



**annual report**  
**2021-22**

*Conflict Happens  
and Mediation  
Can Help!!*



## Dear Supporters of CDRC,

This annual report letter is certainly bittersweet, as I share with you an upcoming transition. At the end of 2022, I will retire after 25 years at CDRC, including 11 years as the Executive Director.

This decision has been a long time coming, following considerable reflection and many discussions with my family, and colleagues.

It has been an honor to be a part of the CDRC team especially over the last three years as we continued to provide critical services to individuals and families despite unprecedented challenges during the pandemic. While these challenges at times seemed nearly insurmountable, I'm proud of our team for using the opportunity to integrate new, virtual formats into our services, which will allow us to further break down barriers and improve access for those we serve on an ongoing basis.

The success of CDRC over the past 40 years would not have happened without you, our valued community partners contributors, and tremendously caring and dedicated staff and volunteers. I'm privileged to have worked alongside you and to be planning to leave at a time when CDRC is positioned for even better and brighter moments ahead.

I am committed to ensuring a smooth and successful transition. I'm excited to share that Gina Tinker-Williams has been named CDRC's Executive Director beginning January 1, 2023. Gina has been a part of CDRC for nearly 23 years and comes with a wealth of organizational knowledge and a true understanding and commitment to CDRC's transformative model of mediation.

The future of CDRC is very positive and I look forward to seeing the organization continue to thrive and grow with the support of our staff, volunteers, and community partners and contributors like yourself. From the bottom of my heart, thank you.

As a parting wish, I ask that you consider supporting CDRC through the times ahead.

In Gratitude,

Paula Wright  
CDRC's Executive Director

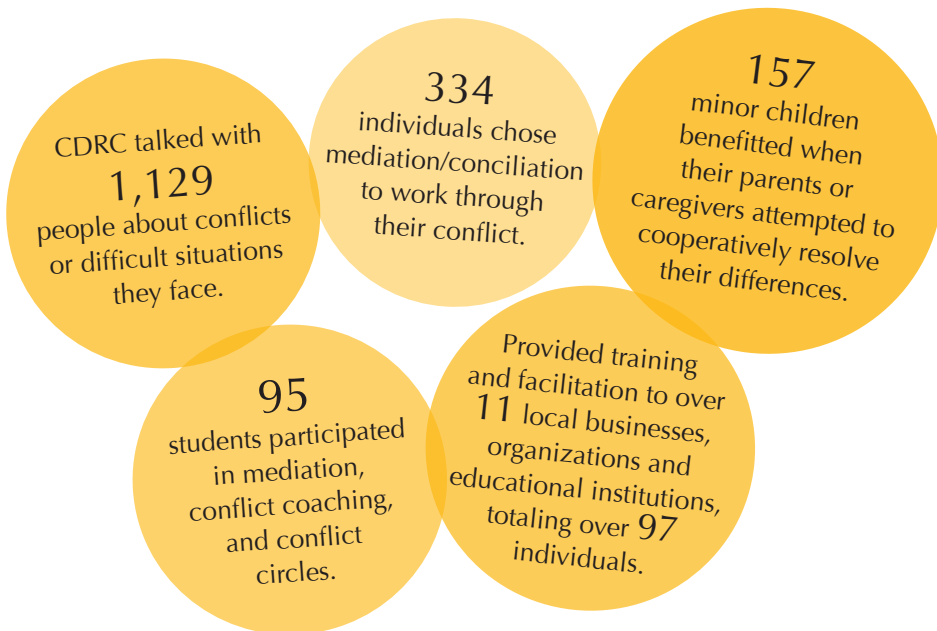
**CHEMUNG/SCHUYLER COUNTY**  
215 East Church Street  
Elmira, NY 14901  
Tel. 607.734.9087  
Fax 607.735.9828

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

# This past year our volunteer mediators...



## JUST THIS PAST YEAR...



# PLEASE JOIN US IN THANKING...

## DONORS SUPPORTING CDRC'S MISSION, 2021-22

**Leisa Alger**

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**Raymond & Kathy**

**Schlather**

**Steve Family Group**

**Barbara Strupp**

**Charles Walcott**

**Diane Whitiam**

**Joel & Cathy Zumoff**

## Thank you to the CDRC volunteer mediators,

for the immeasurably valuable work that each of you have provided to individuals and families across Tompkins, Chemung, and Schuyler counties as they work to find a way forward through mediation.

