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
This past year our volunteer mediators...

Invested an impressive 453 HOURS facilitating conversations about people's differences, and another 199 hours of training and continuing education.

Contributed professional services easily valued at $48,900.*

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

JUST THIS PAST YEAR...

CDRC talked with 1,129 people about conflicts or difficult situations they face.

334 individuals chose mediation/conciliation to work through their conflict.

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

Provided training and facilitation to over 11 local businesses, organizations and educational institutions, totaling over 97 individuals.

95 students participated in mediation, conflict coaching, and conflict circles.
PLEASE JOIN US IN THANKING...

DONORS SUPPORTING CDRC’S MISSION, 2021-22

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Becca Harber
Michael Hartney
Melissa Hollister
Ithaca Religious Society

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Lynn Leopold
James Loehr
Joanie Mackowski
David Mazzarella
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Moira Osario
Connie Park
Taylor Peck
Elizabeth Salon
Dennis Scheck
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

Mediator 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.

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.
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
**INCOME**

<table>
<thead>
<tr>
<th>Contribution</th>
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<tr>
<td>Contributions, Grants, Gifts</td>
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<td>United Ways*</td>
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<td>PPP Loan</td>
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Note: *Schuyler and Tompkins Counties*

**EXPENSES**

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<th>Amount</th>
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<td>Development</td>
<td>10,689</td>
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Note: *Mediation, Facilitation and Training*

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**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.

**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/CDRTalkworks

**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.
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