

ZANITA A. ZACKS-GABRIEL, ESQUIRE

402 West Sixth Street
Erie, PA 16507

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(814) 452-4451

Mission Statement

"Empowering individuals and families to address and resolve disputes in a safe, respectful and peaceful process utilizing a multidisciplinary professional team dedicated to achieving creative results tailored to their particular needs and interests."

~ EMPLOYMENT ~

ZANITA A. ZACKS-GABRIEL, ESQUIRE

Law Offices
402 West Sixth Street
Erie, Pennsylvania 16507

May 1977 to present:

I am a collaborative lawyer, mediator, trainer and peacemaker. For over 40 years I have dedicated my practice to ably and effectively representing families in conflict and/or in crisis. I also provide collaborative and mediation services in other civil areas, including labor disputes, employment disputes, estate disputes and the like.

During the past nine years, I have focused my practice on collaborative resolution of civil disputes. I was a founding member of the *Collaborative Professionals of Northwest Pennsylvania*, and served as President from its inception until March 2015. I have attended extensive advanced trainings in collaborative resolution, and have also extensively presented on collaborative practice and mediation issues. I am also a trained and experienced mediator.

Historically, general civil/criminal practice, emphasizing bodily injury, trial work, labor law, administrative law, social services representation and health services law. Over the past two decades, I have focused primarily on family law and matrimonial law.

Practice includes representation in the Federal District Court and the Third Circuit Court of Appeals and all State Courts, both trial and appellate.

Speaker and trainer re Emergency Medical Services issues, including National JEMS Conference, 1982. I have also been a speaker and trainer in the areas of collaborative practice, labor law, women's issues, issues of the elderly, Social Security, crisis management, and Northwestern Legal Services pro bono clinics.

ERIE COUNTY PUBLIC DEFENDER OFFICE

Erie County Court House, Erie, Pennsylvania 16501
August 1976 to October 1982 - Assistant Public Defender, Adult Division
May 1978 to October 1979 - Assistant Public Defender, Chief, Appellate Division

SILIN, ECKERT, BURKE & SIEGEL

255 West Tenth Street, Erie, Pennsylvania 16501
August 1976 to May 1977 - General civil practice.

LEGAL SERVICES OF NORTHWESTERN PENNSYLVANIA

121 West Tenth Street, Erie, Pennsylvania 16501
September 1975 to August 1976 Staff Attorney
Summer 1974 - Rule 11

CORNELIUS O'BRIEN & G. SANDER DAVIS

2 Girard Plaza, Philadelphia, Pennsylvania 19123
January 1974 to June 1974 and September 1974 to May 1975 - Legal research and brief writing.

SESLER & ROSEMAN

1001 State Street, Erie, Pennsylvania 16501
Summer 1971 - Law clerk

~ **BARS OF ADMISSION** ~

- Supreme Court of Pennsylvania
- Erie County Court of Common Pleas
- United States Court of Appeals, Third Circuit
- United States District Court, Western District of Pennsylvania

~ **PROFESSIONAL ASSOCIATIONS** (current and prior) ~

- Association of Family and Conciliation Courts (AFCC)
- American Association of Arbitrators
- American Bar Association (ABA)
- Academy of Professional Family Mediators (APFM)
- ATLA
- Collaborative Professionals of Northwest PA, Founding Member and Former President
- Erie County Bar Association (ECBA)
 - Estate and Trust Section
 - Family Law Committee
 - Fee Dispute Committee
 - Mediation Committee, Chair, established two mediation programs to resolve custody disputes
 - Solo/Small Firm Section
- Global Collaborative Law Council (GCLC)
- International Association of Collaborative Practitioners (IACP)
 - Board of Directors, 2017- 2020
 - Advisory Panel subcommittee on UCLA, 2014-2019
 - Membership & Outreach Committee, Chair 2018-2019
 - Fundraising Committee, Prior Co-Chair 2018
 - Institutional Affiliation Committee, Prior Chair 2018
- Mediation Council of Western PA
- National College of Criminal Defense
- Pennsylvania Bar Association (PBA)
 - Collaborative Law Committee, Chair 2014-2019, Vice Chair 2012-2014
 - Legislative Subcommittee, 2012-2018
 - House of Delegates, Zone 7, 2018-2019
 - Alternate Dispute Resolution Committee, member
 - Family Law Section
 - Labor and Employment Law Section
 - Unauthorized Practice of Law Committee
- PBA, drafter of Pennsylvania Collaborative Law Act (PCLA)
- Pennsylvania Council of Mediators
- PTLA

~ **EDUCATION** ~

- LAW:** Temple University School of Law, Philadelphia, PA
Juris Doctor Degree awarded 1975
Dean's Honor List
- UNDERGRADUATE:** Brandeis University, Waltham, Massachusetts
Bachelor of Arts Degree in Political Science
Awarded June 1972
Magna Cum Laude
- HIGH SCHOOL:** Harborcreek High School, Harborcreek, Pennsylvania
Valedictorian

