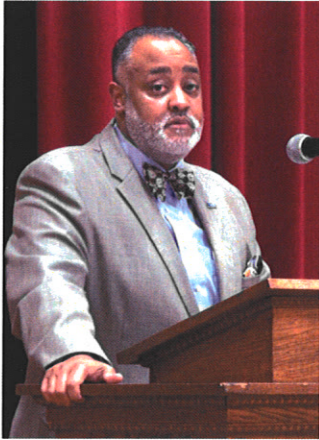


Peace Lecturer McCormick Offers a New Perspective on Peace ~Melanie Zuercher



Mark McCormick, Peace Lecturer

Journalist, columnist and communicator Mark McCormick has now joined the list of noted speakers in historic Memorial Hall.

McCormick gave the KIPCOR Peace Lecture, "Peace: It's a Choice," Sept. 30 as one of the first official events of Fall Festival 2021.

"If you treat people like beasts, that's what you're going to get. Peace is a choice, and the choice is yours." ~
Mark McCormick

However, he's no stranger to Bethel, having spoken on campus many times (almost always in Krehbiel Auditorium).

"Everyone on our staff was overjoyed at the prospect of having Mark McCormick as our first Peace Lecturer of 2021-22," said Sheryl Wilson, director of the Kansas Institute for Peace and Conflict Resolution.

"Mark is an ally, a friend, a person who has shown up on many occasions for KIPCOR and Bethel College."

(continued on page 2: Peace Lecture)

KIPCOR Shorts 2021 - Another Year, More Crucial Topics ~Eva Lapp

KIPCOR Shorts - Another Year, Another December Day of Crucial Topics for Dispute Resolution Providers!



Jana Hinz

On December 3rd, KIPCOR hosted the 21st annual KIPCOR Shorts: Continuing Education in Dispute Resolution. As with past years, the day-long event covered a variety of important topics for mediators, social workers, attorneys, and other professionals engaging with dispute resolution. In addition to being approved for 6 hours of CDREs

(continuing dispute resolution education), the program was also approved for 6 hours of both CLEs (continuing legal education) and CEUs (continuing education units for Social Workers).



Dawn Kuhlman

While noting the many considerations of ethical and appropriate alternative dispute resolution (ADR) more broadly, our cadre of presenters also

touched on key issues within the field in the following presentations:

- Jana Hinz - Adverse Childhood Experiences (ACEs) and Resilience Factors in ADR
- Micki Armstrong - Understanding Stepfamilies/Blended Families
- Jasmyn Elise Story - Anti-Racist Considerations for ADR
- Dawn Kuhlman - Intimate Partner Violence and Implications for ADR
- Sarah Hoskinson and Amy Raymond - The State of ADR in Kansas

Throughout these presentations, participants learned about various tools and questionnaires for screening clients appropriately, the idea of "impartiality" and whether "multipartiality" is more helpful terminology, and the five identifiable stages of stepfamilies, among many other topics. It was a rich day of listening, learning, discussing, and connecting with colleagues.

Once again, the virtual format seemed to be a more accessible option for work-

ing professionals both throughout Kansas and across the Midwest. In addition to our reliable group of regular attendees, we were glad to see some new faces in the crowd and engage folks who would otherwise not attend an in-person event in North Newton. In all, KIPCOR Shorts 2021 was a success, and we couldn't have done it without the engagement and support of so many others!



Jasmyn Story

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Peace Lecture

(Continued from page 1)

Thanks to technology, McCormick was introduced by the last Peace Lecturer, from spring 2021, another journalist and columnist, Leonard Pitts.

Speaking from his home in Maryland via Zoom, Pitts said of McCormick, "He is a man with a generous soul and interest in the trials of the little guy or gal, a moral compass pointed true north."

"Mark stopped committing journalism a few years back but I'm sure those qualities followed him wherever he went."

McCormick, who lives in Kansas City, is currently director of strategic communications for the ACLU of Kansas.

"Peace is a difficult subject ... difficult but important," McCormick said.

"There may not have been a more suitable time in my life than now to talk about peace being a choice."

