



*Conflict Resolution Professionals*

Virginia Mediation Network  
2019 Fall Training Conference

***Empowering Ourselves for the Future***



September 28-29, 2019

University of Richmond Jepson Alumni Center  
Richmond, Virginia

# **VIRGINIA MEDIATION NETWORK FALL CONFERENCE**

## **2019 Virginia Mediation Network Board**

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## **2019 Virginia Mediation Network Conference Committee**

**Daniel Hand, Conference Committee Chair**

**Karen Richards**

**Dale Robinson**

**Brenda Booth Lowry**

**Pamela Struss**

**Jeanne Mann**

## Program Agenda

Saturday, September 28, 2019

**Registration & Light Breakfast: 7:30AM - 8:15AM**

**Atrium**

**Keynote Speaker: 8:30AM-9:00AM**

**Toward More Inclusive Practices in Conflict Resolution**

Jacque Johnson, Professional Development Coordinator, VCIC

**Robins Pavilion**

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

**A-1 Managing Forgiveness Issues in Mediation While Respecting Self Determination Quigg**

David T. Deal, J.D., Mediator, Trainer

**A-2 Mediating Safely When Domestic Violence is an Issue Rosenbaum**

Hilda Roundtree, Mediator, Trainer, CMG Foundation

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

**B-1 Running a Successful Mediation Practice Quigg**

Virginia Colin, Ph.D., Colin Family Mediation Group, LLC

**B-2 A Review of ACE Study: Learning How Early Trauma Impacts Later Behavior Rosenbaum**

Andrea Palmisano, Ph.D., Associate Professor of Psychology, Tidewater Community College

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

**Robins Pavilion**

**Session Three: 1:45PM - 3:15PM**

**C-1 Mediate to Learn Quigg**

Sarah P. "Sally" Campbell, J.D., Manager - DRS, Mediator, Trainer

Mandy R. Sarkissian, ADR Analyst - DRS, Mediator, Trainer

**C-2 The Alternatives in Alternative Dispute Resolution Rosenbaum**

Brenda Waugh, J.D., Mediator, Trainer

**Session Four: 3:30PM - 5:00PM**

**D-1 Peer Mediator Consultation Quigg**

Karen Richards, Mediator, Trainer

**D-2 Power Tools for the Mediation Process or Powerful Mediation Rosenbaum**

Mitzi Hartwell, Mediator, The Resolve Center, LLC

Bettina Altizer, J.D., Altizer Law, P.C.

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

**Atrium**

**Program Agenda**  
**Sunday, September 29, 2019**

**Breakfast: 7:30AM**

**Atrium**

**BookZone: 8:00AM - 9:00AM**

**Quigg**

**Influence by Robert Cialdini**

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

**Session Four: 9:15AM - 10:45AM**

**E-1 Rainbow Connections: LGBTQ Populations—Increasing Awareness and Understanding for More Inclusive Mediation Practices**

**Quigg**

Beth Roper, MSW, LCSW, Mediator CMG Foundation

Shannon McKay, Director, He She Ze and We

**E-2 Having Fun in the Kitchen with Mediation**

**Rosenbaum**

Lyla Zeidan, J.D., Zeidan & Zeidan, LLC

Waheba Zeidan, J.D., Zeidan & Zeidan, LLC

**Ethics: 11:00AM - 1:00PM**

**It All Comes Back to Quality**

**Robins Pavilion**

Sarah P. "Sally" Campbell, J.D., Manager - DRS, Mediator, Trainer

Mandy R. Sarkissian, ADR Analyst - DRS, Mediator, Trainer

**All CME approvals listed on page 5.**

## 2019 CME Approval Listings

**Keynote** Toward More Inclusive Practices in Conflict Resolution

**Approved 0.5 CME Non Ethics**

**A-1** Managing Forgiveness Issues in Mediation While Respecting Self Determination

**Approved 1.5 CME Non Ethics**

**A-2** Mediating Safely When Domestic Violence is an Issue

**Approved 1.5 CME Non Ethics**

**B-1** Running a Successful Mediation Practice

**Approved 1.5 CME Non Ethics**

**B-2** A Review of ACE Study: Learning How Early Trauma Impacts Later Behavior

**Approved 1.5 CME Non Ethics**

**C-1** Mediate to Learn

**Approved 1.5 CME Non Ethics**

**C-2** The Alternatives in Alternative Dispute Resolution

**Approved 1.5 CME Non Ethics**

**D-1** Peer Mediator Consultation

**Approved 1.5 CME Non Ethics**

**D-2** Power Tools for the Mediation Process or Powerful Mediation

**Approved 1.5 CME Non Ethics**

**BookZone** Influence by Robert Cialdini

**Approved 1.0 CME Non Ethics**

**E-1** Rainbow Connections: LGBTQ Populations—Increasing Awareness and Understanding for More Inclusive Mediation Practices

