

# Reconciliation Notes

**March 2016**



**E**ducation for  
**C**onflict  
**R**esolution

It's time to work it out.

Education for Conflict Resolution, Inc. 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 its work, ECR seeks to put the understandings and skills needed for successful conflict resolution into the hands of as many persons as possible.

## **Chamber of Commerce Selects ECR for 2015 Spirit of the Community Award**

On January 21, 2016, Pastor Jeff Hawkins of J.L. Hawkins Family Farm in North Manchester, had the honor of announcing Education for Conflict Resolution (ECR) as the recipient of the 2015 Spirit of the Community Award during the 72nd Annual Chamber of Commerce Dinner held in the Jo Young Switzer Center on the Manchester University campus.

The Spirit of the Community Award, which was first introduced in 1993, is presented to individuals or organizations that stand out in the community based on their success, drive, leadership, innovation, etc.

Hawkins, who actually joined ECR in 1988, began by posing a question: If someone came along and offered to give you \$20,000 per year for three years to develop a church-and-community project in the area of world peace, what would you do?

“I was a bit of a latecomer to the project, attending my first meeting of the ‘Core Committee’ in the spring of 1988,” Hawkins explained, “and this wonderfully diverse group was in the midst of wrestling with various ideas of how to tackle the massive undertaking of ‘world peace’ in a deliberately localized way. This same question was deliberated for months – the answer was not going to come easily. But the group worked steadily, and by August, consensus was achieved.

“It was decided that world peace ought to begin with community peace, and that community peace depends upon community relationships, and that community relationships benefitted greatly from the effective management of inevitable conflict. Education for Conflict Management grew out of this conclusion, which later became Education for Conflict Resolution. Education is appropriately the first word of this organization’s name, as the earliest projects included training schoolchildren to be conflict managers on the playground, and adults to be mediators serving on community boards.”

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“Now, I know that the longevity of ECR may be due to the fact that conflict is inevitable and it is not going away,” Hawkins continued, “and that effective tools for managing conflict are appreciated. But, the real reason for its longevity is the dedicated, talented, compassionate, and hardworking people who have kept the vision and the effort alive, even as it changes to meet current needs.

“The training program in schools has evolved to include the entire fourth grade and still continues at Manchester Intermediate School, and there is great hope that it will expand to all the elementary schools in the county. The training of adults has evolved to include workshops for businesses and organizations in collaboration with Manchester University, including trainings for Steel Dynamics and Do It Best Hardware; and ECR is poised to take on more.

“In all this, one thing stands out: spirit. It is the spirit of this organization that both reflects and nudges this community of North Manchester to work it out, to work together, to keep on working, and to give thanks for all the work that has been done.”

**Jim Shively, chair of the ECR Board of Directors, accepted the award** during the annual dinner.

“In my mind, the unexpected awards are often the best, so the board and staff are very much appreciative,” he said.

“Manchester Community Schools (MCS) has really been committed to the kind of education that Jeff was talking about,” Shively continued. “As you may know, one or two school budgets have been cut in the state of Indiana, but through all of those cuts and reductions in programs, Manchester has stuck with us, and I think it makes a difference with kids all the way through.

“Special thanks to all of the resource persons that ECR taps – one of the ways we’ve been able to survive through thick and thin is by having a lot of folks there to stand with us. I also want to thank you very much on behalf of the ECR members, and there has been a group of very committed members that has been with us through all 28 years, providing encouragement and financial support. So, I’m very pleased to accept this award on behalf of the current board and staff, as well as the many persons that have served ECR through the years.

“Conflict is a normal part of all of our lives, so helping individuals and organizations learn and apply the skills and principles of effective and constructive conflict resolution allows these conflict situations to become productive win-win situations for those involved. We want to thank the Chamber for this recognition, and we look forward to many more productive years facilitating conflict resolution within the community of North Manchester and the state of Indiana.”

**By Shaun Tilghman, News Editor, News Journal, N. Manchester**

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### ECR Welcomes Theresa Onderko Director of ECR/Manchester University Collaboration

ECR Board of Directors welcomes Theresa Onderko as its new Director of the Collaboration with Manchester University. As Theresa graduated from what was formerly known as Manchester College, this is a means of homecoming for her, as it pulls together her interest in program development and training.

“As an organization, ECR trains individuals to develop skills imperative to good communication, team building, and for healthy conflict resolution. I look forward to expanding programming available to school-aged youth as well as connecting with University students in their pursuit of the Conflict Resolution Certificate.”

### ECR Standing Committees Update

The **ECR Strategic Planning Committee** is developing strategies and action plans to address the goal of strengthening ECR as an organization. It is also implementing plans to promote awareness of its mission and services, including new brochures and program summaries. Board member, Linda Troop is working with Visionary Web to design a new, more user friendly, ECR Website. The **ECR Finance Committee** is developing a Service Provider Agreement document, as well as a compensation schedule for sub-contractors. They are revising ECR fees for services. The **ECR Board Development Committee** is researching the responsibilities of nonprofit board members and leading regular board development activities. They are also recruiting new Board members with interests and skills complimentary to the current board.

### THANK YOU! To Our SUPPORTERS \*

Joan Deeter	Robert and Stephanie Jones
David and Lois Good	David and Jane Grandstaff
Andy and Betty Butterbaugh	Mary Chastril
Roland Young	Monie Harley
Charles and Susie Klingler	Joel Eichenauer and Lori Zimmerman
Linda Troop	Kay Batdorf
N. Manchester Rotary	Kaydo Petry
Gary Zimmerman and Joan Ralston Zimmerman	Anne Carney
Andrew Duffy	Pam Higgins and Steve Naragon
Charles and Susie Klingler	Wilbur McFadden
David and Becky Waas	Pam Long
Dean and Reba Beery	Judi Brown
Joel and Bev Eikenberry	Bonnie Merritt
Ann Erickson	Jeanette Lahman
Harriet Hammer	Esther and Annabel Rupel
Bob and Rachel Gross	Dennis and Carol Horn
Ron and Bev Petry	Jo Ann Schall
Ruth Ann and Al Schlitt	Leonard Williams
Andy and Betty Butterbaugh	Eric and Jennifer Reichenbauch
Lonnie and Elsie French	Kathy and Paul Fry-Miller
David Sollenberger and Mary Sollenberger Lahman	Visionary Web
Wilson and Mary Lutz	
Manchester Church of the Brethren	Silver Creek Printing, Keith and Susan Ring

\*Since the last newsletter, October, 2015



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### ECR NEEDS YOU!

At Education for Conflict Resolution (ECR) we are in the business of creating a more peaceful community and world by promoting and teaching peaceful and productive resolution of conflict. The impact of ECR in our community is significant, not only through the training of children in elementary schools, but in mediating with parents dealing with marital stress, disputes between neighbors, and many other settings.

Sources of income for ECR include local businesses, churches, clubs, organizations, and foundations. Fees for training workshops and mediation comprise another segment of income. But, as with nearly all not-for-profit agencies, **critical funding for ECR comes from individuals--friends and supporters who recognize the contribution of the organization to the community.** In the case of ECR, the history is that individuals make up a significant portion of the annual budget. Your gift helps ensure the continuation and growth of ECR's innovative programs and services.

An envelope is enclosed for your convenience, or donate on line at [www.WorkItOut.org](http://www.WorkItOut.org)



### **Contact ECR**

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