



ANNUAL REPORT 2006

The Community of

Community Dispute Resolution Center

CDRC

talk works.



talk works.

A white, wavy, horizontal shape that spans the width of the page, positioned at the bottom. It has a smooth, undulating top edge and a flat bottom edge, creating a clean, modern graphic element.

The Community of CDRC

Who are the people who come to CDRC to talk things out and work things out? And who are the people that make it happen?

CDRC not only serves our communities, it is a community of its own. The CDRC community includes many people.

We're the adults and young people who use CDRC to respond constructively to conflict, or to learn the skills involved in doing this on their own.

We're the mediators from all walks of life who volunteer to help.

We're members of the Board of Directors who hail from each of our counties.

We're the donors whose gifts make a difference.

We're the staff who are committed to keeping it all running smoothly.

This report not only describes CDRC's accomplishments in 2006 but also the people who benefited and the people who helped make those accomplishments happen.

2006 HIGHLIGHTS

MLK Peacemaker Award Recipient

In Tompkins County, we start each year by honoring one individual or group whose work furthers the ideals of Dr. Martin Luther King, Jr.

Kathy Luz Herrera received the MLK Peacemaker Award at the community breakfast held on January 13. Kathy is a member of the International Brotherhood of Electrical Workers Local Union #241 and serves as a Tompkins County Legislator. She is an advocate for the poor and underemployed, as well as working-class women, women of color, and lesbian, gay, and transgender individuals. Kathy's life



Kathy Luz
Herrera

and work embody Dr. King's statement that "injustice anywhere is a threat to justice everywhere."

CDRC Trains Students in Elmira City School District

A contract with the Elmira City School District provided the opportunity to offer 160 person hours of training to students at Elmira Free Academy, Southside High School and Broadway Middle School. By participating in Teen Talk and Kid Talk workshops, these students learned about how conflict affects them while building skills for responding in ways that solved problems rather than causing harm.

Triangle Fund Supports CDRC

In August of 2006, CDRC received a grant from the Triangle Fund to support Kid Talk and Teen Talk workshops. The grant not only

funded the workshops themselves, it supported the additional time CDRC staff need to work with school personnel to incorporate the workshops into their curriculum. Last fall, the grant supported 88 person hours of Kid Talk workshops for students at Watkins Glen Elementary School. Faculty and staff will be learning to present the workshops on their own during the 07-08 school year.

Wise Talk Program Begins

Elders get caught in the same kinds of conflicts as everyone else. And they also face a special set of potentially difficult decisions. Whether or not their conflicts are like other people's, mediation helps elders talk through their differences and make better decisions. CDRC began Wise Talk in the summer of 2006 to ensure that this growing sector of our population is able to make the best use of mediation. During 2006, people sought CDRC's assistance with 16 different situations directly involving or about elders, serving a total of 71 people. In 70% of these cases, people involved reached agreement on next steps. Started in

Tompkins County, the agency plans to expand elder mediation to Chemung and Schuyler Counties within the next few years.

Talk Works Players Act Out

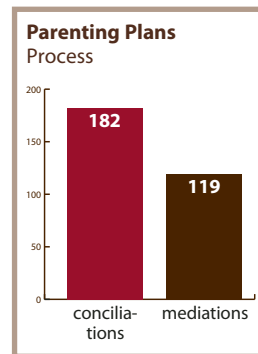
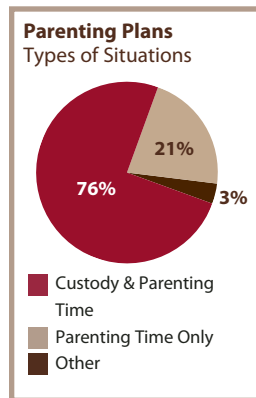
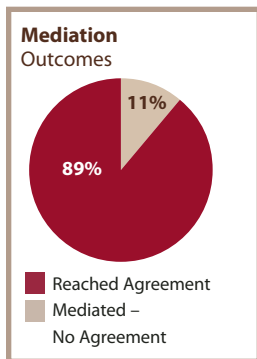
Talk Works Players began as a way to provide an interactive and humorous way to help people understand mediation. Over 500 individuals watched skits that demonstrate how conflict makes communication difficult and how having a mediator in the middle helps people get clearer and consider other perspectives. Once that happens, resolution often follows. During 2006, Talk Works Players presented to 350 senior citizens at community lunch sites and educated 20 potential referral sources about how mediation can help.

