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Volunteers & Continuing Support Needed!

KIPCOR works in part because of generous assistance from volunteers, many of whom have now retired from their volunteering days (thanks to every one of you!). So we are calling all volunteers! The gift of your time or a referral to others who might help is most welcome!



FOOD: KIPCOR is known for the quality of food provided during our trainings & events. Do you enjoy cooking and baking? Volunteer to help and we'll contact you to see if it would be convenient for you to provide baked goods, or perhaps a full meal (cooking duties can be shared with another volunteer).



MAILINGS: We have a large mailing list and our mass mailings (newsletters, for instance) need many hands to help with folding, sealing, and labeling. Volunteer and we will add your name to the contact list so you will know when we need help.



ROLE-PLAYERS: KIPCOR trains student mediators throughout the year, and part of that training can include rigorous role-play practice...which requires help from volunteer thespians. Do you long for the stage every now and then? Volunteer and play the part of a parent fighting for more parenting time, a landlord or tenant, a consumer or business owner, or an unhappy neighbor.



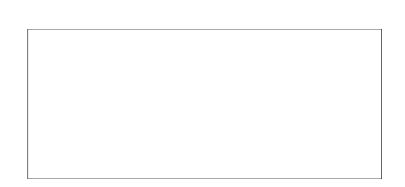
FINANCIAL SUPPORT: We are associated with Bethel College, but almost entirely self-funded. Since money does NOT grow on trees, we need to find it somewhere else. Without the generous support of friends and corporate/foundation sponsors, our work simply cannot continue.

If you can help us in our mission of peacemaking, please contact our Office Manager, Doug Lengel, at: 316-284-5217 or dlengel@bethelks.edu. He will be happy to explain the volunteer process to you.

We're on the Web <u>www.kipcor.org</u> and on



www.facebook.com/kipcorks



ADDRESS SERVICE REQUESTED

www.kipcor.org/ kipcor@bethelks.edu 316-284-5379 (fax) 316-284-5217

North Newton, KS 67117-0276 PO Box 276 2515 College Avenue Kaufman House

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Local Courts and Community Mediation Center Launch Trailblazing Initiative

By Dan Wassink

Domestic mediation is a powerful tool. It creates a collaborative environment that encourages divorced and separated parents to forge their own agreements, outside of the courtroom, focused on the best interests of their child(ren).

"The new triage program is the result of years of planning by local court officials and the Community Mediation Center"

However, mediation is not for everyone. Some domestic cases are too complex, or the conflict between parents is too high. for mediation to work effectively. That is the impetus behind the first-of-its-kind-in-Kansas Dispute Resolution Triage Pro-

gram. Effective on July 1 of this year, the pilot program aims to match divorced and separated parents in the Ninth Judicial District (Harvey and McPherson counties) with the dispute resolution service that best fits their needs and holds the most promise for reaching a collaborative agreement. Court personnel around the state are taking notice and, if the pilot is successful, it could serve as a model for judicial districts to follow.

The new triage program is the result of years of planning by local court officials and KIPCOR's Community Mediation Center (CMC). At its core is a research-based assessment tool that poses a series of questions to parents designed to measure the complexity of issues and level of conflict in each case sent by the courts to

CMC. Center staff analyze the results of the approximately one-hour assessment interview and recommend to the court whether the parents should attempt mediation, limited case management, or limited custody/parenting evaluation as a way to resolve their differences. If the presiding judge accepts CMC's recommendation,



(continued on page 3)

BC's Jacob Miller Places Third in National Peace Oration Contest



Jacob Miller, Bethel College sophomore from Westmoreland. Kansas, placed first in Bethel's local C Henry Smith Peace Oration contest with his presentation. "For the sake of peace. please remember that not all errorists are Muslim." He hen placed third

overall in the Bi-National (Canada and United States) contest hosted by the Mennonite Central Committee.

