

A photograph of four young Black people (two men and two women) in a park setting, all smiling broadly and raising their arms in celebration. They are dressed in casual, contemporary clothing like denim jackets and hoodies. The background shows a blurred park with red benches and trees.

Annual Report 2023

CRC@40!

*Celebrating Our First 40 Years
Looking to the Next 40 Years*

CELEBRATING OUR FIRST 40 YEARS



JANET COLLINS

For our 40TH anniversary, we celebrated with three quotes from Robin Wall Kimmerer's *Braiding Sweetgrass*. Following are excerpts from the words I prepared for the event.

For me, "ALL FLOURISHING IS MUTUAL" is a huge, glaring, important truth. In my opinion, the violence we're witnessing in the world and in our local

communities is due to the lack of attention to just this. If we are not all flourishing, then we are destined to be unsafe, to lack resources, and to suffer trauma after trauma. And actually, the world has not changed so much. Some of us are just now waking up to what has been present for a very long time.

If "All flourishing is mutual" is true, then restoration is how we can make it so. "RESTORATION IS A POWERFUL ANTIDOTE TO DESPAIR." Restoration means restoring humanity, creating and nurturing relationship, it means accountability, it means healing, It means living in community, listening with depth, developing empathy for those we don't know or can't comprehend, and understanding that we are all deeply connected.

At CRC, we see the fruits of restorative work every day. In a mediation, one man exclaimed, "We haven't talked this much in two years!" This is not just a statement of fact, it's a

statement of relief and connection. This is restorative work. Restoring relationship, even if people are parting ways.

Another example of restoration: CRC schools programming. CRC staff in Duluth, St. Cloud, and Minneapolis work with middle and high school students doing conflict resolution education (in circles), mediation, and conflict coaching. Last school year, we were in Washburn and Camden High Schools in Minneapolis. We were told at a restorative coalition meeting, that the police had received no calls from either school all year, and that they directly attributed this fact to CRC's presence in the schools. 100% of school staff and student respondents to our survey reported that students were positively supporting each other, with students saying that this happens literally on a daily basis. This is restoration, and restoration is indeed an antidote to despair.

AND, this restorative work also demonstrates that "WE ARE STORY MAKERS, NOT JUST STORYTELLERS." The individual empowerment and community connection that comes from restorative processes, that focus on not just what we do, but also how we do it, transforms each of us into creators of a new way of being together. We are each developing and sharing a new world view. This is a call to action. Flourishing doesn't just happen. We have to make it happen.

So now, onward to begin our next 40 years!

Warmly,
Janet

Organization is founded as Neighborhood Mediation Project (NMP) serving Whittier, Lyndale, Central, and Phillips West neighborhoods.

1983

MMP Youth Diversion Program

1992

1988

NMP becomes Minneapolis Mediation Program (MMP) to better reflect its increase in service area

