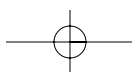


CENTER FOR CONFLICT RESOLUTION SPECIAL EDITION



THE 25 MOST
INFLUENTIAL PEOPLE
OF CCR'S 25 YEARS
OF SERVICE



25 MOST INFLUENTIAL PEOPLE

GREETINGS!

I am privileged to introduce to you the Center for Conflict Resolution's 25 Most Influential People of CCR's 25 Years of Service. This represents only a fragment of those who work in our legal community, dedicating their time and efforts in doing pro bono work. However, these individuals are our unsung heroes whom we look to with admiration and inspiration. As an organization, we can never show enough gratitude for their commitment.

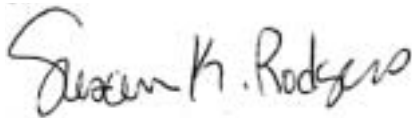
As Executive Director, not a day goes by when I am not asked, "Who is CCR?" In turn, I communicate to them our mission, explain to them our guiding principles and share with them our testimonials. But today I bring a more accurate response to the question - a picture of those who have made CCR the organization it is today.

CCR is our founders and funders who believed in the idea of mediation, our judges who believed in the process, our volunteers who believed in the power of one's own resolution, and our Board of Directors and administration who believed in our mission.

Without their dedication, devotion and determination, we would not be able to annually serve over 4,000 clients while training over 100 people in conflict management. They are the reason CCR has brought mediation and conflict management to the forefront of our community.

On behalf of the entire CCR family, thank you and my personal congratulations to all!

Sincerely,



Susan K. Rodgers
Executive Director

ADMINISTRATION

Alyson Carrel
Director of Training Services

Annalisa Harrington
Manager of Mediation
Services

Genevieve Hurst
Training Coordinator

Deborah Klecha
Director of Operations

Julia C. Langfelder
Director of Marketing &
Development

Anne M. Levin
Director of Mediation
Services

Justine McBride
Manager of Mediation
Services

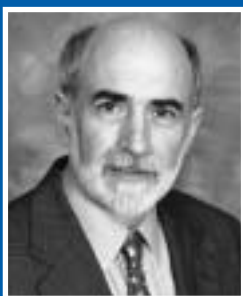
Susan K. Rodgers
Executive Director

Stephanie Senuta
Director of Volunteer
Development

Andrew Starr
Manager of Mediation
Services

Adrienne Walker
Manager of Mediation
Services

CENTER FOR CONFLICT RESOLUTION PROUDLY WELCOMES



LEONARD RISKIN

UNIVERSITY OF MISSOURI-COLUMBIA SCHOOL OF LAW
RENOWNED LEADER IN THE FIELD OF ADR

DECISIONMAKING IN MEDIATION: THE NEW NEW GRID SYSTEM

AS THE KEYNOTE SPEAKER FOR CCR'S 2ND ANNUAL PEACE WEEK

Free Lecture for the Public ♦ Wednesday, October 20, 2004 ♦ 6:00 - 7:30 p.m. ♦ University of Chicago's Gleacher Center, Rm 400

PLUS

PRIVATE WORKSHOP PRESENTED BY PROFESSOR RISKIN

MINDFULNESS IN MEDIATION

METHODOLOGY & TEACHING USED BY THE CHICAGO BULLS, L.A. LAKERS,
BOSTON FIRM OF HALE AND DORR, & HARVARD LAW SCHOOL

THURSDAY, OCTOBER 21, 2004 ♦ 9:30 - 11:00 A.M.

WORKSHOP LIMITED TO 15 - \$250 PER PERSON

TO RSVP TO EITHER EVENT, ARRANGE PAYMENT FOR THE WORKSHOP OR QUESTIONS CALL
JULIA AT (312) 922-6464 EXT. 11 OR EMAIL CCR@CCRCHICAGO.ORG



BRIGITTE S. BELL

Mediator & Attorney

*CCR Affiliation - Volunteer Mediator, Trainer, Board of Directors, Legal Counsel,
Past: Board Secretary, Peer Review Committee Chair, Long Range Planning Committee*

Since that defining moment when she went through CCR's training in 1985, Brigitte Bell has remained actively involved with the organization, and in her own words, "has never looked back." For almost 20 years Brigitte has served in various capacities including as CCR's Legal Counsel where she defended the organization in a deposition of a Case Manager in order to maintain CCR's pledge of confidentiality. In addition to her mediations, Brigitte also helped develop the first Peer Review form, the first form now used in training to evaluate trainees, in addition to, significant financial contributions.

"The work CCR does and that I do for CCR is central to who I am and what I do. What CCR does in terms of setting the training standard and working on policy issues, as well as what CCR does in terms of serving the public and helping them appreciate the value of conflict resolution is an essential value of mine."

Her sister Silke Hansen, who works for the Justice Department as a mediator and was a mediator long before Brigitte, serves as her source for inspiration. "She got me involved and she and I still trade stories and discuss value issues around mediation and why we have committed our lives to this work."

Brigitte hopes to be remembered as "someone who worked hard to make mediation and dispute resolution become the most prevalent way for people to deal with their difficulties, both by preaching that philosophy and by practicing it everyday."

To us, Brigitte will also be remembered for her unceasing devotion to always do her best to introduce one more person to the process we call mediation.

BOARD OF DIRECTORS

From the idea to its inception, from creating bylaws to passing legislation, CCR has been guided every step of the way by our Board of Directors. No challenge was ever too big or an issue too small - the Board was there to ensure the organization reached its greatest potential.

The next three individuals represent all those who volunteered their time and talents to CCR's Board of Directors.

You have been with us every step of the way - through our past, our present and will be in our future.

PRESIDENT

REPRESENTING CURRENT BOARD OF DIRECTORS

JENNIFER T. NIJMAN

Partner at Winston & Strawn LLP

Environmental Law;

Chair of the Environmental Law Practice Group



CCR Affiliation - President, Board of Directors, Volunteer Mediator

Jennifer has served CCR well as a volunteer, a Board member and continues to serve in her current role as President. She mediated many difficult cases through CCR, steered the Board's marketing committee and now, as President, enacted steps to help the organization continue to grow through strategic planning.

Jennifer has been an inspiration to all of us at CCR, but of course, there are individuals in her life that have motivated her along the way. Key among them is her husband, Steven Surdell. "He is intelligent and down to earth. He is quiet with an understated ambition about him. He came from a family with limited resources but worked hard by always going after what he wanted. He's now very successful, not necessarily because of what he accomplished, but because of how he accomplished it—he did it admirably."

