

From: Cape Mediation <info@capemediation.org>
Sent: Thursday, November 6, 2025 10:16 AM
To: annetessier@capemediation.org
Subject: November 2025 Mediator's Break



Mediator's Break

Monthly News & Updates

November 2025



"... so long as they remain in conflict they prop one another up..."
George Orwell, excerpt from *Nineteen Eighty-Four*

Events and Happenings at Cape Mediation

For more information and to stay updated on Cape Mediation events, please visit us at CapeMediation.org and follow us on Instagram, Facebook and LinkedIn!



We are Returning to In-Person Mediation in Barnstable!

On March 12, 2026 will return to Barnstable District Court to offer our Mediation services in-person in the Small Claims Session. We are excited to be welcomed back! If you are interested in volunteering in person, please email us for more information.

Prefer to Mediate Remotely?

We continue to offer all of our mediation services remotely in all of our court programs. To submit your request for remote mediation or conciliation, visit us on the web 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.

The District Court Department Provides Conciliation Training

This past October, attorneys from around the Commonwealth had the opportunity to attend Conciliation Training led by Timothy Linnehan, Esq., ADR Coordinator for the Trial Court, and provided by The District Court Department, the Executive Office of the Trial Court, and the training team from MWI for attorneys interested in serving as court-connected conciliators.

Conciliation is an informal ADR process that helps people to settle their disputes, similar to our Mediation process. All of our Cape Mediation Conciliators are experienced volunteer attorneys. The program offers people involved in litigation an alternative to the win-lose forum of the courtroom and the chance to resolve their dispute without the necessity of trial.

“For many litigants, time in court is time out of work or school, and translates to increased costs for transportation and child care, as well as increased legal costs. A case that is resolved fairly with the parties’ agreement, at a pretrial stage, represents a success for both the court and the litigants. Conciliation will almost certainly facilitate these kinds of successes.” (Judge Kathryn Hand, First Justice of the Barnstable District Court)



Cape Mediation's Second Annual Movie Night at the Chatham Orpheum

Thank you to everyone who joined us at the Chatham Orpheum Theater for our second annual movie fundraiser on October 30! We were excited to wind up Conflict Resolution Month with a special showing of the film *Thirteen Days*. This year all proceeds from the film went directly to support our Youth Program. We would like to give special thanks to the Chatham Orpheum

Theater for hosting us and to our sponsors, **LaBarge Homes** of West Harwich and **Owners Peace Landscaping** of Hyannis. To see more pictures from this and other Cape Mediation events, follow us on Instagram, Facebook and LinkedIn!

Be sure to visit our new **Volunteer Event Page** on our website to read about everything we have been doing! You can find it by **Clicking Here** or by following the link on our **News & Events Page**.

Cape Mediation Joins the University of Massachusetts School of Law Pro Bono Volunteer Fair

Each year the University of Massachusetts School of Law invites community organizations to its annual Pro Bono Volunteer Fair, aimed at enlisting students in the effort to address unmet legal needs in our communities. This October we were excited to return to the Volunteer Fair to discuss our programs, services, and mission with current law students interested in learning about the positive impact ADR has in the legal system. Cape Mediation has had the opportunity to work with several talented law school students since our internship program began in 2020. Interns bring a fresh perspective and diverse ideas to our organization as they gain practical hands-on experience in the field of ADR. If you are interested in learning more about our Internship Program for yourself or your school, please email us at info@capemediation.org, caption: Internships.



Learning to Manage Workplace Conflict at the Cape Cod Community College

This month we wound up our fall "Fundamentals of Managing Workplace Conflict" workshop series at the Cape Cod Community College in their Introduction to Business Program. The workshop focuses on introducing future business leaders to skills that will help them resolve conflicts and develop strong leadership skills essential for success in today's business world. The students were energetic and creative, we look forward to continuing to work with Cape Cod Community College in the future

Neutral Grounds Coffee Chats



OCTOBER Neutral Coffee Grounds Chat We Enjoyed Chatting with You!

In October we continued our Neutral Grounds Coffee Chat at The Flying Fish in Wellfleet! We were so happy to see and chat with some of our beloved volunteers and members of our community. Cape Mediation started this monthly series with the overall goal of community building. Not only expanding our community here at Cape Mediation, but engaging with the Cape Cod community as a whole. By going to different local coffee shops in different towns every month, and with this more casual way of connecting, we hope to do just that.



NOVEMBER Neutral Coffee Grounds Chat Thank you for Joining Us!

On November 3, 2025, we held our Neutral Grounds Coffee Chat at Three Fins Coffee Roasters in West Dennis. We continue to have a great time meeting new folks in our Community.

**There will not be a Neutral Grounds Coffee Chat in December.
Instead, we invite you to join us on December 10, 2025
at our new office for our OPEN HOUSE!**

See below for more details and to RSVP.

Series

VOLUNTEER IN THE SPOTLIGHT

Our Volunteer in the Spotlight Series includes Cape Mediation's staff and volunteers.

