



talk
works.

**annual report
2016-17**

***Conflict Happens
and Mediation
Can Help!!***



Dear Supporters of CDRC,

The Community Dispute Resolution Center opened its doors in 1983 with one full time staff position (split in half by Jeff Furman and Judy Saul) and a band of willing volunteer mediators. Now, more than 30 years later, we have sustained our mission to foster constructive responses to conflict.

This year, our dedicated staff and volunteer mediators have facilitated conversations with over 800 individual clients. The kinds of cases CDRC handles are as varied as the conflicts they involve, from parenting plans to small claims to workplace and community disputes. Additionally, we offer conciliation services that provide clients with a process to resolve a dispute, with the assistance of an intermediary, but without meeting face-to-face. We have also provided group facilitation and training services to many diverse groups in our communities.

When I first joined the CDRC Board of Directors six years ago, we were reeling from State budget cuts that almost forced us to close our doors. With your support, we survived and continued to provide needed services to our clients. As I end my second term, I am pleased to report that the NYS Unified Court System has restored some of the funding we lost. These restoration funds are the result of tireless advocacy work by staff and volunteers from Community Dispute Resolution Center's across New York.

This new funding creates opportunity, but also challenges, as we are required to match each additional dollar. With your support, we will be able to offer expanded services and programming to Chemung, Schuyler and Tompkins counties. Some ideas in the works:

- Child support conciliation. A program will be piloted late this year in Chemung County.
- Attendance Mediation. To respond to the challenges of truancy by bringing together parents and teachers to identify underlying issues and develop a collaborative plan to address these issues.
- Services to support Raise the Age. By October 2019, New York will no longer automatically prosecute all 16- and 17-year olds as adults. Rather than locking up these youths in adult prisons, they will be provided with court processes, services and placement options that are developmentally appropriate. A majority of these cases will be diverted to Family Court, where CDRC already has a strong presence. We would be working with the Court and local Probation Departments to assist youths in this process.

I hope you share my excitement for the future of CDRC! Your ongoing financial support is essential to our success and I ask that you take a moment to donate now.

Sincerely yours,
Mary J. Newhart, President, CDRC Board of Directors

CHEMUNG COUNTY
215 East Church Street
Elmira, NY 14901
Tel. 607.734.9087
Fax 607.735.9828

SCHUYLER COUNTY
105 9th St. Unit15
Watkins Glen, NY 14891
Tel. 607.535.6860
Fax 607.735.9828

TOMPKINS COUNTY
171 East MLK, Jr./State Street
Center Ithaca Box 111
Ithaca, NY 14850
Tel. 607.273.9347
Fax 607-735-9828

“Cornell” ... A Partner through the years!

When you coast down 13 highway from Elmira or down 79 from Watkins Glen into the Cayuga Lake valley, you can see the Cornell campus standing large as life on the northeast hill. Probably more than any other single influence, Cornell University has shaped not only the Ithaca community, but many or most of those communities in close proximity to her (including Watkins and Elmira). The many employment opportunities, extension programs and services, along with the constant influx of students, professionals, entrepreneurs, and the communities they have fostered over the years, speak to that shaping influence. Without question, Cornell has been part of what had made it possible for you and me to call this place among in the beautiful Finger Lakes of Upstate New York, home! I appreciate that I can stand at the bus stop or walk along a sidewalk just about anywhere in Ithaca and hear often three or four different languages being spoken within ear shot. And, I’ve grown to appreciate the culture of critical thinking that this ivy league community has fostered, where conventional wisdom is rarely given a pass and folks are allowed (if not expected) to question the standard or status quo.

It is primarily because of this critical mindset that CDRC came into being and then has become what it is today in terms of its transformative methodology and standard of practice (by critical, I don’t mean “negative,” rather the willingness to “critique” what we often assume or take for granted). Transformative Mediation, with its challenge to the ADR community’s standard practice, of a radical commitment to party self-determination and decision-making, found a foothold in Ithaca, not only because of the vision of its founding executive director, Judy Saul, but also because of the broader culture fostered by an university ethos the likes of Cornell.

And so our Spotlight article this year has come to rest on Cornell and more specifically, CDRC’s growing relationship with the university’s various schools and institutions over the last decade. This is due in no small part to the many dozens of Cornell faculty and staff who have become part of the CDRC team over the years; some as volunteer mediators and some as board members; each playing a part in what is now a healthy and growing relationship between the two. In fact since CDRC’s inception in 1986, there have been 28 volunteer mediators and 15 CDRC board members who were also professionally affiliated with Cornell. Those are significant numbers that speak to the agency’s vital connection to Cornell over the years. Our volunteers ***ARE*** CDRC, freely doing the work we’ve been mandated to do, while constantly thinking outside the box to new and different ways the work of conflict transformation can be realized in our communities and beyond.