work
things out

JUST OVER 3,000 PEOPLE TURNED TO CDRC FOR ASSISTANCE WITH 930 SITUATIONS

About half the time, one of the individuals involved chose not to mediate. In those 477 situations, staff helped people consider their options and next steps and often referred them to other services or to the courts.

When people were willing to talk, 89% of the time they got clearer about what was going on and were able to work things out.



MOST OF THE PEOPLE CONTACTING CDRC WERE SEPARATED OR DIVORCED PARENTS OR OTHER CAREGIVERS who sought assistance in deciding how best to share responsibility for their children. The 608 parenting plan cases handled in 2006 made up 65% of the agency's caseload. In the 301 cases where all parties agreed to meet, most reached agreement.

Some people contact CDRC for assistance in filing their parenting plan with Family Court. In those situations, staff talk with each

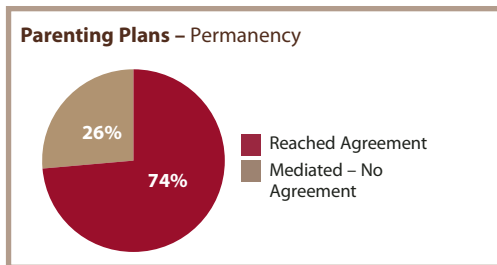
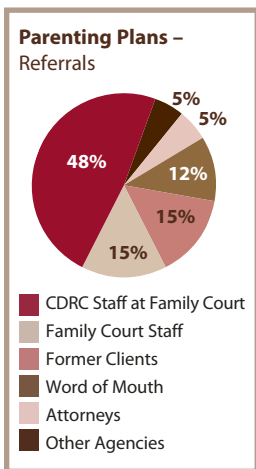
committed, caring staff

person involved, write up the agreement and related paperwork, and file the agreement for review by a judge. Through these conciliations, staff helped 401 people create legally binding parenting plans without needing to appear in court.

Over 20% of Parenting Plan cases involved extended family members: grandparents, siblings, and others who were providing caregiving.

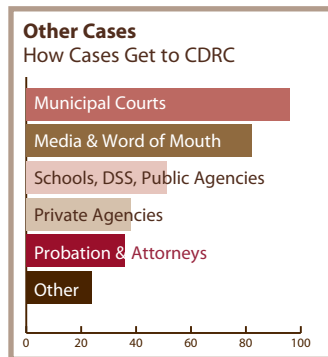
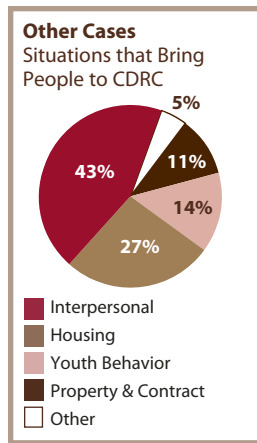
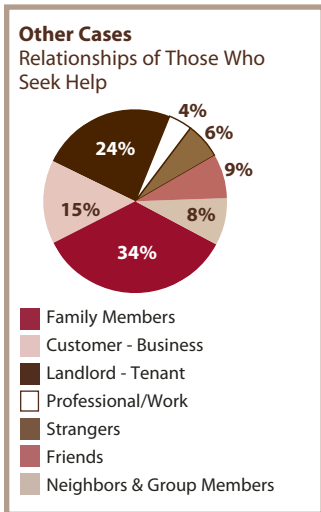
Well over half of these 1,384 adults were referred by Family Court, primarily by the CDRC staff who work in each county's Family Court.

