

From: Cape Mediation <info@capemediation.org>
Sent: Friday, December 12, 2025 2:58 PM
To: annetessier@capemediation.org
Subject: December 2025 Mediator's Break



Mediator's Break

Monthly News & Updates
December 2025



Best Wishes for a Happy Holiday Season!
We hope you agree that our December issue of Mediator's Break was worth the wait!

Events and Happenings at Cape Mediation

For more information and to stay updated on Cape Mediation events, please visit us at [CapeMediation.org](https://www.CapeMediation.org) and follow us on Instagram, Facebook and LinkedIn!



Cape Mediation's Open House

Thank you to everyone who joined us for our first Open House at our new location at the Post Office Square in Orleans! We were excited to see so many of our neighbors and friends celebrate our new space with us. We wish to thank our neighbors, Friends Marketplace, for generously supporting the event. Thank you to all of our new friends and neighbors for your warm welcome to the neighborhood! If you were not able to join us, we look forward to you stopping by.

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's Annual Appeal is Underway!

We are happy to be celebrating Cape Mediation's commitment of serving the communities on Cape Cod for over 35 years. Our small Cape Cod nonprofit has a mission of bringing people together at times when they are faced with tremendously difficult situations. Our Annual Appeal is underway and our goal this year is to raise \$10,000 so that we can continue to offer these valuable services, as well as continue to build new programs to meet the ever-increasing challenges we all

face. We are very grateful for all of our supporters who make our work possible. With your help, we look forward to continuing this important work in our community.

Click the button below or visit us on the web at capemediation.org to donate to our Annual Appeal.

Thank you.

Support Cape Mediation

Teaching Youth Conflict Resolution in Montreal

By Daisy O'Neil

As a student at McGill University, I have had the opportunity to be a part of a club called Peace by PEACE. Peace by PEACE aims to educate, motivate, and challenge students to recognize choice and consequence in conflict, on both personal and community levels. Once a week throughout the semester, I, along with a couple other students, commute about thirty minutes to a local school in Montreal. Here we teach a lesson that lasts about an hour, using a combination of discussion, interactive exercises, and review. Every week, the focus changes slightly but is always a continuation of the previous week

to some extent. The first week is mostly about defining conflict, while the second week is focused on the ideas of “choice” and “consequence.” Throughout the course, we provide resources for students to get help privately if needed, as discussion of these concepts can feel heavy and often cause discomfort. One of these resources is a “peace box,” a small collaged tissue box that stays in their classroom throughout the semester, so whenever a student has a question they can write it down and we can answer it at the beginning of the next class. I find that with this interactive and varied model of teaching that students are really engaged and look forward to class. Throughout the semester, students remember concepts learned in previous weeks and are able to build on them with new concepts.

In one of our first few classes, my colleagues and I were doing an end of class discussion; seeing if any of the students needed clarification. One girl in the class raised her hand to ask us “do you ever have conflict between you three?” After a quick disruption of laughter from the class and teachers, we proceeded to praise her for asking such a question. The students were finally getting it! Everyone experiences conflict with everyone in their life. It is a normal, healthy, and important part of life. We immediately told her yes, and gave a few small scale examples of disagreements my colleagues and I have had. Youth look up to the adults in their life and often see them as a symbol of perfection. It is important for them to see that conflict happens to adults as well and see them handling it in a healthy manner so they can mirror those behaviors.

The ability to recognize and engage in conflict begins at a very young age. Whether it be with a friend at the playground arguing over who pushes who on the swings, or having a confusing disagreement with a coworker, conflict is inevitable. I have been really fortunate to have had access to resources that helped me learn about healthy conflict and active listening, but soon after acquiring those valuable skills I realized how much sooner in life I could have used them. Everyone, especially youth, benefits from having a good relationship with conflict. Cape Mediation’s Youth Program helps spread awareness to this by working with different schools and organizations across Cape Cod to implement these ideas. We hope to continue to extend our programs to people of all ages to benefit from these skills!

People and Politics.... in Ecuador

by Leif Thesen

¡Vota para el No! ¡Vota para el Sí!

