Staff
Lorig Charkoudian—Executive Director
Erricka Bridgeford—Director of Training
Hope Braveheart—AmeriCorps Director
Tracee Ford—Director of Quality Development
Leslie Oversholser—Development Director
Caroline Cragin—Office Manager

Heartfelt thank you to the hardworking Community Mediation Maryland Board Members who served between 7/1/2014 and 6/30/2015:

Board
Michele Ennis, Chair
Dave Bort, Vice Chair
Jennifer Williams, Secretary
Reco Collins, Treasurer
Laura Dugan
Patricia Ryan
Tyler Smith
Greg Warren
Hannibal Kemerer
Barry Klein
dianne Gilbert
Janet Kelly
Susan Fisher
Shane Mattingly
Susan Rork
Misty Fae
Emmett Ward

Income
Contributions and Grants 267,625
Government Grants 644,097
Training and Research Contracts 71,094
Total $982,816

Expenses
Addiction Recovery 31,484
AmeriCorps 470,247
Center Support 18,379
Family Mediation 57,238
General Operating 70,056
IEP Facilitation 48,786
Outreach & Public Education 16,816
Prisoner Re-Entry Mediation 152,385
Research 13,260
School Attendance Mediation 24,200
Training & Quality Assurance 44,100
Total $946,951

Research Citations

2015 Annual Report

For every Maryland resident to have awareness of and access to affordable, high-quality community mediation services.

CMM advances collaborative conflict resolution in Maryland through educating the public, providing training and quality assurance, conducting research, and creatively applying mediation to social challenges.

Short Term Process ➡️ Long Term Impact
Reducing Recidivism
When inmates are able to use prisoner re-entry mediation with their family members or other important people before their release, they are more likely to be home with their families after release. Using re-entry mediation decreased their likelihood of arrest, conviction, and future incarceration, when compared with their peers who did not receive the service. Even after just one mediation, the chance of re-incarceration goes down by 10%; it further reduces another 7% for each additional session.

Building Relationships
Research on District Court Day of Trial Mediation found that using mediation improved the relationships of participants, and their attitudes towards each other, 3-6 months after the session, when compared with cases that used the normal court process.

Agreements That Work
Research on Day of Trial cases found that mediated agreements work. When participants developed their own agreement through mediation, they were only half as likely to return to court for an enforcement action, compared to participants whose verdict was imposed by court processes.

Mediation is a short term intervention with a long term impact!
Thank You For

$25,000  Bob Barker Company Foundation
$27,436  Governors Office of Crime Control & Prevention: Byrne Memorial Justice Assistance Grant
$48,000  Maryland State Department of Education (MSDE)
$64,297  Maryland Judiciary Department of Family Administration
$150,000  Department of Public Safety and Correctional Services (DPSCS)
$240,000  Maryland Judiciary’s Mediation and Conflict Resolution Office (MACRO)
$255,600  Corporation for National and Community Service / Maryland Governor’s Office of Service & Volunteerism

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Up to $49
Robert Abell
Christie Bell
Abraham Bonowitz
Aileen Boyd
Erricka Bridgeford
Franca Brilliant
Galanda Bryan
Jacqueline Burson
Joy Campbell
Michaun Carney
Isabel Caisen
James Fairlor
Mary Ferris
Andrea Goldman
Merrell Hahn & Barbara Ferris Hahn
Abigail Horton
David & Nancy Hutchins
Wendy Jason
Nakisha Jones
Rhea Kennedy
Elva Krohn
Stephanie Lazarus
Michael Lichtenberg
Eileen Martin
David Mawn
Kathleen Meagher
Tom Mellies
David Michael
Ralph Moore
Robin Moore
Katrina Oistelu
Carrie Plymire
Jeffrey Pugh
Katherine Quinn
Patrick Riley
Christopher Rose
Patricia Ross
Carolyn Stilwell
Anita Thornton
Keisha Wallace
Erika Washington
Heather Watkins
Dick White
Kate Wolfson
Susan Yates
Andrew Burkowski
Meredith Cabe
Arax Charkoudian
Kenan Charkoudian
Lorig Charkoudian
Rocco Casagrande & Kate Rhudy
Lawrence Comegys
Catherine Cullen
Nathelia Davenport
Cindy Faucette
Tracee Ford
Susan Gauvey
Lucy Gillespie
Leslie Gross
Toby Guerin
Stacey Gurian-Sherman
Shantay Guy
Stephen Harmon
Philip Holmes
Michael Hunter
Tim Johnson
Steven & Meredith Klepper
Tom Lancaster
Rod & Pat Layton
Larue Lennon
Florine McReady
Anne Mychal
David & Victoria Norwood
Anne Pfizer
Richard Rhoades
Anita Riley
John Roberts
Kathy Rockefeller
Peter Rohm
Barbara Soscia
Deborah Taylor
Megan Timms
Eloise Ullman
Rachel Wohl
Jennifer Williams