**Approved 1.5 CME Non Ethics**

**E-2** Having Fun in the Kitchen with Mediation

**Approved 1.5 CME Non Ethics**

**Ethics** It All Comes Back to Quality

**Approved 2.0 CME Ethics**

# Workshop Descriptions Fall Conference 2019

## Keynote

### **Toward More Inclusive Practices in Conflict Resolution**

As we increasingly engage with individuals who are different from us, it is critical to think about how we live, work, and play peacefully together. Mediators can address challenges that may arise by considering intentional inclusion practices that encourage new understandings of ourselves and those around us. During this presentation, participants will reflect on their own identities, understand the value of inclusive concepts, and consider individual and community actions to foster inclusion for the benefit of conflict resolution professionals and clientele.

## A-1

### **Managing Forgiveness Issues in Mediation While Respecting Self Determination**

This program will draw on audience interaction which will be welcomed and encouraged, highlighting the experience of the presenter and members of the audience. The presentation will include a selected and annotated bibliography of materials bearing on the handling of forgiveness issues by mediators and facilitators dealing with interpersonal conflict.

## A-2

### **Mediating Safely When Domestic Violence Is an Issue**

This workshop will provide the opportunity for participants to engage in an overview of domestic violence (DV). By working through scenarios participants should be able to identify subtle and overt signs and warnings of DV; understand the advantages and disadvantages of caucus; describe methods of terminating the mediation safely, including the development of a personalized safety plan.

## B-1

### **Running a Successful Mediation Practice**

Once you have become a good family mediator, making it easy for the people who need your services to find you is in itself a public service. Learn how choosing a business name, a logo, an email address, and a postal address are tied to branding. Find out how to get a good headshot, what to put on your business cards, how to get your website off to a good start, where to add your company to directory listings, and how to ask for online reviews. Learn about paying for advertising, building a referral network, and using social media for marketing.

## B-2

### **A Review of ACE Study: Learning How Early Trauma Impacts Later Behavior**

This workshop will provide a review of the ACE ( Adverse Childhood Experiences) Study and provide participants with information regarding how early trauma impacts later behavior. A discussion regarding potential ways to incorporate ACE findings into mediation will follow.

## Workshop Descriptions Fall Conference 2019

### C-1

#### **Mediate to Learn**

This is a highly interactive session based on role-plays and group work. In this session, groups will conduct role-plays involving difficulties that often trip mediators up like unresponsive parties, bickering parties, defiant parties, parties who want to rush, and those who are really stuck on "principle." Half the attendees will co-mediate a situation and do their best to get through the difficulties presented (no termination allowed), while the other half will play the parties. The group will prepare for and reflect upon the mediation using DRS's self-reflection form (ADR-1011), the "Mediator Self-Reflection Treasury," and party feedback. The goal of this session is to gain mediator insights and growth from aware, self-reflective mediating.

### C-2

#### **The Alternatives in Alternative Dispute Resolution**

Since its inception in the 1950's ADR or Alternative Dispute Resolution methods have grown and now far exceed litigation as a means of resolving a conflict. Statistics generally claim that less than 5% of cases that are filed go to trial, and less than 2% of civil cases reach a verdict.

Parties, mediators and lawyers need to understand all of the options available to disputants so that they discuss options with clients and assist them in evaluating the best process for their situation.

### D-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 outcome. The workshop is based on material from Michael Lang's book, *The Making of a Mediator*.

### D-2

#### **Power Tools for the Mediation Process or Powerful Mediation**

The Power Tools for the Mediation Process offers Mediators with an alternative approach to mediation that utilizes the facilitative and transformative style of mediation. The program focuses on providing contracted parties with the insight and practice in skills sets necessary to resolve issues while in the mediation session and post-mediation arrangement. The Power Tools for Mediation process utilizes a systemic model that fosters party ownership in operations towards communication and issue resolution. The program uses the Systemic Training in Operating Principles Model and Power Tools Behavioral practices.