Starting from a personal vantage point – his own Iranian-American uncle – Miller explores "the inaccurate labeling of terrorism based on religion or skin color," in particular the equating of "Muslim" with "terrorist," within 21st-century American society and culture.

Examining reasons for this, Miller asks: "Who

perpetuates this? Well, besides [us Americans], we cannot let that happen the media. And we buy in. The media's portraval of terrorism harms us all, because white people get a free pass, and it also undermines justice. And there's nothing peaceful about

Miller compares examples from the past several years. Nidal Hasan (an American of Middle Eastern descent), who killed 13 at Fort Hood, Texas, was instantly labeled "terrorist" while the word was never applied to Jared Loughner, who killed six and critically wounded 12 in Tucson, Arizona, or Andreas Lubitz, who crashed a German ietliner into a mountain and killed 150.

This kind of disparity – of those with white and Christian privilege marginalizing "the other" - Miller says, carries over to our criminal-justice system and the rest of our society, and is counter to a social-justice understanding of the words of Jesus, Paul and the Confession of Faith in a Mennonite Perspective.

"Peaceful discourse on an individual level is the only way to ensure change for our national dialogue," Miller says. "Otherwise, this contemporary issue will morph into a chronic one, and as Christians, as pacifists, as decent humans,

"My Uncle Kamyar shouldn't be threatened because of his heritage. Kamyar, Muslims, and all Americans deserve better.

To see Jacob's presentation, visit KIPCOR's web page at kipcor.org/students/peaceoratory

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Volunteers & Continuing Support

KIPCOR marks 15th year with Ulster Project by Dan Wassink, KIPCOR Senior Mediator & Facilitator



This past July, dozens of teenagers from the Northern Ireland community of Portadown again filled the homes and churches of Hutchinson and McPherson. They traveled across the Atlantic Ocean to take part in the long-standing Ulster Project, a monthlong opportunity for Northern Irish and American teens from



Protestant and Catholic backgrounds to learn about one another's culture and develop leadership skills that recognize and appreciate diversity in religious beliefs and practices.

This marked the 15th

year of KIPCOR's involvement with the nationwide project.

I knew very little about the Ulster Project when Gary Flory, KIPCOR Director, approached me to help him facilitate the Project's weekly Time of Discovery sessions in Hutchinson. However, I am now grateful for the opportunity. Whether watching the teens learn collaborative skills by avoiding the clutches of a deadly "anaconda," or sharing poignant memories of "beautiful objects" brought from home, I marveled at how quickly these leaders-oftomorrow bonded and formed what will hopefully be lifelong ties despite their different backgrounds.

In this day and age when polarizing comments and intolerance too often dominate in society, I wish we could all somehow

take a lesson from these teens who refuse to let artificial boundaries define them or their friendships.



New Faces at KIPCOR

Dorothy Nickel Friesen

Senior Associate for Congregational Ministries

In July Dorothy Nickel Friesen joined KIPCOR as a Senior Associate for Congregational Ministries. Dorothy is a graduate of Bethel College (KS) with a BA in English; a MA in Religion and Education from the University of Kansas; a M.Div. from St. Paul School of Theology, Kansas City, MO. In addition she studied at the Anabaptist Mennonite Biblical Seminary (AMBS), Elkhart, IN. Professionally, she taught high school English and edited a magazine before entering the pastorate. She served on staff at Rainbow Mennonite Church, Kansas City, KS; as solo pastor at Manhattan Mennonite Church (KS); as Assistant Dean with AMBS, Elkhart, IN; as senior pastor of First Mennonite Church, Bluffton, OH; and as Conference Minister for Western District Conference, Mennonite Church USA. Dorothy was also Interim Director for AMBS-Great Plains Extension 2013-2014. In "retirement", she continues to serve as a consultant for WDC in pastoral reviews, strategic planning, and conflict resolution, as well as interim pastor at our local Bethel College Mennonite Church. Dorothy is married to Richard Friesen and they are members of Bethel College Mennonite Church. They have two adult daughters and two grandchildren.



