

dear friends



2010 has been an exciting year at The Conflict Center. With the resources our funders have provided to support capacity building projects we have been able to move ahead in the key areas of inclusivity, strategic planning and board development. The Conflict Center staff and board have recommitted to the key values of the organization through a newly developed strategic plan for the next 3-5 years and created a blueprint for inclusivity and cultural competency. The following key values are at the core of all we do:

- Peacemaking based in justice
- Treating each other with mutual respect
- Continuing commitment to quality
- Seeking diversity and celebrating it
- Practicing good stewardship and accountability
- Continuing commitment to serve people in poverty
- Creating safe space for dialogue
- Practicing forgiveness

An additional success in 2010 has been the ability to serve over 50% more clients, while holding the budget steady, through several new partnerships and the increased use of interns and volunteers.

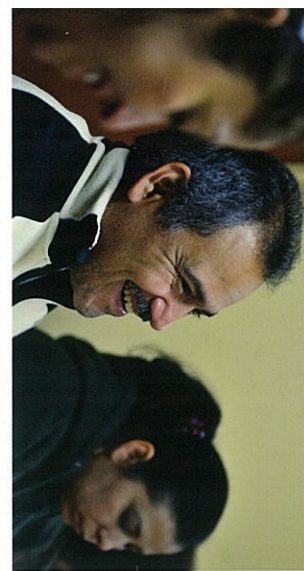
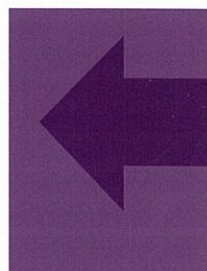
We invite you to continue to build skills and relationships as part of our peacemaking community. Your continued support through your time, talents and treasures ensures that our work will continue through new and creative funding avenues and service partnerships.

We look forward to hearing from you.

Sincerely,

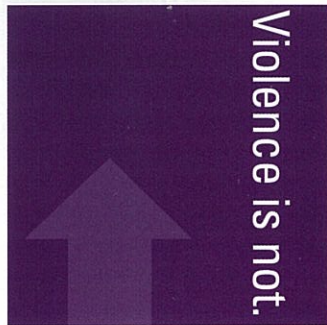
Ron Ludwig

Ron Ludwig, Executive Director



Conflict is inevitable.

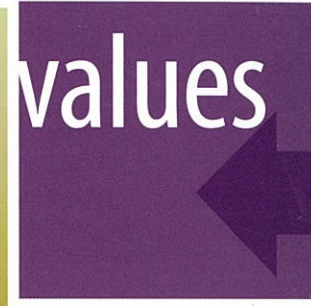
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4140 Tejon Street • Denver, Colorado 80211



Building Blocks of Peace



Conflict is inevitable. Violence is not.

NON-PROFIT ORG
U.S. POSTAGE
PAID
DENVER, COLORADO
PERMIT NO. 223

10,332
hours donated

2010

8,168
Individuals served in 2010

167
active volunteers and interns in 2010

Many thanks for your investment of time, talent and treasures over the past year that have made our efforts for peace possible!

In 2010, The Conflict Center (TCC) had 167 active volunteers and interns, a 25% increase over the previous year. These individuals contributed a total of 10,332 hours valued at \$215,422. A total of 19 volunteers and interns completed the Train the Trainer workshop, enabling them to assist with teaching adult and youth classes. Of the total number of hours contributed, 1,640 were direct program service hours, representing over 60% of TCC's total service delivery hours for 2010. Volunteers and interns assisted with administrative projects, board engagement, community outreach, fundraising, special events, and all program areas including bullying prevention, youth and adult classes, Reading for Peace, Playground Conflict Managers and Social Norming projects.

2010 Board of Directors

Ariana Harner, *Board President*
City of Lakewood
Denise Pearson, *Board Vice President*
University College/University of Denver
Michael Hoops, *Board Secretary*
Laredo Middle School
Ed Stevenson, Esq., *Board Treasurer*
Edward E. Stevenson, Esq.
Sheila Karpan, LCSW, Annunciation School
Larry Botnick, MSW, Metro State College
Sue Mitchell, Community Volunteer
Benny Samuels, Denver Health

2010 Staff

Pearl Bell, *Manager of Assessment & Evaluation*
Ray Broscovak, *Clerical Assistant*
Terry Gale, *Coordinator of Standardized Programs*
Jorge Gibbons, *School Program Coordinator (Jan.-June)*
Maggie Helseth, *Garden Tour Coordinator*
Mitzi Hicks, *Fund Development & Government Contracts Specialist*
Diana Higuera, *Manager of Marketing & Communications*
Rose Kauffman, *Volunteer & Intern Coordinator*
Ron Ludwig, *Executive Director*
Vickie Samland, *School Program Coordinator*

Ronnie Weiss, *Manager of Fund Development*
Jaci Yesquen, *Office Manager & Bilingual Enrollment Coordinator*

