



2025 Annual Report



Table of Contents

Message from Leadership	2	Staff & Board	7
Mediation	3	Financial Health	8
Landlord & Tenant	4	Acknowledgements	9
Let's Talk SM	5	Looking Ahead	10
Voices in Harmony	6	Ways to Support	11

Our Mission

Bringing people together to prevent conflict, resolve disputes, and improve communication for a more inclusive community.



Message from Leadership

As we look back over the past year, I am honored to share our work to help people in our community prevent conflict, resolve disputes, and improve communication. In 2025, Mountain Mediation's programming reached over 3,000 individuals in our community. The outcomes highlighted in this report represent more than data points; they reflect neighbors finding common ground, students learning to navigate conflict constructively, and businesses strengthening their internal and external relationships.

Mountain Mediation celebrated our 20th Anniversary this year - and our two decades of service would not be possible without the support of our community, volunteers, and sponsors. Our growth and continuity are marked by the relationships we forge as an organization and between community members who utilize our services.

As we move into 2026, we remain steadfast in our commitment to building bridges, fostering understanding, and expanding access to constructive conflict resolution. I invite you to read on and join us as we continue this important work together.

Gretchen Lee
Executive Director



Programming Pillars

Mediation

Dispute Resolution for Families, Businesses, & Our Community

Landlord & Tenant

Education, Outreach, & Relationship Building

Let's TalkSM

Communication Trainings & Community Conversations

Mediation

Our organization remains committed to expanding access to justice by offering sliding-scale mediation services, ensuring that everyone in our community - regardless of their ability to pay - has access to high-quality dispute resolution services. With our dedicated team of high-quality mediators, more individuals, families, and neighbors, can resolve domestic, workplace, and other types of disputes outside of the court.

Mediation is a voluntary, confidential process where a neutral third party (the mediator) helps disputing parties communicate, understand each other's interests, and explore options for a mutually acceptable resolution.

Our mediators are available at the Silver Summit Courthouse during small claims sessions held on the first and third Wednesdays of each month, as well as for small claims appeals. 2025 marks our 20th year of offering this no-cost service, as we continue to provide an accessible pathway for community members to resolve disputes without prolonged litigation.

This year, we expanded our domestic services by partnering with the Utah Association of Collaborative Professionals to host our first Divorce Options® Workshop. These workshops provide clear information about mediation, legal requirements, financial considerations, and the emotional aspects of divorce, which helps participants make informed decisions during a challenging transition.

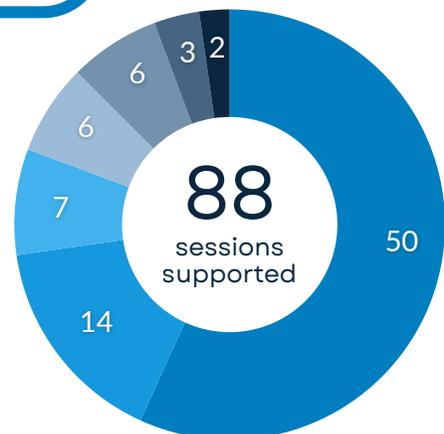
"I'm so grateful for your help for low-income clients like myself!" Mediation Client

"I am very grateful and pleasantly surprised with how well mediation has changed my work environment for the better."

Workplace Mediation Client

Mediation & Consultation Numbers

- Landlord/Tenant Consults
- Small Claims Mediations
- Workplace Mediations
- Small Claims Appeals
- Family Mediation
- Landlord/Tenant Mediations
- Other Mediations



Landlord & Tenant



Our landlord & tenant education and eviction prevention programming provides renters and landlords with information, support, and mediation. Thanks to generous state, local, and private funding, we offer these services to the community at no cost.

While it is not always possible for people to remain in their current housing, Mountain Mediation works as a neutral party to help prevent a court eviction filing. Court evictions can have a cascading effect of hardship on individuals and families: threatening employment, disrupting children's education, straining mental health, and severing ties to the community.

"Thanks so much for your help! We were able to find a solution to our problem and we will be making payment plans. We'll be sure to call again if we need any help."

Housing Mediation Client

Mountain Mediation's bilingual housing videos and one-on-one consults provide clear information about leasing in Utah and offer individuals the resources to resolve concerns early before they escalate. In the case of a housing conflict or a 3 Day Pay-or-Vacate notice (the step preceding a formal eviction filing), we offer formal mediation services. Our proactive approach that focuses on early intervention and education, helps landlords and tenants address issues before they arise, or come to an agreeable resolution if there is a dispute.



**Click to view
housing videos**





At Mountain Mediation, we believe that anytime we can bring people together to communicate, we are building a more resilient, connected community. In 2025, we hosted 13 events including trainings, conversations, and workshops, reaching 442 participants.

