



GOOD SHEPHERD MEDIATION PROGRAM

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ANNUAL REPORT

2014 - 2015





Dear Friends,

Our 30th anniversary year ended on a high note and we are excited about the future of mediation in Pennsylvania.

Highlights from Fiscal Year 2014-2015

This annual report details our programs and special projects and honors our loyal donors.

- CHIRP, a new program, was developed to offer conflict resolution skills to children of incarcerated and returning parents. Read more about this amazing new opportunity to serve children inside this report.
- Our 8th annual *Shepherds of Peace* dinner in October 2014 honored great individuals and their work toward problem-solving in the community.
- In September 2014, we began offering twice monthly Open Houses at the Mediation Center to encourage more people to learn about our mission, programs and services. To find out when you can attend an Open House, visit the events calendar on our website at www.phillymediators.org. The event is free but you must pre-register.
- In June, 2015, we launched *Peace Begins With You*, a sustainability campaign to build our capacity to serve the conflict resolution needs of the Philadelphia community.

Moving forward

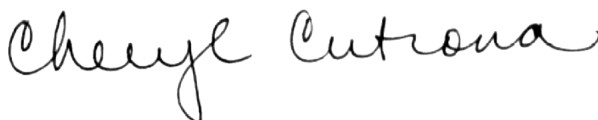
The Mediation Center is moving! The convent on the Chew Avenue property is closed and the Sisters of the Good Shepherd have asked us to sell the property. We hope to find an affordable, more central location. Please watch for news of our new address and an event to celebrate the move in 2016!

Join us!

There are several ways to join us on social media so you don't miss any of our training opportunities and social events:

- Visit our website at www.phillymediators.org
- Like us on Facebook at www.facebook.com/GoodShepherdMediationProgram
- Follow us on Twitter: www.twitter.com/gsmmediation
- Enjoy our 30th Anniversary video, "Stories from the Green Line," the documentary featuring our pilgrimage to Israel, and other GSMP videos on YouTube.

In peace,



Cheryl Cutrona
Executive Director

Good Shepherd Mediation Program

The following report is a cumulative summary of the Good Shepherd Mediation Program (GSMP) Services from July 1, 2014 to June 30, 2015.

Our mission is to empower Philadelphia community residents to creatively search for meaningful and lasting solutions to their conflicts without resorting to crime or violence.

Good Shepherd Mediation Program (GSMP) is a nonprofit organization in Philadelphia that is celebrating 31 years of peacemaking. In 1984, Good Shepherd Neighborhood House was established as Philadelphia's first neighborhood justice center, serving the 14th and 36th police districts. GSMP currently offers mediation, training and consulting services to the Greater Philadelphia area and beyond. GSMP provides mediation, conflict coaching, restorative practices, diversion programs for justice-system involved juveniles, and training and consulting.



L-R: Tom Hasani, intern; Cynthia Blue; Sharon Benner, bookkeeper; Cheryl Cutrona; Clymer Bardsley; and Shakeya Currie Foreman.

MEDIATION SERVICES

Custody Mediation at Philadelphia Family Court

Domestic Relations Unit

The new Family Court building at 1501 Arch Street features a lovely Custody Mediation Room on the 6th Floor. GSMP provides volunteer and student mediators to conduct mediations for the matters referred from the Custody Masters unit. Between July 1, 2014 and June 30, 2015, **130 mediations** were held. In **113** of those sessions (87%), the parents successfully negotiated parenting plans that were sent to the masters for approval. After a judge signs them, the mediated settlements have the full effect of a Court Order. The custody mediators who provided volunteer services during this year were: Clymer Bardsley, Cheryl Cutrona, Anastasia DePaz, Theresa Glennon, Jane Shields, Emily Vener-Gizster, Nanci Weber and Hanne Wulp.

Mediation Services

Community Mediation and Family Passages Initiative (FPI)

GSMP conducted **174 intakes**. Of these, 98 involved FPI matters (divorce, custody, support and elder), 64 were community issues and seven were large-group facilitations. Agreements were reached in 26 cases. Nine mediations did not reach settlement. Eighteen cases were still open at the end of the fiscal year. Of the remaining intakes, eight were not appropriate for mediation due to domestic violence or some other issue, in 63 matters, the responding party declined the invitation to mediate, and 38 were inquiries only. When the responding party declines the invitation to mediate, the initiating party is offered Conflict Coaching, problem-solving for one, where they have the opportunity to work with a Conflict Specialist to design a plan to address the responding party outside of mediation. This year, five individuals availed themselves of Conflict Coaching, most of which involved multiple sessions.

