

Regional Funding

Fiscal Year 2021 - Partner Funding Application

Piedmont Dispute Resolution Center

Agency Information

General Information

Agency Name Piedmont Dispute Resolution Center
Physical Address 98 Alexandria Pike, Suite 53, Warrenton, VA, 20186, U.S.A.
Mailing Address 98 Alexandria Pike, Suite 53, Warrenton, VA 20186, USA
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 29

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



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 juvenile and domestic relations and general district court-referred persons. If PDRC were dissolved, the courts would find their dockets fuller 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 courts and the Spotsylvania General District Court. PDRC's involvement in Stafford Juvenile Court began at the request of the judge ten years ago 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

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. 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 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.

Example 2

Grandparents were seeking custody of their two year old granddaughter. Their daughter's mental health issues and drug use made it impossible, in their eyes, for her to parent her child. The child's father was in prison for drug-related offenses and out of the picture but agreed to accept what the three decided. In mediation, the grandparents and their daughter were able to discuss not only the needs for the granddaughter's safety and stability, but also hope for a better future for the daughter and granddaughter. Anger, frustration, disappointment and fear gave way to love and support. Where once there was estrangement, there was now family. The grandparents and their daughter agreed that custody, at least for now, was best with the grandparents. However, the mother could visit her daughter at the grandparents home anytime, as long as she was sober and in therapy. In addition, the mediation agreement specifically stated that the grandparents would relinquish custody once their daughter was stable.

Example 3 (Optional)

A typical case in general district court mediation involves landlord-tenant issues. One example: The landlord needs back rent to pay the mortgage. The tenant had been out of work for two months and without a place to live the family, a mother and two young children, would be faced with homelessness and losing her new job. In mediation, the landlord and tenant expressed how they appreciated the arrangement: the tenant took good care of the house and it was located close to her new job and the children's schools. They agreed on a payment plan for the back rent. The landlord was able to make the mortgage payments and the tenant was able to stay in the house, averting the devastating effects of housing insecurity. Another typical mediation involves money allegedly owed. For example, a homeowner contracted with a local home repair firm to redo the wood floor in her family room. In court she claimed the work was faulty because the stain used was not the same color as the wood floors throughout the rest of the house. Therefore, she refused to pay the contractor. The contractor, on the other hand, alleged he was never told what color stain to use, his work was excellent and he was owed his money. The case was referred to mediation where the mediator helped each party look beyond their positions to their underlying interests and needs. Miscommunication by both parties was acknowledged. The contractor agreed to redo the floor at cost and the homeowner agreed to pay the bill in full. They both avoided a time-consuming trial the outcome of which could have gone either way.

Piedmont Dispute Resolution Center

Agency Budget Narrative

Administrative Expenses

Provide an overview of the administrative costs for your agency.

PDRC is seeking administrative funding to compensate for volunteer management and required reporting to the Supreme Court of Virginia which regulates court-annexed mediation programs. As an overview, administrative costs comprise 47% of the executive director's salary and 40% of the service director's salary. These costs are related to program development and management, financial management and interfacing with the Board of Directors. The Center is asking Stafford and Spotsylvania for 6.3% of the costs of these positions.

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.

6.3% of the executive director's \$66,336.00 salary is approximately \$4,175.00 and 6.3% of the service director's \$60,006.00 salary is \$3,776.00. Our request asks for current level of funding from Stafford of \$6,451 and \$1,500 from Spotsylvania.

Capital Expenses

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

There are no capital costs for FY 2021

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.

Although the above salary figures are from FY 2020, PDRC anticipates a 2% increase for personnel in FY 2021.

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 \$75,000 program grant from the PATH Foundation for PDRC's non-court mediation work in Culpeper, Rappahannock and Fauquier Counties expires in FY 2020. The center intends to apply for a second year of funding. Please note this grant does not cover Stafford or Spotsylvania.

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 the Center fall within the federal poverty guidelines. Court-referred mediation clients are provided these services without cost to them. While the center receives some compensation from the Virginia Supreme Court, financial support from local governments is critical to providing mediation 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

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Salary			273,889.00	312,887.00	334,180.00
Benefits			22,687.00	23,935.00	25,566.00
Operating Expenses			180,910.00	176,060.00	173,959.00
Capital Expenses					
Other Expenses			16,649.00	19,036.00	22,488.00
Total	0.00	0.00	494,135.00	531,918.00	556,193.00

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 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Caroline					
Fredericksburg					
King George					
Spotsylvania			1,500.00	1,500.00	
Stafford			7,000.00	6,451.00	
United Way			3,000.00	0.00	
Grants			65,154.00	75,000.00	64,030.00
Client Fees			20,130.00	13,426.00	11,000.00
Fundraising			10,500.00	10,000.00	10,000.00
Other (Click to itemize)	0.00	0.00	405,992.00	401,183.00	424,860.00
Total	0.00	0.00	513,276.00	507,560.00	509,890.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Surplus or Deficit	0.00	0.00	19,141.00	-24,358.00	-46,303.00

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 eight years and is asking for county support for volunteer management costs. PDRC mediators are present during civil first return days so that residents have instant access to this important service when a judge refers a case from the bench at their first court hearing. Court case referrals held steady in FY2019, with 21 cases referred compared to 22 in FY 2018.