Through all her hard work at CCR, Jennifer likes to keep the following phrase in the back of her mind: "Don't argue with an idiot because people watching may not be able to tell the difference." She elaborates: "Our initial reaction is to argue with anybody but we all have to learn to pick our battles."

As we all find our causes to give to, we at CCR are appreciative that her heart found CCR.

25 MOST INFLUENTIAL PEOPLE



PRESIDENT-ELECT
 REPRESENTING FUTURE BOARD OF DIRECTORS

THOMAS A. ROBERTS

Senior Counsel, Sidley Austin Brown & Wood LLP

CCR Affiliation - Volunteer Mediator, Board of Directors, President-elect

Seven years ago Thomas A. Roberts went through CCR's mediation skills training at the suggestion of his colleague, Northwestern Law Professor and fellow honoree, Lynn Cohn. From there Tom has continued to work with CCR as a volunteer mediator, advisor, and member of the Board of Directors, serving on the Executive Committee as both Vice-President and President-elect.

"It is a terrific organization that promotes efficient and effective resolution of disputes. Mediation training has really helped me further my understanding that reasonable people can look at the same set of facts in such different ways."

When CCR asked Tom about his favorite eatery in Chicago he replied, "Without a doubt Superdawg on Milwaukee and Devon. I have fond memories of taking my children there when they were young. I don't go there often but there is no place like it."

As far as CCR is concerned, there is no one like Tom either. We are extremely honored to have him serve as CCR's President-elect. He is the embodiment of the future of the organization: a future of creativity and growth that will continue to change the face of dispute resolution.

IMMEDIATE PAST PRESIDENT
 REPRESENTING PAST BOARD OF DIRECTORS

LEONARD J. SCHRAGER

Professor, John Marshall Law School

CCR Affiliation - Board of Directors, Immediate Past President



As far back as Leonard Schrager can remember, he wanted to be an attorney. "I must have been really little when I had the idea. Funny thing is I never knew an attorney. It could have been something I read because I read a lot but it was decided even before I was a teenager. Through it all, it is never something I have rethought."

It's hard to find someone in the legal or legal aid community that does not know Leonard. He is an advisor, a supporter and a friend to many. Leonard got involved with CCR in 1996 so that he could do more of what he strongly believed in – resolve disputes outside of the court system.

There isn't simply one person who has been an inspiration to Leonard - instead "there are lots." As he puts it: "I am fascinated with all the lawyers I meet in mediation and how able and competent they are." It makes Leonard think about how great the legal profession is and how this is merely one slice of all the amazing work out there. His only criticism of the legal field is that it "costs too much." "When I was a partner, I would think to myself, we couldn't even afford to hire us." That is why he heralds the Public Interest lawyers as the true heroes. "They do good work everyday and although they may struggle, they are out there helping those who need it most."

Looking into the future, Leonard would like to simply be remembered fondly. He undoubtedly will be!



PAST, PRESENT & FUTURE

Immediate Past President Leonard J. Schrager, President Jennifer T. Nijman & President-elect Thomas A. Roberts

MICHAEL COHEN

Organization Development Consultant/Coach
Faculty, Loyola University & Northwestern University



CCR Affiliation - Volunteer Mediator, Trainer, Peer Review, Board of Directors

In 1981, Michael Cohen saw an ad in the newspaper offering mediation skills training at CCR and thought it would provide a perfect extension to his work in conflict resolution and team building in the corporate setting. Twenty-three years later he is still actively involved with CCR and in the broad field of dispute resolution because he believes in the philosophy, "victories are won one person at a time."

Over the years, Michael has taken on various roles within CCR. However, he is best known here for his most unique capacity: serving as a consultant in CCR's efforts to operate as a high performing organization – efficiently and effectively.

"CCR's mission related to helping people resolve disputes is still as critical a challenge today as when I started in 1981. My hope is that CCR can broaden its reach and scope to be recognized as a leader in major community public affairs and policy disputes."

Michael loves the saying, "Walk Your Talk." "I admire people who do what they espouse."

We thank Michael for walking his own talk, and for all his guidance, support and friendship over the past two decades.

**LYNN COHN**

Professor, Northwestern University School of Law
Mediator & Neutral

CCR Affiliation - Volunteer Mediator, Board of Directors, Client

Lynn is modest when she talks about her contributions to CCR, "I really get so much more than I could give."

But Lynn's gifts to CCR and the mediation field in general are far-reaching. "Lynn Cohn's contributions to the dispute resolution community are so widespread as to be immeasurable," stated Sonnenschein Nath & Rosenthal attorney Lisa Fain. "Lynn's passion for mediation and conflict resolution is apparent in her teaching and mentoring, through which she has engendered an appreciation for mediation in literally hundreds of young lawyers. Because of Lynn, these lawyers will incorporate mediation into their legal practices in a meaningful way."

Just as she has touched countless lives through teaching, her passion remains in education and continues to serve as her source of inspiration. "My students serve as an inspiration to my life: mostly due to their talent, intelligence and compassion."

Lynn is a strong supporter of the organization because "CCR has supported my growth as a mediator when I needed it."

In the end, Lisa affirmed, "Lynn has planted the seeds for not just good mediators, but also good consumers and advocates of mediation." We at CCR agree and expand in our graciousness for her seed of friendship as well.

25 MOST INFLUENTIAL PEOPLE



HONORABLE TIMOTHY C. EVANS

Chief Judge, Circuit Court of Cook County

CCR Affiliation - Advocate

While serving as Presiding Judge of the Domestic Relations Division in the Circuit Court of Cook County, Honorable Timothy C. Evans first heard about the Center for Conflict Resolution. In collaboration with the Domestic Relations Division and The Chicago Bar Association, CCR handles disputes arising between divorce attorneys and their clients.

"Because of their work in this division, I am keenly aware of what CCR was doing and is continuing to do and achieve. From their work in the Domestic Relations Division, these cases are no longer tying up the court system by going to trial. CCR is able to resolve them amicably and it is of tremendous help to the courts."

Judge Evans is a true advocate. With his understanding of our mission and work, along with his desire to better the legal system, CCR is granted the opportunity to continually serve the community.

