



RESOLUTIONS

OFFICE OF THE EXECUTIVE SECRETARY

SUPREME COURT OF
VIRGINIA

*Department of Judicial Services
Division of Dispute Resolution*

100 North 9th Street
Richmond, Virginia 23219

Own a License Plate Celebrating Peace and Support Community Peace Building Throughout Virginia

Many mediators have a connection to a community conflict resolution center. We may have been trained or mentored through a center, or we may volunteer for a center. The Virginia Association for Community Conflict Resolution (VACCR) is a consortium of community conflict resolution centers from across the state. It was formed eight years ago with a mission to help Virginia communities increase their capacity for transforming conflict at the earliest stages into opportunities for creative resolution. Since 2002, VACCR members have come together to discuss ways to improve services, to expand programs and resources, and to share ideas.



In 2008, one of VACCR's initiatives, the "Peace" license plate, was produced by the Department of Motor Vehicles (DMV). The license plate gives Virginia drivers the opportunity to show their support for peace and community peace building. It also provides VACCR with a source of income, as \$15 from each plate goes to VACCR (See *Resolutions*, April 2007). With this money, VACCR has been able to hire its first Coordinator; each member center has received a grant to support center programs; and VACCR's Public Education Committee will be designing a campaign to educate Virginians about the availability of conflict resolution services. Without the Peace plate, VACCR would not have the funds to do any of this.

For those of you who have purchased a plate, we thank you. For those of you who would like to order a plate to show your support for peace and community peace building, please go to <http://www.dmv.state.va.us/> and click on "Special Plates" under *Favorite Features* on the right hand side. From there, click on "P" for Peace in the alphabetical list. Scroll down to find the "Peace" plate. Or, you can visit your local DMV and order the plate.

For those of you associated with community conflict resolution centers, we thank you for your support. If you would like to be associated with a member center, please be in touch with one of the centers listed in the column to the right. If you are from a community conflict resolution center that would like to become a member of VACCR, please contact poulsonca@yahoo.com. Membership criteria and more information about VACCR including specific VACCR goals can be found on VACCR's website at <http://www.vaccr.org>

It has been exciting to find other "Peace Plates" on the road. Please join us and help to make "Peace" the most popular license plate on Virginia's roads!

Article submitted by Christine Poulson, VACCR Coordinator, former Virginia certified mediator and mentor, and currently full-time "mediator" between Benjamin (age 6) and Sidney (age 3).

PRAISE FOR MARCIA GARLAND

Without the dedication, initiative and tenacity of Marcia Garland, Business Manager for the Conflict Resolution Center in Roanoke, Virginia wouldn't have a peace plate. There were certainly a lot of people from each of the Centers who contributed to its success, but Marcia was the one who made the push at the end and ensured that we had the 350 registrations required for the plate to be minted. When Marcia came to CRC in the fall of 2006, there were about 150 preregistrations and the minimum was 350 by July 1, 2007. On June 8, 2007, we had 221 preregistrations on hand. Because of Marcia, we were able to send in 450 preregistrations by the deadline! She's not only a great addition to the CRC team but made the difference in helping to support VACCR and its work across the Commonwealth."

Submitted by Eddy Smart, Interim Executive Director of the CRC in Roanoke

Virginia Association of Community Conflict Resolution

Apple Valley Mediation Network

242 North Main Street, Suite 202
Woodstock, Virginia 22664
540-459-8799
Edward F. Wilkins, Executive Director
avcr@shentel.net

Better Agreements, Inc.

305 Washington Street, SW
Blacksburg, VA 24060
866-832-5093
T'aiya Shiner, Executive Director
info@betteragreements.org

Conflict Resolution Center

4504 Starkey Road, Suite 120
Roanoke, VA 24018
540-342-2063
Eddy Smart, Interim Executive Director
director@conflictresolutioncenter.us

Fairfield Center

165 S. Main Street, Suite A
Harrisonburg, VA 22801
540-434-0059
Timothy Ruebke, Executive Director
tim@fairfieldcenter.org

Mediation Center of Charlottesville

P.O. Box 133
Charlottesville, VA 22902
434-977-2926
Patrice Kyger, Executive Director
mcc@mediationville.org

Northern Virginia Mediation Service

4041 University Drive, Suite 101
Fairfax, VA 22030
703-865-7272
Megan Johnston, Executive Director
info@nvms.us

Peaceful Alternatives Community Mediation Services

P.O. Box 1169
Amherst, VA 244521
434-929-8227
Carolyn Fitzpatrick, Executive Director
info@peaceful-alternatives.com

Piedmont Dispute Resolution Center

P. O. Box 809
Warrenton, VA 20188
540-347-6650
Lawrie Parker, Executive Director
pdrc@verizon.net

Virginia Conflict Resolution Center

586 Virginian Drive
Norfolk, VA 23505
757-480-2777
Pamela Tynes-Morgan
Interim Executive Director
info@vaconflictresolution.org



Virginia Conflict Resolution Center

Virginia Conflict Resolution Center in Norfolk Seeking New Executive Director

Virginia Conflict Resolution Center (VCRC) bid farewell recently to its Executive Director. Kim Humphrey, who has capably served in that capacity since 2005, has accepted another employment opportunity. The Board of Directors appointed Pamela Tynes-Morgan to serve as Interim Executive Director during their search for a replacement. The following is the job announcement, in the event you or someone you know might be interested in submitting an application.

VIRGINIA CONFLICT RESOLUTION CENTER EXECUTIVE DIRECTOR POSITION

Position Title: Executive Director
Reports To: Board of Directors

Summary

Under the direction of the Board of Directors, the executive director is responsible for the overall management and operation of the Virginia Conflict Resolution Center (VCRC), and protection of the organization's financial assets while ensuring compliance with board directives and applicable grantor, federal and state requirements.

To learn more about the Virginia Conflict Resolution Center, please visit the Center's website at www.VaConflictResolution.org

Essential Duties and Responsibilities

The Executive Director is responsible for overall operations, asset protection and marketing/public relations for VCRC, a 501(c) (3) non-profit corporation. The Executive Director:

- ◆ Oversees all financial issues of the organization and operates in a fiscally responsible manner.
- ◆ Handles all aspects of human resource management for employees including but not limited to hiring and termination, staff development, setting compensation, disciplinary actions and applying employee policies and benefits.
- ◆ Assists in the development of current and long-term organizational goals and objectives as well as policies and procedures for VCRC operations.
- ◆ Establishes plans to achieve goals and objectives set by the Board of Directors and implements policies.



Virginia Conflict Resolution Center

- ◆ Approaches all problems creatively and makes sound decisions.
- ◆ Promotes sustainability efforts of the organization.

