## **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!



<u>FOOD:</u> 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 (which can be shared with another volunteer).



<u>MAILINGS:</u> 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.



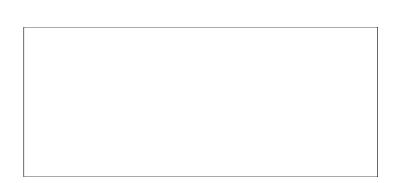
<u>FINANCIAL SUPPORT:</u> We are associated with Bethel College, but <u>almost entirely self-funded</u>. Since money does NOT grow on trees, we need to find it somewhere else. Without the generous support of friends and corporate/foundation sponsors, our work simply cannot continue.

If you can help us in our mission of peacemaking, please contact our Office Manager, Doug Lengel, at: 316-284-5217 or diengel@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



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## Palwasha Kakar presents 40th Annual Peace Lecture

Gender, Religion, & Peacemaking Palwasha Kakar, KIPCOR's 40th Annual Peace Lecturer and Bethel College's 2014 Young Alumnus Award recipient,

has dedicated her life to peacemaking and conflict resolution, especially with issues that affect women in the developing world.

Palwasha just completed four years with the Asia Foundation, based in Kabul, Afghanistan. From January 2013-January 2014, she was the Foundation's director of women's empowerment and development programs. At the end of January, she joined the staff of the

U.S. Institute of Peace in Washington, D.C., as senior program officer for religion and peacemaking.

Kakar was born in Seattle to medical-student parents – father from Afghanistan, mother from south-central Kansas. When it was time for her to go to college, she chose Bethel, the alma mater of her grandmother, the late

Ruth (Smith) Graber, Class of 1946.

She did her undergraduate work in global studies, and Bible, and Religion, graduating in 1999 with a B.A. Among the benefits of her Bethel liberal arts education, Kakar is quick to credit the opportunity for gaining practical mediation skills through KIPCOR. Her first job upon graduation was director of the New-

ton Area Peace Center, which is now Peace Connections.

She has a decade of international experience in conflict and post-conflict settings in Afghanistan, including work-

ing with religious leaders and institutions on peace-building and women's rights, and addressing differences in religious sects and groups regarding women's issues and violence.

"Of course, I enjoy travelling to learn about local histories and cultures, especially with my family. Something I do that is between work and hobby is mentoring other young Afghan women, either through work or outside work in as many creative ways as I can think of "

Inside this issue:
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## Training Helps Teachers Create Positive Discipline Through Restoring Relationships

by Melanie Zuercher\*

Kansas is on the leading edge when it comes to creative ideas for classroom discipline, and the Kansas Institute for Peace and Conflict Resolution (KIPCOR) at Bethel College is helping make that concrete.

Over the past two-and-a-half years, KIPCOR staff have led a number of Restorative Practices trainings – aimed at public school teachers, administrators and social workers – on "classroom discipline and school climate." The trainings are meant to introduce and begin to teach restorative practices that align with the Kansas Multi-Tier System of Supports

(MTSS) – a continuum of responses to students' academic and behavioral needs.

"Restorative practices are first and foremost about healing relationships. They are not," said KIPCOR Director Gary Flory, "[part of] the kind of discipline that schools typically use."

They are what KIPCOR is about. And because Flory has a particular interest in public school issues and how to bring restorative practices into that environment, he

(Continued on Pg. 3)



\*Melanie Zuercher has been the writer and editor for Bethel College's Office of Institutional Communications since 2004. She is a graduate of Goshen (Indiana) College and Anabaptist Mennonite Biblical Seminary (Elkhart, Indiana). After 18 years living in Kansas, she still misses the eastern Appalachian mountains where she grew up.

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## **Conversation with Sister Helen Prejean**



Photo by Melanie Zuercher

Sister Helen Prejean, author of Dead Man Walking (1994) and The Death of Innocents: An Eyewitness Account of Wrongful Executions (2004) was at KIPCOR February 2 to meet with friends and supporters. The 1995 film version of Dead Man Walking was nominated for four Academy Awards and put the phrase "dead man walking" into the national lexicon.