The next three honorees are the CCR inventors, idea makers and implementors. They represent the countless men and women who in the early years aided in the opening NJC/CCR's doors in 1979.

JACK R. BIERIG

Partner, Sidley Austin Brown & Wood LLP

CCR Affiliation - Founder, Past President



There is a saying that "the best way to predict the future is to invent it." And in 1978, Jack R. Bierig put it to the test. Along with a few colleagues from The Chicago Bar Association's Young Lawyers Section, Jack had the idea of starting an organization that would offer a form of alternative dispute resolution to Chicagoland residents that would 1) take place at a **time** convenient to working people and parents who had child rearing obligations, 2) allow disputants to **craft** their resolutions and 3) not **cost** more than the dispute was worth.

In 1979, they opened the Neighborhood Justice of Chicago in the Uptown neighborhood. Twenty-five years later, the organization is known as the Center for Conflict Resolution. It has made its mark as one of the nation's premiere providers of pro bono mediation services to the community and performance-based mediation skills training.

Jack's contributions were made in the first half of the organization's history. He helped to get CCR off the ground despite tremendous resistance from certain segments of the bar. From the beginning, he insisted on a level of training, peer review, and excellence for mediators. Along with many others, he was able to keep CCR going when it appeared that lack of funds would cause the organization to close. Perhaps most significantly, he drafted, and worked hard to get the legislature to enact, the Not-for-Profit Dispute Resolution Act. That legislation finally provided CCR with a stable source of funding and offered various protections for the mediation process in Illinois.

But just as much as Jack has had an impact on CCR, the same holds true in reverse. Jack takes pride in the number of people whose lives have been touched by CCR – both disputants and mediators. Additionally CCR "allowed me to get to know a number of people whom I respect and admire, such as Cookie Levitz, and it exposed me to many very decent and highly motivated individuals."

When asked to reflect on how he would like to be remembered 50 to 100 years from now, Jack jokes that he "would like to be remembered as one still alive even though I would be 107." More seriously, he hopes to be remembered as a good husband and father, a lawyer who did his best to do good work for his clients, an inspiring teacher, one who left the world a little better for his efforts."

Jack has touched more lives than he will ever realize. For here at CCR, we will forever remember him as the man who made *his idea, our reality and mission.*

DAVID LEFKOW

Partner, Holland & Knight

CCR Affiliation - Past Vice President, Board of Directors

David Lefkow's involvement with the Center for Conflict Resolution was during its early beginnings, serving on the Board of Directors and eventually as Vice President in the early 1980's. To CCR's great benefit, David brought with him a wealth of experience mediating cases. David worked as a mediator in his law school's mediation program at Capital University that resulted in a Justice Department pilot program.

David shared his view, "Mediation is part of the evolution of the structure and nature of how we resolve conflicts and that is why I wanted to learn more about the process."

In addition, David helped develop and conduct CCR's initial training program. Most notably, he mediated the first case CCR received from the Circuit Court of Cook County. He also trained many of the mediators that have served as CCR's core of volunteers over the past twenty-five years.

David is committed to his family and has clear, simple values. True to form, he looks to his family for his inspiration. He notes that his children form his greatest inspiration, "They inspire me every day."

CCR owes many thanks to David for inspiring us and contributing so much to our cause over the years.

**ELIAS N. MATSAKIS**

Partner, Holland & Knight

CCR Affiliation - Chaired The Chicago Bar Association Committee which created the organization as a subsidiary of the CBA, Past Treasurer, Board of Directors

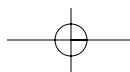
In 1979, the Young Lawyers Section of the CBA created CCR under the leadership of Elias Matsakis as Chairman of its Pro Se Court committee. Elias gave CCR the kind of energy and commitment that brought it from a mere idea to a successful organization that has helped thousands of people. Like other founders, Elias continued supporting CCR after its inception in a variety of ways. Elias joined the initial Board of Directors as Treasurer and continued supporting it as a board member on subsequent boards establishing policies and advocating for funding legislation to support CCR's mission.

When reflecting upon his experience working with CCR, Elias recalls that it "was an incredible opportunity to work with dedicated professionals at the inception of ADR in the late 70's and to manage the growing pains of an infant organization with such promise." Elias learned the importance of community and of ideals from his father and has applied those values in support of CCR.

Elias likes to think one can "Do well by doing good" as Chesterfield Smith, former ABA Chair and founder of Holland & Knight said. CCR believes Elias has managed to do both, quite well.

**"YOU HAVE NOT LIVED TODAY
UNTIL YOU HAVE DONE SOMETHING FOR SOMEONE
WHO CAN NEVER REPAY YOU."**

- John Bunyon



25 MOST INFLUENTIAL PEOPLE



BRADLEY R. GINN

Mediator & Arbitrator, JAMS

*CCR Affiliation - Volunteer Mediator, Trainer,
Past: Director of Training Services & Executive Director*

There are rare occasions when an individual succeeds in the challenge of combining the roles of boss and leader by bringing together the skill of supervision with the art of listening. One of these unique individuals is Bradley R. Ginn.

Brad became a volunteer mediator in 1993 and was later hired in 1995 as CCR's first Director of Training Services. In his new role he expanded the mediation skills training program which incorporated a marketing outreach initiative that created a major revenue source for the organization. In 1997 he took over as Executive Director, leading CCR out of a severe financial crisis and enabling the organization to diversify its funding base and advance its technological capabilities.

For over eleven years Brad has inspired CCR volunteers, both as a mediator and trainer, as well as the administration, both as a co-worker and supervisor. To do just that, Brad has pulled great inspiration from his wife Donna. "She started and runs her own full-time veterinarian practice while raising two boys, putting up with me, and pursuing her hobbies. If she wants to accomplish something, she just does it with incredible energy and overcomes all obstacles in her way."

Brad continued, "I'm still involved with CCR because it has the most talented, caring and likeable people connected to it either as an employee, volunteer or donor."

CCR is grateful to Brad for his devotion - for continually sharing with us his perspective as a mentor, knowledge as a trainer and loyalty as a volunteer.

ROY E. HOFER

Partner, Brinks Hofer Gilson & Lione

CCR Affiliation - Past President, Board of Directors



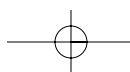
As President of CCR from 1991 to 1997 and as a member of the Board of Directors, Roy Hofer guided the organization to a higher level of service. Under his leadership, CCR increased the number of disputes resolved, started an annual Volunteer Appreciation Week to recognize our mediators, strengthened board membership and helped develop CCR's reputation as a premier community mediation center.

