

Volunteers & Continuing Support Needed!

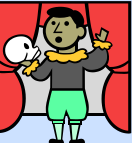
KIPCOR works in part because of generous assistance from volunteers, many of whom have now retired from their volunteering days (thanks to every one of you!). ***So we are calling all volunteers! The gift of your time or a referral to others who might help is most welcome!***



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 www.kipcor.org and on  www.facebook.com/kipcorks

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KIPCOR's Strategic Planning Process ~ Sheryl Wilson, Director

For the first time in 20 years, KIPCOR has begun a strategic planning process. Over a two-day period in April, KIPCOR staff met with over 20 constituents to discuss the future of the organization. Facilitators from Wichita State University's Community Engagement Institute, Seth Bate and Danny Barrera, worked with the staff from the conception phase to help the staff derive clear goals from the time of convening with constituents. They have a proven track record, and we especially appreciate the knowledge that our facilitators already possessed concerning the nature of KIPCOR's work. Seth Bate, Director of the Center for Leadership Development at the Institute, was our lead facilitator, with over 25 years of experience working with groups in transition. Danny Barrera is a Bethel graduate (class of 2014), and has experience in nonprofit

management, coaching and facilitation.



KIPCOR's constituents were thoroughly engaged throughout the process. We had the great fortune to have the participation of Bethel staff and faculty, representatives from local

businesses and organizations, KIPCOR volunteers, panelists of the Community Mediation Center, and court professionals. Several of our constituents fully participated during both days of our process – even a few who mentioned that they couldn't attend both days managed to rearrange their

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~ Sheryl Wilson

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Sarah Balzer wins Bi-National C. Henry Smith Peace Oration Award



For the second time in two years, Bethel College's C. Henry Smith Peace Oration winner has gone on to win the Bi-National contest as well. Sarah Balzer of Inman, who won Bethel's contest last Spring as a Junior, was announced as the winner of the Bi-National (Canada and the US) contest over the summer.

KIPCOR is proud to continue to sponsor this contest and the excellent students at Bethel who participate in it. Sarah's presentation was "Environmental Inequalities in the Age of Plastics" and you can see the video at

kipcor.org/our-work

Congratulations, Sarah!!

Inside this issue:

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Strategic Planning

(Continued from page 1)

On the first day of the process, constituents were asked to evaluate the effectiveness of current programming. By the second day, constituents were giving their forecasts of the future and dreaming alongside KIPCOR staff about what is possible. Throughout the process, many of the constituents were able to voice what they appreciated about different initiatives, express what programming needed improvement, and bring up new ideas.

Two major priorities emerged from engaging in the process: to recruit and establish a working advisory board and to develop an effective fundraising strategy.

In addition, we heard from constituents about other priorities that include marketing, assessing gaps in services, and addressing capacity issues.

The new KIPCOR Advisory Council members will be selected by the end of 2018 and begin service in early 2019. Stay tuned to find out more about the changes that will impact KIPCOR and grow our reach in the coming year.

KIPCOR on the Road

Here are some of the conferences we have attended and presentations we have made in various places in Kansas and around the country over the past few months.

