



MEDIATION SERVICES

A Community Resource for Conflict Resolution Inc.

Annual Report 2005/06

June 19, 2006

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Mission Statement

Mediation Services is a non-profit organization that promotes peace and restorative justice within the community. Through third party intervention and education people are empowered to resolve conflicts using non-violent conflict resolution processes.



Contact Information

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Program Co-Ordinator's Message

INTERACTION 2006 - what a magnificent event! For three and a half days (June 7 - 10/06) this conference on conflict resolution provided our community with an opportunity to celebrate a message of practical peacemaking. Over 500 delegates came from all over Canada, the U.S. and elsewhere to listen, dialogue and consider how peace might be cultivated in our various worlds.

Interaction 2006 presented the community with a constructive way to look at conflict. We are a people that every day are confronted through the various media with a view of our world that emphasizes hate, aggression, war making, feeds on our fears and would have us believe that violence is our only option.

Like a breath of fresh air this conference came into our community and presented a different view of our world. A view that showed us that there are so many other alternatives to violence. What is more, it demonstrated that these alternatives work - in our classroom; in our hospitals; in our families; in our workplaces and in our faith communities. Difficult societal problems were discussed and yet, even here, possibilities for resolution were identified.

Nowhere was this more evident than in Graham Snyder's plenary presentation entitled *The Power of Apology and the Power of Forgiveness*. His son, Dan Snyder, died as a result of an auto accident. The car was driven by Dany Heatley an NHL teammate. As he described the family response to this devastating loss it became clear that their dignity, support and forgiveness were blessings for Danny Heatley. The Snyder family has also demonstrated to us all the power of peace and reflect in their choices those familiar words of Paul - "There are in the end three things that last: faith, hope and love, and the greatest of these is love" (1 Cor. 13:4-13).

After 11 years with Mediation Services I will be leaving the position of Program Coordinator. This, then, will be my last annual report. When the conference was over and I reflected on my experience, I concluded that this was a fine way to complete my work at Mediation Services. If I have learned anything here I have learned that there are always options; that working for right relationships amongst us always pays off; and that even in the worst conflict there is always hope. The material presented by the various programs of Mediation Services in the body of this report justify these propositions and this hope. It has been a rich and rewarding experience and I want to thank all of you for reaffirming for me the primacy of love.

G. Barrett



2006-2007 Budget

April 1, 2006- March 31, 2007

Ordinary Income/Expense

Income	
City of Winnipeg	5,000.00
Community fees	1,000.00
Cornerstone Counseling	8,530.00
Dept. of Justice	246,271.00
Donations/Memberships	13,000.00
Fundraising Revenue	2,000.00
Interest Income	250.00
LFCC Income	10,000.00
MCCM Grant	8,333.35
Parking Recovery	2,800.00
Room Rental	10,000.00
Staff Recovery	1,100.00
Training	
Contract Training	179,046.00
In-House Training	240,000.00
Training - Other	17,537.00
Training Manuals	<u>23,417.00</u>
Total Training	460,000.00
United Way Grant	130,050.00
Winnipeg Joint Chairs	41,294.00
Workplace	<u>15,000.00</u>
Total Income	954,628.35

Expense

AGM expense	500.00
Associate Fees - Contract Train	144,000.00
Associate Fees - In House Train	70,000.00
Bank Service Charge	300.00
Board Development	600.00
Community expense	500.00
Conferences	6,015.00
Court expense	1,200.00
Dues and Subscriptions	4,000.00
Equipment - Purchase	3,500.00
Equipment - Repairs	4,000.00
Fundraising expense	3,200.00
Hospitality	400.00
Insurance	4,000.00
LFCC Expense	2,000.00
Library	250.00
Maintenance & Cleaning	10,000.00
Networking	1,000.00
Office Supplies	4,000.00
Outreach	1,000.00
Participant Parking	3,000.00
Postage	5,000.00
Professional fees	3,500.00
Promotion/Advertising	7,000.00
Rent	141,795.18
Research & Development - Train	9,000.00
Salaries	447,493.00
Staff Development	2,000.00
Telephone	15,000.00
Training expense - Contract	16,000.00
Training expense - In House	20,000.00
Volunteer Development	1,500.00
VS Placement Stipends	10,860.00
Wpg Joint Chairs	<u>38,158.00</u>
Total Expense	980,771.18

Net Ordinary Income -26,142.83

Net Income -26,142.83

Auditor's Report

Copies of the complete Annual Audit Report are available upon request.