Without YOUR Help, KIPCOR May Lose a Fine Tradition

We like to think KIPCOR is well known for having high quality trainings – and that is true! But KIPCOR is also known for having wonderful food at training events. This is not accidental. Humans are the only mammal that eats together as a social function. Food matters in our lives and in our relationships, as those of you who have attended church pot lucks know.

For many years we have had a loyal group of volunteers who cooked noon meals at KIPCOR for training groups, or who brought home-baked pastries from home for breaks. Because age takes a toll on all of us, we no longer have a sufficient

pool of volunteers – especially for the lunches. And we are desperate. Without additional volunteer cooks, we will be forced to begin phasing out this fine tradition

So this is a plea to any volunteers (or Sunday School classes?) who are willing to help cook meals or bake goodies for KIPCOR events. We are not expecting volunteers to always be available on a regular basis – only to help out on occasion. Please call Doug at (316) 284-5217 to find out more what this would entail.

Thank you!! Let's keep this wonderful tradition going!

2015-2016 Film Series continues

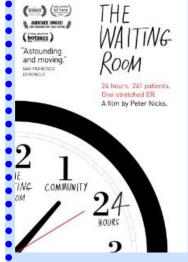


<u>"Chasing Ice"</u> November 8, 2015, "Chasing Ice humanizes an enormous and incomprehensible geological phenomenon with time-lapse images, putting unusually rapid geological change on breathtaking display." - New York Observer



<u>"Groundswell Rising"</u> February 21, 2016

"Groundswell Rising" gives voice to ordinary folks engaged in a David and Goliath struggle against Big Oil and Gas. We meet parents, scientists, doctors, farmers and individuals across the political spectrum decrying the energy extraction process known as fracking that puts profits over people.



<u>"The Waiting Room"</u>, May 1, 2016 A character-driven documentary film that uses extraordinary access to go behind the doors of an American public hospital struggling to care for a community of largely uninsured patients. The film offers a raw, intimate, and even uplifting look at how patients, staff and caregivers each cope with disease, bureaucracy and hard choices.



All films shown at 3:00 PM in Krehbiel Auditorium in the Luyken Fine Arts Center. Each film is followed by a 20-30 minute Q&A/Discussion period.

PBS

SLAVERY

KIPCOR film tackles the question: 'When Did Slavery Really End?'

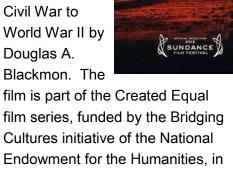
Ask most people that question, and they will probably answer, "with makes extensive use of archival the Emancipation Proclamation of 1863" or "with the Thirteenth Amendment of 1865." However. Slavery by Another Name, the latest in KIPCOR's film series, chalperiod stretching from the end of the Civil War until WW II. thoucan-Americans – were forced into involuntary servitude to pay off debts or to atone for real or manufactured "crimes." The conditions of their labor were often worse those faced by slaves because they were deemed expendable. whereas slave owners typically pro- for bringing so many of his fellow tected their "investment."

Close to 150 people attended the September 13 screening of

Slavery by Another Name, which photographs, re-enactments, and interviews with the descendants of both the victims and perpetrators of enslavement of neoslavery. Most audience members remained after the film for a lenged that assumption. During the lively and thoughtful discussion led Civil War to by Dr. Galyn Vesey, project director World War II by for Research on Black Wichita. sands of individuals – primarily Afri- Vesey is a Wichita native, a retired Blackmon. The professor, and served as both an adjunct professor and consultant to film series, funded by the Bridging the President at Bethel College. Dr. Vesey also participated in the Dockum Drugstore sit-ins in Wichita in 1958. KIPCOR is grateful to Dr. Vesey for his participation and Wichitans to the film screening.

