

Growing Our Peace Making Community





Dear friends,

As I look back over the past year I feel so lucky and blessed by the abundance that has visited The Conflict Center. We realize each day that we are much more than a nonprofit organization. We are a growing and thriving peace making community.

Much of the abundance we enjoy is brought to us by the many diverse individuals who contribute their time, talent and treasure with us every day. Thanks to our dedicated staff and our many volunteers, interns, board members, contract staff and program partners we continually find ways to strengthen our programs and reach new groups. The practical skills we teach meet the many needs of the diverse schools and communities we serve.

If you stop by our building you will notice that we have some amazing new neighbors. Our largest and most long term tenant moved to a new facility in fall 2012, which left the back part of our building vacant for over a year. I am pleased to report that in the 2013/14 fiscal year The Conflict Center signed leases with Project PAVE and the Colorado Anti-Violence Program. Not only are we benefiting from the proximity of these long time program partners, we are once again generating funds from this important revenue stream.

You will also notice that we completed a make-over on our peace garden in back of the building. This space was cleaned out and replanted in the spring, with seating areas incorporated to make a more welcoming and user-friendly area for meeting and eating. We sit at the big picnic table under the ash tree almost every day and have lunch together. Stop by and join us sometime!

We value all our many partners that are part of our growing peace making community. To stay in touch please visit our website or connect with us through Facebook and Twitter.

Sincerely,

Ron Ludwig
Executive Director

Agency Accomplishments

Please take note of the many exciting program partnerships that are currently underway. These collaborations allow us to access new streams of funding while offering more comprehensive program packages in partnership with diverse service partners.

The Conflict Center, Project PAVE, the Center on Domestic Violence at the University of Colorado Denver and the Denver Children's Advocacy Center are implementing a collaborative project, funded through the US Department of Justice, Office on Violence Against Women, focused on promoting healthy relationships at the middle and high school level.

5,757

individuals served in the past year



Staff

- Pearl Bell**, Manager of Assessment and Evaluation
- Carina Banuelos-Harrison**, Office Manager and Bilingual Enrollment Coordinator
- Maria Fenton**, Social Norming Assistant
- Terry Gale**, Manager of Operations
- Maggie Helseth**, Event Coordinator
- Mitzi Hicks**, Grants & Contracts Administrator
- Ron Ludwig**, Executive Director
- Vickie Samland**, School Program Manager
- Theo Vargas**, Volunteer and Intern Coordinator
- Ronnie Weiss**, Director of Development

Board of Directors

OFFICERS

Michael Hoops,
Board President
Eaglecrest High School

John Wicburg,
Board Secretary
First Bank

Brendalee Connors,
Board Treasurer
Metro West Housing Services

MEMBERS

Robert Bogess,
Denver District Attorney's Office

Larry Botnick,
Denver Public Schools

Dennis Dougherty,
Federal Mediation Services

Jesse Holliday,
Global Prairie

Ron Ludwig,
The Conflict Center

Naomi Nishi,
University College,
University of Denver

Kevin Paquette,
Entrepreneur

Brian Price,
Retired

Benny Samuels,
Mile High United Way

Interns

- Jessica Cabral
- Lauren Clark
- Sarah Male
- Jessica Martinez
- Jill Schmidt
- Maritza Torres
- Sera Treston-Pastore
- Robin White
- Audrey Williams

582

youth participated in series programs

2,869

individuals were served in 11 schools

Demographics of those served:

ethnicity

African American	15%
Asian Pacific	8%
Caucasian	26%
Hispanic	39%
Native American	1%
Other/Mixed	11%

age

0 – 13	48%
14 – 18	36%
19 – 59	15%
60 & older	1%

gender

Female	52%
Male	44%
Unknown	4%

economic status

Our goal is to provide at least 50% of our services to low income individuals, families and communities. In the past year, 62% of those we served were low income.

Our Volunteers

During the past fiscal year, The Conflict Center had 168 active volunteers working in every aspect of the organization. These volunteers gave a total of 8,020 hours, valued at \$201,302. Unpaid interns and volunteers provided 57% of the overall service hours in the past fiscal year.



School Program

- A total of 2,869 individuals were served in 11 schools.
- Reading for Peace was provided at seven elementary schools.
- The **School Program** is focusing its efforts on expanding The Conflict Center's work in the area of restorative approaches and practices for schools. This approach offers healthy alternatives to punitive and exclusionary discipline policies.
- The Conflict Center played a key role in establishing the **Peaceful Schools Partnership**, combining the Reading for Peace Program, with the Rotary International Four-Way Test, the Rotary District 5450 volunteer network and the music of Operation Respect, a program founded by Peter Yarrow of the musical group Peter, Paul and Mary.

