President’s Message

Greetings,

In February, I shared that VMN chose David J. Smith to serve as our facilitator of our strategic planning session; it was excellent. David served as a conduit to assist us in clarifying action steps as to how we can continue to be a viable resource to our mediators and conflict resolution professionals.

I want to share some of the exciting changes that we implemented:

1. Discounted membership for our potential members who are students. Students just need to be enrolled in degree seeking program.

2. Actively seeking diverse board members. We want our board to look like our beloved Virginia which is a diverse kaleidoscope. If you are interested in being a member, see application on page 3.

3. Open access to our quarterly Newsletter. We want everyone to know about the great work that our mediators and conflict resolution professionals are doing.

We have more changes on the horizon and will be rolling more out at our Fall Conference. We ask that you save the date for our Fall Conference which is September 28-29, 2019 and registration will open mid-July. So, watch out for that link!

We know that we have some amazing mediators and conflict resolution professionals working in the field and they deserve recognition. Please be sure to submit your nominees for the Mediator of the Year of Award to virginiamediationnetwork@gmail.com no later than July 18, 2019.

Lastly were you aware that Virginia Mediation Network will soon be celebrating our 30th anniversary. Yes! VMN started as a grass roots effort in 1986, and was incorporated September 20, 1990. We will be ordering pins to commensurate this auspicious occasion and we look forward to celebrating this milestone next year.

Continued on page 2
Virginia Mediation Network has lots of opportunities to serve. We are currently recruiting for board members, committee members and VMN ambassadors. WE need to tell our story. We need to share with our families, business colleagues and government officials that VMN is their resource for mediators and conflict resolution professionals.

I look forward to meeting each and everyone one of you at our Fall Mediation Conference. Take care and have a harmonious prosperous summer.

Peace,

Vickie R. Wms-Cullins, MPA

Would You Like to Serve on the VMN Board?

The VMN Board of Directors is soliciting nominations to fill vacancies on the Board of Directors. Please feel free to forward your nominations to the Nominating Committee through the VMN office at virginiamediationnetwork@gmail.com no later than July 18, 2019.

According to VMN’s by-laws, the slate of candidates for the open position(s) shall, to the extent practical, reflect a cross-section of VMN’s constituency. Each candidate on the slate shall:

- Be a member of VMN
- Be eligible to serve as a member of the Board of Directors
- Confirm to the Nominating Committee his or her willingness to serve on the VMN Board of Directors.

The Board of Directors of the Virginia Mediation Network invites its members who wish to be considered for service on the Board to submit a Nomination Form found on page 3. All Nominations should be sent to the VMN office at virginiamediationnetwork@gmail.com.
The Virginia Mediation Network
Nomination to Board of Directors

The Board of Directors of the Virginia Mediation Network invites its members who wish to be considered for service on the Board to submit this Nomination Form.

The Board of Directors is the governing body of the Virginia Mediation Network, responsible for policy, management, planning, financial stewardship, and conference, among other things. This is a “working” Board. Service on the Board requires a substantial commitment of time for meetings, travel, correspondence, telephone conference calls, committee work, conference planning, and more. Board members are expected to attend all meetings (roughly 2 in person meetings and 4 conference calls on average) and chair at least one committee.

If you would like to be considered by the Nominating Committee for service on the Board, please complete the following information:

- How long have you been a VMN member?
- Your resume or curriculum vitae
- A statement (max 200 words) describing why you wish to serve on the VMN Board
- A description of your particular area of interest
- Names, titles, and telephone numbers of a Virginia Mediation Network member(s) who will serve as a reference for you.

Name: _____________________________________________________________
Address: ___________________________________________________________
Telephone: _________________________________________________________
Email Address: _______________________________________________________
Signature: _______________________________________________________________________

Please return this form and the required attachments to:

Virginia Mediation Network
P.O. Box 29007
Henrico, VA 23233

virginiamediationnetwork@gmail.com

If you have any questions please call 571-399-8660 or 804-316-5271
A big thank you to our speakers, Cinnie Noble and Dale Robinson, for providing two thought provoking workshops for the VMN 2019 Spring Conference.