THE EXCHANGE

chartered accountants LLP

AUDITORS' REPORT

To the Members of Mediation Services (A Community Resource for Co

We have audited the statement of financial position of Mediation Service Resolution Inc., as at March 31, 2006 and the statements of operations, year then ended. These financial statements are the responsibility of the responsibility is to express an opinion on these financial statements base

Except as explained in the following paragraph, we conducted our audit accepted auditing standards. Those standards require that we plan and assurance whether the financial statements are free of material misstatement basis, evidence supporting the amounts and disclosures in the financial the accounting principles used and significant estimates made by management financial statement presentation.

In common with many charitable organizations, Mediation Services derive the completeness of which is not susceptible of satisfactory audit verification revenues was limited to the amounts recorded in the records of the organization whether any adjustments might be necessary to revenue, excess of revenues assets.

In our opinion, except for the effect of adjustments, if any, which we might been able to satisfy ourselves concerning the completeness of the revenues

Victim Offender Program

This year has been more transitional than some with Dorothy Barg-Neufeld leaving the program and Kelly Jones taking a maternity leave. Kathleen Mico joined the team as a caseworker/administrative assistant and Megan Bowman, a former volunteer with our organization, is doing casework on a one-year contract. The Safe Justice Program, in which we were a partner, also ended this year when funding was not renewed. We participated in all steering committee meetings and are working to maintain options for continuing to provide service to people in incidents of severe crime. Through all the changes we accepted 576 cases from the Crown Attorney's Office, an increase of 50 cases over last year.

We continue to maintain our commitment to safe, respectful and restorative justice through bi-weekly caseworker meetings for skill development and case consultation. Staff have also attended workshops on various topics including Fetal Alcohol Spectrum Disability, Addictions, Domestic Violence Awareness and Victim Companions. This year we introduced an evaluation survey to be completed by people who have used our service. The feedback that we receive will hold us more accountable and help us to change and grow to better meet the needs of program participants.

With the addition of the Restorative Action for Youth (RAY) program last year we began to offer three main processes for people who use the Victim-Offender program. In addition, we sometimes design specialized processes to fit particular situations and needs. This year we are reporting separate outcome statistics for each process.

Staff members delivered a mediation presentation to the Manitoba Association of Family Violence Workers. We hosted a joint workshop on "Fairness in Mediation" with the workers from Onashowewin and continue to liaise with Manitoba Justice and Onashowewin to assess youth referrals. Staff also assisted the Volunteer Coordinator with the training of new volunteers and members of Youth Justice Committees in the fall of 2005. Our office also provided learning experiences to two practicum students, one from the Conflict Resolution Program at Menno Simons College and another from the Applied Counselling Program at Red River College. One of those students stayed on as a volunteer. In collaboration with the Training Program, we shared our expertise with four other restorative-minded programs:

- Mediation/Conferencing Training, Iqaluit, Nunavut - April 2005

- Mediation Level One and Two Training, Thompson, Manitoba - Nov. 2005

- Mediation/Conferencing Training, Rankin Inlet, Nunavut - January 2006

- Mediation/Conferencing Training, Kingait, Nunavut - February 2006

All these connections bring mutual opportunities to learn, to enrich our ability to work and to understand different cultures and processes.

Chris Freeman

Restitution

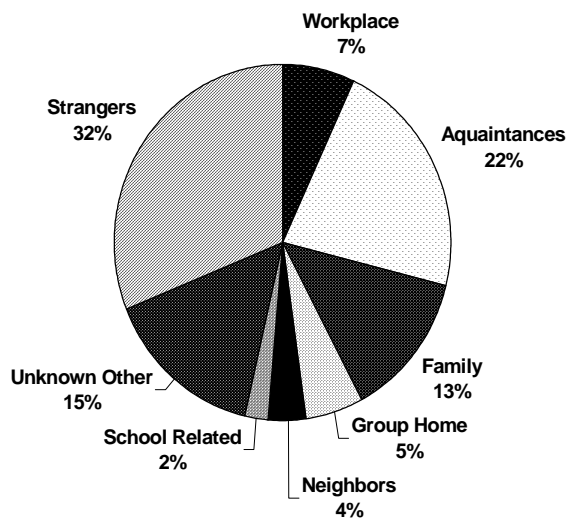
Restitution Paid to Victims : \$40,513.50

We often think of restitution in solely monetary terms. In Victim-Offender Mediation/Conferencing, emotional restitution is also frequently an outcome. This can be tremendously healing for everyone involved. Emotional restitution may be a sincere apology, having answers to questions, or may simply be the process of a human interaction where people are truly listening to each other.

