

# Martha's Vineyard Mediation Program

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# 2022

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# ANNUAL REPORT



MARTHA'S VINEYARD  
**Mediation**  
PROGRAM



**“ Life at  
its best  
is a  
creative synthesis  
of opposites in  
fruitful harmony.**

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**REVEREND DR. MARTIN LUTHER KING, JR.**

# DEAR COMMUNITY MEMBERS

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**OUR VISION IS: TO CREATE AN ISLAND OF CAPABLE, COMPETENT, AND EFFECTIVE CONFLICT RESOLVERS.** We have made dramatic progress on the capable, competent, and effective part of the vision. Our professional and community-centered service providers are a source of deep pride. We are grateful for the community members who offer ideas, support, and guidance—we learn and grow with you.

“Life at its best is a creative synthesis of opposites in fruitful harmony.” These were some of Reverend Dr. Martin Luther King Jr’s comments on creativity. So much of what we do is about creative synthesis and working toward fruitful harmony.

As we work with others to guide their first step with unresolved conflicts, we help them to see what may not be

easily apparent. King reminded us that creativity is about not knowing the outcome, “taking the first step even when you don’t see the whole staircase.” We welcome those who find their way to us for mediation or coaching, or who take one of our classes as they take those first steps.

A conflict is an opportunity for growth, learning and expansion. We remind each other of this every day in our work. Resolution is the goal. Communication, mutuality, revelation, and peacefulness are the conduits toward that resolution. It takes creativity. As King reminds us, “Almost always, the creative, dedicated minority has made the world better.” We are glad you are part of that creative, dedicated minority, working with MV Mediation to help to make the world better.

Peace and understanding,

**Sara Barnes**  
Executive Director



# TO CREATE...

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**THERE IS NO ROADMAP** for where we are going as a community mediation center. We use imagination, ingenuity, and creativity with new approaches to meet the conflict resolution needs of our expanding community.

Our strength and success come from our belief in the principles of our work. In the self-determination of those who come to us for help. In confidentiality and neutrality as guiding principles. In the commitment to justice, fairness, and a brighter future when those in conflict use their creativity to develop positive outcomes.



# AN ISLAND...

**I**N THE MIDST OF A WORLD full of violence, incivility, and dehumanization we seek to create an island of calm and peaceful optimism.

Participants in mediation, coaching, facilitation, or courses find themselves in an oasis where respect, nonviolent communication, and mutual respect are at the core of what we do.



# ...OF CAPABLE, COMPETENT...

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**WE ARE A TEACHING AND LEARNING ORGANIZATION.** The goal is to fill learners' toolboxes with a variety of conflict resolution strategies and concepts. Often course participants return to take another class, join the service provider roster, or volunteer to assist with teaching. Our hope is that more members of our community will learn to use practical conflict resolution approaches.



# EFFECTIVE CONFLICT RESOLVERS

**O**UR SERVICE PROVIDERS are a remarkable crew, each participating in learning and professional growth. We provide weekly professional development, advanced learning opportunities, and supportive feedback. Our goal is for each of our service providers to be an effective conflict resolver.



## ORGANIZATIONAL FUNDERS AND PROFESSIONAL PARTNERS

## VOLUNTEERS, BOARD MEMBERS, STAFF, AND INDIVIDUAL PARTNERS

Aquinnah Cultural Center	MV Community Foundation
Attleboro District Court	MV Community Services
Clifton Larson Commonwealth of Massachusetts	MV Non Profit Collaborative
Cronig's Markets	MV Regional Schools
Eckerd College	MV Public Charter School
Edgartown District Court	MV SUD Task Force
Edgartown Public Library	MV Rotary Club
Elder Services Task Force	MWI
Elder Solutions	Martha's Vineyard Bank
Dukes County Sheriff's Office	Mediate.com
Fall River Court	NeighborWorks Housing
Harvard Negotiation Project	Plummer Promise-Permanency
Healthy Aging Housing Assistance Corp.	Rockland Trust Foundation
Juris Mediation	Salesforce
MA Office of Public Collaboration	Sitka Creations
MA Cultural Council	Taunton District Court
MA Trial Court	Taunton Juvenile Court
MV Agricultural Society	West Tisbury Library

Jennison Adamson	Toni Kauffman
Fernando Almeida	Agnes Kittoe-Affum
Kenneth Andrichik	Jessica Leaman
Sara Barnes	Anne Mayhew
Joanna Belanger	Elaine Miller
Leo Christian	Roland Miller
Kim D'Arcy	Louis Pashman
Rachel Ben David	Laurie Peter
Laura Jordan-Decker	Susan Pratt
Erica Ford	Paula Reidbord
Gail Gardner	David Ross
Ali Geroc	Katie Ruppel
Stacy Gerry	Sarah Safford
Louise Gilpin	Christina Simmons
Nancy Grundman	Eric Turner
Kiki Homer	Carole Vandal
William Jacob	Pricila Vilaça
Eugene Jemison	Mary Ward
Jane Katch	Berta Welch

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You were  
an island  
of sanity  
during the  
last 3 years.