1994

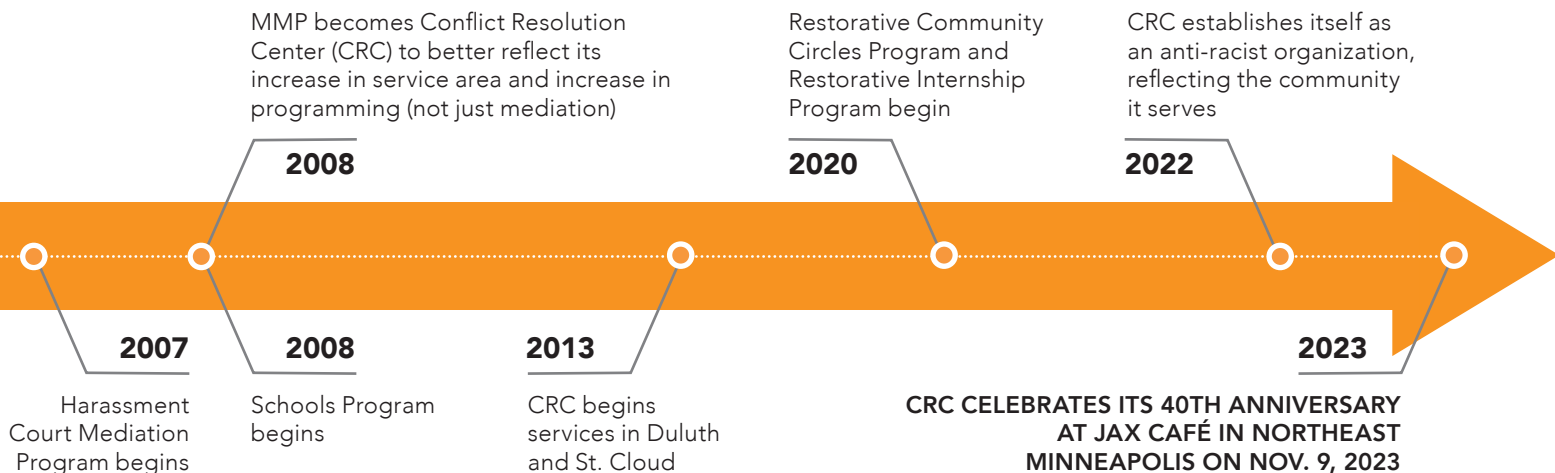
Housing Court Mediation Program begins

MISSION

CRC's mission is to be unwavering in breaking down barriers and building bridges to honor each individual's voice and their right to equity by creating spaces for transforming conflict into opportunity and harms into healing.

Conflict Resolution Center (CRC) responds to and prevents conflict through humanizing and loving approaches with individuals and communities. CRC's services are restorative, including mediation, conflict coaching, community circles, youth diversion, mediation training, and conflict resolution education- in communities, schools, organizations, families, and courts. CRC's services focus on co-creating community stability, focusing on communities that suffer the effects of racism and other social harms, such as poverty, violence, addiction, and involvement in the criminal justice system.

CRC's restorative approaches develop safe spaces for community members to be vulnerable, share difficult experiences and struggles, and feel understood and appreciated. Restorative mediations and circles are culturally inclusive and trauma-responsive by practicing methods that incorporate time for grounding and settling, create supportive, predictable environments, appreciate each individual, and practice nonjudgment and gratitude. Restorative processes prevent violent reactions to conflict situations by helping individuals heal from past harms, repair relationships, learn productive conflict resolution skills, and promote caring and connection in families, neighborhoods and communities.



CRC STAFF JUNE 2024

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Finance and Operations Manager

FRANCINE TOLBERT
Programs Director

JANET COLLINS
Executive Director

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Restorative Program Manager

JES-WA' HARRIS
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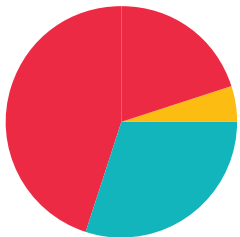
SAIDA OMAR
St. Cloud Program Manager

SARAH LEHMAN
Harassment Court Program Coordinator

ZINA FIZER
Housing Program Manager



2023 FINANCIAL REPORT



INCOME

Contributed.....	\$136,229
Contracts.....	\$655,927
Fee for Services.....	\$71,849
Other.....	\$2,854
TOTAL INCOME.....	\$866,859.43



EXPENSES

Youth Restorative Services...	\$230,304
Mediation & Facilitation.....	\$412,294
Adult Restorative Services....	\$336,987
Training.....	\$70,175
TOTAL EXPENSES.....	\$1,049,761

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July 2023 – June 2024

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VINNIE DIONNE

40TH ANNIVERSARY GIFTS

We are grateful to our donors and community partners, not only for the financial support, but also for the recognition of the importance of restorative and mediation services to our community members in trauma reduction and healing, violence prevention, individual empowerment, and connection to community.

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OUR SUPPORTING PARTNERS

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