

## Regional Funding

### Fiscal Year 2022 - Partner Funding Application

#### Piedmont Dispute Resolution Center

#### Agency Total Budget

*In the boxes below provide an overview of the administrative costs associated with your total agency budget.*

#### Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Salary	269,000.0 0	273,889.0 0	280,390.0 0	325,965.2 0	334,180.0 0	334,180.0 0
Benefits	20,518.00	22,687.00	21,450.00	24,941.10	25,566.00	25,566.00
Operating Expenses	112,870.0 0	180,910.0 0	133,081.0 0	129,595.2 6	119,561.00	119,561.00
Capital Expenses						
Other Expenses	10,249.00	16,649.00	18,000.00	21,000.00	22,782.85	22,488.00
Total	412,637.0 0	494,135.0 0	452,921.0 0	501,501.5 6	502,089.8 5	501,795.0 0

#### Revenues

*Please include revenue associated with your entire organization. This section represents the TOTAL revenue your organization is receiving. The revenue associated with specific programs will be listed within your program budgets; this section represents total revenues. (For example if your organization requests funding for multiple programs the total amount requested from each locality or other entities goes within this section)*

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline						
Fredericksburg						
King George						
Spotsylvania		1,500.00	2,500.00	0.00	1,500.00	1,500.00
Stafford	7,000.00	7,000.00	6,650.00	6,451.00	6,451.00	6,451.00
United Way		3,000.00			0.00	
Grants	31,208.00	65,154.00				
Client Fees	15,020.00	20,130.00	16,000.00	10,008.86	7,500.00	7,500.00

	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2022 Budget</b>
Fundraising	5,157.00	10,500.00	5,000.00	7,251.14	7,000.00	7,500.00
Other (Click to itemize)	360,632.0 0	405,992.0 0	408,550.0 0	531,485.4 4	481,071.0 0	485,312.0 0
Total	419,017.0 0	513,276.0 0	438,700.0 0	555,196.4 4	503,522.0 0	508,263.0 0

### Surplus / Deficit

	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2022 Budget</b>
Surplus or Deficit	6,380.00	19,141.00	-14,221.00	53,694.88	1,432.15	

# Piedmont Dispute Resolution Center

## Agency Budget Narrative

### Administrative Expenses

**Provide an overview of the administrative costs for your agency.**

PDRC is seeking funding for administrative costs associated with volunteer management and required reporting to the Supreme Court of Virginia which regulates court-annexed mediation programs. In general, administrative costs comprise 47% of the executive director's \$61,222 salary, 40% of the service director's \$59,086 salary. In addition, 75% of the administrative assistant's \$29,830 salary is spent on direct contact with mediation clients and volunteer mediators. Specifically, the costs are related to program development and management, financial management and interfacing with volunteers, court personnel and the Board of Directors. The administrative assistant sends appointment letters, emails and text messages informing clients of their court-referred mediation appointment, the paperwork necessary and answers questions.

**If your agency is requesting an increase or decrease in administrative funding, please describe in detail the reasons for these changes.**

PDRC is not seeking an increase.

**Please provide justification for and specific amounts of administrative costs that are defrayed by locality funds.**

The Center is asking Stafford and Spotsylvania to fund 5% of the costs of the positions identified above, as follows: \$6,451 from Stafford and \$1,500 from Spotsylvania. The two counties make up 6% (4.8% and 1.2% respectively) of the total mediation referrals the Center received in FY 2020.

### Capital Expenses

**Please provide an overview of the capital costs for your agency.**

There are no capital costs for FY 2022.

**Please provide justification for and specific amounts of capital costs that are defrayed by locality funds.**

n/a

### Salary & Benefit Expenses

**Please provide an overview of any increases or decreases in general personnel expenses for your agency.**

The center anticipates expenses to be level for general personnel.

**Please provide a description of any changes to agency benefits structure or cost.**

PDRC does not provide benefits other than FICA.