We taught a variety of communications trainings to individuals from both the private and public sectors, including our Let's TalkSM Essentials and Building Trust curriculum. We also facilitated 4 Community Conversations on kindness, cell phones in high school, and the film *Paris Is Burning*. Additionally, we hosted peace-building educator, Chad Ford, for both an interactive talk and a half day workshop centered around conflict transformation.

By helping people better understand the mechanics of human conflict, we offer the tools and services necessary to foster deeper understanding. We measure our success not just in numbers, but in the shifts in perspective shared by our participants.



Chad Ford helps turn conflict into collaboration

"Communicating to connect is NOT trying to convince. This training taught me to be more self-aware of my actions while I try to actively listen."

"I see myself using these tools at my wedding in two months and having conversations with family."

Two Let's TalkSM Essentials attendees



PCHS students filled our board with sticky notes about what respect means to them



Attendees practice their conversation skills at Let's TalkSM

[Click to get more info on Let's TalkSM](#)



Staff



Gretchen Lee
Executive Director



Nicole E. Droitsch
“Ned”
Associate Director



Joanna Salvador
Outreach Coordinator
& Case Manager



Nicole Wozniak
Communications &
Events Coordinator



In November, we said good-bye to Kris Campbell, as he moved on to pursue new opportunities. We are deeply grateful for his dedication, leadership, & passion for our mission, and we thank him for his meaningful contributions to our organization and the communities we serve.

Board



Beth Holzman
Board Chair



Moe Hickey
Treasurer

Sue Banerjee
Anne A. Cameron
Christine Coleman
Rosa Garcia
Dr. Claustina Mahon-Reynolds
Maddy Shear
Jill Sheinberg
Diana Ximena Sylvester
CJ Veverka

We extend our sincere gratitude to Jill Sheinberg and Dr. Claustina Mahon-Reynolds for their dedicated service on the Mountain Mediation Board. Over the course of two terms, their leadership, insight, and commitment to our mission were instrumental in advancing the growth and impact of our organization.

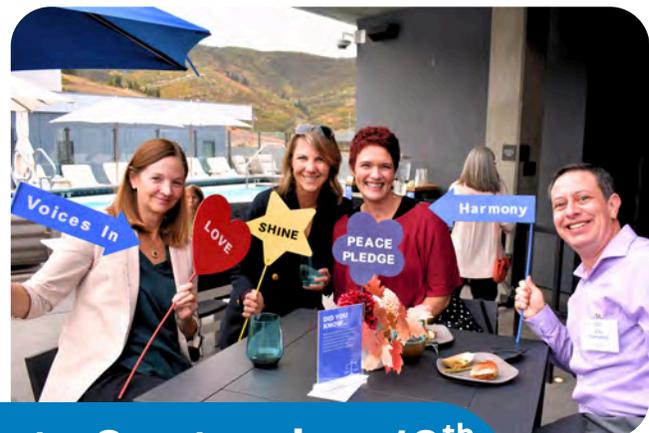


Voices in Harmony

This September, we celebrated 20 years of Mountain Mediation at our third annual fundraiser, newly named "Voices in Harmony." We view our supporters as "Voices in Harmony" - essential partners who help us bring resolution and balance to the community.

Under clear mountain skies, guests enjoyed an evening of music and connection that raised over \$25,000 for our organization. These funds are vital to sustaining and expanding our programs and services.

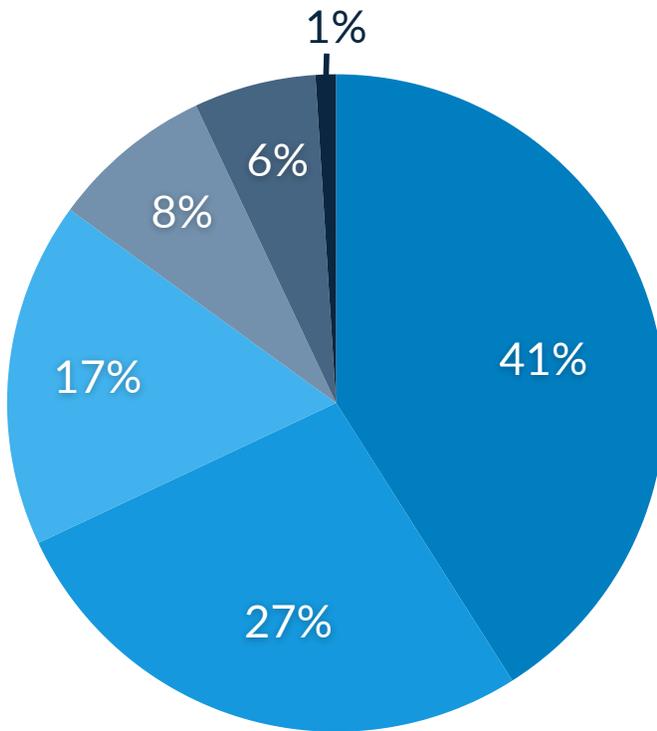
As a nonprofit, our growth depends on your belief in our mission and your investment in a more peaceful future. Thank you for continuing to support harmonious progress in the Wasatch Back.



