



Conflict happens  
and  
mediation can help!

## A Word from the CDRC BOARD OF DIRECTORS

On behalf of the CDRC Board, I invite you to look at this 2010 Annual Report as a snapshot of the agency's multifaceted role in our communities. You will see that in addition to our significant work with Family Courts in the three counties that we serve, CDRC continues to be a key resource to help parties in conflict have the conversations they need. We do this with incredible volunteer mediators who provide a consistently high level of direct mediation services. We are also proud of the agency's work in conflict education, which expands our reach deep into the community with the message that "Talk Works."

I hope you will agree that the long lists of mediators and donors in this report speak to the importance our communities place in the work of CDRC. We are most grateful to these volunteers and contributors, and to our staff who manage the agency with such professionalism.

If I might jump ahead to 2011, I would like to share some of the challenges that staff and Board have been facing over the past several months. In April of this year we were informed of a 63 percent reduction in state funding from our major source of income, the NYS Unified Court System. Dispute resolution centers across the state received cuts --- ours were especially severe because we had some of the most extensive involvement in our local courts. Board and staff faced a number of difficult decisions, including staff layoffs, but in the end no direct client services were affected. We are still operating three offices that continue to serve Chemung, Tompkins and Schuyler counties.

You will see some changes in the coming years as the agency adapts to leaner times, but our core vision for "CDRC to be the lead resource for nurturing constructive responses to the conflicts that inevitably occur in our communities" remains.

—Brian Williams,  
Board President

### 2010 BOARD OF DIRECTORS

Brian Williams, *President*  
Rita Gould, *Vice President*  
Seth Hiland, *Treasurer*  
Kirby Edmonds, *Secretary*  
Jed Ashton  
Samantha Castillo-Davis  
Michael Hartney

Danielle Hautaniemi  
Satomi Hill  
Ruth Hopkins  
Jim Kuehl  
Anita Lewis  
Ann Martin  
Sandy Mentuck

### CURRENT STAFF

Tammy Baker, *Program Director for Tompkins County*  
Katherine Gehl, *Program Director for Chemung & Schuyler*  
Melissa Hollister, *Office Manager*  
Jeff Shepardson, *Education & Training*  
Gina Tinker-Williams, *Senior Program Coordinator*  
Paula Wright, *Interim Executive Director*

### THREE LOCATIONS:

**CHEMUNG COUNTY**  
215 East Church St.  
Elmira, NY 14901  
tel. 607.734.9087  
fax 607.735.9828

**SCHUYLER COUNTY**  
105 9th St., Unit 15  
Watkins Glen, NY 14891  
tel. 607.535.6860  
fax 607.735.9828

**TOMPKINS COUNTY**  
120 W. Martin Luther King, Jr. St.  
Ithaca, NY 14850  
tel. 607.273.9347  
fax 607.275.9225

## 2010 Highlights...

### HANG, WEBER-SHIRK WIN 2010 MLK, JR. PEACEMAKER AWARDS

In partnership with GIAC, CDRC selected Walter Hang, President of Toxics Targeting, as the winner of the peacemaker award in the adult category. A long time community leader, Mr. Hang has advocated peacefully for the rights of all people to clean water. Mr. Hang has galvanized grassroots support in central New York for more than a decade, bringing people of all backgrounds together to focus on promoting social justice.



Quina Weber-Shirk, a student at the Lehman Alternative Community School (LACS), was the winner of the peacemaker award in the youth category. This marks the first year a youth peacemaker award was given. Through her volunteer work with young children, Ms. Weber-Shirk has long been devoted to promoting literacy.



### CDRC HOSTS MEDIATION PIONEER

Dr. Joseph Folger, co-author of *The Promise of Mediation: the Transformative Approach to Conflict*, presented an all day workshop for CDRC's volunteer mediators. Dr. Folger is the co-founder of the Institute for the Study of Conflict Transformation and the transformative model of mediation. Through a highly interactive teaching style Folger encourages mediators to explore some of the more challenging aspects of mediation.

This rare opportunity to learn directly from a pioneer in the transformative mediation field was made possible by a grant from the New York State Office of Alternative Dispute Resolution and Court Improvement Programs.



### HONORS FOR CDRC'S MEDIATORS, AND BOARD AND STAFF MEMBER

CDRC held volunteer appreciation gatherings in Ithaca and Elmira. CDRC recently celebrated it's 25th year as a community mediation center. This year we were thrilled to honor mediators who have been with us for much of the journey.

**Kirby Edmonds, Laura Branca and Peggy Walbridge** were acknowledged by the New York State Unified Court System for their 25 years as certified volunteer mediators. Sharron Beckworth, Ray Gozzi and Adrienne Russell each reached the ten-year milestone.