"We need to consider a broader definition of violence, and then the degree to which [violence] has become a choice, a self-fulfilling prophecy, that we pass to our children and they pass to theirs." Violence can take different forms, McCormick said. He wondered if "anything that hurts or harms" is violence, such as an economy. He cited civil rights leader and former presidential candidate Jesse Jackson's story about a 1991 fire in a chicken-processing plant in North Carolina.

Twenty-five employees – who worked long hours for low pay in unhealthy conditions – died because doors were locked to prevent anyone from trying to steal a chicken, a choice of profit over human life.

McCormick told of meeting Father Greg Boyle, who founded the world's largest gang intervention and rehabilitation program, Homeboy Industries, in Los Angeles.

"He convinced me we do need a broader definition of violence," McCormick said. "The withholding of resources falls on a continuum of violence. Our so-called civil society resembles gang life far more than we want to admit. Intentionally starving people of health care, for example, is an ingredient of gang violence."

In January 2011, McCormick spoke at Bethel about his cousin, Riccardo Harris, who lost his 19-year-old son in 2008 in a random shooting by another young man who turned out to be high on drugs at the time.

Harris went on from that to take a message of hope and forgiveness to venues across the country (including Bethel).

"Violence is often instinctual and reactionary, while peace is often a personal and courageous choice," McCormick said.

"God willing, it is unlikely most of us here will experience what Riccardo experienced. It is likely we will all have choices of our own to make."

"We can choose, and we must choose our weapons wisely. Brute force, or – as Dr. King recommended – soulforce? Guns or grace? Hate or heart?"

"My cousin chose correctly, and compassionately, after experiencing the unimaginable. If he could do that, the rest of us have no excuse. But that hasn't stopped us from making excuses."

As he closed, McCormick said, "I remember feeling at one time that 'violence seems so foreign, so distant, so remote.' I didn't realize until much later that it was familiar, proximate,

adjacent to everything. We inhale it, absorb it, eat it at every meal."

"If we are what we eat, what does our heavy diet of violence make us? In a nation where war is pastime, violence is entertainment, parents at Board of Education meetings [threaten] board members: 'We know where you live.' – what is this doing to us?"

"Deep down, I think we know the answer. It is present in the fact that we have recorded so many school shootings, we've lost count and we can't remember the specifics of the last one. We've created a society better suited to predators than to people. 'If you treat people like beasts, that's what you're going to get. Peace is a choice, and the choice is yours.'"



From the Director ~Sheryl Wilson



After 2020, we wondered what 2021 would bring. Again, this was another year of tremendous change. As we continued to wade our way into another year of a world-wide pandemic, somehow, we have managed to create a new normal in anything but normal circumstances.

KIPCOR's Peace Lecture Series has continued this year, featuring two amazing lectures by friends of KIPCOR. In April, we hosted a virtual lec-

ture by national columnist and author, Leonard Pitts. Pitts gave a rousing follow up to his 2017 peace lecture as he gave the answer to the question, "Is America Possible?" In the fall, Director of Strategic Communications for ACLU Kansas, Mark McCormick gave an in-person lecture (the first, since 2019) on "Peace, It's a Choice." We are grateful for those who attended, whether virtually, or in person.

Through our Community Mediation Center, we have also continued to offer services to families impacted by separation and divorce. Despite our engagement mostly being virtual, we have had a consistent group of parents take classes and receive mediation services at KIPCOR.

This fall, we offered two in-person films for the first time since winter 2020, and we were pleased to see how many people attended. We had

combined audiences of over 200.

KIPCOR has continued to train educators throughout the state in restorative practices. This year, we trained over 700 educators on a virtual platform.

Lastly, we had staffing changes at KIPCOR this year. In July, we eagerly welcomed Eva Lapp to our staff, as our new Director of Education and Training. Sadly, we say goodbye to Dan Wassink, our Director of the Community Mediation Center, as he takes a position as the Dispute Resolution Services Manager in the Virginia Supreme Court's Department of Judicial Services.

We are so excited for what 2022 will bring to KIPCOR. We are so grateful to those of you who have supported us this year and, as you consider your end of the year giving options, please consider a donation to KIPCOR.