Another 30 cases involved parents whose children had been removed because of findings of child abuse or neglect. They met with caseworkers, attorneys, law guardians, foster parents, and other caregivers to help their children return home or move into other permanent placements as quickly as possible. Most were referred by the court. Each mediation held involved at least five people who were generally able to talk things out.

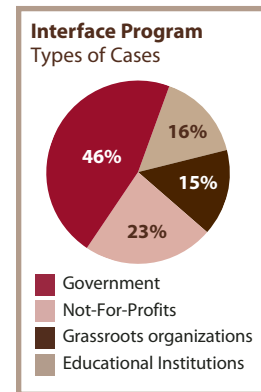
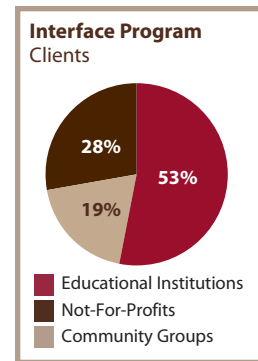


CDRC HELPED WITH ANOTHER 282 SITUATIONS THAT WERE NOT ABOUT PARENTING. These 282 cases varied widely, as did the relationships between those involved.

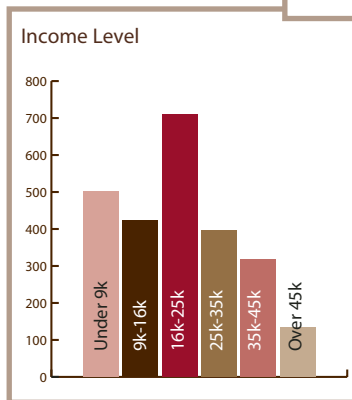
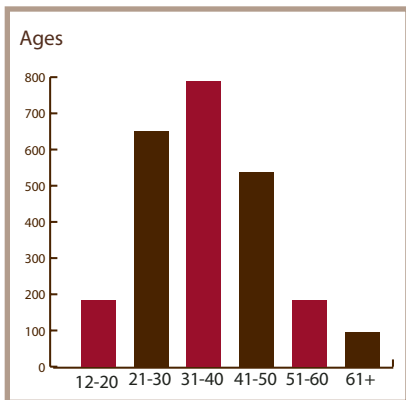
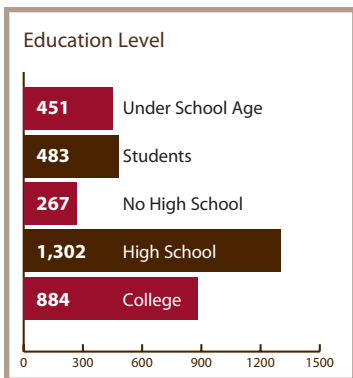
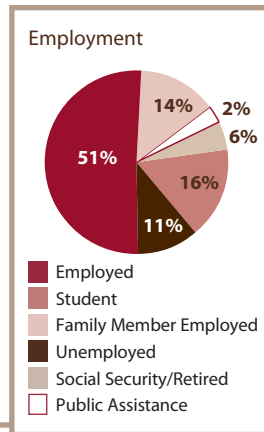
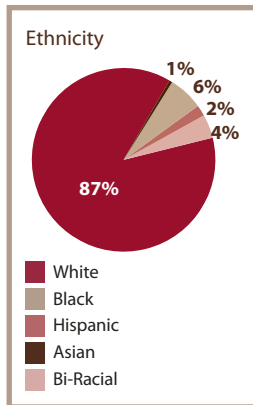
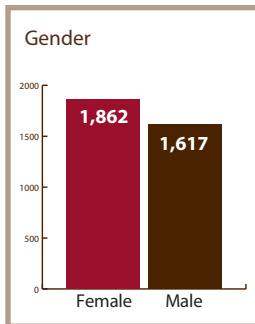
The people involved in these situations got to CDRC in many different ways.



