

The Continuing Restorative Journey With Faith Communities

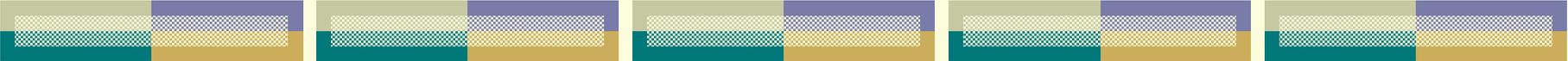
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Restorative Practice and Faith Communities

The roots of restorative practice can be traced back to Aboriginal Peoples of North America , the Maori of New Zealand, and peoples of Japan and Africa





Restorative Practice and Faith Communities

Restorative Justice 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



Restorative Practice and Faith Communities

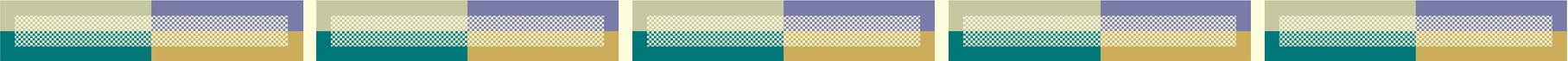
Restorative Justice resonates with the beliefs and practices of many faith communities, including Christian, where values such as reconciliation, healing, forgiveness and fostering peace are esteemed





Restorative Practice and Christian Scripture

- The concept of “Shalom” from the Old Testament (a way of peace and justice – a way of being) is closely akin to restorative justice
 - Matthew 18: 15-16 reflects a restorative process, depending what lens we use
 - In 2 Corinthians 5: 18 Paul strongly reminds Christians that ours is a ministry of reconciliation
 - How did Jesus deal with the woman caught in adultery?
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The Restorative Practice Framework and Faith Communities

- Through a restorative lens, conflict in congregational life is seen as a opportunity for learning and transformation, individually and collectively
 - The Restorative Practice Framework provides a foundation for congregations to build community in proactive and intentional ways
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Impediment To Growth in Faith Communities

What is the first question we ask when someone does the wrong thing?

If we ask 'why', what answers do you expect to get?

What is the problem with the 'why' question?

How does blame impact on learning and growth?

Let us see how blame impedes communication.

What is this animal?



An Australian Echidna

What is it doing?



Rolling into a ball to protect itself.

**What needed to happen for it
to return to being normal?**



Threat went and it opened up.

What things happen to you that sometimes cause you to take the Echidna position [to protect yourself?]



If you did something wrong and felt like this, what would help you to feel okay?

Aim Of Restorative Practice In Communities

To foster the use of restorative practice to help manage conflict and tensions, by focusing upon repairing harm and strengthening relationships as a way of building community.



Effective Approach

Let us now explore how a restorative approach can help you challenge others in a way that:

- Opens them up to learning;
- Allows them to value themselves and others;
- Helps them build their own capacity to resolve conflicts and issues, and;
- Strengthens faith communities.

