



Conflict Resolution Center

Mediation, Group Facilitation, Training

Making difficult conversations possible

December 2005

Annual Meeting and Banquet

We had great attendance and enthusiastic participation at the annual meeting this year. Thanks to the UND Alumni Foundation for their support of this important event each year.



The topics of finances and fundraising seem to be regular concerns among our Board and staff, but the opportunity to include many more members in these conversations has already opened possibilities that we had not previously considered. We hope we can harness the energy from the discussions both about the name of the Center and development ideas as we move into 2006, which is certain to be another important year for the CRC.

The first discussion involved the possibility of changing the name of the CRC. Although the name change issue is not new for the CRC, several current reasons were offered for reconsidering change at this time: (1) an influential campus partner told us that potential campus clients often shy away from our service because of the word conflict; (2) we have very low visibility (but not necessarily due to the name); (3) our name should more directly reflect our commitment to Transformative Mediation. We did a short "new name" idea generating exercise before dinner at the annual meeting and here is the list of best suggestions:

- | | |
|--|---|
| Consensus and Reconciliation Center | Center for Conflict Resolution and Transformative Mediation |
| Interpersonal and Workplace Mediation | Communication and Resources for Change |
| Transformative Mediation Center | Community Mediation Center |
| Center for Communication and Mediation | Center for Peaceful Mediation |
| Institute for Training and Mediation | Interpersonal Communication Center |
| Transformative Mediation Institute | |



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The second discussion incorporated the future vision for the CRC compared with the funding challenges. We acknowledged that despite the continuing record of valuable contributions to our community, we are not receiving the financial support required to even maintain our services, let alone grow with the many new opportunities that Transformative mediation is presenting. We talked about the fact that, although in the 1980s UND was one of the first campuses to establish a conflict resolution program, we have not been able to keep pace with other campuses which now host CR department chairs and extensive graduate programs, mainly due to our lack of funding. Despite this lack of support, we remain a leader in the conflict resolution field in >theoretical development, education and training. We asked our members to consider how we build the financial foundation necessary for ensuring our viability and to maximize our opportunities. One idea that was suggested from the staff was establishing a development board for the specific purpose of fundraising. Many great comments and ideas were offered by members and attendees about funding challenges.

If you have additional ideas or suggestions, please send them or contact Kristine.

ACR~MN

It was exciting and fun to have this international conference close to home. Kristy and Jim each presented at two sessions: *Lessons Learned of Mediation in Indian Country*, *A Short History of Transformative Mediation* and *Real Time (Live Action) mediator Assessment*. Linda enjoyed filling her head with nurturing ideas and will be happy to write about more of them after the New Year. The theme of mindfulness was particularly inspiring. Linda listened to an evaluative mediator describing transformative moments. (Must admit that I've always had a hard time even calling evaluative mediation—mediation so this really challenged long held stereotypes.) Mindfulness (being present in the heart and mind) postulates that the greater our practice of mindfulness, the greater our chance of liberating others and ourselves from the suffering of conflict. To me that means that understanding this can help us to empower ourselves as well as foster it in our parties. Some of the things I took from these sessions:

1. *It is hard to listen and reflect when someone is pushing my buttons (triggers).*
2. *Through mindful activities (particularly deep breathing), I can reverse or slow down the stress response that keeps me from listening and using my best skills.*
3. *When I'm mindful, I'm clearer about what is going on at the table and better able to catch, in the moment the opportunities for empowerment and recognition. I'm better able to keep the focus of mediating on the parties and not me.*
4. *There are many ways to practice mindfulness. I've learned some that fit my personality.*

MEMBER~OPPS

It's been a busy fall for **Theory**. We have been reading the second edition of [The Promise of Mediation](#). The Psychology department invited the CRC board and theory group to breakfast with Bandura (a noted Psychologist) during their fall conference. We read his article "Mechanisms of Moral Disengagement in Terrorism" to enrich the discussion. There was a mediator skill building session December 12 to assist mediators in bringing their skills up to date. Many members expressed interest and participated and we hope to offer more sessions in the New Year. There have been over 20 mediations since July 1. All members are invited to sit in on **debrief** sessions to work on their mediation skills. **Family** group has not met this fall, but we have three interesting articles to pass on and hope to send them out this next semester.

Welcome Chris Cassetta

The Center welcomed back member Chris Cassetta this fall. Chris has been a member of the CRC for nearly a decade, after coming from Massachusetts to UND to pursue degrees in Peace Studies and Law and attending CRC mediation training during that time.

