



Annual Report 2019

JULY 1, 2018 – JUNE 30, 2019

Roots and Branches

the **Conflict**center 

conflictcenter.org

Our roots nourished our growth in many exciting ways this year

Over 30 years ago, Liz Loescher had an idea for an organization that taught practical peace-making skills. As the story goes, that idea took root in her basement, where she started The Conflict Center. The lore of The Conflict Center beginning literally underground is so fitting, because it reminds us of the importance and strength of our roots.

That is what we celebrated at our Roots Reunion in June of the 2018-2019 fiscal year, to honor and express gratitude for all aspects of our roots: the enduring mission that continues to guide us, our incredible supporters who continue to nourish the organization, our former staff who remain committed to the mission, and all the people who have contributed to the growth of an organization that remains so relevant and vital today.

This fiscal year we saw those roots nourish the growth of our organization in many exciting ways. We nurtured growth in our foundational educational work. Our fee-for-service income increased by almost 50%, showing growth across all program areas, including our onsite skill-building series classes, Addressing Conflict and Anger Effectively, as well as offsite professional development for organizations and businesses.

This growth also includes our school-based programming in Restorative Practices, providing transformative alternatives to punitive discipline, and Social Norming, addressing interpersonal violence with youth. While we continue to grow in these areas, we remain dedicated to serving all people, regardless of income.



While we grow, we have remained rooted in our home for the past 20+ years in the Sunnyside neighborhood. We recognize the importance of serving both the immediate community and the greater metro-Denver community, and we continue to serve as a resource in the community by holding classes and community events onsite. As one example, we served as a community site for the Denver District Attorney's Turn Over a New Leaf program in February 2019. We continue to maximize the stabilizing potential of our building with a vibrant community of non-profits and other small businesses as tenants.

We are incredibly appreciative of all our donors, who continue to represent our roots, with a strong base of committed donors, along with new buds, as we increased our number of first time donors. Thank YOU for being at the root of our ability to serve our mission to equip people with practical skills to navigate, transform and embrace everyday conflict.

Thank you for your loyal 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 have served you the past 30 plus years and are looking forward to working on the next 30 years.

With Gratitude,

Beth Yohe
Executive Director

INTERNS

Graduate Interns:

Michelle Altman
Caitlyn Boggs
Melissa Phifer
Hannah Popkin
Alexandria Potesta
Omotola Williams

Mennonite Central

Committee Intern:

Moses Sankara

Undergraduate Intern:

Callie Shelton

High School Interns:

Alana Saragosa
Taylor Brooks
Christian Lobo-Lafore
Kaya Polidore
Jorge Olivas Hernandez

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Jeffrey Lin,
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Brian Price,
Retired Management Consultant

STAFF

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Communications Specialist & Youth Engagement Program Manager

Collin Heng-Patton,
Office Manager and Bilingual Enrollment Coordinator

Rachel Protentis,
Skill Building and Training Program Manager

Jessica Sherwood,
Restorative Practices Program Manager

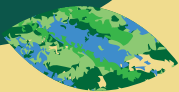
Ronnie Weiss,
Director of Development

Beth Yohe,
Executive Director

Board, staff and interns at end of fiscal year, June 2019

4,314

individuals were served
the past year



DEMOGRAPHICS

A total of 4,314 individuals were served in the past year across all program areas with the following demographic breakdown:

ETHNICITY

Asian/Pacific Islands 3%
African American 4%
Caucasian 38%
Hispanic 49%
Middle Eastern 1%
Native American 1%
Other/Mixed 4%

ECONOMIC STATUS

Of those served in the past year, about 60% were from low income households.

AGE

0 – 13 26%
14 – 18 38%
19 – 59 36%

GENDER

Female 49%
Male 50%
Other/Unknown 1%

60%

of those we served
come from low income
households.

VOLUNTEERS

107 volunteers provided 7,747 hours of service, valued at approximately \$197,000 in all program and administrative areas, based on the Independent Sector's 2019 figure for the value of volunteer hours.

Accomplishments

Restorative Practices in Schools provide schools with the tools and systems necessary to change traditional punitive and exclusionary disciplinary practices to practices based on inclusion, dialogue and problem-solving approaches.

- A total of 650 school administrators and teachers were served in the **Restorative Practices Programs**, both onsite and across the metro area.
- Over the course of the past fiscal year, we offered the Restorative Practices series 101, 201 and 301 three times onsite at The Conflict Center's building.
- We served 38 schools working in partnership with 11 school districts.
- A total of 15 schools participated in our more intensive Five Strategy Model Program, including Assessment, Planning, Training, Coaching and Sustainability.
- It is estimated that this work impacted approximately 25,000 students, based on the enrollment numbers from participating schools.

Reading for Peace TCC's oldest program, continues to be offered to elementary schools. This program is primarily coordinated and staffed by volunteers and utilizes children's literature to teach and reinforce concepts and skills related to feelings, friendships, kindness, empathy and acceptance. Reading for Peace was implemented at nine elementary schools, with the participation of student readers from one high school, serving a total of 1,138 students.

