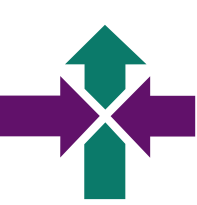




# Building Caring Communities

*Through Restorative Approaches*

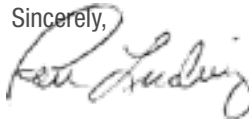


**Dear Friends,** This past year The Conflict Center has greatly expanded its work in the area of Restorative Justice within the school setting. With the guidance of our School Program Evaluation and Action Committee (SPEAC) we have created a unique and innovative model for providing comprehensive and cost effective support to schools for this transformative work. Through the involvement of highly trained and committed volunteers and interns we are providing schools with training, guidance and support to ensure that the nuts and bolts are in place for effective implementation of restorative discipline and problem solving approaches.

Our pilot program for this expanded model took place in partnership with Place Bridge Academy in the last school year. Place Bridge serves as the newcomer school for all incoming immigrant and refugee students in the Denver Public Schools district. The leadership at Place Bridge has committed in a big way to integrating Restorative Approaches into the fabric of their school culture, providing office space and a meeting room for The Conflict Center to be present four days a week to facilitate circles and provide training and mentoring to their staff.

Principal Brenda Kazen tells us, “Our children have come through so many different kinds of conflict in their young lives, many are from war torn lands. We really need to teach them how to address conflict. We’re teaching our children empathy, how to get along with one another, how to problem solve. By doing this I can see they are free to concentrate on academics because the social emotional problems are less than before we had The Conflict Center.”

The success stories are many and the program will continue at Place Bridge Academy and be expanded to Mullen High School in the year ahead, thanks to our dedicated board, staff, contractors, interns and volunteers. Stay tuned for more updates and success stories.

Sincerely,  


Ron Ludwig, Executive Director



more powerful than to have to sit in a peace circle and make amends for something you have done to harm someone else.”

- Roma Pitt, Assistant Principal

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**Ron Ludwig,** Executive Director

**Sandra Miley,** Office Manager and Bilingual  
Enrollment Coordinator

**Vickie Samland,** School Program Manager

**Theo Vargas,** Volunteer and Intern Coordinator

**Ronnie Weiss,** Director of Development

## Interns

Shelby Barsch

Emily Bruce

Shannon Cahill

Karen Cotta

Corey Klein

Sofia Kowel

Cassie LaFave

Andrew Pitcher

Julian Roberts





# 6,758

individuals served in past year across all program areas

## Demographics of those served:

### ethnicity

- Asian 7%
- African American 13%
- Caucasian 20%
- Hispanic 52%
- Native American 1%
- Other/Mixed 7%

### age

- 0 – 13 47%
- 14 – 18 38%
- 19 – 59 14%
- 60 & older 1%

### gender

- Female 50%
- Male 49%
- Other/Unknown 1%

### economic status

Our goal is to provide at least 50% of our services to low income individuals, families and communities. In the past year, 75% of those we served were low income.



# 4,135

individuals served in 14 schools

## Our Volunteers

193 volunteers provided 7,370 hours of service, valued at approximately \$189,252 in all program and administrative areas. 61% of all services were provided by unpaid interns and volunteers.



## Accomplishments

### School Program

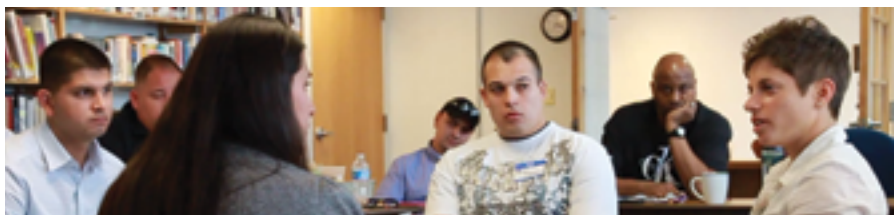
- Services were provided to 4,135 individuals in 14 schools.
- Reading for Peace was implemented at eight elementary schools.
- Successful implementation of the Restorative Approaches Project at Place Bridge Academy, K-8, Newcomer School.

### Youth and Adults Series Program

- Emotional Intelligence and Critical Decision Making (EICDM) classes were provided to 657 youth and 67 parents.
- Smart Parenting classes were provided to 133 parents in a variety of community-based locations.
- Transforming Anger and Conflict into Allies (TACA) classes were provided to 237 adults.
- An additional 326 individuals were served in one-day presentations and workshops at 17 schools and organizations.

### Social Norming Program

- Social norming programs were provided at North High School and the Denver Center for 21st Century Learning, in partnership with Project PAVE. Campaigns were designed to prevent teen dating violence and promote healthy relationships.
- Social norming services impacted a total of 1,108 students.