You, the volunteers are truly indispensable! You all are change makers and make a difference because each of you continue to step up and serve. We continue to be humbled by your endless commitment.

With great appreciation,  
—CDRC STAFF

## PLEASE JOIN US IN THANKING CDRC MEDIATORS

### **Mediators with CDRC for 30+ years**

Judith Saul

### **Mediators with CDRC for 20+ years**

Dorothy Caldwell

L.J. Freitag

Ray Gozzi

Leslyn McBean Clairborne

### **Mediators with CDRC for 15+ years**

Mary Ball

Judy Burrill

David Kay

Ann Martin

### **Mediator with CDRC for 10+years**

Sherron Brown

Cindy Emmer

Michael Hartney

Emily Karr Cook

Jane Murphy

### **Mediators with CDRC for 5+ years**

LeGrace Benson

Richard Biesanz

Tim Blandford

Sherry Colb

Lydia Dempsey

Moira Osorio

Josh Zion

### **Mediators with CDRC for 5 years or less**

Vincent Ciampolillo

Charles Lyles

Kim Pesenti

Kristin Schamel

Diane Withiam

### **Lemon Law Arbitrators**

L.J. Freitag

Cindy Lion

Kristin Schamel

David Stotz

### **Special Education Mediators**

Vincent Ciampolillo

L.J. Freitag

Kristin Schamel

Josh Zion

“Alone we can do so little;  
together we can do so much!”

—Helen Keller





**CDRC partners with the NYS Office of  
Alternative Dispute Resolution to offer its first  
Virtual Basic Mediation Training**  
Transformative Mediation to take place on-line  
March 6, 7, 8, 9, 11, 14 and 15.

**This rigorous training and apprenticeship process begins with **four days of training** with an ADR certified trainer.**

This intensive and interactive training focuses on the three core activities of the mediator that work in tandem to create a space for individuals in conflict to transform their interactions and resolve their disputes as appropriate. The training includes many exercise and role-play opportunities to practice and become familiar with the core activities of the mediator. This initial training is followed



by a one hour video-taped role-play mediated by the trainee, and assessed by the CDRC training team.

Once the volunteer trainee and the Training Team agree that the volunteer is ready to move forward, the volunteer then becomes an apprentice. The apprenticeship consists of two parts; observing and assessing two CDRC mediations and co-mediating at least two mediation sessions with an experienced mediation coach. It generally takes six months for a trainee to complete the CDRC training and apprenticeship.

**If this opportunity sounds like a good fit for you,  
please contact CDRC for more information.  
Best contact is [cdrc@cdrc.org](mailto:cdrc@cdrc.org).**

## Benefits of volunteering

### **Volunteering connects you to others**

One of the more well-known benefits of volunteering is the impact on the community. Volunteering allows you to connect to your community and make it a better place. Even helping out with the smallest tasks can make a real difference to the lives of people, and organizations in need. And volunteering is a two-way street: It can benefit you and your family as much as the cause you choose to help. Dedicating your time as a volunteer helps you make new friends, expand your network, and boost your social skills.

Children watch everything we do. By giving back to your community, you'll show them firsthand how volunteering makes a difference and how good it feels to help other people and enact change. It's also a valuable way for you to get to know organizations in the community and find resources and activities for your children and family.

### **Volunteering is good for your mind and body**

Volunteering provides many benefits to both mental and physical health. The social contact aspect of helping and working with others can have a profound



effect on our overall psychological well-being. Nothing relieves stress better than a meaningful connection to another person.