FINALLY, IN 14 DIFFERENT SITUATIONS, CDRC'S INTERFACE PROGRAM WORKED WITH GROUPS TO FACILITATE INTERACTIONS among a total of 294 individuals. These situations included a five-member work team that talked through rough spots in their work process; a dozen volunteers who developed an organizational plan which they then presented to over 30 interested citizens and almost 100 members of the public were given the chance to weigh in on an issue of concern.



about the people we serve



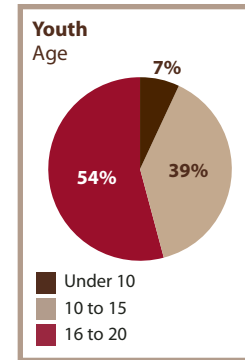
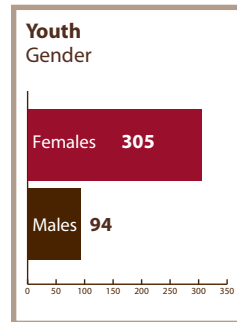
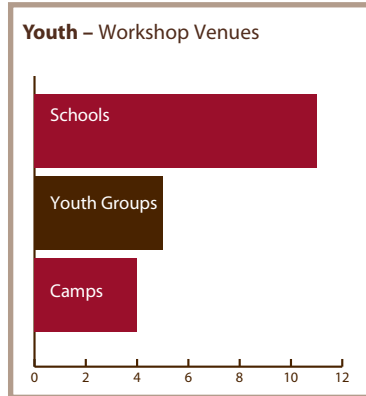
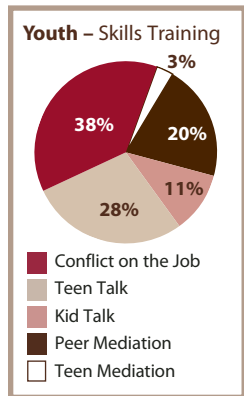
OVER 600 ADULTS AND YOUNG PEOPLE LEARNED THE SKILLS INVOLVED IN TALKING THINGS OUT

CDRC completed its first conflict education curriculum for elementary school aged children during 2006. Staff of Newfield Elementary School worked collaboratively with CDRC staff to develop Kid Talk, a series of units that include age appropriate activities to help children explore conflict, consider the emotions that accompany it and learn the skills to calm down and talk out their differences.

Kid Talk was adapted from Teen Talk, which was used wide-

ly in training pre-teens and teens in all of our counties. Other teens learned to mediate for CDRC, for Peer Mediation programs in their schools, or to increase their conflict management skills on the job.

Young people were trained in schools, at camps, and in existing youth groups at community centers and other not for profits.

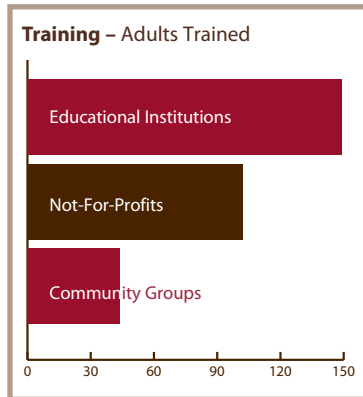
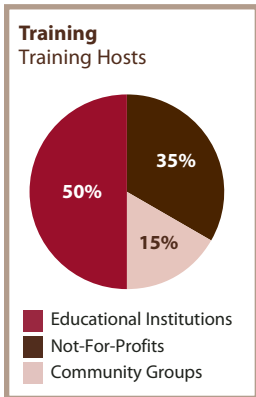


More girls were trained than boys, and over half of those trained were 16 or older.

Youth weren't the only audience for CDRC's conflict education in 2006. Through its Interface Program, 295 adults learned skills that helped them get their jobs done and create positive relationships. Staff at local colleges, employees of school districts, counselors who work with the unemployed

and those providing advocacy participated in training sponsored by CDRC.