~ **PUBLICATIONS** ~

- Authored Chapter 7 - "Creating Collaborative Office Space", ABA *Building a Successful Collaborative Family Law Practice*, Forrest S. Mosten & Adam R. Cordover, ABA, ISBN #978-64105-241-2, August 2018
- "Collaborative Law Practice Solves Legal, Emotional, Financial Problems", *PBA Bar News*, Vol. 27, Number 21, November 6, 2017
- "A Road Map for States Which Have Not Yet Adopted the UCLA", IACP *Collaborative Connection*, Vol. 11 Issue 3, Spring 2015
- "Collaborative Professionals of Northwest PA", *The Trend*, Spring 2014, A Newsletter of the PBA Collaborative Law Committee
- "Collaborative Professionals of Northwest PA", *The Trend*, Fall 2013, A Newsletter of the PBA Collaborative Law Committee
- 96 ERIE 27 – 41, S.J.S. v. M.J.S., *Erie County Legal Journal*, Vol. 96 No. 36, 9/6/2013
- "Reflections on Chicago", *The Trend*, Spring 2013, A Newsletter of the PBA Collaborative Law Committee
- "Northwest Professionals High on Collaboration", *The Trend*, Spring 2012, A Newsletter of the PBA Collaborative Law Committee

~ **PROFESSIONAL DEVELOPMENT** ~

Trainings and Seminars Presented:

2018:

- "Hope – The Essence of Resolving Family Disputes" presented at:
 - The Collaborative Family Law Institute, Collaborative Divorce, Miami, FL, November 11, 2018
 - IACP 19th Annual Networking and Educational Forum, Seattle, WA, October 27, 2018
 - Collaborative Practitioners from the US and Canada Share Secrets of Success, 6th Annual Florida Academy of Collaborative Professionals Conference – *Flourishing Through Diversity and Access*, Miami, FL, May 18-19, 2018
 - Make Divorce Healthier Symposium, Blue Bell, PA, April 24, 2018
- "Creating & Maintaining a Successful Practice Group: Leadership Skills for Practice Group Leaders", IACP 19th Annual Networking and Educational Forum, Seattle, WA, October 26, 2018
- "UCLA – Not Just A School in California, Part II", IACP 19th Annual Networking and Educational Forum, Seattle, WA, October 28, 2018
- "New IACP Standards and Ethics", PBA Collaborative Law Committee Mini-Retreat, Bedford Springs, PA October 12, 2018
- "Pennsylvania's Collaborative Law Act", CPNWPA Retreat, Erie, PA, October 4, 2018
- "The Prospering Practice: Collaborative Practitioners from the US and Canada Share Secrets of Success", 6th Annual Florida Academy of Collaborative Professionals Conference – *Flourishing Through Diversity and Access*, Miami, FL, May 18-19, 2018
- "Addressing Collaborative Team Dysfunction", "Hope is Possible for Your Clients and for You!" AND "Building a Profitable Peacemaking Practice", Central Indiana Association of Collaborative Professionals, Indianapolis, IN, March 5, 2018

2017:

- "Best Practices in Diversity and Inclusion" AND "Peacemaking in the Workplace: Mediation and Collaborative Services in the Workplace", PBI 2017 Business Law Institute, Philadelphia, PA, November 14, 2017
- "Hope – The Essence of the Resolving Family Disputes" presented at:
 - IACP 18th Annual Networking and Education Forum, Washington, DC, October 14, 2017
 - 2017 Dispute Resolution Center Conference, Orlando, FL, August 11, 2017
- Table Facilitator, IACP 18th Annual Networking and Education Pre-Forum Workshops, Washington, DC, October 13, 2017
- "Collaborative Law: Resolution with Dignity, Changing the World One Case at a Time", PBA Webinar, May 2, 2017
- "Building A Profitable Peacemaking Practice," APFM 2017 Conference, Memphis, TN, March 31, 2017

- "Hot Tips in Labor and Employment Law", Panelist at PBA Labor & Employment Law Section 2017 Retreat, Hershey, PA, March 10, 2017

2016:

- "Growing Your Collaborative Practice: Management, Ethics and Image," PBA Collaborative Law Retreat, Bedford, PA, Sep 18, 2016
- "Using Your Collaborative Training to Offer a Consumer Friendly Approach to Your Practice", Chicago, IL, July 23, 2016
- "Collaborative Law: Settle Your Disputes Respectfully", Mercer County Bar Association and Mercer County Collaborative Professionals, May 24, 2016
- "Developing Functional Collaborative Teams: Avoiding the Five Dysfunctions", Bucks County Collaborative Law Group & Collaborative Law Professionals of Southeastern Pennsylvania, Practice Group Retreat, Cedarbrook County Club, Blue Bell, PA, Apr 16, 2016
- "Uniform Collaborative Law Act / Rules", ABA Section of Dispute Resolution, 18th Annual Spring Conference, New York, NY, Apr 7, 2016
- "Collaborative Groups on Interdisciplinary Teams", Mercer County Collaborative Group, Hermitage, PA, Mar 21, 2016
- Coach and presenter, Mosten Mediation Training, Los Angeles, CA, Jan 26, 2016

2015:

- "The Five Dysfunctions of a Team II", PBA CLASP and Collaborative Retreat, Bedford Springs, Nov 1, 2015
- "Add Collaborative Practice to Your Toolbox", for PA Council of Mediators via conference call, July 21, 2015
- "The Five Dysfunctions of a Team", for Collaborative Professionals of NW PA Annual Retreat, Erie Yacht Club, Erie, PA, May 29, 2015

2014:

- Presenter at PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 3, 2014
- "The Role of the Financial Professional in Collaborative Practice", IACP DVD Series, hosted Q&A session, Erie, PA, July 16, 2014
- "How to Build Your Collaborative Practice", IACP DVD Series, hosted Q&A session, Erie, PA, Jun 11, 2014 and Aug 26, 2014
- "The Passionate Initial Client Consultation", IACP DVD Series, hosted Q&A session, Erie, PA, May 21, 2014
- "What Every Advisor Should Know About Collaborative Divorce - Preserving Client Assets and Relationships", Estate Planning Council, Bel-Aire Clarion Hotel, Erie, PA
- "Creating Cohesive Teams" Collaborative Professionals of NW PA Annual Retreat at Yacht Club, live seminars, Erie, PA, Jun 5, 2014
- "Navigating the Waters of Divorce - A Practitioner's View" by Estate Planning Council of Erie, Held at Bel-Aire Hotel, Erie, PA, May 7, 2014
- "Collaborative Practice Dispute Resolution Without Going to Court", Erie Club, Erie, PA, Apr 24, 2014
- "Challenging Meeting: Wife Wants to Introduce Son to Boyfriend", "Attorney De-Briefs with Client", "Innovative Problem-Solving Model Moves Clients Through Impasse" and "Financial Neutral and Clients Grapple with 'Who Gets the House?'" DVD Pollock Collaborative trainings, hosted Q&A sessions, Erie, PA, Mar 12, 2014 and Apr 16, 2014
- "Building the Collaborative Team", "Initial Five-Way Meeting", and "Team De-Briefs After Initial Five-Way Meeting", DVD Pollock Collaborative trainings, hosted Q&A sessions, Erie, PA, Feb 12, 2014
- "How to Talk with Prospective Client About Collaborative Law" and "Coach Conducting an Initial Interview with Client", DVD Pollock Collaborative trainings, hosted Q&A sessions, Erie, PA, Jan 15, 2014

2013:

- ECBA Collaborative Law Training, Basic Parts 1 and 2 and Advanced Training, live w/Suzanne Brunsting, Erie, PA, Nov 8 and 9, 2013
- PICPA Erie Chapter Networking Mentorship Panel, Erie, PA, Nov 7, 2013
- CPNWPA Retreat, Jan 12, 2013

2011:

- "Collaborative Law: Resolving Disputes Respectfully", Erie Club, Erie, PA, Oct 5, 2011
- "ABC's of Networking Luncheon", PICPA training, Bel-Aire Hotel, Erie, PA, Sept 28, 2011

Continuing Education:

2018

- The Collaborative Family Law Institute, Collaborative Divorce, Miami, FL, November 10-11, 2018
- IACP 19th Annual Networking and Educational Forum, Seattle, WA, October 25-28, 2018:
 - "Communicating the Passion: Powerful Elevator Messages & Informed Process Choice Conversations"
 - "Expanding the Collaborative World to Civil Practitioners"
 - "Diminished Capacity, Undue Influence and Fraud in Estate Planning and Disputes"
- PBA Collaborative Law Committee Mini-Retreat, Bedford Springs, PA, October 12, 2018
- CPNWPA Retreat – Take Your Collaborative Practice to the Next Level, Erie, PA, October 4, 2018
- 6th Annual Florida Academy of Collaborative Professionals Conference – Flourishing Through Diversity and Access, Miami, FL, May 18-19, 2018:
 - "If Collaborative Practice is So Great, Why Do We Have to Market It?"
 - "You Are Not My Type! Embracing Our Team Differences Using the Myers-Briggs Personality Type Assessment"
 - "TLC (The Law Collaboratively)"
 - "The Importance of the International Expansion of Collaborative Practice: Lessons in Diversity"
 - "Staying In Your Own Lane: Arriving at the Same Destination While Coming From Different Places"
 - "Implicit Bias"
- PBI Collaborative Law Committee, Philadelphia, PA, May 3-5, 2018, "Peace Institute"
- APFM Webinar, April 27, 2018, "Mediating Prenuptial and Postnuptial Agreements: Challenges and Opportunities"
- Make Divorce Healthier Symposium, Blue Bell, PA, April 24, 2018
 - "Motivated, But a Hot Mess: Helping Difficult Couples Cook Down and Mediate Successfully"
 - "Special Attention for Special Needs"
 - "Moving From Problem Solving to Understanding"
 - "Summary Discussion"

2017:

- PBI 2017 Business Law Institute, Philadelphia, PA, November 14, 2017:
 - "2017 Employment and Labor Law Update and 2018 Forecast"
 - "Best Practice in Diversity and Inclusion"
- IACP 18th Annual Networking and Education Forum and Pre-Forum Workshops, Washington, DC, October 12-15, 2017:
 - Pre-Forum Institute: "Building Excellent Communications on the Collaborative Professional Team"
 - Pre-Forum Institute: "We're in This Together: Unleashing the Synergy of the Team"
 - Special Gathering: "Practice Group Leaders Reception"
 - "An Expansive Vision of Collaborative Ethics – Diversity, Psychology, peacemaking and Social Justice"
 - "UCLA – Not Just a School in California"
 - "Resolving Emotionally Charged Conflicts"
 - "Mindfulness: Finding Clarity and Calm Amidst the Chaos"
 - "Building a Collaborative Team"
- Florida Dispute Resolution Center, 25th Annual Conference "Passion, Purpose & Peacemaking", Orlando, FL, August 10-12, 2017:
 - "The Florida Experience: Reflections from Outside the Frying Pan"
 - "The Magic of Powerful Questions in Dispute Resolution"
 - "Apology and Forgiveness as Tools for Resolving Disputes"
 - "Implicit Bias 101"
 - "Mediator Discipline: We are Headed to a Hearing Panel"
- APFM 2017 Conference, Professional Family Mediation from A to Z, Memphis, TN, March 30 – April 2, 2017:
 - "What to Do Before You Say: I Do – Creative Approaches to Mediating Pre-Marital Agreements"
 - "Bridging the Divide Among Adult Families"

- "Cross-Cultural Leadership"
- "The Role of Age in Mediation: What Mediations Should Know"
- "You too can Mediate to Help Couples Stay Married"
- "Amazing Transformation from non-working Marriages to Working Families"
- "ADR in Western Pennsylvania's Federal Court: Past, Present and Future – I. Situational Awareness in Trial Advocacy; II. ADR Program: 10 Years in the Making", ECBA Live seminar presented by Hon. Arthur J. Schwab, Hon. Susan P. Baxter, Hon. Thomas P. Agresti, W. Patrick Delaney, Esq., Richard A. Lanzillo, Esq. and Lisa Smith Presta, Esq., Feb 16, 2017
- APFM Webinar, "Creating and Building A Family Mediation Practice", presented by Virginia Colin, APFM Vice President, Feb 7, 2017

2016:

- IACP 17th Annual Networking and Education Forum and Pre-Forum Workshops, Las Vegas, NV, Oct 25-30, 2016:
 - Pre-Forum Institute: "How Interdisciplinary Teams Bring Clients to Agreement Readiness"
 - Pre-Forum Institute: "Designing and Delivering Engaging and Impactful Workshops and Trainings"
 - "Trainers Network Salon"
 - "The Top Five: Common Missteps Across Cultures and Gender"
 - "Emotions, Ego, Clients and Team"
 - "Forgive for Good"
 - "Anatomy of a Modest Means Collaborative Case: Streamlining the Process"
 - "Feelings and Needs: Compassionate Communications in the Collaborative Process"
- "Developing Your Collaborative Practice Beyond Divorce," presented by Marc Sheridan, Sept 18, 2016
- "Collaborative Law and Domestic Violence: A Practical Approach," presented by Lori Gephart and Abigail Hurst, Sept 18, 2016
- "Mindfulness: The Benefits of Being Present in the Moment for Both You and Your Clients," presented by Sheila Dwyer Grove, Aug 10, 2016
- "Training for Trainers of Developing a Profitable and Satisfying Peacemaking Practice," presented by Woody Mosten, hosted by Carl Michael Rossi, Chicago, IL, July 22-23, 2016, **Certified as Trainer by Woody Mosten**
- "Someone Online Hates You: 10 Tips for Managing Negative Online Feedback," presented by Josh King, AVVO seminar, July 14, 2016
- "Developing a Profitable and Satisfying Peacemaking Practice" training with Woody Mosten and Ken Neumann, New York City, NY, June 17-18, 2016
- "Navigating Emotions in Family Disputes: Understanding a 'Child's Truth'", ECBA seminar, Erie, PA, Apr 21, 2016
- 2-day Civil Collaborative Training with Marc O. Sheridan, Pittsburgh, PA, Mar 17-18, 2016
- "Quality of Life" seminar, presented by Edward Jones, Erie, PA, Feb 5, 2016

2015:

- PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 2, 2015
- IACP 16th Annual Networking and Education Forum and Pre-Forum Workshops, Washington, DC, Oct 13-18, 2015:
 - Pre-Forum Institute: "Fostering Trusting Relationships in Your Practice Groups"
 - Pre-Forum Institute: "The Challenge of Teams"
 - "Ethics Café"
 - "When Clients and the Team Collide: Whose Case is it Anyway?"
 - "Transforming Impasse from Problem into Opportunity"
 - "Marketing Collaborative Practice for the Experienced Collaborative Practitioner"
- "Judicial Interview of the Child, ECBA Live seminar, Oct 6, 2015
- PBA Leadership & Training Session at PBI Headquarters, Mechanicsburg, PA, Sept 29, 2015
- "Survival 101 w/Ellen Freedman", ECBA Live seminar, Aug 27, 2015
- "Closing the Deal: Getting to Yes (and Evading No!)", ABA Webinar, June 2, 2015
- Collaborative Professionals of NW PA Annual Retreat, live seminars, Erie, PA, May 29, 2015
- 12th Annual Kaplan Lecture Series - The Future of Conflict Resolution, "Exploring New Client/Party Centered Models", ACBA/CLASP live seminar, Pittsburgh, PA, May 20, 2015
- Woody Mosten Collaborative Law Training/12th Annual Kaplan Lecture Series, "Refining the Initial Client/Party Meeting", ACBA/CLASP live seminar, Pittsburgh, PA, May 20, 2015