Volunteering increases self-confidence. You are doing good for others and the community, which provides a natural sense of accomplishment. Your role as a volunteer can also give you a sense of pride and identity. And the better you feel about yourself, the more likely you are to have a positive view of your life and future goals.

Volunteering provides a sense of purpose. Older adults, especially those who have retired or lost a spouse, can find new meaning and direction in their lives by helping others. Whatever your age or life situation, volunteering can help take your mind off your own worries, keep you mentally stimulated, and add more zest to your life.

### **Volunteering can advance your career**

If you're considering a new career, volunteering can help you get experience in your area of interest and meet people in the field. Even if you're not planning on changing careers, volunteering gives you the opportunity to practice important skills used in the workplace, such as teamwork, communication, problem solving, project planning, task management, and organization. You might feel more comfortable stretching your wings at work once you've honed these skills in a volunteer position first.

While learning new skills can be beneficial to many, it's not a requirement for a fulfilling volunteer experience. Bear in mind that the most valuable assets you can bring to any volunteer effort are compassion, an open mind, a willingness to pitch in wherever needed, and a positive attitude.

### **Volunteering brings fun and fulfillment to your life**

Volunteering is a fun and easy way to explore your interests and passions. Doing volunteer work you find meaningful and interesting can be a relaxing, energizing escape from your day-to-day routine of work, school, or family commitments. Volunteering also provides you with renewed creativity, motivation, and vision that can carry over into your personal and professional life.



# PLEASE JOIN US IN THANKING THESE ORGANIZATIONS...

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

**Elmira City School District**

**Groton Junior-Senior High School**

**New York State Agricultural Mediation Program**

**New York State Dispute Resolution Association**

**New York State Unified Court System**

**Racker Center**

**Spencer Van-Etten School**

**SUNY Cortland**

**Tompkins Community Action**

**Tompkins County**

**Tompkins County Public Library**

**Tompkins County Workers Center**

**United Way of Schuyler County**

**United Way of Tompkins County**

# 2021-2022 Finances

PLEASE NOTE:  
Review is not yet  
complete.  
Please check back  
frequently for the  
updated finances)

## INCOME

Contributions, Grants, Gifts	8,260
NY State Unified Court System	258,079
Case Fees	5,095
United Ways*	12,943
Tompkins County	38,323
Training Income	31,300
Other	4,307
PPP Loan	46,102

*\*Schuyler and Tompkins Counties*

## EXPENSES

Program Services*	302,858
Administration	42,757
Development	10,689

*\*Mediation, Facilitation and Training*

[www.cdrc.org](http://www.cdrc.org)

Were you one of the over 2870 visitors who viewed our webpage this past year? If you haven't had a chance yet, please check it out.

[www.cdrc.org](http://www.cdrc.org)



### Facebook

Did you visit our facebook page this past year? Folks from the Philippines, Greece, Portugal, Australia, Canada, Italy, Nigeria, Somalia, United Kingdom and of course the United States stopped by. If you were not one of them, please visit our page, like us and check out our posts.

<https://facebook.com/CDRCtalkworks>



### Amazon

Help make a difference. Shop AmazonSmile Charity Lists at [smile.amazon.com/gp/ch/list/22-3093783](https://smile.amazon.com/gp/ch/list/22-3093783) to support our mission.



## CDRC BOARD MEMBERS

Michael Hartney, President  
Leisa Alger, Vice President  
Libby Demarest Tier, Secretary  
Connie Park, Treasurer  
Rebecca Bonsignore  
Cindy Emmer  
Rehana Huq  
Lee Tyson  
Brian Williams



## CDRC STAFF

Paula Wright, Executive Director  
Rita Boratav, Case Coordinator  
Andrea Brink, Case Coordinator  
Tina Hager, Case Coordinator/Office Manager  
Gina Tinker-Williams, Director of CDRC Programs  
Melissa Hollister, WebSite Manager Volunteer