The Executive Director is responsible for:

- ◆ Overall leadership of staff in the development and implementation of short and long range plans and policies and other activities.
- ◆ The financial management of the corporation, including the development and implementation of the annual budget.
- ◆ Establishing collaborative partnerships with other organizations and generating positive relationships with the Mediation Community, the greater Hampton Roads court system and the community at large.
- ◆ Providing information, advice, and counsel to the Board of Directors and Board Committees in the creation of policies, programs, and strategic direction of the corporation.
- ◆ Support of all activities associated with the Board of Directors, including attendance at all Board and Committee meetings and staffing for all Board and Committee meetings, meeting schedules, locations, development of agenda, and meeting materials.
- ◆ Administration of overall operation of the corporation, including reviewing and evaluating the results of program activities, ensuring that continuing contractual obligations are being fulfilled; allocating resources for greater program effectiveness and efficiency; developing organizational and administrative policies and program objectives for Board consideration.
- ◆ Providing continuous improvement opportunities to the VCRC.

Qualifications

- ◆ College degree or equivalent required. Advanced degree preferred.
- ◆ Conflict resolution and non-profit experience preferred.
- ◆ Two+ years relevant work experience required.

To Apply:

- ◆ Please submit cover letter and resume to: ed.search@vaconflictresolution.org
- ◆ Applications will be accepted until August 15, 2010 or until the position is filled.

Conference Report

Background: Cross-border mediation is a highly specialized form of mediation that targets the intricacies of custody and visitation concerns of the global family. Mediators practicing in this arena must not only be highly experienced family mediators, but must also have undertaken substantial coursework and training to understand and negotiate the complexities of conflicting international law, the implications of the Hague Convention on Child Abduction in both signatory and non-signatory countries, the role of stakeholders, enforcement across international jurisdictions, and the implications of culture, faith and traditions on parenting and custody rights. Cross-border mediation involves high-conflict custody disputes, presenting many challenges for the professional mediator from a practical, ethical and cultural perspective.



International Child Abduction, Relocation and Forced Marriage: Three Linked Topics and the Global Perspective

London Metropolitan University and the Center for Family Law and Practice (London), in consultation with the Ministry of Justice and The Foreign and Commonwealth Office, hosted their first annual conference on International Child Abduction, Relocation and Forced Marriage, held June 30th—July 2nd 2010 in London, U.K. Attendees at this 3-day conference included members of the judiciary as well as academics, researchers, and practitioners involved in the three conference fields from around the globe.

The conference featured plenary sessions and concurrent parallel topic sessions, as well as daily breakout discussion groups on each of the three conference themes, all chaired by international experts.

The Rt. Hon. Baroness Hale of Richmond, Justice of the Supreme Court of the United Kingdom, opened the conference with the Keynote address welcoming the multi-national presenter and attendee list and setting the tone for the conference by highlighting recent key judicial decisions and the importance of each topic area.

Professor William Duncan, Deputy Secretary General of the Hague Conference on Private International Law, who has special responsibility for the Hague's Children's Convention, provided the opening plenary by tackling the challenges confronting the 1980 Hague Child Abduction Convention. By addressing areas where improvement is needed, he proposed techniques for bringing about this improvement and the possible role that protocols may have in this process. Mr. Duncan expressed his support for the use of mediation in child abduction cases by appropriately trained professionals and identified mediation as one of the areas where a protocol may be developed by the Hague.

Peter Boshier, Principal Family Court Judge of New Zealand, presented a paper on relocation from the judiciary's perspective, providing a comparison of procedures around the globe and making reference to the International Judicial Conference on Cross-Border Family Relocation, held 23-25 March, 2010. This Washington-based conference concluded that 'in the absence of an international instrument, we need to commence influencing the international community by setting out some principles.'

Stephen Cullen and Kelly Powers (Miles & Stockbridge P.C., Maryland) gave an excellent presentation on the U.S. perspective of the 1980 Hague Child Abduction Convention. Other American presenters included the Hon. Judith Keegan, discussing the relocation of children, law and practice in the U.S.; Prof. Linda Silverman, expounding the U.S. Supreme Court's recent decision in *Abbott v. Abbott* relating to 'rights of custody' under the Hague Convention on the Civil Aspects of International Child Abduction; and Asst. Prof. Jennifer Zawid, Caroline Langley & Melissa Kucinski, presenting on ethical and practical considerations in mediating international parental kidnapping cases in the U.S.

These are only a few examples of the many highly qualified international presenters. The entire conference teemed with interesting and challenging topics related to family law in the international arena.

Submitted by Morna P. Ellis

Co-Director, ACCORD Global. www.accord-global.com

Director, Commonwealth Mediation Group. www.cmgmediates.com



Since its inception in late 2003, the Judicial Settlement Conference (JSC) Program has grown in popularity as an alternative method of resolving cases pending in Virginia's courts.

As explained on the [JSC web page](#), "The Judicial Settlement Conference Program is a no-cost, confidential process in which the parties meet with a neutral third party (a retired judge) to explore options for settling their disputes. The conference is generally informal. Frequently, facilitation and case evaluation techniques are used. The judge takes an active role in guiding the parties to a mutually satisfactory resolution. The ultimate decision making regarding settlement, however, is left to the parties. Settlement conference may be used in any civil case filed in circuit court." The [history](#) of the program in Virginia, [Frequently Asked Questions](#), and [JSC Procedures](#) can also be found on the web page.

Currently, there are twenty-two trained retired circuit court judges available to conduct JSC conferences for cases referred by the courts. On June 7, 2010, Dispute Resolution Services hosted a one-day training in Richmond for the judges.



From left to right around the table are Judges Simpson, Warren, Campbell, Shelton (standing), McCormick, Curran, West, Piersall, Ford, Creekmore, O'Hara, Luke, Wellons and Peatross. Judge Bagnell was missing from the room at the time of the photo. JSC Judges Canada, Cromwell, Jacobson, Stewart, Tidey, Whisenent, and Wood were unable to attend the meeting.

Attorney John Settle, of SETTLEMENT Associates, LLC in Arlington, presented a training on impasse. John is a mediator, coach, group facilitator, and trainer in trust-building, management skills, and various subjects related to management, leadership and alternative dispute resolution (ADR). His handout, "Tips and Techniques: Helping Parties Move Ahead and Overcome Roadblocks," is a detailed compilation of ideas gleaned from his experience and that of his colleagues over the years. The judges' feedback regarding John's training was very positive, and DRS appreciates his willingness to share his expertise.

Because JSC judges are required to take mediation skills training and do use some mediation skills in their conferences, there is some general market confusion about the difference between Judicial Settlement Conferencing and mediation. Mandy and Sally presented an interactive session on the differences between the two ADR practices. Just like with mediators, JSC judges employ a variety of techniques and have styles that range from facilitative to evaluative. The chart below demonstrates some general differences between Judicial Settlement Conferencing and mediation, though these tenets are not applicable in every case.

Mediation	JSC
Parties control discussion	Attorneys control discussion
Centers on needs and interests of the parties	Centers on legal and trial issues of case
Facilitates discussion by active listening, identifies points of agreement	Facilitates negotiation through questioning legal positions and trial strategies
Certified mediator	Trained retired judge
Party-focused	Case-focused

An exit survey comment submitted by an attorney for a party reads, “The judges who conduct settlement conferences are the unsung heroes of the judicial system. They are real public servants!” Dedicating much time and effort for relatively little pay, the JSC judges make a personal difference in the lives of others. In appreciation for the excellent work of our JSC judges, on behalf of DRS, Melanie presented individual awards for those present.