Healthy Relational Styles

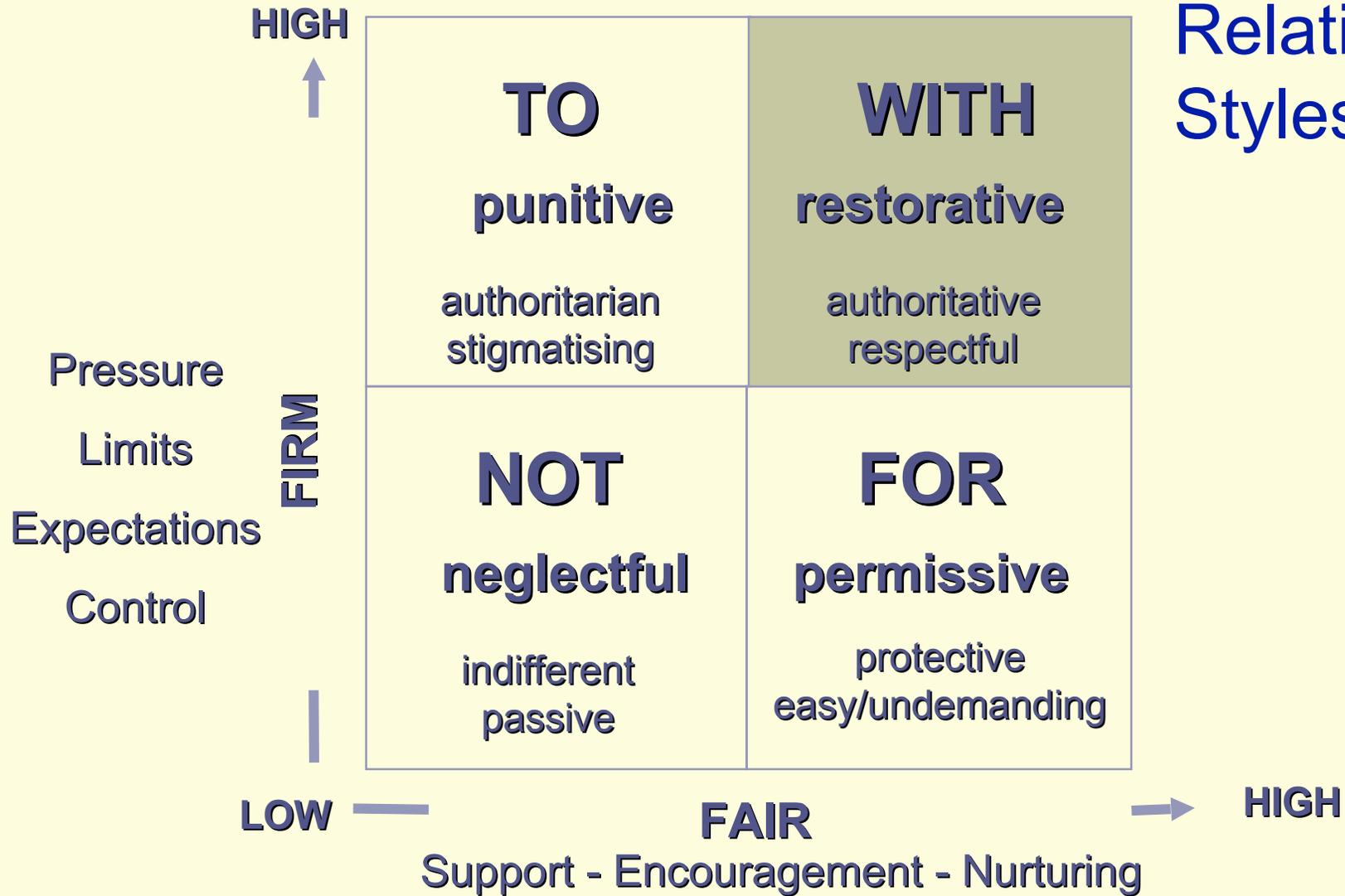
You are more likely to be understood when your relational style [or behaviour] is explicit rather than implicit. What does this mean?

What are the advantages of ensuring that everything you do is explicit?

Healthy relationships are built on explicit behaviours which foster: openness, honesty, transparency and fairness.



Relational Styles



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

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

1. **Engagement** - Opportunity to have a say.
2. **Explanation**- Understand the reasons for the decision.
3. **Expectation Clarity** - Shared understanding on what is expected in terms of behaviour and decision-making outcomes

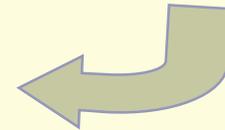
RELATIONAL DOMAINS

Pressure

TO	WITH Fair Process
NOT	FOR

Support

How can you practice consistently in this domain?



Restorative Questions I

When challenging behaviour, why would these questions consistently achieve 'fair process'?
(Engagement, Explanation & Expectation Clarity):

- 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 II

Why would these questions assist, those harmed by other's actions, experience 'fair process?'
(*Engagement, Explanation & Expectation Clarity*):

- 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?

Dialogue and Engagement Through Restorative Conversations

Parish Restorative Practice Continuum

Bring to Notice

Low level matters

Critical Issues

Serious matters

Informal

Formal

**Restorative
Interaction**

**Impromptu
Restorative
Circle**

**Large Group
Incorporating
Restorative
Processes**

**Formal
Restorative
Conference**



Restorative Interaction

INCIDENT : Parishioner Makes An Offensive Comment

- Please tell me what happened and what you said?
 - When you made this comment, what were you thinking about?
 - Who do you think has been hurt by your comments?
 - In what way?
 - On reflection, how might you deal with things differently next time?
 - What do you need to do to make things right?
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IMPROMPTU YOUTH GROUP DISCUSSION

Pastor

Jose

Amy

**‘WHAT’S OUR
PLACE?’ TYPE
DISCUSSION**

Tammy

Kyle

Paul

Belinda

Parish Conflict Situation



Dialogue and Engagement Through Restorative Conversations

Making Sense of the Conference Process

When there is conflict between members of the parish, and it is not clear where the responsibility for the harm lies (which will be most of the time) a special “script”, or set of questions for general conflict, would be used for the Conferencing Process



Large Group Incorporating Restorative Thinking & Processes

Your church is located on a large piece of property in a growing area where property values are increasing. Some members are keen to sell a significant portion of that land in order to provide a reserve fund for future use. Other members strongly believe that land will be needed for future expansion. A decision is not needed immediately.

