

Mission: North Shore Community Mediation Center (NSCMC) is a non-profit corporation whose members educate and empower people to transform conflicts into opportunities for mutual understanding, social change, communication, and personal growth. NSCMC, through collaborative efforts, raises public awareness of the value of Mediation and Alternative Dispute Resolution methods as vehicles for resolving personal differences and diminishing conflict in society at large.

Commitment to Diversity, Equity, and Inclusion: We recognize that diversity is not static and evolves with a changing community. We aspire to be an inclusive organization that embraces diversity in every aspect of our service to the community. To create an inclusive environment that fosters trust, respect, and equality for the people we serve, we will set standards and implement policies and practices, which will be evaluated on an ongoing basis.

Navigating the Pandemic

At the start of Fiscal Year 2021, we recognized that our work would not go back to in-person formats anytime soon. Our temporary solutions from spring 2020 became long-term strategies to deliver high quality mediation and training through Zoom. Guided by Deepika, we found ways to serve court-referred and community cases and to keep mediators connected and prepared despite fewer opportunities to mediate.

In the midst of the pandemic, our community's needs shifted – and we have adapted to those needs by taking on a new Housing Mediation Program supported by Adriana, hosting a Listening Session with community leaders in Lynn, and deepening our focus on diversity, equity, and inclusion. Our Youth Initiative led by Anya prepared to return to in-person programming while supporting school partners remotely.

Our volunteer mediators, staff, Board, partners, and funders remained resilient and flexible this year. As a result, we have continued to provide valuable services to our community and remain financially stable.

The close of this fiscal year was also the end of an era, with the retirement of Executive Director Cynthia McClorey. Read more about her contributions to NSCMC in the Board message below.

NSCMC Programming Snapshot

Mediation	FY21 Summary			FY20 Summary		
	Referred	Mediated	Agreement	Referred	Mediated	Agreement
Court-referred Cases (Total)	49	37	28	215	177	122
District Court	26	16	9	114	102	56
Juvenile Court	14	18	16	48	33	33
Probate & Family Court	9	3	3	53	42	33
Community Cases (Total)	59	12	1	95	64	50
Peer Mediation	0	0	0	54	53	50
Housing Mediation Program	40	1	1	0	0	0
Re-Entry	0	0	0	5	1	0
Family/Community	19	11	3*	36	10	11*

* - in process at end of year

Community Skills	Events	Participants
Basic Mediation Training	2	15
Workshops & Facilitations	3	26
Outreach activities		112

Programming notes:

- **Housing Mediation Program** launched in Fall 2021 as part of the state's Eviction Diversion Initiative
- **Reentry mediation** paused on-site services while prisons were closed to the public due to Covid-19
- **Peer mediation** paused on-site program support while schools were closed/virtual/hybrid

Special thank you to our funders:

- Edward S. & Winifred G. Moseley Foundation
- Massachusetts Attorney General's Office
- MA Office of Public Collaboration's Community Mediation Center grant program funded by the MA Legislature
- Massachusetts Bar Foundation
- Cummings Foundation

NSCMC Financial Statement Fiscal Year 2021

Financial Position

	FY21	
Checking	\$	86,514.40
Savings	\$	142,175.83
Pledges Receivable*	\$	98,751.67
Total Assets	\$	327,441.90

Activity

Grants and Contracts	\$	327,193.30
Fee for Service	\$	17,340.25
Contributions and Event Sponsors	\$	9,598.12
Training Fees	\$	12,600.00
Memberships	\$	2,355.00
Interest	\$	241.22
PPP Loan Forgiven	\$	34,745.00
Total Income	\$	404,072.89
Wages & Payroll Taxes	\$	226,086.24
Rent and CAM	\$	13,813.98
Contract Labor	\$	11,662.99
Office & Admin Expenses	\$	4,983.14
Program Expenses	\$	15,167.94
Marketing	\$	8,875.00
Insurance	\$	5,606.19
Total Expenses	\$	286,195.48
Net Income	\$	117,877.41

*grants/contracts signed for FY21 but not yet disbursed

A Word About FY2021: Transition

The end of Fiscal Year 2021 also marked the end of Cynthia McClorey's distinguished career at NSCMC, with her retirement on June 30th. We are endlessly grateful to Cynthia for her role in building the thriving community mediation center that we are today.

We were able to gather in July to celebrate Cynthia's retirement and be together as a community after more than a year of isolation. We reflected on the many ways Cynthia's work alongside dedicated Board members, skilled staff and mediators, and diverse community partners contributed to our position of resilience in the face of the pandemic.

As we transition to a long-term "hybrid" model, Cynthia's legacy is a dynamic, responsive community resource that will continue providing mediation and training via Zoom and back in person, in ways that respond to the issues Essex County communities are facing as a result of the pandemic, racial justice movement, and political and economic uncertainty.

Please join me in thanking Cynthia again for her immeasurable contributions to conflict resolution in Essex County. Thank you all as well for your continued work to advance our mission while embracing the constancy of change.

~ Linda Goodenough, President, NSCMC Board of Directors



Who We Are

Active FY21 Mediators

Vicky Bennet	Elizabeth Gujral	Nancy Ramsden
Bob Blayer	Phyllis Hutchinson	Carol Rice
Lesla Botti	Thomas Jefferson	Jay Robbins
Matt Burrill	Susan Johnson	Dacia Rubel
Yvette Cheeks	Richard Langworthy	Cynthia Runge
Courtney Cole	James Latham	Shelley Sackett
Linda Colleran	Lysa Leland	Anthony Scibelli
Jeff Cruz Ruales	David Mack	Patricia Shanahan
Elizabeth Dierze	Laura Mancini	Sandy Sheckman
Robin	Scott Marks	MaryAnn Sherwood
DiGiammarino	Josiah Morrill	Robyn Sunderland
Bill Dore	Shannon Murphy	Robert Tucker
Linda Duryea	Barnes	Marianna Yang
Avis Feldman	Donald Neuman	Barbara Younger
David Feldman	Miriam Pollack	
Linda Goodenough	Walter Pow er	

FY21 Board of Directors

Linda Goodenough, Beverly, <i>President</i>
Dacia Rubel, Wenham, <i>Vice-President</i>
Jerry Mahan, Wenham, <i>Treasurer</i>
Joanne Avalon, Rockport
Ray Billings, Marblehead
Bob Blayer, Marblehead
Thomas Jefferson, Beverly
Cassie Kao, Peabody
MaryAnn Sherwood, Sudbury

Staff

Cynthia McClorey, <i>Executive Director (retiring)</i>
Adriana Jimenez, <i>Housing Case Manager</i>
Renee Leger, <i>Administrative Assistant</i>
Deepika Madan, <i>Manager of Mediation Services</i>
Anya McDavitt, <i>Director of Youth Programs</i>
Hannah Bowen, <i>Executive Director (incoming)</i>