- "Negotiation in Mediations: What Happens When Your Partner Stops Dancing", ABA Webinar, May 5, 2015
- "Evaluations, Opinions, Observations, Comments: Whether, When and How Mediators Use Analytical Techniques", ABA Webinar, Mar 10, 2015
- "What is the Relevance of the Joint Opening Session in Today's Commercial Mediation Process?", ABA Webinar, Feb 3, 2015
- "Before the Session Starts: How to Prepare for Mediation", ABA Webinar, Jan 13, 2015

2014:

- PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 3, 2014
- IACP 15th Annual Networking and Education Forum and Pre-Forum Workshops, Vancouver, BC, Canada, Oct 23-26, 2014:
 - Pre-Forum Institute: "Collaborative Rescue Squad Training: Emergency Interventions"
 - Pre-Forum Institute: "Making the Paradigm Shift Real: Ideas for Putting Meat on the Bone"
 - "Ethics Café for Advanced Practitioners"
 - "Real Learnings for the Challenges of the Real World Collaborations"
 - "Scaffolding Complex Collaborative Divorce Cases: Tools for Tackling Tough Issues"
 - "Can We Dance if We Aren't in the Same Ballroom?"
- "Mediating Divorce and Family Conflicts – Lynn MacBeth", Erie, PA, Oct 17-18, 2014
- "A New Era in PA with Joe Martone" Erie, PA June 16, 2014
- Collaborative Professionals of NW PA Annual Retreat, live seminars, Erie, PA, June 5, 2014
- "Erie Club Speaker's Series Collaborative Practice: How to Divorce Without Going to Court", Erie, PA, Apr 24, 2014
- "Net Disposable Income for Closely Held Business Owners", Erie, PA, Apr 3, 2014
- "The Strategic Mediator", PBI seminar, Erie, PA, Mar 26, 2014
- "PFA, After the Order", Erie, PA, Mar 24, 2014
- "Dialogue with Orphans' Court Judge Kelly", Erie, PA, Mar 13, 2014
- "The Role of the Financial Professional in Collaborative Practice", IACP DVD Series, hosted Q&A session, Erie, PA
- "How to Build Your Collaborative Practice", IACP DVD Series, hosted Q&A session, Erie, PA
- "The Passionate Initial Client Consultation", IACP DVD Series, hosted Q&A session, Erie, PA
- "What Every Advisor Should Know About Collaborative Divorce - Preserving Client Assets and Relationships", Estate Planning Council, Bel-Aire Clarion Hotel, Erie, PA

2013:

- ECBA Collaborative Law Training, Basic Training Parts 1 and 2 and Advanced Training, live w/Suzanne Brunsting, Erie, PA, Nov 7, 8 and 9, 2013
- PICPA Erie Chapter Networking Mentorship Panel, Erie, PA, Nov 7, 2013
- CPNWPA Annual Retreat, Erie, PA, Jun 7, 2013
- 40-Hour Basic Divorce Mediation Training, live w/Woody Mosten, Los Angeles, CA, Jan 21-26, 2013
- CPNWPA Retreat, Jan 12, 2013

2012:

- "Pre-Service Training for Guardians Ad Litem", PBI seminar, Erie, PA, Dec 18, 2012
- "Sorry Seems to be the Hardest Word", ECBA live seminar, Erie, PA, Nov 27, 2012
- CPNWPA DVD Training of CLASP episodes 6-9, Nov 21, 2012
- IACP 13th Annual Networking and Educational Forum and Pre-Forum Workshops, Chicago, IL, Oct 18-21, 2012:
 - Pre-Forum Institute, "Collaborative Leadership"
 - Pre-Forum Institute, "Money, Law and Values-Based Collaborative Conflict Resolution"
 - "Getting to the Heart of the Matter: Deepening our Work in Collaborative Practice"
 - "OOPS! Catching & Addressing Professional Missteps in the Collaborative Meeting"
 - "The Emotions of Family Finances: Finessing Fear, Formulas and Fairness"
- CPNWPA DVD Training of CLASP episodes 3-5, Erie, PA, Oct 11, 2012
- "A Master Class in Becoming a Successful Full-Time Collaborative Professional", 3-day training with Pauline Tesler and Woody Mosten, Pittsburgh, PA, Feb 2-4, 2012

2011:

- IACP 12th Annual Networking and Educational Forum and Pre-Forum Workshops, San Francisco, CA, Oct 26-30, 2011:
 - Pre-Forum Institute: *"Understanding and Meeting the Challenges of Collaborative Advocacy"*
 - Pre-Forum Institute: *"Who's on First – Taking a Fresh Look at the Dynamics of Decision Making, Money, Power, Narrative and Law in Highly Effective Collaborative Practice"*
 - *"You're a Trained Collaborative Practitioner; Now How Do You Develop a Collaborative Practice?"*
 - *"Sex, Lies and Money: Techniques and Strategies for Managing Broken Trust"*
 - *"Getting Your Clients Ready to Negotiate in the Collaborative Process"*
 - *"Domestic Violence in Collaborative Work"*

2010:

- *"Custody: Version 2011 – Pennsylvania's New Custody Law"*, ECBA Seminar, Erie, PA
- IACP 11th Annual Networking and Educational Forum and Pre-Forum Workshops, Washington, DC, Oct 28-31, 2010:
 - Pre-Forum Institute: *"Challenges for Practice Group Leaders"*
 - Pre-Forum Institute: *"Upside Down and Inside Out: Valuation and Disposition of the Family Home"*
 - *"Welcome to Bedrock! The Fred and Barney Show: Practical Tools for Exploring Deeper and Building the Bedrock of Interest-Based Bargaining"*
 - *"Minding Your Collaborative Business"*
 - *"Conflict De-Escalation in Collaborative Cases: Duress for Success"*
 - *"The Psychologist's Role in a Family Law Case"*, PBI Seminar, Erie, PA
- *"Family Law Update: Recent Developments Including the Adoption of Revisions to the Support Guidelines"*, PBI Seminar, Erie, PA

2009:

- Introduction to Collaborative Law, basic training, Sept 17-19, 2009

2005:

- Alternate Dispute Resolution Training, ECBA live seminars, Parts I, II and III, Oct 24 and 25, 2005

~ COMMUNITY SERVICE ~

- ❖ Quartet, violist and violinist (Erie, PA)
- ❖ Greenville Symphony Orchestra, violist (Greenville, PA)
- ❖ Ashtabula Orchestra, violist (Ashtabula, OH)
- ❖ Franklin Orchestra, violist (Franklin, PA)
- ❖ Chamber Music Trio and Quartet

- ❖ Formerly performed with Erie Philharmonic, Bayfront Orchestra and Mercyhurst Orchestra

Non-law related employment furnished upon request.

REFERENCES FURNISHED UPON REQUEST

ZANITA A. ZACKS-GABRIEL

COLLABORATIVE LAWYER, MEDIATOR, TRAINER & PEACEMAKER

Mission Statement

“Empowering individuals and families to address and resolve disputes in a safe, respectful and peaceful process utilizing a multidisciplinary professional team dedicated to achieving creative results tailored to their particular needs and interests.”

I am a collaborative lawyer, mediator, trainer and peacemaker. For over 40 years I have dedicated my practice to ably and effectively representing families in conflict and/or in crisis. I also provide collaborative and mediation services in other civil areas, including labor disputes, employment disputes, estate disputes and the like.

I graduated from Brandeis University, *magna cum laude*, and from Temple Law School in 1975. I began practicing under Rule 11 in 1974 and was the first woman to practice law in Erie. I founded the Collaborative Professionals of Northwest PA (CPNWPA) and was its President for a number of years. I am now chair of the Pennsylvania Bar Association Collaborative Law Committee and the chair of the subcommittee on Legislation, including the PCLA. I am serving a 3-year term on the Board of Directors of the IACP, and also chair the Institutional Affiliation Committee and co-chair the Fundraising Committee for the IACP. I have also served for several years on the IACP UCLA Advisory Committee. I am a member of the PBA Alternative Dispute Resolution Committee and drafter of the Pennsylvania Collaborative Law Act. I have also been published and train widely in collaborative practice and mediation.



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LEGAL EXPERIENCE

Law Offices of Robert J. Merlin, P.A. – Managing Partner – June 2006 - Present

Merlin & Hertz, P.A. – Managing Partner; November 1998 – May 2006.

Robert J. Merlin, P.A. – Managing Partner; September, 1991 - October 1998.

Young, Franklin, Merlin & Berman, P.A. - Partner; December 1990 - August, 1991.

Young, Stern & Tannenbaum, P.A. - Associate; June, 1989 - November, 1990.

Steinberg, Merlin & Slewett, P.A. - Partner; April, 1981 - May, 1989 (Firm previously known as Steinberg & Merlin, P.A.; Steinberg, Wohl & Merlin, P.A.; Steinberg & Wohl, P.A.; Steinberg, Sorota & Wohl, P.A.; and Steinberg & Sorota, P.A.).

August, Pohlig & Milstein - Associate; June, 1980 - March, 1981.

Myers, Kaplan, Levinson, Kenin & Richards - Associate; March, 1979 - May, 1980.

EDUCATION

Legal:

University of Florida College of Law, Gainesville, Florida-Juris Doctor: December, 1978 with Honors; GPA: 3.2; Dean's List - December, 1977 - August 1978; Class Raking - Top 15%.

Cambridge University, Cambridge, England and The Institute of Law-Polish Academy of Sciences, Warsaw, Poland: International Trade Law Program in conjunction with the University of Florida College of Law - Summer, 1978.