Restorative Schools Initiative Training Update ~Eva Lapp



The Restorative Schools Initiative (RSI) training team has had a robust training schedule this fall. While navigating the COVID-19 pandemic, the RSI training team began updating our training materials to accommodate virtual restorative

practices training. Fortunately, these necessary updates also aligned with a continuously growing restorative practices community across Kansas. With this growth in virtual opportunities and in training requests, the RSI training

team has been able to provide more training opportunities and to increase our capacity from serving 30-50 participants per in-person training session to 150-200 participants per virtual training session.

In its 5-year tenure, the Restorative Schools Initiative team has trained over 2,000 Kansas educators. Between August and October of this year alone, we provided virtual Tier 1 Restorative Practices training for 650 of these educators in 5 different school districts across the state of Kansas. Since the RSI training team is dedicated to providing a hands-on and interactive training experience with full immersion into restorative practices, we recognized the need for additional circle-keepers to help us sustain this interactive space.

(Continued on page 4)

Farewell and Thank You ~Dan Wassink



Dan Wassink

The passage of time is a funny thing. Something that happened many years ago can feel as real and tangible as if it happened yesterday. Other times, events from just a week ago seem years in the past.

So it is for me right now as I recall a 100+ degree scorcher of a day in August 2014 when I drove into North Newton behind the wheel of a U-Haul truck, my car in tow and my Mom riding shotgun. We'd just put nearly 700 miles behind us, and we spent most of

that afternoon with new friends – people willing to sweat buckets helping someone they'd never met before – unloading my possessions into my temporary home just one block from Kaufman House. I can still smell the dampness of the one-car, wooden garage; see the veins bulging in the necks of my fellow, amateur movers as we struggled under the weight of my leather couch; and taste the bottled water I gulped down like a nomad in the Sahara.

That day was the start of a new adventure - my KIPCOR adventure – and it all feels like yesterday.

But now tomorrow beckons, and with it, a new adventure. In February, I begin a new job in the Office of the Supreme Court in Virginia, where I will serve as the Dispute Resolution Services Manager in the Department of Judicial Services. I can only hope that 7+ years from now, I will look back at my time in Virginia as fondly as I do my time at KIPCOR.

KIPCOR gave me a fresh start. A new job in a state I had never set foot in before, and an opportunity to put my new Master's degree to good use. KIPCOR's Director at the time, Gary Flory, took a chance on a relatively inexperienced mediator and helped me launch my 'second career' (actually about my fourth career, but who's counting?!). Since then - whether mediating, teaching, facilitating, mentoring or keeping a Circle – I've always felt I am in some small way making a positive impact on the lives of individuals and families. That, primarily, is what has made my time at KIPCOR so gratifying.

Just as rewarding has been the people I've been blessed to work with. Gary, Sheryl, Kirsten, Doug, Sharon and Eva – along with a cadre of KIPCOR volunteers – have been skilled and supportive collaborators, friends, and teachers. The same is true of our team of Community Mediation Center dispute resolution specialists, who give generously of their time to improve the outcomes for families struggling through divorce or separation.

For me, that's what it has always been about - the people who work alongside me who make a job meaningful and joyful, or a burden. That is what is most difficult about leaving Kansas, and why KIPCOR will never leave me.

Restorative Schools

(Continued from page 3)

In collaboration with our wonderful trainers – Rob Simon, Jenny Muret Bate, Jan Fox-Petersen, and Alison Replogle – the team decided to invite restorative justice colleagues from around the country to help us in this effort. In all, we were delighted to have 20 individuals from around the country join us as contract circle-keepers for our Tier 1 trainings this fall. These contract circle-keepers are each ex-

perts and practitioners in the field of restorative justice, some already in relationship with KIPCOR and others who are new friends of the organization. Without the help of these 20 contract circle-keepers, we would not have been able to effectively provide restorative circle processes for 650 educators over the course of three months.

While KIPCOR continues to adjust to the challenges of our pandemic realities, we are so grateful for the opportunity to embrace new ways of expanding our impact in school districts, involving more circle-keeping experts, and engaging with restorative practices across Kansas.