- **June 11-15 Notre Dame, IN: Teaching Peace at Kroc** - Sharon and fellow Bethel College faculty colleague Kip Wedel attended this conference for Peace Studies faculty members for program development.
- **June 21-23 Wichita: Kansas Leadership Center Activate Conference** - Sharon and Sheryl presented on tools for conflict resolution in the workplace.
- **August 9-11 St. Paul, MN: Restorative Justice International Conference** - Sheryl presented on building intentional relationships in restorative justice communities
- **Oct 3 Bethel College: Life Enrichment** - Sheryl presented on "Finding the Right time to have Difficult Conversations"
- **Oct 5 Kansas City, MO: Global And Multicultural Education Conference** - Sheryl presented on creating diverse spaces in educational communities
- **Oct 8-9 Wichita: ESSDACK conference** - Sharon coordinated and supported trainers Alison Replogle, Jenny Muret-Bate and Sheryl from KIPCOR's Restorative Schools Initiative to present on the integration of social emotional learning and restorative justice in schools.
- **Oct 16 Wichita: KMW panel** - Sheryl served as a panelist for "Democracy on Tap" and discussed how to handle conflict during the mid-term election season and throughout the holidays.
- **Oct 27 Kansas City, MO: Greater Kansas City Peacebuilding Conference** - served as a panelist for "Everyday Peacebuilders" and presented a breakout session on "Calling it Success: The Long Road of Peacebuilding in Urgent Crises"
- **Nov 2-4 Denver CO: National Coalition for Dialogue and Deliberation national conference** - Sharon attended this conference to learn more about how to bring people together across divides to tackle today's toughest challenges
- **Nov 7-10 Denver CO: Association of Family and Conciliation Courts Conference** - Dan attended this regional Symposium in Denver to learn about child custody topics from national & international experts.
- **Nov 16 Moorhead, MN: Practicing Restorative Justice Conference** - Sheryl served as a keynote speaker and spoke on the importance of growing one's practice in the field
- **Nov 16 Bethel College: Kansas Council on Social Work Education** - Sharon presented a workshop on "Circles in Tense Times"
- **Nov 30 Bethel College: Annual meeting of CMC Dispute Resolution Specialists and local Judges** - Dan facilitated this meeting of specialists and judges to discuss various issues that have an impact on CMC's unique Dispute Resolution Triage Program, which helps resolve conflict between divorcing and separating parents in Harvey and McPherson counties.



Donating to KIPCOR online is REALLY easy, and REALLY SECURE.

STEP 1: Go to the KIPCOR website at www.kipcor.org.

STEP 2: Click on "**Get Involved**" in the ribbon at the top, and then on "**Donate/Volunteer**"

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. 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 Sheryl (swilson@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!

2018-2019 Film Series

See You at the Movies!

KIPCOR's 2018-19 Film Series is at the halfway mark with two more provocative movies on tap for 2019.

Be sure to reserve **SUNDAY, FEBRUARY 17, 2019** on your schedule and come to the Luyken Fine Arts Center (Krehbiel Auditorium) on the Bethel College campus at 3:00 p.m. On that day, KIPCOR will screen "More Than a Word," a film that will take you inside the controversy over Native American-based sports mascots, with a particular focus on the growing movement to change the nickname of the Washington, D.C. professional football team. The film's directors – who are brothers and members of the Standing Rock Sioux tribe – trace how the nickname has evolved from one of racist

derision to one that is enthusiastically embraced by many fans of the NFL franchise. The film also features the voices of Native American activists and scholars to place the mascot controversy in a wider societal context.

Following the screening of "More Than a Word," we are excited that **Dr. Edward Valandra** has agreed to lead what is always an active and engaging post-film discussion. Dr. Valandra, Dean of Academic and Professional Development Studies at Saint Francis Indian School in South Dakota, is a member of the Oceti Sakowin Oyate/Sicangu Titunwan Nation and is also the uncle of the film's narrator. He will also be the featured speaker at Bethel's Convocation on February 18 at 11:00 a.m.

KIPCOR will close its 2018-19 Film Series on Sunday, April 14, 2019 (same time and location) and is still considering a number of films to screen for our audience.

We also extend a big THANK YOU to everyone who attended our first two films of the academic year and participated in the post-film discussion. We kicked things off in September with two short films about immigration – one chronicling the five-year journey of a Syrian family fleeing the war in Homs; and the other focusing on immigrants held in U.S. detention centers, many of which are operated as for-profit prisons. In November, KIPCOR screened "Digital Disconnect," a film that examines the relationship between the Internet and Democracy in our current age of fake news, filter bubbles, and security breaches.



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.