Judge Simpson

Judge Warren

Judge Campbell

Judge McCormick

Honorable Ann Hunter Simpson ~ Another Homerun Award

Judge Simpson’s case reports reveal long hours expended working toward settlement. She is obviously willing to run all the bases. “Another homerun! Judge Simpson’s approach, preparation and active participation made it so!” “She did her homework, correctly assessed the thorniest issues, and did a superb job of navigating the process.” “She is masterful!” [Judge Simpson received a colorful Nerf baseball bat and a pack of bubblegum batters’ chew.]

Honorable Thomas V. Warren ~ Welcome to the Team Award

Judge Warren, at the time of the training, was nearing completion of meeting the requirements to join the ranks as a JSC judge. He has since been added to the list of available, trained JSC judges. Welcome aboard, Judge Warren! [Judge Warren received a welcome mat.]

Honorable Colin Campbell ~ Mr. Congeniality Award

Just as a Miss America contestant annually receives the coveted Miss Congeniality prize, Judge Campbell was chosen for this distinction. “Judge Campbell’s personality and demeanor are well suited to the settlement conference process.” “He is always a pleasure to work with. He’s compassionate, he’s earnest, and he treats all parties with utmost professionalism.” [Judge Campbell received a Mr. Congeniality Sash.]

Honorable Charles L. McCormick, III ~ Tranquility Award

“Judge McCormick is always a calming influence.” “His calm manner provided leadership in difficult moments.” “His great temperament brought a civility and problem-solving approach.” “His low-key, calm, unhurried approach was quite effective and refreshing.” [Judge McCormick received a giant baby pacifier and soft blanket.]



Judge West

Judge Piersall

Judge Ford

Judge Creekmore

Honorable Randolph T. West ~ Straight Arrow Award

“Judge West is straightforward and hones right in on the issues and case evaluation.” “He goes straight to the heart of the matter.” “He is outstanding at articulating issues and providing analysis.” “His unbiased candor sealed the deal!” [Judge West received a toy bow and arrow set.]

Honorable Von L. Piersall, Jr. ~ Patience of Job Award

“Judge Piersall was particularly patient and willing to let the settlement process develop in the face of extremely difficult circumstances” “He reminded the parties periodically to exercise patience with one another.” “His dogged persistence paid off and broke up the log jam, bringing success!” [Judge Piersall received a toilet plunger and bottle of Liquid Plumber.]

Honorable Walter J. Ford ~ Controlled Strength Award

Handling a wet bar of soap requires controlled strength. If you apply too much pressure, it flies out of your grasp. It takes experienced finesse, and so it is with a successful settlement conference. “Judge Ford was low key, but forceful.” “He has a kind, but businesslike manner.” “He has an understated style that was very effective in a complex, emotionally charged case.” [Judge Ford received a bar of soap.]

Honorable Fred Creekmore ~ Off to a Great Start Award

Judge Creekmore is one of our newest settlement judges and he is truly off to a great start. The first cases he reported all settled! “Judge Creekmore did an excellent job.” “He was extremely helpful and effective in bringing resolution.” [Judge Creekmore received a pair of running shoes equipped with rocket blasters.]

Honorable Robert W. Curran ~ Gift of Time Award

“Judge Curran was not rushing us or looking at his clock.” “He did not try to short circuit the process but worked hard to bring it to a conclusion, despite long hours required to vet, etc.” “He went above and beyond in terms of time and effort.” [Judge Curran received a plastic sports watch with no battery.]

Honorable William R. Shelton ~ Team Captain Award

Judge Shelton fosters a team approach rather than adversarial. “He establishes good rapport and fosters an objective working relationship among the participants.” “He does a marvelous job of keeping both sides talking throughout the conference.” [Judge Shelton received a Team Captain ball cap and a sports whistle.]



Judge O'Hara

Judge Luke

Judge Wellons

Judge Peatross

Honorable Robert G. O'Hara, Jr. ~ Always Prepared Award

“Judge O’Hara is always well versed on case issues and related law through his advance preparation.” “He earns the confidence of all participants.” “His stellar efforts to research and learn the case increase his credibility.” [Judge O’Hara received a MacGyver Emergency Kit.]

Honorable James A. Luke ~ Epitome of a Gentleman Award

“Judge Luke is a pleasant southern gentleman who brought a calm resolution to a volatile dispute.” “He handled our case with dignity and superior skill.” “He has a wonderful sense of encouragement, making an uncomfortable situation more bearable.” “He is thoughtful and sensitive – the epitome of a gentleman.” [Judge Luke received a top hat and black silk bow tie.]

Honorable William L. Wellons ~ Total Command Award

Judge Wellons is pretty new to the settlement judge team. He’s reported seven cases to date. “Judge Wellons had total command of the process.” “He’s a great facilitator.” “He worked hard to reach settlement.” [Judge Wellons received a Deputy Sheriff’s badge, squirt gun and holster.]

Honorable Paul M. Peatross, Jr. ~ Expert Communicator Award

“Judge Peatross is a great listener, skilled at asking productive questions, and is able to get all the players talking.” “His persistent and patient communication brings about effective resolution.” [Judge Peatross received a set of jungle walkie-talkies.]

Honorable E. Everett Bagnell ~ Miracle Maker Award

Judge Bagnell is described as impressive, awesome and superb. “Judge Bagnell solved the unsolvable.” “What he accomplished for us was nothing short of a miracle.” “He put forth a heroic effort.” “He made magic!” [Judge Bagnell received a magic fairy wand and a package of pixie dust.]

The final session of the afternoon was a lively Judicial Settlement Conference Judge Peer Consultation, facilitated by Mandy. The judges shared with their colleagues techniques that work well for them in achieving settlement. Some of the topics discussed by the judges were:

- ✓ How much pressure should a settlement judge apply on the parties to guide them to settlement?

- ✓ How much case evaluation should be offered and do you offer it only when requested or as a general rule in most or all conferences?
- ✓ What can be done to avoid wasting everyone's time because an insurance representative with sufficient authority is not present or because a party has no intention to negotiate and does not want to participate?
- ✓ Ideas for diffusing animosity between parties or for motivating an intractable party.
- ✓ Are there cases where it would be best to delay the conference so parties and counsel are more prepared?
- ✓ How important is it to follow up on a case that came close but didn't settle at the conference?