Walter F. George School of Law, Mercer University, Macon, Georgia; September, 1976 - May, 1977; GPA: 79.4 (on an 89-point scale), Class Ranking - Number 5 in class of 100.

Undergraduate:

University of Florida - 1976 with Bachelor of Science in Business Administration with major in Accounting, GPA: 3.2.

ACTIVITIES AND HONORS

Legal:

Florida Bar Board Certified in Marital and Family Law (1994-Present); First Family Inns of Court (1994-2001 and 2011-Present); Concerned Matrimonial Lawyers of Dade County, Inc.: President (1997-1999), Member of Board (1997-2001).

Admissions: United States District Court for the Southern District of Florida-Trial Bar; United States Circuit Court of Appeals-Eleventh Circuit.

Florida Supreme Court Certified Family Mediator - 2011 - Present.

Association of Family and Conciliation Courts - Member (2001-Present).

Florida Chapter of the Association of Family and Conciliation Courts – Past President (2015-2016), President (2014-2015), President Elect (2013-2014), Vice President (2012-2013), Member of Board of Directors (2010-2016), Member (2001-Present).

Recipient of Florida Academy of Collaborative Professionals President's Award – 2017.

Recipient of FLAFCC President's Award - 2013.

Recipient of Stu Webb Distinguished Service Award from the Collaborative Family Law Institute - 2012.

Collaborative Family Law Institute, Inc. – President (2009-2013), Past Chair of Marketing Committee, Past Secretary, Member of Board and Executive Committee, Member since 2003.

Collaborative Family Lawyers of South Florida – Member since 2009.

South Palm Beach Collaborative Law Group - Member since founding in 2014 (helped to create this organization).

Florida Academy of Collaborative Professionals - Member of Board (2012 - Present), Member since creation in 2011, Co-Chair of Florida Collaborative Family Law Conference (2014 & 2015), Certification Committee Chair.

International Academy of Collaborative Professionals – Member since 2006; Board Member (2016-Present); Chair of UCLA Advisory Committee Chair 2016-Present and Member since 2014; Fundraising Committee Co-Chair 2016-2018 and Member since 2015; Professional Development Committee (2014).

Trainer of interdisciplinary professionals in the Collaborative Family Law Process meeting IACP Trainer Standards (2011-Present) in Miami, Gainesville, Tampa, Boca Raton, Jacksonville, Panama City and Lakeland, Florida and in Manchester, New Hampshire.

Lecturer on Collaborative Family Law at the University of Florida Levin College of Law since 2006 and to various local bar associations and other professional and business organizations.

Presenter on Collaborative Family Law at the Florida Chapter of the Association of Family and Conciliation Courts annual conferences in 2013, 2014 and 2015.

Presenter on Collaborative Family Law at the 2013, 2014, 2015, 2016 and 2017 FACP Conferences.

Presenter on using peacemaking processes in cases with high conflict children's issues at 2017 conference of the Association of Family and Conciliation Courts.

Presenter on Hope at the 2017 IACP Forum and at the annual Alternative Dispute Resolution conference of the Florida Dispute Resolution Center.

Presenter on Collaborative Family Law at the 2013 national convention of the National Bar Association.

Presenter on Collaborative Family Law to the Florida Association of Psychologists and the Florida Association for Marriage and Family Therapists.

Presenter on Collaborative Family Law on behalf of the Collaborative Family Law Institute through a Daily Business Review presentation - January 2010.

Presenter and lecturer on Collaborative Family Law at basic interdisciplinary Collaborative Law training on behalf of Collaborative Family Law Institute 2010 – 2012, 2015, 2016 and 2017.

2006 Dade County Bar Pro Bono Outstanding Law Firm Award.

1998 Recipient of Florida Eleventh Judicial Circuit Ray H. Pearson Guardian-Ad-Litem Award.

Martindale-Hubbell Rating: AV

Listed: Leading Florida Attorneys in Family Law with Network of Leading American Attorneys; Martindale-Hubbell Preeminent Family Law Attorneys; Florida Super Lawyers; Florida Trend Magazine Florida Legal Elite; South Florida Legal Guide to Top Lawyers and Law Firms.

The Florida Bar: Mental Health Committee 2017-2019; Family Law Rules Committee – Chair 2017-2018, Vice Chair 2016-2017; Family Law Section (Legislation Committee 2009-2013 and Chair or Co-Chair of ADR Committee 2010-2014); American Bar Association and member of Family Law Section; American Trial Lawyers Association (Past Member); Coral Gables Bar Association; Dade County Bar Association, Young Lawyers Section, Founder and Co-Organizer of the High School Mock Trial Program, Small Claims Clinic Program - Volunteer (7 Years); Past member of Miami Beach Bar and North Dade Bar Associations.

University of Florida Levin College of Law Center on Children and Families Advisory Board – 2004 - Present.

Eleventh Judicial Circuit Court Parenting Coordinators Advisory Board (2006-2016).

Law School Activities

University of Florida - Law Review, Research Editor; Phi Delta Phi Legal Fraternity; International Law Society - Secretary; John Marshall Bar Association Homecoming Skits.