She got involved with death penalty issues in the early 1990s when she became a spiritual adviser to two death-row inmates in Louisiana, and later met the families of their victims. "I was out of my depth." she said, "a middle-school teacher between a murderer who had committed a horrible crime and the shattered families." She added, "Our culture says that the way we honor

the death of a person by murder is to kill the murderer. We have to face the ambivalence: 'Of course, the government shouldn't be killing people ... but it's my: fill in the blank.' We have to recognize

both parts in ourselves." "What art is about is not to preach or tell people what they're supposed to think, but to bring two sides together to look at, talk to, consider each other."

"Does the church only uphold the right to life and dignity for innocent life?"

Audience member Barbara Bunting, Newton, also a Catholic, wondered about the Church's response to Sister Helen's work, 20 years ago and now. "[I wrote] The Death of Innocents as a direct conversation with Pope John Paul II," Sister Helen said. "Does the church only uphold the right to life and dignity for innocent life, say in the case of abortion?" "Pope John Paul II [later] added 'against the death penalty' to the Catholic pro-life declaration. The bishops began saying it. By 2011, approval of the death penalty was dropping more dramatically among Catholics."

When he introduced Sister Helen, Jeff Kollar, Moundridge, invoked the parable "Constant dripping wears away a stone." Sister Helen quipped, "So I'm the drip?" Said Kollar, "She's the constant, persistent action."

## KIPCOR Receives Grant to Provide "Triage" for High Conflict Families

"Divorce" might not be the first word that comes to mind in connection with "health." However, the Kansas Health Foundation has recognized – through the award of a promote and facilitate mediation (rather than a court bat-\$23,425 Recognition Grant - KIPCOR for exactly that. Or, more specifically, for a proposal to help the 9th Judicial District develop a "triage" system that can better assess the most useful intervention for moms and dads in conflict over custody and parenting issues.

The goal: lessening the impact of divorce on children by preventing or reducing conflict between co-parents and helping them become better partners in the "business" of raising their children together.

"The evidence is clear," said KIPCOR director Gary Flory. "There have been hundreds of studies showing the negative impact of parents in conflict on the physical and emotional health of children."

KHF Recognition Grants expand KHF support to a broad range of health-related organizations throughout the state. "Each year, we are amazed at

"Hundreds of studies show the negative impact of parents in conflict on the physical and emotional health of children."

the incredible projects being done by organizations across Kansas," said Steve Coen, KHF president and CEO. "This grant program allows us to support these innovative and impactful community initiatives and recognize the groups and individuals making them a reality."

KIPCOR, through its Community Mediation Center (CMC), has been working for some time in Harvey County to tle) in divorce cases that involve minor children Most commonly at issue: parenting time, custody rights, child sup-

port, and property division.

While mediation works well for some families, it isn't a panacea. Some families need more directed intervention through limited or full case management—a sort of quasi-judicial arbitration process where a case manager makes recommendations directly to the court if

the parties cannot come to their own agreement. Still other families may best be served by going immediately to a child custody investigation provided by court services officers.

The KHF Recognition Grant will allow CMC to continue providing mediation for divorce cases in Harvey County and extend that service to McPherson County (also part of the 9th Judicial District). In addition, CMC will obtain training in the use of a validated assessment tool to channel parents into the intervention process best suited for them. CMC will also use grant monies to provide "divorce impact education" for parents, based on successful programs in several other states.

Flory hopes this project can be a pilot, a model, for other judicial districts. "We want to help parents work out their differences without going to court."