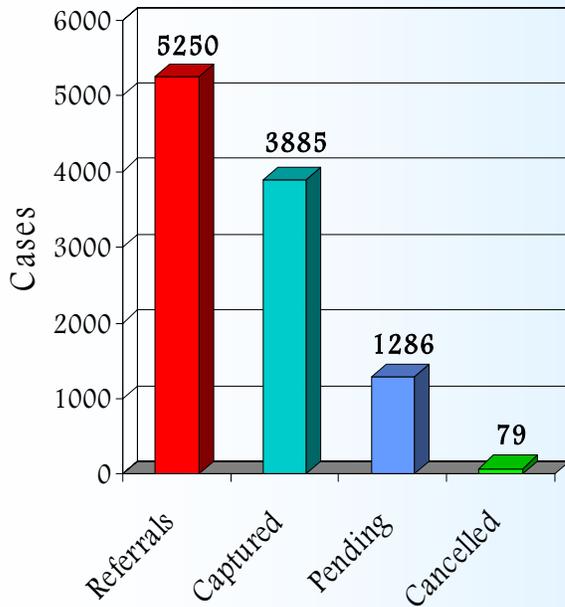
Below are the most recent statistics compiled regarding the JSC Program.

Virginia Judicial Settlement Conference Program



Statistical Update as of July 1, 2010

Referred Cases



5,250 cases have been referred to settlement conferences since 11/03

79 cases were cancelled before reaching conference.

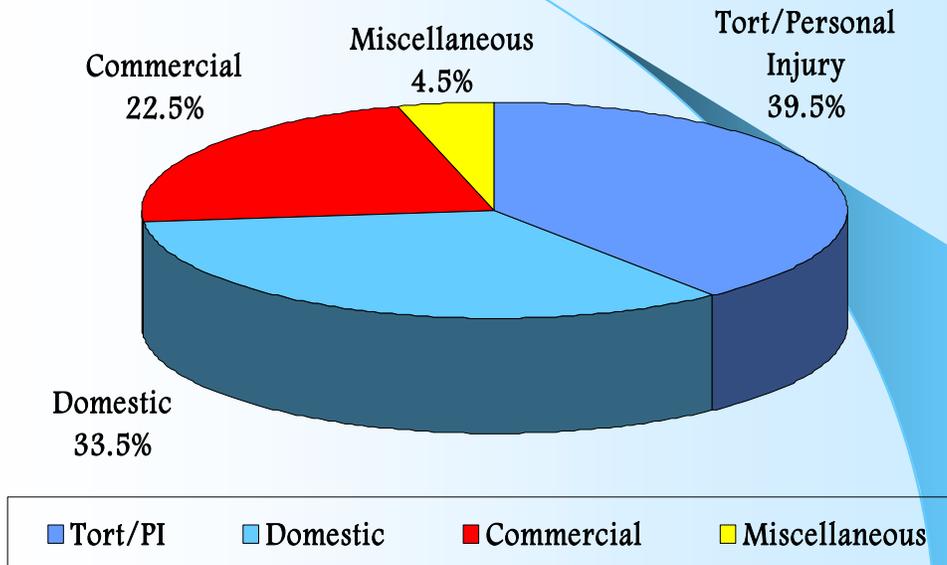
3,885 cases have been captured and detailed. These cases constitute the following data.

1,286 cases are pending receipt of reports or actual conference.

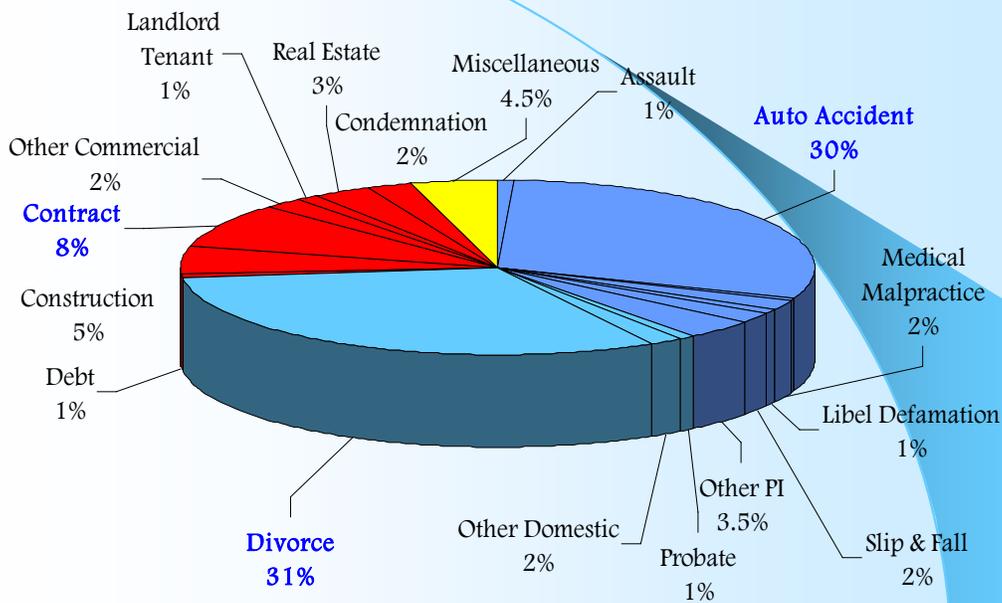
Settlement Conference Expenditures



Categories of Case Types



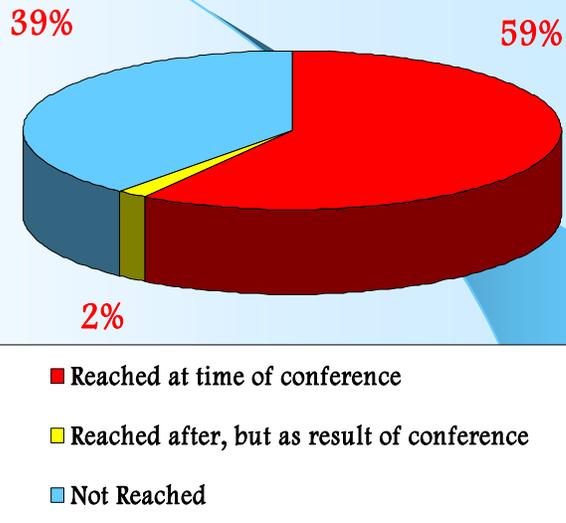
Types of Cases



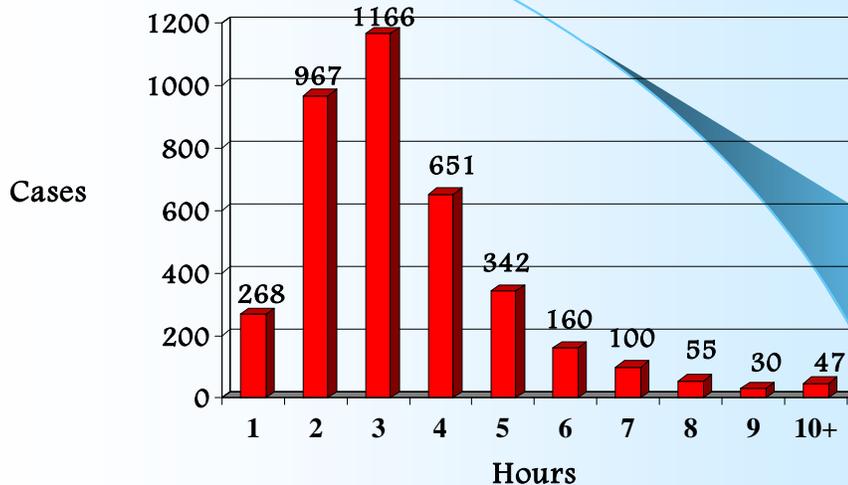
Agreement Rate

61% of referred cases successfully reached an agreement either during or soon after the conference