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 10 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 incentives to adhere to their agreements. Stafford juvenile court referrals held steady in FY 2019 with 26 cases referred compared to 27 in FY 2018. As a result of family mediation agreements, 34 petitions were removed from court dockets. Referrals from general district court where mediators provide instant access to mediation for consumer-merchant and landlord-tenant disputes when a judge refers a case from the bench at their first court hearing. Cases held steady at 26 cases in FY 2019, compared to 27 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 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, 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. 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 mediation by the lower 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 community vitality. Research shows that parental conflict takes a significant toll on a child's mental health as young as six months old up 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 adolescent substance abuse, higher risk of academic problems and a more negative outlook on life.

Likewise, resolving district court landlord/tenant and/or debt conflicts reduces stress associated with financial and housing insecurity.

By providing a place and space for peaceful conflict resolution, mediation in tangible, long lasting ways strengthens 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 2019 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 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 seeking current level funding from both Stafford (\$6,451.00) and Spotsylvania (\$1,500.00).

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 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Personnel	19,350.00	20,500.00	21,350.00	21,350.00	21,990.00
Benefits	1,480.00	1,568.00	1,635.00	1,635.00	1,682.00
Operating Expenses	5,450.00	5,700.00	5,950.00	5,950.00	5,950.00
Capital Expenses	0.00		0.00		
Total	26,280.00	27,768.00	28,935.00	28,935.00	29,622.00

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 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Caroline	0.00		0.00		
Fredericksburg	0.00		0.00		
King George	0.00		0.00		
Spotsylvania	0.00		0.00	1,500.00	1,500.00
Stafford	7,652.00	7,000.00	6,650.00	6,451.00	6,451.00
United Way	0.00		0.00		
Grants	0.00		0.00		
Client Fees	0.00		0.00		
Fundraising	600.00	600.00	600.00	600.00	
Other (Click to itemize)	17,528.00	16,500.00	17,835.00	20,384.00	21,671.00
VA Supreme Court	17,528.00	16,500.00	17,835.00	20,384.00	21,671.00
Total	25,780.00	24,100.00	25,085.00	28,935.00	29,622.00

Surplus / Deficit

	FY 2017 Actual	FY 2018 Actual	FY 2019 Budgeted	FY 2020 Budgeted	FY 2021
Surplus or Deficit	-500.00	-3,668.00	-3,850.00	0.00	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		2017 Year End	2018 Baseline	2018 Year End	2019 Baseline	2019 Year End	2020 Baseline
Increase in mutually agreed upon parenting plans (mediation agreements)	Total # Clients Served	126	112	120	130		130
	Total # Clients Achieved/Successful	89	70	72	90		90
	% Achieved / Successful	70.63	62.50	60	69.23	0	69.23
Sixty percent of cases will result in an increase in non-custodial visitation.	Total # Clients Served	126	112	120	130		130
	Total # Clients Achieved/Successful	89	70	72	90		90
	% Achieved / Successful	70.63	62.50	60	69.23	0	69.23

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 on target with 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

We have no changes to our goals or objectives, however we plan on meeting with juvenile court judges to increase number of referrals.

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 1: Increase in mutually agreed upon parenting plans (mediation agreements)

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

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

Objectives		2017 Year End	2018 Baseline	2018 Year End	2019 Baseline	2019 Year End	2020 Baseline
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.	Total # Clients Served	300	330	248	330		250
	Total # Clients Achieved/Successful	300	330	248	300		250
	% Achieved / Successful	100	100	100	90.91	0	100
Increase in juvenile and domestic relations district court and general district court disputes being resolved in mediation.	Total # Clients Served	300	330	248	300		250
	Total # Clients Achieved/Successful	207	220	158	207		160
	% Achieved / Successful	69	66.67	63.71	69	0	64

Explanation & Overview

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

There was a significant drop, 52%, in general district court referrals in 2018 compared to 2017. The primary reason is that in cases identified for mediation, only one party came to court and thus no mediation could occur. This is a trend PDRC has observed in other general district courts it serves.

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 plans meetings with the general district court judges to discuss possible ways to increase mediation referrals.

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 1: 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.

Objective 2: Increase in juvenile and domestic relations district court 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, FY2018, and FY 2019, the estimated numbers of individuals served in FY2020 and the projected numbers of individuals served in FY2021.

Locality	FY2017 (Actual)	FY2018 (Actual)	FY 2019 (Actual)	FY 2020 Estimate	FY 2021 Projected
Fredericksburg City	0	0	0	0	0
Caroline County	0	0	0	0	0
King George County	0	0	0	0	0
Spotsylvania County	78	58	60	80	65
Stafford County	240	250	248	260	260
Other Localities	9,290	9,350	9,500	9,450	9,500
Total	9,608	9,658	9,808	9,790	9,825

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 FY 2019, we presented our program to the peace committee of the Stafford Rotary Club. We have also met with Deb Lokrantz, Fredericksburg Regional Program Director, Office on Youth discussing possible collaboration in the field of restorative justice.

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. Equally important, there would no options for vulnerable populations (cited elsewhere in this budget request) to work out conflicts in a safe place with help of a trained, supervised, Virginia Supreme Court certified neutral third party.

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 Honorable Judge Gerald Dalton 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 10 years of service to Stafford and Spotsylvania.