

"Peace is not the absence of conflict, it is the ability to handle conflict by peaceful means."

Ronald Reagan

EVENTS AND HAPPENINGS AT CAPE MEDIATION



Promoting Diversity, Equity, and Inclusion Around Conflict Management

Cape Mediation was awarded a grant from the Massachusetts Office of Public Collaboration (MOPC). This grant provides for Outreach, Education and Listening Sessions in order to promote DEI – Diversity, Equity and Inclusion around Conflict Management in an underserved Cape Community. Our Local Cape Fishing Community was identified as underserved. We think it is a good example because it touches on several relevant and challenging issues with potential conflict including Housing, Family,

Interpersonal, Local and Federal Regulations and Small Business. Our focus is to determine if this community **NEEDS Our Services, WANTS Our Services, and the Best Way to Deliver Our Services**. In order to meet the grant goals, we created a 7-Step Model:

1. Demographic Survey sent to Cape Mediation Board, Staff and Volunteers to gather baseline data
 2. A Survey sent to CM's Board, Staff and Volunteers To Identify Underserved Cape Communities
 3. Gather Data, Identify and Reach out to Community Contacts
 4. Send 'Community Conflict Survey' to sampling of Community
 5. Conduct In-depth phone interviews with Community Liaisons
 6. Collect Survey and Interview Data . Collate Results . Identify Themes
 7. Prepare Final Report with Conclusions and Next Steps
- We recruited a team of four trained mediators experienced in one-on-one questioning to conduct the Interviews: Sue Carroll, Joanne Gvazdauskas, Marilyn Gullett and Pat Mahoney.
 - We began our organizational meetings and sent out surveys in July, August and September with technical help from Anne Tessier, Peter Kelsey and Elizabeth Weaver-Purohit.
 - We connected with Cape Cod Fishermen's Alliance for support.
 - We conducted our Face-to-Face Interviews in October and November.
 - In December Debbie Fish will collate the data, meet with the Team and prepare the Final Report.

This has been an interesting and exciting project that we hope going forward will establish a model that can be applied to other local underserved communities.

Season of Giving



Cape Mediation Has Launched Our Annual Appeal

Cape Mediation is uniquely positioned to offer no cost dispute resolution services, particularly to individuals in Barnstable County who may have modest financial resources. Cape Mediation's work would not be possible without the contributions of our supporters and the skills and dedication of our volunteer mediators and staff. Cape Mediation launched our Annual Appeal on Giving Tuesday, and we hope you will consider supporting Cape Mediation. Thank you to all of you

who make our work possible. Visit our website to [DONATE TODAY](#).



Why Did you Become a Mediator?

Mediators come from many different backgrounds, some are lawyers, therapists, teachers, nurses, doctors, executives, students, builders, hairdressers, real estate agents, painters, engineers, and police officers just to name a few. Some people train as Mediators to improve their communication and conflict management skills at work or in their personal lives, others to volunteer. Every mediator has a story to tell about what drew them to mediation. What is your story? Please help to inspire others by sending us an email to share your story. [Share Your Story](#)



Joining our Chatham Neighbors in Giving Back to the Community

Cape Mediation's Sue Carroll and Anne Tessier joined 2,000 of our friends and neighbors at the Chatham Turkey Trot on Thanksgiving morning in support of Lower Cape Outreach. It was a beautiful morning to get out and support a great cause during this season of giving.

The Board's Corner

Giving Tuesday marks the beginning of major fundraising efforts for many non-profits culminating on December 31. Cape Mediation launched its Annual Appeal on Giving Tuesday. This is Cape Mediation's only direct fundraising initiative during the year. This year we have upgraded the communications around our Annual Appeal to provide some insight into dispute resolution as well and added a story of a mediation reflective of many mediations that we participate in.

Cape Mediation depends on support from our community to provide funds to support our mission of providing no-fee or low fee dispute mediation services.

Our goal this year is to increase the number of individuals who contribute to Cape Mediation's mission. We hope that you will make Cape Mediation an important part of your gift giving this year.

A Few Words from the Executive Director

This time of year we think about getting together with friends and family. Many of the summer folks have gone back over the bridge and the Cape is a little quieter for a little while. The locals seem



to get out and about more after the crowds have gone, and we may even run into old friends we haven't seen all year. Last week I was very excited to run into one of our mediators, Sue Carroll, at the Chatham Turkey Trot. I haven't seen Sue in person in quite a while and she greeted me with her usual big welcoming smile! Recently I had the chance to catch up with fellow mediators and former board members, Teresa Martin and Ellen Kapinos; and this past week my assistant, Elizabeth Weaver-

Purohit, who usually works remotely, came by the office to help with the Annual Appeal. It was so nice to meet up with old friends and co-workers. Unfortunately, though, no matter how close we are with our friends and neighbors sometimes we disagree and if we don't work out our disagreements, rather than being a pleasant surprise, it can be uncomfortable when we run into each other. When that happens you may just try to avoid running into them altogether. What else can you do? You can try Mediation. Mediators bring people together to resolve conflicts and put them behind you, so the next time you run into each other you can greet each other with a big smile and sit down to have that cup of coffee together.