In addition, CDRC provided 88 one-hour classes at Tompkins County's Day Reporting Center, teaching skills and helping those men and women consider how best to respond to the conflicts in their lives.



talk things
out

MEDIATORS HELPED PEOPLE TALK IT OUT

Mediators give the gift of time. What qualifies mediators for this work? A willingness to learn to listen deeply, to not take sides, and to support people in making the best decisions they can as they balance the needs, perspectives, and constraints of particular situations. They spent 916 hours helping people talk. We're grateful for their energy and commitment.

CDRC VOLUNTEER MEDIATORS 2006

Yvonne Andes	Ruth Hopkins	Jennifer O'Hara
Tammy Baker	Warren Ingham	Carl Parmelee
Darlene Barela	Steve Jacobsen	Sandra Rhodes
Sharron Beckworth	Melody Johnson	Angelina Rios*
Laura Branca	Sylvester Johnson	Adrienne Russell
Lonnie Brewer	David Kay	Scott Sears
Judy Burrill	Jurgen Kerber	David Stotz
Dorothy Caldwell	Tom Klingman	Amanda Thorpe*
Jessica Clarkson	Kimberly Kopko	Camille Tischler
Karen Comstock	Irene Koplinka-	Nancy VanMaarseveen
Kristen Cook*	Loehr*	Wendy Vohnhof
Larry Denison	Martha Lasley	Peggy Walbridge
Eileen Driscoll	Ilma Levine	Michael Wald
Ann Dyckman	Cynthia Lion	Irene Weiser
Kirby Edmonds	Tim Logue	Joe Wheeler
Linda Finlay	Harriet London	Brian Williams
John Forester	Ann Martin	Iska Ziver
Courtney Gehl*	Robin Masson	Johanna Zussman-
Raymond Gozzi, Jr.	Virginia Metcalf	Dobbins*
Amelia Habicht	Francine Montemurro	
Satomi Hill	Suzanne Motheral	

**Teen Mediators*

DONORS SUPPORT CDRC'S MISSION

In 2006, 144 donors provided gifts to CDRC. Some donated after participating in mediation. Others gave because they understand the importance of fostering constructive responses to conflict. CDRC appreciates their generous contributions, which provided discretionary income that helped to fill in the gaps left after allocated money was disbursed.

Anonymous (4)	Donn Carroll
Ed Abelson	Regis Carver
Molly & Barry Adams	Evelyn Case
Theresa Alt	George Conneman
Mark & Judith Ashton	Elizabeth Corrigan
Michael Bartone	Judith Crispell
Linda & Barney Beins	Catherine Crymes
Robert Belle & Carolyn Belleabbott	Marion DaGrossa & Nancy Gabriel
Rose Beth	Larry Denison
Rabbi Miriam Biatch	Barbara DeWall & Deborah Jones
Antonie and Shelley Blackler	Anne & John Dexter
Mitchel Bobrow & Kathy Rodgers	David & Neema Driskell
John & Anita Brenner	Doug Dylla
Marie Brewer	Betsy East & Elizabeth Bixler
Joel & Susan Brock	Marilyn Ewing
Renée Brutvan	Donald Farley
Dwight Carroll	Linda & Dan Finlay

Helen Fisher
John Forester
Mariette
Geldenhuys
Raymond Gozzi, Jr.
Stephen Hand
Hands Four
Dancers of Ithaca,
Jennifer Cook
Janet Henry
Leni Hochman &
Tim Joseph
Janet Hoff
Steve Hoffman
Nina Hoskins
Peter Hoyt
Ithaca Monthly
Meeting of the
Religious Society
of Friends
Stephen and
Marion Jacobsen
André & Jean
Jagendorf
Sylvester Johnson
Alfred & Mary
Kahn
Mary M. Kelsey
Rosalind Kenworthy
Dooley Kiefer
Carl J. & Suzanne
Kilgore
Andrew Kingsbury

