

National Association for Community Mediation Annual Report 2006

The National Association for Community Mediation (NAFCM) mission is to support the maintenance and growth of community-based mediation programs and processes, to present a compelling voice in appropriate policy-making, legislative, professional, and other arenas, and to encourage the development and sharing of resources for these efforts.

NAFCM is a network of community-based programs that has an explicit community-building mission. Its unique mission distinguishes it from other dispute resolution providers and organizations. Member centers 1) create partnerships with a range of organizations in their communities; 2) develop conflict management skills among a diverse population through the training and use of volunteer mediators; and 3) provide services at low or no cost for a full spectrum of disputes from a variety of referral sources.

NAFCM was founded in 1993 by a group of community mediation program directors and received seed grants from Southways, Surdna and Hewlett Foundations. In 1994, NAFCM was incorporated, officers were elected, bylaws were finalized, and the Hewlett Foundation awarded NAFCM a three-year development grant. From 1993 to the present all of NAFCM's initiatives have been designed to support the growth and sustainability of community mediation programs.

The following Annual report reflects the activities of NAFCM during the 2005-2006 fiscal year (October 1-September 30) and the calendar year 2006.

Introduction

2006 was a year of substantial transition and growth within contraction for NAFCM. The year saw the ending of Hewlett Foundation support, the start of an AmeriCorps Program, restructuring of the staff, office and the Board of Directors, the creation and implementation of a sustainability plan, and the launching of NAFCM's first Annual Giving Campaign.

Board of Directors

In January 2006, the NAFCM Co-chairs met in Las Vegas with a group of the founders and former board members and staff of NAFCM to discuss the progress of the organization and to enlist their ideas and support in the continuing effort to assure NAFCM not only live up to its initial vision and mission but also remain current and relevant to the development of the conflict resolution field. The meeting resulted in a commitment from the group to continue their involvement in NAFCM as advisors, mentors and committee members.

Also in January, a task-force comprised of NAFCM board members and staff met in Virginia for two days and developed an organizational Sustainability Plan. The Plan was subsequently adopted by the Board and became a strategic guide for the year's activities.

At the April Annual Membership Meeting in Colorado, Lori Burkey, Steve Chang, and Mark Collins rotated off the Board, their tenure having expired. Gene Johnson, Dana Lofton, Kristy Bradish, and Kara Inae Carlisle joined the Board. Irvin Foster joined Barbara Timmons Strahl as a Co-chair of the Board

Committee Work

In 2005, NAFCM had seven non-statutory committees. The 2006 Sustainability Plan reduced the number of non-statutory committees to three, including: Membership, Development & Public Relations, and Policy. Responsibilities from the dissolved committees were merged into the remaining three.

The Membership Committee recommended to the board the creation of two new categories of membership: one for programs affiliated with educational institutions and another for programs within Native American communities.

The Policy Committee conducted a survey of member centers to determine the extent to which they were serving non-English speaking clientele and new immigrant groups. The development committee instituted and launched an annual giving campaign.

Staff

Sarah Calderon, a former board member, joined the staff for a one year term as Development Director. Irvin Foster joined the staff in April to take the position of Interim Executive Director. Joanne Galindo and Erika Hartwick Acerra continued providing their skills and expertise to NAFCM as Senior Director and Program Director respectively. Among other things, Joanne has been managing the AmeriCorps Program while Erika has overseen projects and membership services. Jared Ordway continued his volunteer work as Program Specialist providing valuable support primarily in daily interaction with members and the production of NAFCM publications.

At its August meeting the Board of Directors decided that the organization's position both financially and programmatically, indicated that an Executive Director with managerial and development skills and a community mediation background was needed to guide the organization into the post Hewlett funding transition. The Board established a search committee and charged it with designing the appropriate job description, qualifications for the position and timeline for the search and hiring process. That process is expected to begin in early 2007.

NAFCM has continued its tradition of assisting in the development of individuals as they enter the field by working with and training undergraduate students and masters level practicum students while they serve internships.

Activities

NAFCM began its relationship with the Corporation for National and Community Service (CNCS) in 1995, when we became the training and technical assistance provider of conflict resolution to AmeriCorps programs and other CNCS grantees. By 1999, NAFCM member centers trained more than 10,000 individuals. In 2004, NAFCM was awarded a planning grant to develop an AmeriCorps National Direct program. In September 2005, NAFCM began its AmeriCorps Program with the mission to build safe and peaceful communities by developing and promoting conflict resolution and mediation programs with youth, diverse volunteers, and the community. Working in these three areas, 28 AmeriCorps participants were placed in 14 community mediation centers. NAFCM provided training for the center supervisors and the participants, and coordinated the national program. The centers were located around the country, including our member center in New Orleans, which was substantially affected by Hurricane Katrina. While this project presented a new level of challenges for NAFCM, we met our goals, benefiting thousands of youth and adults with mediation and training. Now in our second year of the Program, which began September 2006, NAFCM has placed 28 AmeriCorps members in 15 centers from Vermont to California and Michigan to Louisiana.

