



ANNUAL REPORT 2016

LET US GET IN THE MIDDLE



NEW YORK
PEACE
INSTITUTE



A NOTE FROM OUR CEO

Dear Friends,

Let's face it, these are not easy times. Our communities are increasingly divided. Too many promising kids end up in the school to prison pipeline. Trust between law enforcement and civilians continues to deteriorate. Low-income New Yorkers lack the resources and time to take their disputes to court. And there's no shortage of disputes in New York City, or anywhere for that matter. Far too many conflicts destroy relationships, reinforce divisions in our communities, and lead to violence, incarceration, or worse.

And yet there is hope. Every day we bear witness to heroic acts of understanding, healing and forgiveness among people in conflict. We see families reunited. We see enemies become friends. We see suspension rates plummet in schools we work in. We see divided communities build shared visions for the future. We see NYPD officers keeping peace with words and empathy. Our mediators fearlessly bring people together to help them see eye-to-eye while going head-to-head. Your support allows us to help thousands upon thousands of New Yorkers, free of charge.

HIGHLIGHTS OF 2016 INCLUDE:

- We trained over 300 NYPD Neighborhood Coordination Officers in mediation and conflict resolution techniques. We are working with NYPD's Department of Collaborative Policing to increase direct referrals from NYPD precincts.
- We expanded our Restorative Justice Programs in schools and with the District Attorney's office. Two staff members are embedded in schools in Harlem and Coney Island to change the culture from punitive to restorative.
- Our other programs with the schools include Special Education Mediation for families of students with disabilities and a training program for students in Brownsville which has trained over 300 students in conflict resolution, de-escalation, and restorative justice.
- Our work in Brownsville, Brooklyn reached over 300 students. Each student received a 5-hour training to learn how to respond to conflicts and show de-escalation techniques. Our presentations included group exercises, role play, and multimedia to create energizing, engaging, and age appropriate trainings.
- We were featured in the New York Times and various blogs and podcasts – doing our part to raise awareness of our work to build peace in New York City. We've shared our work across the country and internationally from Finland to India to Japan to Canada.

I hope you enjoy this snapshot of our year. As you can see, we're just getting started!

With deep appreciation,

Brad Heckman
Chief Executive Officer





HELPING STUDENTS FIND SOLUTIONS TO DIFFICULT SITUATIONS

New York Peace Institute works closely with students and faculty to support schools in putting relationships first when harm has been done. Instead of seeing a hallway fight as a behavior to be punished, we encourage students and staff to view it as an interaction that has hurt relationships and damaged the school community. Students don't have to be suspended for infractions such as fighting. They can be invited to be part of a restorative process that asks them to meet with those impacted by the incident, take ownership of the behavior and take responsibility for making amends.

Circles don't just change punishments; they change how students think about school and how schools think about students. Here is Jeff's experience:

Jeff is a 10th grade student who was halfway out the door when we first met him. Jeff got into verbal and physical fights when he felt he was being wronged. The incidents were adding up.

When Jeff returned from suspension staff tried to engage him as much as possible, with varying degrees of success. On bad days his fights spilled over into classrooms and hallways. Jeff felt like he didn't belong in school and no one was on his side. His behavior was more and more disruptive to the school community.

The school could see that suspension wasn't making the situation better for Jeff. The school committed to finding a new way to deal with the issues. They tried a restorative approach that included Jeff's peers to help him reset his relationships. Additional mediations with his teachers put the issues out in the open. It took time, but the different approach helped Jeff see that people genuinely wanted him in school. He became less defensive.

The mediations have gradually led to progress. Jeff has found his voice so when he does have issues he can speak with the staff or students to address the issue. Jeff is making real progress and has avoided suspension this year. He still experiences challenges but a restorative chat often helps diffuse his frustrations. He gets support to consider the impact of his behavior and actions.

The results from the first year of the Restorative Justice Project are impressive. In just 12 months, suspensions went down nearly half; a major success.

New York Peace Institute is proud to have Restorative Justice programming, and is currently working in two schools in Coney Island and Harlem. Coordinators create systems for continuous evaluation, assessment, goal-setting, and ongoing support for new and established teachers. They work with the school to identify appropriate measures of success while determining long-term benchmarks.

