

Dear friends,

2009 was a year of changes and challenges

for many individuals, communities and businesses. The Conflict Center has not been immune as we have all struggled to go beyond survival and thrive in the face of these challenges. We believe that the key to thriving in difficult times is to **stay focused on our core values and to use the skills that we teach.** In times of high stress it is more critical than ever that we walk our talk by approaching problems creatively, engaging in civil dialogue, using resources wisely and looking at new and innovative ways to provide our services and programs.

In 2009 we have seen some staff reductions and in response have strengthened our programs for interns and volunteers. Through an expanded Train the Trainer program we continue to ensure high quality services and professional approaches to program evaluation. We have also expanded our pool of contract trainers allowing us to adjust our workforce in response to the demand for services and availability of funding.

We know that **the skills we teach for peacemaking and nonviolence are more critical than ever during challenging times** for people of all ages, races, cultures, genders, religions, identities and income levels. Every day we strive to add tools to our own toolboxes here at The Conflict Center as well as to offer them to diverse communities to solve problems creatively and build positive relationships in families, schools, communities and organizations.

Thanks to your continued loyalty and support, The Conflict Center will continue to thrive and face whatever challenges come along with grace, humor and creativity. You play an important role in this endeavor. **Let's continue to walk the talk of violence prevention and peace** and together we can weather whatever changes and challenges may come along.

We look forward to seeing you at The Conflict Center soon.

Sincerely,



Ron Ludwig, Executive Director



Photo by Cyrus McCrimmons

www.conflictcenr.org • 303-433-4983



Conflict is inevitable...
violence is not

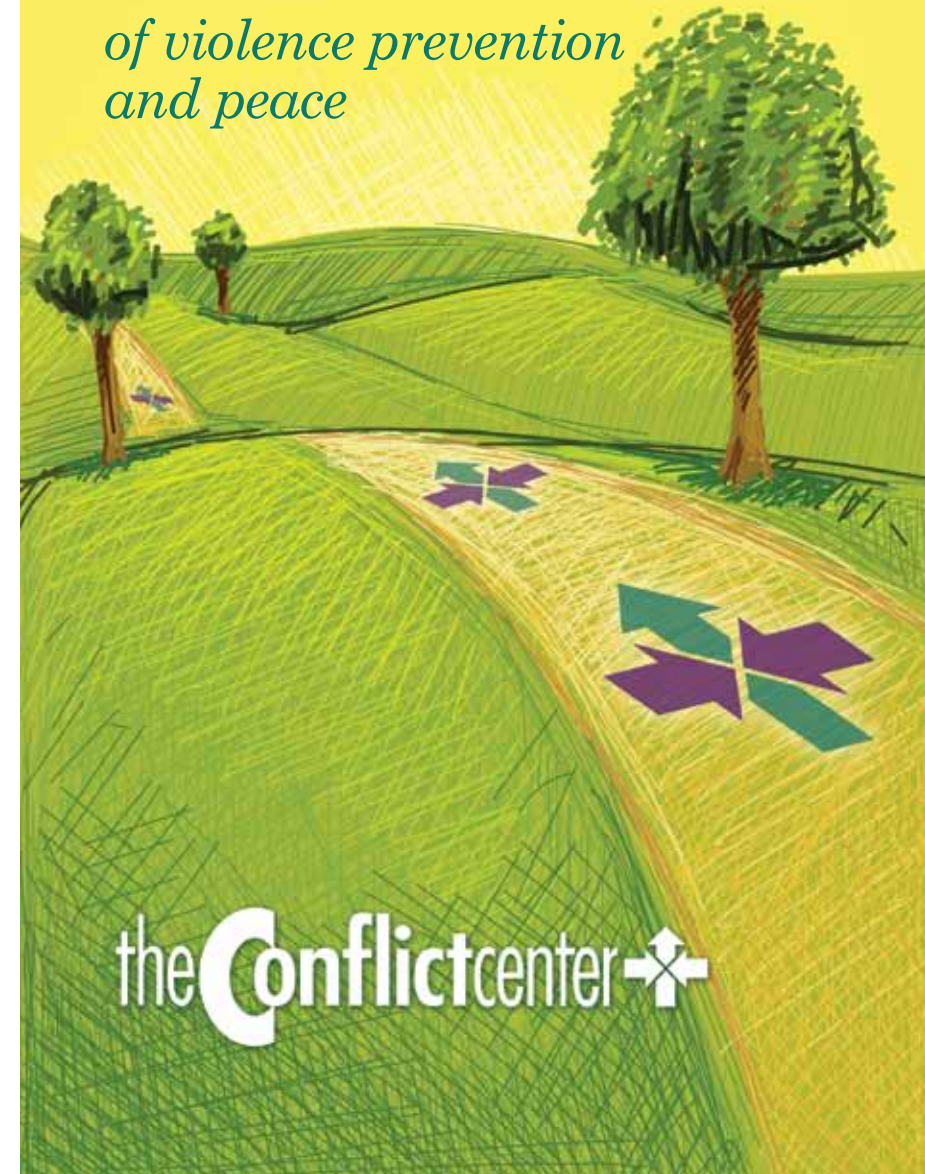
the Conflictcenter 

4140 Tejon Street • Denver, Colorado 80211

2009 Annual Report

Walking the talk

*of violence prevention
and peace*



the Conflictcenter 

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



In 2009, we had **134 active volunteers and interns**, who contributed a total of 9,162 hours valued at \$185,530.

Volunteers assisted with administrative duties, the board and its committees, community outreach, fund-raising and special events. They also helped in all areas of programming including bullying prevention, youth and adult classes, Reading for Peace, Playground Conflict Managers and Social Norming projects.