Your skill and efforts are  
very much appreciated.

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RECENT CLIENT IN ESTATE DISPUTE CASE



# DONORS

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Deborah and James Athearn	Adriana and Bruce Ignacio	Charles Pillsbury Susan Pratt
Kenneth Andrichik and Marcia Smith	Jane Katch Bee Bee Horowitz and Stuart Kendall	Paula Reidbord Laura and David Ross
Sara Barnes Martha Belcher	William Jacob Gerald Jones	Alec Sargent Jane Kimmel Shephardson
Rachel and Anthony Ben David	Toni Kauffman Peter Laursen	Christina and Wade Simmons
Steve Bernier Bari Boyer	Kate McKay Laura Meloney	Stanley Startzell and Deborah Zetterberg
Brine Family Carmine Cerone	Melinda Loberg Paula Lyons	Richard Steves Street Revocable Trust
Richard Chasis Leo Convery	Elaine Miller Judy and Roland Miller	Eric Turner and Jennifer Smith Turner
Katherine Doll Sam Feldman	Kelly Neadow Tracey and Andrew Neuberger	Janet and Samme Thompson
Garvin Construction	Margot Parrot and Robert Osborne	Berta Giles Welch Alfred & Jill Woollacott
Jennifer Gibb Goldstein – Mansion House	James Palmere Linda and Louis Pashman	
Gail Gardner Nancy Grundman Kiki Homer		

THANK YOU

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Martha's  
Vineyard  
Mediation  
is a hidden  
gem in our  
community that needs  
to be found.

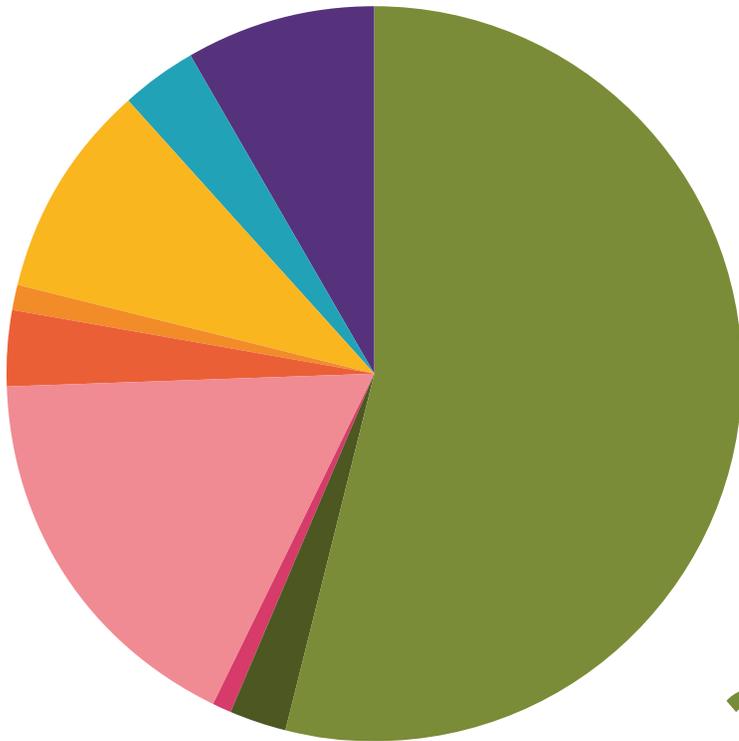
RECENT DONOR

# 2022 CASES

**T**HE NUMBER OF CASES we have supported has increased dramatically thanks to the hard work of our dedicated volunteers and staff. The diversity of these cases matches the diversity of our communities.

During the twelve months of 2022, we handled 296 cases, and mediated 167, with a total of 142 agreements, achieved through 246 mediation sessions. In 85% of cases there were final agreements developed by parties through a self-determination.

Most of our services were offered for free to the participants in mediation, thanks to the generosity of our funders and individual donors and through the donation of volunteer services.

