

ADR 2023 ALTERNATIVE DISPUTE RESOLUTION SURVEY



A SUPPLEMENT TO VIRGINIA LAWYERS WEEKLY

ADR

2023 Alternative Dispute Resolution Survey

PUBLISHER'S NOTE

The VLW 2023 ADR Survey

In this issue, Virginia Lawyers Weekly is pleased to provide the results of the VLW 2023 Alternative Dispute Resolution Survey. This project provides information about ADR providers across Virginia. Participants had the opportunity to provide basic information about their ADR businesses or practices. For an additional fee, some providers opted to take an enhanced listing. In an enhanced listing, the provider can present a variety of facts about their ADR practice, including:

- Logo and photo
- Name, address and phone number of the practice
- Email address
- Website address
- A 100-word message describing the provider's experience and practice
- Areas of emphasis/specialties, and geographic areas served
- Education and certifications
- Services available (mediation, arbitration, case evaluation, mini-trials, collaborative law)
- Total annual cases handled and primary source of mediation business
- Hourly rates and availability of remote services

For non-responding ADR providers who supplied information last year, we relied on information from their websites. Those providers feature an asterisk in this year's survey. We hope you find this feature valuable and that the information is useful as you determine when you need ADR services and who you call for help. We look forward to hearing your thoughts and input as we seek ways to make this survey even better next year.

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Do you resolve
disputes through your
ADR practice?



If so, list your professional
profile in the ADR Directory

On many occasions, your colleagues need a mediator to settle a dispute. The ADR Section in Virginia Lawyers Weekly provides a place for professionals who handle ADR to list their profiles and types of services.

Reach practicing attorneys through Virginia's only statewide legal publication — the one lawyers rely on for the information they need to practice.

VIRGINIA
Lawyers Weekly



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Message from the provider

John has twelve years of experience mediating cases with the D.C. Superior Court Multi-Door Division and holds his Virginia General District Court certification. He has an employment law and civil litigation practice, giving him significant background for effective workplace mediation. He served for eleven years on the Fairfax County Board of Supervisors. That experience gives him the necessary foundation for Homeowners' Associations, public sector collective bargaining, and local government mediation efforts.

Areas of emphasis/specialties

Workplace, HOA, collective bargaining, local government.

Geographic areas served

Northern Virginia

Hours/days of week available

Monday through Friday

Education

J.D., George Washington University Law School, 1988.

B.A., Magna Cum Laude, Gettysburg College, 1985

Certifications

Virginia General District Court.

Services available

Mediation, arbitration.

Availability of remote service

Teams, Zoom

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Dispute Resolution LLC

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Divorce Mediation Associates Ltd.

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Message from the provider

Divorce Mediation Associates Ltd. is a multi-disciplinary mediation service that concentrates on divorce and family matters practicing what is sometimes referred to as Integrative Mediation. Mediation sessions are co-mediated by Steven M. Garver, Esq. and Patrice B.F. Garver, PhD. Dr. Garver is an experienced mental health provider who has spent many years dealing with children and families of divorce. He is also a collaborative coach, therapist, parent coordinator and mediator. Steven Garver started practicing divorce mediation in 1979 as part of his law practice. Both mediators attend ongoing training with the Academy of Professional Family Mediators, International Academy of Collaborative Professionals and with the Association of Attorney-Mediators, as well as other programs. They have mediated hundreds of divorce cases. They primarily utilize a facilitative method with both parties in the room (during the pandemic, a virtual room) throughout the mediation. They believe in the understanding approach to mediation. The parties collaborate with guidance from the mediators to find solutions to the needs and interests of the parties and their children. On a rare occasion the parties may meet separately with the mediator(s). Before an agreement is reached the parties are encouraged to consult with independent counsel and if the parties are referred by attorneys, a status of the negotiations and a draft of any agreement may be sent to the parties and attorneys before being executed. While it is difficult to consider a divorce settlement a win-win situation, they believe that there is no win-lose situation which is helpful to the reformation of the family. Parties and their children generally thrive better in a peacefully mediated settlement than in litigation.

Areas of emphasis/specialties

Divorce mediation and mediation of family disputes and issues

Geographic areas served

All of Northern Virginia, with a principal office in Reston, Oakton and McLean. However, since they have begun to do mediation virtually and in virtual rooms (usually utilizing Zoom) they have been handling disputes from all over the Commonwealth of Virginia.