KIPCOR Calendar

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

January 3 - 4, 2019

[Managing Differences & Disagreement Within Faith Communities](#)

8:30 am - 5:00 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

January 8 - 11, 2019

[Practical Skills for Managing Interpersonal Conflict \(Core Mediation\)](#)

8:30 am - 5:00 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

January 14 - 24, 2019

[Negotiation Theory and Practice](#)

1:00 pm - 4:45 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

January 17, 2019

[Core Skills—Teams that Work](#) (see pg. 5)

February 7, 2019

[Core Skills—Hot Topics in Domestic Mediation: Never Married Parents](#) (see pg. 5)

February 7, 2019

[Core Skills—Building a Trauma-Informed Culture at Work and Beyond](#) (see pg. 5)

March 4, 2019 (and additional meeting dates)

[Healthy Opportunities for Parenting Effectively](#)

5:30 pm - 8:30 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

March 4 - 31, 2019

[Online Practical Skills for Managing Interpersonal Conflict - Health Care Emphasis](#)

Online @ Bethel College
North Newton KS 67117

March 7, 2019

[Core Skills—Circle Process for Mediators](#) (see pg. 5)

March 7, 2019

[Core Skills—Common Sense Justice](#) (see pg. 5)

April 25 - 26, 2019

[Domestic Case Management Training](#)

8:30 am - 5:00 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

May 21 - 24, 2019

[Practical Skills for Managing Interpersonal Conflict - Health Care Emphasis](#)

8:30 am - 4:30 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

June 3, 2019 (and additional meeting dates)

[Healthy Opportunities for Parenting Effectively](#)

5:30 pm - 8:30 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

June ?? 2019

[Summer Institute: Practical Skills for Managing Interpersonal Conflict \(Core Mediation\)](#)

8:30 am - 4:30 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

September 16, 2019 (and additional meeting dates)

[Healthy Opportunities for Parenting Effectively](#)

5:30 pm - 8:30 pm

Kaufman House 2515 College Ave.
North Newton KS 67117

December 6, 2019

[CME/CEU Shorts](#)

8:30 am - 4:30 pm

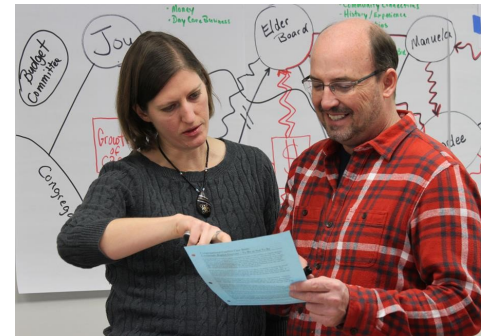
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North Newton KS 67117

Additionally, KIPCOR and the Community Mediation Center offer two classes for divorcing parents each month. We offer the Divorce Impact Education class the second Thursday of the month at 5:15 PM in McPherson, and we offer the same class the fourth Tuesday of the month, also at 5:15 PM, in North Newton.

Contact the Community Mediation Center at (316) 284-5829 or CMC@bethelks.edu for more information on these classes.

We offer classes in Restorative Schools throughout the year. Contact Education Director Sharon Kniss at skniss@bethelks.edu or (316) 284-5882 for more information on Restorative Schools.

The Continued and Urgent Need for Skills-building for Healthy Congregations ~Sharon Kniss



After I graduated with a Justice, Peace, and Conflict Studies degree, I began working for Bridge Builders – an ecumenical ministry based in London, England with an expressed mission to “transform church conflict.” Our organization provided training for church leaders throughout the UK in handling conflict – from interpersonal disagreements, to strategic planning and structural change, to transforming the entire church culture to be one that could handle conflict well.