## **Donations July 2012-June 2014 (including Gifts-in-Kind)**

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Flaming, Horton & Elsie N. Fleenor, Elaine \*\* Flickner, Arlo & Geneva Flory, Barbara and Lowell \*\*\* Flory, Gary and Ann \*\*\* Flory, Rowena \*\*\*\*\* Frey, Marlin L. & Luella Deane Friesen Donna June & Larry Friesen, Duane and Elizabeth Friesen, Jacob T, and Lola M. Fruth, Bonnie and David Gaeddert John and Mary Gerber, Vilas & Bertha Goering, Elizabeth and Victor \*\*\* Goering, Eugene & Waneta Goering, Jacob Goering, Jim & Shirle Goering, Lorene Goering, Verna \*\*\* Goering, Vernon & Marna Lois Goertzen Goertzen, Timothy & Judy Gomez Lou Ir and Flizabeth Raid Graber, Martha F Gross, Monica Guice, Janice \*\* Harder, Lois and Thomas Harms, Duane K. \*\* Harms, Edgar and Marge Hasan, Beverly and Shafiq Hean, Maurine Hinz-Penner, Doug and Raylene

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\$1.000-\$4.999 \*\*\*\* \$5,000-\$9,999 \$10,000 and above

hank you for your partnership with KIPCOR in all that has been accomplished. We have tried to list all of our contributors, but during multiple staff changes and over two years, 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 generous supporters. We want to ognize all of you for your generous support of our important work

## **2014-2015 Film Series**

Miss HIV. September 21, 2014, 3 p.m., Krehbiel Auditorium: Conflicting ideologies clash with an indiscriminate enemy. This film exposes the heated rheto-• ric, conflicting agendas, high stakes, and heavy toll in the battle over strategies to cope with the ongoing AIDS epidemic.

' How to Start a Revolution: The Blueprint for Change that is Rocking the World, November 2, 2014, 3 p.m., Krehbiel Auditorium: A documentary of recent antiauthoritarian revolts around the world that bear witness to the power of nonviolent struggle, and show how one person of conscience can quietly influence the lives of millions of people.

Released, March 1, 2015, 3 p.m., Krehbiel Auditorium: Hopeful, moving stories of • four parolees who prove that the tide of recidivism can be reversed, if former prisoners are given the support they need to reenter society.

Each film is followed by a 20-30 minute Q&A/Discussion period.

#### **Staff Additions**



Dan Wassink, Senior Mediator and Facilitator (BAA, Central Michigan University; Master in Dispute Resolution, Marquette University), joined the staff of KIPCOR in July 2014. He is on the path toward becoming a Kansas Supreme Court-approved mediator, and will assist in providing conflict resolution training to the many constituencies served by KIPCOR. Based on his experience, Dan will also serve as a facilitator with a focus on fostering collaboration among diverse groups and individuals seeking to reach consensus around a broad spectrum of public policy issues.

Prior to KIPCOR, Dan enjoyed a brief but interesting early career as a radio news reporter and news director. He went on to serve more than fifteen years in all three branches of Wisconsin state government, specializing in policy analysis and facilitation of public policy and strategic planning teams. Then, as the slogan goes, came "the toughest job you'll ever love." Dan spent more than two years

in Albania as a community development specialist with the U.S. Peace Corps. He worked in a small town and collaborated with local leaders and residents to identify long-term economic development opportunities, secured grant funding for projects that enhanced community education and extracurricular offerings for children, and even taught English to city hall employees. Upon returning to Wisconsin, Dan enrolled in graduate school at Marquette University where he earned a Master in Dispute Resolution degree in 2012.

Dan has extensive experience resolving landlord-tenant disputes, having worked several years as a volunteer mediator in small claims court on behalf of the Tenant Resource Center in Madison, Wisconsin. He was also the owner of his own mediation and facilitation business. At KIPCOR, Dan is looking forward to putting his experience and education to use to strengthen the organization's core mission, expand the Institute's portfolio, and learn new skills he can apply on behalf of KIPCOR and the many groups and individuals it serves.

Outside of work, Dan pursues a number of interests that include reading, softball (anyone need a player for next summer?!), bicycling, and sampling craft beers. While growing up, he lived in several states due to his father's military duties, and was fortunate enough to explore much of the country on summer vacations. That love of travel has continued into Dan's adult years and has included adventures through much of Europe during and following his Peace Corps service. WELCOME ABOARD, DAN! You can reach Dan at <a href="mailto:dwassink@bethelks.edu">dwassink@bethelks.edu</a> or 316-284-5880.



