

*‘Developing Restorative Communities’  
Seventh International Conference on  
Conferencing, Circles and other Restorative  
Practices.*

*9-11 November 2005*

*‘Restorative Practices and Faith Communities’*

*Ron Hunt  
Terry O’Connell*

# Overview of Presentation

- Brief Introduction - what has attracted you to this presentation?

Reflection: Oscar Remaro

- Terry O'Connell - Restorative Practices in Building Strong Faith Communities.
- Ron Hunt - Canadian Experience - Hosting & Reintegration

# Challenge for Faith Communities

What challenges do faith communities face today?

For you personally, what do you think is the greatest challenge?

# Restorative Practice Framework

- Defining Restorative Justice
- Developing a Restorative Practice Framework
- Restorative Practice Applications in Faith Communities

## BASIC TENETS OF RESTORATIVE JUSTICE (PRACTICE)

### *“Harm and Relationships”*

**Adversarial (Blame) approach:**

**“what happened, who is to blame, what punishment or sanction is needed?”**

**Restorative (Relational) approach:**

**“what happened, what harm has resulted and what needs to happen to make things right?”**

# Restorative Practice Framework

## Your Faith Community

You are approached by a someone who has expressed an interest in joining your faith community. They ask you the following questions:

- What has your faith community got to offer?
- How does your faith community reflect its beliefs and values in their every-day lives?
- What do you personally get out of it?

## Someone You Respect

Think of a person in your faith community that you respect.

What allows you to feel this way?

In a word, what is special about this person?



# Those We Respect

They had the following qualities:

- Listened
- Empathised
- Honest/integrity
- Open
- Respectful
- Showed interest
- Made time
- Firm and Fair
- Encouraging
- Challenging
- Set clear boundaries
- Non judgemental
- Accepting
- Believed in you
- Used humour & were fun
- Created learning environment
- Affirming
- Apologised - vulnerable
- Were real
- Shared their story
- Loving
- Compassionate
- Consistent
- Explained their actions
- Realistic
- Predictable

## THE PERSON WE RESPECT

What has the list of personal attributes got to do with values?

The person we respect is generally fair in how he/she interacts with you.

You also know 'where this person is coming from'.

What does being fair involve?

How do others know 'where you are coming from'?

# **Fair Process**

## **The Central Idea...**

**‘....individuals are most likely to trust and co-operate freely with systems - whether they themselves win or lose by those systems - when fair process is observed.’**

# Fair Process - Principles

**Engagement:** An opportunity to be heard.

**Explanation:** Everyone is involved and understands why final decisions are made.

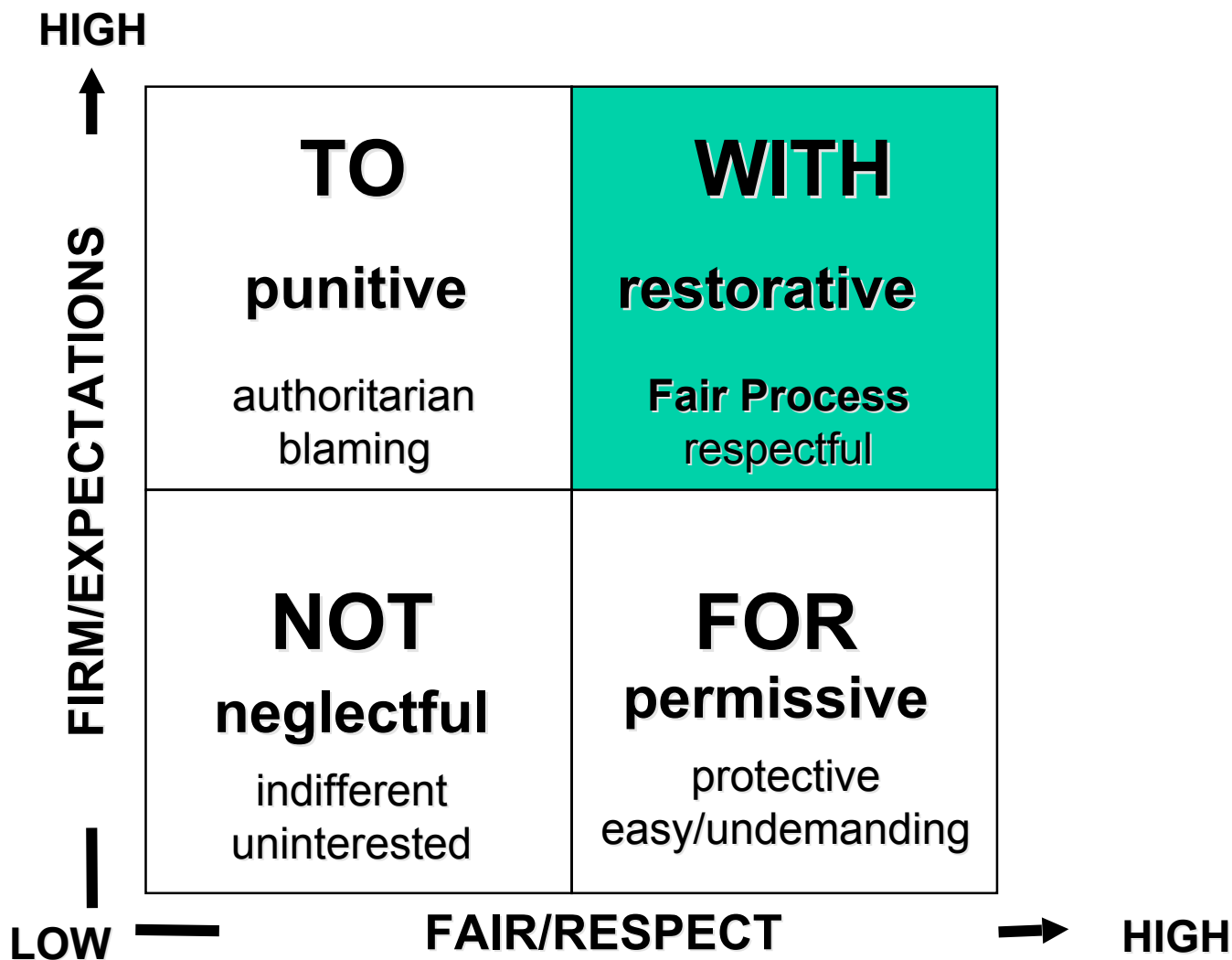
**Expectation Clarity:** Once decisions are made, new rules and expectations are clearly stated.

