

Hello, and happy summer! You're receiving this Gazette because you've subscribed to our Gazette or expressed an interest in Baltimore Mediation. Please add office@baltimoremediation.com to your address book so we can stay in touch!

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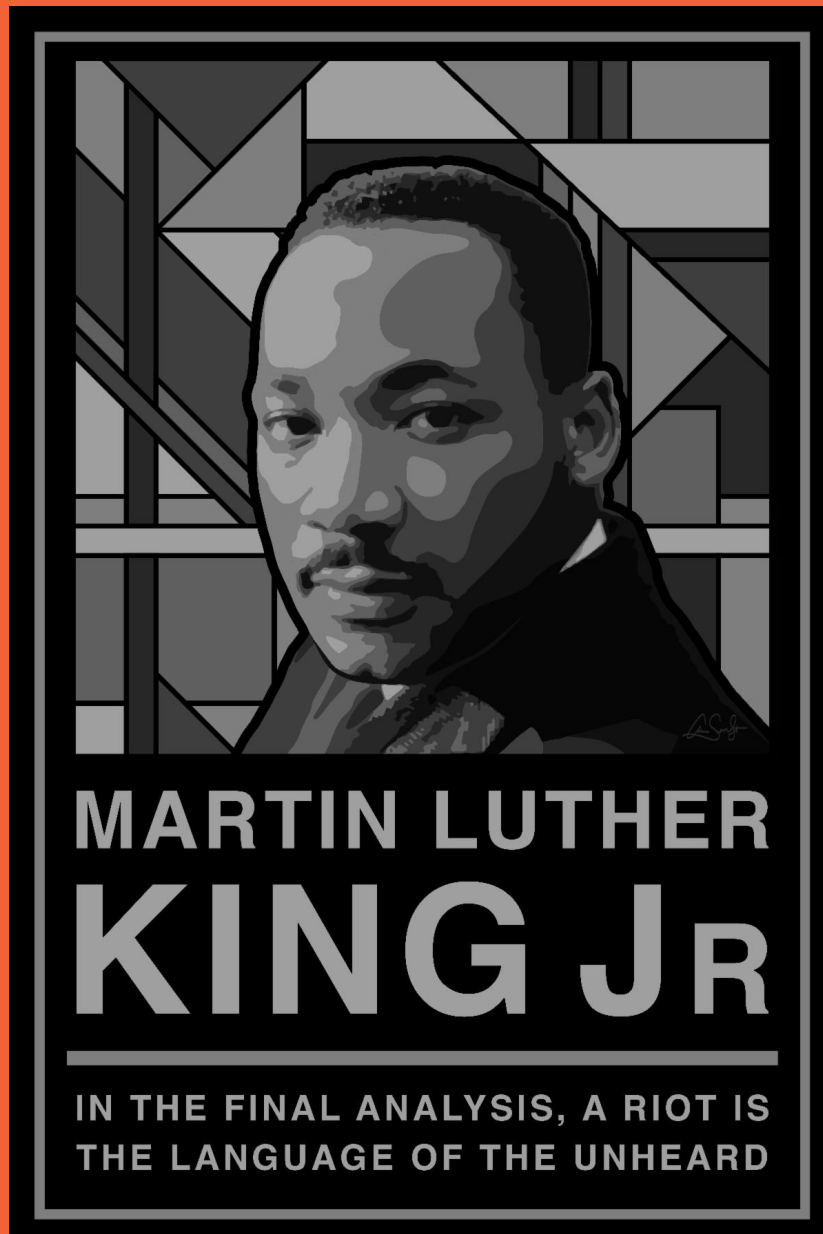
Thank you!



BEING RELATIONAL GAZETTE

Baltimore Mediation's Newsletter & Tips

June 2020



Artwork by Archer Senft, available next month at ArcherSenft.com.

A MESSAGE FROM OUR FOUNDER:

Dear **Friends**,

Uncomfortable conversations and challenges interpersonally and societally bless us with opportunities for individual and collective growth. Easy to say, right? But absolutely true when we make a choice in each interaction to **be relational**.