Doug Lengel (BA-History-McPherson College; MBA-Wichita State University) has joined KIPCOR as Office Manager. Doug has had a varied career, from selling Saabs, teaching (at Manchester College and Tri-State University in Indiana, and Sterling College), administrating (Dean of Continuing Education and Associate Academic Dean at Sterling College), running the education program at the Master Builders Association (the largest association in Washington state, where he introduced a homebuyer mediation program and one of the first formal green building programs in the country), to working as the secretary to pastors and managing the office at the Presbytery of San Diego. He and his wife, Wylene, moved to Kansas in 2013 to retire and be near Wylene's mother. Doug came out of retirement to help us at KIPCOR because he believes in our work here.

Doug has already "saved the day" many times since arriving. We are lucky indeed to have him on our team! Contact him at the office at: <a href="mailto:dlengel@bethelks.edu">dlengel@bethelks.edu</a> or 316-284-5217 if he can be of assistance.

We at KIPCOR are excited to introduce our student assistant, **Tana Myers**, who is a sophomore at Bethel College studying to earn a bachelor's degree in nursing. Tana started with us last year and her talent, hard work, and delightful laughter have been much appreciated!

What brought you to Bethel College? I chose to become a Bethel Thresher because of the warm and welcoming community that the college offers. During my time at Bethel, I have gotten the opportunity to participate in Forensics, meet new people, and learn from the strong academic curriculum.

What activities do you participate in? I am a member of the Forensics team as well as a current member of the Faith Mennonite and Hesston Mennonite Church's hand bell choir. In my free time, I hang out with friends, go on bike rides, and scavenge through the local thrift stores.

How have you enjoyed working at KIPCOR so far? Working at KIPCOR has taught me some valuable lessons so far. I have improved my office, communication, and time management skills. The people at KIPCOR are also another reason I know my decision to come to Bethel was right. Everyone here is very patient, understanding and working toward a common goal. KIPCOR is a well-oiled machine that I'm proud to be a part of during my years at Bethel College.



(Positive Discipline, continued from page. 1

has for the past number of years been looking for ways to get KIPCOR more directly involved in schools.

Then Kent Reed, the school counseling liaison for the Kansas State Department of Education, came to Flory with a proposal. Kansas was one of 11 states to receive a Safe and Supportive Schools grant. Reed, who is trained as a teacher and worked at the Topeka Peace Center before coming to KSDE, had been to one of Flory's restorative justice trainings. He proposed that KIPCOR apply to the state for a three-year grant to do the same kind of thing for school personnel. KIPCOR successfully did so.

The goal, Flory said, is "to help [KSDE] develop material for alternative disciplinary models and, at a state level, to try to find alternatives to suspension and expulsion." At a basic level, it's about "getting kids accustomed to a climate in which you're talking about restorative practices."

Jan Petersen, a member of KIPCOR's training team for the grant, is a school psychologist at Wichita West High School. At a one-day training in Wichita in March, she told the group of social workers, teachers and administrators about Positive Behavior Intervention Support (PBIS). "Traditional discipline," she went on, "means dealing with one problem or one student at a time: blaming, shaming, excluding, removing.

"PBIS is research-, relationship- and strength-based. [It's been proven that] people are happier and more cooperative when those in authority are doing things 'with,' which is restorative, rather than 'to,' which is punitive.

"I'm passionate about sticking with the 'with,' connecting with people – doing what I can to create a positive school climate."

The team – Flory, Petersen,
Jenny Muret-Bate, principal of The Community Learning
Center, an alternative school in Winfield, Alison Replogle,
an elementary school counselor for Smoky Valley USD,
Lindsborg, and Rob Simon, currently working alongside Petersen at Wichita West – then led the group in experiencing
some restorative practices.

They learned about and practiced a "talking circle" and a "dialogue circle." Both employ a talking piece – any object (an actual stick, a coosh ball, a pen) that's passed around, allowing only the person holding it to speak.