**Judy Saul, co-founder and former executive director of CDRC**, was actually the organization's first mediator. Her involvement as a trainer and mediator continue to play an important part in CDRC's trajectory. Many contribute to this challenging yet satisfying work, and CDRC wishes to acknowledge their dedication.



**CDRC Board Member Michael Hartney** was Honored for Community Service. The Schuyler County Council of Churches awarded the Lou Sands Memorial Christian Service Award to The Reverend Michael Hartney. The late Lou Sands was an extremely active member of the Schuyler County community in pursuit of justice and dignity

for the poor and needy. In recognizing Father Hartney the Council of Churches noted his service in Schuyler County to the Schuyler Outreach Food Pantry, the Schuyler Hospital Chaplaincy Committee, the Schuyler County Youth Board, the Human Services Committee of the Southern Tier Central Regional Planning and Development Board, the newly-formed Habitat for Humanity in Schuyler County, and the Schuyler County Committee on Underage Drinking. He serves as the Rector of the Episcopal Parishes of Schuyler County: Saint James' Church in Watkins Glen, Saint John's Church in Catherine, and Saint Paul's Mission in Montour Falls.



**CDRC Staff Member Gina Tinker-Williams**, was Honored at the Chemung County Human Relations 28th annual breakfast. The Commission presented Gina with the Way award to recognize her work with CDRC. The Way award, named after the long-time former Commission's Executive Director, Ernest Hemingway, Jr., is awarded annually to an individual who makes a substantial contribution to promoting diverse social, cultural, and ethnic perspectives. Gina's work was instrumental in fulfilling CDRC's mission prerogative to renew our commitment to diversity and inclusion.



### CDRC CELEBRATES YOUTH WITH GROUND BREAKING BLOCK PARTY

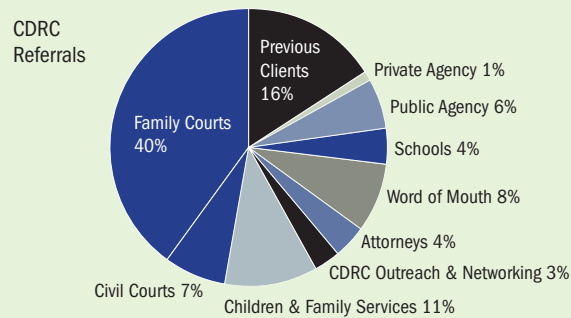
A CDRC led community coalition, sponsored a Block Party for Youth. The event's objective was to reach out to community youth, helping them to connect with area resources. Community Leaders, entertainers and scores of young people gathered at the Ernie Davis Community Center in Elmira to celebrate youth's potential, share inspiring stories, and learn about resources in the region that serve young people. Mayor John Tonello, Judge Stephen Forrest, New York State Assemblyman Tom O' Mara and Randy Reid were among the community leaders who came out to support the event and speak to the crowd. The day focused on the positive change that youth can make for themselves and their community.



# Mediation

During 2010, CDRC assisted 2626 individuals by offering them the opportunity to talk through their differences through conciliation, mediation and facilitation.

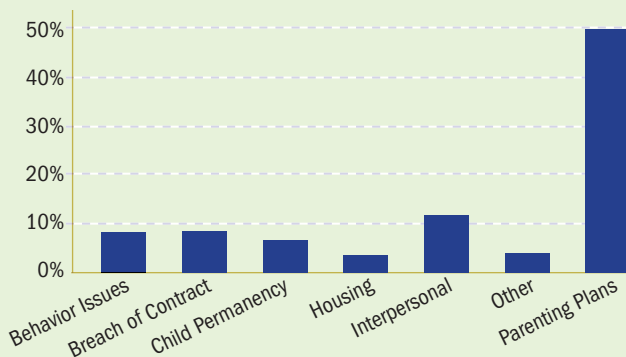
## How do people find their way to CDRC?



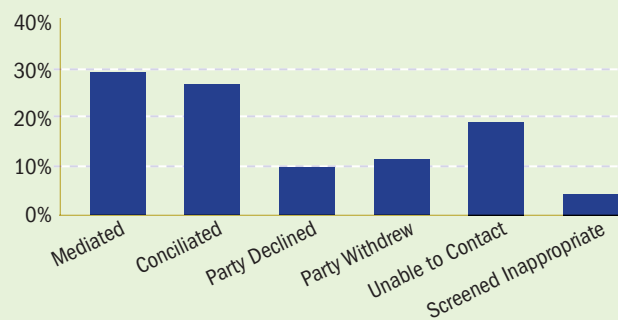
**CDRC's strongest partnership is with our Family Courts.** That's one reason that Parenting Plan cases continue to lead all others. Our second largest source of referral is people who've worked with CDRC in the past and seek us out again.