December 2022

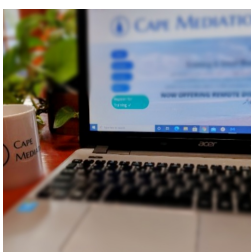
Skill-of-the-Month - *We are taking a break from our Skill-of-the-Month over the holiday season and will return in January.*

Thursday, December 1, 2022, 4:00 PM - **Discussion & Debrief for Mediators and Conciliators.** Whether you are an active remote mediator or conciliator, want to keep your skills sharp, or want to learn more about the remote process please join us. The Discussion & Debrief is open to all Cape Mediation volunteer Mediators and Conciliators. **Contact us** to join the discussion or look for the notice in your inbox.

Thursday, December 15, 2022, 4:00 PM - **Discussion & Debrief for Mediators and Conciliators.** Whether you are an active remote mediator or conciliator, want to keep your skills sharp, or want to learn more about the remote process please join us. The Discussion & Debrief is open to all Cape Mediation volunteer Mediators and Conciliators. **Contact us** to join the discussion or look for the notice in your inbox.



Visit CapeMediation.org



Submit Your Request for Mediation and Conciliation Services Online!

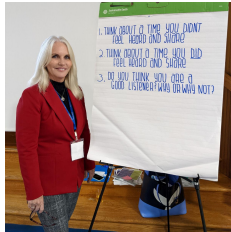
Submit your request to schedule a Mediation or Conciliation on our website at **CapeMediation.org** and fill out a **Request for Services** form. After we receive your request, one of our experienced case coordinators will contact you to learn more. ***You may also reach us by phone at 508-240-1717 or by email at info@capemediation.org.***



Advanced Dispute Resolution Skills Practice Training

Cape Mediation's Advanced Dispute Resolution Practice Training Program is for newly trained neutrals and for neutrals that wish to gain additional advanced hands-on experience. This program provides an invaluable opportunity to practice mediation and conciliation skills. You will be paired with experienced neutrals under the supervision of our Volunteer Development Coordinator. It is an important next step for anyone involved in the field of Dispute Resolution. This program is held remotely by Zoom. Completion of at

least a 30-hour Basic Mediation Skills Training or an 8-hour Conciliation Training is a prerequisite. **To register or learn more about the program, please contact us by email at info@capemediation.org or by phone at 508-240-1717, ext. 100.**



Cape Mediation's Youth Conflict Resolution Programs

Cape Mediation now offer programs in Youth Conflict Resolution training, Youth Peer Mediation, and Youth Conflict Management workshops. **To start a Youth Conflict Management Program or host a workshop at your school or organization, please email our Youth Coordinator, Maura Smith Stein, at mauras@capemediation.org.**



Mediator's Break is Online

Want to reference an old newsletter but your inbox is, well, a little overwhelming and you'd rather not scroll back to find the needle in the haystack? Don't fret -- now you can access our Newsletter from our website, www.CapeMediation.org, along with archives. **[Click Here to View Current and Past Newsletters.](#)**

Books & Beyond

Using Mediation Versus Litigation

In 2016 together with Edward Teague, Magistrate, Falmouth District Court, and Alan Jacobs, volunteer mediator with Cape Mediation, Cape Mediation's Susan Largay spoke with WCAI's The Point about the advantages of using Mediation versus Litigation. Susan has a great deal of experience on the topic, having served as Cape Mediation's Case Coordinator at the Falmouth District Court in Summary Process and Small Claims matters for over 20 years.

You can find the full interview online at www.capeandislands.org or by following the link below.

[Click here to listen to the full interview on WCAI's website.](#)

Have you read any good books or online articles lately?

Do you have a favorite book or article on Dispute Resolution?

*If so, please **contact us** and we'll share it in the next issue of Mediator's Break.*

Around Cape Cod



Mashpee's Season of Illumination and Christmas Parade

Join your friends on Saturday, December 10, 2022 (rain date - Sunday, December 11), for the 16th Annual Mashpee Chamber Illuminated Christmas Parade. The streets of Mashpee will be decked out in lights to celebrate the magic of the holiday season. For more information visit them on the web at mashpeechamber.com.

