THANK YOU!

CONFLICT RESOLUTION CENTER

M.J. Bauer
Executive Director
director@crcminnesota.org

Laurie Whipple
Operations Director
laurie@crcminnesota.org

Paula Faraci
Mediation Services Manager
mediation@crcminnesota.org

Elise Chambers
Program Director
elise@crcminnesota.org

Dawn Zugay
Volunteer Manager
dawn@crcminnesota.org

Ona Lawrence
St. Cloud Program Director
stcloud@crcminnesota.org

Marshall Bolin
Restorative Justice Case Manager
youthservices@crcminnesota.org

Annalisa Harrington Peterson
Duluth Program Director
duluth@crcminnesota.org

Leslye Taylor
School Program Manager
schoolprogram@crcminnesota.org

MINNEAPOLIS | ST. CLOUD | DULUTH

Our programs have expanded in 2016 in ways that we are all proud of. The youth we see in schools come from challenging environments and our volunteers continue to improve their skills on topics such as childhood trauma and Circle Facilitation. The work we do in court mediations challenges us to bring our understanding of inclusion to new levels. Community groups increasingly look to CRC to help facilitate respectful conversations and we are deepening our skills to meet those needs.

At the center of it all is the wonderful work that is done by our volunteers and the donors who support our efforts. Especially in these polarizing times, we need more people who can help others navigate the conflicts in their lives and find ways to resolve disputes in a more peaceful and productive way.

M.J. Bauer, Executive Director.

INCOME

- Contributions ................................ $ 73,168
- Grants/Contracts .......................... $280,218
- Fee for Service/Misc................. $ 99,660

Total Support & Revenue ..................... $ 453,046

EXPENSES

- Youth OST/IST ........................... $129,132
- Community ................................ $123,774
- Training .................................... $185,395
- Fundraising ................................ $ 92,206

Total Expenses ................................ $500,417
Our programs have expanded in 2016 in ways that we are all proud of. The youth we see in schools come from challenging environments and our volunteers continue to improve their skills on topics such as childhood trauma and Circle Facilitation. The work we do in court mediations challenges us to bring our understanding of inclusion to new levels. Community groups increasingly look to CRC to help facilitate respectful conversations and we are deepening our skills to meet those needs.

At the center of it all is the wonderful work that is done by our volunteers and the donors who support our efforts. Especially in these polarizing times, we need more people who can help others navigate the conflicts in their lives and find ways to resolve disputes in a more peaceful and productive way.

M.J. Bauer, Executive Director.

**INCOME**

- Contributions........................ $ 73,168
- Grants/Contracts ................... $280,218
- Fee for Service/Misc ............... $ 99,660

*Total Support & Revenue............. $ 453,046*

**EXPENSES**

- Youth OST/IST....................... $129,132
- Community .......................... $123,774
- Training ............................. $185,305
- Fundraising .......................... $ 62,206

*Total Expenses ........................ $ 500,417*

---

**CRC STAFF**

M.J. Bauer  
Executive Director  
director@crcminnesota.org

Laurie Whipple  
Operations Director  
laurie@crcminnesota.org

Elise Chambers  
Program Director  
elise@crcminnesota.org

Paula Faraci  
Mediation Services Manager  
mediation@crcminnesota.org

Dawn Zugay  
Volunteer Manager  
dawn@crcminnesota.org

Ona Lawrence  
St. Cloud Program Director  
stcloud@crcminnesota.org

Annalisa Harrington Peterson  
Duluth Program Director  
duluth@crcminnesota.org

Marshall Bolin  
Restorative Justice Case Manager  
youthservices@crcminnesota.org

Leslye Taylor  
School Program Manager  
schoolprogram@crcminnesota.org

---

---

---
Sarah and her mother-in-law, Helen, could not communicate about spending time with Sarah's children. They were angry, defensive and accusatory of one another. In mediation, they recognized they valued each other's relationship with the children, and they identified shared plans to care for them.

Police officer Nick and community activist Imani met in a Police-Community Mediation Training Program. Imani shared her experience being stopped for speeding and her anxiety when the officer approached her. Nick realized there were opportunities to use his new mediation skills to de-escalate that type of situation. Imani invited Nick to join a neighborhood leaders meeting to talk more about police and community interactions.

Alexa and Shelly were in Harassment Court over tensions surrounding the co-parenting of three children. The two had only communicated through their ex-husband, never directly with each other. When the two women met with the mediator, their perspectives changed. They realized that better communication with each other is essential for their children.

Staff and leadership were both frustrated with a new program that wasn't going well. After many meetings, staff felt leadership wasn't listening and leadership felt staff members were not on board. CRC worked with them to develop a plan for a series of facilitations. At the end of facilitation, one manager commented: "Until today I really didn't understand how important it is for us on the leadership team to listen."

17-year-old Jayden had shoplifted from a retail store. At the meeting, his father tearfully expressed how fearful he was about his son's future and how important it was to keep his grades up at school. The son was moved seeing how much pain he had caused his dad. After giving him a big hug, he agreed to a plan to improve his grades.

17-year-old Jayden had shoplifted from a retail store. At the meeting, his father tearfully expressed how fearful he was about his son's future and how important it was to keep his grades up at school. The son was moved seeing how much pain he had caused his dad. After giving him a big hug, he agreed to a plan to improve his grades.

CRC has many excellent partnerships in St Cloud. Our work with the St Cloud State University mediation program provided students field experience for their practicum. In St Cloud schools, volunteers conduct weekly mediations and Circles. Catholic Charities helped CRC to launch a program for Homeless Youth. We continue to enjoy strong support from the Stearns County Bar Association and the Stearns County Judges.