Education

Dr. Patrice Garver has a Ph.D. in Psychology from the University of Maryland, MAs from Antioch and the University of South Florida, and a post-doc from Johns Hopkins. She has over 100 hours of training in high conflict family dynamics, separation and divorce and is a collaborative coach and active in the International Academy of Collaborative Professionals, Collaborative Professionals of Northern Virginia

and the DC Academy of Collaborative Professionals. She is a co-parent coach and mediator. She co-teaches negotiation as an adjunct at George Mason University Law School. Steven Garver has a J.D. from George Mason University and currently is an adjunct professor there teaching Virginia Practice and Negotiation. He has been a member of the Bar since 1975 and has been an active litigator over his career having tried criminal matters, civil matters and divorce cases.

The mediators have trained in mediation at Harvard, Northwestern University, and other programs training and studying with Gary Friedman, David Hoffman, Lawrence Susskind, Robert Mnookin and many others. They are active with and receive continuing education with the AAM and APFM as well as other programs.

Year the provider entered the ADR field

1979

Services available

Mediation for Family and Divorce

Percentage of time devoted to ADR

Currently about 45% of time is dedicated to mediation.

Percentage of mediations that reach settlement

90% of mediations result in settlement.

Primary source of ADR/mediation business

Referrals primarily come from mental health professionals, attorneys, and the internet. If an attorney refers to us and we know it, we will be happy, with a release, to send any drafts or other information to the attorney. Parties are encouraged to review any draft agreement with their respective attorney before executing it.

Availability of remote service

We regularly mediate utilizing a virtual room such as Zoom.

Standard hourly rate

Steven Garver charges for divorce mediation at the rate of \$390 per hour and Dr. Garver charges \$275 per hour. However, when co-mediating they charge a blended rate of \$475 per hour. They do not charge for the routine time of preparation for sessions, but extra time or time preparing or reviewing lengthy documents are charged by their individual rates.

Other pertinent information

The initial consultation is a 1.5-2-hour meeting scheduled by appointment only. Normally sessions are about two hours and scheduled about 1-2 weeks apart. We have flexible hours and will work with parties to schedule convenient to all. Likewise, if one party currently lives out of town, the methodology is adjusted so there are fewer sessions though with virtual sessions that is rarely a problem. Although it is preferred not to do an all-day mediation, in some extraordinary circumstances, that can be accomplished.

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Message from the provider

Li-Shann Durst has a passion for families and has worked with individuals from diverse backgrounds and economic circumstances. She has advised clients on various family law matters pertaining to divorce such as custody, support and property distribution. She has negotiated settlements, drafted marital agreements and represented clients in court hearings. Ms. Durst does not believe a courtroom is the best place to resolve family law matters. She prefers using alternative dispute resolution methods such as mediation, negotiations, and the collaborative process to resolve these issues. Ms. Durst provides prudent advice to her clients, with the sensitivity and compassion they deserve, during one of life's most challenging seasons.

Areas of emphasis/specialties

Alternative dispute resolution in the area of family law using the following methods: Collaborative Law, Mediation and Negotiations.

Geographic areas served

Loudoun and Fairfax counties including areas such as Ashburn, Leesburg, Lansdowne, Brambleton, Sterling, Herndon, Chantilly, South Riding, Reston, Fairfax and Great Falls.

Hours/days of week available

Monday - Friday 9:00 AM - 5:00 PM

Education

J.D., George Mason University School of Law, 2001

B.S., California State University, 1991

Certifications

Certified by the Supreme Court of Virginia as a mediator since 2017
Trained collaborative law professional since 2013

Services available

Collaborative Law, Mediation, Case Evaluation, Negotiations

Primary source of ADR/mediation business

Online Searches

Availability of remote service

Zoom and teleconference

Standard hourly rate

\$400/hr.

Other available fee arrangements

Reduced rate offered based on need.

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Message from the provider

Certified Family Court Mediator by Virginia Supreme Court. Over 20 years of family law experience. Fellow of AAML and IAFL. Active member of VTLA and FBA. Mediating cases in person and by video platforms.

Areas of emphasis/specialties

All aspects of family law, including divorce, property division, support, custody, visitation, international family law issues, Hague Abduction cases.