### Budget Issues

**Provide any legislative initiatives or issues that may impact the agency for the upcoming year.**

None

**If you are aware of “outside” funding sources that will expire or be reduced on a set cycle or date, please note those below and how you are planning for them.**

A \$68,960 grant from the PATH Foundation in Warrenton for PDRC's non-court work in Culpeper, Fauquier and Rappahannock Counties expires in FY 2021. The Center intends to apply for further funding. Please note this grant does not cover Stafford or Spotsylvania nor does it fund court-annexed mediation programs.

**Please detail any identified agency needs or areas of concern that are currently not being addressed in your funding request.**

PDRC believes it is important for Stafford and Spotsylvania Counties to know that 75% of the people served by PDRC fall within the federal poverty guidelines. Furthermore, court-referred mediation clients are provided these services without cost to them. While we receive some compensation from the Supreme Court of Virginia, income from local government support is critical to providing these services. A concern expressed elsewhere also in this application is the negative impact COVID-19 had on mediation referrals. Courts were closed for nearly three months in the Spring which reduced our referrals by 28-50%. PDRC now pays monthly for three Zoom accounts so that it can offer virtual and phone mediations and family caseloads are rebounding. In general district court, there remains a reduction of cases, particularly landlord-tenant, that can be traced to the pandemic.

# **Piedmont Dispute Resolution Center**

## **Locality Information**

### **Locality Notes**

*Please use the spaces below to provide any locality specific notes or statements that may be relevant to your application.*

### **Caroline County**

PDRC began providing mediation in May 2020 to Caroline County Juvenile & Domestic Relations District Court at the request of the judge and the Supreme Court of Virginia's Division of Dispute Resolution Services. As of the date of this application, all mediations are conducted by phone or Zoom.

### **City of Fredericksburg**

### **King George County**

### **Spotsylvania County**

PDRC has been providing mediation services for general district court for the past 9 years. PDRC volunteer mediators increased their monthly court-sitting days in FY 2019 so that more citizens could have instant access to this important service when a judge refers a case from the bench at their first court hearing. Court case referrals dropped due to COVID-19 court closings. The center continues to work with court personnel during this aberrational time.

### **Stafford County**

PDRC believes that families in crisis deserve a chance to come together to fashion their own resolution without costly and painful litigation. Many of the families cannot afford attorneys and some are simply afraid of the court process. Volunteers donate about 15 hours weekly for the sole purpose of helping these families—especially the children caught in the middle—resolve painful disagreements in a respectful manner allowing families to maintain their dignity and provide incentive to adhere to their agreements. Stafford juvenile court referrals decreased in FY 2020 due to courts being closed for three months from the pandemic. Once referrals resumed in the summer, the Center offered virtual (paying monthly for three Zoom accounts).

Referrals from general district court where volunteer mediators provide instant access to mediation for consumer-merchant and landlord tenant disputes decreased, again, due to COVID-19.

# Piedmont Dispute Resolution Center

## Agency Information

### General Information

**Agency Name** Piedmont Dispute Resolution Center  
**Physical Address** 98 Alexandria Pike, Suite 53, Warrenton, VA, 20186, US  
**Mailing Address** 98 ALEXANDRIA PIKE STE 53  
**Agency Phone Number** (540) 347-6650  
**Federal Tax ID #** 541661815  
**Web Address** www.PiedmontDisputeResolution.org  
**Agency Email Address** lawrie.pdrc@verizon.net

### Agency Mission Statement

The Piedmont Dispute Resolution Center is a nonprofit organization whose mission is to provide affordable mediation, restorative justice and other dispute resolution services, training, education and information in such areas as the Board of Directors may decide. Areas currently include the Counties of Fauquier, Culpeper, Loudoun, Madison, Orange, Prince William, Rappahannock, Caroline, Spotsylvania and Stafford; Cities of Manassas and Manassas Park. Vision Statement: We desire to promote the peaceful and just resolution of conflicts and restoration of relationships to strengthen everyone in our community.