## Building New Partnerships

Program collaborations and funding partnerships are key to the ongoing growth and survival of The Conflict Center. Substantial time and energy have been put into building these dynamic relationships that allow us to provide more effective, comprehensive and culturally responsive programming. Below are several examples of these new partnerships:

- **US Department of Labor** (lead – Empowerment Program) to work with adults exiting incarceration
- **Colorado Children's Trust Fund** (lead - TCC) providing parenting programs with multiple partners
- **US Office on Violence Against Women** (lead – Project PAVE) Healthy Relationship Alliance (HRA) at four schools, also involving the Domestic Violence Center at UCD, the Denver Children's Advocacy Center and numerous secondary partners.
- **Tony Gramscas Youth Services** (lead – TCC) providing services to high-risk youth in partnership with Project PAVE.
- **Colorado Department of Education, Expelled and At-Risk Student Service** (lead – Endeavor Academy), providing EICDM and RJ to this alternative school in the Cherry Creek School District.
- **City of Denver, Healthy Lifestyles for Youth** (lead - TCC) providing services at three schools.

# 2014-2015 Financial Overview

## Who we are

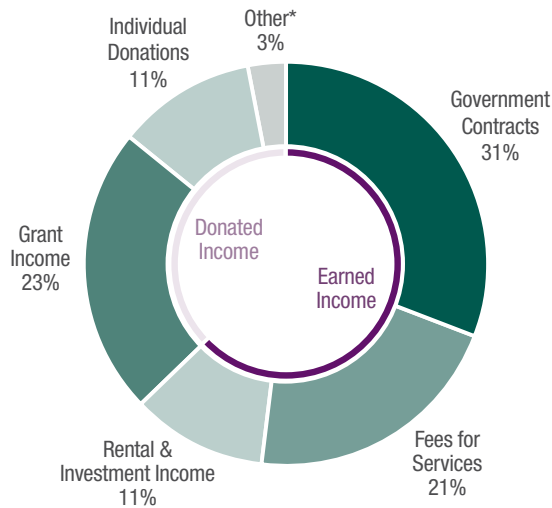
The Conflict Center began over 25 years ago based on the vision of founder, Elizabeth Loescher, who started TCC in late 1987. Ms. Loescher created the original Peacemaking Made Practical curricula that is still used today for schools at all levels. TCC's **School Program** gives teachers the tools they need so they can spend less time being disciplinarians and more time as educators. Over the years the School Program has continued to offer professional development for school staffs, trained students as Playground Conflict Managers and Peer Mediators, offered Reading for Peace and has added Restorative Justice policies and practices.

Through standardized **Series Programs** TCC provides skill building services to youth and adults, families and organizations. TCC works with groups of people in a variety of settings, involving them in exercises which teach communication skills, consequences, decision making, problem solving, negotiation, values clarification and healthy relationship skills. TCC continues its commitment to provide over half of its services to low income individuals and communities.

TCC's third main focus area is **Social Norming**, offered in high schools to shift students' perceptions, attitudes and behaviors to prevent physical, verbal and emotional violence. Using surveying tools, youth leadership and assets-based messaging, social norming campaigns seek to create positive peer dynamics towards healthy intimate relationships.

The Conflict Center's mission is to prevent physical, verbal and emotional violence by partnering with individuals and communities to shift perceptions, attitudes and behaviors through education and skill building.

**Total Revenues**  
**\$633,772**

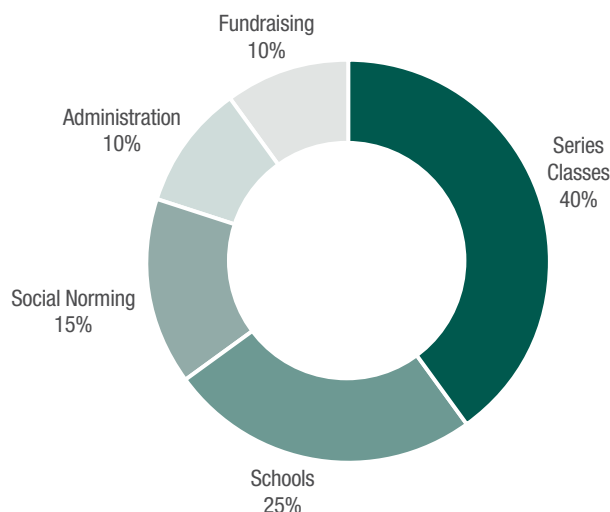


\*Includes special events & other income

### Net Assets as of June 30, 2015

Total Assets	\$1,412,080
Total Liabilities	\$30,100
Total Unrestricted Net Assets	\$950,529
Permanently Restricted Assets	\$431,452
Total Change in Net Assets	(\$49,492)
Cash & Cash Equivalents	\$170,225

**Expenses**  
**\$683,264**



Special notes regarding financial information:

1. While Expenses exceeded Revenues by almost \$50,000, it is important to note that almost \$40,850 of this deficit is a result of Depreciation Expense on building and equipment and—as such—does not impact our overall cash position.
2. We are proud of the fact that 52% of our total revenues comes directly from fees generated for the services we provide with an additional 11% being earned from rents from our building and from interest and dividends on our savings and endowments. Grants and contributed income account for slightly more than one-third (34%) of our total revenues.