

At the Center

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Skill Building Series

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Restorative Practices Program

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Director of Development

Beth Yohe,
Executive Director

*Board and staff at end of
fiscal year, June 2018*

Be at the Center

In its 30 years of serving the Denver metro area, The Conflict Center has experienced a tremendous amount of growth and change. From humble beginnings in the basement of our founder, Liz Loescher, we continue to grow, paving the way for a culture that emphasizes effective communication and healthy conflict management skills. While our programs have evolved, staff have come and gone, and our location has changed a few times, our core work has endured. **THE CONFLICT CENTER REMAINS AT THE CENTER OF VIOLENCE PREVENTION.**

This is an exciting time of change at The Conflict Center. In November of 2017, I joined The Conflict Center as Executive Director following the retirement of the previous Executive Director, Ron Ludwig. Over the past year, we have welcomed several new staff members as well, including new Program Coordinators, an Office Manager and a Communications Specialist. We are grateful for the wisdom and experience of those who came before us and are excited about our **staff who bring fresh perspectives, energy and connections**, helping grow programs in new formats and build new partnerships.

The Conflict Center also underwent a major face lift, improving the building we have owned since 1998. We recarpeted and painted the 4140 building, and through the generosity of Amp the Cause, added a fresh coat of paint to the front of the building to showcase our new Little Free Library. We also installed new professional office signage, making it easier for visitors to navigate the building, and an updated security system.

In an effort to create more rentable space The Conflict Center consolidated offices upstairs in the northern part of the building. We are pleased to report that the building is completely leased and **we are generating 16% of the budget through rental income**, which is an important stabilizing factor for our budget. Not only that, but The Conflict Center is home to fellow non-profit organizations doing complementary work within our Denver metro community. We are proud to have created a space where organizations like ours can thrive, collaborate, and improve lives.

All of these improvements have made it possible for **our programs to remain at the center of our mission**. As we expand our impact, we are proud to empower people to solve problems and build relationships in their homes, their work, their schools, and their communities.

Thank you for your continued support and commitment, making it possible for us to continue to flourish in the Denver metro community and impact the lives of thousands. We are so thankful for the opportunity to serve you the past 30 years and are looking forward to working on the next 30 years.

With Gratitude,



Beth Yohe
Executive Director

Interns

Graduate Interns:
Kira Mack
Rachel Protentis
Chelsea Sheridan
Sydney Zorensky

Mennonite Central
Committee Intern:
Jacob Sankara

Undergraduate Intern:
Barbara Onorato

High School Interns:
Alana Saragosa
Taylor Brooks
Christian Lobo-Lafore
Marcella Rodriguez

Accomplishments

SCHOOL PROGRAMS

A total of 469 educators were served in the Restorative Practices Program, both onsite and across the metro area, potentially impacting the lives of over 23,000 students.

At the district level, TCC partnered with Jefferson County, Adams 12 and Aurora Public Schools (through the Common Sense Discipline Cohort).

Reading for Peace continues to be a volunteer run program and was implemented at 10 elementary schools, serving a total of 1,320 students.

SOCIAL NORMING PROGRAMS

Social norming programming was provided at North High School and High Tech Early College. Designed to prevent teen dating violence and promote healthy relationships, this program impacted a total of 1,529 students. Our new Hot Spot Mapping Program was started in the past fiscal year, impacting a student body of 414 students.

SKILL BUILDING SERIES PROGRAMS

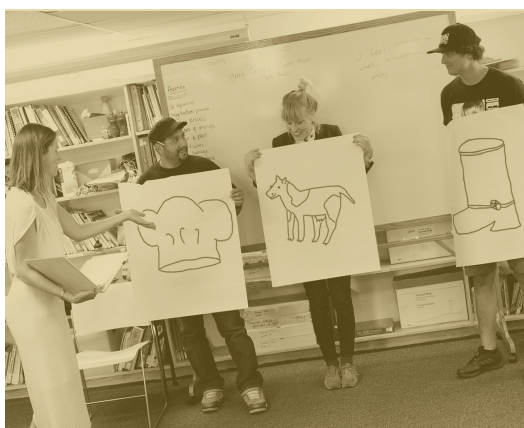
Skill Building Series Programs served a total of 444 people.

YOUTH PROGRAMS

- Addressing Conflict and Anger Effectively Youth Skill Building classes were provided to 65 youth and 65 parents on-site at The Conflict Center, plus on additional 10 youth off-site.
- Pre/post test results from Youth Skill Building classes show positive statistically significant results on all 18 measures.