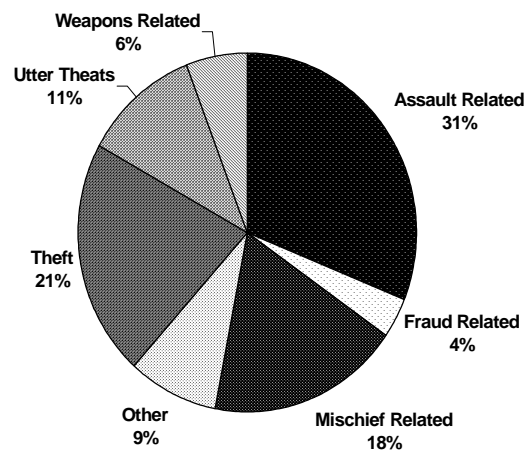
Intake Statistics

For the period of April 1, 2005 - March 31, 2006

Relationship Statistics of Victim-Offender Cases



Offence Statistics



Total Referrals

Adult Diversion	227
Adult Post Plea	2
Adult Pre-Charge	121
Youth Diversion	87
Youth Pre-Charge	139
Total Referrals	576

Victim Offender Program

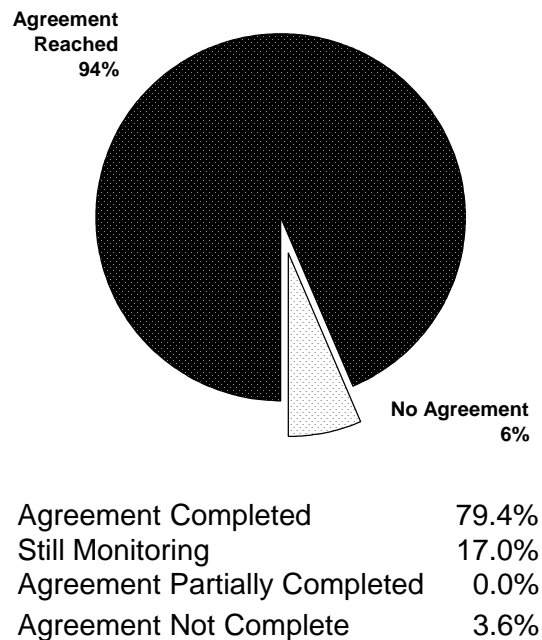
Resolution Statistics

For the period of April 1, 2005 - March 31, 2006

Outcome by Process

<u>Mediation</u>	<u>90</u>
Agreement Complete	60
Still Monitoring/In Progress	23
Partial Completion	0
Agreement Not Complete	3
No Agreement	4
<u>Conciliation</u>	<u>114</u>
Agreement Complete	104
Still Monitoring/In Progress	2
Partial Completion	0
Agreement Not Complete	2
No Agreement	6
<u>RAY</u>	<u>42</u>
Agreement Complete	15
Still Monitoring/In Progress	21
Partial Completion	0
Agreement Not Complete	4
No Agreement	2

Total Intervention Outcomes



Agreement Completed	79.4%
Still Monitoring	17.0%
Agreement Partially Completed	0.0%
Agreement Not Complete	3.6%

Amaat Katimajjit Iqaluit Restorative Justice Society- Iqaluit, Nunavut

Over the years, Mediation Services in Winnipeg has been privileged to connect with persons in other communities and cultures. We are grateful for these opportunities to expand our learning and grow together in the work of conflict transformation.

In November 2003, Mediation Services was invited by the Amaat-Katimajjit Restorative Justice Society in Iqaluit, Nunavut to deliver a one-week mediation and conferencing training. The training was very interactive, and we worked with simultaneous interpretation with a diverse group of people - Inuit and non-Inuit. Following the training, the Society secured some funding, and began to offer "Elders Panels" and mediation for referrals from the Crown Attorney's office.

While the November training had been well received, there was an acknowledgement that any further mediation training needed to connect more specifically to the Nunavut context. The Board of Amaat Katimajjit wanted to develop a core of volunteers who were likely to stay in Iqaluit and who were working from the value base of Inuit Qaujimajatuqangit (Northern IQ). (Northern IQ has been defined by the Government of Nunavut IQ Task Force as "The Inuit way of doing things: the past, present and future knowledge, experience and values of Inuit Society").

