



Conflict Resolution Professionals

Virginia Mediation Network
2018 Annual Fall Training Conference

*Resolving Conflict: Challenges and Opportunities
that Impact Our Communities*



September 22-23, 2018

University of Richmond Jepson Alumni Center
Richmond, Virginia

VIRGINIA MEDIATION NETWORK FALL CONFERENCE

2018 Virginia Mediation Network Board

Otis Jarvis, President

**Karen Richards, Immediate Past President, Legislative Committee
Co-Chair, Conference Committee**

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Charis Sherman



2018 Virginia Mediation Network Conference Committee

Dan Hand, Conference Committee Co-Chair

Susan Buckley, Conference Committee Co-Chair

Moné Rowan-Ardura

Karen Richards

Brenda Booth Lowry

Program Agenda
Saturday, September 22, 2018

Registration & Light Breakfast: 7:00AM - 8:00AM

Atrium

Keynote Speaker: 8:00AM-9:00AM

Dr. Antionette Irving, Sheriff - City of Richmond, Mediator CMG Foundation

Robins Pavilion

Session One: 9:15AM - 10:45AM

A-1 Parallel Universes: Applying Mediation Skills in Our Communities

Quigg

Lawrie Parker, Executive Director, Piedmont Dispute Resolution Center

Reverend Dr. James R. Kelly

A-2 Regenerative Justice

Rosenbaum

Toran Hansen, PhD, Associate Professor, Salisbury University

Session Two: 11:00AM - 12:30PM

B-1 The Role of Emotional Intelligence in Mediation

Quigg

Andrea Palmisano, PhD, Mediator

B-2 There's an App for That: Online Resources for Mediators and Their Clients

Rosenbaum

Kim Graham, Mediator, Limitless Possibilities Mediation Services

Sara McAllister, Mediator, Limitless Possibilities Mediation Services

LUNCH/ VMN Annual Business Meeting: 12:30PM-1:30PM

Robins Pavilion

Session Three: 1:30PM - 3:00PM

C-1 What? So What? Now What? The Role of Self Reflection in Mediator Professional Development

Quigg

Jeannette Twomey, J.D., President, Mediate Virginia, LLC

C-2 2018 General Assembly Plays with Child Support

Rosenbaum

Mitchell Broudy, Senior Assistant Attorney General, DCSE

Danny Burk, Esq., President, Resolution Point LLC

Carol McCue, Dispute Resolution Program Director Richmond Juvenile & Domestic Relations Court

Session Four: 3:15PM - 4:45PM

D-1 Public Policy Mediation - A Supplement to the Legislative Process

Quigg

Mark Rubin, Executive Director, Virginia Center for Consensus Building, VCU

Preston Bryant, Senior Vice President, McGuire Woods Consulting

D-2 2018 General Assembly Plays with Child Support...and You Can Too! **Rosenbaum**
Mitchell Broudy, Senior Assistant Attorney General, DCSE
Danny Burk, Esq., President, Resolution Point LLC
Carol McCue, Dispute Resolution Program Director Richmond Juvenile & Domestic Relations Court

Networking and Cocktail Hour 5:00PM - 6:00PM **Atrium**

VMN Board Meeting 6:15PM

Program Agenda
Sunday, September 23, 2018

Breakfast: 7:30AM **Atrium**

BookZone: 7:45AM - 8:45AM **Quigg**
Jeannette Twomey, J.D., President, Mediate Virginia, LLC

Session Four: 9:00AM - 10:30AM

E-1 Peer Mediator Consultation **Quigg**
Karen Richards, Mediator, Trainer

E-2 The Art of Mediating with Couples who Do – or Don't **Rosenbaum**
Negotiate Effectively with Each Other
Larry Gaughan, J.D., Mediator

Ethics: 10:45AM - 12:45PM
Staying Out of Trouble:
Seeking Practical Solutions to Sticky Ethical Situations **Robins Pavilion**
Norval D. ("John") Settle, MPA, J.D.
Karen Richards, Mediator, Trainer

All CME & CLE approvals listed on page 5.