There's nothing weak about making relational choices. **There's everything strong and everything compassionate**. The choice to be relational is **the bridge between chaos and rigidity**. It emerges from **integration**. That means each time you or I make a choice that comes from **inner strength and connectedness** to others, it **reestablishes the links of our common humanity**. It also reminds us **we are connected to something larger than ourselves**. It also can **inspire us to be responsive to celebrating the joys** of others as well as **mobilized to reduce the suffering** of others. Every day we can **examine** how we can live more integrated lives, **more relational lives**, being more responsive to ourselves and to each other. To live more relationally, **it is necessary to differentiate** between our different voices and experiences in society so that we can better understand each other and better understand the systems in which we live. Yes, it will be necessary to examine our lives. **It is by differentiating our uniquenesses that we discover what it is that connects us** as human beings. **Knowing we are both different and connected is the source of our resilience and our hope**. Celebrating *being different and still connected to each other* **is at the heart of being relational**.

We have to take a stand against racism. If you are tempted to become closed-off and defensive in times of protest and unrest, regardless of color of skin or background, *a relational way to be* **to pause** and ask yourself: What is their experience like? What was the experience like of George Floyd? What was the experience like of Officer Derek Chauvin? What was the experience like of the bystanders taking videos? What was the experience like of America's children who watched the videos? What are the experiences like of Black American families? What are the experiences like of police force families? What is the experience like of American parents? What is the experience like of young people in their 20's and 30's? What is the experience like of those in other countries

watching the US? What is my own experience like? **We live in systems,** organized communities, **that we must constantly examine** in the same way we must constantly examine our **own individual thinking. We must look harder** for better understanding, for deeper understanding, **to inform us for a more complete response, a compassionate response and for change.** We must recognize that **Black lives do and always have mattered .** All lives matter.

We must **not burden future generations** with an inheritance of **unexamined systemic oppression and ignorance.** We must begin the hard work of **self-examination individually and as country** now. We are not returning to the way things were. We are better than that. **We are more relational than that.**

We must **work very hard against violence .** That means being **aware of our power** and using it in ways that are **kind.** Threats of violence are not kind. Coercion through the use of power is not kind. **Being kind means you are not the bully.** We must work for relational change by **using our power for well-being.** Let's each of us **take a hard look** at our thinking, our words and the change we are interested in promoting. **Ask yourself:** Is the way I think, the language I use, or the change I desire **good only for me, or is it also good for others as they would experience it?** Does my thinking, do my words, does my wish for the change I desire **promote well-being in the system ?** Being kind is being brave and **strong enough to be vulnerable .** We **must engage in self-examination and ask ourselves everyday** if any of our thoughts, words or actions **are violent.** No one is exempt. And if they are thoughts, words or actions that are violent, we must **eradicate them and work on interpersonal change.** That is part of being relational.

As a country **we must go back before we go forward .** We must **examine the painful past** with strength and compassion. We must examine our past to **inform us of how to mobilize** to make **real the relational future that is possible.**

As I sign off and welcome you to this month's Gazette, **I am optimistic** that we have **Relational Leaders who will emerge** and are emerging more and more every day. We are **better equipped than ever** to have challenging conversations and **to stay sustained without violence** when we do. We have many groups and people in the US **dedicated to mediation, conflict**

resolution and conflict transformation. It is a **Golden Age** for conflict transformation for **convening people in dialogue**, inviting us all to examine our thinking, feeling and actions, and to **examine our country's past** to **understand more completely** and to mobilize for change, interpersonally and societally. **Let's do this together**, beginning with ourselves and **how we use our own power**.

Sending love

Relationally yours,

Louise

RELATIONAL LEADERSHIP

I love my son Archer's latest art work of Dr. Martin Luther King, above. I think **Archer is a Relational Leader**. MLK has always been an inspiration to me. **MLK was a groundbreaking Relational Leader**. Two years ago, I wrote for the **American Bar Association's** *Just Resolutions* publication, an article I am reposting with permission:



ABA Just Resolutions - May 2018

Louise Phipps Senft

I Have a Dream

Inspired by the late Martin Luther King, Jr, whose life we remember this month on the 50th anniversary of his assassination, I have been thinking deeply about

Relational Practices and how **Dr. King's message and life was a model of being relational**. Dr. King stirred us with his words, **"Time is cluttered with the wreckage of communities"**, which have surrendered to hatred and violence. For the salvation of our nation and the salvation of mankind, **we must follow another way**. This does not mean that we abandon our righteous efforts...But **we shall not**, in the process, **relinquish our privilege and obligation to love**...This is the only way to create beloved communities."

