

Regional Funding

Fiscal Year 2019 - Partner Funding Application

Piedmont Dispute Resolution Center

Agency Information

General Information

Agency Name	Piedmont Dispute Resolution Center
Physical Address	3 South Fourth Street, 2nd Floor, P.O. Box 809, Warrenton, VA, 20188-0809, U.S.A.
Mailing Address	P.O. Box 809, Warrenton, VA 20186
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, 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	27
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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	<input type="checkbox"/>
Fredericksburg	<input type="checkbox"/>
King George	<input type="checkbox"/>

Spotsylvania

Stafford

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 more crowded 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.

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 \$5,000 lawsuit. The judge referred them to one of PDRC's in-court mediators. That day, they were able to settle their differences in mediation and avoided 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. This is a typical case in general district court.

Example 2

PDRC believes that families in crisis deserve a chance to come together to fashion their own resolution without costly and emotionally painful litigation. Many of the families cannot afford attorneys and some are simply afraid of the court process. Family Mediation allows parents to: Have a voice; 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 who have poor communication 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 custody dispute by saying negative things about each other in front of their son and asking him choose which parent with whom he wanted to live. In mediation, they were able to talk candidly in ways not possible in the adversarial courtroom. They were able to listen to one another too. Most importantly, they redefined 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 to keep their young son out of the middle. They were able to put their child first.

Example 3 (Optional)

Clients fill out an end-of-mediation evaluation form which is sent to the Division of Dispute Resolution Services at the Supreme Court of Virginia. The following are comments from Stafford and Spotsylvania County mediation clients:

From juvenile relations court clients:

A a very polite, welcoming mediator to talk to. He explained everything clearly to us.

Thank you very much for your help and patience. You are a really good listener!!

[The mediator] was extremely helpful. She made this process very easygoing. If I could, I would recommend her to others.

I love mediation. Great way to avoid court when it is not necessary.

Good mediator, very easy to talk to.

[The mediator] was and always has been very helpful. We've used him in mediation several times and have always had a great outcome!

[The mediator] was amazing, polite, helpful & knowledgeable! Enjoyed this time with her, and she made the process very easy and smooth.

Everything got settled and agreed on. Everything was good and explained clearly.

Mediator was adaptable to unusual circumstances and did an excellent job facilitating a meaningful discussion. While the parties didn't reach an agreement, the parties certainly discussed imported topics that may result in agreement.

The mediator was informative and helpful and we were not rushed or forced. Mediation me to make an informed decision.

[The mediator] was kind, respectful and patient.

Very helpful, very nice and professional.

From general district court clients:

I feel that mediation was the best way to go on this case considering the defendant claimed that he leased the lot where he parked the vehicles. I was unsure how the judge would rule in that case. Mediator was great. Amazing communicator.

It works great for gray areas and where feelings are blurring reality.

[The mediator] listened and helped us with all options. Thanks.

Good mediator.

Piedmont Dispute Resolution Center

Agency Budget Narrative

Administrative Expenses

Provide an overview of the administrative costs for your agency.

In general, administrative costs comprise 47% of the executive director's salary and 40% of the two service directors salaries. These costs are related to new program development, program management, financial management and interfacing with the Board of Directors, courts and other referral sources.

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

The Center is asking that funding from Stafford County be restored to the FY 2015 amount level of \$8,000, from the current \$7,000. This is a 14% increase from FY 2018. This increase accounts for the need to recruit and train additional mediators.

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

Specific to this application, PDRC is seeking administrative funding equivalent to 14% of the service director's salary (\$8,000 of a \$57,000 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.

Capital Expenses

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

n/a

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 a 2.5% increase to employee salaries which are both COLA and merit. Additionally, in December 2017, we hired a part-time, 21-hour/weekly administrative assistant.

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

PDRC does not provide employee benefits other than FICA.

Budget Issues

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

In 2017, the state budget provided for an increase in the compensation for family mediations referred from juvenile and domestic relations district court from \$100 per case to \$120. This has helped but not eliminated projected budget shortfalls.

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 \$16,000 grant from the Virginia Dept. of Criminal Justice Services to work with Fauquier County Public Schools in Restorative Justice will be decreased by 25% in FY 2019.

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 governments is critical to providing these services.

Equally important, court-referred mediators must be specially trained, mentored and supervised. They are required to be certified by the Supreme Court of Virginia's Division of Dispute Resolution Services (DRS). Court-referred mediation programs are regulated by DRS which requires extensive reporting. All of this takes staff time and is costly to maintain.