*Student name has been changed for confidentiality

THANK YOU TO OUR SUPPORTERS!

The successes highlighted in this report would not have been possible without the generous support of our donors, partners, and volunteer mediators. New York Peace Institute is able to touch thousands of lives city-wide because our donors understand the need to invest in creative and dynamic programming. Our programs are also successful due to our wonderful volunteers. Our volunteers are specialized and committed to supporting their neighbors, while elevating our city to a safer and more peaceful place.

STATEMENTS OF FINANCIAL POSITION

AS OF JUNE 30, 2015 and 2014

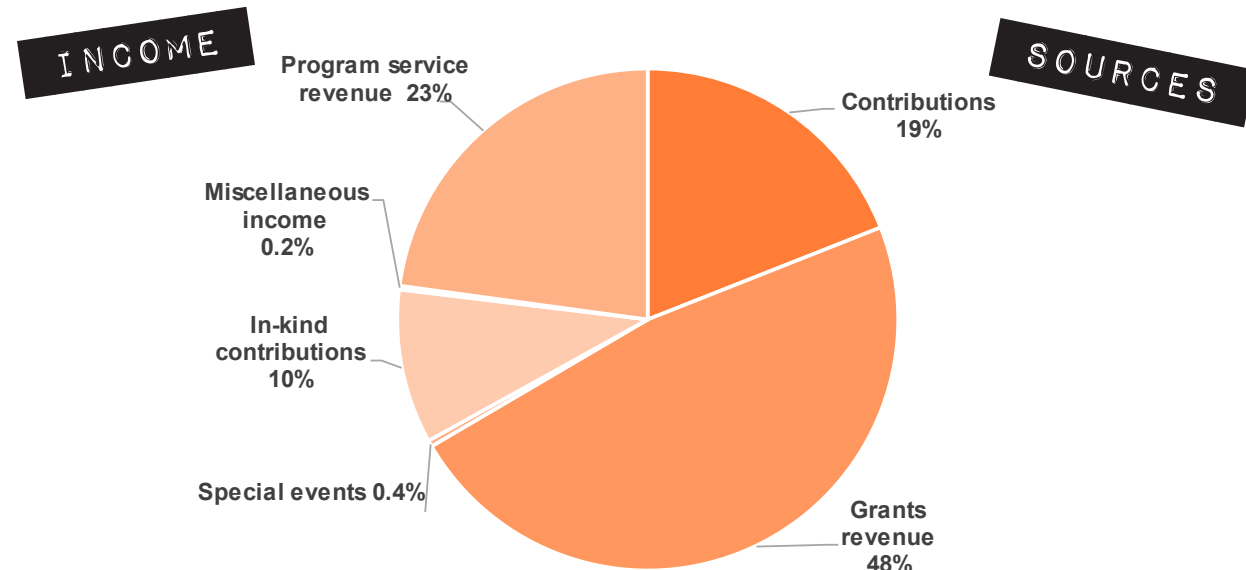
	2016	2015
Cash and cash equivalents	\$ 272,946	\$264,189
Grants and accounts receivable	760,285	249,852
Contributions receivable	-	
Prepaid expenses and other assets	41,093	71,203
Property and equipment, net	10,411	7,627
TOTAL ASSETS	\$ 1,084,735	\$ 592,871

LIABILITIES

Accounts payable and accrued expenses	\$ 140,020	\$ 114,218
Advances from related party	75,000	100,000
Deferred revenue	146,372	29,199
TOTAL LIABILITIES	361,392	243,417