To friends and colleagues, Roy's dedication to CCR comes as no surprise. He has given his time and attention to many worthwhile organizations and his professional accomplishments are numerous.

Roy's values are clear; he is passionate about friendship and dedicated to his family. He hopes to be remembered as a fair man and a straight shooter. Certainly everyone at CCR considers him more than that; we consider him a great friend and supporter.

**"THE FINAL TEST OF A LEADER IS THAT HE LEAVES BEHIND HIM IN OTHER MEN,
THE CONVICTION AND THE WILL TO CARRY ON."**

— Walter Lippmann



HONORABLE DOROTHY KIRIE KINNAIRD

Presiding Judge, Chancery Division
Circuit Court of Cook County

CCR Affiliation - Past President, Advocate



As the author Walter Lippmann once wrote, "The final test of a leader is that he leaves behind him in other men, the conviction and the will to carry on." We feel this description fits the legacy of Honorable Dorothy Kirie Kinnaird.

When NJC/CCR was merely an idea, Judge Kinnaird was the driving force in achieving the proper support and putting it in place so the organization could open its doors to the community. Once NJC/CCR began its mission, Judge Kinnaird was involved in directing the organization's programs, management and funding. To this day, she remains a trusted advisor to CCR and a source of insightful recommendations, guidance and support.

Fellow CCR collaborator Jack Bierig notes that, "Without Dorothy Kinnaird, there would be no CCR. From the first, she was a crucial proponent in the Bar Association. She worked with people in the Association, the courts, and the city to get us funding when all appeared lost. And she was the glue that held everything together."

CCR greatly appreciates Judge Kinnaird's tireless work throughout the years. Without her presence and perseverance, we would not be where we are today.

**KENT LAWRENCE**

Attorney & Mediator, Lawrence Kamin Saunders & Uhlenhop

CCR Affiliation - Volunteer Mediator, Funder of both CCR & CAADRS through his role as President & Executive Director of the M.R. Bauer Foundation

There is a saying that, "some people want it to happen, some wish it to happen, others make it happen." Kent Lawrence, our honoree, volunteer mediator and longtime supporter "makes it happen." In the mid-1980's, through his role with the M.R. Bauer Foundation, Kent supported the implementation of CCR's first on-site court mediation program in Forcible Entry & Detainer (Eviction) Court. Throughout the years, the M.R. Bauer Foundation has continued its support and Kent himself began personally contributing to CCR. In 1995 he was a founder of the Center for Analysis of Alternative Dispute Resolution Systems (CAADRS), an affiliate program of CCR dedicated to assisting courts in Illinois in making the most efficient and effective use of alternative dispute resolution (ADR) systems. In 1996 Kent went through CCR's mediation skills training and has continued mediating various complex cases for the organization ever since.

Kent's support and advocacy assisted CCR during an especially difficult period when the organization had significant budget constraints. He says, "It is a valid and very socially beneficial organization and 'giving' to it of time is more than repaid by what one takes away oneself."

Having worked with him for many years, Susan Yates, Executive Director of CAADRS said, "Kent is a tireless advocate for the wise use of ADR. While many are familiar with the compliment that someone 'puts his money where his mouth is,' Kent takes this a step further and puts his mouth where his (foundation's) money is – not to mention his considerable energy, intelligence and boundless enthusiasm."

Thanks to the multitude of Kent's contributions as well as his vision and passion for ADR, CCR's mission is better understood and more well known today than ever.

25 MOST INFLUENTIAL PEOPLE



CORINNE (COOKIE) LEVITZ

Mediator, Circuit Court of Cook County Marriage & Family Counseling Service

CCR Affiliation - Volunteer Mediator, Trainer, Facilitator, Lecturer, Peer Review, Policies & Ethics, Board of Directors, Historian & Archivist

Cookie Levitz is the only person out of 200 active volunteers, Board of Directors and staff who has been with the organization since its inception as the Neighborhood Justice of Chicago in 1978. On average, Cookie spends approximately twenty-five hours a month volunteering for CCR. Multiplied across the course of her twenty-five years as a volunteer, that totals over 7,500 hours of pro-bono service: the number of hours equivalent to being a full-time employee for CCR for almost five years. When we remind her of that, she simply smiles.

"I have stayed involved and committed because of the wonderful community of people involved with CCR, and because of the people in the community we serve who allow us into their lives, especially during a time of crisis. I believe in mediation's mission of assisting people in conflict to enhance their understanding of, and communication with, one another. And if the parties are able to come to a resolution that meets both their needs and interests, that's a great bonus."

Cookie's most thrilling moments with CCR include the following: receiving the National Association for Community Mediation's "Mediator of the Year" Award for her volunteer efforts, participating in a delegation that traveled to China to meet with various mediation groups, and assisting CCR in training South African community mediators.

"A few words' can't come close to summing up Cookie's contribution to the community served by the Circuit Court of Cook County. Cookie's enormous talent is obviously important, but her unflagging attention to detail, her compassion for the clients we serve, and her grasp of the ethical foundations of the mediation process, all combine to make her a crucial force. And nobody plays 'Devil's advocate' better—No devil ever had it so good," commented David Royko, Psy.D - Director, Marriage & Family Counseling Service, Circuit Court of Cook County.

Cookie is the cornerstone of this organization. We thank Cookie not only for the support she provided CCR in the past, but for the inspiration she provides for the future.

BETH McMEEN

CLE Director, The Chicago Bar Association

CCR Affiliation - Board of Directors, Past President



"Beth McMeen is one of those rare persons who truly does it all—and does it well," remarked Bob Graves, Executive Director of The Chicago Bar Foundation. "She is raising a family, has a full workload and still finds time to help Chicago's legal community through volunteering and serving on CCR's Board."

Serving as Past President and member of the Executive Committee, she narrowed the gap between CCR's Board of Directors and administration by getting to know the staff and the everyday workings of the organization. She assisted future boards by drafting a Board handbook and compiling bylaws to ensure every new member would be prepared for their role. However, she is most recognized for serving as Chair of CCR's annual gala that has served as a major funding source for the organization.

Beth says she owes an enormous debt of gratitude "to one special person for inspiring me to give my time and energy to help others - my dad, Donald C. Kent. He has most profoundly influenced my own inclination to volunteer."