Geographic areas served

All of Northern Virginia and beyond.

Hours/days of week available

Monday-Friday; typically 9am to 5pm; will make exceptions on occasion

Education

J.D., Boston College Law School, 1998

B.A., University of Miami, 1994

Certifications

Supreme Court of Virginia Family Law Mediator

Services available

Mediation, Case evaluation, Collaborative law

Primary source of ADR/mediation business

Other lawyers, mediators, online
Availability of remote service
Yes

Standard hourly rate

\$400 for mediation; \$500 for non-mediation services

Other pertinent information

Recognized as a Best Lawyer in America for Family Law; one of DC's Best Divorce Lawyers by Washingtonian Magazine; named by Virginia Lawyers Weekly as an Influential Woman in the Law in 2019; recognized in the Top 50 Women Attorneys' list and Top 100 Lawyers list by Virginia and DC Super Lawyers; named as a Top Lawyer by Northern Virginia Magazine; Judicial Edition Preeminent rating and AV Preeminent peer-review rated through Martindale-Hubbe.

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**Hirsch, Brian**

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Message from the provider

Certified in Family Mediation by the Virginia Supreme Court; Over 38 years practicing Family Law; Adjunct Professor – Mediation and Alternative Dispute Resolution; Fellow, American Academy of Matrimonial Lawyers; Former Chair of the VSB Family Law Section Board of Governors; Member, VBA/VTLA Family Law Coalition; Member, Editor, Virginia Family Law Quarterly; Recognized by Best Lawyers, Northern Virginia Magazine, Washingtonian and Virginia Business Magazine.

Areas of emphasis/specialties

Family law, including child custody, child support, spousal support and property distribution.

Geographic areas served

Northern Virginia, including Fairfax, Loudoun, Prince William and Arlington counties and City of Alexandria.

Hours/days of week available

Monday-Friday, 8:45 a.m. – 5:45 p.m.

Education

J.D., American University, Washington College of Law, 1985

B.A., B.A., Pennsylvania State University, 1982

Certifications

Family Mediation, Virginia Supreme Court
Appellate Mediation (Family)

Services available

Mediation, Arbitration and case evaluation.

Total annual case handled

Mediation: 100 cases annually
Litigation: 20 cases annually

Primary source of ADR/mediation business

Other attorneys and client referrals

Availability of remote service

Zoom is used primarily but other platforms are available, such as Webex and GoToMeeting.

Standard hourly rate

\$395

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Message from the provider

Wayne Holcomb has been resolving disputes in Hampton Roads since 2002. When Wayne was completing Mediation training, he witnessed what he called the "mediation miracle." Through law school and practicing as an attorney in the courtroom for over 15 years, he saw first-hand how different the court experience is for clients compared to the mediation experience. This led to Wayne's primary focus on mediation and the creation of Holcomb Mediation Centers. Holcomb Mediation Centers is a positive, cost-effective solution to family law, community, and business dispute matters. Court can be expensive, stressful, and scary. Mediation is an excellent alternative to grinding litigation.

Areas of emphasis/specialties

Divorce, Custody, Visitation, Support, Business, Civil, Community, and Personal, even Church disputes!

Geographic areas served

Serving clients in Hampton Roads, from the Peninsula to the Southside.

Hours/days of week available

Monday – Thursday, 8:30 a.m. – 5:00 p.m.

Friday, 8:30 a.m. – 12:00 p.m.

Education

J.D., Regent University School of Law, 2008

M.B.A., Old Dominion University, 2001

B.A., Oral Roberts University, 1985

Certifications

Virginia Conflict Resolution Center

Certification, 2005; Virginia Conflict

Resolution Center Certification, 2004;

Virginia State Bar Certification, 2004

Services available

Mediation, Arbitration

Total annual cases handled

100+

Primary source of ADR/mediation business

Personal referrals

Availability of remote service

Conferences are available in-person, via Zoom, via telephone.

Other pertinent information

Fact: There are positive, cost-effective solutions. Holcomb Mediation Centers exist to help Hampton Roads residents resolve real problems without resorting to expensive and grinding litigation. See for yourself. We are here for you.

