



NAFCM

NATIONAL ASSOCIATION FOR  
COMMUNITY MEDIATION



# ANNUAL REPORT



2023 Assembly

#Here2Hear

**The National Association for Community  
Mediation (NAFCM) is THE HUB for:**

- **Advancing the work**
  - **Aggregating the wisdom**
  - **Amplifying the voice**
- of community mediation *and* those we serve.**



## HISTORY

NAFCM emerged following discussions between a diverse group of conflict resolvers at the May 1993 National Conference on Peacemaking and Conflict Resolution in Portland, Oregon. These individuals noted that community mediation differed from other mediation models because of its clear focus on the community. In community mediation, the power for developing choices remains with those within the conflict. Community mediation is grounded in the foundational principles and processes as set forth in the 1964 Civil Rights Act, Section 10, the focus of which is: justice, peace co-creation, and engagement.

From this series of meetings, those gathered developed the 9 Hallmarks of Community Mediation. These were established based on both their experiences and education on what is needed to stay grounded in both the Civil Rights Act with the vision that community mediation is community mobilization.

NAFCM soon became the national organization of support for community mediation centers and the larger field of community mediation. NAFCM supports peacemakers by being the hub for advancing the work, aggregating the wisdom, and amplifying the voice of community mediators and those communities and individuals we serve. NAFCM's purpose, as a membership association, is to help these peacemakers to create brave spaces for the transformation of conflict into opportunities for engagement, choice development, and partnership amongst those involved in and impacted by the conflict.

Since NAFCM's beginnings, we have been the national voice for community mediation, creating opportunities to express our belief that mediative processes are based in the community, and that the self determination of every community enables community mediation centers to offer and engage with the conflict resolution processes which best meets their needs - dialogue, facilitation, restorative practice, training, education, conflict coaching, as well as mediation.

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## VISION

COMMUNITY MEDIATION LEADS TO COMMUNITY MOBILIZATION  
(BOTH INDIVIDUALLY AND COLLECTIVELY).

## MISSION

### AGGREGATE THE WISDOM

- Maintain an extensive virtual library of information and educational resources.
- Provide national directory and database for community mediation.
- Support research, program evaluation, and mediation theory development.
- Promote innovation and quality in community mediation.

### ADVANCE THE WORK

- Foster communication and mutual assistance among members.
- Recognize and celebrate volunteers in community mediation.
- Encourage and promote regional and national collaborative projects among community mediation programs.

### AMPLIFY THE VOICE

- Educate private and public funding sources about the experience, breadth, benefits, integrity, and applications of community mediation.
- Develop local and national community mediation leadership.
- Promote and encourage collaboration between community mediation programs and non-dispute resolution organizations at both the local and national level.

# THE NINE HALLMARKS OF COMMUNITY MEDIATION

1. A private non-profit or public agency or program thereof, with mediators, staff and governing/advisory board representative of the diversity of the community served.
2. The use of trained community volunteers as providers of mediation services; the practice of mediation is open to all.
3. Providing direct access to the public through self-referral and striving to reduce barriers to service including physical, linguistic, cultural, programmatic and economic.
4. Providing service to clients regardless of their ability to pay.
5. Providing service and hiring without discrimination on the basis of race, color, religion, gender, age, disabilities, national origin, marital status, personal appearance, general identity, sexual orientation, family responsibilities, matriculation, political affiliation, source of income.
6. Providing a forum for dispute resolution at the earliest stage of conflict.
7. Providing an alternative to the judicial system at any stage of a conflict.
8. Initiating, facilitating and educating for collaborative community relationships to effect positive systemic change.
9. Engaging in public awareness and educational activities about the values and practices of mediation.



## MESSAGE FROM BOARD PRESIDENT

Dear Members, Supporters and Partners,

Thank you for all you are doing locally to create opportunities for connection, justice and peace. And thank you for supporting our shared national efforts as members and as donors of your time and treasure.

As we head into the last few months of 2023, we are taking this moment to celebrate our wonderful, extraordinary, and compassionate community which is NAFCM. When we are here to hear, we invite community mediation to be community mobilization. Together we continue the march towards a more co-creative tomorrow and know that because of you, we are, and we hope because we are, we helped you continue your evolution of becoming the best you.

Wonder-filled

We continued, with the support of the JAMS Foundation, to offer Zoom licenses to program members. These licenses have allowed for centers to host a total of 20,709 meetings totaling 12,569,426 minutes and involving 138,770 participants. This enabled community members to access service without the barriers of transportation, child care, and significant time off from their jobs. This also allowed volunteers to serve as mediators.