**Number of Years in Operation** 30

### Main Contact

**Main Contact** Lawrie S Parker, phone: (540) 347-6650, email: lawrie.pdrc@verizon.net  
**Job Title** Executive Director

### Localities Served

*Please select any/all localities your agency serves.*

**Caroline**   
**Fredericksburg**   
**King George**   
**Spotsylvania**   
**Stafford**

### Collaborative Impact

**Describe in detail how the community would be impacted if your agency were dissolved or merged with another partner agency.**

PDRC provides mediation to court-referred persons. If PDRC were dissolved, the court dockets would be more crowded and parties would have to wait longer to have their cases heard. Courts might need to hire more staff and judges. Citizen satisfaction with the judicial system would be negatively impacted. Without an outlet for positive conflict resolution, the well-being of children, families and individuals would be negatively impacted. At present, there are no other mediation providers serving the Stafford lower courts and the Spotsylvania General District Court. In fact, PDRC's involvement in Stafford Juvenile Court began at the request of the judge in 2009 after the dissolution of the local Rappahannock Mediation Center. Expansion into the General District Courts followed two years later, in 2011. It is a fair statement to say that mediation is part of the fabric of the court systems and its loss would be felt on many levels.

**Community Impact**

*Please provide at least 2 examples of how your services have impacted members of our community.*

**Example 1**

A local homeowner and local contractor came to general district court over an \$8,000 lawsuit. The judge referred them to a PDRC in-court mediator. That day, they were able to settle their differences in mediation and avoid returning to court and a trial before the judge. The terms of their agreement were a win-win. The homeowner achieved his renovation goal and the contractor received compensation for his work, as well as avoiding a negative image of his company.

**Example 2**

Family Mediation allows parents to: Have a voice in their future and the future of their child(ren); Make decisions about their child(ren)'s future; Take the long view; Work together; Learn about their child(ren)'s needs and how to co-parent.

A typical family case referred by Stafford Juvenile and Domestic Relations District Court involves parents with little communication between them and yet must decide on child custody, visitation and support issues. The opportunity to talk without loud arguments frequently leads to understanding and the discovery that an agreement can be forged. A full agreement removes a case from the docket when the judge accepts the mediated agreement and enters it in as a court order.

Mediation helps communication because the mediator removes roadblocks to conversation and provides a safe place to talk without arguing.

One example is parents who were referred by the judge after it became clear that they were putting their five-year old child in the middle of their acrimonious custody dispute by saying negative things about each other in front of their son and asking him to choose which parent with whom he wanted to live. In mediation, they were able to redefine their relationship, no longer as a couple but as parents who wanted the best for their child. They agreed not only on custody but also on how they would work together in the future to keep their child out of the middle.

**Example 3 (Optional)**

The pandemic has now permeated every corner of every life, not the least of which parents and children. Stress and anxiety levels are at their highest; often, conflict surfaces or resurfaces. PDRC is now mediating Stafford cases that involve amending child support because of unemployment or underemployment and redrafting parenting plans because virtual schooling impacts parents' ability to work outside of the home. Interestingly, COVID-19 has provided a (temporary) silver lining for some families. In a recent case, where the father lives in Maryland and the mother in Stafford County, the parents forged a joint physical custody agreement for their daughter who now lives equally with both parents. This arrangement is achievable because school is virtual. The parents acknowledged in their mediation agreement that the parenting plan would need to be revisited when schools reopen. This is an example of how mediation can result in creative solutions that are unique to each family's special circumstances.



