

Reconciliation Notes

Spring 2017



Education for
Conflict
Resolution

Work It Out! A Way through Conflict

Education for Conflict Resolution, Inc. exists to promote peaceful and productive resolution of conflict. This is carried out through direct services of mediation and consultation, and through educational activities in schools and communities. In all its work, ECR seeks to put the understandings and skills needed for successful conflict resolution into the hands of as many persons as possible.

Mediating Interpersonal Conflict Training



ECR held a Mediating Interpersonal Conflict Training in February at Manchester University. The training event, which spanned two weekends, drew 16 participants--12 MU students, 1 MU intern, 2 MU faculty members, and 1 high school student. Participants were overwhelmingly positive about their experience and would recommended it to others. Examples of comments from surveys: One respondent said, "This training has passed and gone beyond my expectations. . .I feel like I can use the things I learned in everyday life." Another stated, " This training will help me with quick decision making for conflict in the classroom." In answer to the question, "what can you apply to your work?" a participant replied: "...Diffusing hostile, anger-filled arguments. I love the anger tree...it's a good visual."

ECR Provides Training for BCA Study Abroad Staff

Last Fall, the Executive Director of BCA Study Abroad (originally Brethren Colleges Abroad, now Bridge – Connect – Act) , an organization based in Elizabethtown, Pennsylvania, contacted ECR expressing interest in conflict transformation training for the BCA staff and in also exploring ways in which content regarding conflict resolution could be presented to college students participating in BCA's Study Abroad programs. Following several meetings and exchanges of documents, it was determined that the most productive place to start was with a two day workshop, January 19 and 20, 2017, for BCA staff presented by Bob Gross. The focus of this workshop was to introduce the concept of Conflict Transformation and the importance of a positive conflict culture to the staff. Special attention was paid to communication, healthy conflict practices, personal style profiles, and effective decision making. We anticipate an on-going relationship with BCA as they continue to develop strategies for introducing conflict transformation concepts to students participating in their study abroad program.

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LEARN Resource Center Staff Training

In late 2016 and early 2017, ECR facilitated a series of trainings for the staff and students at the LEARN Resource Centers in New Haven, Indiana. LEARN is a before-and-after school program that provides care for school-aged children, grades K-6. Each LEARN site offers homework assistance, structured free-time, and snacks to a particular age group of elementary students. The trainings for both staff and students emphasized creating a culture of healthy conflict resolution and taught the 4-step approach to resolving conflicts. Feedback from the staff at LEARN was overwhelmingly positive and indicated that they and their students had learned valuable tools for empowering themselves and their youth to work out their differences in healthy and productive ways. One LEARN staffer commented, “Helping kids to resolve conflict together and it comes out as a win-win is helpful.”



Manchester University Discussion Day 2017

On February 22, 2017, Manchester University hosted Discussion Day, “Strong at the Broken Places—Resilience of the Human Spirit.” The day was structured with a mental health flare on a variety of topics. Specific to ECR, our presentation, entitled The Emotional Cost of Unresolved Conflict, presented the idea of promoting a culture of healthy conflict on campus. Those in attendance viewed and had opportunity to participate in a power point which invited them to consider the inevitability of conflict, the power it has to encourage growth, its normalcy, and the role we each have in creating a culture of healthy conflict. Included in the overview was the role perception plays in creating [or fueling] conflict, the potential for negative outcomes when working to avoid [or when one fears] conflict, and how we learn to ‘manage’ conflict from the earliest of life stages. We presented on the potential pitfalls of ‘mismanaged’ conflict and the eventual outcome of those pitfalls if the situation fails to be productively resolved. We shared two stories specific to mediation and its wealth of benefit. We concluded with a notation about the history of ECR, its mission and services, and identified the Collaboration with the University. Participants, 37 in all, were provided an opportunity to ask questions related to mediation and services available. The presentation was led by Theresa Onderko and Angie Briner.

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Organizational Update – Planning for the Future

The ECR Board has been focused for the past few months on how to best ensure that the mission of our organization can best be addressed. Financial support for community mediation through foundation and government grants is very difficult to obtain and the public school systems that once provided significant support to ECR are currently having difficulty supporting their core programs. Most community mediation centers in Indiana have closed, but ECR continues in large part due to the continued support of our members, very committed volunteers and our Collaboration with Manchester University. Our recently upgraded web site (www.WorkitOut.org) has increased visibility, revenue generating trainings have increased and court involved mediations are likely to increase, but we do not currently see a path to independent economic viability. With this in mind, the Board has made the decision to focus more resources on strengthening the Collaboration with MU. We are in the midst of developing a strategic plan with the MU Peace Studies program that promises to strengthen the presence of mediation and conflict management offerings on campus and provide a strong foundation for continuing the mission of ECR. Please keep us in your thoughts and prayers as we seek to continue to build our relationship with Manchester University as we carry out the mission of ECR.

THANK YOU! To Our SUPPORTERS *

Gwen Huffman	Dean and Reba Beery
Kay Batdorf	Heidi Gross
David and Shirley Rogers	Stanley Matheny
Leonard Williams	Jim and Kay Gaier
Bob and Rachel Gross	Ed and Martha Miller
Laurale Kreps	Gary and Joan Ralston Zimmerman
Linda Troop	Dave and Mary Lahman
Andrew Duffy	Pam Long
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Mary Mason	Nelson and Lin Metzger
Manchester Church of the Brethren	North Manchester Rotary
Ron and Bev Petry	Denis and Mary Schwartz
David and Lois Good	J.P. and Michelle Freeman
Esther Rupel	Dennis and Carol Horn
Cheri Krueckeberg	Andy and Betty Butterbaugh
Monie Harley and Roland Young	Harriet Hamer
Norris and Grace Friesen	Paul and Kathy Fry-Miller
Eric and Jennifer Reichenbach	Jeanette Lahman
Al and Ruth Ann Schlitt	John and Kay Reinoehl
Congregational Church of North Manchester	Wilson and Mary Lutz
April White and Theresa Onderko	Judi Brown

*Since the last newsletter, Fall 2016



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ECR NEEDS YOU! At Education for Conflict Resolution (ECR) we are in the business of creating a more peaceful community and world by promoting and teaching peaceful and productive resolution of conflict. The impact of ECR in our community is significant, not only through the training of children in elementary schools, but in mediating with parents dealing with marital stress, disputes between neighbors, and many other settings. Sources of income for ECR include local businesses, churches, clubs, organizations, and foundations. Fees for training workshops and mediation comprise another segment of income. But, as with nearly all not-for-profit agencies, **critical funding for ECR comes from individuals-- friends and supporters who recognize the contribution of the organization to the community.** In the case of ECR, the history is that individuals make up a significant portion of the annual budget. Your gift helps ensure the continuation and growth of ECR's innovative programs and services.

An envelope is enclosed for your convenience, or donate on line at www.WorkItOut.org

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