Imagine that, one of the greatest leaders the US has known spoke of the only way to save mankind is to love. It's as haunting a statement as "Time is cluttered with the wreckage of communities." **What did he mean to love?**

Continue reading here...

I have also in recent weeks felt deeply stirred by the honest and **Relational Leadership of Archbishop of Baltimore's William Lori** in his intelligent and heartfelt homilies on racism. **"We cannot live our faith ,"** he says,



"without addressing forthrightly the lingering pandemic of racism that is in our society and **without defending the rights of the many people who have been harmed.**" He calls us to become aware of the "inflection of racism" within ourselves, our circles, and our systems. You can read more [here](#).

And, **every American who protested peacefully is a Relational Leader**. Taking a stand for voices who need to be heard, messages that need to be **taken into consideration in social policy** and how we **spend our national dollars** while **marching without violence** is a *relational way* **be when advocating**. I have been deeply moved by **the wide range of pigment of skin color of people, by my own children and my friends who have taken part** in Relational discussions and Relational Protesting **not out of hate but out of working towards change**. Our constitution upholds **peaceful protest as a right**. During a time which feels like an emotional rollercoaster, which **reopens old wounds and jars open uncomfortable awarenesses** of where we are now, we can **awaken as individuals and as a country to change**. I am moved by all those who are staying centered and grounded while still very much engaged. **Thank you for each peaceful marcher's Relational Leadership which is opening the doors for our human development as a society**. Thank you to all who are **clear** in what they believe is their truth, who **still remain open to the truth of others**. To all who

marched together for different reasons, and to each person who participates in peaceful protest, thank you for your resonant courage and inspiring relational ethic.

We all have within us a Relational Leader.

Relationally yours,

Louise



UPDATE:

Not out of fear, but out of love.

Baltimore Mediation ceased all in-person business and social meetings as of March 13. **We have taken our entire practice VIRTUAL and it's better than ever!** Mediations are virtual, inspirational Continuing Education workshops are virtual, and our 40 hour Certified Mediation Training Programs are VIRTUAL too!

Our interactive June 40-Hour Mediation & Conflict Transformation Skills Training is now **SOLD OUT!** **Join us in October for the next training**, and be sure to **reserve your place early** for for this in-demand, award-winning 5-day course! We use Zoom, a tool for video conferencing. We've had great success holding virtual trainings and are excited about these new connections! See you there!

LOOK WHAT OUR FOUNDER HAS BEEN UP TO! WHAT ARE YOU LOOKING FORWARD TO MOST?

For those of you who have noticed that **our founder, Louise Phipps Senft, has seemed busy lately... You're right!**

In addition to our swollen-to-capacity re-tooled VIRTUAL June Mediation Training (**next one's in October!**), Louise has been busy with several projects. When the world around us experiences turmoil, she always asks us at Baltimore Mediation **"How can we best respond as Relational Leaders?"** We're incredibly excited to share some of what she's been working on!

HIT REPLY and let us know which one *you're* looking forward to most!

New Book on the Enneagram!

Awakening to Awareness: Transformation and the Enneagram of Personality

The Enneagram is an ancient **personality typing system for better understanding ourselves and others, both components essential to being relational and leading transformative**

conversations. Louise uses the Enneagram to help us understand how each of us "does" conflict. Louise, an Enneagram expert and teacher of over 20 years, was **recently quoted in a Forbes column** on this subject! Her sophisticated **understanding of Conflict and Personal Reactivity** and her approachable learning style **combine to create what will be a must-read** for anyone who hopes to wake up to a fuller life, more effective and at ease in their personal and professional interactions, especially the ones that are stressful. While you are waiting, you can **check out her next workshop on the Enneagram: Know Thyself and Others in Your Life, September 10.**