2018 CME & CLE Approval Listings

Keynote: Resolving Conflict— Restorative Communities

1.0 non-ethics CME

A-1 Parallel Universes: Applying Mediation Skills in Our Communities

1.5 non—ethics CME

A-2 Regenerative Justice

1.5 non—ethics CME

B-1 The Role of Emotional Intelligence in Mediation

1.5 non—ethics CME

B-2 There's an App for That: Online Resources for Mediators and Their Clients

1.5 non-ethics CME

C-1 What? So What? Now What? The Role of Self Reflection in Mediator Professional Development

1.5 non—ethics CME

C-2 2018 General Assembly Plays with Child Support

1.5 non—ethics CME

1.5 CLE

D-1 Public Policy Mediation - A Supplement to the Legislative Process

1.5 non—ethics CME

D-2 2018 General Assembly Plays with Child Support...and You Can Too!

1.5 non—ethics CME

1.5 CLE

BookZone Fall 2018

1.0 non-ethics CME

E-1 Peer Mediator Consultation

1.5 non—ethics CME

E-2 The Art of Mediating with Couples who Do – or Don't Negotiate Effectively with Each Other

1.5 non—ethics CME

1.5 CLE

Ethics: Staying Out of Trouble: Seeking Practical Solutions to Sticky Ethical Situations

2.0 Ethics CME

Workshop Descriptions Fall Conference 2018

A-1

Regenerative Justice

This presentation will outline a new form of justice, called regenerative justice. Regenerative justice blends restorative with generative justice, which involves helping participants in victim-offender mediation sessions to build new positive life meanings, particularly meanings that have to do with wrongdoing itself and the process of "making things right", in order to enable them to better cope with new life circumstances and pursue a more peaceful life path moving forward. The practice of Logotherapy, coming from the Psychologist Viktor Frankl, informs this analysis and provides practical strategies to facilitate the meaning-building process. We will therefore explore both the theory of regenerative justice, as well as practical guidelines to bring this unique practice to life.

A-2

Parallel Universes: Applying Mediation Skills in Our Communities

This session highlights how mediators from the Piedmont Dispute Resolution Center (PDRC) helped strengthen the relationship between African American residents and law enforcement in Warrenton, VA by applying the basic skills of active listening, effective questioning, clarifying needs, reaching common ground and providing a safe space for everyone to speak their truth. Workshop participants will be challenged to apply the techniques used by PDRC mediators in their own practice and in their communities.

B-1

The Role of Emotional Intelligence in Mediation

This course will provide participants with knowledge regarding how emotional intelligence affects individuals' behavior in mediation, both from the clients and mediators' perspective. Participants will take an emotional intelligence self-assessment inventory and discuss ways to improve their own emotional intelligence skills related to the mediation process.

B-2

There's an App for That: Resources for Mediators and Their Clients

Technology has the capability to help people in conflict to communicate stay up to date and make payment plans, schedules and decisions with minimal interaction. This can help them to maintain boundaries and limit future conflict. This workshop will look at the apps/online tools available to mediation participants in both general and family cases. Attendees will also discuss our role as mediators in introducing clients to these helpful resources.

Workshop Descriptions Fall Conference 2018

C-1

WHAT? SO WHAT? NOW WHAT? The Role of Self Reflection in Mediator Professional Development

In this workshop, we will explore the concept of self-reflection as a component of mediator professional development. The formation of a professional identity as a mediator does not come at the flip of a switch. It is like the never-finished poem or work of art – something you contribute to over a long period of time, knowing that it will never be perfect.

C-2

2018 General Assembly Plays with Child Support:

Just when you were getting comfortable with the last round of changes to the Virginia Child Support calculations, the 2018 Virginia General Assembly amended the statute to codify methods for calculating several parenting arrangements that were not covered by the statute. Now there is a required method to calculate support where some children have a "shared" schedule while other children of the same parents have a "sole" schedule. And there's now a way to calculate what happens when there is more than one "shared" schedule for more than one child. Learn about the changes and how to do the new calculations. The "Rapid Fire" quiz will help you figure out which of the six possible new worksheets to pick from. And there'll be a demonstration of the updated online free tool (VaSupportCalc) to do the calculations.