Cinnie Noble, of Cinergy Coaching, provided a two and a half hour workshop on “The Nexus of Conflict Management Coaching and Mediation”. This workshop explored the “Whys, whats, hows of premediation coaching”. Attendees discussed what coaching means to them and how preparing clients in advance of mediation can lead to better conflict management. Cinnie also shared how using the conflict coaching model before mediation can help clients become more comfortable being in a conflict situation.

VMN Board member, Dale B. Robinson, who served as the Assistant Director for Education, Outreach and Conflict Resolution at Virginia Tech from 2007-2017, presented an hour and a half workshop on “Growing Your CR Services: Mediation, Conflict Coaching and Professional Development”. Dale’s workshop outlined a model for developing and integrating mediation/conflict resolution into our daily workspace interactions. He shared information and resources on teambuilding and creating leaders within conflict. Participants learned about the Conflict Dynamics Profile assessment tool and how to develop a program that can best suit the parties involved in conflict.

Besides receiving Continuing Mediator Education credits, the workshops were approved for credit from the Society for Human Resources Management (SHRM) and opened educational opportunities up to non VMN members.

The VMN Conference Committee is always looking for new topics and speakers of interest for the membership. Please contact Dan Hand, Conference Committee Chair, with any questions or recommendations for upcoming conference events.
The Virginia Mediation Network (VMN) is an association of professional mediators in the Commonwealth of Virginia whose mission is:

- To provide an interdisciplinary forum for the exchange of ideas and the development of solutions to all forms of dispute.
- To enhance the professional skills of mediators by promoting educational development in conflict resolution.
- To increase the public understanding and acceptance of the role of mediators in dispute resolution.
- To act as resource to organizations and institutions through which mediation services are provided.
- To promote professional interests and skills of mediators at the local and state level.

**Click here to renew your VMN Membership Today!**

**Basic Membership: $125.00**

VMN Basic Membership offers reduced rates for conferences, free or reduced cost teleseminars, informative newsletters throughout the year and the “Find a Mediator - Basic” page listing which includes your name, phone number and email address in a searchable database. Your information will be included in VMN’s internet accessible database AND in Google and other search engines.

**Enhanced Membership: $175.00**

VMN Enhanced Membership includes all the benefits of “Basic Membership” PLUS the “Find a Mediator - Enhanced page listing which includes your name, address, phone number, email address AND your photo, a link to your website, and a descriptive paragraph about your business and services. This additional information should be emailed to VMN at virginiamediationnetwork@gmail.com. Your information will be included in VMN’s internet accessible database and in Google’s index AND the link to your website will elevate your placement in Google and other internet searches.

**Student Membership: $50.00**

Student Membership is open to full time, higher education students and newly trained mediators interested in getting a head start in the professional mediation community. To qualify for this category, please submit proof that either you are a full time student (copy of a current student ID card) or that you completed basic 20-hour mediation training within the last three months (training certificate signed and dated by your trainer). This membership includes all of the benefits of the Basic Membership but does not include the Find a Mediator page.

**VMN Membership is based on a calendar year, January 1st through December 31st.**
Last Name: _____________________________________________________

First Name: ________________________ Middle Name OR Nickname : _________________________________

Email: _______________________________________________________________________________________

Address: _____________________________________________________________________________________

City: ___________________________________________ State: ___________ Zip: ________________

Phone: ___________________________________________ Website: _____________________________

Are you interested in serving on a VMN Committee(s)?

Please check which Committee(s) you are interested in:

☐ Conference / Education Committee  ☐ Membership Committee

☐ Communications Committee  ☐ Legislative Committee

VMN MEMBERSHIP Levels 2019

1 Year Membership Levels  (Membership is January 1, 2019 through December 31, 2019)

_____ Enhanced Membership $175.00

_____ Basic Membership $125.00

_____ Student Membership $50.00

_____ TOTAL ENCLOSED

Payments Accepted:  ☐ VISA  ☐ MASTERCARD  ☐ DISCOVER  ☐ CHECK

CREDIT CARD NUMBER ________________________________________________________________

EXPIRATION DATE __________________ 3 DIGIT CODE (on back of card) ____________

SIGNATURE _________________________________________________________________

Save time and register online!

