra is an effective listener with a unique ability to extract the main idea from any given message. Derived from her life experience is Sandra's most important goal as a mediator: "Equal treatment for all parties and recognition of their authentic, self-crafted solutions."

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**Carlene Stabile**  
**C. Med.**

[stabic@shaw.ca](mailto:stabic@shaw.ca)  
780-710-7355

Available in Edmonton & central  
Alberta.

Carlene is an Edmonton based mediation practitioner. During mediation, she helps parties remain future focused and encourages them to work to build creative solutions for the best outcome for the parties, with an emphasis on resolution. Her mediation practice focuses on conflict within the workplace, corporations, individuals and families.

Carlene is currently serving on the mediation rosters for Alberta Justice Civil, Provincial Police Complaint Mediation and Catholic Social Services Parent Teen Program. She teaches mediation, negotiation and alternative dispute resolution at the university level.

Her education includes an MBA from the University of Alberta, over 250 hours of mediation training, and a number of professional designations, including the C. Med.

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**Marne Turnbull**

[marneh@telus.net](mailto:marneh@telus.net)  
780-436-6044

Based in Edmonton.  
Willing to travel.

Nationally Chartered Mediator (ADRIC), Registered Family Mediator (AFMS), Conflict Resolution Certificate (Justice Institute of BC), Certified Trainer (Mediation Training International), Instructor (University of Alberta Faculty of Business). Instructor, Coach and Assessor (ADRIA).

Marne has more than 19 years' experience with collaborative processes-mediating community, civil court claims, family, divorce, custody and access and workplace disputes. Training, assessing and coaching in interest-based mediation, facilitation, negotiation, interpersonal conflict resolution and communication for public service organizations, business, educational institutions, non-profit societies, and private clients.

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**Janice Tye**  
**B.Sc., M.B.A., CA**

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403-880-0770

Available in the greater Calgary  
Area. Willing to travel.

Janice serves as a mediator, facilitator or independent (neutral) chair for meetings that are designed to help participants hear one another, build understanding, resolve differences and find solutions. Janice has a Certificate in Conflict Resolution (Mediation) from the Justice Institute of BC and holds a Chartered Mediator designation from ADR Canada. She has served on the Civil Court mediation roster since 2008 and has conducted over 150 mediations involving a wide range of commercial, personal and contract issues. Janice is experienced in divorce mediation, facilitating community disputes, workplace discussions and large group facilitations.

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**Nick Tywoniuk**  
**C. Med, C. Arb,**  
**Ph.D., P.Eng.**

[ntywon@atymes.ca](mailto:ntywon@atymes.ca)  
780-487-8410  
780-914-3274 (mobile)

Based in Edmonton.  
Willing to travel.

As a Chartered Mediator and Chartered Arbitrator, Nick has 20 years of conflict-resolution experience in a variety of areas, in public and private sectors, including international and multi-party. Nick has completed more than 400 mediations and more than 30 arbitrations (including government, administrative tribunals); arbitration skills are highly complementary to mediation skills. He has been active in the civil courts mediation program since its inception in 1998, mediating routine business cases as well as highly, emotionally-charged issues. Comfortable working with two people or 20 to 50; and often facilitates multi-party mediations. Nick has a very good

understanding of police responsibilities and operations; and personally held jobs having inspection and regulatory roles.

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**Jennifer Warren**  
**Q. Med.**

[jennifer.warren@me.com](mailto:jennifer.warren@me.com)  
780-904-7996

Edmonton & area.

Jennifer has been a mediator since 1999 and has experience working with diverse groups in many types of situations. Holds the professional designation of Qualified Mediator (Q. Med) from the ADR Institute of Canada, and has over 300 hours of conflict management training, including courses in Community Mediation and Restorative Justice.

In her private practice, Jennifer works with families, communities, and workplaces. Jennifer is also a mediator in the Alberta Justice Provincial Court Civil Claims Mediation program, the Mediation and Restorative Justice Centre's Community Mediation program, and Agriculture Canada's Farm Debt Mediation program. Jennifer is an experienced coach and instructor for several organizations, including the ADR Institute of Alberta, the University of Alberta School of Business, and Edmonton Public Schools.

[www.collaborativecommunication.ca](http://www.collaborativecommunication.ca)

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**Pat Withers**  
**C. Med., M.B.A.**

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403-255-2552  
403-818-0706 (mobile)

Meeting space available in SW  
Calgary. Willing to travel.

Pat is an accomplished chartered mediator and arbitrator in Calgary, Alberta, with an extensive legal, entrepreneur and business background with 25+ years' experience in oilfield service, commercial and residential real estate, construction and management consulting.

Pat has been practicing as a private mediator for over 12 years and mediates for Alberta Justice, Civil Court in Calgary and Grande Prairie. She has mediated hundreds of cases involving a variety of subject matters – commercial, construction, family/divorce, condo, real estate, wills and estates, senior/elder and employment matters.

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