## SITUATIONS THAT BRING PEOPLE TO CDRC

Although Parenting Plans is our largest caseload CDRC helps people with many situations, including:



## What happens once parties contact CDRC?



Even when parties chose not to mediate or can't be contacted, CDRC staff provided parties with a better understanding of CDRC services and of other appropriate community resources available to them.

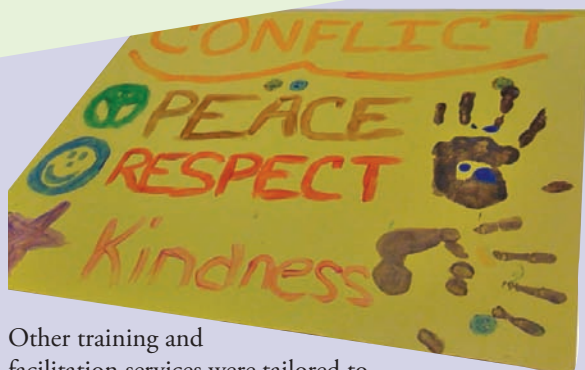
In Chemung County, trainings were done for classes at Broadway Elementary and Middle Schools, Diven Elementary, Horseheads Intermediate and groups of youth at Chemung County Children's Integrated Services and Southside Community Center.

In Tompkins County, trainings were done with groups of youth at Tompkins County-Cornell Cooperative Extension and Ithaca Youth Council.

# Conflict Education

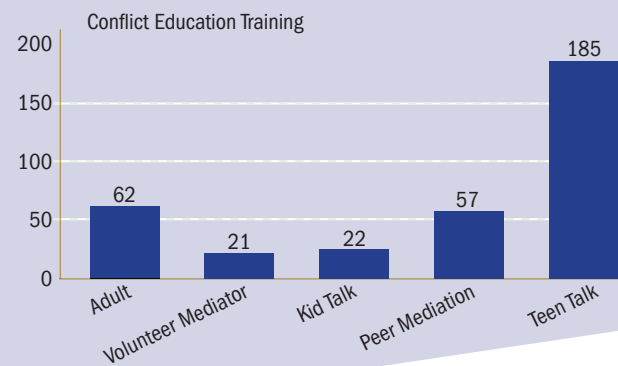
In 2010 CDRC trained 347 people of all ages in the dynamics of conflict and the skills needed to respond appropriately. Most adult training happened at workplaces where the staff who attended had the time to consider the most appropriate ways to apply what they were learning to their particular work environment.

The majority of our training was targeted to young people, with the largest number participating in Teen Talk, an 8-session conflict education series for adolescents or Kid Talk, a similar series geared to elementary school-aged children. Staff also worked with schools and community centers to train students to be peer mediators.



Other training and facilitation services were tailored to meet the needs of specific groups of young people.

In Schuyler County, these trainings were done for students at Watkins Glen High School, and groups of youth at the Schuyler County Economic Opportunity Program, Schuyler County Youth Court, and Hidden Valley Day Camp.



## 2010 FINANCES

### INCOME

Contributions, Grants, Gifts	24,985
NY State Unified Court System	548,139
Case Fees	3,746
United Ways*	59,889
Tompkins County	44,988
Training Income	12,385
Schuyler County Youth Bureau	4,835
IOLA Fund	1,300
Other Income	1,461

\*Chemung, Schuyler & Tompkins Counties

### EXPENSES

Program Services*	602,985
Administration	85,126
Development	21,282

\*Mediation and Conflict Education

## DONORS

### SUPPORT CDRC'S MISSION

In 2010, 153 donors provided gifts to CDRC. Some donated after participating in mediation. Other gave because they understand the importance of fostering constructive responses to conflict. CDRC appreciates their generous contributions, which provided discretionary income that helped meet needs not fully supported by other sources of funding.

Anonymous (5)  
Edward Abelson  
Molly & Barry Adams  
AFP - Finger Lakes Chapter  
Arnold Printing  
Jed Ashton  
Linda & Barney Beins  
Rabbi Miriam Biatch  
Antonie & Shelley Blackler  
Mitchell Bobrow & Kathy Rodgers  
Calvin Brewer  
Daniel Briotta & Pamela Engram  
Jeb Brooks & Cherie Wendelken  
Janna & Edward Bugliosi  
David Button  
Kathy Carpenter  
Cascadilla Tree Care Inc  
Samantha Castillo-Davis  
Chemung Canal Trust Co.