PRE-HEARING CONFERENCES

GSMP facilitates pre-hearing conferences (PHC) in the Family Court Dependency Unit. Most matters that are scheduled for an adjudicatory hearing to determine if a child meets the statutory definition of a “dependent” child are scheduled for a pre-hearing conference before seeing the judge. This collaborative problem-solving process allows the parties an opportunity to discuss possible outcomes. If consensus is reached, the parties’ recommendations are sent to the judge for consideration in rendering a decision.

Between July 1, 2014 and June 30, 2015, **1,475 hearing were scheduled**. Of those, GSMP facilitated **1,096 pre-hearing conferences** (74% of 1,475), serving **8,164 participants** (average of 7 per conference). The parties reached agreement on all the issues presented in **795 PHCs** (73% of 1,096). In **150 PHC**, (14%) the parties reached agreement on some of the issues. In **151** (14% of 1,096), the parties were not able to reach agreement on any of the issues. PHC were not held for the remaining 379 (27% of 1,475) matters because there were insufficient parties, the dependency petition was not available or another reason preventing the parties from proceeding.

The PHC facilitators for FY 2014-2015 were: Clymer Bardsley, Kira Bellolio, Ed Blumstein, Cheryl Cutrona, Anastasia DePaz, Elaine Dushoff, Shakeya Foreman, Taniesha Henry, Bill Jacobsen, Lisa Isaacs, Ellen Morfei and Hanne Wulp.

Restorative Practices

Victim Offender Conferences

Victim Offender Conferencing (VOC) is a diversion program for juveniles involved in the justice system. The juvenile offenders meet face to face with the person they harmed in a structured, safe environment to facilitate restoration, healing, reconciliation and/or restitution (monetary or symbolic). Participation in VOC requires the consent of all parties. The youths involved must have taken responsibility for at least part of what happened.

Between July 1, 2014 and June 30, 2015, VOC received 54 referrals from the Philadelphia Juvenile Justice Service Center (formerly Youth Study Center). Of those, there were **49 offender meetings, 6 victim meetings, and 4 joint (victim-offender) conferences**. In cases where the victim declines to participate in a joint conference, the offender and their family or surrogate are referred to a parent-youth meeting. This year there were **24 parent-youth meetings**. In those, the families discuss the impact of the offense on the family, the youth and the victim. They discuss constructive ways to make things right despite not meeting with the victim. If a youth re-offends, the youth is not permitted to remain in the diversion program.

*"Crime Wounds,
Justice Heals."*

CHIRP—Children of Incarcerated and Returning Parents

Funded by the JAMS Foundation, GSMP created a conflict resolution education program for children of incarcerated and returning parents. CHIRP offers youth with a parent who is incarcerated or returning from prison an opportunity to deepen their understanding of conflict as well as their ability to communicate and manage conflicts more effectively. This promising program aspires to combat the unintended consequences that are thrust upon children of incarcerated parents. Through a series of workshops, participants gain skill development while sharing their stories and experiences with other similarly situated youth. They are empowered with communication and conflict resolution skills. Youth learn the necessary skills to handle the changing family structure, difficult emotions and barriers to communication often imposed by parental incarceration and reunification post incarceration.

Juvenile Justice

Juvenile Offender Diversion (JODP) & Youth Delinquency and Violence Prevention (YDVP)

GSMP offers a conflict resolution training program for youth who have been diverted from the justice system and other at-risk youth. The workshops, which are held most Saturdays, involve a restorative circle dialogue process that offers the participants a forum to share their experiences and learn from one another about the consequences of being arrested. The workshop teaches the basics of conflict resolution, anger management, perspective-taking, and communication and problem-solving skills. A Retail Theft diversion model is offered one Saturday per month. Statistics demonstrate that youth who participate in these workshops are less likely to recidivate than those who do not.

Between July 1, 2014 and June 30, 2015, **350 youths** participated in the Saturday workshop. Of those, 50% were referred by the Youth Aid Panels, 30% were referred by the Courts or a Probation Officer, and 20% were community-based referrals.