We had **134** active volunteers and interns

2009 Board of Directors

- Ariana Harner, *Board President*
City of Lakewood
- Denise Pearson, *Board Vice President*
University College
- 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 Authority*
- Ilene Bloom, Esq., *Ilene Lin Bloom, P.C.*

2009 Staff

- Pearl Bell, *Manager of Assessment & Evaluation*
- Ray Broscovak, *Standardized Program Assistant*
- Terry Gale, *Coordinator of Standardized Programs*
- Jorge Gibbons, *School Program Coordinator*
- 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, *Lead Trainer*
- Nikki Schmidt, *Manager of Business Programs*
- Ronnie Weiss, *Manager of Fund Development*
- Jaci Yesquen, *Office Manager & Bilingual Enrollment Coordinator*

2009/2010 Interns

- | | |
|---------------------|--------------------|
| Sarah Anderson | Robert Parreco |
| Ruth Dantzer | Elizabeth Rohde |
| Katia Gedrath-Smith | Danny Salim |
| Brittany Gordon | Tom Scobell |
| Liz Hamel | Julie Shiller |
| Ali Mabardi | Amy Stenson |
| Becci McCormack | Miyoko Taylor |
| Kristen Neher | Kim VanKirk |
| Fernando Ospina | Christine Williams |
| Ashley Petersen | |

Here's how we've been walking the talk over the past year...

Overall Agency Accomplishments

- We were awarded a grant from the Colorado Department of Public Health and Environment to conduct a Social Norming Program at East High School to address teen dating and relationship violence.
- We received a grant from the Statewide Strategic Use Fund to teach social and emotional skills to low income youth and adults in residential and transitional housing facilities.
- We created the position of Manager of Evaluation and Assessment to work with staff, interns, volunteers and contractors to strengthen all evaluation tools.
- We hosted the largest and most profitable Garden Tour event, attracting over 500 attendees and raising over \$20,000 to support our work in schools.

School Programs

- We worked with 3,729 individuals in schools.
- Our comprehensive school program was provided at 3 elementary schools and 1 high school. We served an additional 6 schools with partial programming.
- 63 additional youth participated in leadership or skill-building activities at three high schools.
- 1,387 students at six elementary schools participated in Reading for Peace.
- Data from one school, comparing 2006-2007 with 2008-2009, shows a 47% overall decrease in total number of suspensions and a 56% decrease in out-of-school suspensions.
- Qualitative data from two other schools indicate that assessment of staff training on restorative discipline principles and practices, social-emotional curriculum, demonstration lessons in classrooms, restorative circles, Playground Conflict Managers, and Reading For Peace ranged from medium to high impact both in the classrooms and school-wide.

Youth At Risk Programs

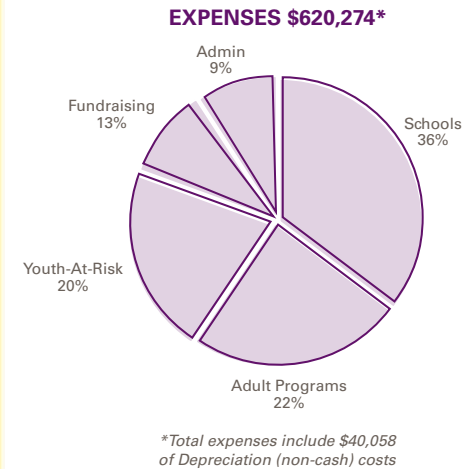
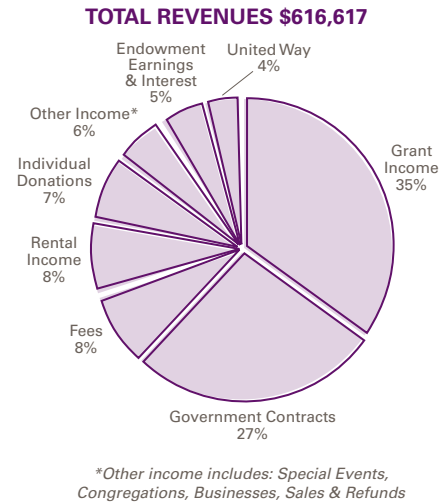
- 646 youth received 6 or 8 week Emotional Intelligence and Critical Decision Making (EICDM) skill-building classes.
- 216 parents participated in 50% of EICDM class sessions.
- Our Youth At Risk Programs are evaluated through pre/post surveys and weekly evaluations. Program evaluation results show a positive change with a statistical significance in the domains of Critical Decision Making, Interpersonal Peer Violence and Aggressive Behaviors.
- According to an analysis of all pre/post survey results, on average, students improved reported behaviors on 18 out of 22 questions.

Organizational Programs

- We worked with 1,059 adults in 20 organizations providing Effectively Managing Conflict and Intergenerational Communication workshops.
- We held three sessions of our intensive 16-hour Train the Trainer workshop to prepare volunteers and interns to teach our standardized classes to youth and adults—with 24 interns and volunteers completing the workshops.
- 102 adults were served through our conflict and anger management classes—an 8-week series titled Transforming Anger and Conflict into Allies (TACA).
- Our TACA Adult Program is evaluated through pre/post surveys. TACA participants show improvement in the areas of Conflict and Anger Awareness, Anger Management and Conflict Resolution Skills and Communication Skills.

We have a commitment to provide at least 50% of our services to low income individuals, families and communities.

2009 Financial Overview



We served **5,434** individuals in 2009

Demographics of those we've served:

Ethnicity

- Native American: 1%
- Asian/Pac. Islander: 3%
- African American: 22%
- Caucasian: 27%
- Hispanic: 42%
- Other: 5%

Ages

- 0-13: 54%
- 14-18: 18%
- 19-59: 26%
- 60 & older: 2%

Gender

- Female: 60%
- Male: 40%