Our Volunteer in the Spotlight series is our way of expressing gratitude to each of our Cape Mediation volunteers for their dedication and hard work. Every month we feature a different volunteer, showcasing their contributions to Cape Mediation and giving you a chance to get to know the incredible individuals who make our work possible.

KATHY IS IN THE SPOTLIGHT THIS MONTH

As the year is coming to a close, we will soon be wrapping up our 2025 Volunteer in the Spotlight series! We have loved giving our community the opportunity to get to know our volunteers while being able to honor them!

This month we will be celebrating Kathy, who started her journey with Cape Mediation when she took our Basic Mediation Training in 2002. Introduced to the world of mediation through an introductory course at Northeastern University, Kathy's friends in the Massachusetts legal system suggested she look into Cape Mediation to further engage in Dispute Resolution! With Cape Mediation, Kathy has been involved with mostly small claims in each district court; Orleans, Barnstable, and Falmouth. At the beginning of COVID, there was a lot of uncertainty surrounding the mediation process and how we could continue to help serve the community while shifting to a remote option. Kathy's work was fundamental to Cape Mediation's progress during that transition, helping develop our online mediation process and coach our online training courses.

Kathy appreciates that mediation makes a positive difference in our often uncertain and challenging world. Giving help by building bridges between parties who may otherwise

have not had the opportunity to communicate and see each other's point of view is infinitely rewarding for her. Even when agreements are not reached, going through the process is a huge benefit regardless. Identifying what one's genuine priorities are is crucial to the process. Mediating teaches patience, objectivity, listening, and questioning skills. Though it can be very difficult to remain neutral, it is something Kathy believes she can constantly get better at.

Other than mediating, Kathy spends her time rowing/sculling on Duxbury Bay and jogging! She and her husband enjoy golfing, walks with their dog, and visiting their kids in California. Her passion for teaching extends far past her training with us; Kathy is a math and science teacher! After retiring from teaching high school and middle school full time, she continues to train teachers through online courses.

Thank you, Kathy! We appreciate you and all the hard work you do!

THANK YOU TO OUR FUNDERS!



Thank You to Our Sponsors

We wish to extend a special thank you this month to Lori & Todd LaBarge and **LaBarge Homes** in Harwich and to **Owners Peace Landscape & Design** of Hyannis for their generous support making a significant impact in the continued success of our Youth Programs!

The Board's Corner

To our Volunteers, Friends, Supporters and those curious about Cape Mediation,

We have officially moved to our new office space at 58 Post Office Square (58 Main Street), in Orleans. Although we are still unpacking and furnishing, we are excited to show you our larger space which will enable us to conduct mediations and training in-house! Come and see our new office for yourself and catch up on all things CM at our Holiday Open House on Wednesday, December 10th, starting at 11:30 am. Learn more about us and what we do! We are the second office on the right if you enter from the building's front entrance. Refreshments will be served. We hope to see all of you there!

Please RSVP by [clicking here](#) or just stop by.
We hope to see you there!



Books & Beyond

It feels like Artificial Intelligence (AI) is everywhere these days, but does it have a practical application in ADR?

Below are two articles exploring the role of AI in ADR.

Expert's Corner - AI in Alternative Dispute Resolution: A Breakthrough for Healthcare Disputes, American Bar Association, September 23, 2025.

This article explores the role of AI in Arbitrating Healthcare Disputes. Read the article online by clicking here for the **[American Bar Association \(ABA\)](https://www.americanbar.org/groups/health_law/news/2025/experts-corner-ai-adr-healthcare-disputes/)** website, or at https://www.americanbar.org/groups/health_law/news/2025/experts-corner-ai-adr-healthcare-disputes/

Revolutionizing Resolution: The Transformative Impact of AI on ADR, JAMS ADR Blog, April 18, 2025. The article explores the potential opportunities to use ADR in mediation. You can find the article on the web at [jamsadr.com](https://www.jamsadr.com) or by visiting <https://www.jamsadr.com/blog/2024/revolutionizing-resolution-the-transformative-impact-of-ai-on-adr>

Does ADR have a place in Mediation?

We want to hear what you think. Please share your thoughts or other articles on the on the role of AI in ADR by emailing us at

info@capemediation.org, caption: The Role of AI in ADR.

Do you have a reading, podcast, or other media that you want to share with the Cape Mediation community? If so, email us at info@capemediation.org!



Happenings

SAVE THE DATE!



You're Invited to

CAPE MEDIATION'S OPEN HOUSE

December 10, 2025, beginning at 11:30am
58 Main Street, Orleans Post Office Square

Learn about our services and how to get involved
Meet the Board, Staff, and Volunteers
Enjoy some Food and Treats

Scan the QR code to
RSVP
or just stop by!



Cape Mediation's Open House at our New Office!

We are excited to be in our new office located at 58 Main Street, Post Office Square, Orleans, and would love for you to come by!

Please join us on **Wednesday, December 10, 2025, beginning at 11:30am.**

Meet our Board of Directors, Staff, Volunteers, learn about our services, and how to get involved! All are welcome. We look forward to seeing you there!

