



*Repairing Harm,
Restoring Communities*

2020—2021 Annual Report



A Message from the Executive Director

Dear Friends,

2020 was an unprecedented year full of challenges, but also great perseverance and strength.

It's hard to believe that it's been year and a half since we had to close our doors to delivering in-person services. Like thousands of other organizations that were faced with the same reality, it was a decision that left us feeling uncertain for the future.



While we were all effected by stress, anxiety, and conflict in the midst of a public health crisis and racial injustice, we all pulled together as board, staff, and volunteers to find creative solutions on how to continue serving the residents of Washtenaw and Livingston counties. Staff transitioned to working from home, and volunteer mediators worked with clients via Zoom—a challenge none of us could have predicted. Fortunately, we ended the year exceeding our fundraising goals and accepting 323 new cases, despite being shutdown for almost four months. DRC staff and volunteers helped more than 762 community members, including youth, address their conflicts, and case follow-up data indicate there was compliance with agreements more than 90% of the time.

In large part, it is because of our volunteers and supporters like you that the DRC was able to rise to this level and help our community members in need.

We are extremely grateful and humbled by the generosity of so many, near and far, whose donations helped keep our doors open and even grow our staff as we overcame monumental challenges in 2020.

In gratitude,

A handwritten signature in cursive script that reads "Belinda".

Belinda Dulin
Executive Director

Welcome to the DRC Team!



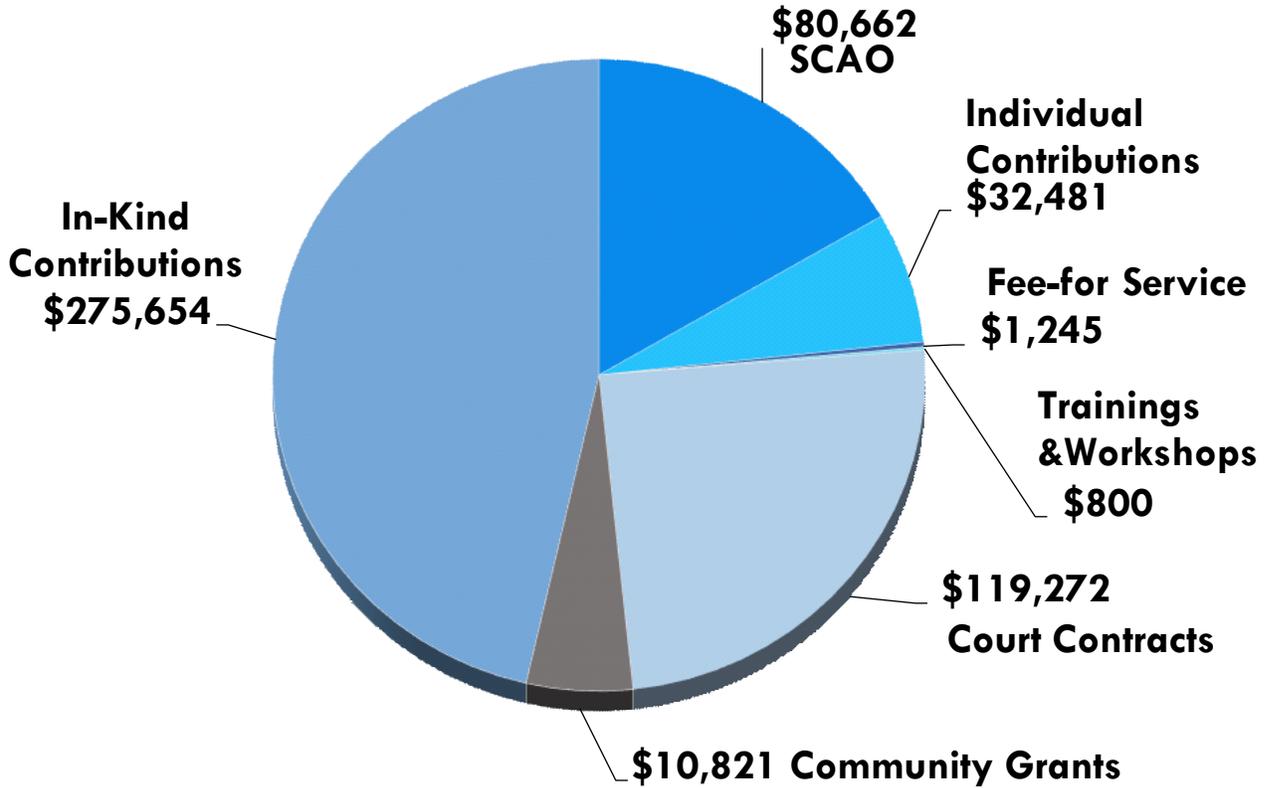
Stephanie Myers joined the DRC staff in 2020. Stephanie is passionate about mediation, adaptable conflict resolution, and restorative justice practices. Stephanie enjoys mediating small-claims cases and community disputes. Stephanie understands how mediation and restorative justice practices can shape not just the dialogue around conflict but also how we as a society respond and move forward from conflict. Stephanie is excited about the future of online dispute resolution and believes in conflict resolution and access to justice. The DRC has the opportunity to help members of the community that otherwise would not be able to participate in conflict resolution practices.