Go to www.vamediation.org and go to Membership Tab for online registration.

Mail this printed application and payment to:

VMN, P.O. Box 29007, Henrico, Virginia 23242

Phone: 571-399-8660 or 804-316-5271
Bookzone

2019 VMN Fall Conference Choice

Join the discussion...

Influence, The Psychology of Persuasion by Robert B. Cialdini, Ph. D. (Arizona State University). Dr. Cialdini is considered to be the seminal expert in the field of influence and persuasion.

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

Join other conference attendees in an hour long discussion led by Mediator and Trainer Jeannette Twomey at the Fall Conference on Sunday, September 29, 2019 at 8 am.

Nominate a Distinguished Mediator

The Distinguished Mediator award is presented annually to a prominent member of the mediation community in Virginia who demonstrates personal and professional commitment to advancing peaceful conflict resolution.

Candidates should be recognized for one or more of the following qualities:

- leadership in promoting and advancing the field of mediation;
- innovation in the development of mediation programs or creative applications of mediation;
- significant published writings on the subject of mediation;
- exemplary pro bono mediation service;
- cutting edge advanced mediation training; or,
- dedication of time and energy to an active mediation practice that supports collaborative problem solving

Candidates must exemplify personal and professional integrity and respect for others, as well as demonstrated commitment to continuing growth of high quality mediation in the Commonwealth of Virginia. Candidates also must be members of VMN and in good standing.

If you are interested in submitting a nomination, please forward the name to VMN office at virginiamediationnetwork@gmail.com. Nominations are due no later than July 18, 2019.
Virginia Mediation Network 2019 Fall Conference

Empowering Ourselves for the Future

An exciting time is approaching for Virginia mediators with the upcoming Virginia Mediation Network 2019 Fall Conference. This year’s conference will again be held at the University of Richmond’s Jepson Alumni Center. Our keynote speaker will be from the Virginia Center for Inclusive Communities (VCIC). A slate of sessions encompassing workplace mediating, creative ways to incorporate ADR/conflict management into one’s community, reimagining mediation of the future and of course the ever popular topic of Ethics. This year’s Book Zone selection will be: Influence, the Psychology of Persuasion by Robert B. Cialdini, Ph.D. (Arizona State University). Dr. Cialdini is considered to be the seminal expert in the field of influence and persuasion.

All these and more will be offered during the 2-day conference Saturday and Sunday September 28/29, 2019. Be sure to tell your friends, place on your calendars and save the date. Registration will be open mid July. Updates will be available on the VMN website – vamediation.org. Stay tuned for more details and a completed sessions schedule.

VMN members are encouraged to participate in the VMN Annual Membership Meeting during the conference, and if interested to submit an application for the VMN Board of Directors. Finally, feel free to share this info with colleagues who may not be members or with students who have an interest in conflict management or work in the arena of Alternative Dispute Resolution.

VMN looks forward to seeing you in September - so make sure you “Save the Date”.
Last winter the Board requested the Audit Committee to conduct a biennial internal audit of VMN’s financial records. Skip Mertz, the Chairman, asked Beth Roper and Ron Burton to join him on the audit team. The team divided the year into thirds with each taking a four-month period to review.

A significant sample of deposits and expenses were reviewed in each period for accuracy of reporting and assigning to proper accounts in the P&L reports. Month-end bank balances were compared to the Balance Sheets reported by the Treasurer to the Board for each of those periods. There were no errors uncovered, no questionable entries, adequate invoices and records matching expense payments, and no entries that required further investigation.

In addition, the audit team looked for VMN compliance with new-in-2018 FASB, Financial Accounting Standards Board, standards for nonprofits to report on funding, liquidity, and presentation of expenses. The audit found VMN to be in full compliance: all VMN assets are non-restricted, all assets are in checking, savings or short-term CD accounts, and expenses are clearly identified to support the major functions of VMN such as conferences, Board operation and general administrative purposes.

The audit report to the Board also pointed out “the exemplary recordkeeping by Jeanne of the many types of revenue and frequency received throughout the year and the accurate reporting she does for ease of entry by the bookkeeper.”