KIPCOR T-Shirts available!

We have KIPCOR T-shirts available for purchase!! These are the softest, most comfortable T-Shirts you have ever worn. They are a nice heather blue color, and have the KIPCOR logo on the front and a peace quote from Desmond Tutu on the back. We have a limited supply, and they are available, until they sell out, for \$25 each. Every purchase helps support the work of KIPCOR.



"If you want peace,
you don't talk to your friends.
You talk to your enemies."
~Desmond Tutu

To make a purchase, come by the office at 2515 College Avenue in North Newton or call Doug at (316) 284-5217. We CAN ship them to you, but we'll have to charge a small shipping fee to do so.

Donations July 2020 - June 2021 (including Gifts-In-Kind)

Andreas, Carl and Rosalind
Andres, Mark and Andrea Schmidt
Banman, Gary Lyndaker and Darla
Becker, Bob and Donna **
Bethel College Mennonite Church **
Bethesda Mennonite Church *
Brown, Evelyn & Wallace
Buhr, Bruce and Meribeth
Buller, Diana **
Bunting, Barbara **
Ciski, Robert
Claassen, Milton ***
Clary, Bruce & Janell
Dick, Christopher and Christine Crouse
Dick, Daagya S. and Juan Coy
Dick, Darlene
Dick, Sara
Dyck, Edna and George **
Ellwood, Vera
Esau, Bernice and John A.
Esau, Nathan and Tswei Ying (Tee) Huang **
Esau, Robert and Barbara ***
Eshleman, Stephen and Christa Obold
Faith and Life Bookstore **
Faul, Marlene
Fox, Barbara
Friesen, Duane and Elizabeth **
Friesen, Richard and Dorothy N. ***
Frye, Jonathan and Lesli
Galle, Zona and Omer
George, Carolyn
Glover, Mark D.
Goering, Barbara Duerksen and Stein
Goering, Kevin and Sheryl
Goering, Peter and Sara Fretz ***
Goering, Timothy and Michelle
Goertzen, Timothy & Judy
Goertzen, Galen Denece
Grotewiel, Jennifer Johnson and Ken
Harder, Willis **
Harder, Willmar and Hannah Neufeld
Harder, Robert and Lorna
Harms, Douglas and Dawn Yoder

Hays, Barbara and Larry
Hinz-Penner, Doug and Raylene
Holliday, Heidi
Isaac, Gary and Jean
Janzen, David and Cynthia
Janzen, David and Joanne
Johnson, Elvera and Duane
Juhnke, Miriam Nofsinger and James *
June, Donna ***
Kasper, Arlo and Kathryn
Kehoe, Virginia
Kohlman, Bradley and Megan
Koller, Becky and Jeff
Koontz, Barbara and Dick
Krehbiel, Bonnie and Dwight
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Lengel, Doug and Wylene **
Leupp, Ronald D. *
Loganbill, Wilma J. *
Lynch, James ***
MacLachlan, Julie
Maddox, Mary **
Makatche, Jamie
Martens, Louis and Michele
Mathur, Balbir and Treva
Mathur, Tara
McCabe Juhnke, John and Karen
McKellip, Olin and Christine
Mertz, Mary and Thomas
Mitchell, Lawrence and Melanie
Mueller, Berneil and Ted
Norlin, David & Janice *
Norlin, Janice
Ortman, Ann Marchand and David
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Penner, Donald and Carolyn
Regier, David and Heidi
Regier, Sara
Reimer, Richard & Lois
Rempel, Amanda and Clarence *
Retzlaff, Kristina
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Robb, Joseph and Joy ***
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Wiens, J. Wendell ***
Wilson, Collin
Wilson, Sheryl and Leroy *
Wynn, Darlene
Zerger, Richard and Donna ***
Zuercher, William and Joyce

*	\$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.