There were two training objectives that grew out of this desire to act in accordance with IQ principles. Firstly, we were asked to deliver a training in the oral tradition. This meant no paper, no flipcharts and no overheads. Secondly, they wanted the training to be highly elicitive. The focus would be to have elders and other participants express their ideas and share their knowledge. The group would then explore mediation and Elder's Panel meetings in order to develop processes that would be specific to their needs, cultural values and traditions.

In March 2005, two facilitators from Mediation Services spent three days meeting with members of Amaat Katimajit so that they could educate us about the requirements for the training they hoped for. The Board had taken the "What We Believe" section from the MS training manual and had compared them to IQ principles and had found them to be very comparable. Together we designed a training that could be delivered orally, and would allow for a great deal of input from the participants. Key members of the Society and some local people familiar with mediation and Elder's Panels agreed to assist with the facilitation of this training, and to assist with demonstrations and coaching for the role-play skill practice sessions.

In April 2005, the mediation training convened in Iqaluit with 23 people attending. Most participants were residents of Iqaluit, but some had come from various smaller communities in Nunavut. We were especially privileged to have a group of elders in the training who were instrumental in sharing their knowledge with the larger group. The Justice Specialists who are responsible for arranging alternatives to the court system were also well represented.

The Board decided to film the training with two purposes in mind. They wanted to create a video that would explain mediation and Elder's panels to people in Nunavut. The perception was that although this was a traditional method for dealing with crime, it was no longer known or familiar as an alternative to court. In addition, they were hoping to create footage that could be used as an aid in training new mediators.

It was a new experience for the Mediation Services' facilitators to have the dynamics of both simultaneous translation and a film crew in a training. Interestingly, these elements provided us with a unique insight into Inuit culture, and became more of a bridge than a barrier to learning.

This training experience has been a valuable experience for us at Mediation Services. We came away with an expanded world view, some new understanding of Northern IQ, and a great deal of respect for the patience and wisdom of the workshop participants.

Mediation Services has been fortunate to continue the relationship with Amaat Katimajit. In July, the Coordinator of the program in Iqaluit spent one week in Winnipeg shadowing caseworkers, and meeting staff from other restorative justice programs. While the communities of Winnipeg and Iqaluit may seem far apart, the learning we have experienced together continues to grow and lessen the distance.

Dorothy Barg Neufeld

Training Program

Mediation Services has over 20 experienced contract trainers and coaches who provide trainings for our in-house program and to a wide range of organizations in our contract program. Thank you to all of our Associates for their hard work and dedication to Mediation Services and the field of Conflict Resolution. We look forward to another year of working together!

We are happy to announce that a power point system has been installed in our training facility. Thank you to *Facilitated Solutions* for this generous donation!

Contract Training

195 days of contract training

In House Training

91 days of in house training

713 participants involved

Certificate Program

This year there were 32 graduates from our certificate program:

Mediation Skills specialization - 11

Organizational Leadership specialization - 5

General Certificate for Conflict Resolution - 16

Congratulations Everyone!



Myrna Bouvette receives her certificate from David Falk.

New Courses

Introduction to Workplace Mediation

Offered as part of the Mediation Specialization stream, this course offers a dynamic new model to deal with workplace conflict.

Financial Results

Revenue: exceeded budget by \$50,000

Surplus Training Revenue assists in the funding of other Mediation Services' programs.

Subsidizations to the Community: \$11,000

EMERGE partnership

Recently, Mediation Services had the opportunity to partner with the *Emerge* Program. *Emerge* is a youth employment initiative that works to empower youth facing barriers to employment. The youth receive minimum wage and have four day weeks consisting of a pre-structured 3 days on job placement and one day in skill building workshops. Two participants from the program participated in a number of our trainings for their workshop component. The following is a quote from one of the organizers of *Emerge*.

"I would just like to say how much I have APPRECIATED Mediation Services support of our work experience participants. You have really gone the extra distance to support youth in the community and people who have an incredible amount to give but don't have the financial resources to cover the training."

