Imagine Laura, a single mom, facing a life threatening condition...
Imagine the love and pride she has for her three beautiful daughters.
Imagine the pain of telling them she may only have months to live.
Imagine the conflict of divorce.
Imagine the strain of a restraining order prohibiting communication.
Consider all you’d want to tell the parent of your children.

Now, imagine Robert, who loves Laura deeply...
Imagine how he has wondered and prayed about Laura’s health.
Imagine the fear of losing the mother of his children.
Imagine the guilt he felt for the conflict that tore apart their family.
This may have been the last time he would speak with Laura.
Imagine his questions and concerns.

Imagine the comfort and intensity of sitting down together,
making agreements about how to support their children.

In mediation, Laura shared everything going though her mind—when to drive her eldest to her new college dorm room; how to help her youngest with homework; which women she wanted to encircle her daughters after she passed. Each request was a cathartic release. Trusting that dad would be there for their girls gave her peace of mind to prepare for what was to come.

They left the mediation with a list of what needed to happen for the girls.
They also left after having the opportunity to say I’m sorry, I love you, and goodbye.
Greetings Friends & Supporters,

The past year brought many reminders of the ways in which divisive conflict continues to permeate our world, our country, and our community; including adversarial court battles that no one wins, bullying harming our youth, workplace conflict costing time and resources, and vicious divorce tearing at the fabric of our families, leaving children in limbo.

It doesn’t have to be this way. In addition to building our community’s communication and conflict resolution skills, the WDRC provides a safe, confidential space, with the help of neutral mediators to hold space for conversations to move forward peacefully. **More and more community members are turning to us to help transform their conflict into productive outcomes.**

Within this Annual Report, you will find highlights of the impact of our work in 2015. These facts are important and at the same time, it’s the people, and their needs, that matter most. The story on the cover is a mediation that the WDRC had the privilege of providing this year.

This space, these moments in time – bringing people together to talk about their most intimate fears and hopes is what we do every day at the WDRC. At the heart of every parent, every young person, and every co-worker lies the need to be heard and the ability to problem solve when given the opportunity and the support.

We are able to create this space, at little or no cost to those we serve, because of community support. On page 6, you will find information about how you can contribute. **We ask that you join us in imagining peace in Whatcom County, so we can move forward to strengthen our community, together.**

Warm regards,

Moonwater
Executive Director

Andrew Olive
Board President

“We the WDRC embodies the spirit of Whatcom County—problem solving, cooperation, caring, and community.”

- Kelli Linville, Bellingham Mayor

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**2015 Numbers**

Thanks to community support, **100% of the services we provide are free or low cost.**

<table>
<thead>
<tr>
<th>People Served*</th>
<th>Mediation Participants</th>
<th>Youth Program Participants</th>
<th>Adult Workshop Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,252</td>
<td>897</td>
<td>896</td>
<td>1,668</td>
</tr>
</tbody>
</table>

*Number reflects each time a person is served, individuals may receive multiple services at the WDRC.
Our Vision

For Whatcom County to be a community in which people approach conflict in creative and healthy ways.

Our Mission

Provide and promote constructive and collaborative approaches to conflict through mediation, training, facilitation, and community education.

Our Values

Impartiality, accessibility, empowerment, collaboration, communication, and integrity.

Our Work

We offer conflict prevention and intervention services for businesses, organizations, individuals, and families.

Conflict Intervention

We all experience conflict. The WDRC provides interest-based, facilitative assistance through Mediation, Facilitation, Restorative Practices & Conflict Coaching, for a variety of cases, including: family, small claims, parent/teen, foreclosure, workplace, neighbor, and more.

Conflict Prevention

The WDRC builds the capacity of community members to better manage conflict when it arises, and to learn ways to minimize its occurrence. We offer adult & youth Conflict Resolution Education to build skills and reduce conflict.