We also provided consultancy, mediation, and facilitation support for congregations that found themselves in conflict. Having graduated with ideals about how exciting it would be to support a peace process in Colombia or end street violence in the US, I chuckled that my daily work was instead “teaching church leaders how to love each other” – a basic tenet of the Christian faith. And yet, I also realized, if the Church can’t do this (a body which is formed based on this expressed value) – then what hope is there for anyone else?

I’ve continued to support congregations in this important work throughout my career. In my first year at KIPCOR, we received 2-3 enquiries for congregational support, none of which transpired at the time into further engagement. In

the last 18 months, we have received 10 enquiries and have worked actively with 7 congregations in some capacity.

I’m not sure if there’s a particular reason for the uptick in enquiries and requests recently, since the challenges in the congregations run the gamut: a crisis incident that throws a congregation off-balance, “safe and welcoming” concerns relating to policies surrounding sexual abuse and offenders, rumor-mills coupled with leadership concerns, ingrained patterns of communication and behavior leaving the congregation barely holding on together, articulating theological approaches to political concerns, scapegoating, and more. At the same time, I know our faith communities are not isolated islands – they reflect and respond to wider society’s concerns. The polarized national political climate seeps into our communication patterns with each other, pushing us to either be silent to not rock the boat, or speak too harshly out of our passion. The #MeToo movement has likely contributed to more voices willing to speak out and push congregations to better address safety concerns around sexual abuse and harassment.

With only a few staff members and associates, KIPCOR doesn’t have the capacity to adequately support all the requests we receive while maintaining our other educational and case commitments. Therefore, two key needs emerge with urgency as we seek to continue supporting healthy congregations:

- **We need** to equip more congregations, with their ordained and lay leaders, to address conflict, crisis, and change in healthy and productive ways.

- **We need** to increase the pool of outside facilitators ready to support congregations when they enter difficult periods or crises.

There are two ways we are addressing these needs: In a few weeks, January 3-4, we offer our semi-regular training course on “Managing Difference & Disagreement within Faith Communities” which will offer more skills and insights for building healthy(ier) congregations. **Please consider signing up 2-3 members of your congregation to attend and learn these skills and insights to take back and help transform your community.** We currently have too-few registrants to run the class, but we don’t want to have to cancel because we know these skills are needed in our congregations!

Secondly, the skills used in supporting congregations are diverse – group facilitation, mediation, strategic planning, community organizing, systems theory, organizational development, trauma healing, and restorative justice are all skill sets I have used in working with congregations. In addition to schooled training, a lot of my learning came from practice and mentorship because of the unique dynamics in congregational life. Recognizing this, **I’m interested in mentoring colleagues who feel called to support this work**, particularly young people of color who see themselves as potential leaders in this field.

I know there is hope for our faith communities to lead the way in transforming relationships and communities to be healthy and vibrant, even in the face of conflict. Join us in this important work!

To learn more and register for Managing Differences & Disagreement within Faith Communities (Jan 3-4, 2019) go to kipcor.org

To learn more about KIPCOR’s work in Congregational Health, contact Sharon Kniss at (316) 284-5882 or skniss@bethelks.edu.

Getting to Know KIPCOR: Senior Mediator & Facilitator Dan Wassink



Where’s your favorite place in the world?

Of all the places I’ve traveled, Greece stands out most. I love historical sites – the older the better – and between the mainland and the islands, Greece has plenty. And the scenery and the food can’t be beat.

What’s the coolest thing that you’re working on now?

Resurrecting KIPCOR’s involvement in the Elder Care Mediation field. We have a diverse team of KIPCOR staff and supporters working to kick start this project, which has been dormant for several years. There is a huge need (sure to grow as our general population ages) to assist elderly individuals and their family members in making collaborative, informed decisions about end-of-life issues. These decisions - whether financial, medical or something else - often require difficult conversations, and KIPCOR has the experience and resources to help. By directly facilitating the family decision-making process, or training others how to intervene, KIPCOR can support this important need for the future.

What’s your favorite family tradition?