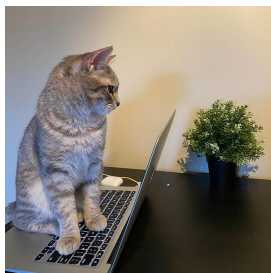
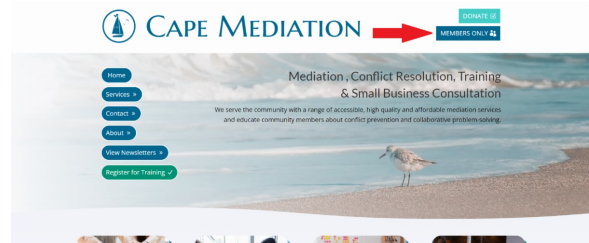
"First Light", Provincetown

Say goodbye to 2022 and welcome 2023 with "First Light", Provincetown's gala weekend-long celebration of the New Year. Events this weekend include a Holiday Market, Light Bright Bike Ride, Drag Bingo, the Polar Bear Plunge, lots of great food and live entertainment all over town ... and a big fireworks display over the Harbor.

For Cape Mediation Staff and Volunteers

Cape Mediation Website Members-Only Page

The Members Only page on the Cape Mediation website is open to all Cape mediation active volunteers and staff. Find: Events Calendar, Open job positions, Debrief Highlights, and more! This page is open to Cape Mediation staff and volunteers. ***To request access to this page, please email Peter at: peterkelsey@capemediation.org***



Interested in Becoming More Involved?

If you are interested in becoming more involved in any of our programs, please **reach out!** Additionally, if you are interested in volunteering in our Remote Dispute Resolution programs, but are unsure about the process or technology, we want to help! We will schedule you for to observe or pair you with someone with experience in telephone and videoconferencing to help. **Contact us.**

Cape Mediation's Google Groups Discussion Board

We invite all Cape Mediation volunteers to join our virtual Dispute Resolution email discussion group where we share information about job opportunities, news and articles about the world of Dispute Resolution. **This group is open to Cape Mediation staff and volunteers.** If you have not already joined, please **contact us to join.**

Discussion & Debrief

Whether you are an active remote mediator or conciliator, want to keep your skills sharp, or want to learn more about our remote process, please join us as we debrief our sessions. During the debrief we talk about which skills worked best and what other skills might have been used, focusing on challenges and skills. **Debriefs are open to Cape Mediation staff and volunteers.**

Skill-of-the-Month

Don't be shy about sharing your feedback with us – we want our next Skill of the Month Discussion to be even better! *Please send any feedback to Peter at: peterkelsey@capemediation.org*

Volunteer Availability for December

If you have not already signed-up, please send us your available volunteer dates by clicking the button below. We offer mediations and conciliations remotely Tuesdays through Fridays.

If you have not mediated or conciliated remotely, consider giving it a try. We will pair you with an experienced remote volunteer and we are sure once you try it, you'll like it!

MY DECEMBER
AVAILABILITY

SUPPORT CAPE MEDIATION



SUPPORT CAPE MEDIATION

Your donations help us continue to provide high quality dispute resolution services to our community. For a small organization like Cape Mediation, the cliché "every dollar counts" holds true.



Donate to Cape Mediation with Amazon Smile

We're on Amazon Smile if you'd like to make donations at no cost to you - just follow [this link](#) and for every purchase you make on Amazon, Amazon will donate 0.5% of the price to Cape Mediation. It may not seem like much, but it all adds up!

Donate Today



Follow us on Social Media
Follow Us on Social Media

Want to stay in touch on a platform that isn't email? Follow us on Instagram or Facebook where you'll find up-to-date information, workshop and training announcements, and more!



More Information

About Us

Visit: CapeMediation.org/About/

National Association for Community Mediation

Visit: NAFCM.org

Resolution Massachusetts

Visit: ResolutionMA.org

Mass Law Libraries

Visit: <https://www.mass.gov/orgs/trial-court-law-libraries>

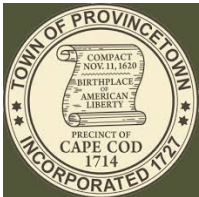
COVID-19 Information on Cape Cod

Barnstable County Helpline for COVID-19 Related Questions: 1-774-330-3001

Information Surrounding the Pandemic

For up-to-date information on changes as a result of circumstances surrounding the pandemic, visit the [Mass.gov](https://www.mass.gov) website.

Cape Mediation | [Website](#)



Eastham
MASSACHUSETTS



Massachusetts Office of
Public Collaboration (MOPC)



Cape Mediation | P. O. Box 193, 22 Old Tote Road, Orleans, MA 02653

[Unsubscribe annetessier@capemediation.org](#)

[Update Profile](#) | [Constant Contact Data
Notice](#)

Sent by info@capemediation.org powered by



Try email marketing for free today!