We also continued our efforts, with our funder and partner JAMS Foundation, to help communities develop sustainable responses to issues of health and environmental inequities as well as work with selected communities re-imagining community safety.

Extraordinary

We continued our efforts with our partner Living Room Conversations to develop the School and Community Toolbox. This toolbox is being co-created with member centers. And thanks to a small grant from our partner Listen First we were able to beta test the tools in both a rural and an urban school district.

Compassionate

We were able to expand our efforts, with our partner Mediators Beyond Borders International and the TRUST Network and in partnership with local communities, to develop emerging community centers who could serve as a facilitator for peace co-creation, social justice and cohesion.

## #Here2Hear

In this year alone we were able to support the development of such centers in California, Florida, Louisiana, Ohio, Minnesota, and South Carolina. We also resourced focused efforts on de-escalation and social cohesion through NAFCM members in Arizona, California, Georgia, Minnesota, Oregon, and North Carolina.

We are because of you! And because of you, we

- are able to maintain our virtual library, filled with essential resources and research to help both student and practitioner alike advance their skill set.
- are able to offer our monthly webinar series of learning as well as our monthly community forums for open discussion on a variety of topics. Both have helped connection, reflection and action in areas such as voting, mental health, equity, funding, and de-escalation of violence.
- are now capturing by video community mediation moments from our centers highlighting their work and impact. We're also starting a podcast to expand the reach of all the vital voices in our field.
- worked to support a budget increase for the national Community Relations Services and give voice to the effort to develop federal initiatives on de-escalation training and building civic bridges.
- have been able to support the work of our institutional partners, explore usage of coaching by community mediation centers (Temple University), facilitate the discovery of a community mediation's origin story (Kennesaw State University); offer a master's certificate in Contemporary Conflict Resolution (George Mason University) and a specialized internship opportunity with Grinnell College.
- were able to direct a total of \$196,000.00 for direct investment within local communities.

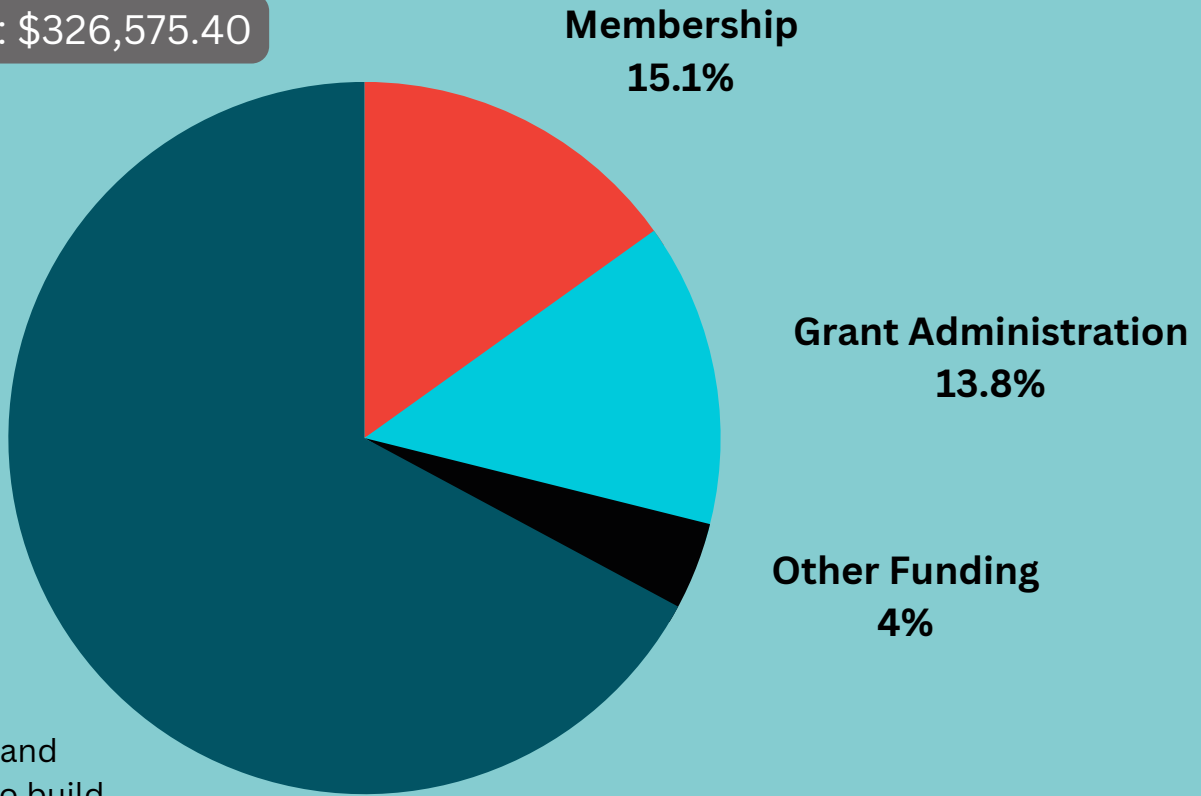
We would not be here to hear what your needs are and how you want to help create opportunities for engagement, without you. From school boards to court rooms, from street corners to farm stands we, you, us, are needed to continue the march towards justice.

