

# Michael Bischoff

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## Objective

Strengthen the capacity of organizations who are working for just and healthy communities, using approaches that draw on the deepest values and spirit of those organizations.

## Experience

2002- Present: Clarity Facilitation, Minneapolis, MN

### **Lead Consultant and Owner**

Services offered and client comments:

Strategic Planning: *"a hands-on approach which involved all"*

Organizational Assessments: *"a phenomenal job of synthesizing a bulk of information"*

Program Development: *"He gets things done!"*

Facilitating complex, cross-sector collaborations: *"converts ideas into attainable, action steps"*

Evaluation and organizational learning: *"we have seen improved results in our programs"*

Training design and facilitation: *"a gifted teacher and trainer"*

Find the full comments and more about the services at: [www.clarityfacilitation.com](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.

## 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

Led over 800 hours of experiential workshops in prisons, schools, and churches.

### **Mediator** with University Accord (Harrisonburg, VA), Restorative Justice Initiatives (Harrisonburg, VA), Citizen's Council (Minneapolis, MN)

Mediated victim/offender, truancy, divorce, and university disputes.