D-1

Public Policy Mediation - A Supplement to the Legislative Process

This session will look at public policy mediation as a supplement to the legislative and regulatory process. Statutory authorization and the applicability of FOIA to such mediations will be discussed. The difference between public policy mediation and mediations arising out of litigation and family matters will be highlighted as well. Examples from past mediation processes will be used to illustrate key concepts.

D-2

2018 General Assembly Plays with Child Support...And You Can Too!:

Get your math geek on. We'll do calculations both with pencil and paper and then with online and Excel spreadsheet calculators. This hands-on presentation will include a number of complex calculations that you'll do with the help of the panel. By the time we're done, you'll understand the new legislation and tools you can use to do the calculations. We'll look at the new guideline possibilities along with some out-of-the-ordinary and overlooked fact situations that may generate "exceptions" to the standard calculation results. Bring a calculator, pencils (and erasers—just in case!), paper AND a computer or tablet with WiFi capability so you can access the Internet. (A cellphone with Internet access won't be helpful!) Even better, if your computer has Excel, you'll get twice as much from this class.

Workshop Descriptions Fall Conference 2018

Bookzone

The Bookzone will be a one hour facilitated discussion of **Inside Out** by Gary J. Friedman(American Bar Association, 2014). The focus of the book is *Self Reflection for Conflict Professionals Intensive (SCPI, pronounced skippy)*. SCPI is a program developed by Friedman and Himmelstein, both of whom are experienced lawyers and mediators. They collaborated with a Zen Buddhist teacher, priest, and poet, Norman Fisher.

E-1

Peer Mediator Consultation

In this workshop participants will explore "critical moments" in their mediation cases and reflect on how these critical moment interventions affected the mediation's outcome. The workshop uses facilitated dialogue for the discussion and is based on material from Michael Lang and Alison Taylor 's book, *The Making of a Mediator*.

E-2

The Art of Mediating with Couples who Do – or Don't – Negotiate Effectively with Each Other

It makes a difference in mediating divorce agreements whether the couple can negotiate effectively with each other, or whether their negotiating is seriously or somewhat dysfunctional. This session covers the degree of effective or dysfunctional negotiating that mediators encounter. It also reviews the difference in mediating strategies depending on the different ways in which spouses negotiate.

Ethics

Staying Out of Trouble: Seeking Practical Solutions to Sticky Ethical Situations

Some of the more frequent ethical issues mediators face are those related to self-determination and impartiality. This interactive session will explore some of those issues, and focus both on preventing trouble as well as solving difficulties when they arise -- especially in terms of applying our standards of ethics. We'll focus on realistic and practical scenarios, and we invite you to bring your own for discussion!

Speaker Biographies

Preston Bryant, Senior Vice President, McGuire Woods Consulting

Preston Bryant is a Senior Vice President McGuire Woods Consulting, where he advises clients on regulatory affairs, infrastructure and economic development, and environmental and energy matters. He served in the Virginia House of Delegates from 1996 to 2006 and in Governor Tim Kaine's cabinet as Secretary of Natural Resources from 2006 to 2010. Mr. Bryant is a certified mediator and often provides public policy mediation services to Virginia state agencies. He is a graduate of Randolph-Macon College, the University of Richmond, and the University of London.

Mitchell Broudy, Senior Assistant Attorney General DCSE

Mitch Broudy has been practicing law since 1985 in various capacities – private practitioner, assistant commonwealth's attorney, assistant public defender, GAL, and a Senior Assistant Attorney General representing Virginia Division of Child Support Enforcement in Virginia Beach and the Eastern Shore. He has been with the Virginia's Office of the Attorney General's office full-time for the past sixteen years. He was former Chairman of the Virginia State Bar Family Law Section. Contact Info: 757-408-9773 Cell Phone. Email: mitchell.broudy@dss.virginia.gov.

Danny Burk, Esq., President, Resolution Point LLC, developer of VaSupportCalc.com

Danny Burk is the founder and President of Resolution Point in Northern Virginia providing mediation services with a primary focus on divorces with complex financial situations. He is a Virginia Certified Mediator for Family (JDR, Circuit) and Civil (GDC and Circuit) and a mentor for new mediators. He is also a Certified Divorce Financial Analyst™ and a Virginia and DC attorney. Mr. Burk is a past President and a former member of the Board of Directors of the Virginia Mediation Network. He developed and maintains the VaSupportCalc.com website and child support and spousal support Android and Apple applications. Mr. Burk received his A.B. and J.D. from Cornell University.