It always is a pleasure when I have the opportunity to co-mediate with Ann Martin. A long time CDRC board member and mediator, Ann was a senior extension associate with the school of Labor and Industrial Relations at Cornell. Because of this, she was able to

foster the beginnings of a relationship between the ILR's Scheinman Institute and CDRC that has blossomed over the years to include many income-generating training opportunities. Opportunities like the twice a year student mediation classes CDRC offers and the new workplace facilitation trainings delivered by CDRC locally and around the state. These opportunities have been due in large part to a current CDRC board member and Scheinman staff person Katrina Nobles. Our relationship has continued to strengthen especially in recent years as Scheinman staff have worked to support new and exciting collaborative initiatives, including the recent Mediation Fishbowl events, convened by Professor Ariel Avgar, to take a closer look at the similarities and differences of facilitative and transformative mediation methodologies and their informing intentions. And let's not forget how our friends have for three years running, generously hosted the annual CDRC mediator training event at the state-of-the-art ILR Conference Center! So, stay tuned, there's bound to be more new developments in this vital Cornell connection.

David Kay and I trained together as CDRC mediators back in 2005. Since that time, David has steadfastly mediated dozens of cases for CDRC and has also been instrumental in making other connections for the agency in communities across the state through Cornell's CaRDI program; another institute, this one dedicated to sustainable development initiatives in communities across the state. Most recently, CaRDI has offered CDRC a platform to pilot a new "Heated Public Meetings" training initiative as part of their LALULI leadership development institute, potentially commencing locally in Chemung, Schuylar, and Steuben counties. This has allowed for matching funds now pledged from the Institute for the Study of Conflict Transformation. And the collaborations keep happening...

Sherry Colb was a participant in the CDRC mediator training three years ago now. She sat quietly in her seat for those four days, intently absorbing the concepts and skills being offered and with only the occasional question. I wasn't aware at the time that Sherry is a law professor for Cornell Law School and a Charles Evans Hughes Scholar. It wasn't until I read her brilliant article about the training a few weeks after its conclusion, that I realized the extent of her academic merits! Since then, Sherry has been a dependable volunteer mediator with CDRC and has opened the door to what has been an exciting and challenging opportunity for CDRC (and for me personally); namely the chance to teach a transformative mediation course to JD graduate students during the Fall Semester, now for two consecutive years! To be able to hold up for these students, a relational framework as an alternative practice standard, has been a privilege. It is gratifying to watch as they struggle with the relational principles that inform the transformative mediator's intention, grappling with the potential implications for their role as legal professionals. It has been a significant programmatic and financial opportunity for CDRC, and one we hope continues!

Indeed, it would be difficult to think of CDRC these days minus our Cornell partnerships, as they have become an ever present part of our on-going mediation services and often many of our new initiatives. The possibilities are endless when we consider this partnership as it continues to grow into the future. It is for all these reasons that we shine our spotlight on Cornell University and its many schools, institutions, and personnel who have become a vital part of CDRC's mission to foster constructive responses to conflict!

CDRC's Volunteer Mediator

CDRC's Volunteer Mediator Mike Wald was honored with the Chemung County Department of Aging and Long Term Care 2016 Senior Citizen of the Year.

Before retiring from mediating Mike served 15 years with CDRC. He mediated 170 mediation cases involving over 340 people.

Mike's service as a volunteer mediator impacted the lives of many individuals in the community. He has helped many parents of children who are faced with the decision of how to parent while living apart. He helped landlords and tenants who couldn't agree on that back rent or a security deposit. Mike continually offered disputing parties the opportunities to change (transform) their interactions with each other from destructive to constructive. He often gave them the calm quiet space to explore the issues and possibilities of resolution. Mike often supported parties in their decision-making and perspective-taking efforts.



*Mike Wald and Gina Tinker-Williams
CDRC's Volunteer Coordinator*

An Adult Son
and His Mother
following their
mediation:

“Although the mediation caused me to realize some deep difficulties inherent in the situation; never the less, both the mediators and process exceeded the expectations I had walking in!” –Son

“Linda and Sherry were amazing! Better than professional therapists we’ve seen.” –Mother

PLEASE JOIN US IN THANKING...

DONORS SUPPORTING CDRC'S MISSION, 2016-17

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American Endowment Foundation
J.C. & Joan Argetsinger
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Landlord Association of Tompkins County
Lynn Leopold
Ilma & Gilbert Levine
Peter & Ann Martin
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Leslie Meyerhoff
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Dennis & Stephanie Scheck
Raymond & Kathleen Schlather
Robert Silsbee
Brittany Snyder
Peggy Walbridge
Patricia Woodworth
Paula Wright
Joel & Cathy Zumoff

PLEASE JOIN US IN THANKING...