> Slavery by Another Name is based on the 2009 Pulitzer Prize-

winning book, Slavery by Another Name: The Re-Black Americans from the Douglas A.



Endowment for the Humanities, in partnership with the Gilder Lehrman Institute of American History. Local partners are Bethel Col-

lege, Kauffman Museum, KIPCOR, the Mennonite Library and Archives and the Newton Public Library.

(Continued from Pg. 1)

the case is forwarded to a qualified dispute resolution professional.



Former Ninth Judicial District Chief Judge Richard Walker, now a senior judge for the Kansas Court of Appeals, was a driving force behind the creation of the triage program and remains one of its bigges supporters. "The major impetus for creation of the new triage program was to recognize that each parental dispute over children has potentially significant dangers for those children," Walker said. "But every situation is different, and no single ap-

"... we will be better able to assist parents with custody/parenting issues which should ultimately result better outcomes for the children.

proach is best for every case. What is most critical is to engage the parents at a very early stage with someone specially trained to match their particular conflict with available resources."

It is much too early to pass judgment on the new triage program. Data is being collected, many tweaks have already been

made to streamline the program and address unanticipated issues, and many more

> adjustments will undoubtedly be made along the way. However, the program holds great promise in recognizing that the "one-sizefits-all" mentality simply does not work. If parents receive the most appropriate dispute resolution service the first time, rather than being automatically funneled into a mediation environment that may not match the dynamics of their case, the chances of a successful

resolution should increase dramatically. Everyone saves time and money and, most important of all, the children involved benefit from a parenting plan developed by their parents or recommended by a trained professional, rather than one imposed by a

"By supporting the creation of this program," Walker emphasized, "the judges of the Ninth Judicial District are emphasizing the principle that trying these parenting disputes by legal combat in the courtroom is the least likely to provide long term peace and stability for children caught in the middle of parental strife."

Parents entering the triage program pay a fee for service based on a court-adopted sliding scale. That scale was recently revised to ease the financial burden on lowincome parents, while asking higherincome individuals to pay a little more. The program also includes an enhanced educational component. Kirsten Zerger, KIPCOR Director of Training and Education, has revamped and expanded the Divorce Impact Education class, now known as "Parents Forever" and offered exclusively through CMC. While not all parents are

ordered by the court to attend the class, the court does require all triage program participants to take an online class aimed at enhancing their communication skills and giving them the tools they need to coparent more effectively.

> "... the "one-size-fits-all" mentality simply does not work."

Despite the great potential of the triage program, it never would have moved beyond the planning stages without the support of many key players in the Ninth Judicial District. In addition to Judge Walker, newly-named Chief Judge Joe Dickinson is a vocal booster of the program, and the cooperation and input from Chief Court Services Officer Jennifer Foster and her staff has been invaluable. Judge Dickinson noted that "the triage program represents a top to bottom re-vamping of how we are approaching parenting and custody disputes. From the initial assessment to the various alternative dispute options, we will be better able to assist parents with custody/parenting issues which should ultimately result better outcomes for the children. KIPCOR has done a fantastic job in putting this program together."

The Community Mediation Center is also grateful to local attorneys for their instrumental role in keeping a sharp eye on program details and offering many helpful suggestions that continue to improve this important service.

Donating to KIPCOR online is REALLY easy, and SECURE.

- STEP 1: Go to the KIPCOR website at www.kipcor.org
- STEP 2: Click on the word "Donate" at the top right.
- STEP 3: Read the information on the Donate page; pay particular attention to "Donation Instructions"
- STEP 4: Click on the "Donate Online Today!" button.
- STEP 5: Fill out all of the information required. At the bottom, just before entering your credit card data, is the "Gift **Destination**" selection. The box says "Select One" and has a downward facing arrow at the right. Click anywhere in this box, and a box will appear with choices. Click on "Other". When you do that, a second box will appear just to the right of this box. In that box, type the word KIPCOR. Fill out your credit card information, and click on "Submit Form." That's all there is to it!
- STEP 6: (Optional) If it's not too much trouble, let Doug (dlengel@bethelks.edu or 316-284-5217) or Gary (gflory@bethelks.edu) in the KIPCOR office know that you've made an online donation so we can watch for the receipt from the development office, and give you a proper THANK YOU!!!