Beth stays involved with CCR because "Mediation is finally hitting the big time – and it is challenging and enjoyable to continue to help an organization that has helped get it there. More importantly, CCR has talented, and fun, people to work with – staff, board members and volunteers."

Bob Graves proudly says, "Beth gives 110% in everything she does and our community is a better place for it." We at CCR couldn't agree more.



HONORABLE *BLANCHE M. MANNING*

United States District Court Judge

CCR Affiliation - Advocate

Robert F. Kennedy said, "Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance."

This quote serves as words of wisdom to Honorable Blanche M. Manning, and the work she has accomplished through the years.

While acting as supervising judge with the Cook County court system, Judge Manning helped initiate many innovative programs to benefit parties in the legal system. She pushed for the implementation of mediation programs to help speed up the judicial process and reduce the court's docket. Her support and dedication had a direct impact on the development and growth of CCR's court mediation programs.

In addition, Judge Manning established a fully-staffed night bond court, a centralized domestic violence court staff with personnel specially trained and sensitized to the needs of victims of domestic violence. She also promoted the development of a more humane policy for indigent litigants to have access to the civil branch of the court system.

Her inexhaustible effort to better equip the court system to serve all people, no matter their race, religion, nationality or sexual orientation, is truly commendable. Judge Manning's persistence in seeking to cure all injustices has helped CCR to reach much more of our community, and for that we say thank you.

MARK MARQUARDT

Deputy Director, Lawyers Trust Fund of Illinois

CCR Affiliation - Volunteer Mediator, Trainer, Consultant



Mark Marquardt walked through the doors of CCR in 1991 and ever since we have been enjoying his wit and personality.

Mark is involved with CCR in a number of ways, but he feels most proud of his work with the Community Consensus Project, a program designed to provide expert mediators to assist local governments, advocacy groups and community organizations in their efforts to resolve public policy disputes. He worked alongside Marilyn Smith during the development of the CCP, which helped to resolve a decree in the long-running federal class-action case *Hispanics United vs. Village of Addison*.

On a personal note, Mark is always aspiring to a higher standard. "I wish I had the wisdom and patience of my father; the fundamental decency of my mother; the work ethic of my grandfather; and the deadpan wit and driving skills of Jim Rockford. I fall short on all counts. But I try."

He hopes to be remembered as "someone who helped build a legal system in which no one is denied justice because they can't afford it."

Today the legal aid community is richer because of Mark's enduring passion and drive.

25 MOST INFLUENTIAL PEOPLE



HONORABLE JAMES V. MURPHY

Judge, Fourth Municipal District - Maywood
Circuit Court of Cook County

CCR Affiliation - Referring Judge in Maywood Mediation Court Program

Judge Murphy has a saying that hangs in his office, "If you want peace work for justice." This saying provides a daily reminder for the work he aspires to achieve each day. He has lived out that aspiration supporting CCR's *pro se* mediation court program at Maywood since its inception in 1996.

"Mediation is so effective in the courtroom," Judge Murphy commented. "My objective as a judge is to have people walk out having had their day in court. They don't have to be happy to know that they had their day. But with mediation they have their say and they get to hear the other side as well – the things they wouldn't necessarily hear in court. It is extremely effective and a great alternative to going to trial." Judge Murphy continued, "Even if no agreement is reached, they have a better idea of what they want and are not as hostile by the time they get to the trial."

Down the road, he hopes to be known as a Judge who was fair and patient. "I only hope that everyone feels they had an equal opportunity when they were in front of me."

CCR is thankful for Judge Murphy's friendship and the many mediation opportunities that he has made possible.

HONORABLE DONALD P. O'CONNELL (RET.)

Full-time Mediation Practice

CCR Affiliation - Board of Directors, Advocate



During his tenure as Chief Judge of the Circuit Court of Cook County, Honorable Donald P. O'Connell made scores of improvements in the court system.

Early on, Judge O'Connell saw the need for specific disputes to be resolved outside the court system. He supported *pro bono* mediation services and worked hard to make sure it happened. He worked alongside former President René Torrado and then-Executive Director Bradley Ginn to ensure CCR would prevail during difficult times and that CCR's services would not only continue but expand its reach and services offered.

René Torrado had much to say about Judge O'Connell's work. "Don O'Connell is a giant in the field of mediation. If there was anyone in this city who understood the importance of mediation and CCR, it was Don. He has been a longtime proponent of mediation and a longtime supporter of CCR. Without Don's continued active support, there's no way that CCR could have survived financially and expanded its services to the courts and the community."

His leadership, vision and sound judgment were key in assisting CCR to reach out to more clients. His work made it possible for the organization to serve over 4,000 clients annually.

RUTH ANN SCHMITT

Executive Director, The Lawyers Trust Fund of Illinois

CCR Affiliation - Funder, Supporter

Ruth Ann Schmitt understates her tremendous contribution to the legal aid community and to CCR, simply stating, "I found the law as a way to change things."

As a little girl, Ruth Ann noticed that the lives of the families that picked fruit at her family's farm in upstate New York were quite different from her own. This experience resonated with her throughout her life and ultimately drew her to the law as a way to help others.

The legal aid community is fortunate that Ruth Ann chose to dedicate herself to providing legal services as she has helped so many people along the way. "[She] is one of those extraordinary people who has played a major role in all aspects of our legal pro bono world," said Leonard Schragger who has worked with her over the years. "Her dedication and creativity have contributed to so many major improvements in providing access to justice in our community, that we can never thank her enough." As if that were not enough, Leonard notes "She is also a wonderful person."

Ruth Ann has chosen to represent all the foundations that have supported CCR's mission and work over the years. Her work with the Lawyers Trust Fund of Illinois was pivotal in allowing CCR to expand its reach in the community. Her foundation works every day to improve the administration of justice. CCR is indebted to the Lawyers Trust Fund of Illinois and all of our funders for taking a chance on mediation during a time when ADR was an unfamiliar new way of implementing justice.

