

ANNUAL REPORT 2009

JULY 1, 2008 – JUNE 30, 2009



ECR Experiences Additional Transition in 2008-09

The lead story in the ECR Annual Report for 2007-08 was the transition of Executive Directors from Angie Briner to Andrew Duffy. As we end 2008-09, it has been necessary to further transition from a full-time Executive Director to two part-time employees and a much more active Board of Directors.

In the spring of 2009, it became apparent that the recession was having an impact on many non-profit organizations such as ECR that depend a great deal on private donations to maintain fiscal responsibility. At that time, the ECR Board of Directors agreed that maintaining the most important aspects of our program was essential, but a leaner, less expensive, operation was required.

Andrew Duffy, who served as Executive Director for almost a year, could not reduce his full-time status with us, so, reluctantly, left to pursue other opportunities. Mia Miller, who had been working half-time on program development, became ECR's half-time Mediation Coordinator and Bev Eikenberry remained as part-time Program Director for the Peace Learning Connection.

This turn of events has caused the Board of Directors to assume more of the responsibilities normally left to the Executive Director, such as newsletters, this Annual Report, and more concentrated fundraising efforts. We continue to solicit your support as we adapt to the realities with which we are faced. In the coming year, it is our hope to expand and regain what we have temporarily lost. Throughout 2008 and 2009 ECR has continued to make major contributions toward fulfilling our mission. We celebrate that we:

- served 40 adults and 5 youth through our school, family and workplace mediation programs;
- provided communication, conflict resolution and mediation skills to 118 adults and 135 youth through various workshops and training events;
- presented our mission and program to over 100 members of various community organizations;
- collaborated with a wide variety of governmental agencies and service organizations to envision and plan how community needs can better be met in Wabash and Huntington Counties, and throughout Indiana;
- promoted our work through a number of community events and media opportunities in North Manchester and Wabash; and
- were named *Blue Ribbon Business of the Month* by the Wabash Chamber of Commerce (December, 2008).

Mission Statement

Education for Conflict Resolution, Inc. (ECR) exists to promote peaceful and productive resolution of conflict. This is carried out through direct services of mediation and consultation, and through educational activities in schools and communities. In all of its work, ECR seeks to put the understanding and skills needed for successful conflict resolution into the hands of as many persons as possible.

Board of Directors 2008-2009

Dr. Gary Zimmerman
Professor
Manchester College
Chair

Jim Smith
Retired Educator
Vice Chair

Dean Beery
Educator
Secretary

Pam Long
Timbercrest Accountant
Treasurer

Ernie Barr
Retired, Eli Lilly & Company

Angenetta Briner
Educator

Jim Brumbaugh-Smith
Associate Professor
Manchester College

Dr. Norris Friesen
Academic Dean
Huntington University

Emily Guinen-Hodson
Attorney, Guenin Law Office

Rick Hahn
Student of Criminal Justice

LuAnne Harley
Spanish and Peace Educator

Melissa Webb
Student, Manchester College

Staff 2008-2009

Andrew Duffy
Executive Director

Beverly Eikenberry
*Director, Wabash County
Peace Learning Connection*

Barbara O'Connor
*Director, Allen County
Peace Learning Connection*

Mia Miller
Program Assistant

Cyndel Taylor
Intern, Summer 2008

Members and Contributors

July 1, 2008 – June 30, 2009

Individuals

Charles and Mary Ann Albert
Ferne Baldwin
Ernie and Cleona Barr
Beth Beery
Dean and Reba Beery
Dwight Beery
Kurt and Loyce Borgmann
Deb Brauneller
Ken and Peggy Briner
Mary Louise Briner-Reist
Ken and Viona Brown
Lillian Brumbaugh
Jim and Amy Brumbaugh-Smith
Andy and Betty Butterbaugh
Miriam Cable
Mary Chrastil
Daniel and Marsha Croner
Barry and Arlene Deardorff
Allen and Joan Deeter
Pauline Delk
Howard and Esther Domer
David Doudt and Kim Ebersole
Del and Leah Doughty
Blaire and Christine Dowden
Kim Duchane
Andrew Duffy
Elsie Duffy
Joel and Beverly Eikenberry
Dwight and Ann Ericsson
Jan Fairchild
Norris and Grace Friesen
Kathleen Fry-Miller
Abby Fuller and Neil Wollman
Jim and Kay Gaier
Julie Garber
Karen Garrett
L. Judith Glasgow
David and Lois Good
Bob and Rachel Gross
Heidi Gross
Andrew Grossnickle
Wilford and Katherine Hahn
Dave and Sandy Haist
Janet and Bob Halderman
Harriet Hamer
Steven and Lila Hammer
LuAnne Harley and Brian
Kruschwitz

Mona Lue Harley
Jeff and Kathy Hawkins
Dennis and Carol Horn
Lee and Linda Hughes
Robert and Madonna Jeffers
Sally Johnson
Alan and Marilyn Kieffaber
Ann and Mitch Kingsley
Charles and Susie Klingler
John and Bea Knarr
Cheri Krueckeberg
Jeanette and Robin Lahman
John and Deb Lahman
Sarah and Tim Landrum
Pam Long
Mary and Wilson Lutz
Mary Mason
Mary Ann Mast
Stanley Matheny
Joyce and Wilbur McFadden
Debra and Brandon Miller
Mia Miller
Olden Mitchell and Doris Miller
Scott Munday
Alice and Hubert Newcomer
Virginia Nixon
Dorothy Parsons
Margarite and C.M. Petry
Beverly and Ronald Petry
Gary and Rosemary Purdy
Marilyn Reish
Michelle Roudebush
Esther and Annabel Rupel
Eric and Alison Sanson
Clark Schearer
Celia Shankster
Amy and Jim Shively
Nick Simons
Jim Smith
Jeremy Stacy
Cyndel Taylor
Linda Troop
Robert Tully
Charles and Jo Anne Valentine
James and Ruthalice Watson
Eileen Weck
June Wolfe
Frances Wright
Gary Zimmerman