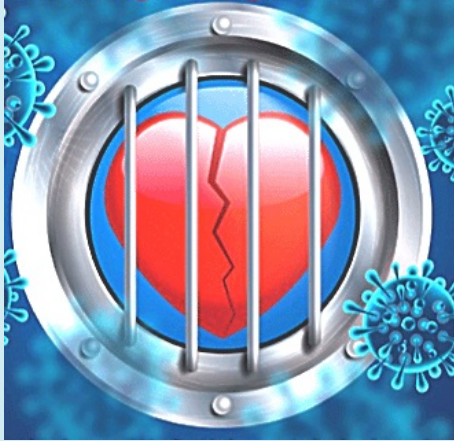
New Podcast! *Blink of an Eye*

Blink of an Eye, a new podcast with Louise Phipps Senft, explores **stories of trauma, grief, awakening and epiphanies.** Louise will recount her family's experience **navigating a life-changing diving accident** that rendered one of her teenage sons, Archer, **paralyzed from the neck on down.** She will interview others who were part of this origin story as well as **experts in the fields of trauma, medicine, and healing of mind, body and soul.** Told through **real journal entries** and inspiring guests, **Blink of an Eye** will make you **laugh and cry** and **inspire you to explore the true nature of our relationships and interconnectedness** and help you navigate **ways to advocate** in the face of events that **change everything.** To **stay informed** of the **launch of Blink of an Eye,** click [HERE](#).

New Book for Families in Quarantine! *Living Together, Separating, Divorcing: Surviving During a Pandemic*

Launched last month on Amazon as an **international collaboration of family experts of which Louise is one,** the

**Living Together,
Separating, Divorcing:
Surviving During a Pandemic**



Available now!

*All proceeds go to UNICEF and
Doctors Without Borders.*

book has already enjoyed successful sales, and Louise extends a heartfelt thank you for those who are purchasing it! **The authors and publishers have collectively agreed that all book proceeds will be donated** to UNICEF (United Nations International Children's Emergency Fund) and Doctors Without Borders/Medecins Sans Frontieres. **Purchase your copy [here](#)!**

GRATITUDE.... ACCOLADES, HIGH FIVES!



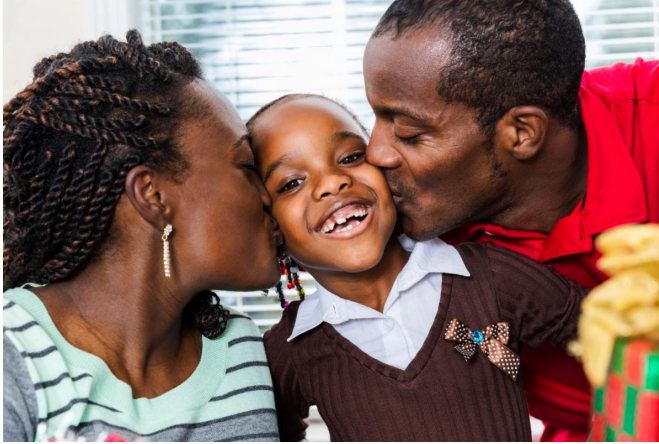
Bill Senft, left, is a father of five!

In gratitude for Fathers this month! For all those Dads who are on the grill this month, holding babies, paying bills, fixing broken stuff, we **raise a glass to you** who have been **role models for raising strong and compassionate boys and girls**. For all those dads who have been the nurturing teachers, gentle disciplinarians, inspiring volunteers, civic leaders, and family providers, sharing your sense of humor, how things work, and your fatherly protective perspective that keep us looking up to you no matter how tall we grow, here's to you, with love and gratitude!

High fives to our Baltimore Mediation Training Team! They created one of the **FIRST in the COUNTRY 40-hour experiential Mediation skills trainings happening in real time on Zoom!** Unable to have in-person role play experiences, they've designed a platform for real-time simulation VIRTUAL, allowing for **moment-by-moment feedback** to participants by transformative mediation coaches **through Baltimore Mediation's signature, on-the-spot in real time coaching approach**. With this style of teaching and learning, which has **won recognition over 27 years**, we believe we have replicated it with virtual



capacity! We can't wait to support our training participants later this month **in growing their skills and deepening their understanding of a relational approach to conflict and mediation**, and we anticipate transformative experiences for all!