Larry Gaughan, J.D., Mediator

Larry Gaughan is the Professional Director, Family Mediation of Greater Washington, Reston, Virginia (founded in 1980). Former law professor at Virginia, Washington & Lee, and George Mason Law Schools. Member, Professional Mediation Board of Standards, Academy of Professional Family Mediators. Martindale-Hubbell rated as "AV® Preeminent™." Certified family mediator by Virginia Supreme Court since certification commenced in 1993. Member since 2009, International Academy of Collaborative Practice. Scholar in residence, Georgetown Family Center, 1979-1980. Member, VMN. Founder, www.CreativeDivorce.net, a public interest website.

Toran Hansen, PhD, Associate Professor, Salisbury University

Toran is currently and Associate Professor of Conflict Analysis and Dispute Resolution at Salisbury University. He has peer-reviewed publications that focus on restorative, transitional, and regenerative justice, but also has publications outlining: holistic peace, critical conflict resolution, evidence-based conflict management, conflict transformation, and generalist conflict resolution practice. He is the author of *The Generalist Approach to Conflict Resolution: A Guide Book*.

Speaker Biographies

Dr. Antionette V. Irving, Sheriff City of Richmond, Mediator

On January 1, 2018, Dr. Antionette V. Irving became Sheriff of the City of Richmond facilitating one of the largest Sheriff's Offices in the Commonwealth. Sheriff Irving is a proud native of the City of Richmond and product of the public school system. She grew up in the city's Creighton Court public housing complex, where she learned the values of respect and discipline that have served her throughout her career. Sheriff Irving enjoyed a 26+ year career in the Henrico Sheriff's Office and was the first woman to be promoted to the rank of Major in either the Henrico Sheriff's Office or Police Department. Sheriff Irving is a committed mentor, civic leader, and philanthropist in the City of Richmond, volunteering within the community and through the Saint Paul's Baptist Church and the Salvation Army Boys and Girls Club. A strong proponent of education, she strives to encourage young people to develop values, self-esteem, character, and discipline through AVI Foundation, which she founded and where she serves as President. In addition to her BA in Criminal Justice from Shaw University, Sheriff Irving earned her Master of Science in Administration from Central Michigan University, and her PhD in Business Administration with a concentration in Criminal Justice from Northcentral University.

Reverend Dr. James R. Kelly

Reverend Dr. James R. Kelly was educated in the schools of Pennsylvania, Indiana, and Florida. As an attorney of corporation law, Reverend Kelly traveled the globe extensively, settling in Virginia. Reverend Kelly completed his biblical studies at the Fredericksburg Bible Institute and Virginia Union University School of Religion in the State of Virginia, and "ULC" in the State of Washington and was installed as pastor of the Silver Hill Baptist Church in Bealeton, Virginia in 2012. He has an extensive evangelism ministry and is active in many local and state organizations including the Piedmont Dispute Resolution Center, the Warrenton Police Department and is a Certified Chaplin in Fauquier Health. He is currently president of the (NAACP) National Association For The Advancement of Colored People – Fauquier County Virginia Chapter. He is currently a general district court mediator-in-training.

Carol McCue, Dispute Resolution Program Director Richmond Juvenile & Domestic Relations Court

Carol McCue is the Dispute Resolution Program Director at the Richmond Juvenile & Domestic Relations Court. Ms. McCue began mediating in 1990; her experience includes civil, employment, custody, visitation, child support, dependency, and truancy issues. Ms. McCue previously supervised the employment office and was the Employee Relations Senior Analyst for the Virginia Department of Transportation. She also directed Virginia's Employment Mediation Program for the Virginia Department of Employee Relations Counselors. She is a trainer for General District Court and J&DR Court mediation certification courses, as well as a variety of mediator recertification courses. Ms. McCue is a past Secretary and a former member of the Board of Directors of the Virginia Mediation Network, and a past president of the Central Virginia Mediation Network. Ms. McCue received her MBA from Virginia Commonwealth University and her BA from the College of William and Mary.