2006 was a strong publishing year for NAFCM. NAFCM Press created three new publications: "Community Mediation Inside and Out: Building Internal Capacity and Enhancing Community Relations," "State Funding for Community Mediation," and "Getting Unstuck: Transforming Conflict from Crisis to Opportunity." We are preparing policy papers and articles for "Justice Connections" the joint newsletter with the Victims Offender Mediation Association, (VOMA) and the Practitioners Research and Scholarship Institute, (PRASI). These activities and the issuing of the last mini-grants and the closing out our research project allowed NAFCM to complete the grant requirements from the JAMS and William and Flora Hewlett Foundations.

NAFCM has been involved in collaborative efforts with other conflict resolution organizations and with non profit organizations not in the conflict resolution field but who share our values and orientation toward community empowerment. One of our primary services in these collaborations has been to help link these organizations with community mediation centers in regional and local areas where they are involved. This networking promotes the forming of collaborative alliances on the state and local level. We have connected National Advocacy Center, National Alliance of Faith and Justice, AmericaSpeaks, National Organization of Concerned Black Men, the Center for Community Safety, the U.S. Department of Justice, Weed and Seed Program, and The Forest Service's Early Intervention Program to NAFCM community mediation centers members and practitioners.

During the year NAFCM hosted over forty international visitors, conflict resolution professionals, educators, government and court officials from Europe, South and Central America, Southeast Asia and the Middle East. These meetings have resulted in continuing dialogues with community mediation programs in all corners of the world.

Special Projects

Working with the New York State Dispute Resolution Association and Community Mediation, Inc. of New Haven, CT, a new case management data collection software program was prepared, piloted and offered free to NAFCM member centers.

NAFCM continued to take advantage of national and regional conferences to contact members and supporters and to continue our efforts to educate the general public about mediation.

The Annual Membership Meeting in April featured a discussion topic inspired by an article written by a NAFCM Member, Jesse Sostrin that was published in *ACResolution Quarterly*, "Competing for and Winning a Future at the Table, Leading Community Mediation Centers at the Pace of Business." As a result of that discussion, conversations were held with Mr. Sostrin to determine how the concepts could be used to enhance the effectiveness and viability of community mediation centers. Those conversations are ongoing.

Throughout 2006, NAFCM opened discussions with a number of organizations looking to develop ongoing relationship and create project opportunities. Those conversations are continuing and preliminary steps are being taken to explore collaborative possibilities. No formal agreements have been reached but as reflected above many of the relationships have resulted in positive referrals for member centers. These efforts will continue as NAFCM looks to develop beneficial partnerships.

NAFCM began efforts to inform the membership more regularly about activities, sending out electronic activity updates to the membership. These updates will continue as will NAFCM gatherings at national and regional conferences.

Enclosures:

