

Education for Conflict Resolution

Reconciliation Notes

ECR's Revival

A Change Gonna Come

We have been having an unusually warm, colorful, and lovely Fall in North Manchester this year, and **ECR** has been having an unusually busy, productive, and surprising year. In Spring of this year, no one on our board could have predicted that so much renewed interest in **ECR's** mission and services would come from an assessment study done under the direction of **Transform Consulting Group, Inc. (TCG)** with funding provided by a grant awarded to **ECR** in March of 2022 by the Community Foundation of Wabash County.

With the direction and expertise provided by **TCG**, **ECR** scrutinized and reevaluated all aspects of our organization: our history, our outreach, our programs and services, our marketing, our fundraising, our public relations, and the level of need for our services in this county. We surveyed and/or personally interviewed our clients, our donors, our funders, and members of the Wabash County community at large. You may have been asked to complete one of these surveys via email this summer.

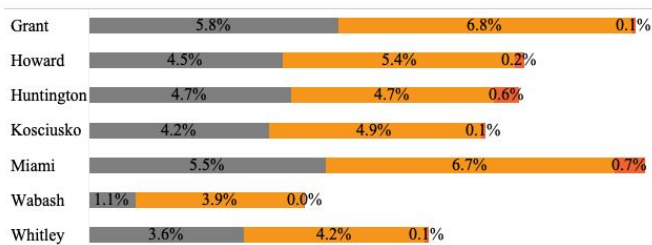
With the key stakeholder data we collected, **TCG** formulated a 47-page ECR Data Report for Strategic Planning on our prospects as an organization, which our board will soon use in creating a Strategic Plan and Sustainability Plan to direct us through the next few years and into the future.

This process has been labor-intensive and sometimes painful, but it has also led us to new and renewed relationships with funders, donors, and users of our programs. And, much to our surprise, it caused us to re-examine major and sometimes incorrect assumptions we had been operating under for years and which needed rethinking. As a result, we can now envision a positive future for our organization instead of the blurred, unfocused, and even doubtful one that descended upon us during the two gloomy years of the pandemic. We have moved from being an organization fraught with doubts about its relevance to one going through a major revival, now seeing high hopes for its future.



*A Letter from
ECR's Interim
Director,
Linda Troop*

Percentage of Students Receiving In-School, Out-of-School Suspensions and Expulsions: 2020-2021



Source: Indiana Department of Education

■ Out-of-school suspensions
■ In-school suspension
■ Expulsions

← This bar graph says it all.

One of the stunning reveals **Transform Consulting Group, Inc.** made in its 47-page data-filled report on **ECR** is how much difference **ECR's** school attendance mediations (**SAM's**) are making in keeping kids in Wabash County in school and away from suspensions and expulsions compared to neighboring counties. This data has not gone unnoticed, and a number of surrounding counties are now requesting **SAM's** Trainings from ECR. Just one way in which our future has taken on a brighter shine.

Reconciliation Notes

John Horn - Board Member Introduction



ECR was very fortunate to recruit John Horn to serve on our board of directors, in February of this year. We are letting him introduce himself to you in his own words:

After moving around quite a bit during our twenty years in the military, I, along with my wife Tammy, have been firmly rooted in Ossian for the past twenty-two years. Having retired as a school counselor, from Norwell High School in 2014, I have been active in a number of organizations. Currently, I serve as a CASA volunteer, facilitator of the Wells County Dual Status Assessment Team, and officer in our parish Knights of Columbus council. When time permits, I also enjoy being on the tennis court, cycling, traveling, and last but certainly not least, spending time with our four children and eight grandchildren.

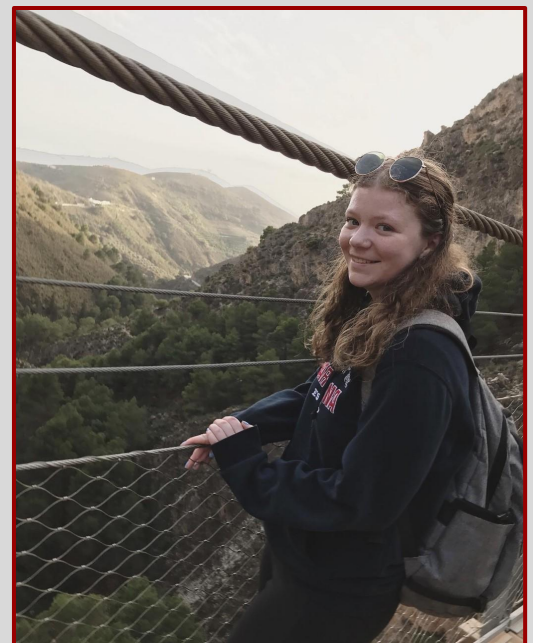
I was first exposed to ECR shortly after I completed my state registry requirements in 2015. One of the coaches during this process had been active with ECR for years and suggested I contact them to add my name to their mediator list. Been mediating with ECR ever since! A couple years ago, Linda Troop asked me if I'd be interested in serving on the Board. Just over the short period I've been a part of the Board, my eyes have been truly opened to the scope and future possibilities this organization has to offer not only to the local community but to a much broader area. I am truly excited to be a board member at this time as ECR goes through this next phase of growth.

