

# ZANITA A. ZACKS-GABRIEL, ESQUIRE

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402 West Sixth Street  
Erie, PA 16507

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## 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

Current: **ZANITA A. ZACKS-GABRIEL, ESQUIRE**  
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.

Prior: **ERIE COUNTY PUBLIC DEFENDER OFFICE**  
Erie County Court House, Erie, Pennsylvania 16501

### August 1976 to October 1982 - Assistant Public Defender, Adult Division

Responsible for representing clients charged with a broad range of felonies and misdemeanors. Representation included all aspects of criminal trial practice.

### May 1978 to October 1979 - Assistant Public Defender, Chief, Appellate Division

Developed Division. Representation included all phases of appellate criminal work.

## **SILIN, ECKERT, BURKE & SIEGEL**

255 West Tenth Street, Erie, Pennsylvania 16501

### August 1976 to May 1977

General civil practice emphasizing labor and administrative law, and including contracts, trusts and estates, real estate conveyancing and domestic relations.

**LEGAL SERVICES OF NORTHWESTERN PENNSYLVANIA**

121 West Tenth Street, Erie, Pennsylvania 16501

Summer 1974 – Rule 11

September 1975 to August 1976

Staff Attorney in charge of the Welfare, Social Security and Supplemental Security Income Unit. Administrative practice and negotiation. State and Federal court practice. Supervision of paraprofessionals. Community work with the elderly.

**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 in areas of labor, military and tort law.

**SESLER & ROSEMAN**

1001 State Street, Erie, Pennsylvania 16501

Summer 1971

Law clerk. Research, brief and pleadings preparation, title searching.

**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
- Prior: Civil Rules Committee
- Global Collaborative Law Council (GCLC)
- International Association of Collaborative Practitioners (IACP)
  - Board of Directors, 2017- 2020
  - Advisory Panel subcommittee on UCLA
  - Fundraising Committee
- Mediation Council of Western PA
- National College of Criminal Defense
- Pennsylvania Bar Association (PBA)
  - Collaborative Law Committee, Chair 2014-2017, Vice Chair 2012-2014
  - Legislative Subcommittee, 2012-2017
  - 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  
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:** Valedictorian, Harborcreek High School  
Harborcreek, Pennsylvania

**PUBLICATIONS**

- "A Road Map for States Which Have Not Yet Adopted the UCLA", *IACP Collaborative Connection*, Vol. 11 Issue 3, Spring 2015
- Presenter of PCLA at PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 3, 2014
- "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 Attended:****2017 Trainings:**

- IACP 18<sup>th</sup> Annual Networking and Education Forum and Pre-Forum Workshops, Washington, DC, October 12-15, 2017
- 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 Trainings:**

- IACP 17<sup>th</sup> 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 Trainings:

- PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 2, 2015
- IACP 16<sup>th</sup> 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
- 12<sup>th</sup> 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/12<sup>th</sup> 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 Trainings:

- PBA Collaborative Law Committee Retreat, Bedford Springs, PA, Nov 3, 2014
- IACP 15<sup>th</sup> 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 Trainings:

- 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 Trainings:

- *“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 13<sup>th</sup> 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 Trainings:

- IACP 12<sup>th</sup> 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 Trainings:

- *“Custody: Version 2011 – Pennsylvania’s New Custody Law”*, ECBA Seminar, Erie, PA

- IACP 11<sup>th</sup> 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 Trainings:

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

#### 2005 Trainings:

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

### **Trainings Presented:**

#### 2017:

- Presenter, Central Indiana Association of Collaborative Professionals (CIACP) training, Collaborative Advanced Training, Indianapolis, IN, November 10, 2017
- Presenter, IACP 18<sup>th</sup> Annual Networking and Education Forum, “*Hope – The Essence of the Collaborative Process*”, Washington, DC, October 14, 2017
- Table Facilitator, IACP 18<sup>th</sup> Annual Networking and Education Pre-Forum Workshops, Washington, DC, October 13, 2017
- Presenter, “*Hope – The Essence of Resolving Family Disputes*,” 2017 Dispute Resolution Center Conference, Orlando, FL, August 11, 2017
- Presenter, “*Collaborative Law: Resolution with Dignity, Changing the World One Case at a Time*”, PBA Webinar, May 2, 2017
- Presenter, “*Building A Profitable Peacemaking Practice*,” APFM 2017 Conference, Memphis, TN, March 31, 2017
- Panelist, “*Hot Tips in Labor and Employment Law*”, PBA Labor & Employment Law Section 2017 Retreat, Hershey, PA, March 10, 2017

#### 2016:

- Presenter, “*Growing Your Collaborative Practice: Management, Ethics and Image*,” PBA Collaborative Law Retreat, Bedford, PA, Sep 18, 2016
- Presenter, “*Using Your Collaborative Training to Offer a Consumer Friendly Approach to Your Practice*”, Chicago, IL, July 23, 2016
- Presenter, “*Collaborative Law: Settle Your Disputes Respectfully*”, Mercer County Bar Association and Mercer County Collaborative Professionals, May 24, 2016
- Presenter, “*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
- Presenter, “*Uniform Collaborative Law Act / Rules*”, ABA Section of Dispute Resolution, 18<sup>th</sup> Annual Spring Conference, New York, NY, Apr 7, 2016
- Presenter, “*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:

- Presenter, “*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

- Presenter, *"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

### **COMMUNITY SERVICE**

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

Non-law related employment furnished upon request.

REFERENCES FURNISHED UPON REQUEST