Highlights

1. Awarded the 2015 Ken Gass Community Building Award by the Whatcom Family & Community Network.

2. Received City of Bellingham Housing & Community Development Grant to offer no-cost Parent/Teen Mediation Services.

3. Certified 4 volunteer professional mediators and admitted a cohort of 6 Mediation Practicum Program students.
Conflict Intervention

Mediation
Empowering clients to reach mutually beneficial, lasting solutions guided by a professionally trained mediator.

Restorative Practices
236 Whatcom County students participated in restorative practices.
“Our Partnership with WDRC allows us to work restoratively with students & staff.”
- Steve Morse, Bellingham Director of Teaching and Learning

Group Facilitation
“The WDRC helped us navigate uncharted waters & make the most of a challenging situation. They created an atmosphere that was safe, thoughtful, and engaging.”
- Local nonprofit board member

Conflict Coaching
394 community members received free confidential support to manage emotions and identify steps towards resolution.

Small Claims
49% of the Small Claims Court Trials resolved through mediation.

Foreclosure
64% of families avoided foreclosure and 44% retained their home.

Youth
“We needed a forum to calmly lay out our issues. We got that in Parent/Teen Mediation.”

Commercial
100% of workplace clients reported their mediators were fair and impartial.

Community
“The opportunity to open communication with my neighbor may result in us becoming friends.”

81% mediation cases reached resolution
62% mediation clients received further reduced fees
342 Mediation Cases
89% reported mediation improved communication with the other client.

“As the WDRC Family Case Manager, I see first-hand how Family Mediation empowers parents to move forward and build once-shattered communication. Increased need is exhausting County Court funds for low-income families each year. In 2015, court funding was depleted by July.”
- Cynthia Moore, Family Case Manager
Conflict Prevention

Adult Classes

Building skills to reduce conflict, communicate effectively, and resolve conflict peacefully.

Resources for Parents

“One of the most important things I learned from the seminar is to slow down and really listen to my kids about what they are going through.”

- Helping Children Through Family Changes Participant

Community Workshops

“Who would have thought that conflict resolution could be so much fun, thought provoking, and inspiring?”

- Understanding Conflict Participant

Workplace & Professional Mediation Trainings

“I have never been in a learning environment where every single person is so completely committed and present.”

- Professional Mediation Training Participant

79 Classes | 1,668 Participants

Empowering our young people to resolve conflict without violence and build healthy relationships.

Youth Classes

Juvenile Justice Workshops

75% of youth participants referred by the juvenile court reported that they learned ways of solving problems without hurting others.

School Workshops

“I learned how to act during conflict. Now I know the names of the feelings I’m going through when a conflict happens.”

- Healthy Choices for Girls Participant

63 Classes | 896 Participants

100% of our core youth services are free

“The WDRC provides a great resource to help kids manage themselves, develop empathy and understanding for others, gain greater insight, and begin to develop these crucial life skills. For time-strapped staff, this resource is invaluable.”

-Beth Bacon, Fairhaven Middle School Counselor
Help Whatcom County families face their most public, private, and pressing needs.

**Balance Sheet**

**Assets:** $256,070
- Checking/Savings: $210,622
- Accounts Receivable: $26,870
- Fixed Assets: $18,578

**Liabilities:** $9,917

**Equity:** $198,938
- Fund Balance: $192,639
- Net Assets: $6,768
- Net Income: $46,746

**Liabilities & Equity:** $256,070

In the past 5 years...
- Service Increased 195%
- Income Increased 80%

**Income**

- Contributions 20%
- Court Contracts 20%
- Grants 19%
- Foundations 8%
- Fees for Service 33%
- State 4%

**Strategic Plan Goals**

1. Provide comprehensive & exemplary services
2. Increase the scope & volume of clientele
3. Expand & diversify funding sources

**WDRC Mediation Services saved the Whatcom County Court System**

**$507,750**

**IMAGINE PEACE. JOIN THE WDRC GIVING CIRCLE**

- **$1000** Helps develop programming such as elder mediation & restorative justice
- **$500** Provides free school workshops throughout Whatcom County
- **$250** Helps a family facing foreclosure participate in the mediation process
- **$100** Ensures low-income community members have access to mediation
- **$50** Helps parents build skills to help their children manage family changes
- **$25** Helps neighbors take the first step towards resolution