Truth, Racial Healing, and Transformation at Bethel College ~Eva Lapp



Eva Lapp and Sheryl Wilson

During the 2020-2021 school year, with the support of President Jon Gerding, KIPCOR and Bethel College partnered to apply and were accepted to attend the 2021 Virtual Institute on Truth, Racial Healing, and Transformation (TRHT) by the American Association of Colleges & Universities (AAC&U).

In June, KIPCOR Executive Director, Sheryl Wilson and Director of Education and Training, Eva Lapp, joined three other Bethel colleagues – Academic Dean, Bob Milliman, Professor Christine Crouse-Dick, and Associate Professor Peter Goerzen – in attending the institute, exploring the possibility of becoming an official TRHT Campus Center, and creating an Action Plan to guide the college toward this goal and future implementation of TRHT on campus. In October, Bethel College was informed by AAC&U of its acceptance as the first official TRHT Campus Center in the state of Kansas.

Since TRHT is both a national and locally-based initiative, it can be helpful to understand its different layers. Within TRHT-related work, there are three primary levels of engagement: (1) the broader **TRHT framework** with the goal of breaking down racial hierarchies and dismantling the belief in the hierar-

chy of human value, (2) the **TRHT Institute** that provides education and information about creating an Action Plan and implementing the framework for higher education institutions, and (3) the designation of approved **TRHT Campus Centers** that allow institutions to implement the framework in their specific setting.

Within the TRHT framework, Rx Racial Healing Circles are the primary tool to begin implementing the TRHT initiatives on campuses. While Rx Racial Healing Circles are similar to other restorative circle processes that KIPCOR regularly uses in our trainings and courses, the primary purpose behind a racial healing circle is to provide space for people to listen to and share stories (i.e. their “truth”) about their life experiences and identity surrounding race. In circle, people come together to sit in a physical circle; share meaningful quotes, poems, songs, or other artistic expressions; share personal stories in pairs, or in the large group; and above all, listen deeply to one another with the guidance of one or more circle-keepers.

Participants might respond to a question like the following: Share a story about an experience when you came face to face with your own bias, bigotry, prejudice, or privilege. How did it make you feel, what did you learn about yourself and how did this influence or shape the person that you are now?

Racial healing circles are not a space for problem-solving or intense debate or discussion on race, but rather a place where people can experience racial healing through narrative change, or creating spaces where we can hear and accept one another's different experiences. By sharing stories, we humanize one another and

build more capacity for broader institutional changes related to racial healing and transformation. In the same way that KIPCOR teaches about the importance of community-building circles as the foundation for restorative practices work, the TRHT framework sees Rx Racial Healing Circles as the foundation for all future work around relationship-building, truth-telling, racial healing, and community transformation on college campuses.

So far this fall, the Bethel College TRHT team presented on the framework at Faculty/Staff Prologue Days, in Convocation, at both Faculty Meeting and Staff Forum, at a Diversity Council meeting, and the team has provided two faculty/staff racial healing circles. Looking into 2022, the team plans to provide more racial healing circles for faculty, staff, and students. In order to implement racial healing circles more consistently on campus, the team hopes to train cohorts of faculty/staff and students as future circle-keepers to help carry on the work.

Finally, the TRHT team plans to continue researching further funding opportunities to support this work at Bethel College. The TRHT Action Plan for the college includes a variety of goals for the coming months and years. Each of these goals fit into the overarching framework for narrative change, relationship-building and racial healing, and erasing structural barriers. We are excited by what we've been able to accomplish so far, and we look forward to continuing to tweak our Action Plan and evaluate our progress towards our institutional goals.

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; including the "**Donation Instructions**"
- STEP 4:** Click on the "**Donate Online Today!**" button.
- STEP 5:** Fill out all of the information required. Don't forget to change the "Designation" box on the first page of the form from "Bethel College Fund" to **KIPCOR**.

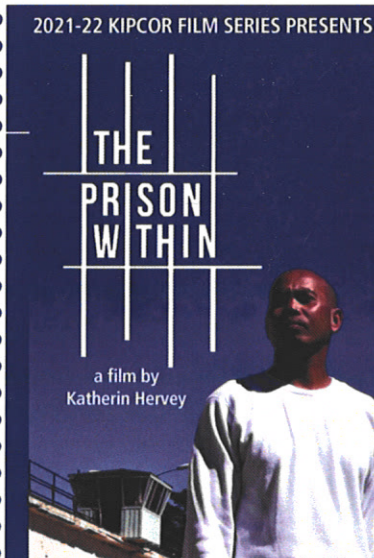
Thanks for your continued support!

