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UPCOMING

FOR VOLUNTEERS:

VOLUNTEER INTRODUCTIONS

Thursday, February 10, 2005 – 3-5 p.m.
Thursday, March 10, 2005 – 6-8 p.m.

BASIC CONFLICT MANAGEMENT CLASSES FOR VOLUNTEERS

Thursday, March 17, 2005 – 6-8 p.m.

BASIC ANGER MANAGEMENT CLASSES FOR VOLUNTEERS

Thursday, February 3, 2005 – 6-8 p.m.
Wednesday, March 30, 2005 – 6-8 p.m.

Call Maria Zayas at TCC (303-433-4983) to reserve a space. All programs will be held at The Conflict Center.

CLASS SCHEDULES

ON-SITE COURSES JANUARY - MARCH 2005

Call (303) 433-3983 for more details

ANGER MANAGEMENT FOR ADULTS

Mondays 6:00-8:00PM

Class focuses on physical signs of anger, anger awareness, 21 ways to de-escalate anger and how thoughts affect anger, triggers, getting to the root of anger and passive/aggressive/assertive behaviors.

Fees: \$20.00 per class, 4 classes in a series.

January 3, 10, 24, 31

March 7, 14, 21, 28

CONFLICT MANAGEMENT FOR ADULTS

Mondays 6:00-8:00PM

Class focuses on conflict styles, defense-mechanisms, communication skills, dealing with difficult people, fair fighting and effective problem-solving strategies and negotiation skills.

Fees: \$20.00 per class, 4 classes in a series.

February 7, 14, 21, 28

BUILDING BRIDGES BETWEEN PARENTS AND TEENS

Mondays 5:30-7:30PM (4-8 week series)

Class focuses on skills in communication, problem-solving, anger management, negotiation and alternative discipline in fun and interactive ways.

Fees: \$25.00 per class for parent(s) and teen(s), 4 classes in a series.

January 3, 10, 24, 31

February 7, 14, 21, 28

March 7, 14, 21, 28

SMART SKILLS FOR ADULTS

Tuesday 6:30-8:30PM

Fees: \$25.00 per class

On-going (Court Ordered Adults and Employer Referred)

Please call Vickie Samland at 303-433-4983 for more information.

TEEN GIRLS: "CHALLENGES"

Wednesdays 4:45-6:00PM

Classes raise awareness about violence and teach skills in conflict and anger management, assertiveness, problem-solving and communication.

Fees: \$50.00 for series, 8 classes in a series.

January 5, 12, 19, 26, February 2, 9, 16, 23

February 9, 16, 23, March 2, 9, 16, 23, 30

March 2, 9, 16, 23, 30, April 6, 13, 20

A PARENTING CLASS IN SPANISH

El Fortalecimiento de la Familia: Miercoles de 5:30-7:30PM

Manejar su enojo, tener juntas con su familia, disciplinar a sus hijos sin gritar y alentar a sus hijos. Se ofrece cada mes.

Fees: \$20.00 por cada clase, 4 clases en una serie.

TEEN BOYS "CHOICES"

Thursdays 4:45-6:00PM

Classes raise awareness about violence and teach skills in conflict and anger management, assertiveness, problem-solving and communication.

Fees: \$50.00 for series, 8 classes in a series.

January 6, 13, 20, 27, February 3, 10, 17, 24

February 10, 17, 24, March 3, 10, 17, 24, 31

March 3, 10, 17, 24, 31, April 7, 14, 21

STRENGTHENING FOUNDATIONS (For Parents and Children Ages 5-11)

Thursdays 5:00-7:00PM

Class focuses on skills in communication, problem-solving, anger management, redirection techniques and why children misbehave.

Fees: \$25.00 per class, 4 classes in a series.

January 6, 13, 20, 27

March 3, 10, 17, 24



SOLVING PROBLEMS, CREATING

solutions

WINTER 2005

REFLECTIONS

VICKIE SAMLAND

Reflecting on the year past and the year ahead

The first week in October we went camping in Utah at Deadhorse Point. As you stand on the point three sides fall away 2,000 feet down to the Colorado River. The elevation where you are standing is 6,000 feet. As you look east you see the snowcapped La Sal Mountains rising to 12,000 feet. What a huge expanse of height and depth! At the same time, looking at the walls of the canyons, you see many patterns and layers of geologic time. Time that reaches back eons to the dinosaurs and beyond. It is a wonderful place for reflection. There are so many patterns for the eye to follow. But also there are patterns for our hearts and minds to follow.