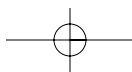
*"YOU WILL FIND AS YOU LOOK BACK UPON YOUR LIFE,
THAT THE MOMENTS THAT STAND OUT
ARE THE MOMENTS WHEN YOU HAVE DONE THINGS FOR OTHERS."
- Anonymous*

REPRESENTING THE PAST AND PRESENT
CCR STAFF & ADMINISTRATION



(Seated, L to R) Anne M. Levin - Dir. of Mediation Services, Adrienne Walker - Manager of Mediation Services, Annalisa Harrington - Manager of Mediation Services, Susan K. Rodgers - Executive Director, (Standing, L to R) Stephanie Senuta - Dir. of Volunteer Development, Deborah Klecha - Dir. of Operations, Genevieve Hurst - Training Coordinator, Alyson Carrel - Dir. of Training Services, Julia C. Langfelder - Dir. of Marketing & Development, Andrew Starr - Manager of Mediation Services

CCR has grown from a small office in Chicago's Uptown neighborhood with merely one staff member to today's downtown Loop location where a staff of eleven manage fifteen different mediation programs, nine annual mediation skills trainings and 200 volunteers. We honor all those who work or have worked at CCR. Each employee who has come through our doors touched the organization in some way. Without each staffers' personal drive and expertise, CCR would not be on the map. Whether it was 1979, 2004 or anytime in-between, we are proud to have you as a part of our family.



25 MOST INFLUENTIAL PEOPLE



HONORABLE GERALDINE SOAT BROWN

United States Magistrate Judge

CCR Affiliation - Volunteer Mediator, Trainer

“The moral arc of the universe is long, but it bends toward justice.” This quotation from the nineteenth century theologian Theodore Parker, a favorite of Dr. Martin Luther King, Jr., is a memorable piece of wisdom for Honorable Geraldine Soat Brown.

Before being named to the bench in 2000, Judge Brown volunteered for eight years as a mediator in various cases at CCR, including those handled through our program with the Illinois Department of Human Rights. “I believe in CCR’s mission of facilitating the peaceful resolution of disputes by assisting the people involved in the dispute to find their own solution. The process enhances the lives of those who receive the services and those who volunteer.”

As a Magistrate Judge, she conducts more than 100 settlement conferences per year, utilizing many of her mediation skills and techniques. “These skills,” she says, “taught me how to listen better in order to hear what people are really saying.”

Many individuals have inspired and helped Judge Brown. “My mother, who died too young, was never able to go to college, but she inspired me to pursue my dreams at a time when there were few female attorneys.”

Here at CCR, Judge Brown’s support inspires us. We believe she has helped mold the arc towards justice.

RENÉ A. TORRADO, JR.

Attorney, Corboy & Demetrio, P.C.

CCR Affiliation - Past President, Board of Directors



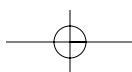
“I, like most lawyers, would like to be remembered as a good attorney who, with integrity and energy, represented his clients very well. I would also like people to see me as someone who did not take himself too seriously!”

We at CCR know René A. Torrado, Jr. as such. After many years of service to The Chicago Bar Association, including one as President, he began a three-year term as CCR President in 1997. He presided over the organization during a financially difficult period and, under his direction, CCR refocused and became even stronger.

“Working in concert with Donald P. O’Connell, then Chief Judge of Circuit Court of Cook County, The Chicago Bar Foundation, CCR’s Executive Director at the time, Brad Ginn, the Board of Directors and the organization’s many devoted volunteers,” René commented, “we were able to restore CCR to a sound financial footing and ensure that the Center’s work would continue.”

René is a person admired by many. As Philip H. Corboy, partner at Corboy & Demetrio, P.C. acknowledged, “René has been active in the legal community for three decades. René exemplifies what is professional, what is correct, what is right, what is required for success in the legal profession. René enjoys the highest respect from his peers in the entire legal profession.”

In-turn, CCR is more respected today because of the organization it became under René’s leadership and guidance as President.



ANONYMOUS

CCR Affiliation - Volunteer in various capacities

CCR is privileged with some of the most giving and dedicated individuals. They not only give of their time but also their knowledge, skills and passion to achieve the mission of the organization. This is especially true of our next honoree who requested to remain anonymous. We say thank you to this person for her/his knowledge and years of endless contributions.

CCR also finds it fitting to use her/him as an introduction to the five we have chosen as representatives for our entire volunteer core. Because of you, CCR's work is possible.



REPRESENTING CCR'S VOLUNTEERS

MARK BERGNER

Attorney, Schiff Hardin, LLP

CCR Affiliation - Volunteer Mediator, Trainer

When Mark Bergner first learned of CCR's volunteer mediation program, he "recognized that it presented not only an opportunity to contribute to the community as a whole, but also a chance to develop a skill that would be valuable in my job."

Mark is recognized at CCR by the energy he brings. He has an air of excitement, positive attitude and relentless vigor to everything he does that spreads to all those around him. CCR's Manager of Mediation Services Annalisa Harrington stated, "Each time you work with Mark, you end up with a smile on your face and a renewed commitment to what you're doing."

Mark has realized, "There is a common thread that runs through all conflicts, and there are common tools that can be used to help resolve conflicts of any type. Even conflicts that may be small in a monetary sense, such as those commonly dealt with by CCR, are important to the individuals involved in them. Once you get the sense that you are always dealing with "important" conflicts, the context (CCR, work, home) becomes less relevant."

CCR is proud to have Mark as one of its volunteers.

REPRESENTING CCR'S VOLUNTEERS

DEBORAH R. PIERCE

Attorney, Labor & Employment Private Practice

CCR Affiliation - Volunteer Mediator, Trainer

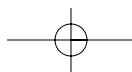


Deborah R. Pierce brings a unique perspective and background to CCR along with her passion for sharing the skills she possesses with prospective mediators in CCR's trainings.

She appreciates even those mediations that don't end in an agreement, because either way "I can see their thought process has been activated and redirected on the path toward solving their problem."

Knowing her professional background and personal accomplishments, Steven W. Sufas, a partner with Ballard Spahr Andrews & Ingersoll, LLP, was not surprised that Deborah is being recognized. "Deborah has excelled academically and has gone on to hold responsible positions in the legal departments of some of America's largest corporations, such as DuPont, Continental Airlines and Sears, as well as serving as the Regional Solicitor for the United States Department of Labor in Philadelphia. Her many years of experience as a labor and employment lawyer have helped hone her conflict resolution skills. It is good to see that CCR is recognizing her unique talents and contributions."

A motto Deborah lives by is, "Find the good and praise it." We hope we've done just that and are honored to recognize Deborah. We thank her for all the good that she has done for CCR over the years!