These practices "create a safe space for people to talk, where they have a chance to talk and an obligation to listen," Flory said. "When students become accustomed to using the circle process, then they will ask to use it, because they know it works. It promotes better listening and a sense of equality, and enables everybody to participate."

The dialogue circle differs from the talking circle in re-

quiring each person to restate and reflect what they heard from the person who talked before them. This "puts some onus on the listener, who then will say whether they agree or disagree but not say why," Flory said. "This is a tech-

Using circles leads to creating connections...which leads to creating feelings of belonging, of being important.

dents when you think they are not listening carefully to each othe One of the participant

nique to use with classes or groups of students when you think they are not listening carefully to each other."

One of the participants, who was encountering the dialogue circle for

the first time and declared it "awesome," wanted to know: "When do you use this method?"

"All the time," said Muret-Bate. "For check-ins. For problems or issues. When class is not going well. When the class will not shut up. Sometimes it's planned and sometimes the kids will ask for it."

Replogle added, "I use it for building climate – for building relationships."

She also described a specific situation involving a teacher accused of sexual misconduct when "a circle formed in order for middle-school kids to process. They had done this [with Replogle's training] all throughout elemen-

tary school, so they knew the ground rules and how to do it."

"Using circles leads to creating connections," said Petersen, "which leads to creating feelings of belonging, of being important."

The KIPCOR team has done nearly a dozen workshops, some one-day and some twoday, over the course of the three-year grant. The final one

will be September 11 in Lawrence.

Whitney Fast, a Bethel graduate and currently a school social worker at Santa Fe and Chisholm Middle Schools in Newton, took the training last December in Lawrence.

"I took a class in interpersonal negotiation and mediation while I was at Bethel," she said, "so I had seen alternative ways of dealing with conflict." When Fast's mother, a high school counselor in Moundridge, sent her the web link to learn more about the Restorative Schools Initiative, she signed up.

"It's important to focus on repairing relationships," Fast continued. "The education system tends to focus more punitively – 'You broke the rules' and the consequences – rather than on making the perpetrator part of the process of repair.

"I'm always looking for positive ways to influence the [school] culture and system."

## kipcor news

## What We've Been Up To....

Aside from the many private mediations, consultations, and facilitations we conduct, we thought you might be interested in what else KIPCOR staff and associates do. Here's a sampling from the past year or so.

#### **Attended**

- •Eldercare/Adult Guardianship Mediation Training, **Missouri State University**, Springfield, MO
- •Essentials of Parenting Coordination & Advanced Strategies in Parent Coordination, Academy of Family & Conciliation Courts, Loyola University, Chicago, IL
- •Teaching Peace in the 21st Century: 5th Annual Summer Institute for Faculty [with Bethel faculty Christine Crouse-Dick & Hamilton Williams], University of Notre Dame Kroc Institute for International Peace Studies, South Bend, IN
- •8th Annual Conference on Case Management for High Conflict Families, **Washburn University**, Topeka, KS

#### Consulted

•Consulted with the Executive Secretary of MCUSA at the annual **MCUSA Constituency Leaders Council**, North Newton, KS

#### **Facilitated**

- •Strategic planning, Heritage Conservation Council, Lawrence, KS
- Interest-Based Bargaining for Goddard USD and the Goddard Education Association
- •Multi-session faculty workshop to re-vision the Bethel College **Peace Justice and Conflict Studies** program

#### **Hosted**

Quarterly meeting of the KS Supreme Court's Advisory
 Council on Dispute Resolution, KIPCOR's Kaufman House
 Quarterly meeting of the Institute for Civil Discourse
 and Democracy , KIPCOR's Kaufman House

#### Presented

•Restorative Practices and Bullying at Work: A Primer for HR Professionals & Mediators, Heartland Mediators Association Regional Conference, Overland park, KS