NET ASSETS

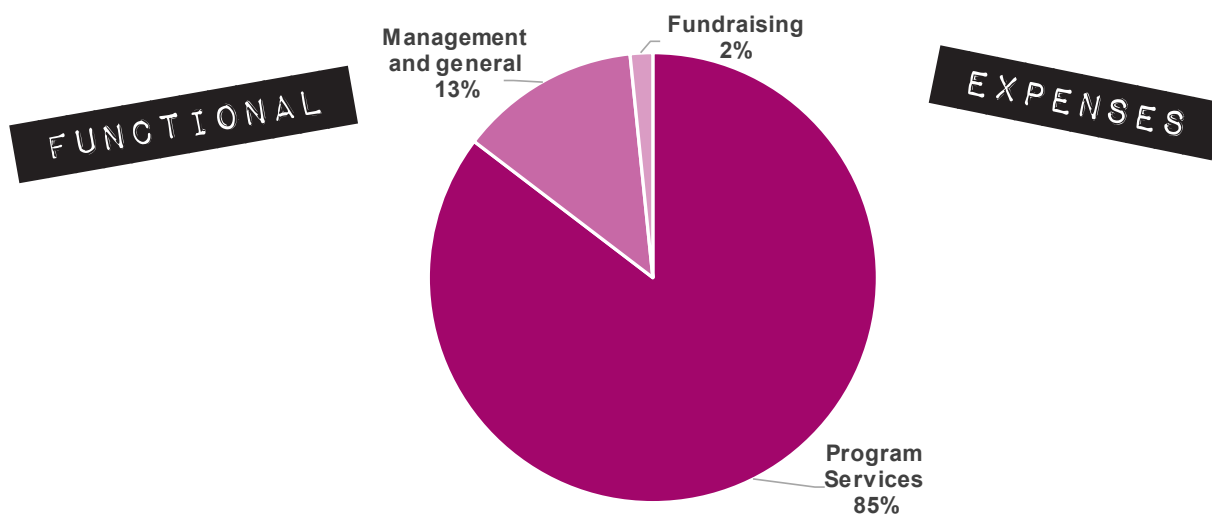
Unrestricted	595,905	219,557
Temporarily restricted	127,438	129,897
TOTAL NET ASSETS	723,343	349,454
TOTAL LIABILITIES AND NET ASSETS	\$ 1,084,735	\$ 592,871



STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED JUNE 30, 2015 and 2014

	Unrestricted	Temporarily Restricted	Total 2016	Unrestricted	Temporarily Restricted	Total 2015
SUPPORT AND REVENUE:						
Grants revenue	\$ 957,600	-	\$ 957,600	\$ 792,956	\$ -	\$ 792,956
Contributions	103,029	280,000	383,029	98,471	131,500	229,971
In-kind contributions	200,149	-	200,149	223,718	-	223,718
Special events <i>(net of expenses \$1,966 (2015), \$1,286 (2014))</i>	8,178	-	8,178	21,470	-	21,470
Program service revenue	460,109	-	460,109	350,065	-	350,065
Miscellaneous income	4,849	-	4,849	9,557	-	9,557
Net assets released from restrictions	282,459	(282,459)	-	124,249	(124,249)	-
TOTAL SUPPORT AND REVENUE	\$ 2,016,373	\$ (2,459)	\$ 2,013,914	\$ 1,620,486	\$ 7,251	\$ 1,627,737
EXPENSES:						
Program Services	\$ 1,399,785	-	\$ 1,399,785	\$ 1,295,204	-	\$ 1,295,204
Management and general	213,566	-	213,566	219,629	-	219,629
Fundraising	26,674	-	26,674	23,330	-	23,330
TOTAL EXPENSES	\$ 1,640,025	-	\$ 1,640,025	\$ 1,538,163	-	\$ 1,538,163
CHANGE IN NET ASSETS	\$ 376,348	\$ (2,459)	\$ 373,889	\$ 82,323	\$ 7,251	\$ 89,574
Net assets - Beginning of year	219,557	129,897	349,454	137,234	122,646	259,880
NET ASSETS - END OF YEAR	\$ 595,905	\$ 127,438	\$ 723,343	\$ 219,557	\$ 129,897	\$ 349,454





BOARD OF DIRECTORS

Michael H. Williams, Chair

Tanya Goldfarb, Secretary

Greg Thonsen, Treasurer

Yxa Bazan

Jennifer Bezosa

Simon Des-Etages

Hugh LaRoche

Elliott Lee

Damali Peterman

Gay Rosenblum-Kumar

OUR MISSION

People disagree and arguments escalate. As experts in conflict response, the New York Peace Institute empowers people to find creative and durable solutions to their disputes. We teach vital conflict resolution skills to communities and organizations, and we advance the field by training and certifying professional mediators.



NEW YORK
PEACE
INSTITUTE