Charlene Guenter

Community Program

2005/06- Reaching our Community

This year has been a flurry of activity. In the previous year I was often quoted as saying “*I’ll have so much more time next year, as I will no longer be learning the system and processes!*” which was met with more than a few wry smiles. Well, there was no shortage of work! And why would there be? Conflict is a normal part of life, and we can all find better ways to deal with that conflict! And for many, what better way is there than to call **Mediation Services: a Community Resource for Conflict Resolution?**

And the calls have come in. We changed some of our reporting processes so, the number of referrals appear lower, however we invested more time with these referrals. We still receive a large volume of calls referred by the City of Winnipeg: often these are people entrenched in a protracted conflict with their neighbour, with little incentive to move from their position and looking for an enforcement agency. Although many of these calls do not go to mediation, and many of those that do are not fully resolved, we still provide an important service. We help people identify their options and provide a listening ear. Both of these services are invaluable in de-escalating destructive conflict. This is a statistic you cannot measure. How many of these callers received a service that prevented them from going next door and dealing with the conflict in a violent manner?

We continue to grow our relationships with *The Winnipeg Police Service, Winnipeg Child and Family Services* (we look forward to connecting with the Aboriginal transfer agencies), and many of the school divisions. Our referrals from these agencies increased over the past year. The Community cases we have worked on in 2005-06 seemed to be more complex, and often involved a larger number of participants. The participants have had some very positive outcomes in many of these cases, reinforcing that what we do is an alternative that works.

Internally, we started the year off by introducing a streamlined community paperwork process to staff, as well as reviewing existing protocols. After a long and insightful process, our new general brochure was launched in October 2005. Having an electronic copy of the intake application and brochure on our website has reduced labour and made us more accessible to our community outside of office hours. We also revamped our display board (used for public events) in time for Law Day, and added additional signage to the 3rd floor entrances to make us easier to locate.

PowerPoint. Firstly, we put our Community presentation into PowerPoint and it was very well received. This cuts down on preparation time immensely, looking for overheads, and modifying the presentation to the group. Now, this can be done in a few seconds with a click of a button by hiding slides. Also, it makes it easier for volunteers to give community presentations. Before, the task seemed daunting and too overwhelming. More importantly, we have had positive feedback from our audiences: our presentations are now more dynamic, easier to follow, and have an increased perception of professionalism. The second component was the hardware. Through the generous donation of Facilitated Solutions, we sourced and had installed a projector and audio system for our training room. Although primarily for the Training Program, this system has been utilized by community groups using our space, for staff and volunteer trainings, and for special events. Of course, there have been a few glitches as we raced to catch up to the technology. The feedback from our trainers, participants and community has been overwhelmingly positive.

In retrospect, this year has had a focus on using different forms of media to reach out to our community. Feedback from our Board and community has encouraged us to find ways to increase our profile in the community, so this year has laid important groundwork.

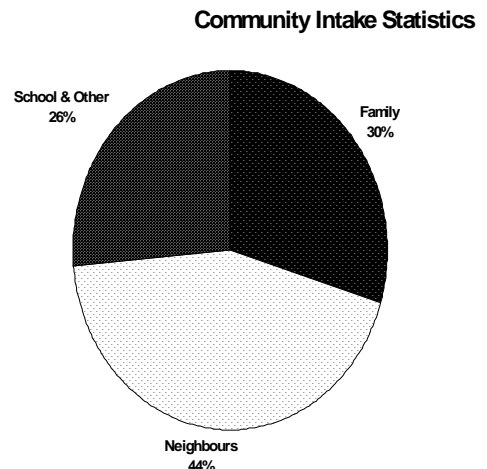
Wendy Bonnie

Intake Statistics

For the period of April 1, 2005-March 31, 2006

Over 400 hours dedicated to being there for our Community

Referrals 117/ 310+ hours
Presentations 31 / 75+ hours
Telephone Inquiries/consultations 115 /25+ hours



Case Story

George was living with his sister Sara (not their real names) and her husband. In the past year George's wife had died and he lost his business and essentially, everything. George's diabetes had progressed to the point that he was scheduled for an amputation. Two weeks before the surgery George and Sara got into an argument over shovelling the snow. Things escalated and Sara wanted George out – immediately. Mediation Services was called in to negotiate George's leaving. Sara was at the end of her rope and George was in crisis. He had very little financial resources and no where to go.

We met with the whole family (including children/ nieces and nephews) over one weekend in a series of separate interviews. Everyone agreed to try mediation, but their perceptions of the critical incidents were very different and the impacts seemed to be high for all involved. An interim agreement was conciliated (coming to an agreement without a face-to-face meeting) whereby Sara agreed not to make George leave before the mediation took place the following week.