- •All-day workshop entitled *New Approaches to Class-room Discipline* & School Climate, sponsored by the **KS State Department of Education**, Wichita, Lawrence, Hays, Garnett, Pittsburg, and North Newton, KS
- •Two-Day training entitled Advanced Training: Principles & Practice of Restorative Discipline in Schools, sponsored by the KS State Department of Education, Lawrence and North Newton. KS
- •The Role of KIPCOR in Developing Peace Studies Programs, Rotary Peace Forum, Manhattan, KS
- •Dealing with Difficult People, Kansas Rural Water Association Annual Meeting, Wichita, KS
- •Managing Conflict During Meetings at the League of Municipalities Annual Meeting, Overland Park, KS
- •Restorative Discipline–Better for Students and Schools, keynote address, League of Women Voters annual meeting, Salina, KS
- Time of Discovery Curriculum, Ulster Project International Biennial Conference, Hutchinson, KS
- •Restorative Practices in Multi-Tier System of Supports (MTSS), Wichita West High, Greiffenstein Alternative Elementary, and Wells Middle School, Wichita, KS
- •Strategies for Dealing with Difficult People, 2<sup>nd</sup> Annual Blue Ribbon Conference for Newton Area Senior Center Employees and Boards, Hesston, KS
- •Restorative Practices in Multi-Tier System of Supports (MTSS) [with Bethel faculty Doug Siemens], **Association of Teacher Educators Spring Conference**, Olathe, KS

#### Received

•2014 Heartland Mediators Association Acorn Award for planting the seeds of professionalism leadership and commitment to the practice of mediation, presented to Kirsten Zerger, KIPCOR Director of Education & Training, Overland Park, KS



"The real voyage of discovery consists not in seeking new landscapes, but in having new eyes."

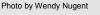
~ Marcel Proust

## Peacemaker of the Year

Art Thompson was awarded KIPCOR's Peacemaker Award for 2013 for his years of remarkable energy, perseverance, and leadership in promoting and guiding the growth and acceptance of alternative dispute resolution in the state of Kansas.

After spending sixteen years with the Kansas Bar Association and the Kansas Bar Foundation as Public Services Director, Art retired in December of 2013 from his position as Dispute Resolution Coordinator for the Kansas Supreme Court's Office of Judicial Administration. His last official act in that position was to present a program for KIPCOR's annual CME Shorts (Continuing Mediation Education) workshop.

Those who work in conflict resolution recognized Art as a tireless advocate for constructive ways to resolve conflict, and a person who has left a significant legacy in Kansas for solving problems with fairness and integrity.



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### **KIPCOR Calendar**

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

#### September 11, 2014

New Approaches to Classroom Discipline & School Climate Closed training for KS Public School Employees only, under a grant from KSDE

#### 8:45am - 4:00pm

SpringHill Suites 1 Riverfront Plaza Lawrence, Kansas 66044

#### September 21, 2014

Film Series: Miss HIV

**3:00pm** (film run time: 88 minutes) Krehbiel Auditorium, Bethel College North Newton KS 67117

#### September 22, 2014

Healthy Opportunities for Parenting Effectively (HOPE)

6:00 - 8:30pm

Kaufman House 2515 College Ave. North Newton KS 67117

#### November 2, 2014

Film Series: How to Start a Revolution
3:00pm (film run time: 85 minutes)
Krehbiel Auditorium, Bethel College
North Newton KS 67117

CME -CEU Shorts

8:30am - 4:30pm

December 5, 2014

Krehbiel Auditorium, Bethel College North Newton KS 67117

#### January 6-9, 2015

**Managing Interpersonal Conflict** 

(Core Mediation)

8:30am - 5:00pm

Kaufman House 2515 College Ave. North Newton, Kansas 67117

#### January 12-23, 2015

**Negotiations Theory & Practice** 

8:00am - Noon

Kaufman House 2515 College Ave. North Newton, Kansas 67117

#### April 23-24, 2015

Managing Difference & Disagreement Within

Faith Communities

8:30am - 5:00 pm

Kaufman House 2515 College Ave. North Newton, Kansas 67117