Patterns. What patterns do you see around you? In clothing, on the wall, in trees and flowers, in people and faces? In your life? The start of the new year is a good time to reflect on the patterns in our lives. New Year is good time to examine patterns for peacemaking. There are effective patterns, good patterns. We also live out ineffective patterns. Changing ineffective patterns becomes life giving for ourselves and others.

What are the patterns you might change in your life? I've always found this to be a more effective approach than making a New Year's resolution to lose weight, to exercise, to . . . I look at the larger picture of my life. I try to see where I'm headed and where I want to go. This is another way of looking at the design, the pattern, of my life and deciding how the pattern needs to flow differently. Change several of the elements of the pattern and the shift is more apparent. The patterns for peacemaking become more beautifully realized.

To change the patterns of our lives is both an internal and external exploration. When we consider our behavior, we are involved in a discussion of external elements. Reflection on the

MORE REFLECTIONS...PG 6



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OUR MISSION IS TO REDUCE LEVELS OF PHYSICAL, EMOTIONAL AND VERBAL VIOLENCE. WE TEACH AND APPLY SKILLS TO HELP PEOPLE IN A DIVERSE COMMUNITY MANAGE THEIR EVERYDAY CONFLICTS NONVIOLENTLY.



CONFLICT IS INEVITABLE VIOLENCE IS NOT

FROM THE EXECUTIVE DIRECTOR

MICHELLE BINKOWSKI



Adding more tools to our toolboxes in 2005

This is my favorite time of year because we are looking back to see what we've accomplished over the past year, getting ready to forecast trends and planning to implement violence prevention strategies for the coming year! We are planning an exciting year of continued services but also some new areas of focus. Our focus will be to enhance our programs in all three program areas serving youth, schools and organizations by adding more tools to the toolboxes out in our community.

Through our Youth Program, we have seen some significant changes in how youth experience violence over the past few years. We have identified a need to further address important issues within our existing Youth Program. These issues include incorporating new tools for addressing gang-related violence, continued patterns of bullying in schools and acknowledging gender specific trends in violent behavior. We will also be putting forth more effort to train youth as trainers. As I write this, we've been piloting a project with the Aurora Teen Court doing just that.

This will also be an exciting and challenging year in which The Conflict Center helps school communities add even more tools to their toolboxes for violence prevention. Within our Schools Program, we will be offering continuing education credits (CEUs) for educators in topics such as Classroom Management and Setting School Community Standards. We will be especially focused on helping schools and parents build relationships through dialog and skill building. This has been identified by many constituents as a major need in our community. Building parent-school and community-school relationships, continues to be a major concern for schools and families amidst some major demographic shifts. This need increases with testing performance and economic pressures on our school-based communities. Among these challenges, I predict will be many opportunities in relationship building to explore the richness of cultural differences within our school-based communities.

In our Organization's Program, we will be working to reach additional industries with violence prevention skills. We will also be offering additional follow-up services (such as post workshop interviews and check-ins) to organizations in order to extend and further measure impact. This program area focuses on nonprofits, community organizations and businesses.

As we move forward in 2005, I look forward to building our relationships (and our toolboxes) with our supporters, volunteers and the community in which we serve.

YOURS IN PEACEMAKING,

The Conflict Center was established in 1987 as a nonprofit organization committed to violence prevention. Through the leadership of Michelle Binkowski and a dedicated community board and staff, the organization serves more than 18,000 people each year.

Fifty percent of our work is with people living in poverty.

CONFLICT CENTER
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THE CONFLICT CENTER
4140 TEJON STREET
DENVER, COLORADO 80211
303-433-4983

www.conflictcenter.org





Impact!

The Conflict Center's work in all three program areas continued to shine in 2004. Here are some of our successes:

SCHOOLS PROGRAM

We are currently conducting year-long programming in three Jefferson County schools this year: Patterson Elementary, Edgewater Elementary, and Foster Elementary. Just this fall, we provided services including Reading for Peace, parenting classes in both English and Spanish, Playground Conflict Managers training, and in-service training for teachers and administrative staff.