# Piedmont Dispute Resolution Center - Court-Referred Mediation

## Program Overview

*You may save your work at any time by clicking on the "Save My Work" link/icon at the bottom or top of the page.*

*When you have completed all questions on the form, select the "Save My Work and Mark as Completed" link/icon at the bottom or top of this page.*

*You may also SWITCH between forms in this application by using the SWITCH FORMS feature in the upper right corner. When switching forms, any updates to the existing form will automatically be saved.*

## General Information

**Program Name** Court-Referred Mediation

**Is this a new program?** No

## Program Contact

**Name** Lawrie S Parker

**Title** Executive Director

**Email** lawrie.pdrc@verizon.net

**Phone** (540) 347-6650

## Program Purpose / Description

### Provide an overview of this program

Mediation serves vulnerable residents, adults and children, with open court cases in Stafford Juvenile and Domestic Relations District Court and Stafford and Spotsylvania General District Courts. Mediation is offered to litigants filing for child custody, visitation and/or support through the Stafford Juvenile and Domestic Relations District Court (JDR). Parties who reach signed mediation agreements are not required to attend their court hearing. The judge reviews the agreement and enters it as a Court Order. The program strengthens family ties by reducing current and future conflict. The Adverse Childhood Experiences (ACEs) study found that people who experience certain adverse experiences as children had a greater risk of physical and mental problems as adults. Parents divorcing or separating is one of the experiences identified. When parents argue and fight, it's the children who are hurt. PDRC's mediation in Stafford & Spotsylvania General District Courts for civil warrant-in-debt and warrant-in-detinue cases, unlawful detainer (eviction), landlord-tenant, consumer-merchant. Mediators are available on specific days for In-Court Mediation, thus citizens have instant access to mediation and resolution. Cases are dismissed pursuant to the agreement. Vulnerable populations served are those facing financial instability and housing insecurity. The Court-Referred Mediation Program conserves judicial resources to the greater satisfaction of Stafford and Spotsylvania residents.

## **Client Fees**

### **Please describe the fees clients must pay for the services by this program.**

None. Mediation is anchored to state laws. Statutorily, parties referred to mediations by general district or juvenile and domestic relations district courts do not pay for the service.

## **Justification of Need**

### **Please state clearly why this service should be provided to the citizens of the region and why the localities should consider this funding request.**

The court-referred mediation program conserves judicial resources to the greater satisfaction of Stafford and Spotsylvania citizens. Resolving a court case reduces time away from work for a trial, reduces the emotional stress of court and/or unresolved conflict and thus contributes to the wellness of a person's mental health. Research shows that parental conflict takes a significant toll on a child's mental health, as young as 6 months old to age 19. Long term effects can include: decreased cognitive performance, increased relationship problems, higher rates of behavior problems, increased risk of eating disorders, higher rates of substance abuse, high risk of academic problems and a more negative outlook on life. Resolving general district court landlord/tenant and/or debt conflicts reduces stress associated with financial and housing insecurity.

Mediation, by providing a place and space for peaceful conflict resolution, strengthens communities in tangible and long lasting ways.

### **If this is a new program, be sure to include the benefits to the region for funding a new request.**

n/a

## **Target Audience and Service Delivery**

### **Describe the program's intended audience or client base and how those clients are served.**

Family mediation clients are Stafford parents, children and extended family such as grandparents who are involved in child custody, visitation and/or financial support cases in juvenile court. In general district court, people served are both Stafford and Spotsylvania residents, primarily landlords, tenants, consumers and merchants. The lawsuits referred by general district courts range in value from \$500 to \$25,000.

Importantly, 75% of the people Piedmont Dispute Resolution Center served in FY 2020 had incomes of \$25,000 or less.

Services are conducted in designated private rooms provided in the Stafford and Spotsylvania courthouses.

### **If your program has specific entry or application criteria, please describe it here.**

Entry into the program is by judicial court-order.

## **Piedmont Dispute Resolution Center - Court-Referred Mediation**

### **Program Budget Narrative**

**Please indicate in detail reasons for increases or decreases in the amounts you are requesting.**

PDRC is respectfully requesting level funding for FY 2022.

**If an increase is being requested, please describe the impact not receiving an increase would have on the program.**

n/a

**In particular, please describe in detail if any increase is sought for new positions or personnel.**

n/a

## Piedmont Dispute Resolution Center - Court-Referred Mediation

### Program Specific Budget

Please provide your program specific budget below.

#### Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Personnel	20,500.00		21,350.00	21,350.00	21,350.00	21,350.00
Benefits	1,568.00		1,635.00	1,635.00	1,635.00	1,635.00
Operating Expenses	5,700.00		5,950.00	5,950.00	5,950.00	5,950.00
Capital Expenses						
<b>Total</b>	<b>27,768.00</b>	<b>0.00</b>	<b>28,935.00</b>	<b>28,935.00</b>	<b>28,935.00</b>	<b>28,935.00</b>

#### Revenues

This section represents revenue specifically associated with your program. Revenue that supports the implementation of your program and the services provided to the community.

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline						
Fredericksburg						
King George						
Spotsylvania			1,500.00	0.00	1,500.00	1,500.00
Stafford	7,000.00		6,451.00	6,451.00	6,451.00	6,451.00
United Way						
Grants						
Client Fees						
Fundraising	600.00		600.00	600.00	500.00	500.00
Other (Click to itemize)	16,500.00	0.00	20,384.00	13,000.00	15,000.00	17,000.00
VA Supreme Court						
VA Supreme Court	16,500.00		20,384.00	13,000.00	15,000.00	17,000.00
<b>Total</b>	<b>24,100.00</b>	<b>0.00</b>	<b>28,935.00</b>	<b>20,051.00</b>	<b>23,451.00</b>	<b>25,451.00</b>

#### Surplus / Deficit

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget

Surplus or Deficit	-3,668.00	0.00	0.00	-8,884.00	-5,484.00	-3,484.00
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## **Piedmont Dispute Resolution Center - Court-Referred Mediation**

### **Collaborative Impact**

#### **Efforts and Partnerships**

**Describe in detail examples of collaborative efforts and key partnerships between your program and the other programs or agencies in the area.**

Key partnerships for the mediation programs include the judges of Stafford and Spotsylvania General District Courts and the judges of Stafford Juvenile & Domestic Relations District Court as well as their Clerk's Offices. Outreach and public education partnerships include the Central Rappahannock Regional Library where PDRC has conducted mock mediation presentations at two branches to better inform citizens of the benefits of mediation and how it works. In addition, volunteer mediators have developed relationships with the Rappahannock Area Agency on Aging to expand into the field of Elder Mediation & Decision-Making, to further serve the area. This past year, members of the Stafford Rotary Club have participated in restorative justice and peacebuilding activities, particularly with law enforcement in the Warrenton area, to bring back to Stafford. Since the pandemic, PDRC has worked with Legal Aid Works staff to address the anticipated tsunami of eviction cases.

#### **Collaborative Impact**

**Describe in detail how the community would be impacted if your program were dissolved or merged with another partner agency.**

PDRC provides mediation to court-referred persons. If PDRC were dissolved, the court dockets would be more crowded and parties would have to wait longer to have their cases heard. Courts might need to hire more staff and judges. Citizen satisfaction with the judicial system would be negatively impacted. At present, there are no other mediation providers serving the Stafford lower courts and the Spotsylvania General District Court. Furthermore, without access to positive conflict resolution, the mental well-being of children, families and individuals would be jeopardized. In fact, PDRC's involvement in Stafford Juvenile Court began at the request of the judge in 2009 after the dissolution of the local Rappahannock Mediation Center. Expansion into the General District Courts followed two years later, in 2011. It is a fair statement to say that mediation is part of the fabric of the court systems and its loss would be felt on many levels.

## Piedmont Dispute Resolution Center - Court-Referred Mediation

### Number of Individuals Served

#### Localities

*Please provide the actual numbers of individuals served in this program during FY2017, FY2018, and FY 2019, the estimated numbers of individuals served in FY2020 and the projected numbers of individuals served in FY2021.*