Every Thanksgiving and Christmas, our family of four spent the day together playing games before and after a big, traditional meal. Card games and board games – we had them all and would play for hours, and we still do when I go home for Christmas. As a kid in New Jersey, Christmas Eve was also special when church members would visit nursing homes and shut-ins to sing holiday carols before heading back to church for donuts and a midnight, candlelight service.

If you could ban the usage of one word or phrase from the English language, what would it be?

Hmmm...that’s a toss-up. But if forced to choose, “at the end of the day” I would go with “it is what it is.”

What was the toughest part of your transition from Wisconsin to Kansas?

Leaving politics aside, I’d have to say the weather. I don’t tolerate the Kansan Summer heat well; Wisconsin actually has an Autumn season that lasts more than a week, and I miss biking along tree-lined paths when the leaves are turning; and my cross-country skis are gathering dust in my garage.

What’s the best meal you’ve ever had?

Pretty much anything my Grandma Wassink made from scratch, but especially her buttery pigs-in-the-blanket. Pure gluttony! I could easily eat ten during one sitting and would’ve eaten another ten if allowed.

What’s the latest book you’ve read?

Right now, I’m nearly to the end of the funny, serious, and incredibly-dense “Infinite Jest” by David Foster Wallace. I nearly stopped reading 50 pages in, but now I can’t wait to see how all the plotlines and diversions tie together in the end. I’ve been at it for nearly a year now and am getting anxious about all the books still waiting (I refuse to read more than one at a time). My next selection is gonna have to be something light and breezy after this!

What is your favorite sound?

My cats purring. The sound of pure contentment.

What is your favorite smell?

A freshly-poured, West Coast-style IPA, heavy on the Cascade hops.

at KIPCOR@bethelks.edu or call us at (316) 284-5217. And remember, you can follow our activities on Facebook at:

[Facebook.com/KIPCORKs](https://www.facebook.com/KIPCORKs).

Bringing KIPCOR Skills to Everyday Situations



On September 13, KIPCOR hosted its first “Core Skills” session. The idea for the Core Skills sessions had been percolating for a few years. While KIPCOR staff are deep in the sea of conflict resolution, we realize there are many people in our communities who are not swimming in the sea and do not have these skills as their “go-to” responses as alternatives to a fist or altercation. Yet at the same time, most of those people are unable to access (due to time, resources, or awareness) a formal mediation or conflict resolution training to build their everyday skill sets. Additionally, since the 2016 election, people are increasingly exclaiming over social media and in person, “I just don’t know how to have a civil conversation with them!” as our polarized politics began dividing our

friendships and acquaintances. We immediately felt a burden of need, because this is what KIPCOR does.

So we designed a new series – with the explicit goal of accessibility. We wanted to make our “bread and butter” skills – what we’re using constantly with groups and people in conflict and in our classes – available and shared in manageable pieces for those who needed some extra skills in their pocket for everyday use.

The sessions offered this fall and spring (2018-2019) are a pilot run. We need to see what people are interested in, whether they will travel beyond their immediate community for the training, whether the trainings are accessible enough, how to ensure affordability, and ultimately how to best respond to the needs in communities for more skills. We hope you’ll join us for this experiment, invite your friends (or enemies!), learn a new skill, and be part of our collective effort for more healthy communities and relationships, even in times of polarization.

Donations July 2017–June 2018 (including Gifts-In-Kind)