If you would like a copy of the audit report or any of VMN’s financial reports for 2018, please contact Treasurer, Bob Carpenter @ bobcmediation@outlook.com.
VMN Annual Training Conference
September 28-29, 2019

Call for Speakers

Deadline for submission extended to June 21, 2019!

We are still in need of a few good workshops for the Fall Conference! Speaking at Conferences is a great way to present new ideas, increase name recognition, and gain credibility, both within your community and with potential clients. The Virginia Mediation Network is always looking for presentations that are thought provoking and learning opportunities for mediators in Virginia.

VMN is hosting the annual Fall Training Conference September 28-29, 2019 and is looking for presentations that would be of interest to conference participants. The conference will be held at the University of Richmond Jepson Alumni Center in Richmond, Virginia. VMN is seeking proposals for concurrent workshops (1.5 hours in length) which will be scheduled for either September 28th or 29th. All conference presentation ideas are welcome for review. To assist in thinking about topic areas, past participants have identified various topics of interest listed below. It is offered to spark thought and creativity.

Possible Session Ideas:
• Spousal and child support, equitable distribution, 401(k) issues, tax issues, and other financial matters in mediation
• 'Silver Divorce' issues
• Public Conflict and Solving Public Problems
• Future of Mediation in Academia
• Panel Discussion(s)
• Cultural differences and/or religious differences in mediation
• Focused exploration on a part of the mediation process
• Restorative Justice
• Child issues in mediation
• Employment Law mediation
• Personality types, personality disorders, and other mental health issues and how they impact the mediation process
• Conflict coaching seminar

The speaker proposal deadline has been extended to June 21, 2019. All handouts are required when submitting the program proposal as these materials are needed for both the CME and CLE application process. When submitting a program proposal, all attachments plus a brief, personal bio, must be included for consideration. For your convenience, the checklist for submitting proposals is outlined on the following page.
1. “Call for Speakers” Program Checklist located at vamediation.org click on Conferences Tab

2. ADR CME Application signed by all speakers in program, download a copy at vamediation.org

This form must be completed and returned with all other information so that continuing mediator credits can be applied for from Dispute Resolution Services at the Supreme Court of Virginia. Please note your signature is required on this form. If you do not have a way to electronically sign the form, you can mail this particular form to the address below.

3. A brief bio (no more than one paragraph) for the conference program.

4. Handouts, worksheets, role plays, power point presentations, etc. that you will include in your presentation. Please review the CME application guidelines as specificity is required on this form. Handouts that you want participants to have during the session (that are included in the training manual that each conference participant receives) will need to be included.

All materials can be returned to the Virginia Mediation Network at virginiamediationnetwork@gmail.com. Please scan in a signature copy of your CME application if emailing your application to the VMN office.

Our mailing address:

VMN
P.O. Box 29007
Henrico, VA 23242

If you have any questions or concerns, please do not hesitate to contact VMN at virginiamediationnetwork@gmail.com or (804) 316-5271.

Best Regards,

VMN Fall 2019 Conference Committee

Daniel Hand, VMN Board Member, Conference Committee Chair

Brenda Booth Lowry, VMN Board Member

Karen Richards, VMN Member

Dale Robinson, VMN Board Member
VMN Bylaws Review

VMN periodically reviews the Bylaws. Two amendments are being considered for presentation to the membership at the fall conference.

The Board is committed to providing an inclusive and welcoming environment for all members, staff, and persons who participate in VMN’s conferences and activities. The non-discrimination statement found in Article III, Membership has not been reviewed in some time. Over the years, additional civil rights protections have been established. This Bylaw revision being proposed will support VMN’s commitment to diversity.

The second area of focus is Article IX, Financial Audits. In response to an external audit initiated by the Board, minor edits are being considered to reflect who should be involved in conducting financial reviews and audits as well as the type and frequency of audits. This proposed modification of the Bylaws is in response to the recommendations of the auditors.

After the Board has met and considered these proposals, they will be shared with the membership at least thirty (30) days in advance of the fall conference, September 28. These recommendations will be voted on for adoption by the membership at that conference.