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 2017 Actual	FY 2018 Budgeted	FY 2019
Salary	257,542.00	264,821.00	273,296.00
Benefits	18,300.00	20,259.00	20,907.00
Operating Expenses	70,882.00	110,545.00	107,007.00
Capital Expenses			
Other Expenses	4,946.00	6,290.00	9,790.00
Total	351,670.00	401,915.00	411,000.00

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)

	FY 2017 Actual	FY 2018 Budgeted	FY 2019
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	2,500.00
Stafford	7,652.00	7,000.00	8,000.00
United Way	0.00	0.00	0.00
Grants	48,012.00	16,000.00	0.00
Client Fees	10,958.00	25,000.00	30,000.00
Fundraising	6,396.00	10,000.00	10,000.00
Other (Click to itemize)	309,870.00	335,205.00	347,705.00
Total	382,888.00	393,205.00	398,205.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Budgeted	FY 2019
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Surplus or Deficit	31,218.00	-8,710.00	-12,795.00
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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

n/a

City of Fredericksburg

n/a

King George County

n/a

Spotsylvania County

PDRC has been providing mediation services for general district court since 2010 and is asking for local financial support due to increased program costs, referrals and the need to train more mediators . Court case referrals increased by 32% between FY 2015 and FY 2017 from 26 to 33. In addition, PDRC volunteer mediators have increased their monthly court-sitting days so that more citizens can have instant access to this important service when the judge refers a case from the bench at their first court hearing. In FY 2017, 78 citizens were served.

Stafford County

Since 2009, volunteer mediators donate about 15 hours weekly for the sole purpose of helping families—especially the children caught in the middle—resolve emotionally painful child custody, visitation and support disagreements in a respectful manner allowing families to maintain their dignity and provide an incentive to adhere to their agreements. Juvenile court referrals FY 2017 totaled 26 cases. Referrals from general district court are for civil cases including 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. Mediations increased by 10.6% in FY 2017 compared to FY 2016, from 47 cases to 52.

A total of 240 citizens were served through these two mediation program.

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 citizens 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 citizens.

Client Fees

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

There are no client fees involved. Pursuant to the Code of Virginia, as amended, citizens with open court cases may be referred to mediation by the court (Sec. 8.01-576.5) to a no cost mediation orientation to them (Sec. 8.01-576.7).

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 citizens, 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 2017 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 a \$1,000 increase from Stafford County. This is needed to enable the Center to recruit, train, and mentor new mediators. The increase constitutes a restoration of the FY 2015 county funding level.

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

The current cadre of mediators serving Stafford has decreased due to attrition. Not receiving additional funding to replenish our pool of mediators may require a reduction in days PDRC can serve the courts in the future.

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

The additional \$1,000 will be used for training and mentoring costs.

Piedmont Dispute Resolution Center - Court-Referred Mediation

Program Specific Budget

Please provide your program specific budget below.

Expenses

	FY 2017 Actual	FY 2018 Budgeted	FY 2019
Personnel	19,350.00	21,350.00	21,350.00
Benefits	1,480.00	1,635.00	1,635.00
Operating Expenses	5,450.00	5,950.00	5,950.00
Capital Expenses	0.00	0.00	0.00
Total	26,280.00	28,935.00	28,935.00

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 2017 Actual	FY 2018 Budgeted	FY 2019
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	2,500.00
Stafford	7,652.00	7,000.00	8,000.00
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
Other (Click to itemize)	17,528.00	20,335.00	17,835.00
Total	25,780.00	27,935.00	28,935.00

Surplus / Deficit

	FY 2016 Actual	FY 2017 Budgeted	FY 2018 Requested
Surplus or Deficit	-500.00	-1,000.00	0.00

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	Objective Results	Year End	Baseline
Increase in mutually agreed upon parenting plans (mediation agreements)	Total # Clients Served	112	112
	Total # Clients Achieved/Successful	70	70
	% Achieved / Successful	62.50	62.50
Sixty percent of cases will result in an increase in non-custodial visitation.	Total # Clients Served	112	112
	Total # Clients Achieved/Successful	70	70
	% Achieved / Successful	62.50	62.50

Outcomes Narratives

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.

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 are working with the Supreme Court of Virginia's Division of Dispute Resolution Services (DRS), the Virginia Dept. of Social Services and the local office of the Department of Child Support Enforcement (DCSE) to offer parenting classes for court referred family mediation clients.

If you are restating the goals or objectives for FY 2018, 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.

Objectives	Objective Results	Year End	Baseline
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	Total # Clients Served	325	330
	Total # Clients Achieved/Successful	325	330
	% Achieved / Successful	100	100
Increase in juvenile and domestic relations district court and general district court disputes being resolved in mediation.	Total # Clients Served	325	330
	Total # Clients Achieved/Successful	215	220
	% Achieved / Successful	66.15	66.67

Outcomes Narratives

Explanation & Overview

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

These programs are on track for achieving the stated objectives.

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

PDRC will continue to offer parenting classes through the Division of Child Support Enforcement.

If you are restating the goals or objectives for FY 2018, 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 FY2016 and the projected numbers of individuals to be served in FY2018.

Locality	FY2017 (Actual)	FY2019 (Projected)
Fredericksburg City		
Caroline County		
King George County		
Spotsylvania County	78	84
Stafford County	240	260
Other Localities	9,290	9,290
Total	9,608	9,634

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.

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.