Financial Report

Board of Directors and Staff Roster

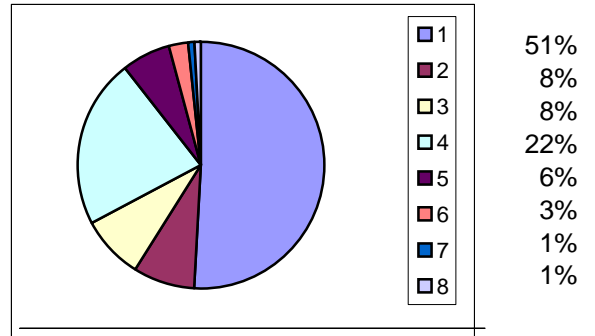
Committee Roster

National Association for Community Mediation Income and Expense

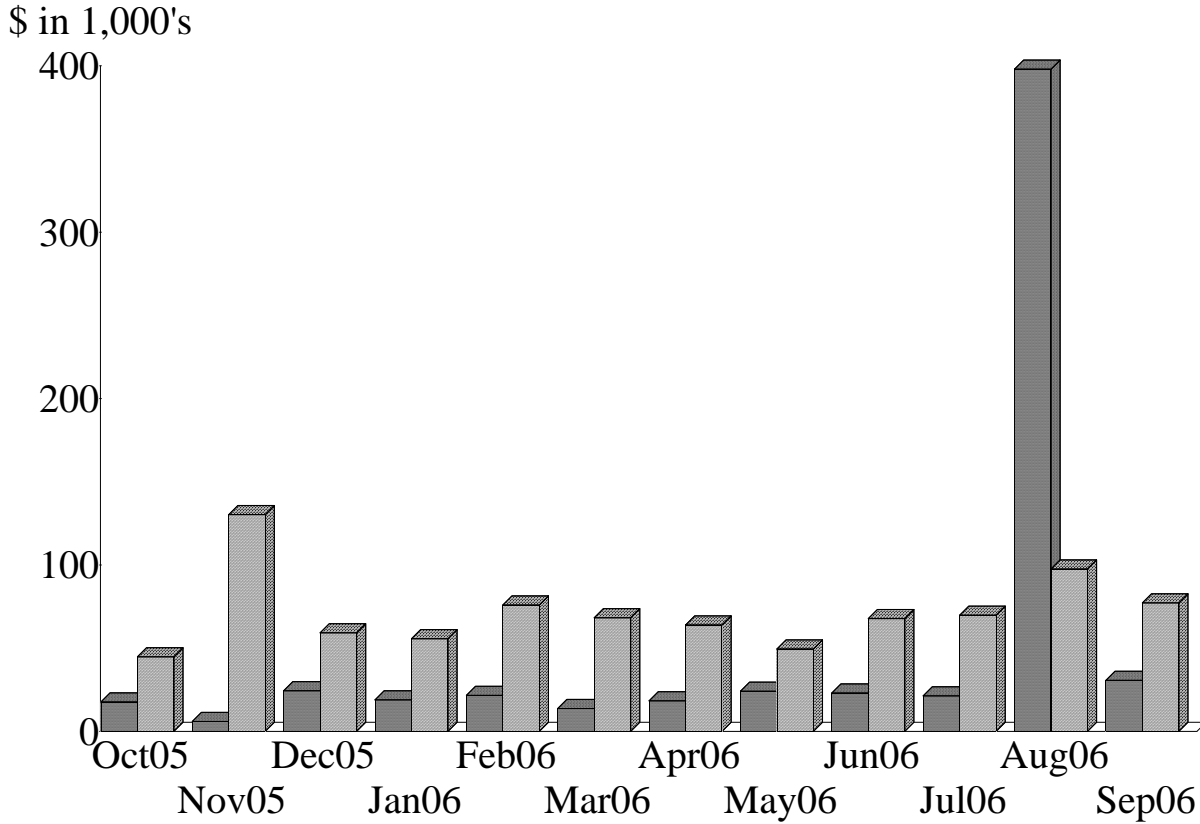
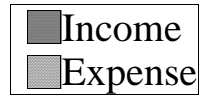
October 2005 through September 2006

Accrual Basis
Oct '05 - Sep 06

Income	
CNCS (AmeriCorps)	315,000
JAMS	50,000
AmeriCorps Sites Cash	50,450
AmeriCorps Sites In-kind	138,596
Membership Dues	38,858
Individual Donations	16,037
Publications	4,287
Interest	5,338
Total Income	618,566

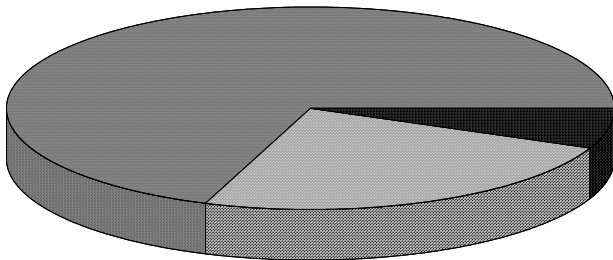


Income and Expense by Month October 2005 through September 2006



Income Summary October 2005 through September 2006

 Grants/Contracts/Donations	% 69.48
 Other Income	24.24
 Membership Dues	6.28
Total	\$618,565.77



By Account

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NAFCM 2006-2007 NAFCM COMMITTEES

Note: In general, committees are expected to meet by conference call at least monthly; committee chair(s), working with staff liaisons, are responsible for setting up committee meetings and notifying members of meeting schedule.

EXECUTIVE

Barbara Timmons Strahl	Co-Chair	Las Vegas, NV
Irvin Foster	Co-chair	Washington, DC
Connie Bear King	Vice Chair	Sioux City, IA
Tom Wahlrab	Secretary	Dayton, OH
Gene Johnson Jr.	Ass't Secretary	New York, NY
Matthew Fairbank	Treasurer	Yakima, WA
Michele Gullickson-Moore	Ass't Treasurer	Minneapolis, MN

MEMBERSHIP

Joyce Jones	Committee Co-Chair	Dallas, TX
Tom Wahlrab	Committee Co-Chair	Dayton, OH
Ralph Bauer		Stillwater, OK
Kara Inae Carlisle		Los Angeles, CA
Connie Bear King		Sioux City, IA
Bruno Romero		Cleveland, OH

POLICY

Gene Johnson, Jr.	Committee Chair	New York, NY
Hasshan Batts		Allentown, PA
Kristy Braddish		Oshkosh, WI
Ben Carroll		Honolulu, HI
Cristina Franco		Atlanta, GA
Marinetta Hjort		Washington, DC
Dana Lofton		Riverside, CA
Gemma Smyth		Windsor, Canada
Barbara Timmons Strahl		Las Vegas, NV

DEVELOPMENT

Caroline Harmon	Committee Co-chair	Baltimore, MD
Michele Gullickson Moore	Committee Co-Chair	Minneapolis, MN
Mary Ellen Bowen		Hohenwald, TN
Sarah Calderon		Berkeley, CA
Matthew Fairbank		Yakima, WA

NAFCM Members are encouraged to join committees and get involved where the action happens! Please contact the NAFCM office at www.nafcm.org or call 202-667-9700.

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