Lynn Leopold
Nicole Librandi
Cynthia & Len Lion
Harriet & Howard
London
Lynda & Steven
LoPresti
Nancy Loughlin
Janet Lowe
Marty & Barbara
Luster
Ann & Peter Martin
Robin Abrahamson
Masson
Carole McCarthy
Ellen McCollister &
Bob Frank
Christine Mecke
Alex Miner
Carolyn Moffett
Lee Moon
Eleanor Munson
David Neal and
Gailanne
Mackenzie
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Wine, Inc.
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Thea Parker
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Catherine Porter &
Philip Lewis
Anne Posel
Frank Proto
Barbara & David
Regenspan
David Rice
Cheryl & John Rigas
Virginia Rinker
Martha & Steve
Robertson
Richard Rossignol
Laurie Rubin
Elizabeth Salon
Helen Saunders
Ted Schiele & Chris
Griffin
Scott Sears & Paula
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M. John Sherman
Kevin Shreve
Karen & Michael
Shuler
Paula Peter Sidle
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Simkin
Jean Lee Sims
Joyce Sirlin-Rand
Temple Beth El,
Rabbi Scott Glass

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Hunt
Camille Tischler &
William Kellner
Susan Titus
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Jeff True and Susan
Schattschneider
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Women, Grace
Snyder
Peggy Walbridge
Charles & Jane
Walcott
Sylvia & Leonard
Weinstein
WENY, Scott
Iddings
Joseph Wheeler
Hans Wien
Brian Williams
Kenneth Wilson
Patricia Woodworth
Mary Jo Yunis

MEMORIAL GIFTS

In Honor of Martha Robertson, gift of Robert Aronson
In Memory of Candace Widmer, gift of Karen Comstock
& Vicki Gayle
In Honor of Suzanne Motheral and her work with
Interface, gift of Judy & Jerry Dietz
In Honor of Betsy East and Elizabeth Bixler, gift of
Vicky East
In Memory of Candace Widmer, gift of Helen Gibson
& Barbara Warland
In Honor of Betsy East, gift of Carl F. & Jean L. Gortzig
In Memory of Candace Widmer, gift of Pat Holmes
In Memory of Rue Deutsch, gift of Barbara D. Lynch
In Honor of Judy Saul, gift of Janice & Jan Nigro
In Memory of Candace Widmer, gift of Susan Robinson
In Honor of Jerry and Judy Dietz, gift of Ruth Schapiro
In Memory of Candace Widmer, gift of Donna Scott
In Recognition of Mediator Larry Denison, gift of
John Swan
In Memory of Candace Widmer, gift of Martha Taylor
In Memory of Lois King, gift of Amy Trueman
In Memory of Candace Widmer, Matt Widmer
In Honor of Milton Zussman, gift of Gail Zussman &
John Dobbins

Financial Information

INCOME

Contributions, Grants, & Gifts	21,973
NY State Unified Court System	430,739
Interface Income.....	22,262
United Way*	51,577
Tompkins County.....	41,143
County Youth Bureaus**	25,500
Mediation Case Fees	23,115
Youth Training Income	12,370
IOLA Fund.....	5,500
Conflict Education at Day Reporting.....	3,780
Other Income.....	3,764

* Chemung, Schuyler, & Tompkins Counties

** Chemung & Schuyler Counties

EXPENSES

Interpersonal Services	355,032
Youth & Family Services.....	122,647
Interface Services	51,641
Management & General	77,462
Development.....	38,730

CDRC'S BOARD OF DIRECTORS GUIDES THE AGENCY

CDRC's Board is drawn from each of the counties it serves. Board members contribute their knowledge of the community, their professional experience and their commitment to our mission. They provide a critical link between our communities and the agency and help staff keep the "big picture" in mind.

BOARD OF DIRECTORS

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Kate Bartholomew, Secretary
Leni Hochman, Treasurer

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**New in 2007*

***Through 2006*

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Community Dispute Resolution Center



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