Stephanie earned her Bachelors of Arts in Political Science and Criminal Justice from the University of Michigan - Dearborn before earning her Juris Doctorate from Western Michigan University Cooley Law School. She is a member of the Michigan State Bar Association and Washtenaw County Bar Association.

Carolyn Stilwell is a conflict resolution specialist with over 10 years of experience in community mediation, facilitation, and teaching conflict resolution skills. She began her work at the Conflict Resolution Center of Montgomery County in Maryland conducting outreach and providing conflict management training. She became passionate about community mediation and conflict resolution when she saw the transformative power of the processes used at the center. She continued on to become the Executive Director for several years. In Maryland she was certified as an evaluator mediator in the Inclusive Model and to served as a volunteer mediator, trainer, and evaluator for local community mediation centers. Her work then took her to FEMA where she currently serves as a temporary reservist ADR Advisor on disaster sites. Carolyn received her MA in Cultural Anthropology from Washington State University. She also has bachelor's degrees in Social and Political Studies and Graphic Design from Wilmington College, Ohio. She speaks both Spanish and English. (Se habla español y ingles.)



2020 Financial Health Overview



Total Revenue: \$245,281

Note: suspended trainings, events, and service fee due to pandemic for one fiscal quarter

State Court Administrative Office (SCAO) Grant	\$80,662
Funds from the State of Michigan, Office of Dispute Resolution	
Individual Contributions	\$32,481
Private funders	
Fee-For-Service	\$1,245
Mediation, Special Education, and Peacemaking cases	
Trainings & Workshops	\$800
Mediation Trainings, Restorative Practices workshops with schools, businesses, and private groups.	
Court Contracts	\$119,272
Ann Arbor, Ypsilanti, Saline, Peacemaking Court	
Community Grants	\$25,485
Washtenaw Coordinated Funders capacity building grant, First Unitarian Universalist Congregation, Sky Squad grant	

We directly impacted **762** individuals in Washtenaw County

& mediated ...

323
cases
in 2020

Small Claims

70%

Other
12%

Juvenile/
Youth
11%

Family
7%

Small Claims includes: landlord/tenant; property; neighbor, real estate; business

Other includes: employment; public policy, schools, other

Juvenile/Youth includes: child abuse, neglect, family reunification, family victim-offender

Family includes: adult & child guardianship, separation, divorce, custody, co-parenting, and probate matters

Welcome to the DRC Team!

Kyoko has been volunteering with the DRC as a mediator and peace making circle facilitator since 2012.

