



Micki Armstrong

Background: Micki Armstrong is an approved mediator/trainer for domestic and core mediation. She provides mediation in employment, child custody, family and farm disputes. She is currently employed full time as a Professional advisor to students pursuing their degrees in Sociology and Political Science. Micki also serves as needed as an adjunct instructor in the Department of Sociology at Fort Hays State University She was previously employed from 1978-1998 by the 23rd Judicial District as a Court Services Officer.

Dispute Resolution Services: Micki has experience with mediation and case management services in the types of cases: divorce/parenting plans, high conflict families, family disputes, farm/lender disputes, farm family succession planning, work place disputes and restorative justice

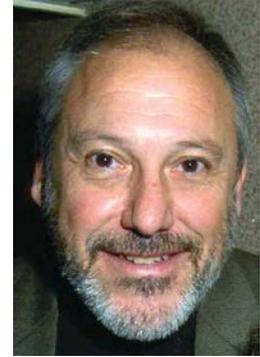
Affiliations: Micki is a member the Heartland Mediators Association and member of the Association of Family and Conciliation Courts.

Training: Micki has provided mediation training/education to judges, court services, social workers attorneys, health care works, nurses and teachers. She has provided education workshops families and high conflict parents.

Experience as a Speaker: Prior to 2012 Micki taught full time for Fort Hays State University as an adjunct instructor for the Department of Sociology where she has taught courses in family, multiculturalism, mediation, sociology and cultural anthropology. Since 1998 Micki has provided numerous presentations to many diverse group throughout Kansas. These topics include the following

- Overview of mediation and it's components
- Parenting education training for parents of teens
- Cultural and Mediation
- Mediation for bilingual mediators
- Dealing with Difficult People and Their Disputes
- Cultural Styles and Norms in Mediation and the Helping Professions.
- Cultural Awareness in Patient Care
- Skill Building to Deescalate Difficult Situations
- Stepfamilies and the impact of Divorce/Separation on Children

John M. Errante, PhD
Peacemaker, Facilitator, Mediator, CASA



BACKGROUND: John has been an approved Core Mediator in Kansas since 2007. He currently provides mediation services with the Small Claims Court in Johnson County and volunteers with the Center for Conflict Resolution in Kansas City, Missouri. He also has over 15 years of experience in management and information systems technology.

DISPUTE RESOLUTION SERVICES: John has mediated collection disputes, property disputes and neighborhood issues; he also facilitates Peace Circles for churches and other groups seeking a more restorative and complete resolution to the harm caused by an offense.

AFFILIATIONS: John is a member of the Heartland Mediators Association. He has been an active volunteer with Mentoring4Success for over 7 years and volunteers with several prison and reentry ministries.

TRAINING EXPERIENCE: John has over 15 years of experience in teaching, from elementary school through college master's programs. John has experience teaching traditional academic subjects in classroom and online environments. Additionally, he has over 5 years of experience teaching professional development, team building and other management classes. John's doctoral dissertation focused on the effects of restorative justice practices used at the juvenile detention facility in Topeka.

EXPERIENCE AS A SPEAKER: John not only enjoys the opportunity to explain information to others, but he delights in engaging in healthy dialogue and exploring new perspectives of ideas and situations.

- Taught several classes at Baker University in their Conflict Management and Dispute Resolution Master's program and an IT class in their MBA program
- Taught online college classes for Tiffin University in Ohio
- Taught a seminar for the Heartland Mediators Association
- Leads Bible studies in local jails and prisons
- Often reads Scripture as a lector in his church

GEOGRAPHIC AREA: John will provide a presentation within an hour and a half of Lenexa. He will travel further if there is travel reimbursement.

RESOURCES:

- AmericanBar.org
- Mediate.com
- YouTube (search for "Mediation" or "Healing Circles")



Background:

Jeanne Erikson, PhD, is a well-known speaker in the Midwest about conflict resolution and team development topics. Her interwoven background as a therapist, coach, happiness specialist, and professional mediator serves audiences well. She has provided over 6000 mediations in the areas of farm credit, real estate, family law, and employer-employee relations over the past 30 years. Her dissertation for her PhD was on mediation impasse in post-divorce conflicts, and she developed theory about how to resolve those cases.

Types of dispute resolution services:

Civil and domestic Mediation, Limited case management, Domestic case management, facilitation
team coaching.