If you were to engage congregational members in a restorative conversation about this issue describe:

- How you would plan and shape a congregational meeting?**
 - What questions you would use in the dialogue?.**
 - How you would develop clear understanding with members regarding next steps?**
 - What circumstances might necessitate a the use of an impromptu or formal restorative conference?**
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Parish Restorative Intervention

Mary, who is a member of your church community, seeks your advice and assistance regarding a conflict between two congregational members. Although there no specific incident was mentioned, one member believes the other person is gossiping about them.

Describe what you would say and do in your initial response.

If a meeting is required detail:

- **Who you would involve and your meeting preparation.**
 - **What you would say in your [meeting] introduction.**
 - **How you would facilitate the meeting?**
 - **What would the circumstances be to warrant responding to this issue with an impromptu or formal restorative conference?**
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Parish Restorative Intervention

The Pastor and a church leader have had a strong difference of opinion regarding a number of issues facing the congregation. During a recent sermon, the leader felt slighted, believing the pastor made an indirect but disparaging comment about him and his views. As Mutual Ministry chair, he has approached you with his concerns.

Describe what you would say and do in your initial response.

If a restorative or impromptu meeting is required detail:

- **Who you would involve and your meeting preparation.**
- **What you would say in your [meeting] introduction.**
- **How you would facilitate the meeting?**
- **What would the circumstances be to warrant responding to this issue with a formal restorative conference?**

Impromptu Restorative Circle

The youth in your parish are upset saying they have little or no place in the life of the congregation. They seem eager to have voice and involvement in congregational life and come to you for solutions.

Describe what you would say and do in your initial response.

You decide to hold an “impromptu” restorative meeting so detail:

- **Who you would involve and your meeting preparation?**
 - **What you would say in your (meeting) introduction?**
 - **How you would facilitate the meeting and what questions would you use?**
 - **How would you decide what information to share with others?**
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Restorative Conversations

The church council asks the parish life committee to find ways to reach out to lapsed or missing members. The mandate is to approach members who have not been attending worship for the past 5 years.

How might you involve congregational members in addressing this important issue? What might congregational strategy sessions look like?

In engaging lapsed members in restorative conversation describe:

- Your initial conversation with them.
- What questions you would then ask him.
- How you would develop some clear understanding with them about next steps?

Formal Conference

The council becomes aware that over a five month period \$400 has gone missing from the offering. After a brief investigation, the financial secretary acknowledges they took the money and attribute it to poor judgement and a severe personal debt situation. They own up to their actions and want to make things right.

How do you respond?

What would an overall restorative response look like?

If you decide to hold a formal restorative conference:

- What would occur in the preparation? Who would you involve in the conference?**
 - Who would facilitate the meeting?**
 - Describe the questions to be used, seating arrangement and speaking order**
 - What kind of outcome would you realistically hope for?**
 - Would you share the experience with the council and/or congregation?
If so, how?**
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A Restorative Meeting At Christ Lutheran Church Peterborough Ontario – Oct 21, 2007

First Go-Around With These Questions:

- 1. What are the purposes of having a house owned by the congregation?
- 2. What do you think about having the parsonage now?
- 3. How is the congregation impacted by having the parsonage?

(Take notes on key ideas and have general discussion as time permits at the end of the go-around.)





A Restorative Meeting At Christ Lutheran Church Peterborough Ontario – Oct 21, 2007

Second Go-Around With These Questions:

- 1. What other information do we need for further discussion?
 - 2. Where do we go from here?
 - (Take notes on key ideas and have general discussion as time permits at the end of the go-around.)
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Restorative Practice Checklist

Is My Practice?

- **Respectful** (Distinguishing behaviour from the person)
- **Fair** (Engaging, with Explanations & clarify Expectations)
- **Restorative** by repairing harm and building relationships

Does My Practice?

- **Develop Empathy** (through reflection, insight & learning)
- **Enhance** responsibility and accountability
- **Promote** positive behavioural change



Developing a Restorative Practice in Our Faith Community

How would you integrate restorative practice elements into your community's life?

How could your faith church community embrace restorative practice as a practical way of giving expression to values and beliefs?

What features (attributes) of your community of faith would support this happening?

In what other areas of faith community life do you see application for restorative practice, i.e. regional level, etc.

What impediments will need to be overcome?