

A Relational Focus

Restorative Practices and Faith
Communities

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A Relational Focus

Restorative Practices and Faith Communities

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Restorative Practices and Faith Communities

A Restorative Practice Framework Approach

A Way of Thinking and Being

Relationships and Faith Communities

Basic Concepts:

- *Good relationships are the basis for strong faith communities and learning and growth*
- *Anything that affects relationships [such as inappropriate or hurtful behaviour] impacts on faith community life and learning and growth*
- *Addressing inappropriate behaviour and conflict need to be experienced as an opportunity for learning and growth*

“Learning/Growth is enhanced by challenge and is impeded by threat.”

What is this animal?



An Australian Echidna

What is it doing?



Rolling into a ball to protect itself

What things happens that causes people to take the Echidna position?



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



Threat went and it opened up

The Aim of Restorative Practices in Faith Communities

To strengthen relationships and address conflict and tensions by repairing harm as a way of building community.

Faith & Restorative Practices

Restorative Practice resonates with the beliefs and practices of many faith communities where values such as mutual respect, caring for others, reconciliation, healing, forgiveness, fostering peace and a focus on relationships are esteemed.



Leadership Styles



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

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 rules

Kim & Mauborgne, Harvard Business Review, July – August 1997

Restorative Practices and Faith Communities

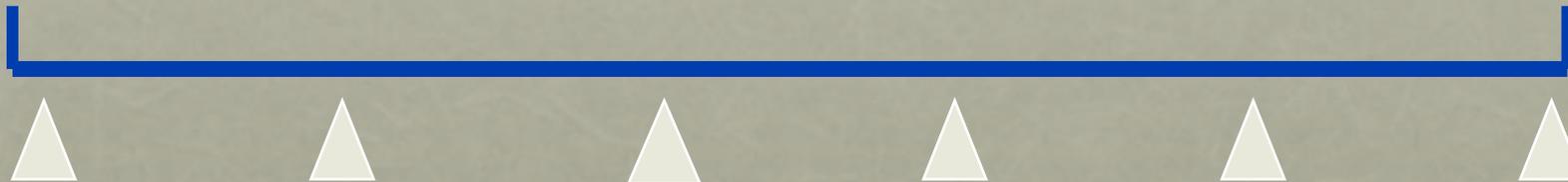
The Restorative Mantra

Dialogue and Engagement Through
Restorative Conversations Guided By
A Common Thinking and Language
(Restorative Questions)

Restorative Practice Continuum in Faith Communities

Informal

Formal



Affective Statement **Restorative Conversation** **Restorative Intervention** **Small Impromptu Meeting** **Circles** **Formal Conference**

FaithCARE

Lessons We Have Learned



FaithCARE

- ✓ What got us going? What have we done?
- ✓ “Conflict-Friendly” Congregations
- ✓ Reference Group:
 - *Its Purpose*
 - *Its Composition*
 - *Levels of Conflict*



FaithCARE: Levels of Conflict

- ① Problems to Solve - *Problem oriented rather than person-oriented*
- ② Disagreement - *Not yet a win/lose conflict*
- ③ Contest - *Personal attacks and formation of factions*
- ④ Fight/Flight - *Factions are solidified, with clear lines of demarcation*
- ⑤ Intractable Situations - *Seeking to destroy the offending party/persons*



FaithCARE

- ✓ Gender- and Denomination- Balanced Pairs
- ✓ The Function of the Steering Group
- ✓ The Importance of Training



FaithCARE

Examples: FaithCARE Stories

A Focus On Building Restorative Faith
Communities



Becoming a Restorative Congregation

- ✓ Develop a restorative process with a Reference Team

1. Initial Conversations Needing to Happen:

- ✓ What's happening?
- ✓ What's the faith community's story?
- ✓ What's its vision as a community?

Becoming a Restorative Congregation

2. What conversations are needed to support and develop the community's vision? For example:

- ✓ Decisions that need to be made?
- ✓ Current concerns and issues?
- ✓ Conflicts/harm that needs to be addressed?
- ✓ Governance of the community?
- ✓ Group? Committees? Ministries?

The Hosting Project

- ✓ Restorative Justice is a grassroots initiative that grows out of a community's desire to make things right for those affected by harm and breakdown.
- ✓ Restorative justice practices are most effective when grounded in the very community where harms occur.
- ✓ Hosting provides a tangible way for faith communities to care for people, and share a place of safety and solace.
- ✓ Hosting draws on the ancient concepts of *hospitality* and *sanctuary*: embracing the conference circle with a circle of care.

Who Participates in Shalem's Hosting Program



Who Participates In Shalem's Hosting Program



Who Participates In Shalem's Hosting Program



RIPPLE

Christ Centered- Community Focused

Center City



With!

Our food pantry is organized, run and attended by the Ripple members

We need each other



Church of the Sidewalk...
Where the church meets
the people



People worshiping, living and caring in the city



Applying affective statements, informal conferences, and formal conferences that lead towards transformation

Restorative Practices In Action





What do we need to do to make things right?

Nathanson's Blueprint

Relationships are best built when we:

1. Share and reduce negative emotions (*best achieved by listening and acknowledging*)
2. Share and promote positive emotions (*achieved by affirming*)
3. Encouraging the expression of emotions as a way of experiencing 1 & 2.
4. Doing more of 1, 2 and 3 (*essential for building and maintaining good relationships*).

Nathanson 1992

Restorative Practices in Faith Communities

Thank you!