Social Norming surveys students about their own actions and what they think their peers are doing. Utilizing the results, we work with youth leadership to create awareness campaigns and skill building that promote a positive peer culture that supports healthy relationships. Programming was provided at CEC Early College and High Tech Early College, impacting a total of 1,529 students.

Hot Spot Mapping was started in the past fiscal year and helps schools to identify safe and unsafe areas in their schools and the safe adults, through mapping, surveys and youth leadership. Designed to increase school safety and build on the schools assets, this program was provided at High Tech Early College, impacting a student body of 414 students.

Skill Building Series Programs served a total of 597 people. Services were provided both onsite at TCC's building at off-site at a variety of off-site community-based locations offering expanded professional development services for organizations and businesses.

Youth Series Programs

- Addressing Conflict and Anger Effectively Youth Skill Building classes were provided to 53 youth and 53 parents onsite at The Conflict Center, plus on additional 64 youth off-site with partial series.
- Pre/post test results from Youth Skill Building classes show positive statistically significant results on 16 of the 18 measures.

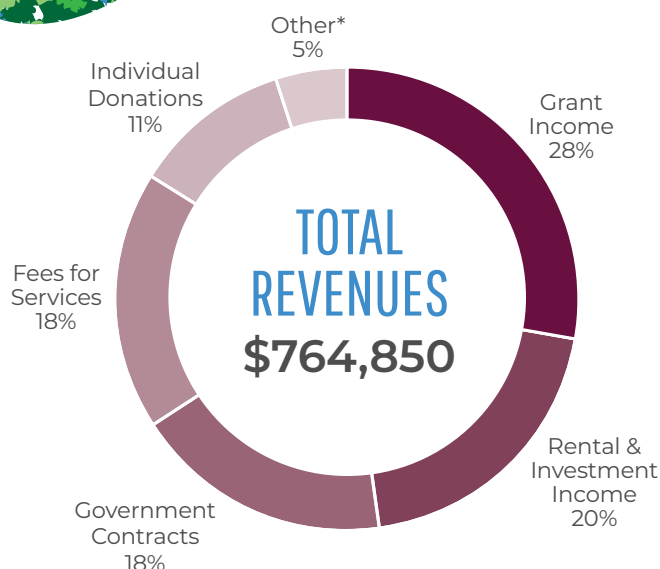
Adult Series Programs

- Addressing Conflict and Anger Effectively Adult Skill Building classes were provided to 98 adults onsite.
- We served 382 adults through professional development workshops at organizations and businesses throughout the metro area.
- Pre/post surveys show positive statistically significant results on all 18 measures.

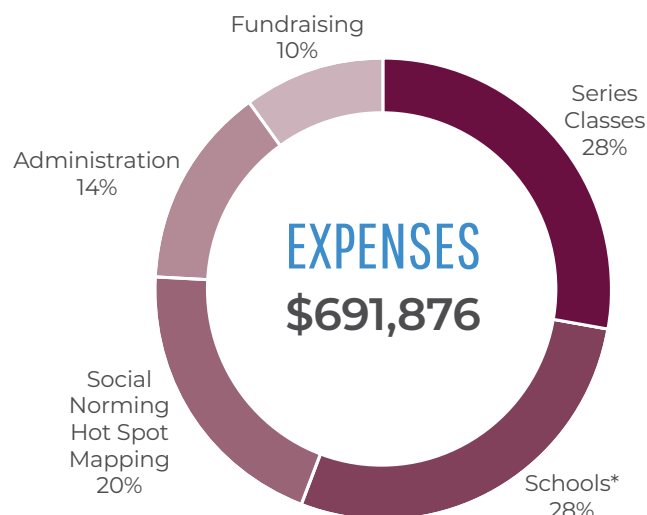


2018-2019

Financial Overview



**Includes special events & other income*



**Includes Restorative Practices and Reading for Peace*

WHO WE ARE

Vision: Communities embrace conflict as an opportunity to sustain safe and thriving relationships.

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

History: The Conflict Center was started 31 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 Peace-making Made Practical, which still embodies the spirit and approach of all TCC's programs. For over 30 years, The Conflict Center has continued to provide programs to Denver and throughout Colorado.

Our Approach: Through our youth and adult classes and conflict management workshops, we empower individuals to see and use conflict as an opportunity to grow, learn, and create positive change in their lives. We partner with schools to foster a community of inclusion, where students feel safe to be themselves. We shift school culture to build nurturing, positive relationships, and to

implement a restorative culture where students are held accountable within the school community, making punitive discipline the exception rather than the norm. At The Conflict Center, we believe that all of us are capable of and responsible for building healthy relationships in our homes, schools, congregations, workplaces, and communities. And we continue our long standing commitment to provide at least half of our services to low income individuals, families, schools and communities.

Commitment to Inclusivity: In keeping with our values, The Conflict Center is committed to inclusion and equity and to social justice in the elimination of organizational structures and actions that oppress, exclude, limit, or discriminate on the basis of race, color, religion, creed, sex, national origin, ancestry, age, status as an officer or enlisted members of the military forces, veteran status, disability, genetic information, sexual orientation, gender identity, family status, or any other characteristic protected by law. We welcome all who share our mission and vision. We are committed to providing our services to all people where individual differences are respected and valued.