CDRC MEDIATORS

Mediators with CDRC for 30+ years

Kirby Edmonds
Judy Saul
Laura Branca
Peggy Walbridge

Mediators with CDRC for 20+ years

Leslyn McBean-Clairborne
Satomi Hill

Mediators with CDRC for 15+ years

Dorothy Caldwell
Sandy Rhodes
Sharron Beckworth

Mediator with CDRC for 10+years

Darlene Barela
Judy Burrill
Kathy Carpenter
Troy Council
Ray Gozzi
David Kay
Ann Martin
Cili Phillips
Brian Williams

Mediators with CDRC for 5+ years

Sherron Brown
Shirley Brown
Tammy Brown
Beth Cohen
Cindy Emmer
Michael Hartney

Srivalli Indrani
Emily Karr-Cook
Patrice Lockert Anthony
Erica Marx
John McNeill
Jane Murphy
Mary Newhart
Jim O'Brien
Connor Parker
Sidney Whitfield

Mediators with CDRC for 5 years or less

Kimberly Anderson
Richard Biesanz
Alfonse Ciaccio
Sherry Colb
Lydia Dempsey
LJ Freitag
Sue-Je Gage
Walt Nowakowski
Maira Osorio
Laurel Kiorpes-Parker
Shannon Fritts-Penniman
Sarah Rubenstein-Gills
Franci Saunders
Laura Ward

Apprentices

LeGrace Benson
Timothy Blandford
Cornelia Odegaard

PLEASE JOIN US IN THANKING THESE ORGANIZATIONS...

CDRC wishes to express our deepest appreciation to organizations who provided funding through Grants and Service Fees.

Catholic Charities of Tompkins and Tioga Counties

Community Foundation of Elmira-Corning and the Finger Lakes, Inc.

Cornell Cooperative Extension

Cornell University Law School

Finger Lakes District of the United Methodist Church

Food Bank of the Southern Tier

GST Boces

Hangar Theatre

Human Services Coalition of Tompkins County

Ithaca College Office of Human Resources

New York State Department of Agriculture & Markets

New York State Dispute Resolution Association

New York State Unified Court System

Scheinman Institute

Southern Tier Central Regional Planning and Development

SUNY Buffalo, Center for Health and Social Research

Tompkins County

Tompkins County Youth Services Department

United Way of Schuyler County

United Way of the Southern Tier

United Way of Tompkins County

This past year our volunteer mediators...

invested
an impressive

481

HOURS

facilitating conversations about people's differences, and another 312 hours of training and continuing education

mediated

235

CASES

contributed
a value of

\$59,475*

IN PROFESSIONAL
SERVICES

*NYS Office of ADRCIP Alternative Dispute Resolution Court Improvement Programs sets rates for value of volunteer time.

JUST THIS PAST YEAR...

CDRC talked with **1472 people** about conflicts or difficult situations they face

800 individuals chose mediation/conciliation to work through their conflict

183 minor children benefitted when their parents or caregivers attempted to cooperatively resolve their differences.

Provided training and facilitation to **over 30** local businesses, organizations and educational institutions, totaling over 700 individuals.

Parenting Plan Mediation with separated parents:

“There is no good way to do such a negative thing. But this by far was the best way I could have imagined. THANK YOU!”

“A parenting plan was necessary for the best interest of the parties + minor child. NO parent that loves their child will ever be fully satisfied with a custodial/shared parenting plan, as each wants to spend time w/ the minor child as much as possible, the mediators assisted in this process to ensure that progress was made and that we were able to reach an agreement. This was wonderful, and their volunteer services are very much appreciated and a necessary service to many.”

2016-2017 Finances

INCOME

Contributions, Grants, Gifts	10,929
NY State Unified Court System	217,643
Case Fees	5,972
United Ways*	39,756
Tompkins County	36,662
Training Income	31,462
Other	399

**Chemung, Schuyler & Tompkins Counties*

EXPENSES

Program Services*	291,142
Administration	41,103
Development	10,276

**Mediation, Facilitation & Training*

www.cdrc.org

www.cdrc.org

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Were you one of the 1,365 visitors who viewed our posts on our Facebook Page? If so, thanks for viewing. If not, please visit our page, like us and check out our posts.
<https://facebook.com/CDRCtalkworks>



Twitter

Are you following our twitter account? If not, please do so at [CDRC@CDRCtalkworks](https://twitter.com/CDRC@CDRCtalkworks).

 GoodSearch

GoodSearch

Were you one of the 13 supporters who raised \$217.11 for CDRC through Goodsearch and Goodshop? Thank you for your support. If you'd like to support CDRC when you search the internet or shop online visit <http://www.goodsearch.com/toolbar/community-dispute-resolution-center-cdrc>



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