# Workshop Descriptions Fall Conference 2019

## Bookzone

### **Influence, the Psychology of Persuasion by Robert B. Cialdini, Ph.D. (Arizona State University)**

Dr. Cialdini is considered to be the seminal expert in the field of influence and persuasion. His book was first published in 1984 and was most recently revised in 2006. It is based on groundbreaking research about the ethical application of influence in business environments. Dr. Cialdini identifies six universal types of influence that cause people in everyday life to change their minds. This book has direct relevance to mediation and conflict resolution, where practitioners are trying to understand the causes and remedies for unbending, seemingly irrational, positions. (Available on Amazon for \$12.23)

## E-1

### **Rainbow Connections: LGBTQ Populations—Increasing Awareness and Understanding for More Inclusive Mediation Practices**

This workshop seeks to increase understanding of basic concepts, including definitions, vocabulary and pronoun use. It will increase awareness of potential for unintended bias in mediation. The workshop will enhance best practices for mediation with emphasis on language / vocabulary. There will be discussions led by facilitator Beth Roper.

## E-2

### **Having Fun in the Kitchen with Mediation**

This workshop is a fun and interactive session that will stretch your imagination when it comes to mediation as we relate aspects of mediation to baking. We will discuss the ingredients of an effective mediator and the directions to the 4 stages of the mediation process. The audience will discover new ways to describe and relate mediation to parties and experience first hand the importance of the right balance in mediation by baking examples.

## Ethics

### **It All Comes Back to Quality**

This hands-on course takes an in-depth look at the Virginia mediator ethical standards and how they encourage and support mediator quality. Using scenarios based on mediator complaints from the first decade of mediator certification, small groups will give the class a mini-ethics lesson based on the issues arising from their assigned complaint.



## Speaker Biographies

### **Bettina Altizer**

**Ms. Bettina C. Altizer** (Partner) was born in Uniontown, Pennsylvania. At the age of three, she decided that she wanted to be a lawyer and that desire never wavered. Bettina moved to the Roanoke Valley with her family in 1973 and graduated with high distinction from the University of Virginia in 1985 with a B.A. in American Government. Bettina graduated from the University of Virginia School of Law in 1988.

She began practicing with her father, Jack Altizer, in 1991 and they formed the Roanoke injury firm of Altizer & Altizer in Roanoke, VA. When her father retired in 2012, Bettina formed the firm of Altizer Law, P.C. Terri Welch Luzynski joined the firm in 2012. They practice exclusively in personal injury, with a special emphasis on medical malpractice, vehicle accidents, and nursing home neglect. Bettina is a five-time World champion and American and world record holder in powerlifting. At one time, Bettina was considered the world's strongest drug-free power lifter, pound for pound. She brings the same winning competitive spirit to every case. Bettina is passionate about the rights of the injured, about helping people become the best they can be, and about the power of every individual when they discover true strength of mind, body and spirit.

### **Sarah P. "Sally" Campbell**

**Sarah P. "Sally" Campbell** is the Dispute Resolution Services (DRS) manager in the Office of the Executive Secretary of the Supreme Court of Virginia, and manages the development and support of innovative dispute resolution efforts within Virginia's judicial system. Before coming to the Supreme Court in 2006, she practiced law for 13 years, focusing on family law and indigent and juvenile defense, and assisted in the development of a collaborative law practice group in central Virginia. Sally has been a certified mediator since 2000 and has mediated many court referred JDR cases and private divorce cases. From 2001 – 2005 she served on VCU's Institutional Review Board (IRB), which safeguards the rights and safety of human subjects in clinical and academic research projects, insuring that research complies with federal regulations and is conducted in accord with the highest ethical standards. Sally's first career was in information systems at Dominion/Virginia Power. She holds a B.A. in English from Davidson College and a J.D. from the University of Richmond Law School.

### **Virginia L. Colin, Ph. D.**

**Virginia L. Colin, Ph.D.**, is the founder and Director of Colin Family Mediation Group LLC in Springfield, Virginia. She is also the co-author of *The Guide to Low-Cost Divorce in Virginia* and the Immediate Past President of the Academy of Professional Family Mediators. Formerly a research psychologist, she opened a professional mediation practice in 2009. By 2014 it had grown enough to prompt her to turn it into a group practice. The group practice now has six part-time mediators serving families throughout northern Virginia.

### **David T. Deal**

**David Deal** is a lawyer licensed in Virginia and Washington, DC and a mediator certified in Virginia since 2007. Since 2007, he has mediated a wide variety of cases in Washington, DC (small claims and truancy for the DC's superior court's Multi-Door Dispute Resolution Program) and citizen-Metropolitan Police Department complaints. In Virginia he has mediated small claims cases. He has facilitated scores of juvenile school discipline matters or arrests referred to Northern Virginia Mediation Services(NVMS). Since 2007, he has served as co-coordinator of the NVMS restorative justice program. David has mentored newly trained facilitators, conducted training for diverse audiences in Fairfax County and offered Introduction to Restorative Justice at Law Schools in Virginia and Washington, DC.