Born and raised in Hiroshima Japan, she believes that the ability to see the humanity in others and restoring interconnectedness are keys to bringing people together. She believes that we all have a deep caring for others inside of us, and is passionate about supporting people tapping into that part of themselves. In doing so we can fully live our purpose to create a world that works for all. Her dream is to live in a world where we know our lives are enriched because of our differences, not despite them.

She has been studying Nonviolent Communication and on the path to being a certified trainer. Her hope is to make a little contribution for people to experience the value of interdependence in the community she serves.

Her other passion is dogs, and is a former foster mom with the rescue "Refurbished Pets of Southern Michigan". One of her dogs was trained in the correctional facility by inmate trainers.



Gail Einhaus joined the DRC staff in August 2021 and has served as a DRC volunteer mediator since 2017. Mediating at the DRC has been an impactful experience for Gail. She has gained insight into her personal strengths and weaknesses, and her love and respect for the differences in people and her understanding of the roots of and resolution to conflict has deepened.

In her past life, Gail had a rewarding career in health administration. This included serving as a health educator on the Navajo Nation, a health care analyst for General Motors, and a Compliance Director for Trinity Health System. A reoccurring theme through all these experiences has been the importance of listening, being curious, then listening more to strive to solve problems in a positive and creative manner.

Free time is spent with Gail's beloved family, dogs, and friends and volunteering with the Interfaith Hospitality Network/Alpha House and Special Olympics. Gail earned her Bachelor of Health Science from the University of Kentucky and Master of Public Health from the University of Michigan.



DRC & Prosecutor Partner on New Program

On September 9, 2021, the Washtenaw County Prosecutor's Office announced a new program in partnership with the Dispute Resolution Center that will give crime survivors a choice to engage in restorative justice as an alternative to the criminal system. Restorative justice offers a survivor-centered and healing model to address wrongdoing, harm or crime.



The DRC believes that this kind of criminal justice reform can lead to breaking cycles of incarceration for both youth and adults. We know this will bring healing and restoration to our communities. Restorative justice is a cornerstone of our expertise and services. We are honored and thrilled to be the provider for such a program in Washtenaw County.

The DRC has worked for more than a year on readying for this partnership, and now we need your help to make it a success. Generous donors in our community have agreed to match donations up to \$12,000. Now, we have until October 10 to raise the money, which will directly support the DRC to deliver the restorative justice program.

Survivors in other counties report a higher degree of satisfaction with restorative justice than the traditional criminal legal system. And when given the choice, 90% of survivors opt for restorative justice as an alternative.

Involvement in the criminal system can be re-traumatizing and disempowering for survivors of crime. We hope that because of this new partnership and program harm can be addressed and our community will begin to see and feel the deep impact that restorative justice has on the lives of everyone.

Thank you for being a part of it.

Mission:

The Dispute Resolution Center offers affordable, constructive, restorative and healing approaches to conflict resolution.

Vision:

We partner and collaborate with individuals, families, schools and businesses to build peaceful communities.

Values:

Respect, Integrity, Accessibility, Restorative Justice, and Diversity & Inclusion

Board of Directors

President

Jennifer Symanns

Treasurer

Michael Fried

Secretary

Judy Hallas

Cherisa Allen

LaSonia Forte

Gregory Kurtner

Laura O'Connor

Wade Smith

Laurie White

Staff

Executive Director

Belinda Dulin

Administrative Assistant

Germaine Smith

Mediation Services Coordinator

Stephanie Myers

Mediation Services Coordinator

Carolyn Stilwell

Restorative Justice Program Coordinator

Kyoko Yamamoto

Mediation Services Coordinator

Gail Einhaus

Office Assistant

Gillian Jackson

Database Assistant

Andrei Leahu

The Dispute Resolution Center

4133 Washtenaw Ave, Suite B125

PO Box 8645

Ann Arbor, MI 48107-8645

Phone: 734.794.2125 | Email: thedrc@washtenaw.org

Website: thedisputeresolutioncenter.org

Find us on Facebook @ DisputeResolutionCenterA2