Note: This does NOT include pending cases



Length of Conferences

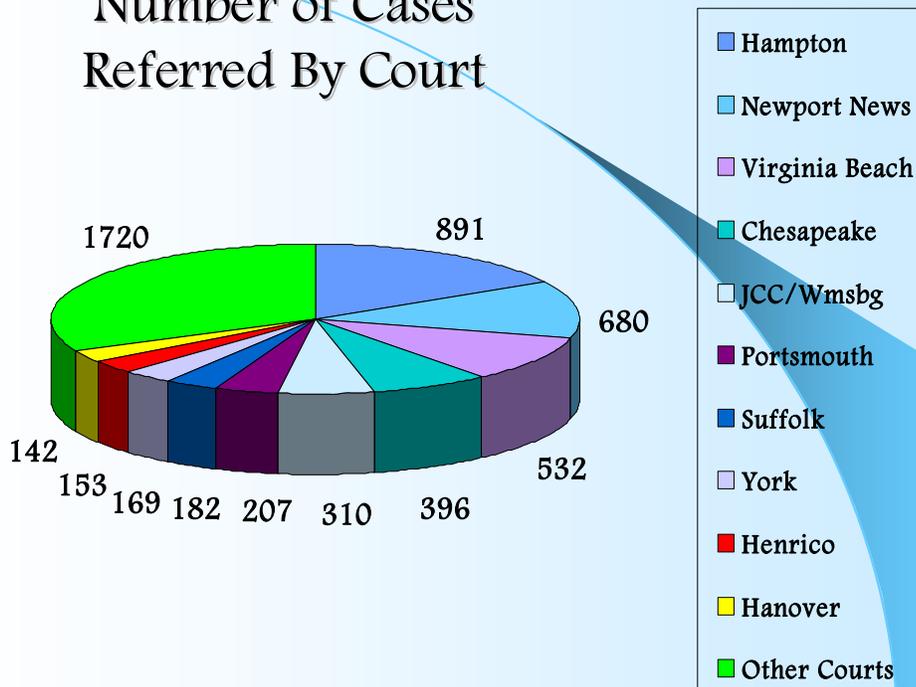


The average length of a conference is **3.4** hours.

Referring Circuit Courts

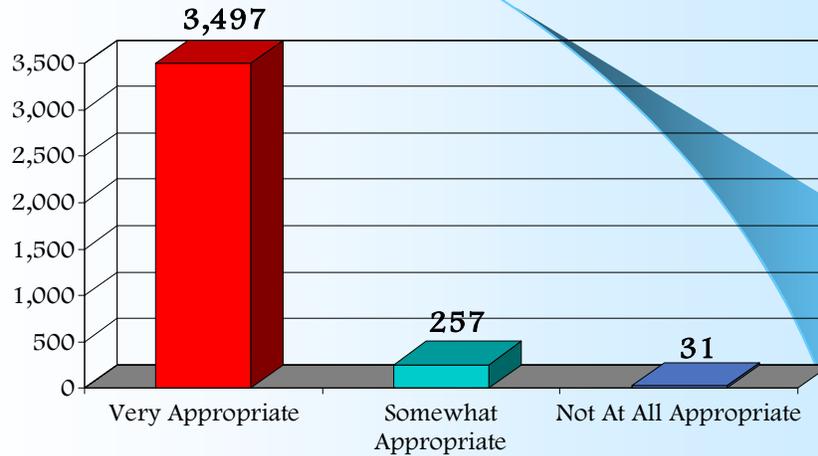
- **Hampton** has referred **17%** of the cases to date.
- **68%** of all cases have been referred by **10** courts in the **Tidewater Area** (Hampton, Suffolk, Virginia Beach, James City/Williamsburg, Norfolk, Newport News, Isle of Wight, Portsmouth, York and Chesapeake).
- **32%** of the cases to date have been referred by **101** other courts across Virginia.
- A total of **111** circuit courts have referred cases.

Number of Cases Referred By Court



Party Satisfaction

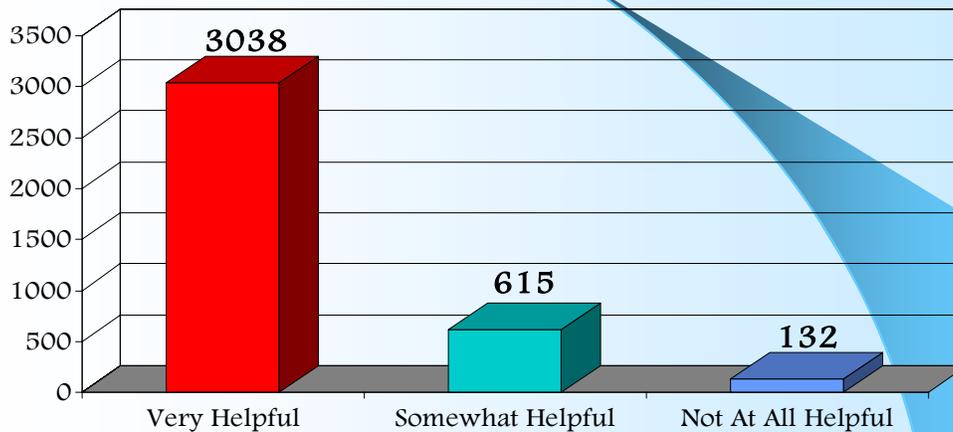
Settlement Conference Was:



3,785 exit surveys received to date. **99.2%** of parties viewed settlement conference as appropriate.

Party Satisfaction

Settlement Conference Process Was:



Data reported from **3,785** exit surveys received to date. **96.5%** of parties viewed conference as very or somewhat helpful.

Party Satisfaction

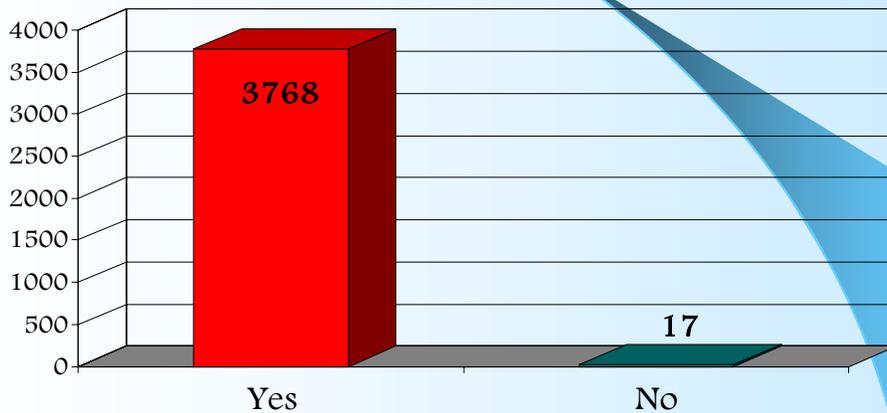
Would You Request a Conference Again?