Thanks for your continued support!

'Most people do not listen with CORRECTION: In the Spring 2015 edition of our newsletter the article "Rev. James Atwood Speaks on Violence" had an the intent to understand; error related to the number of persons killed by gun violence they listen in the U.S. The correct information (from the U.S. Dept. of Defense and the Center for Disease Control, and provided by with the Rev. Atwood) should read: "In our war in Iraq 4,400 Ameriintent can servicemen and women were killed. In the same period to reply." of time 220,500 American citizens were killed by guns on our streets, in our schools and homes." We apologize for our error - and thank the reader who called it to our attention.

MC USA and KIPCOR offer Conversation Coaches at 2015 Convention in Kansas City



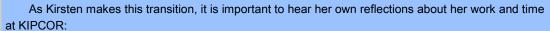
At the request of Glen Guyton with Mennonite Church USA (MCUSA), KIPCOR organized a team of conversation coaches to help people communicate more constructively at the 2015 Convention in Kansas City. Leading this endeavor were KIPCOR Senior Associate for Congregational Health, Dorothy Nickel Friesen and Kirsten Zerger, KIPCOR's Director of Education and Training. Additional volunteers were Susan Jantzen, Ron Moyo, Tonya Ramer Wenger, and Kathy Neufeld Dunn.

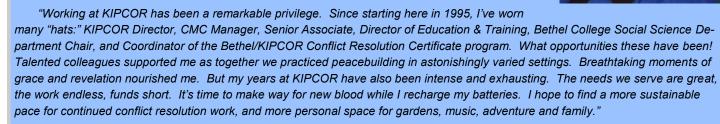
While the original inquiry was about providing "roaming mediators" it quickly became apparent in the planning process that "mediating solutions" was probably not going to happen at the Convention. Rather, people needed assistance in being able to talk and listen to other persons with whom they had significant differences. As Dorothy Friesen Nickel noted, "It was an extremely heavy Convention in terms of topics: Israel/Palestine, sexuality/membership issues, sexual abuse, and endless war." In settings fraught with anxiety, people needed to be able to listen with an open mind, speak without passing judgment, and generally be able to communicate without the conversation becoming angry or ugly.

This was a new experience for both MC USA and KIPCOR. We hope this role can be a structural addition to future MC USA Conventions, and that with more planning and a larger volunteer team, the "conversation coach" can become a well-known and integral part of Convention.

KIPCOR Transitions

On February 1, 2016 Kirsten Zerger will transition from KIPCOR's Director of Education & Training to KIPCOR Senior Associate. For many years Kirsten has been an integral part of the KIPCOR team – always ready with pertinent advice and support, and always providing an extraordinarily good "product", be it teaching, written manual preparation, or intervention as a conflict resolver. As KIPCOR Director Gary Flory noted, "I cannot imagine a more competent and valuable member of the KIPCOR team than Kirsten has proven to be". Her presence will be greatly missed by KIPCOR staff as well as the wider dispute resolution community in Kansas and beyond.





As a KIPCOR Senior Associate, Kirsten will still be available on a limited basis to assist with training and interventions – and for that we are grateful! But KIPCOR is also now searching for a replacement for Kirsten – a new Director of Education & Training. We hoped to have this person in place by the time Kirsten leaves, though it now looks like the search will be extended to have someone in place by the summer of 2016. Please contact KIPCOR's director at gflory@bethelks.edu for inquiries about this position.