Andrea Palmisano, PhD, Mediator

Andrea Palmisano holds a PhD in Psychology and certifications in both general and family mediation. She is an Assistant Professor of Psychology at Tidewater Community College as well as a mediation mentor and trainer (General and Family Mediation, Domestic Violence, and various recertification courses).

Speaker Biographies

Lawrie Parker, Executive Director, Piedmont Dispute Resolution Center

Lawrie Parker has been then Executive Director, Piedmont Dispute Resolution Center (PDRC), Warrenton, Virginia since its inception in 1990. Ms. Parker has been involved in mediation and restorative justice for 29 years as a certified mediator, mentor, trainer and program developer. She has worked in schools for 26 years as a trainer and program developer of peer mediation and restorative practices, including in Fauquier and Prince William Counties and Alexandria City Public Schools. She sits on the Supreme Court of Virginia's Dispute Resolution Advisory Council and Mediator Complaint Panel. Her awards include the Supreme Court of Virginia Award for Outstanding Achievement in Community Mediation, Virginia's 50 Influential Women by Virginia Lawyers Media, and the Distinguished Mediator Award from the Virginia Mediation Network. Ms. Parker holds a B.A. from the University of Michigan and an M.B.A. from the University of Mary Washington.

Karen Richards, Mediator, Trainer

Karen H. Richards, of Karen Richards Training & Mediation LLC, has worked as a mediator and conflict resolution and communication trainer since 1993 serving thousands of individuals, families and public and private organizations through training, mediation and facilitation. Ms. Richards is a Virginia Certified general and family mediator, mentor, and trainer, and provides mediation services in southeastern Virginia. She also serves as a Workplace Mediator for the Virginia Department of Human Resource Management Office of Employment Dispute Resolution's statewide workplace mediation program. Ms. Richards is certified to administer and deliver the Myers-Briggs Type Indicator (MBTI®), Steps 1® and 2® and enjoys working with individuals and organizations using the MBTI®.

Ms. Richards is the Immediate Past President of the Virginia Mediation Network and has served on the Board of Directors of the organization since 2012.

Mark Rubin, Executive Director, Virginia Center for Consensus Building, VCU

Mark Rubin is a certified mediation, lawyer, former lobbyist at the Virginia General Assembly, and former state government official. He is currently the Executive Director of Virginia Center for Consensus Building at Virginia Commonwealth University. In this position, he focuses on conducting stakeholder negotiations around legislative and regulatory matters as well as mediation matters in litigation that involve local and state government entities and public policy disputes.

Norval D. ("John") Settle, MPA, JD

John Settle is a certified mediator and mentor mediator. He is lucky to have mediated for over a quarter century, beginning as a family mediator and later specializing in workplace disputes. He mediates and trains for the Northern Virginia Mediation Service and the CMG Foundation (and is a Board Member of the latter). He has mediated for several offices of the US EEOC (presently including the EEOC's new "WISE" program), and for many Federal and Virginia agencies. He has served as an Ombuds, and as a mentor for the Federal Senior Executive Association (he holds the Presidential award of Meritorious Executive in the Senior Executive Service). He is among the faculty of George Washington University's Center for Excellence in Public Administration, and has taught negotiation skills for GWU's Law School. He is a former President of VMN. He currently serves on Virginia's Mediator Complaint Hearing Committee.

Speaker Biographies

Jeannette Twomey, J.D., Mediator

Jeannette Twomey is a Virginia-certified mediator who practices in Vienna, Virginia. She specializes in difficult family and workplace conversations. For more than twenty years, she has worked as a neutral third party, helping individuals work together to clarify issues, plan for the future, and resolve conflict.

Jeannette regularly teaches courses and workshops about collaboration and problem-solving processes. She taught negotiation and mediation at American University's Washington College of Law for ten years (2005-2015) and has been a conflict resolution trainer for Northern Virginia Mediation Service since 1994.