After graduating from UND, Chris joined the staff of the Raoul Wallenberg Institute for Human Rights and Humanitarian Law in Lund, Sweden. He has been in touch with the Center over the years, in particular with Janet Kelly Moen, as they sometimes collaborated on international peace-building initiatives that included conflict resolution aspects. Chris visited Grand Forks last October and attended our one week basic mediation training. He describes this as the turning point that inspired him to return to Grand Forks to participate in the growth of transformative mediation theory through the CRC.

This fall, he has been with the CRC as a consultant, and in January we plan to invite him on board as a full-time professional staff, working 3/4 time for the CRC and 1/4 time for the Institute in finding new opportunities for funding and related activities including mediation and program development.

Some of you met him, and his sense of humor, at the Annual Meeting & Banquet, or in theory group. I hope many more of you have the opportunity to meet Chris in the near future!

Visitor from Australia

The CRC enjoyed a visit from Dr. Tom Fisher, from La Trobe University in Australia. Tom was the supervising faculty for visiting student Clare Coburn who was with us last spring. Tom was intrigued by Clare's experience and spent a day with us talking about Transformative mediation and our center. He offered a presentation on mindfulness over the noon hour open to CRC members and the UND community.



Elder Care Mediation

We recently applied for a Myra grant to cover some of the costs of implementing this new program. We are also developing a brochure and presentation for our referral sources and people in the community. *If you are interested in **mediating Elder issues** plan to attend the one-day symposium **March 16** to address Elder Care Mediation issues.*

Institute Updates

The Institute for the Study of Conflict Transformation, for whom we serve as Administrative Offices, has been busy planning for its 2nd International Conference on Transformative Mediation slated for Sept. 16-18 in St. Paul, MN.

The theme is "Purpose Drives Practice: An International Conference on Transformative Mediation. We hope to see many of you there!

The first conference in Philadelphia in 2004 proved to be one of the most exciting and inspirational conferences we'd ever attended. There is currently a call for proposals for presentations at this conference. Specifically, the program committee is looking for proposals that explore other forms of practice, other than mediation, that derives from a relational ideology and clearly links practice to purpose. If you have an interest in presenting, contact Kristine for more information. **OPPORTUNITY:** The CRC/ISCT is planning to hire someone to work full time on registration for the conference during the months of August and September. If you are interested, contact Kristine.

Good bye to Dan Bjerknes



The CRC sadly said goodbye to staff member Dan Bjerknes. Dan had been with the CRC since his graduation, nearly 4 years. He left to follow Cynthia Tredwell to the private sector at the Stadter Center for Psychiatric Care and is now the Director of Human Resources. We miss the gifts Dan provided the CRC, his great sense of humor and friendship. Fortunately, Dan remains a CRC member, presented to the Peers this semester, and he remains an Associate of the ISCT.



Peer Project Volunteers

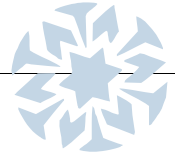
SAVE THE DATE!

The Institute for the Study of Conflict Transformation's 2nd International Conference

Purpose Drives Practice: An International Conference on Transformative Mediation

September 16-18, 2006
St. Paul, Minnesota

Peer Project Update

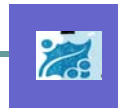


The Peer Project was not funded this year due to a smaller pool of money from Student Fees. However, the students who were trained in past years continue to use their skills to provide conflict coaching, mediation, and presentations across campus. We hope to increase funding in the next fiscal year so that the programs can continue to support conflict resolution on campus.

We do have 22 Peer volunteers that have been active: conflict coaching, presenting, promoting, meeting and learning on campus.

Peer Standouts: Shaylee Rodriguez, Ashley Kobtra, Tess McLafin, Joe Vetsch, Sarah Streff, Kristen Hendrikson, Charissa Erickson, Caitlin Schuls, Kendra Ellenbecker, Sharleen Jenneges Erik Anthon. **Total Peer Hours = 579.75**

Thanks to Cheryl Stolz and Kendra Ellenbecker



Members in the News

Congratulations to the following:

- **Erling Jorgenson**, who recently became a licensed psychologist in the state of New Hampshire
- **Dr. Janet Kelly Moen**, Professor of Sociology and Peace Studies at UND, who was named ND Peacemaker of the Year
- **Linda Croy** and her husband Jay, Crookston, Flotilla Commander for the US Coast Guard Auxiliary, who were awarded a special Medal and Honor for their rescue mission during a storm on a Minnesota lake
- **Karen Grabanski**, UND, who was awarded the Regional TRIO Achiever Award

I'm sure there are others who have received awards and recognition. We'd love to know about these special events!