To our cherished Black families who are experiencing fear for your children, please know that we stand with you. When our son Archer was injured, Bill and I knew that we could stay private, but we chose to extend our vulnerabilities outward

asking for help and support. **While there were times that were unbearable with pain and lack of institutional support, we knew that friends and strangers would stand with us. They did.** I cannot imagine the weight of carrying that **pain of lack of institutional support every day because of color of skin.** It is unfair asking you to shoulder the majority of the work in advocating for change and equality for all. **We are all in this together and will stand together in support of the change that must and is capable of taking place.** Please reach out to my team if there's a particular relational way in which we can assist at Baltimore Mediation!

In gratitude for those law enforcement officers who are aware of their power and use it for kindness and well-being. Change begins with awareness, with a willingness to reopen our comfortably settled self-perceptions and **become aware of our power and our impact.** To those of you with the courage to face such a journey, we thank you. **To every person in the role of institutional power who is willing to use their power to self-examine and examine the institution, we stand with you.**



Accolades to all high school and college 2020 graduates! Your graduation in our socially-distanced-COVID19-world has been like no other, and for many of you there was no ceremony. For **all of you there was no hugging and embracing of classmates and saying good bye to teachers that mark the end of a chapter of push-and-pull that was preparing you for your next step.** We know it was a **loss of a monumental moment in your lives.** It broke our hearts vicariously. But we watched you rise above, take a deep in-breath and **release what was not to be as planned,** and move forward with grace. You have **modeled** for so many others **a way to metabolize the losses of our planned life events that did not and do not take place as expected.** You adapted, you will not be held back by something important that didn't happen, and you have reminded us of the importance of resiliency, and **we**

cheer you on as you pivot into your next chapter.

High five to Louise Phipps Senft for being quoted in Forbes on her expertise on the Enneagram, in Henry DeVries' May 28 Leadership column. Keep an eye out for information on Louise's upcoming book about the Enneagram! **Congratulations, Louise!**

RELATIONAL RECIPROCITY

SPOTLIGHT: Archer Senft



Archer Senft (center) with his brothers Dewey and Dutch

"Instantly, my body went limp. I was powerless as the smothering weight of the water closed in around me. The only thought in my head was that this would be the end for me..."

Archer Senft is a graphic designer and **artist** based in Baltimore, MD. **Paralyzed** from the neck down in a diving accident in 2015, Archer **lost the ability to draw and paint portraits with his hands.** Eventually, inspired by a stained glass installation which his mom had built into the ceiling over his recovery bed, and encouraged by his teacher and friend Match Zimmerman to explore his creative options, Archer Senft **emerged again as an artist.** (You will notice the stain glass as his MLK background in the featured photo of this Gazette.) A year later he held his first solo exhibition at Sotheby's in Baltimore.

Archer was the founder and Creative

UPCOMING TRAININGS

We're still on! In a new and exciting format: On-Line Zoom!



Know Thyself: Conflict Transformation & The Enneagram as Catalyst

Join us for a **4-Hour Mini-Retreat and continuing education** focused on personality and motivation. We'll explore **Enneagram Types** and the different habits of mind that cause suffering and the unique gifts of Type that allow us to **live in joy and engage more effectively** with others personally and professionally.

When: **Sept. 10, 2020 @ 1:30pm - 5:30pm**

*Limited to 20 participants

Where: 720 Deepdene Road, Baltimore, MD 21210 OR Virtual, stay tuned

Course Fee: \$295

Register
Now

Director of **Slimeyard Slimes** which produced apparel based on a **first scribble Archer did while in the hospital** in recovery using a mobile arm



support. **Archer decided to move on now with other designs as he attends the University of Pennsylvania as an Engineer**, pursuing a bachelor's degree in Computer Science and combining his mathematical talent with his artistic gifts. Previously a lacrosse player himself, **Archer was asked by the UPenn Men's Lacrosse coach to design the helmets for the 2019 Season**, which are featured below giving tribute to the 125 year celebration of Franklin Field. Wearing their Archer designed gear, the **UPenn Men's lax team went on to win the Ivy League Championship that season, a first time in 33 years.**