Follow VMN on LinkedIn and Facebook!
Mediation Principles Founded in World Religious Doctrine-First Excerpt

Pamela K Struss, PhD, Scholar/Practitioner

Mediation is not new and not evented in this century or those in the recent past. A discussion about mediation’s traditions that are found in religious doctrine will be covered in the next few newsletters. “Religion has a dual legacy in human history,” existing as both a catalyst for conflict, yet also as an advocate for its resolution (Gopin, 1997, p. 1) “Religion has the ability to bring various resources to the peacemaking process. Abu-Nmer reveals that religion brings social, moral and spiritual resources to the peace-building process” (Hurst, 2015, p. 1).

First we will cover mediation principles found in the Talmud, the sacred text of Judaism. It is the primary text containing the Jewish law and philosophy. Jewish literature discusses the increase in litigation while also talking about the need for making peace between parties, which are worked out in rabbinical courts by a rabbinical judge. There is a passage in the Old Testament or Talmud- Zechariah, 8:16, "…execute the judgment of truth and peace in your gates" (Jewish Virtual Library, 1998).

The following excerpts in their original from an article Mediation Principles in the Talmud: Four Lessons From the Disputes of the Academies of Hillel and Shammai present a relevant and timely discussion of the intersection of mediation and religious texts.

Mediation Principles

Regardless of what actually transpired during the incident recorded by the Talmud, the complex relationship between Beis Hillel and Beis Shammasi conveys at least four vital principles of conflict resolution that can be applied in mediations.

First, we learn the value of validating the views of our adversaries. As noted, both Beis Hillel and Beis Shammasi held well-reasoned opinions, but the law followed the opinions of Beis Hillel because they sought to understand and respect Beis Shammasi’s positions. The message is that, during conflict, we should not just aggressively advance our own position, but as much as possible, step into the shoes of our opponents, and attempt to comprehend their viewpoint as well. As noted in a previous post on the role of empathy in mediation, particularly in disputes where there is a strong emotional component, it is up to the mediator to employ strategies that encourage parties to explore the perspective of the other side, and arrive at mutual understandings.
Second, disputants should not stubbornly stick to rigid positions, but instead remain sufficiently open-minded and flexible to adjust their positions based on the weight of the objective evidence and applicable law. To this end, a skilful mediator can help both sides evaluate the strengths and weaknesses of their respective positions.

Third, disputes should not become personal. As noted, despite persistent disputes over myriad subjects, the families of Beis Shammai and Beis Hillel still maintained cordial relations.

Fourth, in the context of any disagreement, despite the best intentions of the participants, there is always a risk that the dispute will degenerate into personal attacks. Indeed, even if the dispute between Beis Hillel and Beis Shammai did not actually become physical or violent (as Rabbi Hirsch maintains), the plain text of the Jerusalem Talmud may still deliberately suggest otherwise precisely to teach that even violence becomes possible when disputes become too heated. As such, both sides to a dispute should remain alert to subtle shifts in tone or rhetoric indicating that the debate is transitioning from problem solving to ad hominem, and seek to revert to civility.

A mediator obviously plays a critical role when it comes to maintaining civility during joint sessions so that each side can speak without interruption and feel it has been adequately heard. Among other things, the mediator can model civility through his or her own conduct such as tone of voice. At the same time, the mediator also needs to remain alert to any changes in the mood, and intervene if either party breaches the ground rules of civility. (Merge Mediation Group, 2019)

Pamela K. Struss, PhD, is a scholar practitioner and her expertise is in development (housing, poverty & growth) judicial mediation, community engagement, local governance and religious organizations. She is an MS Alumna of S-CAR and received her Doctoral Degree in Conflict Analysis and Resolution from NOVA Southeastern University, Ft. Lauderdale FL. She practices domestically and internationally and has worked with the governments in Ecuador and Suriname, Prince William, Lancaster, Northumberland, and Westmoreland Counties, VA and is a certified Mediator for the Virginia Association of Realtors, Prince William Association of Realtors, a Virginia Supreme Court certified mediator and liaison to Prince William County General District Court’s mediation program.

