



**NATIONAL  
CONFLICT  
RESOLUTION  
CENTER™**

A background image of a city skyline with various skyscrapers and buildings under a bright, slightly hazy sky.

# CREATING AN ENDOWMENT

Building for the Future



# VISION

Since the National Conflict Resolution Center (NCRC) was launched in 1983 as a grassroots mediation center in Golden Hill, we have extended the reach of our services into 12 countries on four continents and across six Cabinet-level departments. In celebration of our 35th anniversary, NCRC is building an endowment that will help put the organization on solid financial footing in perpetuity and ensure the sustainability, scalability, and elevation of NCRC's singular mission and signature programs.



## GOAL

\$20 million by 2020

## RATIONALE

Assuming a four percent annual return, a \$20 million endowment will yield \$800,000 in investment income annually to support and sustain NCRC's four key initiatives, all of which are poised to be national models:

1. **Avoiding the Pipeline to Prison/  
Restorative Justice**
2. **Galinson Campaign for  
Campus Civility**
3. **Empowerment Training**
4. **Center for Community Cohesion**

# STRUCTURE

We anticipate allocating \$200,000 annually for each of the above initiatives. Funds will replace at-risk funding and meet specific needs, such as program expansion.

## Replacement Funding

NCRC's **Empowerment Training**, for example, serves the most vulnerable members of society (veterans, homeless, foster and at-risk youth) and is currently supported by a contract with the County of San Diego's Health and Human Services. This contract ends in January 2020. Similarly, funding from The California Endowment (TCE), one of NCRC's closest partners for almost a decade, will end in 2020 as TCE wraps up its 10-year "Building Healthy Communities" initiative that has provided significant grant funding for NCRC's **Center for Community Cohesion** and restorative justice programming. Endowment income will generate sustained program funding when current sources expire, allowing programs to continue and grow seamlessly. NCRC will continue to vigilantly pursue other funding sources, but endowment income will provide a critical and reliable supplemental income source.

## Expansion Funding

Endowment income will also support the expansion of our **Campus Civility** initiative. With \$200,000 annual income, we can pilot up to eight new campuses a year (one pilot costs \$25,000), enabling us to scale dramatically. Our "**Avoiding the Pipeline to Prison**" initiative is similarly poised for dramatic growth following a highly successful three-year pilot. Youth participants have a 98 percent rate of successful program completion and only 11 percent recidivism, compared with 71 percent in the traditional justice system, and 95 percent of victims report a positive experience with the restorative process. Annual endowment income will provide guaranteed seed money to launch and sustain restorative justice programs countywide and meet growing demand by law enforcement partners.

# WHY NOW

**In today's world of heightened incivility, where extremist politics, race-fueled violence, and clashing ideologies rip apart campuses and communities, NCRC's work is more necessary and relevant than ever.** Conflict and violence proliferate among nations and tribes, rivals and gangs, even families and neighbors. To a society in crisis, we offer a solution. Our signature training methodology – woven throughout our programs – helps people communicate with one another as human beings who share common experiences, empowering them with the confidence to manage and resolve conflict with dignity. The simplicity and centrality of our mission is garnering unprecedented and broad-based support. Now is the time to leverage that support to firmly establish NCRC in perpetuity through an endowment.

## CASE FOR SUPPORT (KEY POINTS)

**The National Conflict Resolution Center: A singular force for civility and peace and a signature San Diego achievement.**

**NCRC is the only organization of its kind in the country.** We have designed uniquely powerful tools for resolving disputes and building cohesion based on proven mediation principles. These tools are low-cost, high-yield, and scalable from individuals to nations. They are easy to learn and use, and they have delivered value to people across the socioeconomic, cultural, and political spectrum.

**NCRC's approach is uniquely proactive and nonpartisan.** We help individuals and communities address issues before they escalate into full-blown conflict. We are a trusted third-party neutral offering solutions that apply across the political spectrum. For example, our “Avoiding the Pipeline to Prison” initiative appeals to both social progressives who want to help disadvantaged youth and fiscal conservatives who want to curb government spending.

**NCRC exemplifies the global impact of San Diego's culture of innovation.** We started up in 1983 at a time when the region's biotech and telecom industries were taking flight. Like other hometown trailblazers, NCRC has been an incubator of novel instruments and systems. We have applied core mediation principles to revolutionize the field of peacemaking, and we have exported our innovations to hotspots in a dozen countries across four continents.

## **ENDOWMENT ACTIVITY TO DATE**

Our leadership team has met with several major donors who are committed to creating an endowment to sustain NCRC's impact. We have consulted with key NCRC board members, including the Board Chair and the Chair and other members of the Fund Development Committee, to seek guidance on strategy (e.g., how to structure the purpose of the endowment fund) and key administrative functions (e.g., ensuring endowment gift agreements have flexibility — what happens if the designated program changes or ends? — while respecting the donor's intent). And in April 2018 at NCRC's 30th Annual Peacemaker Awards Dinner, we announced the first gift to the endowment, \$1,000,000 from visionary philanthropist Jeanne Herberger.

After meeting with The San Diego Foundation and the Jewish Community Foundation, NCRC is exploring opening endowment funds at both foundations. We are seeking advice from the San Diego Symphony, which has a split endowment at the two foundations. We are also exploring the creation of an Endowment Advisory Committee that would be a subcommittee of NCRC's Fund Development Committee.



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## **There is a Solution.**

Conflicts arise in every aspect of life—at home and work, in classrooms and communities. When effective communication strategies reveal common ground, people are empowered to overcome differences. The National Conflict Resolution Center provides services and training that transform conflict into resolution.

**For more information, please contact:**

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