Predictably, emotions ran high at the mediation. People shared their hurt, their disappointment and their perceptions. Some new understandings were gained. These understandings helped to get what was at the root of the 'snow shovelling' argument- a series of miscommunications. Further discussion revealed what was behind Sara's position: fear about George's condition, fear of being 'stuck' caring for him indefinitely.

George and Sara were able to get past their fears and hurt and reconnect with and support each other. Sara offered to be there for George during and after surgery, which she did. This mediation held important learnings for both the participants and the mediators. The events happened to an 'average' family. They were 'normal' by socio-economic and other main stream cultural indicators. Here was a prime example of how a little spark caused a raging fire. It was an unforgettable experience, and both participants and mediators were thankful that these processes exist and that Mediation Services was there to respond.



Staffing

Mediation Services is grateful for the tremendous gifts, skills and commitment that Staff bring to their work. The Staff and Board participated in two half day sessions held on Saturday mornings to discuss the values of Mediation Services. Thanks to Karen Ridd who helped facilitate these sessions.

In September 2005 we said goodbye to our long standing (19 years) and valued colleague Dorothy Barg Neufeld. Kelly Jones began a one-year parental leave in April 2006. We also welcome the new staff that joined us this past year:

- Wendy Kroeker, Contract Training Coordinator
- Val Pankratz, Training Support
- Megan Bowman, Caseworker

Practicum Placements

Practicum placements provide an ideal avenue for Mediation Services' Staff and Volunteers to articulate methods of practice and to respond to questions and insights brought forward by students with inquiring minds. These opportunities for dialogue assist all of us as we grow in our understanding of restorative justice theory and practice. This was the second year we were able to host an international student from the Arthur V. Mauro Centre for Peace and Justice at the University of Manitoba.

Mediation Services provided learning opportunities for the following students:

- Chris Cunningham, Arthur V. Mauro Centre, University of Manitoba
- Kathy Downs, RRCC Applied Counselling
- Kate Ball, Menno Simons College

Charlene Guenter

Volunteers

Over the last year volunteers have contributed approximately **1700 hours** of service with Mediation Services. The participation and commitment of our volunteers is overwhelming! Thank you to all those who have so enthusiastically participated in Mediation Services' goal of promoting peace and conflict resolution in our community.

Victim Offender Mediation Training

A Victim/Offender Mediation and Conferencing Training (VOM) was held at Mediation Services between September 21-November 9, 2005. The training was an excellent platform for providing in-depth training to a diverse group of 13 community members, with a wide variety of experiences. We were pleased to have a number of Winnipeg Youth Justice Committee volunteers participate in the training.

The training ran for 7 evenings, 3.5 hours each time. The content of the training included such topics as:

- How to deal with crime in our community
- The difference between retributive and restorative ways of responding to conflict
- Victim Sensitivity
- Offender Sensitivity
- A mediation model focussing on critical skills such as restating, summarizing and using open ended questions
- Mediator bias and case assessment

Throughout the training, participants were actively practicing the material using case studies and role plays. The training was delivered by experienced Associates Trainers, Staff and Volunteers from Mediation Services that coached the participants and gave them feedback on their progress. Likewise, each training session ended in the opportunity for participants to give feedback to the trainers. This feedback was very helpful in providing useful insights that will strengthen the training in the future.

Volunteer Feedback Meetings

Throughout the fall of 2005 we hosted noon hour feedback sessions with volunteers for the purpose of collecting volunteer comments regarding ways to improve our volunteer program. Volunteers provided us with excellent suggestions and we have been working hard at implementing these ideas. This includes updating our volunteer handbook, restructuring information sharing, and offering professional development in both the evening and daytime.

The following Professional Development sessions were held through the year:

- Restorative Action for Youth Feedback Session
- Restorative Action for Youth Process Overview
- Victim Companions Information Session
- Children's advocate Information Session
- Addictions Foundation of Manitoba, Methamphetamines Information Session

Day of Caring

The Mediation Services Volunteer Appreciation Event was a lovely event and an excellent opportunity for the organization to express appreciation to all of our volunteers. Staff, volunteers and their families had an opportunity to enjoy each other's company and great food.

We would like to thank both the **United Way** and **Alitra** staff for making this spectacular event and providing such delicious food. The volunteer assistance we received through the **United Way Day of Caring Program** made a tremendous difference at this special event. **Alitra** staff were an incredible help with all aspects of the event from planning to leading children's activities and party clean-up.