Affiliations:

Heartland Mediators Assn., KS Supreme Court-approved mediator and mediation trainer
Licensed Clinical Social Worker in KS
International Coach Federation, Professional Certified Coach

Training Experience:

Has trained over 400 mediators in 40-hour trainings
Numerous workshops about impasse, happiness, brain science related to stress reduction,

Regional management trainer for HUD (employee-employer conflict resolution skills)

Experience as a speaker:

Keynote speaker at 4 state conferences including Court service workers of Kansas, Phi Kappa Phi, etc.

Over 100 workshop training events for Wichita School district), City of Wichita, Sedgwick County,

Comfortable speaking for crowds up to 200

Geographic Area for presentations:

South Central Kansas

Robert Bacic

Overview

Robert Bacic is a lay pastoral minister, educator and mediator. Bob has been mediating workplace, community and family disputes since 1991. He holds an undergraduate degree in psychology and graduate degrees in religious studies and adult education. Bob is a Kansas Supreme Court approved mediator and trainer, and has served on the state's Dispute Resolution Advisory Council. He is a member of Heartland Mediators Association and the Association of Conflict Resolution.

Affiliations

Bob is a member and past-president of the Heartland Mediators Association. He is also a member of the Association for Conflict Resolution.

Dispute Resolution Services

Bob has experience mediating cases involving disputes in the workplace, neighborhood, church community and family.

Training Experience

Bob is an adjunct faculty member at Johnson County Community College where he has taught Principles of Core Mediation for over 20 years. Through JCCC, he has also provided mediation training for the Greater Kansas City Federal Executive Board's Shared Neutrals ADR Program and for faculty serving at Fort Leavenworth, Kansas. He has also taught a mediation course for undergraduates in the Criminal Justice Program at Missouri Western State University.

Geographic Area

Bob is willing to travel within 50 miles of his home in Lenexa, Kansas. He will travel further if there is travel reimbursement.



THEA NIETFELD

Background: Thea is an approved mediator for civil and Parent-Adolescent mediation. She works as a community and restorative justice practitioner at Offender Victim Ministries in Newton. She has promoted, organized non-profit programs, and practiced restorative justice in Des Moines, Ia; Tahlequah, OK; and Salina, Ks. She is ordained Unitarian Universalist clergy and served congregations for 23 years, most recently in Kansas.

Affiliations: Heartland Mediators Association; Unitarian Universalist Ministers Association lifetime member; National Alliance on Mental Illness – Central Kansas Chapter; Kansas Leadership Center alum; Kansas State Institute for Civic Discourse and Democracy facilitator.

Purpose: Restorative justice is a way of approaching conflict that has caused harm; it can be used in families, school and civil society. It is a relational approach based on respect, accountability, and consensus agreements.

As a native Kansan, Thea values resolving conflict directly and with the intention that people involved can restore civility. Her experience is that many Kansans appreciate the simplicity and low-level problem-solving of this alternative process.

This alternative approach is helpful to address many criminal justice concerns such as lack of victim involvement, mass incarceration, systemic racism, effects of trauma on development and decision-making, mental illness and addiction, and appropriate/effective treatment of juveniles.

Since restorative justice is community-based, it works when the community is aware of the values and principles behind it and understand how practices implement them. She volunteered for this Speaker's Bureau to describe how to apply restorative principles and values so more Kansans can have a satisfactory approach to restoring relationships as much as possible after harm.

Geographic Area: Thea will drive up to 1 ½ hours from Newton; longer distances may be possible.

DIANE OAKES

BACKGROUND: A dynamic executive with over fifteen years of proven success in organizational and strategic leadership, Diane served as the Chief Executive Officer for the Girl Scouts of Kaw Valley Council until her retirement in 2007. Prior to her retirement Diane provided leadership through complex negotiations resulting in a corporate merger of three Girl Scout Councils in Kansas and Missouri. A graduate of the Executive Leadership program at Wharton School of Business, Diane mastered the art of corporate planning by providing direction and guidance in the formulation, integration and implementation of long term and short term operating objectives, meeting or exceeding corporate goals each year. As an adjunct faculty member at her alma mater, Wichita State University, Diane taught courses on gender and communication, social issues and women's history.

DISPUTE RESOLUTION SERVICES. Upon retirement, Diane became a Kansas State Supreme Court approved domestic mediator. Responding to a request by the Douglas County District Court, Diane developed a pilot project to provide mediation services to pro se litigants involved in parenting disputes. The pilot project has successfully evolved into Douglas County Mediation Services. Diane continues to coordinate the court program, as well as provide private mediation services and volunteering as a mediator in the court's small claims mediation program. As an outgrowth of mediation work with families, Diane teaches a court approved parenting class on effective co-parenting for Douglas County residents.