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Irby, Hon. Jeanette A. (Ret),

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Message from the provider

JS is a group of 15 retired Circuit Court Judges who mediate and arbitrate cases throughout Virginia. Each of our Retired Judges has presided over hundreds of jury trials and understands the weight and value of evidence in a particular case. JS Neutrals also have a special interest in family law and the opportunity of mediation to help people solve problems in divorce, parenting, will disputes, and family business disputes. Any civil case can be resolved in the ADR process, either in person or online. Find professional CVs and fees for each Neutral at juridicalsolutions.com.

Areas of emphasis/specialties

Family Law (including divorce, parenting, spousal support, equitable distribution), Personal Injury, Medical Malpractice, Legal Malpractice, Business Disputes, Contracts, Eminent Domain, Employment, Defamation and Appeals.

Geographic areas served

Statewide-Virginia

Hours/days of week available

Monday-Friday, 24 hours

Services available

Mediation, Arbitration, Judge Pro Tempore

Total annual cases handled

150-175

Primary source of ADR/mediation business

Attorney Referral

Availability of remote service

Online Mediation with any electronic platform requested.

Standard hourly rate

\$350-\$475

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Message from the provider

Certified Family Court Mediator by Virginia Supreme Court. Over 20 years of family law experience. Collaboratively trained. First Vice President of the International Academy of Family Lawyers, USA Chapter; Fellow of the American Academy of Matrimonial Lawyers; Fellow of the American College of Family Trial Lawyers. Mediating cases, and working on collaborative cases, in person and by video platform.

Areas of emphasis/specialties

All aspects of family law, including divorce, property division, spousal and child support, custody and visitation, international family law issues, cross-border jurisdiction issues.

Geographic areas served

All of Northern Virginia and beyond.

Hours/days of week available

Monday - Friday, 9am-5pm; will make exceptions on a case-by-case basis.

Education

JD - George Washington University Law School; BA - University of Virginia.

Certifications

Supreme Court of Virginia Family Law Mediator.

Services available

Mediation; Case evaluation; Collaborative Law

Primary source of ADR/mediation business

Other attorneys and collaborative professionals; prior clients

Availability of remote service

Yes

Standard hourly rate

\$400 for mediation; \$500 for non-mediation services

Other pertinent information

Recognized as a Best Lawyer in America for Family Law; recognized as one of the Best Divorce Lawyers by Washingtonian Magazine in Northern Virginia; recognized in the Top 50 Women Attorney's list by Super Lawyers; named as a Top Lawyer by Northern Virginia Magazine; named as a Legal Elite in the field of Family Law by Virginia Business Magazine; received the top rating possible, "Superb 10 out of 10" from the AVVO ratings website; one of only 100-attorneys invited to join the American College of Family Trial Lawyers.

Massey, A. Blanton

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Message from provider

For 28 years The McCammon Group has been an ADR leader as dramatic changes have taken place in the processes by which attorneys serve their clients in resolving disputes. Starting with seven Neutrals, The McCammon Group has now grown to eighty-two retired state and federal judges and attorneys. Selectively recruited and vigorously trained, these Neutrals are committed to helping attorneys settle cases with better results, less cost, less time, and less acrimony. Beginning its work in Virginia, The McCammon Group has expanded its reach to include Washington, DC, Maryland and beyond.

Areas of emphasis/specialties

The McCammon Group has a broad spectrum of Neutrals who can handle all types of cases pending in the state and federal courts as well as various kinds of organizational and human disputes that are not in litigation.

Geographic areas served

The McCammon Group's Neutrals are located throughout Virginia, Washington, DC, and Maryland. In addition, they are available to provide service throughout the country remotely or travel for in-person service.

Hours/days of week available

Administrative office hours: Mon- Thurs, 8:30 a.m.-5:30 p.m.; Fri, 8:30 a.m.-5:00 p.m.

Education

See www.McCammonGroup.com for individual resumes.

Certifications

See www.McCammonGroup.com for individual certifications.

Services available

Mediator, arbitrator, ombuds, judge pro tempore, special master, fact finder, neutral evaluator, hearing officer, facilitator, and related dispute resolution roles

Total annual cases handled

Over 1600

Primary source of ADR/Mediation Business

Attorney requests

Availability of remote service

The McCammon Group has been offering remote services since the onset of the Covid-19 Pandemic. The results from these remote services have been equivalent to the historical average of in-person services. As we go forward, we will continue to collaborate with attorneys to identify the best way to provide service, whether remotely, in-person, or a configuration of the two.

