

A Common Thread Connects Our Community





The end of 2017 marks an important milestone for The Conflict Center – 30 years of peacemaking with individuals, families and schools throughout the Denver metro area.

The common thread through all program areas is to teach the practical skills and restorative practices that are essential to solving problems and building healthy relationships and communities.

As we reflect on this past year, we recognize the importance of our work especially in the midst of a divisive climate, where the idea of peace can seem out of reach. The common thread that keeps us going is our strong and loyal community of donors, volunteers, program partners, instructors and neighbors. These

continued connections are crucial to sustaining and expanding our work of peacemaking. Working with schools continues to be critical piece of the fabric of The Conflict Center. We know schools and we know the challenges they face. Our Restorative Practices Program will provide schools with the tools they need to understand the root of their challenges, as well as offering practical steps to move from punitive to restorative practices and create healthy, inclusive school discipline cultures.

We are proud of the many accomplishments from the past year and look forward to launching our next 30 years of peacemaking in the year ahead. Our vision is to expand this important work and support culture shift at the ground level in order to keep creating spaces where peace thrives within our community and ultimately the world.

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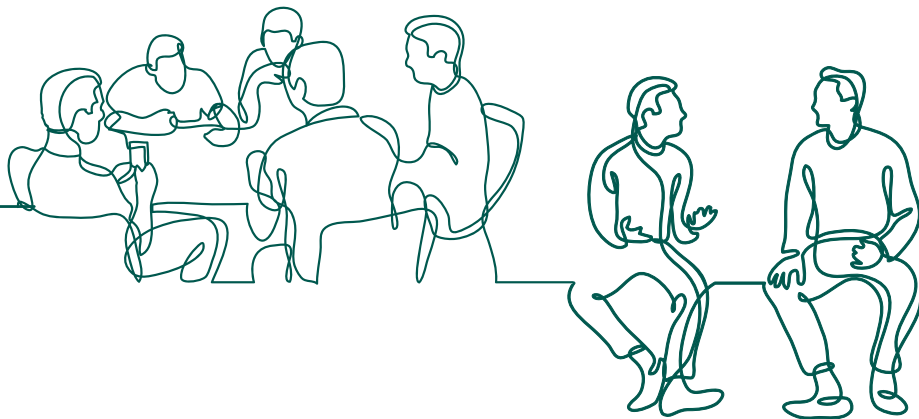
Staff

- Shelby Demby,** Program Coordinator, Social Norming
- Steve Felt,** Program Coordinator, Series Programs
- Mitzi Hicks,** Grants & Contracts Administrator*
- Ron Ludwig,** Executive Director
- Sandra Miley,** Office Manager and Bilingual Enrollment Coordinator
- Ronnie Weiss,** Director of Development
- Kristine West,** Program Coordinator, Schools*

**on staff for part of fiscal year July 1, 2016 through June 30, 2017*

Interns

- Breann Donnelly
- Alyssa Rosch
- Amber Roter
- Augustus Truhn
- Kristen Volk



4,251

individuals served in past year across all program areas

1,857

individuals served in 3 schools

Accomplishments

School Program

- Full school program services were provided to 1,857 individuals in 3 schools.
- Reading for Peace was implemented at 8 elementary schools, serving a total of 767 students.
- Restorative Practices training was provided to 137 individuals.



Youth Series Programs

- Emotional Intelligence and Critical Decision Making (EICDM) classes were provided to 196 youth at community-based locations, 112 youth at The Conflict Center and 56 parents.
- Pre/post test results from EICDM classes show positive statistically significant results on all 18 measures. This is the second year in a row that the test results have shown positive increases in all areas. This year, those positive increases were seen for both on-site and off-site classes.

Adult Series Programs

- Transforming Anger and Conflict into Allies (TACA) classes were provided to 75 adults
- Pre/post surveys documented that 8 out of 10 adults who completed the series showed significant increases in their ability to manage conflict and anger and solve problems.