AFFILIATIONS: An energetic, highly motivated individual with a genuine passion for community, Diane served on the state boards for the Kansas League of Women Voters, and Kansas Mentors. She is the past President of the Topeka chapter of American Fundraising Professionals (AFP), is a co-founder of the Douglas County Voter Education Coalition and is a founding member of the Fairy Godmother Fund, where she and eleven other Fairy Godmothers raised \$100,000 to help women and children in her home community. She has also served on the board for the Willow Domestic Violence Center and is past president for DC Extension Master Gardeners. Diane currently serves on the state Advisory Council for Dispute Resolution.

EXPERIENCE AS A SPEAKER: Diane has spoken on, or taught courses on the following topics:

- Social Issues and Gender Equality
- Domestic Violence and Sexual Assault
- Women's History
- Corporate Planning
- Assertive Communication
- Dealing with High Conflict Individuals in Volunteer Organizations
- Gender Differences in Child Development
- Outcomes Measures/Logic Models

GEOGRAPHIC AREA

Generally, Lawrence, Topeka and Johnson County area. Other locations possible with travel reimbursement.

Larry R. Rute

Larry is partner and co-founder of Associates in Dispute Resolution. Prior to founding ADR he served for many years as General Counsel and Litigation Director for Kansas Legal Services, Inc., and Special Counsel and Legislative Liaison for the Midland Group. He also served as Coordinator of Mediation Services for Midland Mediation and Settlement Services. Larry has mediated and arbitrated hundreds of contract, employment, personal injury and family law disputes. He was instrumental in establishing and administering the Kansas Human Rights Commission's Volunteer Mediation Program, the EEOC's Voluntary Mediation Program and the Supreme Court's "Access to Justice" mediation program. As a trial attorney, he successfully litigated several class action civil rights matters in both state and federal court, including the establishment of due process rights for individuals facing mental health commitment and conditions-of-confinement matters for individuals in state and local institutions.



Professional Activities

In 1992 and 1996 Mr. Rute received the Kansas Bar Association's Outstanding Service Award. In 1997 he received the Governor's Award for Exemplary and Distinguished Service to Children and Families. He is a frequent presenter of legal education programs at the local, state and national levels. He is currently an Adjunct Professor at Washburn University School of Law teaching Alternative Dispute Resolution and Arbitration.

Education

Mr. Rute earned his Masters of Law (LLM) Degree from the University of Washington School of Law, Seattle, Washington in 1976. He received his Juris Doctorate from the Washburn University School of Law in 1973.

Coordinator, Midland Mediation & Settlement Services, 1995-01; Officer, United States Air Force, 1966-70.

Alternative Dispute Resolution Experience: Has served as a Mediator/Arbitrator in more than 4,500 matters arising in federal, state and administrative agencies. These matters include civil rights, commercial law, consumer fraud, consumer protection violations, contract law, constitutional law, construction law, corporate dissolution, domestic relations, domestic relations division of assets, employment law, environmental law, fair debt collection practices, fair

Larry R. Rute

housing, FSLA, insurance claims/bad faith, international disputes, material and latent defects, malpractice, labor law, lemon law, personal injury, public policy residential construction, real estate, truth-in-lending, workers' compensation, Section 1981 and 1983, toxic tort, regular education/special education disputes, securities, water law issues, wills, trusts and estates, zoning disputes, and design and development of internal dispute resolution systems. Settlements have ranged from a few thousand dollars to several million dollars.

Approved by the Kansas Supreme Court as a mediator and mediator trainer in all categories. Serves on arbitration panels for the American Arbitration Association, FINRA and National Arbitration Forum.

Recent Publications:

Author, AC Resolution, Developing Opportunities for Experienced Mediators to Improve the Mediation Profession, Summer 2015, Vol. 14, No. 3. Co-author, Mediating the Multi-Party Fair Labor Standards Act Case: Terminology, Tactics & Traps, American Bar Association Spring Section Meeting, 2014. Author, Successful Settlements that Last: How Mediation Best Practices Techniques Can Improve Your Settlement Strategy, Trial Tort & Insurance Section Committee News, Fall 2011. Co-author, Discrimination in the Workplace: How Mediation Can Help American Arbitration Association Journal, February-April, 2000 (republished as a Chapter in the Handbook on Employment Arbitration in ADR, Second Edition, Jurist, LLC 2010) Author, The Evolution of Commercial Mediation in the Midwest: Best Practices, Confidentiality and Good Faith, Journal of the Kansas Bar Association, January 2010; Co-author, Mediation Round Table: Improving the Quality and Effectiveness of Mediation, Kansas Trial Lawyers Association Journal, Volume 26, Number 4, March 2003