Data reported from **3,785** exit surveys received to date. **99.4%** of parties would request a settlement conference again.

Party Satisfaction

Would You Recommend Settlement Conference?



Data reported from **3,785** exit surveys received to date. **99.6%** of parties would recommend settlement conference.

Feedback: Exit Survey Comments

- “This process was extremely effective. The demeanor and knowledge of the judge carried tremendous goodwill and weight with my clients.”
- “This is one of many settlement conferences in which I have participated and I highly recommend the process; it is wonderful for the “little man” with limited resources to be heard without going broke in the process.”
- “This is probably the best system the Supreme Court has devised to resolve matters inexpensively and completely.”
- “Settlement in this case was nothing short of a miracle! The judge has my sincere gratitude as well as that of my client.”

Feedback: Exit Survey Comments

- “It took three hours to settle what we could not settle in six years. Excellent process!”
- “The judge leveraged his time on the bench to offer perspective to the parties that bridged the gap in this case!”
- “Even though the case did not settle, the judge added new perspective and offered insightful proposals to consider. Well worth the time and effort.”
- “The judge was able to help the parties to use their common sense while making decisions about emotional issues. He was able to help them arrive at a settlement after nine years of feuding. Excellent!”
- **“The judges who conduct settlement conferences are the unsung heroes of the judicial system. They are real public servants!”**



A Life That Inspires ~ Marjorie (“Marge”) Bleiweis ~



Marge Bleiweis grew up in Maryland and attended the University of Maryland, where she earned an undergraduate degree in elementary education and a graduate degree in school counseling. Looking back, she doesn't really recall that conflict resolution was a natural strength. Probably it was more that people seemed to come to her with problems and she enjoyed helping them. As a youngster, Marge remembers the usual sibling rivalry, yet she wanted them to achieve peace when there was conflict. Today, she and her sister are close friends.

After teaching for a while, Marge moved into school counseling as a career. In 1988, she attended an ABA Conference on mediation in education that inspired her to research and gather materials to begin training students in peer mediation. At a National Association for Mediation in Education (NAME) Conference in Los Angeles in 1989, Marge presented on her school's peer mediation program, including a video of the children. Realizing she would benefit from additional mediation training, she enrolled in a basic skills class at the Northern Virginia Mediation Service (NVMS) in 1990. Students taking the class were required to volunteer their time mediating for the Center, which is how Marge became involved in mediating outside of Fairfax County Public Schools (FCPS). She was one of the first mediators to be certified by the Supreme Court of Virginia in 1993 and has continued to be an active family mediator for NVMS since that time.

Working with NVMS volunteers, Marge successfully launched and managed the annual Fairfax Student Mediation Conference in her role with FCPS. The conference completed its 18th annual gathering for peer mediators in local middle and high schools this year.

The Marge Bleiweis Conflict Resolution Award was established by the Fairfax County Alternative Dispute Resolution Program in 2009 in recognition of the contributions made by Marge during her tenure with Fairfax County Public Schools and the Fairfax County community. The award was presented to Marge on March 2, 2009. Marge recalls thinking Pat Baerwald was joking when she first told her about

the award. She feels humbled and very honored. Through a panelist process, a Fairfax County employee is now chosen annually to receive the award for his or her contribution in the field of conflict resolution.

Although Marge retired a few years ago, she remains very active in the local ADR field through NVMS and other venues.

Marge joined the NVMS Board of Directors in 2009 and recently became President of the Board. Marge is particularly passionate about restorative justice and recalls that when she first introduced the concept at FCPS, she felt like a lone voice. She believed if they built the program, it would be effective. She is thrilled to see the amazing impact it is having on the students who participate. At NVMS, Marge is one of the restorative justice program team leaders, responsible for outreach to the school system for services, training for new facilitators, and restorative practice case facilitation for youth and adults. As this newsletter goes to press, Marge is in Texas training federal agency employees in yet another process, conflict coaching. She loves the process because she sees it as a combination of counseling and mediation, two of her favorite pursuits.

Pat Baerwald, Coordinator for ADR & Appeals with the Fairfax County Government, describes Marge as a “wonderful mentor.” She has been a role model for many county employees and has offered county mediators the opportunity to learn other ADR processes such as restorative justice and group mediation. She continues to mediate for the county program in her “retirement.”

Marge's sphere of influence in conflict resolution extends around the globe. She co-authored an article with Dr. Robert D. Harris for the Fall 2007 issue



Marge Receiving Award

of *Conflict Resolution Quarterly*, a publication of the Association for Conflict Resolution. Entitled “Peace Partners: A Cooperative Problem-Solving Partnership Among Educators in Israel, Palestine, and Fairfax County, Virginia,” the article describes a three-year Peace Partners Program with the Middle East. FCPS worked with educators in Israel and Palestine, through a series of exchange visits, to develop programs in conflict resolution and mediation in the Middle East schools. This program was made possible by a citizens exchange visitors grant awarded by the U.S. Department of State. Two non-government organizations (NGOs), the Alliance for Conflict Transformation (ACT) and the Israel-Palestine Center for Research and Information (IPCRI), helped to facilitate and administer the program. Dr. Harris, a former Virginia court-certified mediator, was at the time employed as a senior partner with ACT.



Marge in Ramallah at a girls’ school. Principal is seated at desk; other ladies are on staff. Men are from the Palestinian Ministry of Education.



Marge (front row holding blue bag) and Robert Harris (far left) with the group of educators who came to Fairfax from the Middle East on the first exchange visit in 2004.

In 2004, seven Israeli and five Palestinian educators and an IPCRI representative traveled to Fairfax to meet Marge and other educators to observe peer mediation and begin the work of developing programs for their respective schools. The following month, Marge, Dr. Harris and Dr. Alice Farling from FCPS traveled to Israel and Palestine to conduct training and further the program.

In 2005, Marge and five other FCPS trainers, Jim Pope from Fairfax County Government, and Dr. Harris returned to Israel and Palestine. They visited Jewish and Arab schools and explored different program models. The Peace Partners Program brought together students from Jewish and Arab schools to begin a dialogue project through a series of workshops using dance, music, art and drama to help them connect with one another.

In 2006, the Israelis and Palestinians returned to Fairfax to participate in the 14th Annual Northern Virginia Regional Student Mediation Conference and presented information regarding their own peer mediation programs.

The Peace Partners Program created many incredible opportunities for meaningful,

though often difficult, exchanges to take place between the educators as they sought to better understand one other as distinctive ethnic groups who historically have experienced high conflict. As noted by Jim Pope in his comments below, Marge was an integral figure in the success of the Peace Partners Program.