## THE PERSON WE RESPECT

You also know ‘where this person is coming from’.

What did the person do for you to have this understanding?

How do others know ‘where you are coming from’?



Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000

## THE PERSON WE RESPECT

This person always made me feel okay about myself, even when I did the wrong thing.

How would the person do this?

# Braithwaite's Hypothesis

*'Where individual wrong doers are confronted (SHAMED) within a continuum of respect and support, then a process of REINTEGRATION can begin'.*



# Braithwaite's Hypothesis

ALLOWS:

The act (unacceptable behaviours) to be rejected because they failed to reach expectations or standards

WHILST:

Acknowledging the intrinsic worth of the person and their potential contribution to society.

*“Hate the sin, love the sinner”*

# Reintegrative Shame V Stigmatising Shame

## Inappropriate Behaviour

**Informal / personal**

**(engaging & challenging)**

**Reintegrative  
Shaming**

**Ceremony of  
restoration & re-acceptance**

**Formal/impersonal**

**(confrontational)**

**Stigmatising  
Shaming**

**Out-casting**

## THE PERSON WE RESPECT

This person always attempted to engage me in respectful ways.

When I did the wrong thing, this person challenged me in a way that allowed me to reflect on my behaviour but at the same time, allow me to feel okay about myself?

How would the person do this?

# Restorative Questions 1

When challenging behaviour, why would the following questions consistently achieve ‘fair process’?:

- **What happened?**
- **What were you thinking at the time?**
- **What have you thought about since?**
- **Who has been affected by what you did?**
- **In what way?**
- **What do you think you need to do to make things right?**

## Restorative Questions 11

Why would these questions assist, those *harmed* by other's actions, experience 'fair process?':

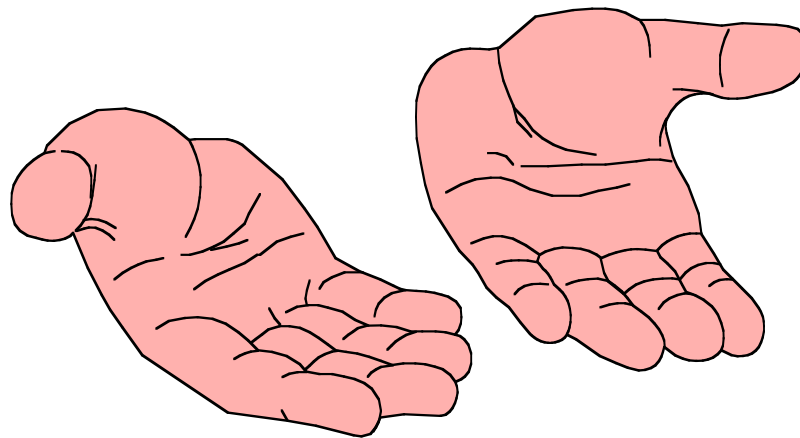
- **What did you think when you realised what had happened?**
- **What impact has this incident had on you and others?**
- **What has been the hardest thing for you?**
- **What do you think needs to happen to make things right?**