Janine Hogue Sansregret

Organizational Listing

Staff

Jacqueline Anderson
Dorothy Barg Neufeld
Greg Barrett
Wendy Bonnie
Megan Bowman
Marg Fisher
Chris Freeman
Charlene Guenter
Micheal Handler
Janine Hogue Sansregret
Kelly Jones
Veronica Joseph
Wendy Kroeker
Kathleen Mico
Val Pankratz
Janet P. Schmidt

Board

Past Chair: Shelagh Marchenski
Chair: Neil Cohen
Treasurer: Collin Legall
Secretary: Amber McBurney

Directors: Lawrie Cherniack
Heather Erhardt
Brad Favel
Richard Kennett
Pat Lecuyer
James Loewen
Loraine MacKenzie Shepherd
Evasio Murenzi
John Schlamp

Volunteers

Dehab Afewerki Isaac
Dorothy Barg Neufeld
Erina Barrett
Megan Bowman
Dan Bradshaw
Christine Braun
Giuseppi Caligiuri
Paul Carrick
Adrian Challis
Bob Chamberlain
Anselm Clarke
Johanna Denesiuk
Kathy Downs
Michelle Dueck
Rudy Dueck
Geoff Dueck Thiessen
Dave Dyck
Carl Enns
Madeleine Enns
Prudence Etkin
David Falk
Laurie Fisher
Gord Flaten
Laura Funk
Julie Gervino
Lou Gervino
Susan Gibson
Ken Grove
Judith Hayes
Sue Hemphill
John Hutton
Brandi Ives
Robin Kogan
Sandy Koop Harder
Thérèse Lajeunesse
Phil Lancaster

Matthew Lawrence
Pat Hirst
Isabelle Lewis
Andrea Marchylo
Michelle McDonald
Margaret McKenty
Lorna Monkman
Cathy Morris
Ray Mousseau
Richard Mulholland
Maggie Nighswander
Anu Osborne
Louise Pelletier
Dawn Rodgers
Jana Samolesky
Jan Schmidt
Rick Schmidt
Lyris Short-Goetzke
Hernán Silva
Ernie Smith
Brett Takeuchi
Darlene Tcholewski
Beatrice Watson
Erika Wiebe

Organizational Listing

Members

Patricia Allen
Harold & Dorothy Barg Neufeld
Erina Barrett
Greg Barrett
Lori Barrett
Wendy Bonnie & Ken McLeod
Shannon Breckman
Rachel Charette
Ramragee Chattoo
Lawrie Cherniack
Neil Cohen
John Derksen
David Dyck
Egon & Erna Enns
Carl Enns
Madeleine Enns
John & Katie Epp
David & Kalyn Falk
Brad Favel
Robin Faye
Laurie Fisher
Marg Fisher
Neil Funk-Unrau
Aurora Geoffroy-Tetrault
Neil Goebel
Ken Grove
Jon & Charlene Guenter
Bill Guenter
Tom Hanel
Sue Hemphill
Ray Hignell
Janine Hogue Sansregret
Randy Howorth
Kelly Jones
Natalie Joseph



Alycia Kalish
Scott Kendrick
Richard Kennett
Joan Kirouac
Victor Kliewer
Paul & Mary Koop
Wendy Kroeker
Michael Labun
Collin Legall
Russell Loewen
Gerry Loewen
Lorraine Mackenzie Shepherd
Dawn Macsymic
Shelagh Marchenski
Doug Martindale
Valerie McPhee
Gwen Milner
Evasio Murenzi
Linda Parnell-Bonnie
Peter & Greti Peters
Betty & Paul Pries Fieguth
Israel and Edith Raber
Naomi Rodgers
John & Kathy Schlamp
Rick & Sara Jane Schmidt
Ernie Smith
Greg Stevens
Walter & Margaret Swayze
Erika Wiebe
Sylvia Wise

In Appreciation

As we close off fiscal 2006/2007, Mediation Services would like to express its gratitude to the many people and organizations who provide moral and financial support to our work.

Our Members

The Manitoba Department of Justice

The United Way of Winnipeg

Mennonite Central Committee Manitoba

The City of Winnipeg

The Winnipeg Foundation

The Thomas Sill Foundation

Kendrick Quality Printing

Facilitated Solutions

Thank - you.