In 2016 we launched our first High School mediation program. We continue to work in St. Louis County Harassment, Conciliation and Family Courts. We are working with multiple organizations on community outreach and training, including the City of Duluth Human Rights Office, the Cross Cultural Alliance of Duluth, The Hills Youth and Family Services, Community Action Duluth and St. Louis County.
THANK YOU!

CONFLICT RESOLUTION CENTER

M.J. Bauer
Executive Director
director@crcminnesota.org

Laurie Whipple
Operations Director
laurie@crcminnesota.org

Paula Faraci
Mediation Services Manager
mediation@crcminnesota.org

Dawn Zugay
Volunteer Manager
dawn@crcminnesota.org

Ona Lawrence
St. Cloud Program Director
stcloud@crcminnesota.org

Marshall Bolin
Restorative Justice Case Manager
youthservices@crcminnesota.org

Leslye Taylor
School Program Manager
schoolprogram@crcminnesota.org

MINNEAPOLIS | ST. CLOUD | DULUTH

Our programs have expanded in 2016 in ways that we are all proud of. The youth we see in schools come from challenging environments and our volunteers continue to improve their skills on topics such as childhood trauma and Circle Facilitation. The work we do in court mediations challenges us to bring our understanding of inclusion to new levels. Community groups increasingly look to CRC to help facilitate respectful conversations and we are deepening our skills to meet those needs.

At the center of it all is the wonderful work that is done by our volunteers and the donors who support our efforts. Especially in these polarizing times, we need more people who can help others navigate the conflicts in their lives and find ways to resolve disputes in a more peaceful and productive way.

M.J. Bauer, Executive Director.

MINNEAPOLIS  |  ST. CLOUD  |  DULUTH

ANNUAL REPORT

2016

INCOME

• Contributions................................ $ 73,168
• Grants/Contracts.......................... $ 280,218
• Fee for Service/Misc.................... $ 99,660

Total Support & Revenue............... $ 453,046

EXPENSES

• Youth OST/IST............................. $ 129,132
• Community................................ $ 123,774
• Training.................................... $ 185,395
• Fundraising................................ $ 62,206

Total Expenses........................ $ 500,417
CORPORATIONS AND FOUNDATIONS

Dorsey Whitney
Fox Rothschild
Headwaters Foundation for Justice
Hennepin County Bar Foundation
Hogan Lovells
HRK Foundation
MidWestOne Bank
Minneapolis Foundation
Minneapolis Health Department, Prevention of Childhood Exposure to Violence
Morgan Family Foundation
OCDR, Office of Collaboration and Dispute Resolution
Office of Justice Programs, Youth Intervention Program
SCAO, Office of the State Court Administrator
Thorpe Foundation
United Health Group
Archie D and Bertha H. Walker Foundation
Wells Fargo Foundation

INDIVIDUAL DONORS

David & Betsy Abramson
Adrianna Acosta
John Arlandson
Alan Bachman
Beth Bailey
Dave Bartholomay
Jon & Amy Bartholomew
M.J. Bauer
Robert Bauer
Blake Bauer
Thomas Beimers
Shelby Bell
Mary Bergman
Frank Brown
Janet Carpenter
Mary Christianson
Lee W. Cunningham
Brenda Dehmer
Richard Dehmer
Tom Delaney
Paul Delaney
Joe Dixon
Geneva Dorsey
Helene Douville
Leora Effinger-Weintraub
Steve Erickson
Erik Jensen & Paula Faraci
Gregory Fedio
Mari Forbush
Michael Friedman
Sonja Gidlow
Kristin Gilbert
Frank Grazzini II
Louise Hall
Marcia Harris
Andy Hauer
Jackie Henning
Anna Hilfers
Alec Holman
Jeffrey Ingebrightson
Lisa A. Johnson
Kathy Kimmel
Kathryn Koessel

Daniel Kos
Ona Lawrence
Kari LeMay
Nicole Lovold-Egar
Alice Lynch
Valerie Mendoza
Tony Mendoza
Patricia Merker
Sandy Moberg
Betsy Moran
Brandi Olson
Bill Ottenson
Natalie Paquet
Gary Parker
Chelsea Parker
Patricia Pedersen
Bruce Peterson
Jenn Peterson
Katie Pfeifer
Jodi Polzin
Melissa Raphan
Allison Reese

(cont’d)
Thank you for investing in lasting solutions to conflict.

INDIVIDUAL DONORS (cont’d)

Jeff Ringer
Janet Rowles
Jim Sanders
Daniel Scheuller
Gwen Schmid
Penelope Scialla
Charles Slocum
Nicole Smiley
Richard Stebbins
Thomas Thompson
Dr. Talaya Tolefree
Helen Torrens
Daniel Utoft
Michelene Verlautz
Laurie Whipple
Robin Wright
Ben Younan
Seth Zawila

BOARD OF DIRECTORS

Mitch Zamoff
Hogan Lovells US LLP
Co-Chair, Executive Committee

Thomas Delaney
MidWestOne Bank
Co-Chair, Finance & Executive Committees

Eric Gustafson
Gustafson Consulting
Treasurer, Finance Committee

Alexander Glassmann
Minnesota 4th District Court
Secretary, Executive Committee

Ramona Indru Advani
General Counsel, Deputy State Auditor
Vice Chair, Development Committee

Joe Hammell
Dorsey Whitney LLP
By Laws and Governance & Nominating Committees

Christine Lindblad
Fox Rothschild LLP
Development Committee

Eva Nsereko
Human Resources, Kaplan Test Prep
HR Committee

Bunny Robinson
Robinson Robinson
HR Committee

Jean Sanderson
University of Minnesota
Nominating Committee

Lavelle A Taylor
Consultant
Finance Committee