Pam enjoys a full academic life, she teaches a variety of undergraduate and graduate practice based courses for several universities, has taught the Basics of Conflict Resolution to churches in the U.S., Ecuador’s and Suriname’s government leaders, and Development NGO’s leadership. She has conducted research on mediation’s success in the judicial setting and presented her findings at the VMN Fall 16 conference.

Her professional associations and positions include the Association of Conflict Resolution-Liaison to the Stone Soup Program Dispute Resolution at the University of Missouri Law School and Education, Research and Training Section-Diversity Officer; American Bar Association-Dispute Resolution, International Group’s Membership Committee Liaison and Review Committee Model Standards for Mediators; Joint Civilian Military Institute Member; International Association of Conflict Management; Society of International Development; Mediators Beyond Borders; and Virginia Mediation Network Board Member.
Conflict Practitioner Employment Arena
Upcoming Events in the Mediation World

June 19-21
Greenbelt MD

2019 Annual Conference
This conference provides public and private sector dispute professionals with the latest information on alternative dispute resolution skills, concepts and strategies. It features a diversified faculty of industry, government and academic experts and affords attendees the opportunity to participate in smaller sessions.

Center for Alternative Dispute Resolution
Linda Sternberg

June 20
New York NY

Selected Ethics Issues in Mediation & Settlement Negotiations
This program will address a number of ethics issues that can arise in mediation and settlement negotiations. With a specific focus on confidentiality, conflicts of interest and related issues, the program will discuss ethics questions from the point of view of the mediator, the outside lawyer, and even the client. The program will close with a brief discussion about how to research ethics issues and how to get help from an ethics committee of lawyers, or mediators, when needed.

New York City Bar Association
Rosan Dacres
Phone: 212-382-6663

June 20-22
Malibu CA

32nd Annual Summer Professional Skills Program in Malibu
Pepperdine School of Law
Straus Institute for Dispute Resolution
Lori Rushford
Pepperdine Law School
24255 Pacific Coast Highway
Malibu, CA 90263 USA
July 11-16  
Vienna AUT  
International Dispute Professional Academy  
40-hours certification including Mediation, Negotiation and Dispute Management  
The Negotiation Academy  
Claudia Winkler  
Phone: 00436886484779

Monday, 9th July 2019  
Luxembourg  
The Xth Conference of the World Mediation Forum  
Wants to devote itself to trying to understand how mediation can be organized and developed when it has so many objectives that are seemingly difficult to reconcile. Thus, the 2019 conference will try to bring, through four highly interrelated roundtables and about forty presentations, a significant contribution to this question: 'Mediation: A transversal approach with multiple purposes'  
Contact: Pascale Neuman - pascale.worldmediationforum@hotmail.com

July 17-18, 2019  
Newport News, VA  
2019 Strengthening Your Facilitation Skills Trainings  
Midtown Community Center  
570 McLawhorne Drive, Newport News, VA 23601  
Contact Dr. Megan M. Seibel, at 540-231-2375 or mseibel@vt.edu

Wednesday, August 7, 2019  
Christiansburg, VA  
Strategic and Project Planning, and Facilitation Skills  
Virginia Cooperative Extension  
Montgomery County Administration Building  
755 Roanoke Street Suite 1G  
Christiansburg, VA 24073  
Contact Dr. Megan M. Seibel, at 540-231-2375 or mseibel@vt.edu
Mark Your Calendars: VMN Annual Member Meeting – Saturday, September 28

The Virginia Mediation Network will hold its annual membership/business meeting during the VMN Fall Conference. The meeting will be held on Saturday, September 28, 2019, during lunch. During the short meeting, VMN members will:

- Elect new members to the VMN Board of Directors
- Honor the 2019 Distinguished Mediator Award recipient
- Hear reports on the organization
- Share suggestions/concerns with the Board and get involved with the organization
- Win door prizes!

Registration for the Fall Conference will open mid July, 2019. All registration information will be on the VMN website at vamediation.org. Click on ‘Conferences’ tab to view.

There will be a cocktail reception from 5 pm to 6 pm on Saturday evening. It’s a great time to network and get to know your new and current VMN Board members. Chat with our Committee Chairs and see how you can become more involved in your professional organization. Let’s Empower Ourselves for the Future!

Hope to see you there!