Mercer University - Law Review; American Jurisprudence Book Award - Criminal Procedure; Carl Vinson Research Assistant to Professor Richard Creswell; Phi Delta Phi Legal Fraternity; Student Bar Association Placement Committee.

PUBLICATIONS

"The Marital Home - Will It Come Back to Haunt You?", The Florida Bar Journal, May 1993.

"Developing a Collaborative Family Law Practice" chapter in Aspatore Inside the Minds Series publication of Leading Lawyers on Exploring Collaborative Law, Integrating it Into a Practice, and Implementing Marketing Strategies (2011).

"Collaborative Law Process Act Passes," The Florida Bar Family Law Section Commentator, Vol XXX, No. 1, Fall 2016.

"The Long and Winding Road to Implementing the Uniform Collaborative Law Act and Rules in Florida," The American Bar Association Dispute Resolution Section Dispute Resolution magazine, Vol 23, No. 2, Winter 2017.

"The Collaborative Law Process Act: The Future Is Now", The Florida Bar Journal, April 2017.

"The Collaborative Law Process Rules: This is How We Do It", The Florida Bar Journal, April 2018.

Numerous newspaper articles including in The Miami Herald, The Florida Bar News, South Florida Legal Guide, South Florida Business Journal and Daily Business Review.

COMMUNITY:

Greater Miami Jewish Federation: Board of Directors (1988-2015 and 1981-1983); Planning and Distribution Committee (2010-2014); Agency Support Committee (2007-2014); Human Resources Development Chair (2007-2010); South Dade Board of Directors (1990-1992); Leadership Foundation-Founder; Pledge Redemption Committee Chairman (1998-2000); Long Range Strategic Planning Committee (1990-1994); Attorney's Division Chairman (1996-1998); Judicial Reception Chairman-1995; Campaign Leadership Development Committee-Chairman; 1989 Opening Dinner Co-Chairman; Campaign Committee; Commerce and Professions Division-Board; Community Relations Committee; Young Adult Division: Chairman (2 years), Campaign Chairman, Vice-Chairman; 1989 Stanley C. Myers Presidents' Leadership Award; 1983 Sandra Goldstein Atid Young Leadership Award.

Jewish Community Services of South Florida, Inc.: Chair (2004-2006); Vice Chair (2002-2004), Board of Directors (2001-Present), Executive Committee (2001-2008); Planning Committee Chairperson (2001-2004).

Jewish Vocational Services, Inc.: Board of Directors (1994-2000); Vice-Chairman (1998-2000); Chairman, Strategic Planning Committee (1997-1998); Chairman-Political/Legal Committee (1998-1999); Member of Reconfiguration Committee for merger of Jewish Vocational Services, Inc., Jewish Family Services of Dade County, Inc. and Community Council for Jewish Elderly.

Hillel Foundation, Florida Region: Executive Board (1998-2003); Development Chairman (1998 - 2002).

University of Florida Hillel – 2008 Gator Award for Outstanding Service

Miami Commission on Jewish Continuity.

United Jewish Appeal National Young Leadership Cabinet: Member (7 Years), Florida Regional Chairman, Miami Area Campaign Chairman, Area Washington Conference Chairman, Regional Fly-In Chairman.

Beth David Congregation: Vision 2020; Vice President, Board of Directors, Executive Committee, Parliamentarian, Recording Secretary, Financial Secretary, Long Range Planning Committee-Chairman, Rabbi Search Committee, Chair of Merlin Education Fund.

Project Heritage of Florida: Board of Directors (1989-2003).

B'nai B'rith Ko-ach Lodge: Member (8 Years), Publicity Vice President (2 Years).

Jewish Agency for Israel Committee.

Greater Miami Chamber of Commerce: 1986-87 Leadership Miami, 1987-88 Leadership Miami Criminal Law Follow-up Session Co-Chairman; 1988-89 Curriculum Committee.

Coral Gables Chamber of Commerce: 1992-94 Board of Directors; 1993 Operation Thank You Chairman; 1993-94 Good Morning Coral Gables Co-Chairman; Host Committee - Chairman; Local Affairs Committee, State and National Affairs Committee; Recruitment Committee; Membership Committee; Retention Committee; Member 1988-2009.

Miami Heat Fan Forum: 2000-2001; 2002-2003.

North Miami Youth Opportunity Board - Founder (1971).

Undergraduate:

Pi Lambda Phi Fraternity: President (2 Years), Vice President (1 Term); President of the Delegates - 1975 Pi Lambda Phi Fraternity National Convention; Varsity Track Team; Inter-Fraternity Council (2 Years); President's Council on Housing.

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Bob is a partner in Robert J. Merlin, P.A. in Coral Gables, Florida, specializing in Marital and Family Law, especially the Collaborative Process. Bob is Florida Bar Board Certified in Marital and Family Law and he is a Florida Supreme Court Certified Family Mediator. He is involved in local, statewide and international organizations that are dedicated to the Collaborative Process, including being on the board of IACP, FACP and CFLI, and he trains other professionals to become proficient Collaborative professionals. Bob was intimately involved in the creation and adoption of the Collaborative Law Process Act and rules in Florida which became effective on July 1, 2017.