Youth and Adults Series Program

- Served 582 youth, and 108 parents in Emotional Intelligence and Critical Decision Making (EICDM) skill building classes, supported by the Tony Grampsas Youth Services Fund.
- Youth showed statistically significant positive results on pre/post surveys in the areas of thinking about how their decisions may affect other's feelings and an increase in positive emotional responses when someone close to them is happy.



- Served 97 adults in Transforming Anger and Conflict into Allies (TACA) series programs.
- The TACA pre/post survey data showed a positive improvement in all three domains of Anger Awareness, Self-Efficacy, and Conflict Management. Eight of ten adults who completed TACA showed significant increases in their ability to manage anger, conflict and solve problems.

- Provided the Smart Parenting series to 112 parents at diverse locations.
- Participants in the Smart Parenting class showed increased knowledge and skills in understanding that anger is a natural emotion, what triggers their anger and knowing how to resolve conflict in healthy ways. They also reported spending more time with their children doing what the children like to do and an increased closeness with their children.

Social Norming Program

- Funds from the Colorado Department of Public Health and Environment continue to support community level primary prevention efforts focused on the prevention of intimate partner violence at the high school level.
- Provided Social Norming Programs at East, West and North High Schools, in partnership with Project PAVE, designed to prevent teen dating violence and promote healthy relationships.
- Served a total of 1,509 students in Social Norming Projects in the last school year.



A total of **1,849** unduplicated service hours were provided throughout the year, 57% of which were provided by unpaid interns and volunteers.

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.

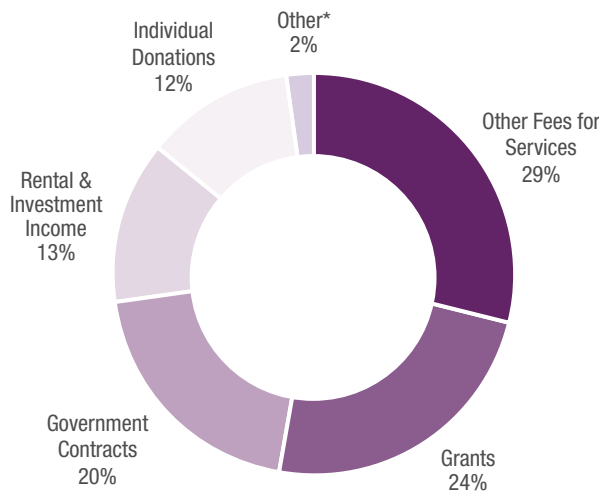
TCC's third main focus area is **Social Norming**, offered in high schools to shift students' perceptions, attitudes and behaviors to prevent physical, verbal and emotional violence. Using surveying tools, youth leadership and assets-based messaging, social norming campaigns seek to create positive peer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

www.conflictcenter.org



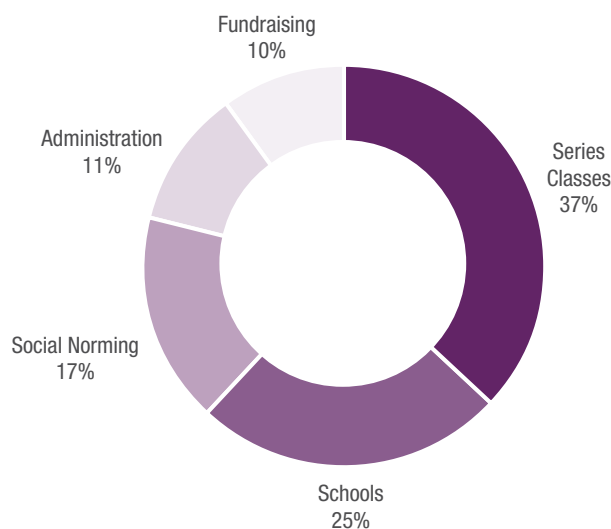
2013-2014 Financial Overview

TOTAL REVENUES \$584,876



*Includes special events & other income

EXPENSES \$590,994



Net Assets as of June 30, 2014

Total Assets	\$1,467,109
Total Liabilities	\$35,637
Total Unrestricted Net Assets	\$1,001,769
Permanently Restricted Net Assets	\$429,703
Total Change in Net Assets	-\$6,118
Cash & Cash Equivalents	\$253,594

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.