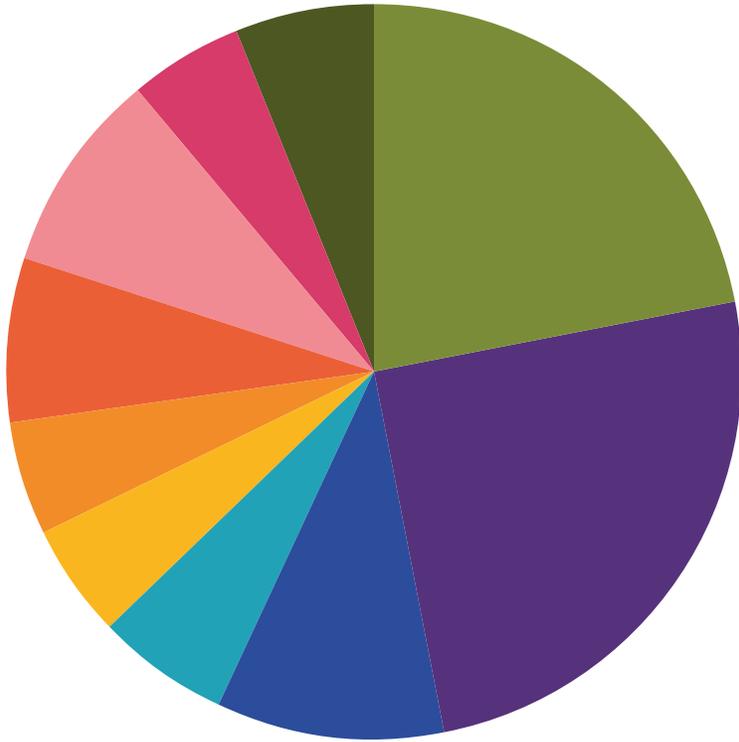


Housing .....	160
Community Mediation.....	7
Elder and Estate .....	3
Family and Divorce .....	51
Workplace Conflict.....	10
Re-Entry .....	3
Civil and Small Claims.....	28
Facilitation, Agricultural .....	10
Conflict Coaching.....	24

## 296 CASES

# BUDGET

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Operation Grant .....	22%
Housing .....	25%
Youth .....	10%
Cases and Courses .....	6%
Competitive Grants.....	5%
Univ. MA Programs .....	5%
Re-Entry .....	7%
Trial Court .....	9%
Donations.....	5%
Attorney General.....	6%



## OUR ACHIEVEMENTS SMART GOALS 2021-2022

### HOUSING MEDIATION PROGRAM

- Housing Mediation Program serving Dukes and Bristol Counties.
- Promoting housing stability, Eviction Diversion Initiative

### AGRICULTURE AND AQUACULTURE MEDIATION PROGRAM

- Needs assessment process with farms and agriculture/aquaculture
- Outreach, education, and professional development

### IMPROVING FEEDBACK SYSTEMS

- New system with a dedicated staff person to receive feedback
- Using feedback in ongoing evaluation of our volunteer mediators

### DEEPENING OUR COMMITMENT TO DIVERSITY

- Focusing attention on diversity, equity, and inclusion lens
- Providing workshops for Board, staff, and roster members
- Expanding services to Brazilian and Portuguese-speaking communities
- Adding a board member from the Brazilian community

## COURSES AND WORKSHOPS

- **INTRO TO MEDIATION**  
Basics and Advanced  
31 participants
- **WORKPLACE CONFLICT**  
17 participants
- **CONFLICT COACHING**  
10 participants
- **CONFLICT ESSENTIALS**  
17 participants, including 12 teachers
- **ACTIVE LISTENING**  
Professional Development  
35 teachers
- **CONFLICT ESSENTIALS  
WORKSHOP**  
40 Charter School participants
- **FINANCIAL CONFLICT  
COACHING**  
To the Brazilian Community  
12 participants
- **MEDIATOR CHECK-INS**  
46 hours yearly  
50 participants
- **ADVANCED NEGOTIATION**  
10 hours  
12 participants
- **MONTHLY DIVERSITY  
WORKSHOPS**  
16 Board and staff members

# TESTIMONIALS

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This is a truly talented organization. You helped our family to meet communication challenges head on, directly and simply, and you were a joy to work with.

– HEATHER NORTON, CLIENT

I like the complexity of the process and the satisfaction when the parties come to a well-defined agreement. Mediation appeals to my sense of fairness and justice.

– DAVID ROSS, MEDIATOR

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“

I have been meaning to drop you an email letting you know how much I enjoyed participating in the mediation course you taught. You're a very good teacher. I learned quite a lot and felt the course was such a worthwhile investment of my time.

– LAURIE, COURSE PARTICIPANT

Having myself utilized your excellent services in a landlord-tenant dispute, I wish to commend you on your excellent [annual] report just received. It was most informative and indicates growing need for such an organization as yours, thank you.

– DOREEN KINSMAN, CLIENT

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# OUR MISSION

To serve our community by providing education, outreach, mediation, conflict coaching, facilitation, and related services to help prevent and resolve conflicts.

# OUR VISION

To create an island of competent, capable, and effective conflict resolvers.

# OUR GOALS

- Develop our Youth Mediation program
- Align and expand our Family Programs
- Expand our Workplace Conflict services
- Create a successful leadership Succession Plan
- Utilize Diversity, Equity, and Inclusion lens
- Enhance Educational Programs and practices
- Commit to Expanded Outreach



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