Jim Pope, a Virginia certified mediator since 1993, offered the following insights from his years of work with Marge. “Probably my first contact with Marge was in 1990 when we both took the general mediation certification class through NVMS. We have trained together many times since then, and Marge will often mention, during the training, that we were in that training class, which was one of the first ones conducted at NVMS. The first training we conducted together was with the Fairfax County School system. She had taken over as coordinator of the peer mediation program from Robert Harris quite a few

years ago, and asked if I could assist her in conducting the mediation trainings for the teachers and counselors in the school system. I did this training with Marge for several years. She was always a delight to train with, since she was not only exceptionally knowledgeable, but she had an indefatigable effervescence about her that enabled her to engage remarkably well with the teachers and counselors we were training. I also recall enjoying our lunch breaks, because in good weather, she would generally give me a ride to wherever we were going in her Boxster!

“I also was fortunate to train with her on one of her trips to the Middle East. I met up with Marge and the other school personnel in Haifa, and we conducted programs there, and subsequently in Ramallah, on the West Bank. She had made several previous trips to Israel and Palestine, and clearly had a marvelous rapport with both the Israelis and the Palestinians. We conducted several days of mediation trainings for teachers and counselors in Ramallah, and some shorter programs in Haifa. She and several other members of the group had preceded me there, and they had already conducted some trainings by the time I arrived. While training in Ramallah, we stayed in Jerusalem, and had to travel into the West Bank and back every day. While it was not necessary to be reminded of the tension between the two cultures, our trip back into Jerusalem every evening at the end of each training day did just that, as we had to go through a lengthy and well guarded checkpoint at the crossing back into the city. It was clear in both places, however, how much the officials cared for and respected Marge. It was her long standing friendship with both Israeli and Palestinian officials that led to our group being invited into the homes of both Arab and Israeli families, where we were treated to wonderful hospitality and marvelous dinners.

“I have also had the occasion to co-mediate with Marge, which is always a pleasure. Her ability to connect with parties and tease out their interests is exceptional, and I would say that she is as attuned to non-verbal cues as anyone I have ever mediated with. She is certainly someone that anyone could learn a lot of mediation skills from, both in her role as a teacher, and as a co-mediator.”

Jim shared a story of a time seven years ago when he and Marge mediated a family case together. She had open-heart surgery following the first session and was recovering from complications when they met for a second session. Jim was amazed that she was as effective as ever in spite of her health condition!



Marge on the Mediterranean coast with Kathleen Pablo and Molly Miner from FCPS and Norm Enteen, who was responsible for the counseling and mediation programs for the Israeli Ministry of Education.

Marge’s tenacity and dedication set her apart as a person of strong character who truly wants to make a difference in the lives of others.

Marge and her husband, John, have two sons in their thirties. Paul and his wife, Kelly, have given them two granddaughters, Brittany and Natalie. Seth and his wife, Geraldine, have a daughter, Stella, and are now expecting a son. Marge is passionate about her family and thoroughly enjoys spending time with them. She describes herself as very blessed to have such a strong, supportive family and extended family.



Above—John and Marge
Below—Granddaughters Natalie, Stella and Brittany



Above—Son Paul and Wife Kelly
Below—Son Seth, Wife Geraldine, and Marge

As has become the custom with “A Life That Inspires” columns, the honoree participated in an interview. Following are highlights of that conversation:

What do you enjoy most about your many roles in conflict resolution?

I absolutely love training! I guess it’s my education background. I also discovered I love mediating – especially helping unhappy families work out areas of dissension. I particularly enjoy helping parents develop workable parenting plans. It gives me great satisfaction to know what they have learned will likely be passed on to the next generation.

How do you think the atmosphere in schools is affected by a peer mediation program?

In Fairfax County, I found that, when the program is run appropriately by trained mediators and with excellent resources, there is a huge impact on the school climate as tensions are reduced and understanding dawns. Peer mediation gives kids amazing life skills that will change the future as they implement these skills in relationships.

What is your vision for NVMS as its new Board President?

I see NVMS as being of tremendous importance in the community. I have a strong sense that those of us involved at the Center need to take turns in leadership, promoting services and building on the successes. We

have been given a great leadership role in the Fairfax County area, and it’s exciting to see the transition into new arenas where we can help resolve conflict, such as workplace, elder care, and restorative justice.

What inspired you to get involved in the Middle East?

Dr. Robert Harris, through his position at FCPS and his involvement at the Institute for Conflict Analysis and Resolution (ICAR) at George Mason University, determined to apply for the grant. His wife, Ilana, had a friend, Norm Enteen, who was head of counseling at the Israeli Ministry of Education. Robert and Ilana wrote the original grant request for the Peace Partners Program. When Robert left his position at FCPS, I replaced him and assumed responsibility for the grant program. By then, Robert was working for ACT and functioned as a contractor for the program.

What gave you the greatest satisfaction in the Middle East Peace Partners Program?

It was so gratifying to see meaningful relationships developed, to see them dialogue with each other, and then return to their communities and accomplish wonderful things. To be able to view first-hand the narrative model program and peer mediation being implemented in their schools was very exciting!

Do you continue to stay in touch with friends you made in the Middle East?

Yes, and through my colleagues at ICAR and ACT, we have submitted an AID proposal for a grant to continue this work. We will learn this fall whether the grant is approved.

What do you still dream of accomplishing?

I’d like to have a part in establishing peace in the Middle East. I dream of NVMS continuing to flourish and want to pour myself into that effort. For myself personally, I want to go on learning and increasing my skills so I am able to do well the tasks with which I am entrusted.

I’d like to say how very proud I am to be a part of the ADR community. I remember following my heart surgery the way many professionals stepped up to the plate to support me. I have gained so much personally by working with such incredible people!

**Virginia’s ADR community salutes you,
Marjorie Bleiweis.
Yours is truly a life that inspires!**

DRS Resource Corner

Book Review

By Mandy Stallings, ADR Analyst

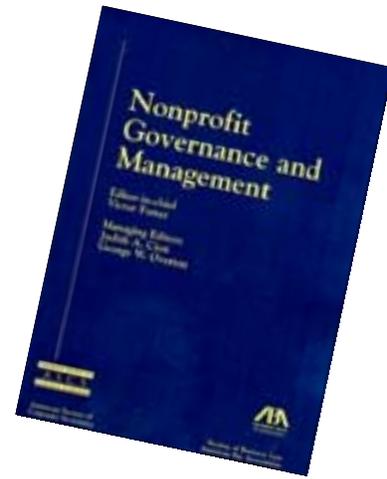
Title: Nonprofit Governance and Management

Editor-in-chief: Victor Futter

Publisher: American Bar Association

ISBN: 1-59031-041-1, paperback

Price: \$86.95, ABA; \$63.47, Amazon.com



Nonprofit Governance and Management, was compiled through a joint effort of the American Bar Association Business Law Section and the American Society of Corporate Secretaries. This book's purpose is to provide guidance and information about all aspects of nonprofit governance. It is full of good information essential for new board members and executive directors, and it is a good resource and brush-up for experienced managers.