We have conducted work in 35 additional schools in the Denver Metro area and Colorado, serving 5,211 people (unduplicated) in conflict and anger management skills, parenting skills, and other services.

Our 2004 Youth Peace Leadership conference served nearly 500 children and youth from various schools all across Colorado. Our keynote speaker this year was Cleo Parker Robinson. We thank our partner, the School Mediation Center, as well as all of our volunteers and staff who made this event possible and such a great success! Please contact Ray Hart at 303-433-4983 if you are interested in joining next year's committee, or would like to volunteer the day of the event. You can also email him at: ray.hart@conflictcenter.org

YOUTH AT RISK PROGRAM

The number of youth in our classes has increased in past year. With so few agencies in the Denver Metro area serving these youth, The Conflict Center's ability to adapt and grow with the changing needs of the times truly makes us a one-of-a-kind organization. We have served 1,244 youth (unduplicated). This past year we worked with 20 different youth serving agencies in the Denver Metro area.

We are currently offering a "Train The Trainer" model to Aurora Teen Court, a municipal court run entirely by teens. Teens and adults are being trained to teach our curriculum, with extensive feedback and supervision to ensure the quality and integrity of our program. It is inspiring to see how these teens respond to their peers, when it is their peers who are modeling and teaching the skills to them. We are thrilled to be able to continue our relationship with Aurora Teen Court.

ORGANIZATIONS PROGRAM

Finally, in our Organizations Program, we have served 4,145 people (unduplicated) in conflict management, anger management and parenting skills in over 65 organizations this year. We also provided services in mediation, facilitation, and negotiation. It has been a very successful year! We will be adding new classes at The Conflict Center to meet some of the needs and demands that we've received from various organizations. In 2005, we plan to offer a new class for employees that have been referred by their employers to gain additional conflict and anger management skills, specifically for workplace conflicts. Additionally, we hope to add more parenting and family classes to our list of on-site classes, as well as a family-style Spanish parenting class, for parents and children, in Spring of 2005. Please contact Nicole Forward, Manager of Programs, at 303-433-4983 or nicole.forward@conflictcenter.org for more information regarding these new classes.

We currently offer a "Train the Trainer" model to Aurora Teen Court, a municipal court run entirely by teens.



DOUBLE YOUR DOLLARS

BURT FOUNDATION MATCHING CHALLENGE ISSUED

The Conflict Center has a matching opportunity to raise \$2,000 from individual donors over the next six months

The Conflict Center has been presented with a unique and very special funding opportunity. We have just received notification of a Matching Challenge Grant from the Nathan B. and Florence R. Burt Foundation in the amount of \$2,000. In order to receive this grant TCC must raise \$2,000 from individual donors within the next six months. The Burt Foundation will then make a dollar-for-dollar match to The Conflict Center for general operating support, which assists us in all program areas. Our special thanks to the Burt Foundation, who has provided financial support to The Conflict Center since 1996 and has assisted us in leveraging additional dollars through several challenge grants over the years. Please complete the form below and return it with your donation to The Conflict Center if you would like to participate in this special opportunity.

Yes, I will help to complete the Burt Foundation Matching Challenge with my gift in the amount of \$ _____

Name _____

Address _____

City _____ *State* _____ *Zip* _____

Phone _____

Email _____

I prefer the following method of payment:

_____ *Cash or check made payable to The Conflict Center*

_____ *Stock Transfer (call us at 303-433-4983 for more details)*

_____ *Credit Card, Visa or Mastercard*

Card Number _____ *Exp. Date* _____

Name on Card _____

Signature _____

The Conflict Center is a 501 (c) 3 organization. Contributions are tax deductible to the full extent of the law.





Welcoming a new high school intern

On October, 27 the Youth Peace Leadership Conference (YPLC) marked not only a day of community-building and peace-making, but a day of welcome to an exceptional new intern with The Conflict Center, **BRANDON MONDRAGON**.