An active participant in the development of mediation in Virginia, Jeannette received the 2014 Distinguished Mediator Award from the Virginia Mediation Network, the 1994 Mediator of the Year Award, and the 2009 Trainer of the Year Award from Northern Virginia Mediation Service. She led in creating a Mediator Peer Consultation Program in Virginia (2003) to encourage reflective practice and professional development. She served on the Advisory Council for the Virginia Department of Dispute Resolution Services (2005-2014) and on the DRS Mediator Ethics Review Committee (2007-2010).

Jeannette is a member of the Virginia State Bar, the Association for Conflict Resolution, the Virginia Mediation Network, and the National Eldercare Mediator Network. Her undergraduate degree is from Hollins University and her law degree, from The American University's Washington College of Law.

VMN 2018 Fall Training Conference Registration

First Name: _____ Last Name: _____

Name for Badge: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Vegetarian lunch on Saturday? ____ Yes ____ No

If attending One Day only, please choose one: ____ Saturday ____ Sunday

VMN has gone "Green" for the 2018 Fall Conference. You will receive information about downloading the conference materials once you have registered. Printed conference materials will be available for an extra fee included in the registration price listed below. Printed Materials will be given out the day of the Conference.

Registration fee includes: Continental breakfasts (Sat. & Sun.); Lunch (Saturday only); Breaks.

	VMN Member Rates	Non-VMN Member Rates*	
Conference Registration:			
Full Conference (Without Printed Materials):	\$270	\$395*	\$ _____
Full Conference (With Printed Materials):	\$300	\$425*	\$ _____
One Day Only (Without Printed Materials):	\$175	\$275*	\$ _____
One Day Only (With Printed Materials):	\$205	\$305*	\$ _____
Student Rate (Without Printed Materials):	\$100	\$120*	\$ _____
Student Rate (With Printed Materials):	\$130	\$150*	\$ _____
Late Registration Fee: (Required After September 7, 2018)		\$25	\$ _____
		TOTAL \$	_____

Check Payable to VMN VISA MASTER CARD

NAME ON CARD: _____

ACCOUNT# _____ EXP DATE: _____

SIGNATURE: _____ 3 Digit Security Code _____

Mail completed form to:
Virginia Mediation Network
P.O. Box 29007
Henrico, Virginia 23242

**OR Save Time and Register Online at www.vamediation.org.
Click on Conference Tab for link to online registration!**

Conference Location:
University of Richmond
Jepson Alumni Center

49 Crenshaw Way
Richmond, Virginia 23173



Hotels near University of Richmond:

The Westin

6631 West Broad Street
Richmond, Virginia 23230
800-937-8461

Courtyard Marriot

6400 West Broad Street
Richmond, Virginia 23230
804-282-1881

Hampton Inn & Suites

5406 Glenside Drive
Richmond, Virginia 23228
804-756-1777

Embassy Suites

2925 Emerywood Pkwy.
Richmond, Virginia 23294
804-672-8585

Cancellations and Refunds:

All requests for refunds of conference registration must be made in writing and must be received before September 7, 2018 for a full refund less a \$50 administrative fee. Because financial arrangements with the vendors will be completed by this time, no refunds will be made for cancellations received after September 7, 2018. However, substitutions may be accepted upon written request subject to availability.



2018 Membership Application

Membership Expires

December 31, 2018

Conflict Resolution Professionals

Last Name: _____

First Name: _____ Nickname: _____

Email: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Website for Enhanced Membership: _____

MEMBERSHIP RATES

2018 Membership Options (January 1, 2018 - December 31, 2018)

Basic Membership \$125 _____

Enhanced Membership \$175 _____

Student Membership \$50 _____

TOTAL ENCLOSED: \$ _____

Payments: Check Payable to VMN VISA MASTERCARD

CREDIT CARD NUMBER _____

EXPIRATION DATE _____ 3 DIGIT CODE (on back of card) _____

SIGNATURE _____

Mail To:

Virginia Mediation Network

P.O. Box 29007

Henrico, Virginia 23242

Phone: (571)399-8660 or 804-316-5271

Save Time and Register Online!

For Online Registration go to www.vamediation.org and

Click on Membership Tab, the Become A Member.