Racing past in the public bus, political signs scream their message at me. This weekend* the people of Ecuador are voting on a referendum sponsored by the current president, Noboa. The referendum includes four questions: It asks about cutting public funding for political parties, lowering the number of members of the National Assembly, the reintroduction of foreign military bases on Ecuadorean soil, and the convening of an assembly to draft a new constitution altogether. This referendum is a push to counter the progressive constitution put in place by Ecuador's controversial past-president, Correa, who led the country from 2007 to 2017. The referendum would be an important

way to grasp how the Ecuadorian people feel about the current laws; would they vote 'No' and remain in favour of (what my host family likes to call) "Correa's constitution" or would they vote 'Sí' and place more power into the hands of Noboa?

Being an exchange student with the goal of immersing myself in the culture as much as possible, I've made it a point to ask Ecuadorian citizens their thoughts on the referendum. Just like in American elections this is a contentious subject and I received many different political opinions. From my host family; "anyone would be crazy to vote for 'El No'... there needs to be a significant change in the country!". From my climbing friends, "'El Sí' is just a fast track to a dictatorship and environmental degradation!". Pasted on billboards and telephone poles all around Quito flyers call either for 'El No' or 'El Sí' and disparage the opposing position.

I don't wish to diminish a strong middle ground; many do recognize and wish to share the nuance between the two and I've had long, informative talks with my program director and professors about why one would vote either way. In general though, to mention the referendum and associated politics takes me right back to the dichotomous dynamics of American politics.

Of course, many things are different from an American election. For one, the people of Ecuador don't *get* to vote, they *have* to vote. For referendums such as these as well as presidential and general elections, Ecuadorian citizens are required to vote. To help facilitate this, elections are generally held on Sundays, and it is encouraged as a local get-together; young adults are chosen to help count votes (similar to the American idea of doing jury-duty), families make voting a day to go out together, and vendors crowd voting centers selling steaming empanadas and fresh fruit juice.

Here there is more of a sense of community in general, and the understanding that "regardless of what happens we're in this together". In comparison to the US, I get more of the sense that while those voting in opposing ways obviously have different thoughts on the best way to govern the country, all feel a strong connection to each other and wish the best collectively—a sentiment which can get lost in the US.

I've also noticed the different ways people react to my questions given my status as an international exchange student. I've appreciated how much more open people seem to share their personal views given that they don't see me as a political threat. Being a foreigner with no voting power, I'm free to ask and learn about this referendum without those who I ask trying to sway my opinion either way. Of course I'm still given biased information, but just asking about the referendum doesn't put anyone on the defense or feel like they need to have their guard up.

Because of this I feel like I've received much more accurate information from citizens supporting either side, and I've been able to make up my own mind on the referendum in a much healthier environment. Of course there are clear benefits to having a stake in the situation—being a non-citizen, I find I'm less passionate about the referendum. I'm hoping though to continue a similar thought-process when I'm dealing with politics in the US; trying to really listen to why each person believes the way they do, without interjecting my own beliefs or assumptions onto their arguments. I know this will help me be a more informed citizen, and hopefully avoid confirmation bias as well.

**At the time this was written. Voting was the 16th of November.*

Neutral Grounds Coffee Chats



Neutral Coffee Grounds Chat We Enjoy Chatting with You!

We will be taking a break from our Neutral Grounds Coffee Chats in January, but are looking forward to seeing and chatting with with you in February! Cape Mediation started this monthly series with the overall goal of community building to not only expand our community here at Cape Mediation, but also to engage with our Cape friends and neighbors. This is our hope, by visiting different local coffee shops around the Cape every month with this more casual way of connecting.

Keep on eye on your inbox for the information on the next Neutral Grounds Coffee Chat coming in February!

THANK YOU TO OUR FUNDERS!



We wish to extend a special thank you this month to Friends Marketplace in Orleans for their warm welcome to the neighborhood and for their generous donation to our first Open House at our new location at the Orleans Post Office Square!

The Board's Corner

Cape Mediation has a lot to be thankful for this year.

We're thankful for our talented and loyal group of volunteers who enable us to do what we do.

We're thankful for a return to in-person mediations in the District Courts.