Brandon was interviewed by Conflict Center staff and accepted a year internship, partnering in the struggle to end violence. He began by assisting in the facilitation of classes at the YPLC conference and has continued team-teaching in the Safe City Diversion Night class as well as Choices and Challenges, Anger and Conflict Management class for teens. His feedback has been a key component to the ushering in of a youth-to-youth style of teaching being adopted at TCC. He has already indicated fulfillment with his placement, "I like the classes because the students are cool to be with," Brandon says, "and also because it helps me to achieve the goal of mediating conflicts and not taking sides."

Brandon is a sophomore at Skyland Community High School, an educational institution that holds students to a high standard of learning. Skyland's mission includes "giving kids the opportunity to learn in a place where people know each other well and treat each other with respect." By taking on internships, students from Skyland gain real-world experience in preparation for the days following their graduation. Brandon's schooling includes giving an "Exhibition" where he will present what he has learned over the trimester to teachers, administrators, supervisors and parents. Brandon's assistance has already been invaluable, and as he finishes out the rest of the year, he will continue to help TCC grow.



*New high school intern
Brandon Mondragon*

Introducing new staff members

The Conflict Center has two new staff members. **AMY OLIVAS** joins us as a part-time bilingual Trainer. She also works as a part-time elementary school teacher in Denver through a job-share program. Amy is very versatile and will be working in all three program areas. **CHANEL FREEMAN** joins us as our new Programs Coordinator. Chanel's expertise in technical project management and recent certificate in Nonprofit Management will help The Conflict Center establish advanced systems for coordinating our three programs and multiple services. We are excited to have them on board!

Opalanga

Opalanga, our 2004 Ambassador of Peace Award Recipient and Keynote Speaker, has been diagnosed with bone marrow cancer. While the diagnosis is an early detection, she is in a critical period where immediate treatment is crucial. As an independent contractor, Opalanga does not have the insurance to cover her treatment. Her friends, extended family and supporters are calling on her village community to raise funds towards her treatment. Please consider a gift to Opalanga towards her healing efforts.

Send gifts to:

Friends of Opalanga Fund
c/o Zion United Credit Union
6700 East Colfax Avenue
Denver, CO 80220

Please make checks payable directly to Opalanga Pugh



*Story Tellers Opalanga
and Susan Kaplan, Ambassador of
Peace Award Event, 2004*

To find the higher ground of assertive actions takes some practice and lots of trial and error.

MORE REFLECTIONS FROM PG 1

pattern is an internal discussion. Changing our actions is external. Changing our hearts and minds is internal. Some of us come with our strengths from the external part of ourselves. We take action. We are doers. We get things done. We are decisive. We problem solve. These things are vital to help change the pattern.

Some of us come with our strengths from the internal part of ourselves. We reflect. We analyze. We see patterns within patterns. We understand motivations and emotions and relationships. These things are necessary to help change the pattern.

The internal and external are linked and connected. It is important to employ both aspects of ourselves to help change peacemaking patterns.

At The Conflict Center we teach about passive, aggressive, and assertive behaviors around conflict management. A person decides to change aggressive or passive behavior to assertive behavior. What often happens is there is an overcorrection from ineffective behavior, perhaps passive, to more ineffective behavior, aggressive. To find the higher ground of assertive actions takes some practice and lots of trial and error. To guide the actions and behaviors, a good suggestion is to check one's motivation, one's heart. If you are wishing the best for yourself and the other person, if you care about yourself and the other person, if they can read that in your eyes and demeanor, then you are probably doing the best you can to be assertive. This is an example of how to combine both the internal and external aspects of change and changing patterns.

Patterns are supported by our choices, our thoughts, our actions, our priorities, our friends, our time. Change one of these and the pattern may change slightly. Change several of these and the pattern may change significantly.

This speaks to the power of the individual. On a larger scale, what if more than one person decides to change? What if one-group, or many groups-works on changing the patterns? This is how cultures change. Always it returns to the power of one. Use your strength as you change the pattern. But always keep in mind the other aspect of internal/external: to move and deepen the change for yourself and perhaps the world. The design for peacemaking is a pattern that is still evolving.

Join us for a culinary cruise...

The Conflict Center has been chosen to participate in a great fundraising event that will bring in new dollars to support our work. On Tuesday, May 3, 2005, TCC will be one of 15 nonprofits participating in the Colorado Chef's Association **PRO/AM COOKING CLASSIC** to be held at the Merchandise Mart. It is an evening to sample the culinary creations of Colorado's top chefs and bid on hundreds of amazing silent auction items offered by the various nonprofit agencies.