Social Norming Program

- Social norming programming was provided at North High School designed to prevent teen dating violence and promote healthy relationships, impacting a total of 898 students.
- Comparison of year-over-year surveys conducted at North revealed that the social norming campaign produced a substantial decrease in self-reports of incidents of victimization and perpetration of teen dating violence from the previous year by 49%.

Demographics of those served:

ethnicity

- Asian/Pacific Islands 3%
- African American 9%
- Caucasian 26%
- Hispanic 59%
- Middle Eastern 1%
- Native American 1%
- Other/Mixed 1%

economic status

Of those served in the past year, about 70% were low income.



age

- 0 – 13 31%
- 14 – 18 64%
- 19 – 59 5%

gender

- Female 53%
- Male 46%
- Other/Unknown 1%

Our Volunteers

135 volunteers provided 6,295 hours of service, valued at approximately \$151,961 in all program and administrative areas, based on the Independent Sector's 2017 figure for the value of volunteer hours.

2016-2017 Financial Overview

Who we are

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.

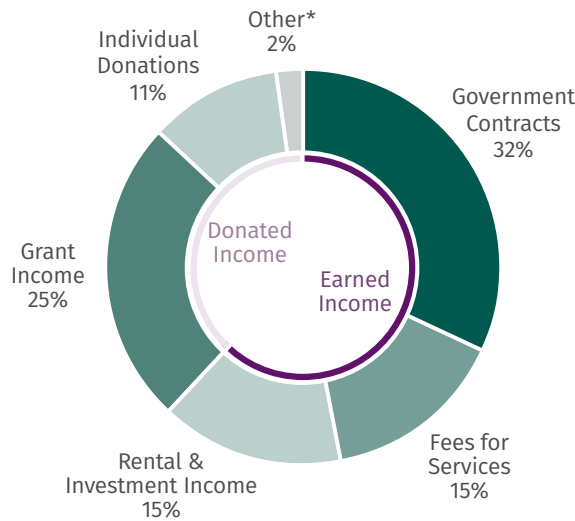
This was the vision of the founder, Elizabeth Loescher, who started The Conflict Center in the basement of her home 30 years ago. The original school curriculum was entitled Peacemaking Made Practical and its original approach is still embodied today in all of The Conflict Center's programs.

The School Program has evolved into a new **Restorative Practices Programs in Schools**, encompassing a comprehensive 5-step strategy that involves school administrators, staff, students and parents in a process of: 1) Assessing 2) Planning 3) Training 4) Coaching 5) Evaluating. Each step of this process is geared towards culture change and sustainability. The Conflict Center continues to also offer Reading for Peace to elementary schools throughout the metro area.

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.

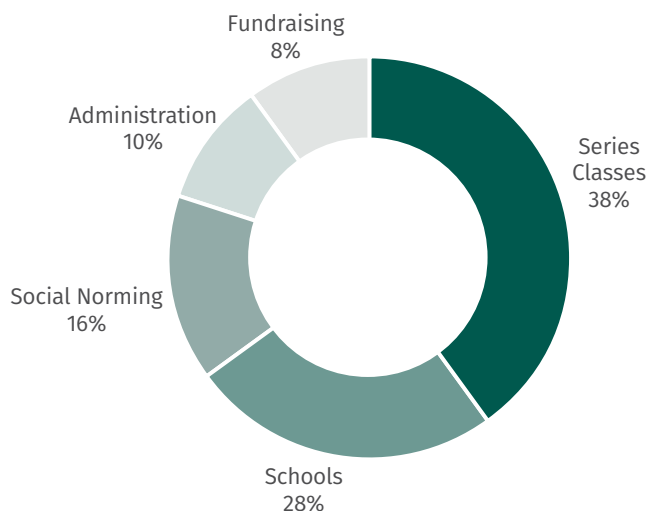
TCC's third main focus area is **Social Norming**, offered in high schools to shift students' perceptions, attitudes and behaviors to prevent physical, verbal and emotional violence. Using surveying tools, youth leadership and assets-based messaging, social norming campaigns seek to create positive peer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

Total Revenues
\$532,285



**Includes special events & other income*

Expenses
\$561,634*



**Includes depreciation*