Standard hourly rate

Variable pricing starting at \$200 hour, based on the size of the case, venue of the case, and the Neutral selected. Please call us at (888) 343-0922 or email info@mccammongroup.com for an hourly rate quote.

Mediation and Collaborative Law

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Message from the provider

Felicia has been a licensed attorney since 1980 and completed intensive training in mediation and alternative dispute resolution in the late 1980s, and regularly continues her education. She has used her extensive mediation and collaboration skills in her law practice for over 40 years. As a successful practicing attorney, she brings a breadth of knowledge to assisting mediation clients with finding their solutions.

Gabrielle is a graduate of Washington & Lee University and the Appalachian School of Law and took particular focus on Alternative Dispute Resolution and mediation courses in law school. Gabrielle believes in the power of people working together to find solutions and understands that no two situations are exactly the same.

Areas of emphasis/specialties

Family Law, Custody, Support, Divorce, Equitable Distribution, Estate Disputes, Business Dissolution, Real Estate Disputes, Neighbor Disputes

Geographic areas served

Southwest Virginia

Hours/days of week available

8:30 a.m. to 5:00 p.m. Monday through Friday. Weekends and Evenings available by special arrangement.

Education

Felicia H. de Courcy:
J.D., Washington & Lee University School of Law, 1980
B.A., Hollins College, 1977
Gabrielle de Courcy:
J.M., J.D., Appalachian School of Law 2014
B.A., Washington & Lee University, 2010

Certifications

Mediation, Divorce Mediation, Alternative Dispute Resolution, Environmental Dispute Resolution, Collaborative Law
Services available

Mediation, Arbitration, Case Evaluation, Mini-trials, Collaborative Law, Judge pro tempore, and Commissioner in Chancery

Standard hourly rate

\$300 per hour and \$200 per hour

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Rashkind, Alan Brody

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Message from the provider

Alan has practiced law in Hampton Roads for 51 years, handling all sorts of civil litigation at the state and federal trial and appellate levels. Beginning more than a decade ago, at the request of fellow lawyers, Alan began handling mediations. That ADR practice has steadily grown to where he is mediating or arbitrating on a weekly basis and has an extremely high mediation success rate (well over 90%). Alan is a Fellow of the American College of Trial Lawyers, the Virginia Law Foundation and the American Bar Foundation. He has been AV rated for over 30 years, listed in Best Lawyers in America for over 25 years, in Virginia Super Lawyers since it began publication, and is recognized by Virginia Business in their Legal Elite publication in the category of ADR. Recognized by the Norfolk Portsmouth Bar Association with the 2019 Eggleston/IIAnson Professionalism Award, and by the Virginia Trial Lawyers Association with its 2021 Civility and Professionalism Award given annually to a member of the Virginia Association of Defense Attorneys. Alan is the co-author of the Virginia Insurance Case Finder (all three editions), is a frequent CLE lecturer, and a former adjunct law professor at Marshall-Wythe School of Law.

Areas of emphasis/specialties

Virtually any civil litigation matter. Does not handle domestic relations disputes. Frequently but not exclusively called upon in personal injury and property damage disputes and litigation, but has handled will contests, business disputes, construction and contract disputes, defamation and malicious prosecution claims, as well as other miscellaneous matters.

Geographic areas served

Hampton Roads to Richmond. However, Zoom mediations/arbitrations open availability state-wide.

Hours/days of week available

As agreed per parties/counsel. Mediations and arbitrations are normally set on Tuesdays, Wednesdays and Thursdays. Prefer to do them remotely so as to avoid cost of travel and health risks to participants, and to promote ease of scheduling. Will spend as long as needed for every matter, regardless of the time, but firmly believe that mediations and arbitrations do not automatically need to take all day.

Education

J.D., University of Virginia School of Law, 1972

B.A., Randolph-Macon College, 1969

Services available

Mediations and arbitrations, almost all now done remotely.

Total annual cases handled

Approximately 50-65

Primary source of ADR/mediation business

Fellow attorneys

Availability of remote service

Most often handle secure Zoom Pro mediations and arbitrations, with screen sharing capability. Do not need to hire

others to manage technology during proceedings. Remote ADR has proved to be just as effective as in person, arguably more so, and scheduling is easier because no one needs to travel.