We invite you to help us make this new event a great success in the following ways:

- Donate a wonderful item for our silent auction table. Popular items include getaways to mountain condos or hotels, gift certificates for fine restaurants, sporting event tickets and memorabilia, and tickets to theater events.
- Donate your time and come work with us on planning the event. We need people to work on the silent auction, sell tickets and design and create an eye-catching tropical booth to promote our port-of-call Jamaica.

To volunteer or donate an item, call Ronnie Weiss at 303-433-4983 or Mary Ann Tarpey, Committee Chair, at 303-753-6452.





Ambassador of Peace

THANKS TO EVERYONE WHO MADE IT A SUCCESS!

We are grateful to the many participants and supporters in our 2005 Ambassador of Peace Award Event honoring African American storyteller Opalanga. It was truly a magical evening, attended by almost 300 people, ranging in age from under ten to over 80. Opalanga mesmerized one and all with her stories and humor. We wish to once again congratulate Opalanga and give special thanks to the following friends and supporters for making this event a big success:

- Title Sponsor: Zinn-Cohen Consortium
- Corporate Sponsor: Home Roberts and Owen LLP
- Gold Sponsor: Coors Brewing Company
- Table Sponsors: The Colorado Trust
Davis Graham and Stubbs LLP
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George and Sue Mitchell
Pat and Monte Pascoe
Meg Ryan and Susan Drumm
- Table Captains: Robert and Cary Leher
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Ron and Mary Ludwig
- Event Committee: Beverly Mendel Sherwood
Kumasi Adoma
Mary Bediz
Kendra Belfiore
Summer Dolder
Martha Fulford
Velony Gomogda
Cary Leher
Benita Muniz
Mary Ann Tarpey
Ronnie Weiss
- Special Thanks: Sister Alicia Cuaron, Invocation
Jeff Hall, Illustrations
Gregg and Susan Hinnen,
Summit Audio & Video, Video Production
Jeff King, Musical Entertainment
Chet Sisk, Master of Ceremonies
Ellen Start Graphic Design, Invitation &
Program Design
Neil Stone, Whittier Drum Project
Ty Lam, Lakewood Camera, Photography and
Film Processing



If you would like to nominate someone as an upcoming Ambassador of Peace Award recipient or suggest a speaker for this event, contact Michelle Binkowski at 303-433-4983, or email your suggestions to michelle.binkowski@conflictcenter.org



COMMUNITY

LAURA NARANJO

!Si Se Puede!

IT CAN BE DONE!

The Conflict Center continues to do peacemaking around Colorado. In Denver we are adding a unique holiday celebration, a new curriculum to our peace library and a new Northwest Denver peace park! From 2002 through 2005, The Conflict Center's Community Outreach office joined the Cesar Chavez Peace and Justice Committee's (CCPJC) efforts to bring more awareness to the Cesar Chavez holiday. The holiday is officially recognized on Chavez's birthday, March 31st, yet its celebration is not as known.

To build the community, this committee includes local elected officials, schools, congregations, health agencies and nonprofit organizations. The CCPJC seeks to educate school-based communities of Cesar Chavez's legacy. The effort is part of a 10 year nonviolent campaign to encourage the celebration, study and practice of this labor union and peace leader. Cesar Chavez Holiday celebrations have taken place in West Denver Baker, La Alma in 2002; Northwest Denver Highlands, Sunnyside in 2003; And, Northeast Denver, Five-Points, Cole, Swansea in 2004. The 2005 celebration will be in Southwest Denver's Westwood, Barnum, and Athmar Park neighborhoods.

Secondly, the CCPJC has worked to support the Cesar Chavez Academy in Pueblo, the first school site to implement the ¡Si Se Puede! multicultural curriculum in partnership with Metro State College, Colorado Department of Education and Denver Public Schools. These exciting 2004 events included a tribute to 24 year old Velia Venegas, author of the curriculum which addresses the educational standards of reading, writing, history, geography, economics, science, the visual arts and world languages. The CCPJC took part in celebrating the Chavez Academy by marching with Ms. Venegas and the school community on Labor Day 2004 in Pueblo.