2021-2022 Film Series - Theatre Seats Never Felt so Good!!

Zoom proved to be a valuable resource as KIPCOR pivoted and changed the way it did business and delivered services during the height of the COVID-19 pandemic. In fact, in some ways, Zoom proved to be superior to traditional business practices.



2021-22 KIPCOR FILM SERIES PRESENTS



However, when it comes to the KIPCOR Film Series, there "ain't nothing like the real thing" (apologies to Marvin Gaye and Tammi Terrell).

Thanks to vaccines and a reduction in the spread of COVID-19 on campus, KIPCOR was able to welcome back an in-person audience for its 2021-22 Film Series starting in September. "The Prison Within" kicked off the new film season with a look at individuals convicted of murder whose lives are transformed as they participate in a prison-based restorative justice process. Film director, producer and writer Katherin Hervey; along with Insight Prison Project executive director Leonard Rubio; joined the event virtually to lead the post-film discussion.

In November, our Film Series audience nearly doubled for a screening of "A Home Called Nebraska," a documentary about our neighbors to the north who recently welcomed refugees fleeing war, torture and persecution in their home countries.

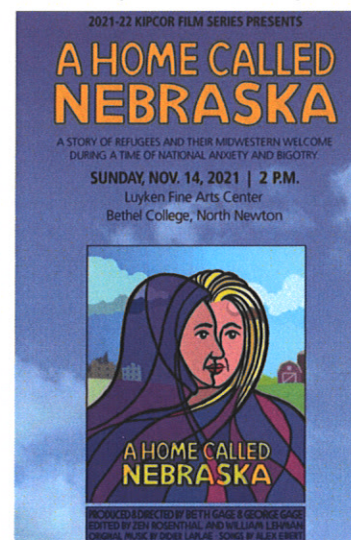
This award-winning film illustrated how even the residents of a "red state" like Nebraska can come together to provide a midwestern welcome to refugees during a time of heightened national anxiety and bigotry. Emily Haverkamp, a Wichita immigration and asylum attorney, shared her experiences and engaged the audience following the screening.

In 2022, the KIPCOR Film Series will continue on the following dates:

- ◆ Sunday, February 20, 2022 at 2:00 p.m.
- ◆ Sunday, April 24, 2022 at 2:00 p.m.

If you have suggestions for specific films to screen, be sure to contact KIPCOR at (316) 284-5217 or kipcor@bethelks.edu.

See You at the Movies!



Volunteers & Continuing Support Needed!

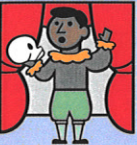
KIPCOR works in part because of generous assistance from volunteers, many of whom have now retired from their volunteering days (thanks to every one of you!). ***So we are calling all volunteers! The gift of your time or a referral to others who might help is most welcome!***



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.



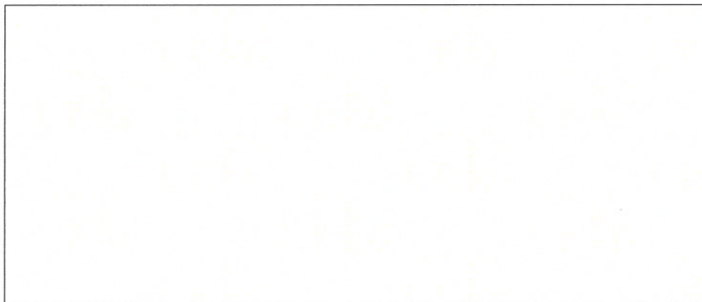
ROLE-PLAYERS: KIPCOR trains student mediators throughout the year, and part of that training can include rigorous role-play practice...which requires help from ***volunteer thespians***. Do you long for the stage every now and then? Volunteer and play the part of a parent fighting for more parenting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