Make a tax-deductible donation at whatcomdrc.org/donate, by mail, or in person

**Upcoming Events**
- Bocce Tournament, April 23
- Cribbage Tournament, Sept. 10
- Wander to Wander 1K, Sept. 11
- Peace Builder Awards Gala, Nov. 18
Find details at: whatcomdrc.org

**Fred Meyer Rewards & Amazon Smile**
Earn the WDRC donations at no cost to you. Link your Fred Meyer Card at: fredmeyer.com/communityrewards. Link your Amazon account at: smile.amazon.com

**In-Kind Donations**
We gratefully accept donations for our programs so we can focus our budget on providing services to those most in need. Find in-kind donation needs at: whatcomdrc.org/donate

“I support the WDRC because their mission is incredibly important—vital—to creating a peaceful, compassionate, and caring community. The work is creative and courageous. The staff is second to none. I’m so proud to be a part of this community. Please join me. Donate. Volunteer. Take a workshop. Refer a friend. Be a part of peace building.”

- Masa DeLara, WDRC Board Member
Thank you to all of our 2015 Financial & In-Kind Donors

Giving Circle Members

Legacy Leaders
$1000+
Marian & Graham Exall
Nancy & John Blume

N. & E. Eric Jackson
Phil Montgomery
Wendy & Jeff Robinson

Champions of Collaboration
$500-$999
Bruce & Cyndie Shepard
Carleton & Margaret Nathon
Carolyn & Dean Withrow
Frank & Mary Jane Chmelik
Jack & Cindy Louws
Janet Lightner
Joan Cervisi & Dave Thorngren
Mark & Julie Wiesner
Paula McCandless

Heralds of Harmony
$250-$499
Alicia & Walt Kochan
Alan & Barbara Gardner
Barbara Rofkar
Bette & Jerry Brownfield
Bill & Isie Radock

Major Donors & Grantors

Bob Wallin Insurance
Bocceom
Boundary Bay Brewery
City of Bellingham

Event Sponsors, In-Kind, and Other Donors

Lummi Indian Business Council
Samson Estates
Skipping Stone Foundation
The Mary Redman Foundation

The RiverStyx Foundation
Wander Brewing
Whatcom Community Foundation
Whatcom Family & Community Network

Special thanks to our 80 volunteers, who contributed 5,696 hours of service in 2015!

Mediators & Practitioners:

Mediators:
Pat Anderson, Kris Bundy, Jeanne Chadwick, Kaitlin Davis, Hope Dean, Mary Dumas, Rose Anne Featherston, Doug Fenton, Deborah Forgays, Gregg Gass, Kathy Hime, David Imburgia, John Kanov, Don Lotze, Howard Lowe, Leah Macaluso, K. Ann McCartney, Angus McLane, Moonwater, Cynthia Moore, Bill Paleck, Mark Polin, Calhan Ring, Vanessa Roebuck, Barbara Rofkar, Sheri Russell, Mary Wiesner, Emily Wilson, Irene Wysocki

Practitioners:

Friends of the WDRC
$25-$999
Abigail Stocker
Alissa Diaz
Any Camder
April & Jason Barker
Barbara Matilski & Jyoti Duwadi
Bliss Goldstein
Don & Julie Smolkin
Doran & Julie Smolkin
Diane Leigh
Heidi & Gerry Alford
Hurry Burwell
Jacie DeLaurelle
Jan Palmer
Janiece Reilly
Jean Marshall
Jill Seager & Paul Neel
Jim Sassen
John Reid
John & Leslie Parks
Karin Peterson
Kurla Hall
Kelley Dennman
Kristine Baker
Kulshan Brewing Company
LaDessa Croucher
LeAnna Osterman
Linda Ward
Lindsay & Keith Poynter
Lisa Osborne
Loren Addkins
Margo Hammond
Mark Ward
Mary Jo Maute
Masa DeLara
Matt Dowling
Nancy Bartlett
Nancy Joseph
Rusti Elefson
Steven Harper & Sue Parrot
Suzy & Joe Willhoft
Theresa Kingma
Tony Marston & Jen Stephens
Todd McGovern
Tom & Janet Boyan
Wyatt Stewart

