

## Regional Funding

### Fiscal Year 2020 - Partner Funding Application

#### Piedmont Dispute Resolution Center

##### Agency Information

###### General Information

<b>Agency Name</b>	Piedmont Dispute Resolution Center
<b>Physical Address</b>	98 Alexandria Pike, Suite 53, Warrenton, VA, 20186, U.S.A.
<b>Mailing Address</b>	98 Alexandria Pike, Suite 53
<b>Agency Phone Number</b>	(540) 347-6650
<b>Federal Tax ID #</b>	541661815
<b>Web Address</b>	www.PiedmontDisputeResolution.org
<b>Agency Email Address</b>	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, 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.

<b>Number of Years in Operation</b>	28
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###### Main Contact

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

###### Localities Served

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

<b>Caroline</b>	<input type="checkbox"/>
<b>Fredericksburg</b>	<input type="checkbox"/>
<b>King George</b>	<input type="checkbox"/>
<b>Spotsylvania</b>	<input checked="" type="checkbox"/>



## Collaborative Impact

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

If PDRC were dissolved, the courts would find their dockets fuller; 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 servicing the Stafford 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.

## 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 were able to settle their differences in mediation and avoided a return to court and a trial before the Judge. They were able to work out terms to complete the work, restore a damaged structure and reopen the lines of communication. The homeowner achieved his renovation goal and the contractor achieved his of compensation and avoiding a negative image of his company.

### Example 2

A typical family case referred by Stafford Juvenile and Domestic Relations District Court involves parents who have poor communications. It is not uncommon to be mediating with them a few months after the breakup or a few months after an event that really upset one parent (for example the parent gets a new boyfriend/girlfriend or, in one case, the acceptable longtime girlfriend and the father get married, dashing the hopes of the mother for a reconciliation).

The opportunity to talk without loud arguments frequently leads to the discovery that an agreement can be forged. A full agreement removes a case from the docket when the Judge accepts the mediated agreement.

Mediation helps communications because the mediator removes roadblocks to conversation and it is a safe place to talk without arguing. Sometimes the parents reach a partial agreement which reduces part of the court's workload.

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

### Example 3 (Optional)

A local landlord and tenant were able to negotiate back rent and set up a payment plan and thus avoided a trial, judgment and the negative impact on the tenant's credit report.

# Piedmont Dispute Resolution Center

## Agency Budget Narrative

### Administrative Expenses

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

Administrative costs comprise 47% of the executive director's salary and 40% of the service director's salary. These costs are related to new program development, financial management and interfacing with the Board of Directors. PDRC is not seeking administrative funding from this application. Rather our funding requests compensate the Center for volunteer management and required reporting to the Supreme Court of Virginia which regulates court-annexed mediation program.

**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 administrative funding from this application. Please see above explanation.

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

n/a

### Capital Expenses

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

none

**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.**

PDRC anticipates a 2% salary increase for personnel.

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

None. 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 \$43,500 planning grant from the PATH Foundation for PDRC's work in Culpeper, Rappahannock and Fauquier expires in FY 2019.

An \$11,000 grant from the Dept. of Criminal Justice Services for restorative justice in Fauquier Schools expires in FY 2019.

A \$212,000 contract with Prince William County expires in FY 2019 but will be let out for bids in Winter 2019 and PDRC will submit a proposal.

**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.

## 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

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Salary	257,542.00	264,821.00	269,000.00	274,893.00	280,390.00
Benefits	18,300.00	20,259.00	20,518.00	20,867.00	21,450.00
Operating Expenses	70,882.00	110,545.00	112,870.00	167,018.00	133,081.00
Capital Expenses					
Other Expenses	4,946.00	6,290.00	10,249.00	16,649.00	18,000.00
Total	351,670.00	401,915.00	412,637.00	479,427.00	452,921.00

