

# Michael Bischoff

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## Objective

Build the capacity of organizations and individuals who are working for safe and just communities.

## Experience

2002- Present: **Independent Consultant:** Facilitation, Training, and Research  
List of projects completed and services offered described at:  
<http://www.clarityfacilitation.com>

2004 – 2008: Council on Crime and Justice, Minneapolis, MN  
**Interim President** (Mar. 2008 – Jun. 2008)

Organizational leadership for nonprofit with a \$3 million annual budget and 50 employees.  
**Director of Projects** (Aug 2004 – Feb. 2008, Jun. – Aug. 2008)  
Overall project leadership and supervision for 17 staff in two crime victim services projects and four offender re-entry project.

2001-2002: Eastern Mennonite University & James Madison University, Harrisonburg, VA  
**Adjunct Professor**

Taught or co-taught the following classes: Conflict Mediation, Transformative Approaches to Justice and Peace, Criminal Justice and Peacemaking, Voices from the Inside [prison]

1994-2000: Friends for a Non-Violent World, Minneapolis, MN

**Executive Director**, 1/98 - 7/00

Organizational development, supervision, training, fundraising, program direction

**Office and Volunteer Manager**, 9/94 - 3/97

Volunteer recruitment and supervision; graphic design; computer support; bookkeeping.

1997: St. Martin's Table, Minneapolis, MN

**Volunteer Coordinator**, 8/97 - 12/97, Coordinated volunteer services at nonprofit restaurant.

1995: Utne Reader, Minneapolis, MN

**Online Intern**, 1/96 - 5/96, Editing and web page design

## Education

2000 – 2002: Eastern Mennonite University, Harrisonburg, VA

**M.A. Conflict Transformation:** Concentration: Training and Facilitation  
Restorative Justice, Organizational Development, Mediation, Nonviolent Action, Training

1989 – 1993: Truman State University, Kirksville, MO

**B.A. Philosophy and Religion:** Concentration: Video Production

## Freelance and Volunteer Experience

**Trainer** with the Alternatives to Violence Project, 5/95 – present  
Led over 800 hours of experiential workshops in prisons, schools, and churches.

**Mediator** (6/97 – present): with University Accord (Harrisonburg, VA), Restorative Justice Initiatives (Harrisonburg, VA), Citizen's Council (Minneapolis, MN)  
Mediated victim/offender, truancy, divorce, and university disputes.