Standard hourly rate

\$300; \$150 per hour for travel time, if any spent.

Other available fee arrangements

Arbitrations are subject to a four-hour minimum.



Reese, Catherine M. (Kate)

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www.ReeseLawOffice.com
(703) 279-5140

Kate@Reese.Law

Message from the provider

Reese Law provides family law services in Virginia and Maryland. Ms. Reese has over 20 years of experience in traditional family law cases and enjoys an excellent reputation with the local courts. Ms. Reese is a Supreme Court Certified Family Law Mediator and a Collaboratively Trained Professional, and she is assisted by three talented associates. Our success, as defined by our clients and their results, support the numerous accolades the firm and its members have received, but the sweetest success is a happy client, which we frequently enjoy in mediation and collaborative law.

Areas of emphasis/specialties

Complex family law matters including, but not limited to, custody, support, property settlement and enforcement.

Geographic areas served

Virginia and Maryland

Hours/days of week available

Monday – Friday, 9:00 a.m. – 5:00 p.m.

Education

M.A., Counseling, Argosy University, 2019

J.D., Columbus School of Law at Catholic University, 1998

B.A., University of Maryland, 1995

Certifications

Licensed in Virginia, Maryland and Washington, D.C.; Virginia Supreme Court Certified Mediator, National Certified Counselor, Collaboratively Trained Attorney

Services available

Collaborative Law, Mediation, Case Evaluations, Negotiation and Settlement, Arbitration, Litigation

Total annual cases handled

160 on average

Primary source of ADR/mediation business

Referrals from clients and professionals who interface with us, professional websites such as the American Academy of Matrimonial Attorneys (Kate is a fellow), CPNOVA and IACP.

Availability of remote service

We are happy to meet in person or virtually via Zoom, as well as via conference call

Standard hourly rate

For mediation \$375; non-ADR cases are at litigation rates

Other available fee arrangements

Many cases come in for a second opinion, education, or mediation, and pay by the hour. Collaborative cases are bound by a Team contract, with the parties determining how the case will be funded.

Other pertinent information

Kate is trained in Conflict Coaching by the National Mediation Board. Additionally, she is a fellow of the American Academy of Matrimonial Lawyers and is regularly recognized in Washington D.C. and Virginia Super Lawyers, Washingtonian Magazine, and in The Best Lawyers in America®. The firm holds the top rating, AV Preeminent Peer Review Rated, from Martindale-Hubbell.

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Retired Judge Dispute

Resolution Services LLC

Hon. H. Thomas Padrick, Jr. (Ret.)

PO Box 9816

Virginia Beach, VA 23450

judgepadrick@theretiredjudge.com

(757)-403-8150



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Message from the provider

After nearly 20 years as a divorce litigator, I welcome the opportunity to provide families the opportunity to make informed, respectful decisions for restructuring their family, their finances, and the future without contentious court battles by using the Collaborative Divorce Process or mediation.

Areas of emphasis/specialties

Collaborative Law, Family Mediation, Property Settlement, Equitable Distribution, Parenting Plans

Geographic areas served

Roanoke City, Counties of Roanoke, Botetourt, Radford, Montgomery, Craig, Franklin, Bedford, Lynchburg, Campbell, Floyd, Martinsville, Henry, Danville, Clifton Forge, Covington, Lexington, Buena Vista, Rockbridge, Pulaski, and throughout Southwest Virginia

Hours/days of week available

Monday – Thursday, 10:00 am – 5:00 pm, by appointment only

Education

J.D., T.C. Williams School of Law at the University of Virginia, 1988

B.A., University of Virginia, 1983

Certifications

Trained in Collaborative Law and Interdisciplinary Collaborative Team; Mediator certified by the Virginia Supreme Court in Juvenile and Domestic Relations District Court and Circuit Court - Family

Services available

Collaborative Law and Mediation

Primary source of ADR/mediation business

Self referrals, former client referrals, colleague referrals

Availability of remote service

Zoom and Teleconference, by special arrangements

Standard hourly rate:

Collaborative Law: \$300 per hour

Mediation: \$150 per hour per person

Other pertinent information

In a Collaborative case, each party hires a Collaboratively trained attorney to work together as a settlement team.

In a Mediation case, the mediator is a neutral facilitator for the parties and does not give legal advice or file papers in court for either party.

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