#### 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)*

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Caroline	0.00	0.00		0.00	
Fredericksburg	0.00	0.00		0.00	
King George	0.00	0.00		0.00	
Spotsylvania	0.00	0.00		0.00	2,500.00
Stafford	7,652.00	7,000.00	7,000.00	6,650.00	6,650.00
United Way	0.00	0.00		0.00	
Grants	48,012.00	16,000.00	31,208.00	54,572.00	
Client Fees	10,958.00	25,000.00	15,020.00	16,000.00	16,000.00
Fundraising	6,396.00	10,000.00	5,157.00	5,000.00	5,000.00
Other (Click to itemize)	309,870.00	335,205.00	360,632.00	392,205.00	408,550.00
Total	382,888.00	393,205.00	419,017.00	474,427.00	438,700.00

#### Surplus / Deficit

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Surplus or Deficit	31,218.00	-8,710.00	6,380.00	-5,000.00	-14,221.00

# **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**

#### **City of Fredericksburg**

#### **King George County**

#### **Spotsylvania County**

PDRC has been providing mediation services for general district court for the past seven years and is asking for county support for volunteer management costs. Court case referrals decreased slightly in FY 2018, to 22 cases due to the sudden, unexpected loss of one of our mediators. In addition, A new mediator is currently being mentored so that court-sitting days will be fully covered in FY 2019 so that residents will have instant access to this important service when a judge refers a case from the bench at their first court hearing.

#### **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 40 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 increased in FY 2018 from 19 to 21 cases.

Referrals from general district court where mediators provide instant access to mediation for consumer-merchant and landlord tenant disputes decreased to 27 cases in FY 2018, primarily, as noted above, due to the unexpected loss of a mediator. We will be at full mediator staffing in FY 2019. Although the mediations were down, the resolution rate (success rate) increased in FY 2018.

## 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

This program serves residents 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: When parents argue and fight, it's the children who are hurt.

PDRC's mediation in Stafford & Spotsylvania General District Courts for civil cases primarily landlord-tenant and 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.

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 mediation by courts do not pay.

## **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. Mediation JDR: The Supreme Court of Virginia's 2015 Annual State of the Judiciary Report has ranked the 15th Judicial District #1 in Virginia for new case filings for custody/visitations petitions and child support petitions (Stafford County's population comprises one-fourth of the overall population of the 15th Judicial District). The report also listed the area as 4th in the state for general district court civil petitions. Equally important, 75% of clients fall within the federal low income guidelines. Resolving court cases reduces time away from work for a trial, as well as reducing the emotional stress of court and/or unresolved conflict. Mediation, in tangible ways, strengthens the communities.

**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 involved in child custody, visitation and/or support cases in juvenile court. In General District Court people served are Stafford and Spotsylvania residents, primarily landlords/tenants and consumers/merchants. The lawsuits referred from general district courts range in value from \$500 to \$25,000. Seventy-five percent of the people we served in FY 2018 had incomes of \$25,000 or less. Services are performed in designated private rooms in the local courthouses.

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

Entry into the program comes from the judges who refer specific cases to mediation.

## **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 requesting current level funding from Stafford County (\$6,650). It is requesting \$2,500 from Spotsylvania.

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

Specific to this application, PDRC is seeking administrative funding from Spotsylvania equivalent to 4% of the service director's salary (\$2,500 of a \$58,500 salary). Our funding requests compensate the Center for volunteer management and required reporting to the Supreme Court of Virginia which certifies court mediators and regulates court-referred mediation program.

**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

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Personnel	19,350.00	21,350.00	20,500.00	21,350.00	21,350.00
Benefits	1,480.00	1,635.00	1,568.00	1,635.00	1,635.00
Operating Expenses	5,450.00	5,950.00	5,700.00	5,950.00	5,950.00
Capital Expenses	0.00	0.00		0.00	
<b>Total</b>	<b>26,280.00</b>	<b>28,935.00</b>	<b>27,768.00</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.

