

Education for Conflict Resolution

Reconciliation Notes

ECR Facts and Figures 2019-2020

Reorganizing for the Work Ahead

The ECR Board of Directors has gotten off to a good start this year by resurrecting old working committees and creating new ones to meet the organization's changing needs. What follows explains the work of each committee and lists the board members who serve on them.

ECR Executive Committee: implements and oversees all Board policies and decisions. Members include Linda Troop (Board Chair), Keith McWithey (Vice Chair), Nancy Yeatter West (Secretary), and Pam Long (Treasurer).

Finance Committee: recommends the yearly budget, monitors finances, reviews the audit, and considers fee structures. Members include Pam Long, Steve Hammer (additional volunteer), and Linda Troop.

Board Development Committee: identifies potential Board members. At this time, all Board members are asked to work toward this goal.

Strategic Planning Committee: facilitates the visioning process and helps develop and evaluate organizational goals. Members include Keith McWithey, Lin Metzger, Theresa Onderko (staff), Heather Schilling, and Linda Troop.

Resource Development Committee: creates a plan looking at marketing, donations, and public awareness. Members include Angie Briner, Wendy Erbaugh (staff), Cheri Krueckeberg, Virginia Rendler, and Nancy Yeatter West.

COVID H And CONUNDRUM S

As we embark on holiday festivities and time with friends and family, each of us is likely to experience unplanned changes to our routines due to the pandemic. In this time, ECR continues to promote healthy conflict transformation through supportive dialogue and mediation services. We encourage everyone to take simple **STEPS** when our views differ from others'. **S**tay cool. **T**ake a breath. Identify your position while **E**xploring the other person's perspective. And together, **P**roblem solve. Remember, no one is able to retract words spoken in anger.

Thank you for supporting us!

Charles Albert

Jane Grandstaff

Jamie Miller

Jim and Amy Shively

Mary Chrastil

Alan & Marilyn Kieffaber

Jodie Miller

Jane Starnier

JP & Michelle Freeman

John & Deb Lahman

David & Shirley Rogers

David Waas

Judith Glasgow

David & Teresa Migliorini

Nancy Yeatter West

North Manchester Rotary

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2019-2020 Activity Report

For Year July 1, 2019– June 30, 2020

Mediations

- **Self Referred Mediations: 0**
Adults Served: 0
Mediators: 0
- **Court Ordered Mediations: 6**
Adults Served: 14
Mediators: 18
- **MU Mediations: 1**
Participants: 5
Mediators: 1
- **School Attendance Mediations: 23**
Students: 23
School Personnel: 33
Parents/Guardians: 29
Mediators: 46
Referrals postponed/cancelled due to COVID-19: 15

ECR Board Meetings

- 08/12/19
- 10/21/19
- 12/09/19
- 02/17/20
- 04/13/20 - *cancelled due to COVID-19*
- 06/22/20 - *via Zoom*

Donations

Total Donations: \$13,435
Churches: \$2370
Business and Organizations: \$250
Individuals: \$10,815

Trainings and Workshops

- **Peace Learning**
STEP Through Conflict for MIS 4th Grade Students, October 8, 10, 11, 2019
Program Days: 3
Participants: Students: 89 Teachers: 7
Counselor: 1 MU volunteers: 3
ECR Facilitators: Caraline Fearheller, Dennis Horn, Becky Kock, Eris Migliorini, Curt Rowland, Dave West, Nancy Yeatter West.
Trainer: Theresa Onderko
- **MU Trainings/Workshops**
ECR Mediator Refresher Workshop
September 20, 2019
Participants: 8
Leadership: Theresa Onderko, Jim Shively
Mediating Interpersonal Conflict,
September 2019: 32 hours
Participants: Students: 4 Faculty: 0
Staff: 4 Community: 2
Trainers: Bob Gross, Theresa Onderko
Coach: John Horn
Productive Communication and Conflict,
November 16, 2019: 8 hours
Participants: Students: 10 Staff: 1
Trainers: Theresa Onderko, Linda Troop



Reconciliation Notes

Awareness & Presentations: MU Campus

- **Walk into My Future. September 27, 2019: 70 students participated.**
ECR and Peace Studies worked together to introduce students to historical peace figures and the impact each had in making positive, non-violent change.
- **Presentation, Alicia Dailey's Human Conflict Class. November 01, 2019: 17 attended.**
Theresa gave an introductory presentation on communication styles, the effectiveness of communication, and normalizing conflict.
- **Presentation, Alicia Dailey's Human Conflict Class. November 11, 2019: 21 attended.**
Theresa gave a presentation on the sources of conflict, managing those sources, obstacles to communication, roles of perception in conflict, and defining active listening.
- **VIA: When Conflict Comes to Dinner. November 12, 2019: 129 students and 10 others attended.**
An interactive event. An improv group presented a family conflict and participants were invited to identify alternatives to navigating difficult conversations. Participants were also invited to explore their personal position related to conflict and their own comfort level with it. They were provided with some tools to help them navigate difficult conversations they might encounter.
- **Presentation, First Year Experience. November 18, 2019: 22 attended.**
Theresa gave an overview of productive communication, highlighting basic problem solving skills. Students were also provided an opportunity to practice positive communication skills regarding conflict situations and discerning best practices for responding.
- **Presentation, Alicia Dailey's Human Conflict Class. November 25, 2019: 17 attended.**
Theresa gave a presentation on the use of "I" statements and when silence is appropriate. It included some role play/scenario practice regarding conflict situations and discerning best practices for responding.
- **Presentations, Student Leadership Summit. February 15, 2020: 13 attended Session [1]. 9 attended Session [2].**
[1] Playing Well with Others. Theresa presented on how teams form and team dynamics.
[2] It's All About Perspective. Theresa gave a presentation on seeing the world through another's lens.
- **Presentation, Mediating Interpersonal Conflict course. February 18, 2020: 15 attended.**
- **Presentation [virtual], Peace Week. March 31, 2020: 8 attended.**
Theresa presented on the topic "Are You a Conflict Navigator...or Conflict Avoider..."
- **Presentation [virtual], Senior Social Work majors. April 29, 2020: 7 attended.**
Theresa gave a presentation focused on creating a positive co-worker environment

Awareness & Presentations: Community

- **Presentation, Wabash Friends Church (Wabash). July 05, 2019: 20 participants.**
Theresa presented on Conflict Styles and Productive Communication.
- **Presentation, St. Anne's Episcopal Church (Warsaw). January 20, 2020: 12 participants, 2 trainers.**
Theresa and Angie Briner presented the Productive Communication & Conflict training with an introduction to Dialogue Circles. They focused on building and sustaining positive relationships through productive communication.

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ECR Needs You!

Education for Conflict Resolution (ECR) is in the business of creating a more peaceful world by promoting and teaching productive conflict resolution. The impact of ECR in our community is significant: through training elementary aged children, mediating with parents or neighbors in conflict, collaborating with Manchester University's Peace Studies program, and providing community workshops.

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, **critical funding for ECR comes from individuals -- friends and supporters who recognize the contribution of the organization to our community.** Your gift helps ensure the continuation and growth of ECR's innovative programs and services.

An envelope is enclosed for your convenience, or donate online at www.WorkItOut.org



Like us on Facebook!

Contact ECR

Email: info@workitout.org

Website:
www.WorkItOut.org

Phone: **260-982-4621**

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