Impact of Auto Theft Program (IATP) Saturday Classes

In partnership with the Pennsylvania Auto Theft Prevention Authority, GSMP runs workshops for young people who have been arrested for auto-related offenses (e.g., theft from a motor vehicle, passenger in a stolen vehicle, operating an off-the-road vehicle on the street, damaging a motor vehicle, etc.). Similar to the JODP workshops, the program is meant to give young people more communication, conflict management and anger management skills and an ability to make more thoughtful decisions. This module includes a film, created especially for the course, that tracks what can happen if you steal a car. The film is used to stimulate a dialogue about making good choices.

Between July 1, 2014 and June 30, 2015, **44 youths** were referred by the Philadelphia Office of the District Attorney's 28 Youth Aid Panels and by judges who assign the class as part of a Consent Decree. Of those, **30 (68%) attended the Saturday classes**. Those juveniles were assigned to a total of **235 hours** of community service monitored by GSMP.

IATP Auto Theft Prevention Road Shows

GSMP also has a traveling prevention program designed to demonstrate the impact of auto theft on victims, offenders, their families and the community. It uses a film produced by GSMP, the Pennsylvania Auto Theft Prevention Authority, and the Philadelphia District Attorney's Office. Between July 1, 2014 and June 30, 2015, **three schools and organizations** requested a total of **11 IATP Road Shows** that served **229** youths.

Training & Consulting

This fiscal year of 2014– 2015, GSMP conducted outreach and/or training to **3,054** people (**1,467 adults, 1,587 youth**) in mediation, restorative justice, and various conflict resolution processes, at our center or in the community. GSMP works with a variety of organizations and participant groups. Each training is customized and tailored to meet the needs of the clients. The list of organizations GSMP served in a training and/or consulting capacity includes:

- Alexander McClure Elementary School
- Austin Meehan Middle School
- Bucks County Bar Association
- Community College of Philadelphia
- Drexel University
- Fox Chase Elementary School
- Freire Charter School
- Good Shepherd Services in NYC
- Good Shepherd Volunteers
- Habitat for Humanity
- Juvenile Justice Center
- Lankenau High School
- LaSalle University
- Mainline Unitarian Church in Devon,PA
- Nicetown Community Development Corporation
- Overbrook Farms Club
- Penn Law Mediation Clinic
- Philadelphia Department of Parks and Recreation
- Philadelphia Police Department
- Police Athletic League
- School District Police Department
- Rotary Club of Chestnut Hill
- School District of Philadelphia
- School District Police Department
- Temple University
- West Philly Block Captains Forum
- West Oak Lane Charter School
- West/SW Partnership Community Development Corporation



Divorce and Custody Mediation Training in Bethlehem PA at the Offices of King Spry.

8th Annual Shepherds of Peace

The world celebrates Conflict Resolution Day on the third Thursday of each October. Conflict Resolution Day was conceived in 2005 by the Association for Conflict Resolution to raise awareness of mediation and conflict resolution, recognize significant contributions of peaceful conflict resolvers and create national synergy by celebrating peace-making across the country and around the world on the same day. Every October since 2007, on the eve of Conflict Resolution Day, Good Shepherd Mediation Program recognizes several individuals who have a demonstrated passion for encouraging peace and social justice in Philadelphia, and honors them as “Shepherds of Peace.” Each has made notable contributions to the health, safety and welfare of Philadelphia’s children, youth and families. GSMP applauds their efforts, and supports them as they work toward peace and harmony in our communities.

The honorees of this year’s Shepherd of Peace Awards were:

- **Homer Floyd:** former Executive Director of the Pennsylvania Human Relations Commission
- **Seth Rozin:** Playwright; Founder and Producing Artistic Director of InterAct Theatre Company
- **Michael Viola, Esq.:** Family Law Staff Attorney, Philadelphia VIP (Volunteers for the Indigent Program); Partner, Shainberg & Viola, PC and loyal GSMP Volunteer Mediator



Shepherds of Peace honorees: Seth Rozin, Michael Viola, Homer Floyd

Special Thanks to this Year’s Sponsors:

Justice (presenting sponsors) — IMC Construction, Sisters of the Good Shepherd Mediation — Beneficial Foundation

Community — Eckert Seamans, Dr. Athole G. Jacobi/Police Athletic League of Philadelphia