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Caroline	0.00	0.00		0.00	
Fredericksburg	0.00	0.00		0.00	
King George	0.00	0.00		0.00	
Spotsylvania	0.00	0.00		0.00	2,500.00
Stafford	7,652.00	7,000.00	7,000.00	6,650.00	6,650.00
United Way	0.00	0.00		0.00	
Grants	0.00	0.00		0.00	
Client Fees	0.00	0.00		0.00	
Fundraising	600.00	600.00	600.00	600.00	600.00
Other (Click to itemize)	17,528.00	20,335.00	16,500.00	17,835.00	17,835.00
<b>Total</b>	<b>25,780.00</b>	<b>27,935.00</b>	<b>24,100.00</b>	<b>25,085.00</b>	<b>27,585.00</b>

#### Surplus / Deficit

	<b>FY 2017 Actual</b>	<b>FY 2018 Budgeted</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Budgeted</b>	<b>FY 2020</b>
Surplus or Deficit	<b>-500.00</b>	<b>-1,000.00</b>	<b>-3,668.00</b>	<b>-3,850.00</b>	<b>-1,350.00</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		2017 Baseline	2017 Year End	2018 Baseline	2019 Baseline
<b>Increase in mutually agreed upon parenting plans (mediation agreements)</b>	Total # Clients Served		126	112	130
	Total # Clients Achieved/Successful		89	70	90
	% Achieved / Successful	0	70.63	62.50	69.23
<b>Sixty percent of cases will result in an increase in non-custodial visitation.</b>	Total # Clients Served		126	112	130
	Total # Clients Achieved/Successful		89	70	90
	% Achieved / Successful	0	70.63	62.50	69.23

### Explanation & Overview

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

This objective is on target and progressing well. Outcome data is consistent with court-referred programs administered by PDRC in other counties. This information is also reported by PDRC to the Virginia Supreme Court. Currently we are recruiting more Stafford family mediators and meeting with the clerk and judges to increase capacity for referrals.

### 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**

We now have three instructors certified by the Supreme Court of Virginia's Division of Dispute Resolution Services (DRS) to provide co-parenting classes for court-referred family mediation clients.

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

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

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

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

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

<b>Objectives</b>		<b>2017 Baseline</b>	<b>2017 Year End</b>	<b>2018 Baseline</b>	<b>2019 Baseline</b>
<b>Increase I 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		300	330	330
	Total # Clients Achieved/Successful		300	330	300
	% Achieved / Successful	0	100	100	90.91
<b>Increase in juvenile and domestic relations district court and general district court disputes being resolved in mediation.</b>	Total # Clients Served		300	330	300
	Total # Clients Achieved/Successful		207	220	207
	% Achieved / Successful	0	69	66.67	69

### **Explanation & Overview**

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

Our outcomes are lower than anticipated for this goal because in FY 2018 we experienced the sudden, unexpected loss of one of our key general district court mediators. We are currently mentoring a replacement. Please note, the mentoring of a mediator for Supreme Court of Virginia mediation certification is a lengthy process. Please also note, however that the success rate is higher than the previous year.

### **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**

Please see above. We anticipate being fully mediator staffed in the second quarter of FY 2019.

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

Goal 1: Efficient use of juvenile and general district court resources.

Objective 1a: Increase in petitions for child custody, visitation and/or support, landlord-tenant, consumer-merchant disputes be referred to mediation.

Objective 1b: Increase child custody, visitation and/or support and general district court disputes being resolved in mediation.

## 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 and FY2018, the estimated numbers of individuals served in FY2019 and the projected numbers of individuals served in FY2020.*

<b>Locality</b>	<b>FY2017 (Actual)</b>	<b>FY2018 (Actual)</b>	<b>FY 2019 Estimate</b>	<b>FY 2020 Projected</b>
Fredericksburg City	0	0	0	0
Caroline County	0	0	0	0
King George County	0	0	0	0
Spotsylvania County	78	58	80	80
Stafford County	240	250	300	300
Other Localities	9,290	9,350	9,450	9,450
Total	9,608	9,658	9,830	9,830

## **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 the Clerk's Offices for these three courts. 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 been developing relationships with the Rappahannock Area Agency on Aging to expand into the field of Elder Mediation & Decision-Making, to further serve the area. In FY 2019, we will be working with the local Rotary Club to spread the word about our court services.

#### **Collaborative Impact**

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

If PDRC were dissolved, the courts would find their dockets fuller and citizens would 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 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. PDRC is proud of its nearly 10 years of service to Stafford and Spotsylvania.