RSVP below or just stop by!

[CLICK HERE TO RSVP](#)



November 2025

*Our Discussion and Debrief sessions are held once each month
on the Second Thursday of the month.*

Monday, November 3, 2025, 8:30am - Neutral Grounds Coffee Chat. Join us at **Three Fins Coffee Roasters, West Dennis**, for an informal get together, all are welcome!

Thursday, November 6, 2025, 9:00 AM - Orleans District Court In-Court Mediation. Our volunteers are available to mediate every Thursday in-person at the Orleans District Court House for Small Claims and Summary Process matters.

Thursday, November 6, 2025, 4:00 PM - Discussion and Debrief. We invite all mediators and conciliators to join our discussion and debrief remotely on Zoom!

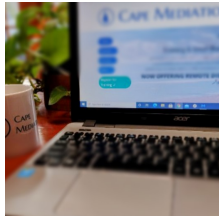
Monday, November 11, 2025, 4:00 PM - Veterans' Day. The Cape Mediation office will be closed in observance of the Holiday.

Thursday, November 13, 2025, 9:00 AM - Orleans District Court In-Court Mediation. Our volunteers are available to mediate every Thursday in-person at the Orleans District Court House for Small Claims and Summary Process matters.

Thursday, November 20, 2025, 9:00 AM - Orleans District Court In-Court Mediation. Our volunteers are available to mediate every Thursday in-person at the Orleans District Court House for Small Claims and Summary Process matters.

Monday, November 27&28, 2025, 4:00 PM - Thanksgiving. Thank you to all of our Volunteers, Board Members, Interns, and Supporters, we hope you have a great Thanksgiving! The Cape Mediation office will be closed in observance of the Holiday.

[Visit CapeMediation.org](http://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](mailto:info@capemediation.org) 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, and

is held remotely by Zoom. 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. [READ MORE.](#)

To Register visit us on the web at CapeMediation.org or click [Register.](#)



Cape Mediation's Youth Conflict Resolution Programs

Cape Mediation now offers 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 us at, info@capemediation.org.**



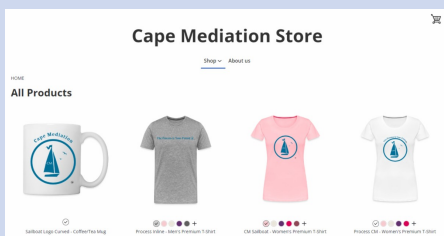
Mediator's Break is Online

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.](#)



Stay Up-to-Date on Cape Mediation News and Events

Stay up to date with news and information, articles and our calendar of events at Cape Mediation and in our community. [Click Here to View News and Events.](#)



Visit the Cape Mediation Store to Show your passion for The Process!

Wondering where to get a Cape Mediation t-shirt, mug or more? Visit the Cape Mediation store for all things Cape Mediation. Proceeds support Cape Mediation services in our community.

[Click Here to Visit the Cape Mediation Store](#)

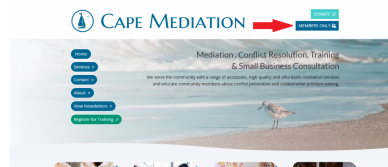
For Cape Mediation Staff and Volunteers



Keep Us Updated!

Don't miss out! Do you have a new email address, phone number or mailing address? Would you like to mediate in person? Are you interested in getting more involved with Cape Mediation or have an idea for a workshop? We want to know! Click the link below to share your updated information with us.

[Click Here For The Survey!](#)



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.

Volunteer Sign-Up!

Volunteers can now sign-up to volunteer to mediate and conciliate through the link on our Members-Only Page.

Volunteer Calendar

See important dates and happenings listed on the Volunteer Calendar located on the Members-Only Page.



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**.

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 weekdays, both in the morning and afternoon. We also are excited to be back in-person offering mediations at the Orleans District Court House on Thursdays.

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 NOVEMBER AVAILABILITY

Our Coordinators are There!

Our coordinators are always there to help and to answer any questions that may come up when you volunteer.

We Will Take Care of the Tech!

Don't know how to run breakout rooms?
Never hosted a Zoom meeting? No problem! A tech person is available for **ALL** programs to take care of the tech so you don't have to!

Support Cape Mediation



Support Cape Mediation

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



Donate 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!

Show your passion for The Process!

Visit the Cape Mediation store for all things Cape Mediation. Proceeds support Cape Mediation services in our community.

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

[Cape Mediation](#) | [Website](#)



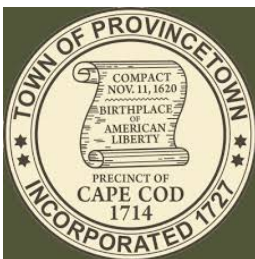
THANK YOU TO OUR SUPPORTERS

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Jim & Michelle Duane
Deborah Felix
Kathleen Heffernan
Ellen Kapinos
Jane Lea
John W. Lea
Sydney Lea

Michael & Rob Normandy
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Foundations and Businesses



Massachusetts Office of
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