Out beyond ideas of wrongdoing and rightdoing there is a field.
I'll meet you there.
When the soul lies down in that grass the world is too full to talk about.
Rumi

Donations July 2014—June 2015 (including Gifts-In-Kind)

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Fleenor, Elaine *** Flory, Barbara and Lowell ** Flory Denise and Ronald Flory, Gary and Ann * Flory, Rowena ***** Friesen, Dennis and Mabel Friesen, Dorothy N. ** Friesen, Duane and Elizabeth Friesen, Jacob T, and Lola M. Friesen, Joachim and Lois Fruth, Bonnie and David Gaeddert, John and Mary Galle, Zona and Omer Gertsen, Mary Ann Goering, Elizabeth and Victor *** Goering, Jacob Goering, Jay and Linda Goering, Jim and Shirley Goering, Lorene Goering, Peter and Sara Fretz * Goering, Verna Goertz, Elma & Ernest Goertzen, Lois Grotewiel, Ken Harder, Lois and Thomas Harder Ruth F Harms, Duane K. Harms, Edgar and Marge Harvey County Master Gardeners Hendricks, Francis Jr. & Jean Hiebert, Alison and Harvey Hinz-Penner, Doug and Raylene Holderread, Ken & Elsie Ikenberry, Gilford and Nelda Isaac, Gary and Jean

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* \$250-\$499 ** \$500-\$999 *** \$1,000-\$4,999 **** \$5,000-\$9,999 **** \$10,000 and above

Thank you for your partnership with KIPCOR in all that has been accomplished. We have tried to list all of our contributors, but it is possible that we have accidently missed someone. If you find an error in our list, please let us know so that we can recognize our supporters. We want to recognize all of you for your generous support of our mportant work.

KIPCOR Calendar

More information & registration is available at www.kipcor.org/Calendar/

December 4, 2015 CME-CEU Shorts

8:30am - 4:30pm Krehbiel Auditorium, Bethel College North Newton KS 67117

January 5-15, 2016
Group and Organizational

Conflict 8:30 - Noon

Kaufman House 2515 College Ave. North Newton KS 67117

January 19-28, 2016
<u>Culture, Gender, & Power in</u>
<u>Conflict</u>

8:30 - Noon

3:00pm

Kaufman House 2515 College Ave. North Newton KS 67117

February 21, 2016
KIPCOR Film Series:
"Groundswell Rising"

Krehbiel Auditorium, Bethel College North Newton KS 67117 May 1, 2016
KIPCOR Film Series: "The
Waiting Room"

North Newton KS 67117

3:00pmKrehbiel Auditorium, Bethel College

May 24-27, 2016

Managing Interpersonal Con-

8:30am - 4:30pm Kaufman House 2515 College Ave. North Newton KS 67117

June 2 & 3, 2016
Restorative Justice Workshop

8:30am - 4:30pm Kaufman House 2515 College Ave. North Newton KS 67117

June 14–17, 2016
Summer Institute
8:30am - 4:30pm
Kaufman House 2515 College Ave.

North Newton KS 67117

June 27-29, 2016

Domestic Mediation 8:30am - 4:30pm

Kaufman House 2515 College Ave. North Newton KS 67117 Aziza Hasan, Bethel alumnae and recipient of KIPCOR/Bethel College's Certificate in Conflict Resolution, recently gave a Tedx Talk called "Unlocking the Courage of Curiosity". We are enormously proud of Aziza and the work she is doing in Los Angeles as executive director of New Ground, A Muslim-Jewish Partnership for Change



To learn more about Aziza, look at the following websites: Her company: http://mjnewground.org/

Her Tedx talk:

https://www.youtube.com/watch?v=YdqnS3zNSJY

Breaking News: The White House Office of the Press Secretary announced today (Sept. 24) that Aziza Hasan has been appointed by President Obama to the President's Third Advisory Council on Faith-Based and Neighborhood Partnerships. Go to KIPCOR's Facebook page to see Aziza's bio as released by the White House. Congratulations, Aziza!! You will do a great job!