$100-$199
Robert Anderson
Chauna Brocht
Howell Baum
Clarence Brown
Nida Christianson
Ladessa Croucher
Jason Daniel
Susan Dugan-Konka
Kim Farrell
Jill Feasley
Michael Fisher

Training as Treatment
Over the last several years, CMM has been conducting conflict resolution trainings with individuals involved in Drug Court in Baltimore City. When individuals participate in these trainings, they are 29% less likely to be arrested, compared to their peers who did not take the training. Participants also lasted longer without an arrest than their peers.

Listening Deeply
When mediators listen, reflect parents’ concerns, and ask for more information, they can actually help parents involved in child custody cases to work together. Research on mediator strategies used in child access mediation found that when mediators reflected the concerns of parents with a focus on emotions, interests, and topics, parents were more able to work together and to consider each other’s perspective. The mediators’ reflecting strategies supported the parent’s ability to work as a team, prioritizing their children’s needs, even several months after the mediation session.

ent with a long term impact!
Community Mediation Centers in Maryland FY 2015 Results

**The Ten Point Model**

1. **Train community members** who reflect the community’s diversity with regard to age, race, gender, ethnicity, income and education to serve as volunteer mediators.

2. **Provide mediation services** at no cost or on a sliding scale.

3. **Hold mediations** in neighborhoods where disputes occur.

4. **Schedule mediations** at a time and place convenient to the participants.

5. **Encourage early use** of mediation to prevent violence or to reduce the need for court intervention, as well as provide mediation at any stage in a dispute.

6. **Mediate community-based disputes** that come from referral sources including self-referrals, police, courts, community organizations, civic groups, religious institutions, government agencies and others.

7. **Educate community members** about conflict resolution and mediation.

8. **Maintain high quality mediators** by providing intensive, skills-based training, apprenticeships, continuing education and ongoing evaluation of volunteer mediators.

9. **Work with the community** in governing community mediation programs in a manner that is based on collaborative problem solving among staff, volunteers and community members.

10. **Provide mediation, education, and potentially other conflict resolution processes** to community members who reflect the community’s diversity with regard to age, race, gender, ethnicity, income, education, and geographic location.

**Community Mediation Centers in Maryland conducted nearly 3,500 mediation sessions**

- **313 community members** participated in the Inclusive Basic Mediation training and **382 volunteer mediators received advanced training**.

**Community Mediation Centers used 329 sites across the state to make mediation accessible to all**

- **Centers worked closely with 672 partner agencies to promote use of mediation**.

**Community Mediation Centers conducted over 9,000 hours of outreach to the public encouraging the use of mediation for any and all disputes at any point in the dispute**

- **14 volunteer mediators from across the state became certified in the Inclusive Mediation Model through CMM’s nationally recognized Performance Based Evaluation process**.

- **CMM helped launch 2 new mediation centers in Maryland, increasing access to conflict resolution for people in those counties**.

- **Recognizing the Volunteer of the Year award recipients at the 10th Annual Gala**

- **AmeriCorps members in front of the Community Mediation Program mural in Baltimore**