The book is divided into seven parts: Overview, Accountability, the Board and its Committees (which is the longest), Vital Aspects of Managing a Nonprofit, Essential Tools (e.g. by-laws and record management), Special Nonprofits (e.g. NGO's, faith-based organizations), and Taxes and Accounting. The chapters are relatively short and easy to read and often contain examples and templates of documents discussed in the chapter. The examples help those who are visual get a good understanding of what documents like by-laws or a statement of financial position look like.

Based on its title, one might think the book is full of difficult, technical language, but it is not. The authors of each section have done a good job of discussing concepts with easily digestible language and the book is comprehensive without being overwhelming or dull. The editing is also well done. Each chapter seems to flow into the next. The consistency in voice and tone helps create a seamless transition between chapters that have different authors.

The one thing that readers in Virginia may find frustrating is the authors' familiarity with other states' nonprofit law, but not Virginia's. The authors do caution readers that not all states' laws regarding nonprofits are the same and that readers should consult with legal counsel on the laws in their state. It can be bothersome to read a general statement about state laws, and not know whether the information applies to Virginia. An example of this is Chapter 29, which deals with the regulatory role of the Attorney General. In some states, fundraisers must register with the Attorney General's Office before they solicit from the public. In Virginia, fundraisers register with the Department of Agriculture and Consumer Affairs. Readers should keep possible differences like these in mind when reading sections that reference or generalize state law.

The differences in state law aside, this book is full of enough valuable and helpful information that it warrants a place in every nonprofit's library. The information it provides is interesting and helpful for anyone who has leadership or management responsibility in a nonprofit organization, not just board members or chief executive officers. This book is written for the layperson. Having technical or legal familiarity with the subject matter is not necessary in order to derive benefit from this book. Though the cost may seem hefty, this book is a worthy investment.

KEEPING YOU INFORMED

~ A DRS Update ~

**Greetings from
Dispute Resolution Services
as You Try to
Stay Cool This Summer!**



Mediator Recertification Reminder

We have over three hundred certified mediators for whom recertification is due October 31, 2010. Email reminders went out to those mediators on July 2nd with a link to the [current forms](#) and [instructions](#) on our web page. We will begin reviewing applications on August 1st in the order in which they are received. The earlier you send in your application, the more likely we will be able to process it by October 31. The effective recertification date of all applications approved by October 31 will be November 1, 2010.

If you have questions about your recertification, please take time to read the [instructions](#) sheet. If your questions remain unanswered, please call or email the DRS office and we will be happy to assist you.

Parent Education News

Parent Brochures ~ Additional copies have been printed of the brochure, “In the Best Interest of the Child: What Parents Can Do.” Brochures will be made available to providers of the mandated parent education classes to share with parents. The brochures emphasize the importance of noncustodial parents being actively involved in the education of their children.

Symposium ~ The Seventh Annual Parent Educators Symposium took place at the Supreme Court of Virginia on May 11, 2010. David Hershey gave an energetic presentation on training techniques and public speaking. Janice Mason gave instructors tips on how to handle difficult conversations that often come up in their classes. Those in attendance rated the guest speakers and the networking session very favorably.

During the networking session, DRS sought provider feedback on two issues and offered providers not in attendance an opportunity to vote on the issues as well.

(1) The first question addressed the format and location for our Symposium next year. The Parent Education Program has grown significantly over the past four years. The number of providers now exceeds the capacity of the only large training room at the Supreme Court. That was one of the reasons for the half-day format this year, offering a choice between the morning session or the afternoon session. The vast majority of those providing feedback prefer the half-day session and wish to continue meeting at the Supreme Court of Virginia location, so the 2011 event will be planned accordingly.

(2) The second issue was whether to require all programs to use a uniform or standard approach to the teaching of the four topics required by the Code of Virginia. Providers voted in favor of this proposal.

This means that all providers will use the standardized material to teach the effects of separation or divorce on children, parenting responsibilities, options for conflict resolution, and financial responsibilities. It does **not** mean that providers cannot continue to use the handbooks they have been using to teach their classes. They can incorporate the standard curriculum into what they are presently using. It also does **not** mean that the standard curriculum is a “script” that prohibits creativity in teaching approach. There will always be creative ways instructors can present material in classes. It merely assures that the topics will be covered thoroughly and accurately by all who teach the mandated classes. This assurance may help persuade judges to refer parties to the classes.

Our Parent Education Coordinator, Ann Warshauer, is working on this project. Before the curriculum is finalized, all programs and instructors will receive a draft of the proposed standard curriculum for comment and suggestions.

Statistics: 45 Virginia parent education programs reported that 2,531 people attended their parent education seminars during the second quarter of 2010.

Parent Education Website ~ In order to better serve families and the court, this year the Supreme Court website was revised and improved. The [website](#) now covers a detailed explanation of Virginia Code requirements and addresses [Frequently Asked Questions](#). We hope this information will be helpful to both the public and the courts.

Governing Documents Revisions

In our April 2010 issue of *Resolutions*, we noted that the proposed revisions for the Standards of Ethics and Professional Responsibility for Certified Mediators and the Procedures for Complaints Against Certified Mediators, Mediation Trainers, and Mediator Mentors would be presented to the Judicial Council of Virginia for adoption at its next meeting in April. Due to a full agenda for that meeting and to the cancellation of the June meeting, we now anticipate the revisions will be presented to the Council at its October 2010 meeting.

The Ethics Committee continues to work on the remaining three sets of documents (Guidelines for the Training and Certification of Court-Referred Mediators, Guidelines for the Certification of Mediation Training Programs, and Mentorship Guidelines). If completed in time, it is possible these documents may also be presented at the October meeting.

The mediation community will be given notice when the revised documents are adopted and ample time to become familiar with the changes before they go into effect.

2010-11 Mediation Contracts

The Office of the Executive Secretary of the Supreme Court of Virginia awarded contracts to provide [mediation services](#) and [mediation coordination services](#) to the courts of Virginia for fiscal year 2010-2011. We appreciate the excellent efforts of our mediation community to make professional ADR services available to the citizens of Virginia through referrals from our judicial system.

DRS to Present at Fatherhood Initiative Conference

The Commonwealth of Virginia Department of Social Services will host their Family Strengthening & Fatherhood Initiative Second Annual Conference on September 28th at the Koger Center, Holiday Inn Select in Richmond. Mandy Stallings of DRS will facilitate a panel presentation, entitled “Increasing Involvement by Improving Communication: Mediation and Parent Education Seminars.” The panel will be comprised of a judge, a Guardian ad Litem, a parent educator, a CASA volunteer, a certified mediator and a Virginia attorney. This session will provide attendees an opportunity to observe a mediation demonstration and to hear experts discuss the benefits of parent education seminars and mediation. Attendees will learn how utilizing these tools encourages both parents to be involved in their child’s life.