## Speaker Biographies

### **Mitzi Hartwell**

**Mitzi Hartwell** is a graduate of Radford University. While a student, she ran for Radford University's cross-country team. She was inducted into Radford University's Hall of Fame in 2008 for her athletic accomplishments. Mitzi has accumulated a variety of experiences throughout her professional career. She initiated and managed several successful Georgia corporations with the primary emphasis on Programs that focused on empowering others with the tools desired for success. Mitzi's experience includes extensive work/projects focused on Conflict Resolution. She has provided services for the Department of Defense, Internal Revenue Service Criminal Investigation Division, Federal Law Enforcement Training Center, and for corporate, healthcare, juvenile justice and educational institutions. Mitzi has excelled in her professional work of providing creative yet effective approaches to problem resolution and program / professional enhancement services. Her work is recognized for effective intervention services for at risk youth and families, teambuilding with government/corporate entities, and business consultation. In addition to teaching special education while living in Georgia, her experience also includes program management for a variety of programs serving individuals with disabilities. She is or has served as a mediator, corporate trainer, school system consultant, crisis intervention specialist and consultant for program development.

Mitzi resides in Roanoke Virginia. She is the proud parent of an incredible 21-year-old son/young professional, Zach Hartwell. Mitzi completed her mediation certification December 2016. In addition to her work with the ReSolve Center, she volunteers as a mediator with Conflict Resolution Center in Roanoke Virginia and is the President of a Virginia non-profit organization. Mitzi holds a strong worth ethic. She has a deep and strong commitment to helping others with the skills and knowledge needed for personal enhancement and problem resolution.

### **Jacqueline "Jacquie" Johnson**

**Jacqueline "Jacquie" Johnson** is Professional Development Coordinator at the Virginia Center for Inclusive Communities (VCIC), an organization that works with schools, businesses, and communities to achieve success through inclusion. In her role, she designs, coordinates, delivers and evaluates diversity and inclusion programs conducted for VCIC's workplace clients across Virginia.

Jacquie has a diverse background that includes workplace diversity, equity, and inclusion (dei), cultural competency, instructional design, organizational development, and underrepresented community outreach and engagement. Jacquie is especially interested in how dei practices, adult learning events, and inner self-work help build and sustain workplaces and broader communities where everyone thrives. Prior to joining VCIC, she managed special projects and training programs for the National Trust for Historic Preservation; American Association for Access, Equity and Diversity; and Morgan Lewis, an international law firm.

Jacquie received her Bachelor's degree in Criminal Justice from Old Dominion University in Norfolk, VA and her Master's degree in Anthropology from George Washington University in Washington DC.

### **Shannon McKay**

**Shannon McKay** is the Co-founder and Director of "He She Ze and We", a support group for caregivers of transgender youth of all ages and their families. As an educator, ally and advocate, Shannon works to spread awareness of the complexities of gender identity, believing that education leads to understanding and eventually acceptance. In concert with other organizations and providers, Shannon helps families navigate the ever-changing language, healthcare, school and legal issues that surround gender identity and expression.

## Speaker Biographies

### **Andrea Palmisano, Ph.D., Mediator**

**Andrea Palmisano** holds a Ph.D. in Psychology and certifications in both general and family mediation. She is an Associate 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).

### **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 recently was certified to administer the Pearman Personality Integrator.

Ms. Richards is long-time member of the Virginia Mediation Network and served on the Board of Directors from 2012-2018.

### **Beth Roper**

**Beth Roper** has been a certified Mediator, Mentor, and Trainer in Virginia for over 15 years, providing conflict resolution services in affiliation with CMG Foundation. Additionally, as a licensed clinical social worker, Beth serves as a child and family therapist for the Greater Richmond SCAN Child Advocacy Center. Beth is dedicated to reflective practice across disciplines and strives for ongoing development of cultural competency respect for client diversity.

### **Hilda Roundtree**

**Hilda Roundtree**, BSN, M.Ed.: Hilda is an experienced Supreme Court of Virginia certified mediator, trainer, mentor and community educator. In her role as a mediator, she provides an impartial environment in which disputants can resolve their issues and formulate mutually acceptable agreements.