Event Sponsors, In-Kind, and Other Donors

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A New Leaf
All Crepes
Acupuncture Health Center
Adventure News NW Magazine
Alan Lewis
All About Flowers
Allen SH Rockstocking
American Nettings & Fabric
Andrea Cavender
Andrea Cunningham
Amy & Andrew Olsen
Ann Hall
Arnie Willis
Astrid Sloan
Asian Brewing Company
Assistance Association
Baptist
Bayfield
Bailey's Bath House
Bank of the Pacific
Barclay's Kitchen
Barnaby & Judy Buchanan
Bayfair
Becca Taber
Bellingham Bells
Bellingham Bay
Bellingham Brewery
Bellingham Cloud Storage
Bellingham Fitness
Bellingham Police Assoc.
Bellingham Spine & Disc
Bellingham Theatre Guild
Best Western Inn
Beth & Victor Insia
Bill Lynch
Bill Speidel's Underground Tour
Bio Bug Pest Management
Birch Equipment
Blessings Salon & Spa
Blue Candy Mining
Bob Wallin Insurance
BP Corporation
Brett McCandlis
Burton Furnstrom Muford
Cam & Ron Fouty
Casa Que Pasa
Catherine Campbell
Catherine Forrest
Cathy Blazak
Cheri Hepok
Chicago
Chris Moore
Christian Colavaria
Christian Health Care Ctr.
Chuckanut Bay Distillery
Chuckanut Brewery
Ciao Thyme Cafe
Community Food Co-op
Cosmos Bistro
Creative Frog
Cresswell Boggs
Cynthia Moore
Daniel & Tony Ditarboro
Date & Paint
David & Linda Grant
David Gonzales
David Mapes
Diana Namba
Dianne Rappaport
Dock's Drive-in Restaurants
Donna Moore
Dorothy Martson
Eller beach
Ellen Warren
Emerald City Smoothie
Emily Wilson
EMP Museum
Esther Faber
Eteras Studios
Fabulous Healthy Hair
Fairhaven Bikes
Fairhaven Health LLC
Fairhaven Pizza
Fairhaven Village Inn
Faithlife
Faye Bartlett
Film is Truth
Fitness Evolution
Florence Simon
Flower Power Fundraising
Frank Frankfoort
Fringe
Garrick Plumbing LLC
George & Nancy Guerrero
Gil Holt
Gloria Gietl
Go Big Painting
GradyGee PLLC
Great Harvest Bread
Green House
Greg Singleton
Hampton Inn Bellingham
Healing Hands Massage
Heather & Richard Jefferson
Heather Flaherty
Heather Whittaker
Home 2 Suites by Hilton
Homeskillet
HUB International
Ideal
Iris Maute-Gibson
James Ross
Sashes Sassen
James Whisenhunt
Jason Nyhus
Jeanne & Gary Chadwick
Jenifer's Floral
Johnny's Donuts
Justen Farmer
Katlin Davis
Karim Petersen
Kathryn DeFilippo
Keely Leeck
Kevin Terpstra
Kendra & Chad Cristelli
Kerry Hoang
Kurt Pavia
Lacy Kemp
Lani Flannia
La Quinta Inns & Suites
Lake Padden Golf, LLC
Larson Gross
Launching Success
Learning Store
Law Office of Randy Doucet
Leah Vot
Lehman Tax
Lily Dittrich
Limless Law PLLC
Linda Stewart
Louis Auto Glass
LuLu's Wonderful Things
Lydia Place
Mallard Ice Cream
Man Pies
Mary Burchard
Margaret's Window Cleaning
Mangobianca
Marian Reddill
Marisa McGrath
Mary Ann Douglas
Mary Davis
Maryanne Hoffman
Marquises Wines
Matt Corey
Megan Wallstrom
Menchie's Frozen Yogurt
Mesos
Mick Jackson
Mil Krieger
Mindport Exhibits
Modsign
Mound Bay Bakerery
Mt Baker Planned Parenthood
Nancy & Rick Steele
Nancy & Vance Consulting
Norma Maahra
N. Bellingham Golf Course
NW Kennels
OMSI Museum
Onom. The Soap Bar
Overhead Door
Pacific Surveying & Engineering
Pam Brady
Pat Colton
Pediatric NRD & ST Therapy
People's Bank
Perstop
Philip Gaggero
Phillips 66
Phuong Tran
Pickford Film Center
Pojok Palace
Randy & Liz Doucet
Raphael James
Raymond Bower
Frederick Bower
Raymond DeMello
Renee Ingraham
Renee Kenady
Renee Naidoo
Rita Van Weerdhuizen
Richard Gordon
Rikka MacDonald
Robey Namba Law
Roger Jobs Moten
Ron Morehouse
Rosanne Fotheaner
Russell Whidbee
Saloni Nails & Salon
Sandalwood Salon
Sang Khalsa
Scoopworks
Sea Holly Beauty
Sea Home Car Wash
Sehome High School PTS
Share & Steinkamp
Shellmore & Ridge
Sherry Jablko
Shuttle & Spencer Willows
Silver Beach Educator Association
Whatcom Sports Commission
Siren Gelato
Skay Fisher
Skykar's Cafe
Skyline Elementary School
Smith & Just, P.S.
Something Different Salon
Stephanie Strow
Stevie Cam
Superfeet Worldwide LC
Targer Woods
Tariq Brun
Textile Clothing
The Bellingham Herald
The Bureau
The Kroger Co.
The Racket
Third Planet
Tina White
Trey Campbell
Vanessa Roebuck & Max Bronsme
Vernon Point
Virginia Tucker
Vt. Seafoods
Vital Climbing Gym
Vonnus's Purple Fin
V's Barbershop
Walk In Clinic
"We sincerely regret any omissions"
Westmorelane
Wppadyki Bar Assoc.
Whatcom Sports Commission
Windermere Management
WTPC
Yepperson's
Zucker's
Zuker's
Finding Forgiveness - A Restorative Justice Story