Kendall Brown - Board Member Introduction

ECR was very fortunate to have Kendall Brown join our board of directors last summer. We are letting her introduce herself to you in her own words:

Hi, my name is Kendall, and this is my first year on the ECR board. I am currently the Peace Studies Coordinator at Manchester University. In May, I graduated from Manchester. I majored in Peace Studies and Spanish and minored in Religious Studies and TESOL (Teaching English to Speakers of Other Languages). In my senior year, I completed my honors thesis, entitled, "Immigration in Wabash County: A Case Study." I was born and raised in Michigan, and I go back often to spend time with family. During my free time, I enjoy hanging out with friends, hiking, reading, and crocheting. I am also passionate about the environment and community building.

I was attracted to ECR through training conducted at Manchester and was invited to join the board because of my job as the Peace Studies Coordinator. I enjoy collaborating with other board members and connecting with the community. I am glad I can bring my knowledge of the community and my ability to speak Spanish to the board. I am excited about the mediation work ECR does. It is wonderful to see the resolution that happens because of mediation. I hope to see ECR continue to grow, and I am proud to be a part of the organization!



Reconciliation Notes

2021-2022 Activity Report

For Year July 1, 2021-June 30, 2022

Mediations

- **Self Referred Mediations: 0**
Adults Served: 0
Mediators: 0
- **Court Ordered Mediations: 3**
Adults Served: 6
Mediators: 9
- **MU Mediations: 1**
Participants: 2
Mediators: 2
- **Probation: 0**
Participants: 0
Mediators: 0
- **School Attendance Mediations: 12**
Students: 12
Parents/Guardians: 13
School Personnel: 23
Mediators: 23

Trainings and Workshops

March 5 & 12, 2022 - Introduction to Conflict Transformation -
16 hours - 8 participants, 1 trainer

Donations

(7/1/21 - 6/30/22)

Total Donations: \$16,388.12

Churches: **\$1,935.12**

Business and Organizations: **\$1,075.00**

Individuals: **\$13,378**

62 total donors - 58 Individuals, 2 Organizations, 2 Churches

Thank you for supporting us!

Donations since May 1, 2022

Charles Albert

Kay Batdorf

Dean and Reba Beery

Mary Chrastil

Andrew Duffy

Kim Ebersole and David Doubt

Joel and Bev Eikenberry

Bob and Rachel Gross

John and Tammara Horn

Cheri Krueckeberg

Mary and Wilson Lutz

Ed and Martha Miller

Jan Rhoades

David and Shirley Rogers

Kristen and Kyle Short

Coreen Spencer and Gary Heisler

Linda Troop

David Waas

Manchester Church of the Brethren

ECR Board Meetings

- **7/26/21 - on zoom**
- **10/7/21 - on zoom**
- **12/9/21 - on zoom**
- **2/3/22 - on zoom**
- **3/24/22 - on zoom**
- **4/28/22 - in person**
- **5/19/22 - in person**
- **6/23/22 - in person, public annual meeting**

Thank you, Theresa!

Theresa resigned from her position with ECR in September. ECR's staff and Board of Directors gratefully acknowledge Theresa Onderko's years of dedicated service to ECR and wish her all the best in her new job.

Contact ECR

Email: info@workitout.org

Website:

www.WorkItOut.org

Phone: **260-982-4621**

ECR Social Media

Like us on Facebook!

facebook.com/WorkItOut.org

Follow us on Instagram!

[workitout_ecr](https://www.instagram.com/workitout_ecr)

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PO Box 275
North Manchester, IN 46962

WE INVITE YOU

To become a part of ECR's Revival!

ECR is experiencing exciting new growth. Yet, the sad truth is that our community has a greater need for our programs and services than we can deliver on.

**One primary and debilitating factor holds us back:
We need additional funding.**

ECR simply can't afford to build these programs and services.

Services like Restorative Justice Mediations for juvenile offenders in Wabash County or a revamped School Attendance Mediation Training requested by a number of surrounding counties.

For the first time in years, outside organizations are clamoring for our services and considerable know-how.

Yet we lack the funds to develop these programs and services.

As the year winds down, won't you help ECR move into its bright new future by making an extra end-of-year donation?

ECR Staff:

Linda Troop - Interim Director

Tina Rieman - Office Manager
and Mediation Case Coordinator

ECR Board of Directors:

Linda Troop - Chair

Jan Rhoades - Vice chair

Pam Long - Treasurer

Kathy Fry-Miller - Secretary

Dana Bailey

Mandy Bailey

Kendall Brown

Angie Briner

Jack Fisher

John Horn

Cheri Krueckeberg

Keith McWithey

Kristen Short