# Acting in Restorative Ways

You are likely to act ‘restoratively’ if you are able to integrate the following elements and values in your daily life:

- Look to understand harm and its importance in relationships.
- Act consistently in fair and just ways
- Work ‘with’ others by establishing clear expectations and interacting respectfully.
- Differentiating between the person and their behaviour.
- Engage others using restorative questions

# Restorative Justice Conferencing With Hosts



# Conferencing With Hosts

Restorative Justice Committee  
of  
The Ontario Multifaith Council  
on Spiritual and Religious Care



# Conferencing With Hosts

The Ontario Multifaith Council is:

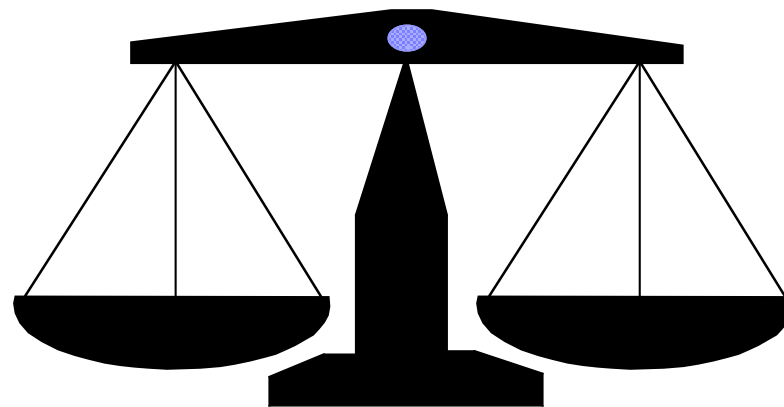
- Mandate of ensuring spiritual and religious care for clients in facilities and communities across Ontario
- Works in support of chaplains & other spiritual caregivers
- Manages Re-integration Project for provincial ex-offenders at risk of homelessness

# Conferencing With Hosts

- Facilitators in Family Group Conferencing trained in 1998 by REAL JUSTICE
  - Ontario Multifaith Council for five years has offered facilitator training in the REAL JUSTICE conferencing model
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# Conferencing With Hosts

- Planning for conferencing with judge and crown attorney in Cobourg, Ontario for Northumberland County



# Conferencing With Hosts

Court Protocols Developed in 1999 and pilot program started in December

- non-violent property related offences
- both youth and adult offenders eligible

# Conferencing With Hosts

- Renfrew County pilot begun in 1999
- process in development
- ad hoc host sites



# Conferencing With Hosts

First Host Site In Cobourg

- Calvary Baptist Church

Other Sites

- In Various Communities on Ad Hoc basis including Sudbury and Kitchener

# Conferencing With Hosts

## Restorative Justice & Hosting Is Grounded In The Belief

- That each and every person has God-given worth
- That no one is disposable
- That human conflict and harm can be most effectively addressed by attending to the healing of all those persons affected

# Conferencing With Hosts

## Why Hosting?

- A grassroots initiative grounded in community
- tangible way for faith communities to care for larger community
- draws on ancient concept providing sanctuary





# Conferencing With Hosts

## Rationale

- Many Faith communities have belief system and facilities to serve as hosts
- suitable host site affirms role in helping to bring healing to larger community
- a safe, comfortable place during time of stress and vulnerability.

# Conferencing With Hosts

## Rationale

- trained hosts offer hospitality and organize logistics for conference
- an outside person usually is facilitator
- *to encircle the conference circle with a circle of care*



# Conferencing With Hosts

## Qualities of Host Sites

- warm and welcoming to strangers
- private, accessible, comfortable fellowship room
- place for donated refreshments



# Conferencing With Hosts

## Qualities of Hosts

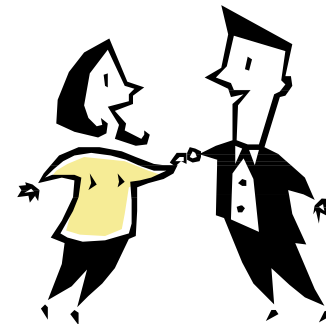
- compassionate & community-minded
- open, friendly, objective, non-judgemental
- able to say no & deal with difficult feelings
- will not proselytise