Ian is a quiet student, who has been teased in school. One day he lashed out–threatening to kill Lucas, a fellow student who he barely knew. The school made a safety plan, requiring a no contact order. These measures, while necessary, lacked closure and did not address the cause of Ian’s aggression. The principal called the WDRC to facilitate a Restorative Circle between the boys and their families.

Ian shared his memory of that day. His walled off demeanor slowly changed, emotions surfaced. We asked what he hoped would come from this meeting. He feared that people now saw him as a bad person. He just wanted respect.

Lucas’ parents shared their anger and vulnerability, having to drop off their son at school uncertain of his safety. Ian’s parents shared their shock at their son’s actions and steps they had taken to discipline and support Ian. Lucas shared his confusion and fear.

We asked Lucas what he needed to repair the harm. He asked for an apology. Ian made eye contact with Lucas and his parents for the first time. He sincerely apologized for the negative impacts of his threat. Lucas replied, “I forgive you.”

Adding to this powerful exchange was Lucas’ father. After entering the conversation carrying anger and judgment, he affirmed Ian’s wish. He told Ian that he believed he was a good person.

Restorative practices are vital to building the kind of community we need; one where we care for each other, and when someone is hurt it is addressed in a way that meets everyone’s needs, brings greater clarity to root issues, and the potential for stronger relationships.

- Emily Wilson, Youth Program Coordinator

70%
Drop in suspensions in the Bellingham School District in the past 5 years

“The impact of Restorative Practices in our schools is about more than just reducing suspensions and expulsions. It is about changing the culture in schools and teaching kids to solve problems collaboratively. We are moving away from discipline as punishment to discipline as a learning opportunity.”

- Steve Morse, Bellingham School District Director of Teaching & Learning