Businesses/ Organizations

Elder-Beerman
Frontline Manufacturing
Grandstaff Rendering Service
Silver Creek Printing
Well Grounded, LLC

Faith Communities

Eel River Community
Church of the Brethren
Manchester
Church of the Brethren
The Province of St. John The
Baptist of the Order
of Friars Minor
Zion Lutheran Church

Grants

Community Foundation
of Wabash County
James and Helen Anne Garber
Charitable Fund

Thank you for your continued support of ECR

ACTIVITY REPORT

For Year July 1, 2008 – June 30, 2009

MEDIATIONS

Individual case development precedes each mediation.

Attendance/Truancy Mediations

Total Number of Mediations - _____ 11
Total Number of Youth Served - _____ 5
Total Number of Adults Served - _____ 28

Family (Divorce, Custody, etc) Mediations

Total Number of Mediations - _____ 3
Total Number of Adults Served - _____ 6

Workplace Mediations

Total Number of Mediations - _____ 2
Total Number of Adults Served - _____ 6

TRAININGS AND WORKSHOPS

School Personnel Trainings

Total Number of Trainings - _____ 3
Total Number of Adults Served - _____ 33

Peer Mediation Trainings

Total Number of Schools - _____ 2
Total Number of Youth Served - _____ 22
Total Number of Adults Served - _____ 8

Peace Learning Connection

Total Number of Program Days - _____ 4
Total Number of Youth Served - _____ 113
Total Number of Adults Served - _____ 9

Mediating Interpersonal Conflict Training (28 hr.)

Total Number of Trainings - _____ 2
Total Number of Adults Served - _____ 9

Flipside of Conflict

Total Number of Workshops - _____ 2
Total Number of Adults Served - _____ 12

Mediator Training

Total Number of Trainings - _____ 3
Total Number of Adults Served - _____ 26

College Classes

Total Number of Class Sessions - _____ 2
Total Number of Adults Served - _____ 21

FINANCIAL REPORT

For Year July 1, 2008 – June 30, 2009

SUPPORT AND REVENUE

Resource Sales	\$ 3,267.36
Contributions	25,309.52
Grants	2,077.60
Fees for Service	7,444.46
Interest	128.44
Endowment	200.00

TOTAL INCOME \$ 38,427.38

EXPENSES

Contracted Services	\$ 622.50
Depreciation	1,764.60
Employee Appreciation	50.00
Insurance for Organization	761.06
Internet Service	566.17
Meals & Entertainment	121.87
Memberships, Professional	797.63
Office Equipment	845.89
Office Supplies	1,285.22
Payroll, w/ taxes and benefits	44,827.01
Postage	1,174.94
Publicity and Advertising	3,330.83
Rent	3,220.00
Resource Materials	404.21
Service Fees	67.65
Telephone	1,201.41
Trainings and Workshops	3,728.82
Travel	957.99

TOTAL EXPENSES \$ 65,727.80

BALANCE \$ -27,300.42

ASSETS

Checking Accounts	\$ 2,959.19
Savings Accounts	25.65

TOTAL CASH \$ 2,984.84

Endowment \$ 5,947.00

Education for Conflict Resolution

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North Manchester IN 46962

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Fax: (260) 982-8629
info@workitout.org
www.workitout.org

Over 20 Years
Facilitating Successful
Conflict Resolution!

The Organization of Education for Conflict Resolution, Inc.

Beverly Eikenberry
Director, Peace Learning Connection

Mia Miller
Mediation Coordinator

Carol Horn & Angie Briner
Educational Consultants

2009-2010 Board of Directors

Jim Smith, Chair
*Retired Educator
North Manchester, IN*

Ernie Barr
*Retired, Eli Lilly & Company
North Manchester, IN*

LuAnne Harley
*Spanish & Peace Educator
North Manchester, IN*

Gary Zimmerman, Vice Chair
*Retired Professor
Fort Wayne, IN*

Jim Brumbaugh-Smith
*Professor, Manchester College
North Manchester, IN*

Ed Miller
*Retired Professor
North Manchester, IN*

Dean Beery, Secretary
*Retired Educator
Huntington, IN*

Samantha Carwile
*Student, Manchester College
North Manchester, IN*

Jim Streator
*Retired Professor
North Manchester, IN*

Pam Long, Treasurer
*Accountant, Timbercrest
Senior Living Community
North Manchester, IN*

Judd Case
*Professor, Manchester College
North Manchester, IN*

Melissa Webb
*Higher Education Professional
North Manchester, IN*

Angie Briner, At-Large Exec. Comm.
*Director of Social Services
Peabody Retirement Community
Silver Lake, IN*

Joan Deeter
*Retired Chaplain
North Manchester, IN*

Lindsey Wertz
*Human Resources Generalist
Manchester College
North Manchester, IN*

Emily Guenin-Hodson
*Attorney, Guenin Law Office
Wabash, IN*