Recently, after quarantining for 3 months, Archer and his **younger brother Dutch** have rented a small room they call **Studio 17**, where they are **creating digital art and collaborating on paintings and portraiture**. Dutch, a portrait painter in his own right, **functions as Archer's arms and hands**. Another of Archer's former art teacher's, Oletha DeVane who was the Head of the McDonogh school art department, said about Archer: **"Archer Senft is an**



October 40-Hour Mediation & Conflict Transformation Skills Training: Multiple Parties, Organizations & Representatives: Relational Conflict Theory and Mediation Skillset for Personal and Professional Use in Business, Family, Employment, Eldercare Conflicts, Mediation in the Courts, Working with Multiple Parties, Intro to Conflict Systems

When: **October 19 -23, 2020 @ 9am - 5pm**

*Limited to 20 participants

Where: The Inn at the Colonnade
4 W University Pkwy, Baltimore, MD
21210 OR Virtual, stay tuned

Course Fee: \$1550

Register
Now

December 40-Hour Fundamentals of Conflict Transformation and Mediation

When: **December 7 -11, 2020 @ 9am - 5pm**

*Limited to 20 participants

Where: The Inn at the Colonnade
4 W University Pkwy, Baltimore, MD
21210

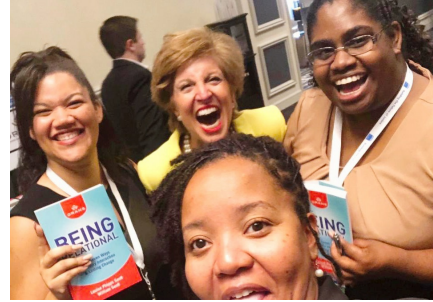
Course Fee: \$1550

Register
Now

artist. He will always view the world as an artist and he will always create.” We await to see what emerges!



Look for ArcherSenft.com in July!
Archer and Dutch are Louise's sons.



*"If there were words
to tell you how wonderful it
was to see and work with you [Louise]
again, I surely would
be unable to express them.
When you came and
worked with our department,
that was the FIRST time I
was actually able to feel
a camaraderie with
my co-workers
and co-facilitators. You
are absolutely magical! We
all had a terrific experience, a
lasting experience and cannot
wait to work with you again!"
- Sharon Didgins*

TIP OF THE MONTH: THE SEVEN WAYS OF BEING RELATIONAL - BEING KIND-

There are seven Ways to Be Relational:

Be Engaged ★ Be Centered ★ Be Grounded
Be Clear ★ Be Generous ★ Be Humble ★ Be Kind

This month, we are focusing on **Being Kind**.

At the core, being kind is about your power and how you use it.

Understanding your sources of power and those of others is essential to your ability to interact effectively, to negotiate productively, and to be kind in your dealings with others. Chances are that **you have more power than you think**

in many situations where you assume you have little or no power.

Every form of power can be used in ways that are kind and in ways that are unkind. Respecting others' self-decisions is in many ways the essence of kindness. Using force or coercion, on the other hand, begins a cycle of conflict.

You have options in responding with kindness:

- Practice compassion – shift from self-absorption to being attentive.
- Be in tune with your own suffering. Know that even forgiveness can come with boundaries and consequences. Forgive yourself and others – it brings ease.
- Find a way of being between the extremes, and be gentle in how you use your power.

Being Kind is a good way to be: for you, for others, for everyone!

Interested in more? Call us for *acustomized Being Kind: Use of Power workshop!*

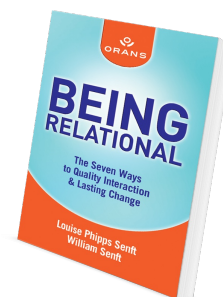
443-524-0833

“The classic advice you hear is 'stand up to a bully'.
Being relational means you *don't* stand up to a bully
by returning the bully's violence with violence, intimidation
with intimidation, lies with lies. Being relational means
you sit down with a bully --
if possible. If need be, you wear them out with dialogue --
relentless engagement. **When you are afraid or angry,**
that might be the hardest and bravest thing you ever do.”

- Louise Phipps Senft, from Being Relational

For copies of the **Amazon best seller** *Being Relational: The Seven Ways to Quality Interaction & Lasting Change* visit

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