

CONNECTICUT COUNCIL FOR NON-ADVERSARIAL DIVORCE
MINIMUM PRACTICE STANDARDS
FOR COLLABORATIVE PRACTITIONERS AND MEDIATORS
and
MEMBERSHIP CRITERIA

The Connecticut Council for Non-Adversarial Divorce (CCND) is the non-profit professional association of Connecticut family mediators and collaborative divorce professionals. CCND members comprise attorneys, mental health professionals, and financial specialists.

Our mission is to change the way people divorce or separate in Connecticut by reducing conflict and improving the lives of family members, especially children:

- Promote dignified, respectful, and private processes through mediation and collaborative divorce;
- Establish and preserve the highest standards of practice and integrity
- Require and facilitate professional education for its members
- Promote non-adversarial conflict resolution
- Increase awareness of alternatives to litigation

If interested in becoming a CCND member, please complete and submit a [CCND Application](#). Applicants will be notified of their acceptance following the review of their application and sent a payment link at that time. Acceptance is contingent upon agreement to adhere to the below practice standards outlined in I below, and fulfillment of the membership criteria outlined in II below.

I. PRACTICE STANDARDS

A. **The collaborative practitioner and mediator** agree to accept CCND's mission statement.

B. **The collaborative practitioner and mediator** agree to practice in a manner consistent with:

[CCND Standards on Mediation and the Unauthorized Practice of Law](#)
[CCND Best Practices for Review/Consulting Counsel and for Drafting Counsel in Mediations](#)
[APFM Standards of Practice for Professional Family Mediators](#)
[Model Standards of Practice for Family and Divorce Mediation adopted by APFM, AFCC, ABA](#)

C. **The collaborative practitioner additionally** agrees to practice in a manner consistent with:

[International Academy of Collaborative Professionals Standards and Ethics](#)

II. MEMBERSHIP CRITERIA

A. Attorneys

1. Are required to hold a law license and be in good standing with the administrative body regulating and governing the attorney within their jurisdiction.

2. **Family mediators:** To be accepted and recognized by CCND as family mediators, attorneys must have completed:

- At least 40-hours of basic family and/or divorce mediation training, with an emphasis on client-centered, facilitative conflict resolution.

3. **Collaborative practitioners:** To be accepted and recognized by CCND as collaborative practitioners, in addition to completing 40 hours of basic family and/or divorce mediation training with an emphasis on client-centered, facilitative conflict resolution, attorneys must also have completed or complete:

- At least 12 hours of basic collaborative law training

OR

- At least 12 hours of introductory interdisciplinary collaborative training

B. MENTAL HEALTH PROFESSIONALS

1. Are required to hold at least one professional license in good standing as a:

- Licensed Clinical Social Worker - LCSW
- Licensed Marriage and Family Therapist - LMFT
- Licensed Psychologist – PhD or PsyD
- Licensed Psychiatrist - MD
- Licensed Professional Counselor - LPC
- OR such other equivalent license and advanced degree in a state's, province's, or country's recognized clinical mental health field that is regulated by a governing body under a code of ethics.

2. **Family Mediators:** To be accepted and recognized by CCND as family mediators, mental health experts must have completed:

- At least 40 hours of basic family and/or divorce mediation training, with an emphasis on client-centered facilitative conflict resolution.

3. **Collaborative Practitioners:** To be accepted and recognized by CCND as collaborative practitioners, in addition to completing 40 hours of basic family and/or divorce mediation training with an emphasis on client-centered, facilitative conflict resolution, mental health professionals must *also* have completed or complete:

- **At least 12 hours of introductory interdisciplinary collaborative training**

AND

- Have a background, education, and experience in:
 - Family systems
 - Individual development
 - Assessment and intervention in the family dynamics of separation and pre- and/or post-divorce
 - For child specialists: clinical experience in child development and an in-depth understanding of children's issues in divorce

C. FINANCIAL SPECIALISTS

1. Are required to hold one of the following professional licenses or designations in good standing as:

- CFP – Certified Financial planning
- CPA – Certified Public Accountant
- CMA – Certified Management Accountant
- ChFC – Chartered Financial Accountant
- CDFA™ - Certified Divorce Financial Analyst
- FDS – Financial Divorce Specialist
- CFDS™ - Certified Financial Divorce Specialist
- OR other such equivalent license or designation in a state or country that is regulated by a governing body under a code of ethics and requires a broad-based financial background as well as continuing education.

2. **Family Mediators.** To be accepted and recognized by CCND as family and/or divorce mediators, financial specialists must have completed:

- At least 40 hours of basic family and/or divorce mediation training, with an emphasis on client-centered, facilitative conflict resolution.

3. **Collaborative practitioners.** To be accepted and recognized by CCND as collaborative practitioners, in addition to having completed 40 hours of basic family and/or divorce mediation training with an emphasis on client-centered, facilitative conflict resolution, financial specialists must *also* complete:

- At least 12 hours of introductory interdisciplinary collaborative training

AND

- Have a background, education, and experience in:
 - Fundamentals and financial aspects of divorce
 - Cash management and spending plans
 - Income tax
 - Investments

- Real Estate
 - Insurance
 - Property Division
 - Individual and family financial planning concepts
 - Estate planning
- Have further education in the financial fundamentals of divorce and a basic understanding of family law in his/her own jurisdiction, including:
 - Divorce procedures
 - Property – valuation and division
 - Pensions and retirement plans
 - Budgeting – income and expenses
 - Child and spousal support
 - Future income projections
 - Financial implications of different scenarios for settlement

III. MEMBERSHIP CATEGORIES:

- a. **INDIVIDUAL:** Meets all above criteria. This membership includes a directory listing.
- b. **PROVISIONAL MEMBERSHIP:** Any individual who meets all CCND membership criteria outlined in II above, except for the completion of the specific training requirements may become a provisional member of CCND. Provisional membership will be available for a period of one year from the payment of dues to allow the provisional member to meet training requirements. Required training **MUST** be completed within 1 year of joining CCND. Provisional members enjoy continued access to CCND communications, events, and resources but will not be listed in the professional directory.
- c. **GRADUATE STUDENT MEMBERSHIP:** Graduate students who are actively pursuing a degree in law, mental health, or finance in one of the degrees set forth above in Section II, are eligible for free student membership in CCND. This membership is available throughout the duration of their graduate studies and continues for up to one (1) year following graduation. Upon graduation, student members are encouraged to transition to full or provisional membership, depending on the training requirements completed. Graduate student members enjoy continued access to CCND communications, events, and resources but will not be listed in the professional directory.
- d. **RETIRED MEMBERSHIP:** Retired membership is available to individuals who were previously active CCND members and are no longer engaged in the practice of mediation or collaborative divorce but wish to remain involved in the CCND community. Retired members enjoy continued access to CCND communications, events, and resources but will not be listed in the professional directory.

