





## A Message From Our Co-Executive Directors

Janet Collins | Laurie Whipple

Jun 15, 2021

Dear CRC supporter,

Each year, we write a message of hope and appreciation in this Annual Report letter. Those letters have been heartfelt. This year, the hope and appreciation are tempered with the extreme reality check of 2020. Yes, we have talked of equity, worked on behalf of those who have been historically and currently marginalized and diminished, and valued the voices that are often ignored.

But, how many letters can we post on our website that represent our dismay and disgust at the death of another Black man at the hands of police? We could post a new letter DAILY calling out a new atrocity to Asian, Indigenous, African-American, Somali, Sikh, children, schools, guns, homelessness - the violence is rampant. At a point, these letters become performative - what good are they doing? Of course, we're disgusted. Of course, it's not acceptable, but little changes.

The dehumanization of Black and brown communities, and all communities of color, is at the heart of the matter. Racism allows the violence to continue, and until we see the humanity in each of our community members, the racism will continue.

If you, your organization, or your neighborhood is grappling with the effects of racism and white privilege and dominance, please know that we are ready to support these difficult conversations. We are continually looking for funding to ensure that you can have these vital dialogues regardless of your ability to pay. We ask you to step forward and say ENOUGH. Let's work toward greater understanding, a welcoming community, and listening with open hearts. Dare to be uncomfortable and to find a new way of being with your neighbors, your co-workers, and even your family.

We are all works in progress. Let's work together and change the things that can be changed: ourselves.

In service,

*Janet Collins Laurie Whipple*

Janet and Laurie

## Reflections on 2020 and vision for 2021

It is hard to mention the year 2020 without thinking of both COVID-19, a completely out-of-the-ordinary occurrence, and the murder of George Floyd, a hopelessly ordinary occurrence in our community of a Black man brutally dying at the hands of police. Both occurrences instilled fear, uncertainty, anger, and an elevated need for understanding, empathy, and human connection. These elements are at the heart of CRC, and through the difficulties, brought out the best in us as an organization.

As CRC staff, we learned that we could lean on each other and that doing so was absolutely necessary to our thriving, both individually and as a team. We learned to slow down, take care of ourselves and each other, physically and emotionally. Out of a year of difficulty and stress came a year of financial growth, staff increase, and project expansion. We are filled with gratitude for each and every staff member who stepped up, often out of their lane and comfort zone, to support each other, listen and learn from each other, and at times, be available on a moment's notice to step in. Our staff has increased from six to 12 members (in June 2021) in order to meet the demands of current projects and programs.

Our most notable project in 2020 was our Community Voices for Change project that paid thirty youth who had been greatly affected by COVID-19 to train in conflict resolution and restorative circle/dialoguing. Twenty of these youth moved on to become circle keepers with their peers holding space to discuss how COVID-19 has affected them and their families and communities, and ways that they can heal, take care of themselves and be of service to others. Our staff who lead this project were greatly inspired by the capacity of the youth for great empathy and connection, even when the project was completely accomplished online.

Our largest program in 2020 and 2021 is Housing Stability via eviction prevention. Housing instability is a community crisis and, due to systemic racial inequities, hits our Black and brown community members hardest. We are not only mediating between renters and property owners, but also doing conflict coaching, cooperative problem solving, helping them find funds for rent, mortgage, and utilities, etc. Providing equitable services to those who need them most means that, as an organization, we need to be inclusive in hiring practices and Board engagement, and we commit to continuing these practices.

We look forward to a 2021 and 2022 that not only bring us back to in-person services, but also take advantage of the accessibility that online services bring to those who have had barriers to participating due to childcare, transportation, disability, or geographic location.

### REVENUE



### EXPENSES



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