2009/2010 Interns

Sarah Anderson
Ruth Dantzer
Elizabeth Hamel
Ali Mabardi
Julie Schiller
Tom Scobell
Amy Stenson
Miyoko Taylor
Kim VanKirk

2010/2011 Interns

Lindsay Dickes
Maria Fenton
Carina Kellenberger
Becci McCormack
Megan Munroe
Nan McDaniel
Aaron Smith
Jesse Sperry
Katherine Welling

AmeriCorps Members

Alex Brook
Camilla Gronstedt

Overall Agency Accomplishments

- A total of 8,168 individuals were served.
- TCC was awarded an additional grant from the Colorado Department of Public Health and Environment. The goal of this project is to continue the social norming project currently being conducted at East High School addressing teen dating and relationship violence and replicate it at West High School.
- In the past year, TCC has strengthened its commitment to organizational transparency and accountability to donors and supporters. TCC ensures that up-to-date information on financial management is available through GuideStar, Giving First and the Better Business Bureau. These materials are also easily accessible to the general public at www.conflictcenter.org.

School Programs

- A total of 6,477 individuals were served in schools.
- The comprehensive school program was provided at 5 elementary and K-8 schools. Partial programming was provided at 6 additional schools.
- Social norming projects were continued at East High School.
- 1,762 students at 6 elementary schools participated in Reading for Peace.
- Incorporated restorative justice practices at schools to address discipline with alternative approaches.
- Data analysis of school climate survey questions shows an improvement on questions from pre- to post-survey with statistically significant improvement in the areas of feeling safe at school and taking responsibility for their actions.

Youth Classes

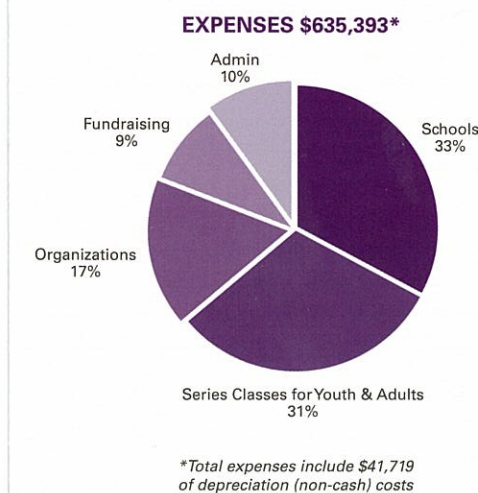
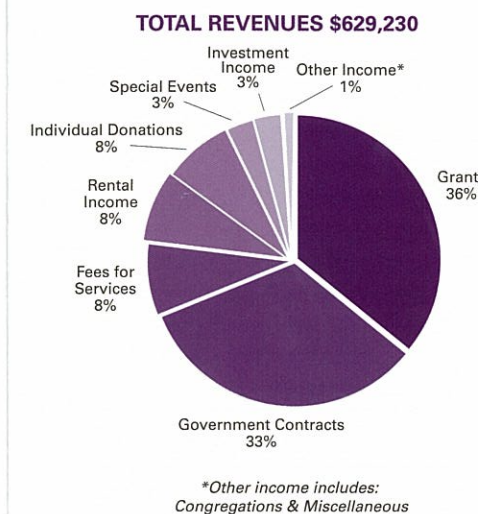
- A total of 469 youth participated in TCC's 6 or 8 week Emotional Intelligence and Critical Decision Making (EICDM) skill-building classes.
- 229 parents of youth participated in 50% of the EICDM class sessions.
- Youth Programs are evaluated through pre-post surveys, as well as weekly per class evaluations.
- Youth programming was provided to two different populations in 2010, TCC's on-site classes and individuals served at transitional housing sites. For both populations, we successfully documented statistically significant positive results in the domains of Decision-Making, Anger Management and Ability to Make Change.

Adult Classes

- 291 adults were served through the Transforming Anger and Conflict into Allies (TACA) class series.
- An additional 805 adults were served in 19 diverse organizations.
- The TACA Program is evaluated through pre-post surveys. Participants show improvement in the areas of Conflict and Anger Awareness, Anger Management and Conflict Resolution Skills and Communication Skills.
- The TACA class was provided to two different adult populations in 2010, TCC's on-site classes and individuals served at low-income and transitional housing facilities. Comparing total change scores on all questions from the pre-post surveys, results show a positive statistically significant change on a reliable scale for both populations.



2010 Financial Overview



Demographics of those we've served:

Ethnicity

Native American: 1%
Asian/Pac. Islander: 3%
African American: 14%
Caucasian: 34%
Hispanic: 43%
Other/Mixed: 5%

Ages

0-13: 58%
14-18: 24%
19-59: 17%
60 & older: 1%

Gender

Female: 57%
Male: 43%

vision

a community that chooses to solve conflict without violence in order to build peaceful and respectful relationships.

mission

to reduce levels of physical, verbal and emotional violence by teaching and applying skills to help people in diverse communities manage their everyday conflicts nonviolently.

6,477

school children served in 2010