ADULT PROGRAMS

- Addressing Conflict and Anger Effectively Adult Skill Building classes were provided to 304 adults.
- Pre/post surveys show positive statistically significant results on all 18 measures.
- A follow-up survey was conducted with past program participants over the past three years. Half of those responding took the class more than two years ago; 95% of those surveyed indicated that they would recommend the class to others.



4,176

individuals were served in the 2017-2018 fiscal year across all program areas.

Demographics

A total of 4,176 individuals were served in the past year across all program areas with the following demographic breakdown:

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 from low income households.

AGE

0 – 13 31%
14 – 18 64%
19 – 59 5%

GENDER

Female 53%
Male 46%
Other/Unknown 1%

70%

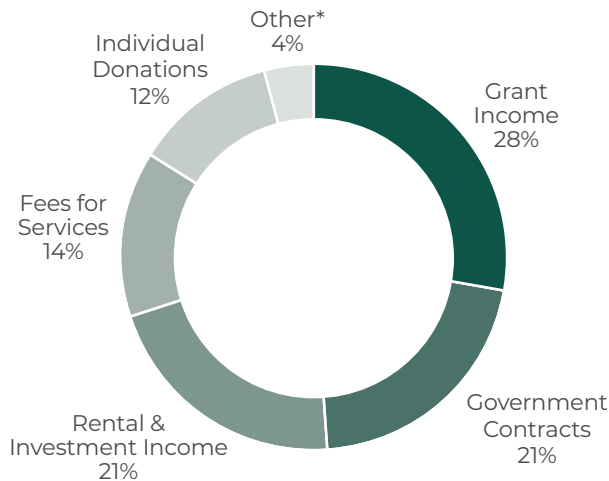
of those we serve come from low income households.

Volunteers

159 volunteers provided 7,624 hours of service, valued at approximately \$188,237 in all program and administrative areas, based on the Independent Sector's 2018 figure for the value of volunteer hours.

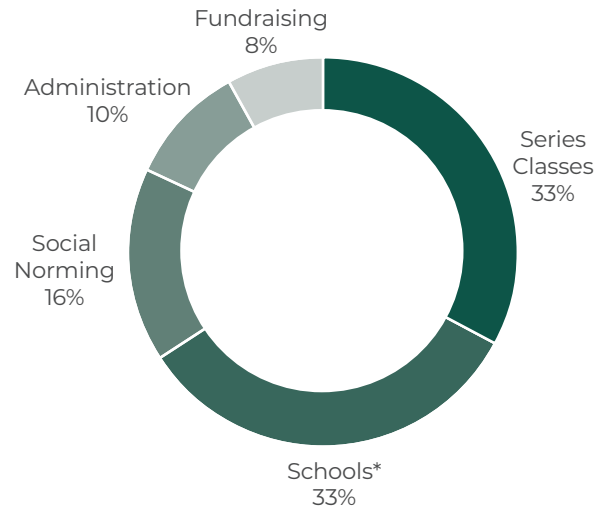
2017-2018 Financial Overview

TOTAL REVENUES \$596,265



**Includes special events & other income*

EXPENSES \$593,889



**Includes Restorative Practices and Reading for Peace*

Who we are

Our 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. We continue our long-standing commitment to provide at least half of our services to individuals, families, schools and communities from low income households.

The Conflict Center (TCC) was started 30 years ago, inspired by the vision of founder, Elizabeth Loescher, who started The Conflict Center in 1987 in the basement of her home. The original school curriculum was entitled Peacemaking Made Practical, which still embodies the spirit and approach of all TCC's programs.

The School Program has evolved into a new Restorative Practices Program, encompassing a comprehensive Five-Strategy Approach 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 offer Reading for Peace to elementary schools throughout the metro area.

Practical skill-building is provided to adults and youth through the Addressing Anger and Conflict Effectively curriculum. TCC provides these classes on a regular schedule at our building and also in customized formats at workplaces and community-based sites throughout the metro area. These classes involve participants in experiential approaches that allow participants to learn and practices skills for effective communication, decision making, problem-solving, negotiations, and healthy relationships.

TCC's third program area includes Social Norming and Hot Spot Mapping, provided at the high school level, to create positive peer norms and safer school environments. These programs utilize survey tools and youth leadership to assess norms, raise awareness, create positive peer dynamics and build on the assets of each school to address healthy relationships and positive school climate.