<b>Locality</b>	<b>FY2017 (Actual)</b>	<b>FY2018 (Actual)</b>	<b>FY 2019 (Actual)</b>	<b>FY 2020 (Actual)</b>	<b>FY 2021 Projected</b>	<b>FY 2022 Estimate</b>
Fredericksburg City	0	0	0	0	0	0
Caroline County	0	0	0	7	75	75
King George County	0	0	0	0	0	0
Spotsylvania County	78	58	60	30	40	50
Stafford County	240	250	248	148	150	200
Other Localities	9,290	9,350	9,500	6,840	7,000	8,000
<b>Total</b>	<b>9,608</b>	<b>9,658</b>	<b>9,808</b>	<b>7,025</b>	<b>7,265</b>	<b>8,325</b>

## Piedmont Dispute Resolution Center - Court-Referred Mediation

[View Diagram](#) Goals and Objectives

### Goals

**Goal: Involvement of non-custodial parent in the lives of their child(ren)**

Objectives		2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
<b>Increase in mutually agreed upon parenting plans (mediation agreements)</b>	Total # Clients Served	120	130	175	130		140
	Total # Clients Achieved/Successful	72	90	122	90		92
	% Achieved / Successful	60	69.23	69.71	69.23	0	65.71
<b>Sixty percent of cases will result in an increase in non-custodial visitation.</b>	Total # Clients Served	120	130	175	130		140
	Total # Clients Achieved/Successful	72	90	114	90		92
	% Achieved / Successful	60	69.23	65.14	69.23	0	65.71

### Explanation & Overview

**If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case**

The total number of clients served in 2020 significantly declined due to the closing of courts, and attendant court mediation referrals, due to COVID-19. We anticipate referrals to be flat in FY 2021, particularly in general district court as long as social distancing is still in force. Please note, however, that although the number of clients served reduced, the percentage of successful mediations exceeded expectations.

### Updates for FY2018

**Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported**



PDRRC purchased 3 Zoom accounts and now offers virtual mediations (by phone or Zoom) to clients. The center worked closely with the Supreme Court of Virginia's Division of Dispute Resolution Services and the local courts to address confidentiality and how to obtain and submit signed agreements. The center also revamped its mediation forms. Virtual mediation is beginning to slowly catch on among clients.

**If you are restating the goals or objectives for the prior calendar year, please include those here**

The goals and objectives remain the same.

Goal: Involvement of non-custodial parent in the lives of their child(ren).

Objective 2a: Increase in mutually agreed upon parenting plans (mediation agreements).

Goal 2b: Sixty percent of cases will result in an Increase in non-custodial visitation.

**Goal: Efficient use of juvenile and general district court resources.**

Objectives		2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
<b>Increase in petitions for child custody, visitation and/or child support and/or spousal support, landlord-tenant, consumer-merchant, neighbor-neighbor and employer-employee disputes.</b>	Total # Clients Served	248	330	210	250		100
	Total # Clients Achieved/Successful	248	300	200	250		90
	% Achieved / Successful	100	90.91	95.24	100	0	90
<b>Increase in juvenile and domestic relations district court and general district court disputes being resolved in mediation.</b>	Total # Clients Served	248	300	210	250		100
	Total # Clients Achieved/Successful	158	207	200	160		90
	% Achieved / Successful	63.71	69	95.24	64	0	90

**Explanation & Overview**

**If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case**

The number of clients served decreased in 2019 due to a decrease in mediators. PDRC has remedied this by recruiting more trained mediators. The 2020 figures are significantly lower due to COVID-19 that closed courts for 3 months not allowing new petitions to be filed. Please note, however, that the mediation success rate remained high.

## **Updates for FY2018**

### **Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported**

The Center purchased 3 Zoom accounts to enable virtual mediations once referrals resumed. This method is slowly catching on among clients. Please see a thorough account of virtual mediation issues addressed under Goal 1.

### **If you are restating the goals or objectives for the prior calendar year, please include those here**

Goal: Efficient use of juvenile and general district court resources.

Objective 2a: Increase in petitions for child custody, visitation and/or child support and/or spousal support, landlord-tenant, consumer-merchant, neighbor-neighbor and employer-employee disputes.

Goal 2b: Increase in juvenile and domestic relations district court and general district court disputes being resolved in mediation.