Thank you.

On behalf of the Board of Directors and the team, we thank you for continuing to allow NAFCM to help you and those around you live in a more just world and in peace-filled communities. We are all able to evolve to our better and stronger selves when we recognize and engage with each other's humanity- a goal of community mediation/mobilization.

# FINANCIAL REPORT

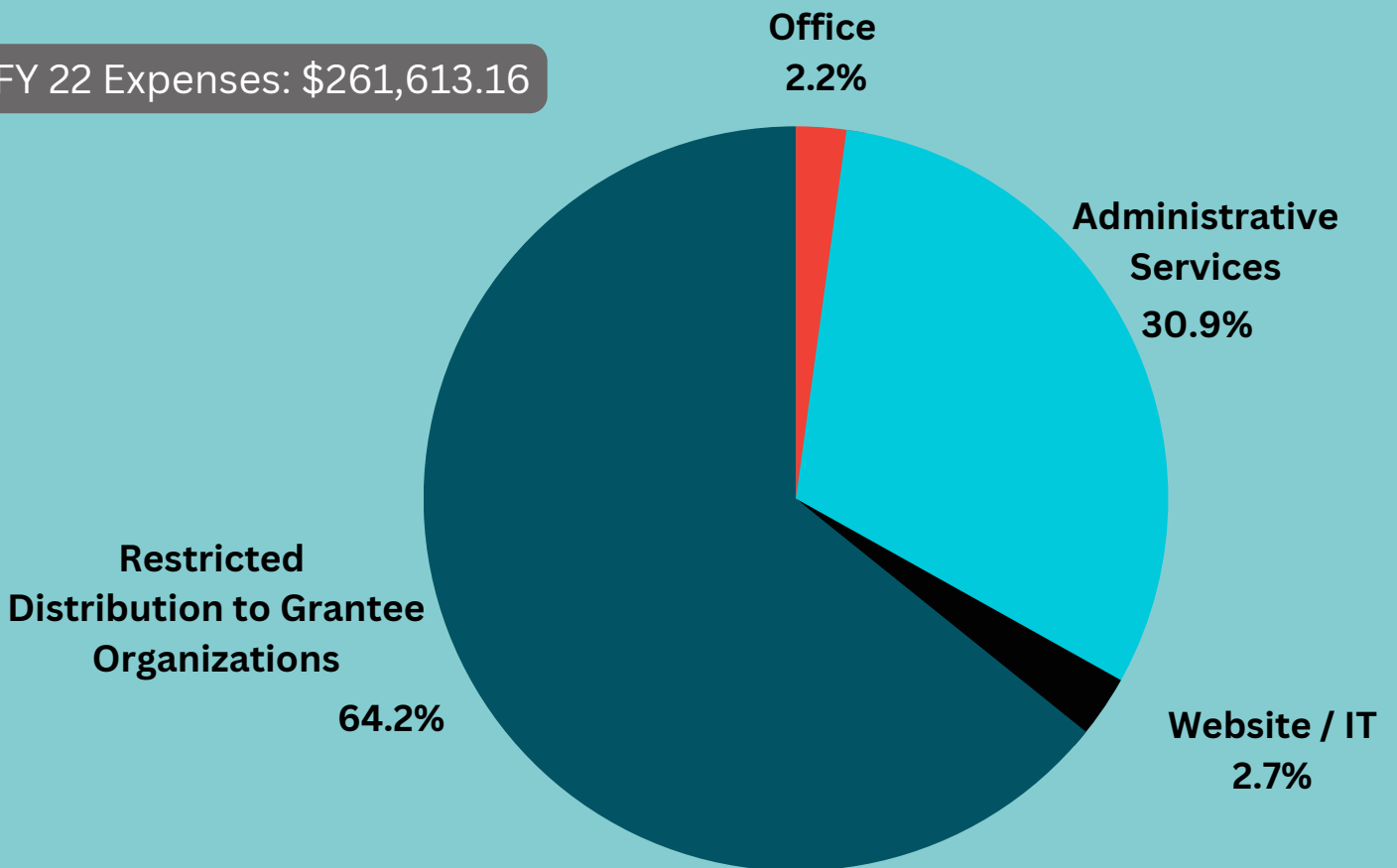
FY 22 Revenue: \$326,575.40



**Restricted Funds \***  
**67.2%**

\*Stewarding funds and resources to centers to build their work/capacity.

FY 22 Expenses: \$261,613.16



**Restricted Distribution to Grantee Organizations**  
**64.2%**

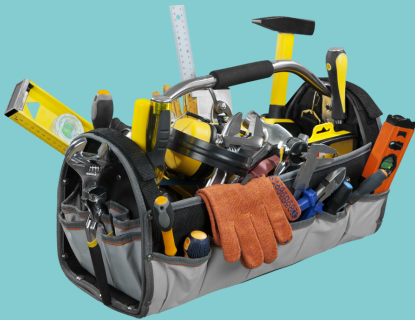
**Website / IT**  
**2.7%**



We Aggregate the Wisdom



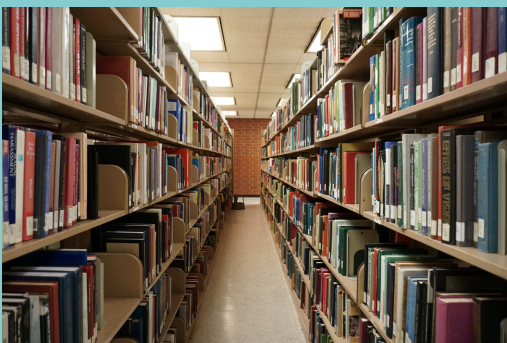
Develop a toolbox, with our partner Living Room Conversations, to enable centers to help school communities have constructive conversations about education



Mentoring Emerging Centers around the country as they build their footprints began with start-up support from the TRUST Network and the Packard Family Foundation



Revamp the NAFCM Virtual Library to better provide a wealth of resources for community mediators



Collaborated with Temple University to support the study of Impact Coaching and Kennesaw State University to study the origins of the Community Mediation

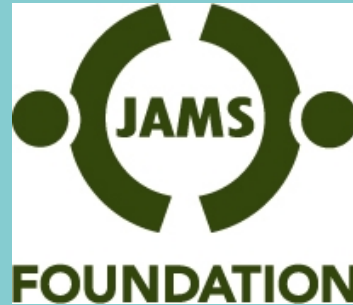


# #Here2Hear



We Advance the Work

Administer JAMS Foundation funds to provide Zoom licenses to widen community mediation centers' reach and accessibility



Partner with ACR on conference offerings focused on community Restorative Justice

Host "Big Tuesday" Convenings and Webinars to enable community mediators to learn from and support each other in tackling emerging issues such as evictions and community safety



Co-Created and now support the new Conflict Practitioner's Certificate: Conflict Revolution, at George Mason University

We Amplify the Voices



Support congressional efforts to provide a budget increase for the Community Relations Service of the Department of Justice, as well as shaping the Law Enforcement and De-Escalation Training Act of 2022

Continued core support for the TRUST Network with co-leading partner MBI and UMass Boston, to mitigate political violence and build social cohesion



Raised the awareness about voter suppression and nonviolence initiatives by partner with Black Women for Positive Change, and Alliance for Peacebuilding

Increased opportunities with listening and dialogue efforts with NCDD, Listen First, and Moms Demand Action





# Contact Us



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Serving as the hub for the community mediation movement initiated by the 1964 Civil Rights Act, Part X, the National Association for Community Mediation (NAFCM) is here for all those who seek justice, social cohesion and peace. Come join NAFCM, influence funding and policy, and be:

- bathed in opportunities to listen to others in order to impact your work which strengthening opportunities that will further expand all those who experience justice!
- empowered to facilitate the possibility of positive peace within your communities!
- connected through a multitude of on-line platforms and experience the support and cohesion of being part of the NAFCM family!
- part of the community mediation movement and experience of the abundance of being part of a community that knows we are only as amazing as all those who make up the we- like you!