# Conferencing With Hosts

## Other Qualities of Hosts Noted At Training:

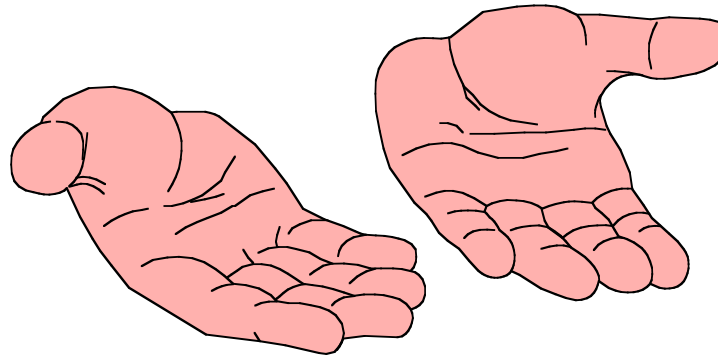
- have the time, courteous, empathetic, good listener and able to keep confidences
- Prompt, attentive, organized and respectful
- flexible and emotionally stable



# Conferencing With Hosts

## Role of Hosts

- *are not Conference Facilitators*
- primary role - hospitality & logistics
- team approach



# Conferencing With Hosts

## Responsibilities of Hosts

### *Before Conference:*

- arrange room when called by facilitator
- keep in touch with facilitator
- recruit another host



# Conferencing With Hosts

## Responsibilities of Hosts

### *At Conference:*

- open building, prepare room and ensure privacy
- arrange chairs
- set out refreshments





# Conferencing With Hosts

## Responsibilities of Hosts

### *At Conference:*

- one host greets offender(s) & supporters
- other host greets victim(s) & supporters
- act as doorkeeper to ensure privacy

# Conferencing With Hosts

## Responsibilities of Hosts

### *At Conference:*

- act as catcher if someone leaves
  - act as quiet observer
  - circulate during “Breaking of Bread”
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# Conferencing With Hosts

## Responsibilities of Hosts

### *After Conference:*

- debrief facilitator
- share observations, insights  
follow-up
- learning's for the future

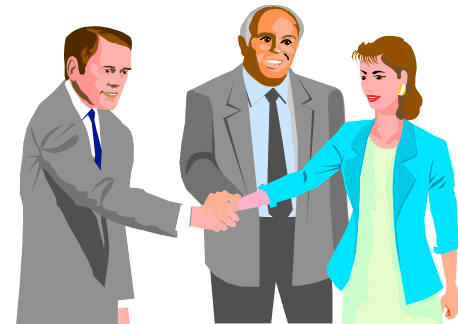


# Conferencing With Hosts

## Responsibilities of Hosts

### *After Conference:*

- clean up room and arrange back to original condition
- lock building and return keys



# Conferencing With Hosts

## Training Of Hosts

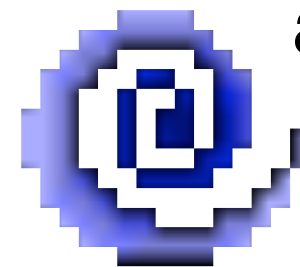
- hosts screened for suitability
- three part training:
  1. awareness building
  2. teaching/discussion about responsibilities
  3. mentoring



# Conferencing With Hosts

## Hosting Co-ordinator

- experienced host who receives initial call from a facilitator
- recruits hosts for each conference
- oversees hosting program training needs



and

# Conferencing With Hosts

## *Current Developments:*

- Ontario Multifaith Council is partnering with Salem, a longstanding Christian based counselling agency, to educate, train and support hosts for conferencing

- OMC is providing the model and the trainer, and a multifaith host. Salem will provide funding and continuing support for the process



# Conferencing With Hosts

## *Current Developments:*

- Interested faith communities are being sought
- OMC trainer will train local trainers from interested faith communities who will provide periodic trainings as needed
- Salem will provide initial mentoring, regular check-ins with host coordinators, ongoing follow up and advice, and keep statistics on hosting



# Conferencing With Hosts

## *Current Developments:*

- Halton Region west of Toronto is the location of initial OMC/Salem endeavour where there is a strong multifaith collaboration
- Halton Regional Police sponsor a precharge restorative conferencing program
- Six to Eight host sites are in development



# Conferencing With Hosts

## *Current Developments:*

- The Barrie/Orillia area north of Toronto also is initiating the OMC – Salem model
- Other areas will be gradually brought on board as the opportunity arises
- The vision is to have all parts of the province provide hosting through the Regional Multifaith network

# Conferencing With Hosts

## *Hosting Provides:*

- a tangible way for faith communities to live out their calling to community
- a place of sanctuary
- context for healing caused by wrongdoing