AAUW	Stephen and Christa Obold	Helen Jantz	Richard and Pamela Pancake	Jerry and Leann Toews ***
Adrian & Pankratz, P.A. *	Eshleman	David and Joanne Janzen	Vernon and Janice Pauls	Helen Unruh
Anne Anderson	Faith Mennonite Church **	Mary Ann and Walter Jost	Virgil & Kaye Penner **	Paul H. and Lois Unruh ***
Carl and Rosalind Andreas **	Marlene Faul	Miriam Nofsinger and James	Edwin and Evelyn Peters	Andrea and Thomas Unzicker
Anonymous ***	First Bank*	Juhnke **	Carroll and Cynthia Peterson	Myron & Mildred Voran **
Helen Barger	Elsie M. Flaming	Bill and Jennifer Kassebaum	Frank & Mary Regier	Helen Voth
Grace and Harlan Bartel	Duane and Elizabeth Friesen	Reid and Grayce Kaufmann	Gladys Reimer	Marvin R Voth
Herb and Pat Bartel	Richard and Dorothy N	Becky and Jeff Koller ***	Richard & Lois Reimer ***	Karin Kaufman & John Wall
Kyle Baymiller	Friesen	David and Heidi Regier	Amanda and Clarence	Christine Waltner
BCMC Women's Fellowship *	Bonnie and David Fruth	Kreider	Rempel	Keith and Sharon Waltner *
Bob and Donna Becker	John and Mary Gaeddert	Doug & Wylene Lengel ***	Loren and Peggy Reusser	Walton PTO
Bethel College Mennonite	Zona and Omer Galle*	Nancy Lengel	Christina and Patrick	Martin and Carol Ward
Church **	Kelsay Gardiepy	Ronald D. Leupp *	Reynolds	Geneva & James Wedel
Hugo and Mary Ann	Jay and Linda Goering*	Wilma J. Loganbill *	Mark & Patricia Rupp	Kip and Anna Wedel
Boschmann	Timothy & Judy Goertzen	Kirsten Lyman	Santa Fe 5/6 Center PTO **	Laura Weir
Joan Breit	Susan and Tony Graber	James Lynch ***	Barbara and Dumont Schmidt	Western Plains District of the
Diana Buller **	Jennifer Johnson and Ken	MCC Central States ***	Marilyn Scott	Church of the Brethren
Robert Ciski	Grotewiel **	Randall and Kamela McEwen	Miner and Valetta Seymour	J. Wendell Wiens **
Citizens State Bank	James and Marjorie Gundy	Annaken Mendoza-Toews	Linda Shelly	Darlene Wynn
Milton Claassen ***	Dorothy and Willis Harder **	Mary Mertz	Patricia Shelly	Orlyn Zehr
Bruce & Janell Clary *	Lois and Thomas Harder	Susan Hund-Milne and Rod	Richard and Frances	David B. & Crystal Zerger **
Daagya S. and Juan Coy Dick	Duane K. Harms	Milne	Siemens *	Richard and Donna
Emilie and Robert Dell	Edgar and Marge Harms	Jennifer Milton	Slate Creek PTO	Zerger ***
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Steven Goering and Barbara	Diana Hershberger	Jimmy and Winifred Neher	South Breeze PTO *	
Duerksen	Brittany Hiebert	Newton Et Cetera Shop *	St. Mary's PTO	
Edna and George Dyck	Gordon and Jeanne Houser	Rebecca Tuinstra and James	Jeanette & Stephen Stucky	
Eden Mennonite Church*	Elmyra Huber	Nickel	Carol and Lawrence Temple	
Ethel Edwards	Gilford and Nelda Ikenberry	Northridge PTO	Carl and Louise Thieszen *	

*	\$250-\$499
**	\$500-\$999
***	\$1,000 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 accidentally 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 important work.

2019 sessions

All to be held at KIPCOR:

January 17, 6:00-8:30pm – *Teams that Work*

February 7, 1:00-4:30pm – *Hot Topics in Domestic Mediation: Never-Married Parents*, with regional expert Kirsten Zerger (afternoon session geared for mediators and case managers)

February 7, 6:00-8:30pm – *Building a Trauma-Informed Culture at Work and Beyond*, with regional expert Joyce McEwen Crane

March 7, 1:00-4:30pm – *Circle Process for Mediators*

March 7, 6:00-8:30pm – *Common Sense Justice* (Restorative Justice 101)