25 MOST INFLUENTIAL PEOPLE

REPRESENTING CCR'S VOLUNTEERS

DR. PATRICIA DEER

Massage Therapist

CCR Affiliation - Volunteer Mediator, Trainer, Peer Review

When Patricia Deer turned 50, she took time to reflect on what she wanted the second half of her life to be about. After serious reflection, she decided to focus her efforts on the creation of harmony. Patricia found one focus for that goal when she was introduced to Richard (Dick) Salem who told her about CCR. In 1993 she went through CCR's training and became a volunteer mediator.



Over the years Patricia has incorporated her professional work of mind-body awareness to mediation and has hosted various workshops for CCR volunteers, teaching them ways to be more grounded in mediations.

Rita Starr, Founder and Director of Healing Racism, commented on Patricia's personal side: "Patricia is someone that every individual and organization would want at their side. She has been a key sounding board and resource for my leadership work in healing racism. She is a committed parent whose three grown children travel the world and serve humanity, and is also a strong ally to her aging mother. In addition to running her own business that employs six massage therapists who serve the corporate market, she donates her time and skills to doing conflict resolution for those in need and trains others to acquire conflict resolution skills. These are just the highlights of a deeply and thoughtfully examined life."

Patricia believes in the saying, "Keep on learnin' – keep on lovin'." She continues to live out that motto everyday, whether she's learning and translating Tibetan or traveling the world. CCR is excited to keep on learnin' alongside Patricia.



REPRESENTING CCR'S VOLUNTEERS

STANLEY MAJKA

Filmmaker

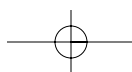
CCR Affiliation - Volunteer Mediator, Volunteer Networking Group

While working on a series of job training programs for PBS, Stanley found alternative dispute resolution being used by several progressive human resource departments. "The cases and methods of resolution were very helpful while I was writing scripts." He was determined to learn more and took the CCR training in May 2003.

CCR's Director of Volunteer Development Stephanie Senuta describes Stanley as an insatiable learner. "He has an undying thirst for knowledge. He continually wants to know and do more and will participate in all of CCR's offerings. On top of that, he is an incredibly creative individual and uses those skills while mediating."

Stanley, with fellow volunteer mediator Lynn Murphy, recently started a new project with CCR called the Volunteer Mediators Networking Group. The group's mission is to provide an environment for peers to get together to support one another and develop mediation opportunities while continuing to improve their skills. Despite all of his efforts, Stanley humbly states that, "CCR is contributing much more to me than I to them."

Stanley encourages people to become involved with CCR saying, "It can change your life for the better." We recommend getting to know Stanley for the same reason.



REPRESENTING CCR'S VOLUNTEERS

ED SHAPIRO

Attorney & Mediator, Much Shelist



CCR Affiliation - Volunteer Mediator, Trainer, Member Ad Hoc Policy Committee

Ed Shapiro's mediation career began in Boston. When he moved to Chicago and wanted to continue in the mediation field, colleagues advised him to take the CCR training. Since taking the training in 2000, Ed has enthusiastically promoted CCR.

After years of volunteer mediating, Ed recently took on a new role as trainer for CCR's mediation skills training. "When I went through the training, I was very impressed with the skill, passion, and commitment of those who helped me. As a trainer, I try to bring those same qualities to new trainees."

To Ed, CCR is a welcomed refuge, "a change of pace, and a place that provides me with challenges very different from those I experience every day as a business counselor/litigator/dispute resolver. My work as a volunteer mediator and trainer helps keep me open to the possibilities of resolution when none seem to exist. It has made me a better person and a better lawyer."

Ed draws inspiration from his wife. "From virtually the first moment we met fifteen years ago, she has been an inspiration. She has an innate excitement and passion for life. She supports my love of and commitment to mediation. She understands why helping others achieve peace is central to who I am."

We are in awe of Ed's constant willingness to assist CCR; no matter the issues of the case or how pressed he is with his own full-time responsibilities. Ed is a true representation of our volunteers – individuals that hold a genuine kindness and devotion to the process, are selfless with their time, and skilled in the art of listening.

**HONORABLE E. KENNETH WRIGHT, JR.**

Presiding Judge, First Municipal District
Circuit Court of Cook County

CCR Affiliation - Board of Directors

Honorable E. Kenneth Wright, Jr. embodies what CCR refers to as our administrative judges - those who have worked and continue to work in expanding CCR's referral system, educating the Judges and State's Attorneys on the organization's services, and gaining support in the courtrooms.

Judge Wright became involved with the Board of Directors in 2003 simply because he believes in the mission. "It provides the means of resolving conflicts without a fight, reinforcing my belief that this is possible."

"Judge Wright is a person of integrity, a person of love and a gentle man," says Bishop Larry Darnell Trotter, Pastor of Sweet Holy Spirit Full Gospel Church. But Judge Wright simply wants to be remembered as someone who, "contributed the best that he could to make a difference."

CCR is proof of this. With only over one year of service, Judge Wright has allowed CCR to regain its reach in the Misdemeanor Branch Courts and assisted in the placement of CCR brochures at various help desk locations. Proving that he has and will continue to make a difference.

25 MOST INFLUENTIAL PEOPLE



SUSAN M. YATES

Executive Director, Center for Analysis of Alternative Dispute Resolution Systems (CAADRS)

CCR Affiliation - Volunteer Mediator, Trainer, Consultant,
CAADRS Executive Director, Former CCR Executive Director

Susan M. Yates has proven that you can never give too much of yourself. She has been actively involved with CCR in a variety of capacities for over twenty years. During the last two decades, Susan finds that while the challenges keep changing and the needs keep growing, it is still incredibly satisfying to walk into a room full of strangers and eventually leave that room having helped the people unburden themselves of a conflict that has been weighing them down (often for a long time). "That still feels like making a difference in someone's life; or better yet, giving people a chance to make a difference in their own lives."

For Susan, CCR opened the door to what has become a very fulfilling career, as well as the meeting point for so many dear friends. "I have been very fortunate to be inspired and mentored by many people. My parents, and the faith they raised me with, taught me to do what I could to make the world a better, more peaceful place. Jon Weiss, who was CCR Executive Director before and after me, was my mentor in the ADR field, teaching me how to mediate, how to train and how CCR could work with the court system. The CCR volunteers are always great inspiration, both the board members and the mediators. Now I draw inspiration from my colleagues: Harris, Kent, Jen, Mariana, Jennifer, and the CAADRS Executive Committee. What a wonderful team!"

