



2022–2023 Annual Report

July 1, 2022 – June 30, 2023

Flourishing in Our Mission To:

Equip people with
practical skills to
navigate, transform
and embrace
everyday conflict.

ConflictCenter.org



a letter from our Executive Director

At The Conflict Center, we know that the practical skills of conflict transformation are an important ingredient for relationships to flourish at home, work, neighborhood and schools. When people have the skills to reframe and understand conflict as the seed for problem solving and relationship building, those relationships flourish.

Participants in our conflict transformation classes report that their relationships grow when they put the tools they learn into practice. Youth establish boundaries for healthy relationships when they have the opportunity to learn about positive norms from their peers. Classrooms build an environment of respectful relationships when they utilize restorative practices. Participants in Restorative Denver move forward with their lives without the barrier of a criminal record when they work to repair the harm they caused.

In short, they flourish.

And as our community flourishes, TCC flourishes as well. This fiscal year saw growth not just in the number of people served or the number of classes delivered; our impact grew as well. For example:

- The Restorative Practices Summer Educator Institute brought together over 50 educators from across the metro area who committed to building restorative cultures in their schools.
- Rethinking Conflict, our youth-based conflict-transformation curriculum, expanded to schools across the metro area.
- Every Addressing Anger and Conflict Effectively adult course, small by design, were full as our virtual offerings allow for participants to join from across the U.S.
- Reading for Peace, continuously running for over 30 years, continued to introduce skills and tools to elementary-aged students through the power of literature and intergenerational connection.
- Restorative Denver expanded to 10 cases per month, affording 120 participants the chance to off-ramp from the criminal legal system.

All of our programs are rooted in providing the tools for reframing conflict. TCC provides the container (program curriculum) and some fertilizer (skill building), and our participants add their own fertile soil (personal experiences and knowledge). The result is the growth that comes when someone chooses to engage in new skills and behaviors.

And through that process, we all flourish together. The TCC Staff, board members, interns, volunteers, participants and YOU—our supporters—working together provide the ingredients: to learn. to collaborate. to practice. to connect. to solve problems. To Flourish.

As always, thank you for your support and engagement.

Beck Yoke

VOLUNTEER OVERVIEW

219 VOLUNTEERS **7,640** HOURS OF SERVICE

\$242,952
APPROXIMATE VALUE*

*BASED ON THE INDEPENDENT SECTOR'S
ESTIMATED VALUE OF VOLUNTEER HOURS.



Volunteers assist in all areas of the organization including programs, administration, event, grant writing and building maintenance.

School Based Programs

BUILDING HEALTHY RELATIONSHIPS: A SOCIAL NORMING MODEL

Building Healthy Relationships fosters and amplifies student voices as youth-led workgroups discuss healthy relationships and dating violence to create school-wide campaign posters that promote healthy behaviors among their peers.

- Social Norming was provided at two high schools, including the Career Education Center (CEC) Early College, with a student body of 490 and South High School, with a student body of 1,771.
- Students showed positive growth in 76% of the perceived relationship behaviors in year-over-year school wide surveys comparing Spring 2022 to Fall 2022.

“I met and talked to people I usually wouldn't have.”

“I found that I learned more about myself and how to maintain healthy relationships.”

“It was good getting to know each other and I feel like we're connected now and we can all reach out to each other.”

READING FOR PEACE

In the most recently completed school year, volunteers read in-person at five schools, serving 753 elementary school students. Volunteers assisted at Peace Day/Peace In A Box, preparing and distributing 1,000 activity boxes and books to children and families to serve as a summer bridge for social and emotional skill building. Boxes were distributed directly to families at an in-person event as well as through eight partner agencies.

“My favorite part is reading with the students and watching them grow through questions and conversations based on the books we share.” -RFP Volunteer



Restorative Justice Programs

RESTORATIVE PRACTICES IN SCHOOLS

Restorative Practices Program partnered around professional learning with 24 schools in five districts including Denver Public Schools, Aurora Public Schools, Sheridan, Adams Five Star and Cherry Creek Schools, representing schools at all levels including preschools, elementary, middle and high schools, serving 308 educators.

A three-day Summer Institute was held for educators, with attendance of 50 individuals (included in the above number) from multiple schools and even from other states. Of those attending 97% felt it was a good use of their time and 96% felt they learned new ways to improve restorative practices in their schools. Peer Ambassador training was provided to 26 students at two schools.

“We can use proactive circles in the classroom to help each other understand what’s happening and to resolve the issue calmly making sure everyone feels heard.”

“The training was very helpful and my first circle this week went awesome!”

“The Summer Institute was transformative.”

RESTORATIVE DENVER

In the past fiscal year, 120 cases were referred. Cases are referred through the Denver DA’s Office utilizing the Community Group Conferencing Model, which provides opportunities for dialogue, problem solving and repairing harm. Of all the cases completed thus far, only 6 have been unsuccessfully returned. The rest have been successfully completed and those individuals were able to have their case dismissed and sealed, with so far, only a 3% recidivism rate.

“As a result of participating I understand that a community can help solve and make something right.”