David Christianson  
George J. Conneman  
Barbara DeWall & Deborah Jones  
Judy & Jerry Dietz  
Sharon Dittman  
Doug Dylla  
East Hill Properties  
Marilyn & Elmer Ewing  
Donald Farley  
Martha Fergar  
Helen Fisher  
Mariette Geldenhuys  
Raymond Gozzi, Jr. & Barbara Logan  
Jennie Graham  
Sidney Graubard  
Brian Grout  
Henry Hansteen  
Michael Hartney

## 2010 DONATIONS IN HONOR OR MEMORY

*In Memory of* Ruth Spitz, gift of Robert Aronson  
*In Honor of* Ann & Peter Martin, gift of Mark & Judith Ashton  
*In Honor of* Judy Saul, gift of Mr. & Mrs. John Brenner  
*In Honor of* Alan & Stevi Mittman, gift of Lynette Chapell Williams  
*In Memory of* Elizabeth Delahanty, gift of Mary Delahanty  
*In Honor of* Judy Saul & Ann Martin, gift of Betsy East & Elizabeth Bixler  
*In Honor of* Betsy East & Elizabeth Bixler, gift of Vicky East & John DeNinno  
*In Memory of* Adrienne Harber, gift of Becca Harber  
*In Honor of* Judy Saul, gift of Rosalind Kenworthy  
*In Honor of* Judy Saul, gift of Dooley Kiefer  
*In Honor of* David Stotz, gift of Carl & Suzanne Kilgore  
*In Honor of* Laura Branca, gift of Janice & Jan Nigro  
*In Honor of* Kate Bartholomew, gift of Martha & Steve Robertson  
*In Memory of* Candice Widmer, gift of Sue Robinson

## CDRC ALSO THANKS....

CDRC also wishes to express our deepest appreciation to organizations that provided funding: Catholic Charities of Chemung/Schuyler, Catholic Charities of Tompkins/Tioga, Chemung County Children and Families, City of Elmira, Community Foundation of Elmira-Corning and the Finger Lakes, Elmira City School District, Horseheads Central School District, New York State Dispute Resolution Association, New York State Unified Court System, Pizza Hut-Raising Dough for Kids, Schuyler County United Way, Schuyler County Youth Bureau, Tompkins County, Tompkins County Child Care Council, Tompkins County Cornell Cooperative Extension, Tompkins County United Way, Triangle Fund, United Way of the Southern Tier, Watkins Glen School District.

## VOLUNTEER MEDIATORS

Our corp of dedicated mediators is one reason CDRC is a leader in the mediation field. Their commitment, courage and selflessness make it possible for CDRC to provide such an array of high-quality services usually at no charge to those in need.

Hannah Aspenwall**	Raymond Gozzi	Cindi Newman*
Heather Baker*	Becca Harber	Jim O' Brien
Darlene Barela	Satomi Hill	Willie Owens*
Sharron Beckworth	Leni Hochman	Connie Park
Dylan Bleier**	Ruth Hopkins	Connor Parker
Ted Bowen*	Paul Houle	Christa Perz
Laura Branca	Nicole Hylton-Patterson*	Cili Phillips
Calvin Brewer	Srivalli Indrani*	Kerry Pinnisi
Kim Brown	Sylvester Johnson	Colin Polnitsky
Sherron Brown	Emily Karr-Cook	Karen Radenberg
Shirley Brown*	David Kay	Kaaren Remley
Janna Bugliosi	Jurgen Kerber	Sandra Rhodes
Judy Burrill	Jim Ketcham	Adrienne Russell
Dorothy Caldwell	Chana Leib	Judy Saul
Kathy Carpenter	Jason Leib	Akossiwoa Sinon
Meahgan Charkowick*	Ilma Levine	April Spencer*
Beth Cohen	Patrice Lockert	Sharon Thrasher
Barbara Coman	Anthony VanMaarseveen	Erica VanEtten
Troy Council	Tim Logue	Nancy Walbridge
Abby DeLoache	Ann Martin	Mike Wald
Eileen Driscoll	Robin Masson	Quina Weber-Shirk**
Kirby Edmonds	Leslyn McBean-Claiborne	Michael Whiteside*
Cindy Emmer*	Jane Murphy*	Sidney Whitfield*
John Fidler*	Michael Newbold*	Travis Winter
Renee Gallagher	Mary Newhart	Iska Ziver

\* Apprentices in 2010 \*\*Teen Mediators



Barbara Richardson  
Virginia Rinker  
Blanca Rodriguez  
Laurie Rubin  
Judy Saul  
Helen Saunders  
Stephanie Scheck  
Sciarabba Walker & Co., LLP  
Shane M. Seger & Kevin Lamb  
Karen & Michael Shuler  
Akossiwoa Sinon  
Janet Spitz  
Katherine Starkweather  
Rita Tague Carmony  
James Tantillo  
Robert Tarlach  
Temple Beth El

The Center for Transformative Action  
Town of Caroline  
Lisa Turner  
Lynn & Mark Turnquist  
Norman & Marguerite Uphoff  
Peggy Walbridge  
Charles & Jane Walcott  
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