We're thankful we've found a new home at Post Office Square in Orleans, where we have room to conduct mediations and training sessions in our own space.

And we're thankful for all who helped us acquire, move into, and begin to furnish this new space — from our realtor and attorney, to our Board Members, workmen, and volunteer movers (several husbands)!

Last, but not least, we're thankful to YOU, our friends and supporters, whose donations bridge the gaps in our grant funding and enable us to continue our programs and expand them, many at low or no cost to the participants.

Our 2025 annual appeal is now open and we invite you to visit our donations link on our web site at www.capemediation.org/donations/. We appreciate your support!

We were excited to see old friends and new at our Open House on Wednesday, December 10th! We enjoyed catching up, sharing a bite, and showing our new space!



Books & Beyond

The Growing Importance of ADR and Why More Businesses are Choosing it Over Litigation, James Conomos, published online at JDSupra, December 11, 2025. This is an interesting article about businesses choosing ADR over litigation and ADR becoming the default first step in resolving conflict. The article highlights the benefits of ADR, including cost, preserving relationships, reducing stress, resolving conflicts faster, confidentiality, and resulting in less damage to reputations. You can find the article online at <https://www.jdsupra.com/legalnews/the-growing-importance-of-adr-and-why-8356227/>.

Thank you to Allyson Rogers for sharing this informative article.
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

Face-to-Face Mediation Returns to Small Claims at the Barnstable District Court

Many of you know that We resumed face-to-face mediation at the Barnstable District for Summary Process in the Fall, now We are excited to announce that beginning on March 12, 2026, we will be back in person for Small Claims mediations, as well! We look forward to serving the members of our community in-person!



December 2025

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

Thursday, December 4, 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.

Wednesday, December 10, 2025, 9:00 AM - Board of Directors Meeting.

Wednesday, December 10, 2025, 11:30 AM - Open House. Come check out our new office space, all are welcome.

Thursday, December 11, 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.

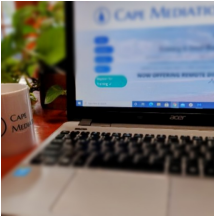
Thursday, December 11, 2025, 4:00 PM - Discussion and Debrief. We invite all mediators and conciliators to join our discussion and debrief remotely on Zoom!

Thursday, December 18, 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, December 24&25, 2025 - Christmas. We hope everyone has a wonderful Holiday season! 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 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.**



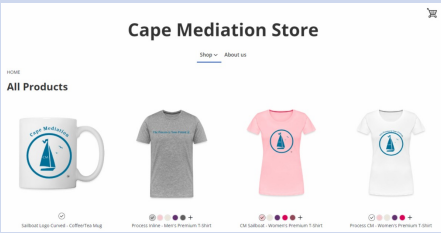
Mediator's Break is Online

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](#)

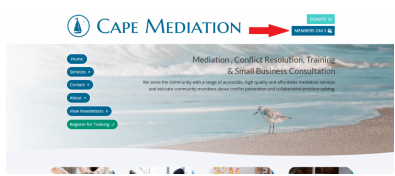
For Cape Mediation Staff and Volunteers



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 DECEMBER AVAILABILITY

MY JANUARY 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



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>

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



THANK YOU TO OUR SUPPORTERS

President's Circle

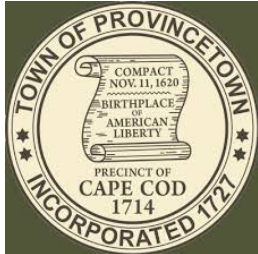
Lois Andre
Jim & Michelle Duane
Deborah Felix
Kathleen Heffernan
Ellen Kapinos
Jane Lea
John W. Lea
Sydney Lea

Michael & Rob Normandy
John O'Toole
Scott Parr
Allan E. Taylor & Kathryn F. Plazak
John and Karen Townsend
David Veach & Naomi Turner
Karen Wallace
Martin Webb

Foundations and Businesses



CAPE 5
Foundation



Massachusetts Office of
Public Collaboration (MOPC)



Owners Peace
Landscape & Design



508-524-9965



Cape Mediation | P. O. Box 193 | Orleans, MA 02653 US

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



Try email marketing for free today!