How does Susan balance her work in ADR and her personal life? "When I train new mediators, I talk to them about meeting the parties where they are, not where you think they ought to be. I try to live up to that in the rest of my life, too."

CCR is grateful for Susan's steadfast leadership and unfaltering support. She has been an inspiration and an influence in placing CCR one step closer to where we hope to be!

WE PRESENTED THE OPPORTUNITY FOR PEOPLE TO HONOR INDIVIDUALS WHO HAVE BEEN INFLUENTIAL IN THEIR OWN LIVES BY MAKING A CONTRIBUTION IN HONOR OF THEM AND OF PEACE WEEK. WE APPRECIATE ALL THOSE WHO SUPPORTED CCR'S 2ND ANNUAL PEACE WEEK AND TO ALL THE HONOREES: FOR THE POSITIVE IMPACT YOU HAVE MADE IN MANY LIVES - THANK YOU! YOU MAKE A DIFFERENCE!

CRAIG BENSON HONORED BY KATHERINE BENSON

LOIS PRUST HONORED BY KATHERINE BENSON

ORMEL PRUST HONORED BY KATHERINE BENSON

JAMES & LAMAE BERGNER HONORED BY MARK BERGNER
Thanks for everything!

JEANETTE G. BLACHMAN HONORED BY BEVERLY & MICHAEL HUCKMAN

To our mother, Jeanie Blachman, in honor of her 89th birthday which occurs during Peace Week and the 49th Anniversary of her being named "Woman of the Year for the City of Portsmouth, Virginia."

A CHILD HONORED BY SUSAN CARREL & LEO GORENSTEIN
As the quote says, "Children are living messages we send to a time we will not see."

KIMBERLY CLINTON HONORED BY SAM & LILY GRAGERT

MICHAEL COFFIELD HONORED BY SUSAN RODGERS
Michael is both a passionate advocate and a true peace maker. During times of conflict he has always been there to remind me of my better self. For all his contributions in bringing people together, Michael deserves the honor of Peace Maker.

CCR STAFF HONORED BY COOKIE LEVITZ

In sincere appreciation and awe of all the past and current staff. Thank you!

CCR STAFF AND VOLUNTEERS OVER THE YEARS HONORED BY LYNN GAFFIGAN

THE CCR CASE MANAGEMENT STAFF - ANNIE, ADRIENNE, ANNALISA, DREW, JUSTINE HONORED BY ED SHAPIRO

For your tireless efforts "in the trenches" arranging for parties, their lawyers and the mediators to come together to try to make peace. Keep up the great work!

DR. JEANNINE DeROSE-IHRIG HONORED BY PAM KENTRA

My mother is a true inspiration to me. She taught me the importance of education, love, patience and caring. Earning her Ph.D. in Educational Psychology after her kids were in school, she exemplifies a strong, intelligent, woman who could balance family, professional life and everything else. I love you Mom!

JANE DiRENZO PIGOTT HONORED BY JENNIFER NIJMAN

Jane has devoted her time and attention to solving diversity conflicts in firms, companies and organizations - in her business, her volunteer work (Alliance for Women) and her personal life. She inspires with her focus and energy.

JIM & SALLY GINN HONORED BY BRADLEY R. GINN

In appreciation for the many gifts my parents, Jim & Sally Ginn, gave to me such as their love, curiosity, creativity, culture, wisdom, support, success, humor and time in Charlevoix. Thanks for being my parents.

SILKE HANSEN HONORED BY BRIGITTE BELL

She is, both in not only her work but in her daily life, a shining example that those who live what they preach and teach are the most effective. She introduced me to mediation, and I will be forever grateful.

MARC R. KADISH HONORED BY PAM KENTRA

Marc is an amazing person. He is the best attorney and professor I've ever known and taught me by example the importance of not judging others, patience and hard work. He is the person you know will always be there to make things right when you need a helping hand.

HONORABLE DOROTHY KIRIE KINNAIRD HONORED BY JACK R. BIERIG**ELENI KOUMELIS HONORED BY JENNIFER NIJMAN**

Eleni works tirelessly for pro bono boards (like Rainbow House), her church board, school boards, and is the peace maker and holder of her family - an inspiration.

OSSIE & MIDGE LANGFELDER & ALL THE 12 J'S HONORED BY JULIA LANGFELDER**CORINNE (COOKIE) LEVITZ HONORED BY JACK R. BIERIG****DR. PEGGY JOYCE LITTLE HONORED ANONYMOUSLY**

Dr. Little is a person of high moral values, love and she is a gentle person. A person I shall love forever.

MARGARET MASTERS HONORED BY EM GRIFFIN

Margaret modeled excellence, her enthusiasm was contagious, and her confidence in me when I first volunteered inspired me to develop my skills through further training.

MICHAEL & SUSAN NATHANSON HONORED BY COOKIE LEVITZ

In appreciation of Michael "my teacher and the excessively modest peacemaker" who works hard to make CCR the wonderful organization and community it is. In appreciation of Susan who is a good, supportive friend.

STEVEN D. SHEWFEIT HONORED ANONYMOUSLY**JON WEISS HONORED ANONYMOUSLY**

Thank you Jon for everything you contributed to CCR's success.

MABEL TILLER & HELEN WESLEY HONORED BY MEREDITH RITCHIE**SUSAN YATES HONORED BY LYNN COHN**

Susan Yates: A leader in our field; a friend in our hearts.

JACK E. AND BETTYE S. YATES HONORED BY SUSAN YATES

Honored for being a great example of the meaning of family, faith, and trying to do right in the world.

*To reframe the adage: "It takes a team to raise a mediator," I'd like to thank my team: **Michael Nathanson** - who first introduced me to CCR (boundless time), **Patricia Deer** - for her skills and heart, from my first sim to date, **Steve Shewfelt** - a coach & cheerleader extraordinaire, **Andy Miller** - I'm an Andy Miller groupie in awe of his skills and humor, **Danielle Loevy** - for her acceptance, skills and grace, **Cookie Levitz** - my travel guide. And to my fellow volunteers. Thank you! It's an honor and a pleasure to be a part of such a dynamic group. **HONORED BY YVETTE MELTZER***

INDIVIDUAL CONTRIBUTORS

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PATRICK & MEAVE FOLEY

ROSELYN FRIEDMAN
CRAIG KARSEN

MARK MARQUARDT
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RICHARD RHODES
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