2026 Save the Date September 10th
Click to get an early ticket!

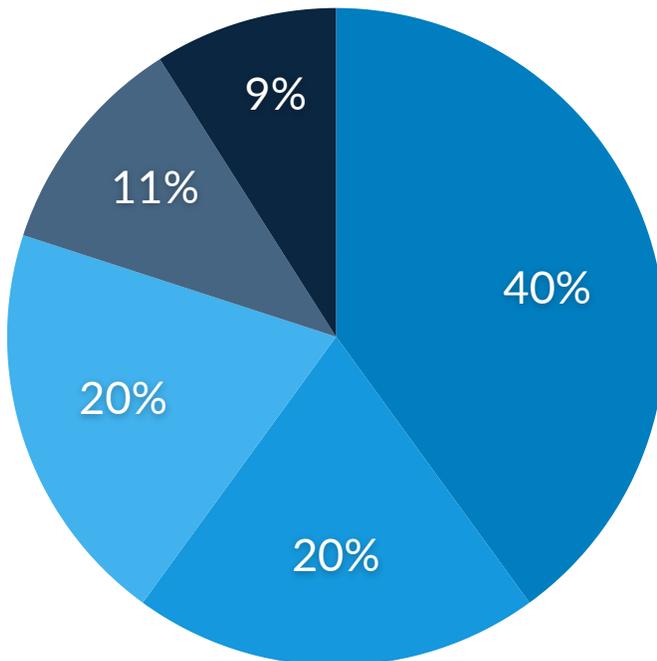


Financial Health



Total Revenue
\$305,600

- Grants
- Program Contracts
- Cash Contributions
- Mediations & Trainings
- In-Kind Donations
- Interest Income



Total Expenses
\$282,338

- Landlord & Tenant
- Mediations
- Let's TalkSM
- Management & General
- Fundraising

Mountain Mediation's financial audit for 2025 was conducted by Huizenga & Co. CPA, PC and is available on our website [HERE](#).

Acknowledgements

We extend our thanks to the mediators, volunteers, board members, facilitators, and steering committee, who dedicated over 420 hours of service to Mountain Mediation this year. From mediating complex disputes to participating in community outreach and education events, our volunteers' commitment is the engine that drives our success.

The dedication and skills our team brings to the Wasatch Back are invaluable, allowing Mountain Mediation to expand our reach and provide services that truly transform conflicts into opportunities for growth and understanding. Thank you!



Summer volunteer celebration



Volunteer holiday party

Supporters & Donors

American Express National Bank
“and Justice for all”

Intermountain Healthcare

Masonic Temple of Utah

**Park City Chamber of
Commerce and Visitors Bureau**

Park City Community Foundation

Park City Municipal Corporation

Park City Sunrise Rotary Club

Promontory Foundation

State of Utah

Summit County

US Bank Foundation

Utah Bar Foundation

**UCLI Utah Center for
Legal Inclusion**

Utah Humanities

Wells Fargo

Vail Resorts/EpicPromise



Looking Ahead

Mountain Mediation remains committed to provide high-quality, accessible programs and services to all members of our community. Our focus for 2026 is to lean more into proactive conflict resolution, and we have identified the following priorities for the year:



Increase community awareness about mediation's benefits

Mediation is often misunderstood as a last resort, or only necessary when people are already involved in the legal system. In fact, mediation is a helpful tool that anyone can use for any type of dispute. Mediation saves time, money, and can preserve relationships before a conflict escalates.



Strengthen and expand our Landlord & Tenant program

We recently received a generous grant from the Wells Fargo Foundation, enabling us to hire a housing mediator and supporting staff who can respond to the growing number of calls we receive around housing. As part of the grant, we are actively developing a housing mediator model to better meet the needs of our area tenants and landlords.



Create a self-sustaining model for Let's TalkSM

By offering our communication trainings at competitive rates, we plan to generate the resources necessary to provide low-to-no-cost sessions for the broader community. Through collaboration with current partners and the cultivation of new strategic alliances, we look forward to a year of sustainable growth and connection.

Ways to Support

As a small nonprofit offering specialized services, our reach is powered by two essential resources: the generosity of financial contributions and the dedication of our volunteers.

We welcome and appreciate individual gifts of any size. Whether it's a one-time donation or a recurring commitment, your financial support ensures the continuity of our services, subsidizes program costs for those in need, and allows us to expand our educational outreach.

Your support, in whatever form it takes, is an investment in a more peaceful, engaged, and resilient community.

If you'd like more information about making a financial contribution to support our programs, please contact our Executive Director, Gretchen Lee at: Gretchen@MountainMediationCenter.org



**Scan or click
to give**

Mountain Mediation's EIN: 43-2049676



Join Our Journey

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