Financial Statement

SOURCE OF FUNDS

Governmental Contracts	\$328,355	53%
Grants	\$87,400	14%
Fundraising Events & Contributions	\$53,810	9%
Program Services	\$92,093	15%
Contributed Services	\$53,650	9%
TOTAL	\$615,308	

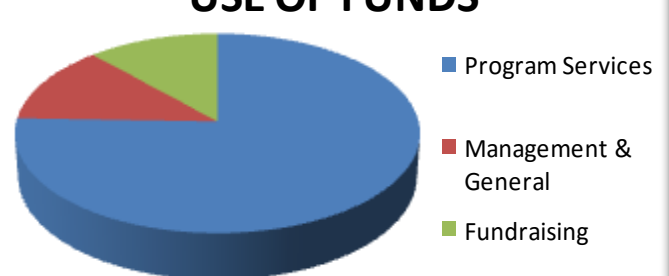
USE OF FUNDS

Program Services	\$430,737	75%
Management & General	\$72,376	13%
Fundraising	\$67,235	12%
TOTAL	\$570,348	

INCOME



USE OF FUNDS



Donor Recognition

In June 2015, GSMP launched a Sustainability Campaign, **Peace Begins With You**. We are grateful for the eager responses from our donors and would like to thank everyone for their generosity, especially those who have made multiple-year pledges:

SHEPHERD LEVEL

(\$1,000/Year for 5+ Years)

Joni Berner
Michael Buckley
Kenneth Klothen
Kate McConnell
Howard Soloman
Nicholas Wilkin &
Karen Ament

MULTI-YEAR

PLEDGES

Mitchell Bach
Clymer Bardsley
Jean Biesecker
Arnold Borish
Cheryl Cutrona
Ruth Feinblum
Mary Beth Flynn
Shelby Haverson
Elisa Weaver Hines
Judith Hirsh

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Michael Salmanson
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Michael Snyder
Joseph Sullivan
David Trevaskis

Our Volunteer Mediators are the backbone of GSMP. We are grateful to those who share their time and talent to support our programs.

VOLUNTEER MEDIATORS

Joni Berner
Arnold Borish
Ruth Brice
Ernest Devlin
Barbara Foxman
Shelby Haverson
Judith Hirsh
Martin Karo
Stephanie Kindt
Bharati Patel
Elizabeth Perry
Eric Rosenfeld
Gail Roth
Laurie Sine
Mike Viola
Carol Weinman



2014 Holiday Party for GSMP Board, Staff and Volunteers.



A special thank you to the Temple Owls football team who volunteered to help us move a hefty furniture donation. We appreciate their great attitude and muscles!

Donor Recognition

During the course of the year, whether through our Shepherds of Peace Awards ceremony or on other occasions, many organizations, businesses and individuals honor Good Shepherd's work with gifts. We thank them from the bottom of our hearts!

Corporate Donors

- The Beneficial Foundation
- Bray Family Foundation
- Class A Realty Corporation
- Eckert Seamans Cherin & Mellott, LLC
- Gene Gilbert Printing
- Henrietta Tower Wurts Memorial
- IMC Corporation
- JAMS Foundation
- Laborers' Local Union 57
- Macquarie Group Foundation
- Main Line Unitarian Church
- Philadelphia Bar Foundation
- Sisters of the Good Shepherd
- Squeaky Clean Services, Inc.
- Temole
- Stradley Ronon Stevens & Young, LLP



Good Shepherd Volunteers training workshop,
In New Jersey, August 20, 2014

Individual Donors

- | | |
|----------------------------|---------------------------|
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| • Clymer Bardsley, Esq. | • John & Mary Buggy |
| • Mason Barnett | • Sean Buggy, Esq. |
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| • Jean Biesecker | • Philip Cottone, Esq. |
| • Edward Blumstein, Esq. | |
| • Arnold Borish, Esq. | |

Donor Recognition

(Individual donors Cont,)

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- Randy Duque
- Elaine Dushoff
- William Fedullo
- Ruth Feinblum, LSCW
- Homer Floyd
- Mary Beth Flynn & Elaine Spangler
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Phoebe Sheftel — Office Manager (PT)
Cynthia Blue — Office Assistant
Anastasia DePaz — Custody Mediation Coordinator (PT)

Interns: Ahmad (Tom) Hasani; Tyler Wagner; Megan J. Fox; Joe Costa; Eleanor Marchant



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