Hilda has been a practicing mediator, trainer and educator for more than 18 years. She provides a future-focused, respectful, safe forum for parties to express their perspectives and concerns, and assists the parties work through a facilitated dialog as a means toward resolving interpersonal conflict.

Hilda is an approved Parent Education trainer under the guidelines established by the Supreme Court of Virginia. In addition, she teaches mediators the Supreme Court of Virginia required programs including Basic Mediation Skills, Family Mediation, and 'Screening for and Dealing with Domestic Violence in Mediation.'

## Speaker Biographies

### **Mandy R. Sarkissian**

**Mandy R. Sarkissian** is the ADR Analyst in the division of Dispute Resolution Services (DRS) of the Department of Judicial Services in the Office of the Executive Secretary at the Supreme Court of Virginia. In that capacity she oversees the Virginia mediator certification program, mediates, and provides a variety of trainings to diverse audiences, including judges, clerks, attorneys, and mediators. She is also developing an ombuds program to assist Judicial System employees with workplace issues. Before DRS, Mandy managed the General District Court mediation and volunteer programs at the Community Mediation Center in Norfolk, VA. Mandy attended Smith College, where she studied Anthropology, Christopher Newport University, where she graduated with a B.A. in Political Science, and Virginia Commonwealth University, where she received an M.P.A.

In her free time, she enjoys spending time with her pets and husband, making pottery, pretending she's going to do home improvement projects, and watching documentaries.

### **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.

### **Brenda Waugh, J.D., Mediator, Trainer**

**Brenda Waugh** is an attorney with over thirty years of experience, licensed to practice law in Virginia, West Virginia and the District of Columbia. She graduated with honors from the University of Virginia in 1982. She graduated from West Virginia University Law School in 1987 and in 2009 earned a Masters Degree in Conflict Resolution from Eastern Mennonite University. Ms. Waugh mediated or litigated cases in over a dozen West Virginia Counties, in Virginia and in the District. She has argued and won many cases before the West Virginia Supreme Court. She has published articles in law journals including those published by Yale University and the Journal of Legal Education. She has conducted dozens of seminars on legal issues through groups such as West Virginia Continuing Legal Education, Association Conflict Resolution and the Virginia Mediation Network.

## Speaker Biographies

### **Waheba Zeidan**

### **Lyla Zeidan**

**Waheba and Lyla Zeidan** are sisters who are the founders of Zeidan & Zeidan, LLC. Waheba and Lyla went to Regent University School of Law and obtained their Juris Doctorate degrees. Waheba went on to use her degree in the healthcare field where she has been responsible for training volunteers and staff in the hospice/healthcare arena. Lyla went on to use her degree in the criminal justice field where she has been responsible for training new law enforcement officers in criminal and civil law. Both Waheba and Lyla have been guest presenters and speakers for various organizations.

Waheba and Lyla have obtained the following certifications: professional mediation certificate in federal workplace environment; professional mediation certificate in organizational development and conflict resolution (with one class remaining in September, 2019); Juvenile and Domestic Relations Court certification in Family Law (completed in August, 2019); professional certification in Critical Incident Stress Management(CISM).

# VMN 2019 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 2019 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*	
<b>Conference Registration:</b>			
Full Conference (Without Printed Materials):	<b>\$270</b>	<b>\$395*</b>	\$ _____
Full Conference ( <b>With</b> Printed Materials):	<b>\$300</b>	<b>\$425*</b>	\$ _____
One Day Only (Without Printed Materials):	<b>\$175</b>	<b>\$275*</b>	\$ _____
One Day Only ( <b>With</b> Printed Materials):	<b>\$205</b>	<b>\$305*</b>	\$ _____
Full Conference Student Rate (Without Printed Materials):	<b>\$100</b>	<b>\$120*</b>	\$ _____
Full Conference Student Rate ( <b>With</b> Printed Materials):	<b>\$130</b>	<b>\$150*</b>	\$ _____
<b>Late Registration Fee: (Required After September 20, 2019)</b>		<b>\$25</b>	\$ _____
		<b>TOTAL \$</b>	_____

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](http://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 20, 2019 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 20, 2019. However, substitutions may be accepted upon written request subject to availability.**



## 2019 Membership Application

Membership Expires

December 31, 2019

*Conflict Resolution Professionals*

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_ Nickname: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Website for Enhanced Membership: \_\_\_\_\_

### MEMBERSHIP RATES

2019 Membership Options (January 1, 2019 - December 31, 2019)

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](http://www.vamediation.org) and

Click on the Membership Tab, to Become A Member.