Member Awards:

Our members are an important part of the CRC. Last year we tracked 1762.75 hours, which adds up to over 44 weeks of service and education. We figure that with all the unreported things that members do for us, the service accounts for at least a full time employee. **Joan Hawthorne** won the **Janet Kelly Moen award** for total hours (educational skills and service delivery). **Honors to all those meeting their membership goals for the last fiscal year!**

ED/SKILL:

Andy McIntosh 66, Gretchen Graf 59.5, Jim Antes 54, Joan Hawthorn 48.5, Chris Cassetta 40, Linda Croy 27.5, Gloria Edwards 26.5, Denice Schafer 22, Arlinda Kristjanson 21, Gail Nelson 17, Jan Moen 16, Linda Neuerburg 16, Dana Rolfstad 17, Bob Sanderson 15, Linda Holdman 14.5, Joel Westby 14, Sarah Bernhart 11, Faith Finney 10.5

SERVICE DELIVERY:

Joan Hawthorne 67.5, Faith Finney 54.5, Denice Schafer 53, Gretchen Graf 49, Sandy Gallagher 47.5, Jan Moen 40.5, Linda Holdman 38, Jim Antes 34, Joel Westby 31, Arlinda Kristjanson 21.5, Andy McIntosh 20.5, Linda Neuerburg 19.5, Sarah Bernhart 19.5, Stephanie Larson 18.5, Tom Fuchs 16, Jo Harris 15.5, Linda Croy 10.5, Kathy Suklaski 10.

Year End Donations

Please consider giving to the UND Conflict Resolution Center as you seek ways in which to lower taxes before April 15th. Your dollars provide hope to people in conflict. Some ways in which we serve our community include: peer mediation, elder mediation, graduate studies in conflict transformation, family/divorce mediation, base funding (salaries, marketing, promotion, travel, etc.), publications, research, training for schools and many other service opportunities. You can send checks, money orders, or use a credit card. You may wish to make your donations directly to the CRC by contacting Gail (777-3664) or make them through the UND Alumni Foundation on the Center's behalf.

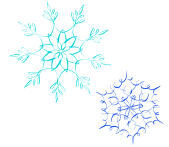


Thank you for your ongoing support of the CRC!

Training, Mediations and Presentations

Trainings/Facilitations:

- Head Start - Grand Forks, ND
- United States Post Office - Fargo
- Ag Mediators – Fargo, ND
- Eide Bailly – Fargo, ND
- ADR Conference – Minneapolis, MN
- Grand Forks Public Health - Grand Forks, ND
- Altru - Grand Forks, ND
- Stadter Center - Grand Forks, ND
- National Guard Family Program – Fargo, ND
- Fairview Hospital - Minneapolis, MN
- Family Mediation Seminar Grand Forks, ND
- Civil Mediation Seminar - Grand Forks, ND



UND Trainings/Facilitations:

- Communication Department
- Center for Rural Health
- Enrollment Management
- Nursing Department
- Teaching and Learning
- Class Room
- Electrical Engineers
- Med School CLS 508
- Occupational Therapy
- Life Choices



peace - it does not mean to be in a place where there is no noise, trouble, or hard work. - it means to be in the midst of those things and still be calm in your **heart**.

Presentations:

Tom Fisher, Bandura Breakfast, Optimist Club

Mediations:

- 26 Mediations
- 3 Conflict Coaching sessions

Happy Holidays



**Merry Christmas and
Happiness in the New Year
From the CRC Staff**

Conflict Resolution Center

University of North Dakota

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Grand Forks, ND 58202

Conflict Resolution Center

2006 Public Seminars

To register call (701) 777-3664 or register on line

<http://conflictresolution.und.nodak.edu>

Civil Mediation Seminars 2006

Workplace Mediation Seminar, Fargo, ND March 2-3 and 6-7

Civil Mediation Seminar, Grand Forks, ND May 15-19

Civil Mediation Seminar, Grand Forks, ND Oct. 18-20 & Oct. 23-25

Family Mediation Seminar 2006

Family Mediation Seminar, Grand Forks, ND July 27-28 and July 31- Aug. 3

Mediation Refreshers 2006

Bringing Peace Into the Room, Grand Forks, ND March 15

Elder Law and Mediation, Grand Forks, ND March 16

Dynamics of Domestic Violence for Family Mediators, Grand Forks, ND April 6

The Lost Art of Listening, Grand Forks, ND September 21