Thirdly, the CCPJC testified before the Denver Parks & Recreation Board in November 2004 with the support of elected officials and local residents to name the Northwest Denver park at 41st & Tennyson: Cesar E. Chavez Park. A presentation of the park history, traffic studies and public comment were supported by formal endorsements along with over 300 petition signatures to gain the favorable recommendation of the Park Board. The coalition of outreach work and media included the North Denver Tribune, professional service providers, neighbors and friends of The Conflict Center. We hope to celebrate at the Cesar E. Chavez park with you in 2005!

For more information about the 2005 Chavez Holiday, curriculum or foundation studies, and the Cesar E. Chavez Park planning please contact The Conflict Center's School and Community Outreach Office.

Get Involved!

Our thanks goes to all the volunteers and staff who made the Ambassador of Peace event such a wonderful evening. In spite of all the work involved in putting events like this together, volunteers who work on them have found them to be a great way to meet other volunteers, to interact with staff, and to develop their own skills.

Volunteers assist with events in many ways. Some serve on event committees that meet regularly throughout the year; some have specific tasks that they do on their own time, and some assist on the evening or day of the event. If you would like to be part of one of these exciting teams, contact the person listed under each event.

REDUCING THE COST OF CONFLICT IN THE WORKPLACE CONFERENCE – Friday, May 20, 2005. The committee meets on the third Tuesday of each month at 4:30p.m. at The Conflict Center. Contact Nicole Forward at 303-433-4983 or nicole.forward@conflictcenter.org.

CULINARY CLASSIC – Tuesday evening, May 3, 2005. This is a new event. Assistance will be needed with ticket sales, silent auction and decorations. Contact Mary Ann Tarpey by leaving a message on the Volunteer Office phone or Ronnie Weiss at The Conflict Center (303-433-4983).

YOUTH PEACE LEADERSHIP – Fall 2005, After a very successful conference this year in which almost 500 youth were served, the committee will be reconstituted in January to plan an even more exciting conference next year. We need ideas for this program! Contact Nicole at 303-433-4983.



New Board Members

The Conflict Center's Board of Directors is comprised of 12 volunteers. Pictured from left to right are Bill Murphy (2005 President), Ileda Alvarez*, Pat Pascoe, Ilene Bloom*, Jay McCarthy, Sheila Karpan*, Theresa Rosner-Salazar, Connie Calkin, Sue Mitchell, Michelle Binkowski, Francy Milner and Will Burt. Not pictured: Isabel Alvarado-Bailey. Photo is from the 2004 Ambassador of Peace Award Event.



* *New board member*



MADAME SOLUTIONS

Dear Mme. Solutions:

I'm writing you with a very perplexing question: This is the time of year for resolutions. Every single time I set a goal to change something in my life I get stuck. I never seem to be able to stick to my goals beyond January. Do you have any suggestions for how I can get unstuck?

Sincerely, Stuck on Resolutions

Dear Stuck,

Watch out for the quicksand of generalizations! "Never" and "every single time" are extreme. I bet you do accomplish goals, every day. Recognize your successes and celebrate each one... "Yeah, I did it!" Perhaps you overwhelm yourself with weighty words and long term commitments sometimes complicate our lives. Making a "decision" is the very same thing as a "resolution" and is not so heavy, heavy, heavy...like an iron chain dragging you down. Making well thought out daily decisions that offer you some reward or improvement in your life is the road to long term change. Every day, week, and month is a new opportunity. Our choices don't have to be earth-shaking. You can take small steps by deciding what you want to do... like, write a letter, give genuine compliments, put each day's pennies in a jar or not call anyone a hurtful name. Do it for a day, then another, and another.

One of Madame's clever consultants, Julie Miller, advises that we use the 80%–20% guideline. If you are doing well 80% of the time, lighten up about the 20%. If you slip up, just jump back in to the game when you are ready. No punishment is needed. Remember, if what you are doing is not working, your best bet is to try something else. And please, keep in mind that making mistakes is very healthy, productive and instructive. Trust me, I know.

–Mme. Solutions

okay...You are dying to know. What will be Madame Solutions' new focus? What is that smell? Smoke fills the air! While writing this response, I scorched my dinner. My resolve: Single-tasking rather than multi-tasking for a while!