- PH Spring 23

“This program is amazing and I will never forget the day of the first conference. I haven't felt seen or heard like that in YEARS! It was an experience that I will truly keep in my heart forever. ” - PCH Spring 23

“It has truly helped my perspective, knowing that there are people out there who really care and could help mentor me through some of the things that I could do to try to make this right to everyone that was a part of it. This process has helped restore my faith in so many things, my love of others and myself.” - PCH Spring 23



ADULT COURSE: ADDRESSING CONFLICT & ANGER EFFECTIVELY

“Even though I am still livid at the reason why I was sent to the course, it had a genuine silver lining. This class proved valuable in learning how I can handle my anger constructively, standing up for myself without damaging my relationships with other people.”

- Over the past fiscal year 64 adults completed the Skill Building small by design class, held on site at TCC or virtually.
- 92% of participants said they felt more confident handling conflict after taking the course and 96% said they would recommend the class to a friend or family member.
- An additional 476 adults were served through customized workshops provided to 14 workplaces and community-based organizations.
- Of those 93% of respondents said that the workshop(s) was relevant to their organization's current needs and 96% said that the skills they gained will help improve relationships with their team when utilized.

“Acknowledging and embracing curiosity is at the core of conflict resolution and a positive team culture.”

“The themes of where conflict is rooted is something I will keep in mind as conflicts arise, so I can have more self-awareness.”

YOUTH COURSE: RETHINKING CONFLICT

“I’m more thoughtful, contemplative and empathetic. My instructors rocked.”

- Through the Rethinking Conflict youth classes, small by design, TCC served 154 youth and their parents/guardians in TCC in person and virtual classes.
- An additional 146 teens were served through school-based classes.
- Of those served, 100% of respondents agreed or strongly agreed that the course positively impacted their life; felt supported by the class instructors; and learned skills in the class that would be helpful in managing bias-related incidents.

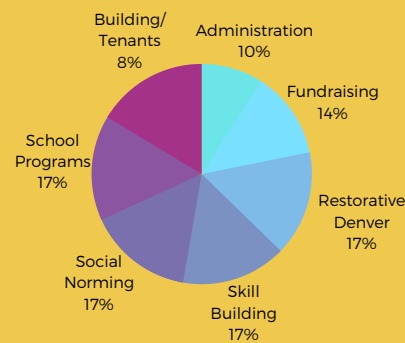
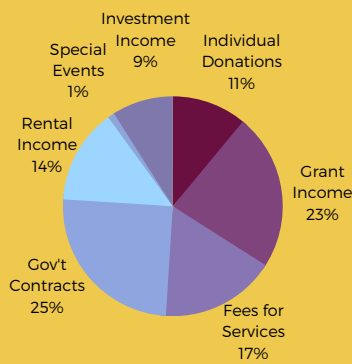
“We got to learn different ways to cope with our emotions.”

“I liked the way people can really change when communicating and how that can impact and resolve conflict.”

FINANCIAL OVERVIEW

TOTAL REVENUES - \$966,513

TOTAL EXPENSES - \$1,027,932 *



*Before depreciation:

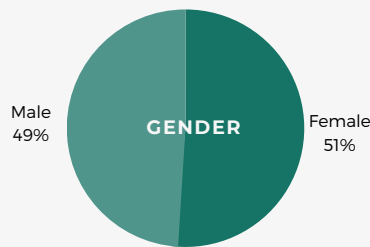
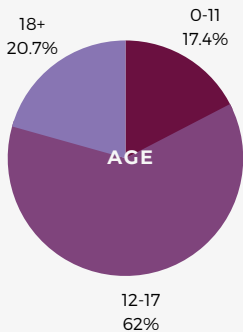
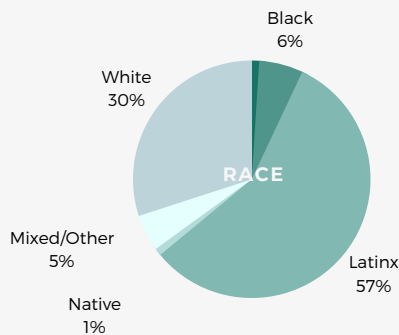
SUMMARY OF DEMOGRAPHICS SERVED

4,582

INDIVIDUALS WERE SERVED THROUGHOUT ALL PROGRAM AREAS

73%

OF INDIVIDUALS SERVED IDENTIFIED AS HAVING LOW-INCOME LIFE EXPERIENCES



BOARD OF DIRECTORS:

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Narin Wonggamnit, Pinnacle Interventional Psychiatry

STAFF

Sander Bregman, Youth Programs Manager
Rebecca Barceló, Communications and Operations Manager
Amber Ford, Restorative Practices in Schools Program Manager
Rachel Protentis, Associate Director & Training Manager
Charlie McTavish, Assistant Development Manager
Ronnie Weiss, Volunteer & Intern Manager
Kylee Wellons, Restorative Denver Case Coordinator
Beth Yohe, Executive Director

INTERNS

Molly Anderson, Metro, Graduate School of Social Work
Chilufeya Chileshe, Mennonite Central Committee
Anahe Garcia, Metro, BA Sociology
Zianah Griffin, Colorado College, BA Southwest Studies
Valeria Gutierrez, Arrupe Jesuit High School
Autumn Hardin, Goodwill STEP
Emily McAfee, DU Graduate School of Social Work
Lisa Pernarelli, CU, Mediation Certificate
Heather Polak, DU Graduate School of Social Work
Rachel Roberts, DU Graduate School of Social Work
Isabel Ross, Independent Internship
Rachel Seiger, DU Graduate School of Social Work