Art Thompson

Background: Art is an approved mediator for domestic, civil and permanency mediation and has provided training in core, domestic and workplace mediation. He currently provides mediation and conciliation services in parenting plan and workplace disputes. Before retiring, he was the Director of Dispute Resolution for the Kansas Supreme Court. He worked to establish alternative dispute resolution projects in Kansas state courts, state and local governments, institutes of higher learning and non-profit organizations. In the 1980's and 1990's, Art worked with Supreme Court committees to establish the rules that govern mediators, approved individuals to be mediators; and approved mediation training programs.

Dispute Resolution Services: Art has experience with mediation and conciliation services in the following types of cases: domestic, parenting plan development, work place, civil, restorative justice, neighborhood disputes.

Affiliations: He is board member of the Heartland Mediators Association and volunteers with the Kansas State University RGMediation project.

Training Experience: Art has been involved with providing core, domestic, restorative justice and workplace mediation. He has assisted with training in the use of conciliation, parent/adolescent mediation and civil mediation. Art has also trained in facilitation and public policy mediation.

Experience as a Speaker: As Dispute Resolution Director for the Kansas Supreme Court and as the staff to the Kansas Bar Association's Alternative Dispute Resolution Section he has made hundreds of presentations on a variety of dispute resolution topics including:

- History of dispute resolution and examples across the country
- Core, domestic, parent/adolescent, civil and dependency mediation
- The mediation approval process and the market for providers
- Restorative Justice with first time juvenile offenders
- Neighborhood/small claims disputes
- Public Policy dispute resolution
- How to serve culturally different populations
- Domestic violence and the use of mediation
- How to have difficult conversations

Geographic Area: Art will provide a presentation within an hour and a half of Topeka. He will travel further if there is travel reimbursement.

ANN ZIMMERMAN
EGGERS & ZIMMERMAN
LAW & MEDIATION
Salina, Kansas 67402-2573



Background:

Mediating since 1988, Ann Zimmerman's first negotiation training was with Roger Fisher, author of *Getting to Yes*, at Harvard Law School, where she graduated with her J.D. Ann's undergraduate degree is in Elementary Education from Kansas State University. For a decade, she worked as a staff attorney and mediator for Kansas Legal Services in Wichita and Manhattan. Since 1999, she's had a private mediation and law practice in Salina, her hometown. She is a professional singer-songwriter and, with her husband, runs a horse boarding stable near Salina. She is an elected member of the Salina school board.

Types of Dispute Resolution Services:

Ann has provided conflict resolution services in the following subject areas:

- Domestic Mediations
- Victim-Offender Dialogues (juvenile and adult – misdemeanors and felonies)
- Personnel Relations Interventions (workplace disputes) with government, law enforcement, health care and private companies
- Parent-Adolescent Mediations
- Truancy Mediations
- Higher Education Mediation
- Congregational Mediation
- Human Rights Mediation
- Public Issues Facilitation.

ANN ZIMMERMAN

Affiliations:

- Dispute Resolution Advisory Council to the Kansas Supreme Court (current member)
- Heartland Mediators Association (past president)
- Salina Initiative for Restorative Justice (founding member)
- Kansas Bar Association, Alternative Dispute Resolution Section (past president)
- Kansas Women Attorneys Association (district representative)
- Kansas Association of School Boards (current member)
- Restorative Kansas Conference (presenter)
- Kansas Creative Arts Industries Commission (touring roster artist)
- Salina Arts & Humanities Foundation (board member)
- Salina League of Women Voters (past president)

Training Experience:

Ann is a state-approved mentor mediator, mentoring about a dozen new mediators, and she has assisted in general mediation trainings with Kansas Institute for Peace and Conflict Resolution (KIPCOR), and restorative justice and parent-adolescent mediation trainings with Salina Initiative for Restorative Justice (SIRJ).

Experience as a Speaker/Presenter:

Ann has made presentations for Restorative Kansas inaugural conference, Kansas Women Attorneys Association annual conferences, Kansas Bar Association trainings, social worker training on restorative justice; and municipal personnel training and college class presentation on mediation and negotiation skills; many presentations on voter registration. She also plays about 100 musical performances and workshops each year as a singer-songwriter.

Geographic Area for Presentations: Central Kansas, other areas on occasion if travel reimbursement is provided.