

Forma Workshop

Youth Ministry & Restorative Practices

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Where Are We Going?



Overview

- Who am I?
 - Youth Ministry
 - CMRS
- Intersections
 - Building Relationships
 - Why Conflict is So Challenging
 - Tools and Tricks

Saint Mary's Episcopal Church

- Mission: To express God's love to all people.
- Youth Director
 - Half time
 - 10 years
- Saint Paul, MN
- Statistics about our Church



Community Mediation & Restorative Services

- We are a non-profit community based mediation and restorative justice provider. We are committed to developing the capacity of the community to respectfully resolve conflict and repair harm.
- Mediation/ Restorative Practices



CMRS, Inc.

What is Mediation?

- Voluntary process
- Safe and confidential
- Can improve participants understanding of situation
- Opportunity to resolve a dispute or make a joint decision



What are Restorative Practices?

- Restorative practices
 - A group of approaches used for building community and for interventions that are used to
 - create safe space by teaching social skills,
 - building positive climate and
 - repairing harm when it happens.
 - Restorative practices can be used to hold youth accountable for harm and address the needs of the individuals harmed in the community.
- Different Approaches
 - VOM
 - Circles
 - Family Conference Model
 - Group Conference



Comparison

<p>Retributive Justice</p> <ul style="list-style-type: none"> • Breaking rules • Focus on past → blame or guilt for past action • Adversarial relationship • Punishment = deterrence • Attention to rules • Focus on social injury • Community as spectators • Accountability defined by punishment 	<p>Restorative Justice</p> <ul style="list-style-type: none"> • Harm done to community • Focus on future → how can harm be repaired • Dialogue/ Negotiation • Restitution = restoring the relationship • Attention to relationship • Focus on repairing social harm • Community participates in process • Accountability defined by taking action
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(Hopkins, 2002, p. 145)

Restorative Justice at CMRS

Four Points of Entry

- School
- Law Enforcement
- Headway
- Court- Petty Misdemeanor

Multi-Dimensional Discipline Model

STRUCTURE <small>(e.g. Limit-setting, discipline)</small>	High	TO <small>Directive - Punitive</small>	WITH <small>Restorative</small>
	Low	NOT <small>Ignore - neglect</small>	FOR <small>Permissive</small>
		SUPPORT <small>(encouragement, nurturing)</small>	
		Low	High

Wachtel & McCold (2003), IIRP

Collegial Relationships

From Thorsborne & Vinegrad, also, Costello, Wachtel & Wachtel

Is there an intersection?

Restorative Practices

Slide from Minnesota Department of Education

Building Relationships

Values Circle

- What is circle?
 - A way of holding a community space so all can participate
 - Acknowledge origin
 - Elements
 - Talking piece
 - Opening/ Values/ Closing
- Why do this in circle?
 - Shift how you listen



Opening

- A friend asks, "Tell me one word which is significant in any kind of relationship." Another friend says, "LISTEN!"
- -Santosh Kalwar, Nepalese poet, from Adventus



Brief Introductions

- Name
- Background
- What is it that you love about ministry?



Common Agreements

- Respect the talking piece
- Speak from the heart
- Speak with respect
- Listen with respect
- Remain in the circle
- Honor confidentiality
- You may pass

Round Two

- What value do you bring to the circle today?



Closing

- " Being heard is so close to being loved that for the average person, they are almost indistinguishable."
- -David Augsburger, Euro-American Anabaptist author, Mennonite minister



Conflict

Conflict

- What words come to mind when you think about conflict?



Conflict

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Danger Opportunity

Sources of Conflict

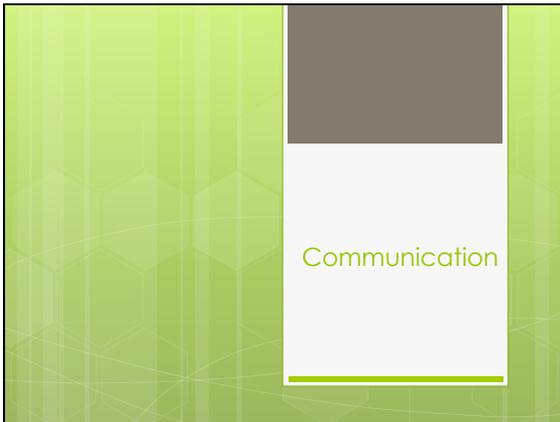
- Human Needs
- Values and Beliefs
- Limited Resources
- Behavior



Conflict

- Think of the last time you were in a conflict who did you talk to about it?





Communication

- Key to conflict resolution but very challenging
- Maybe even more so with youth
- Why?
 - Words
 - Perspectives
 - Emotion
 - Different styles



Communication

- Personally
 - Words
 - Tones
 - Facial expressions*
 - Postures
 - Contexts
 - Behaviors
 - Brain development*

Communication

- Regional Differences
 - East Coast
 - Midwest
 - South
 - West

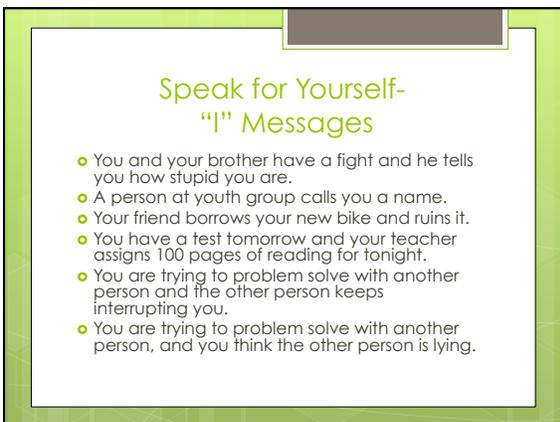
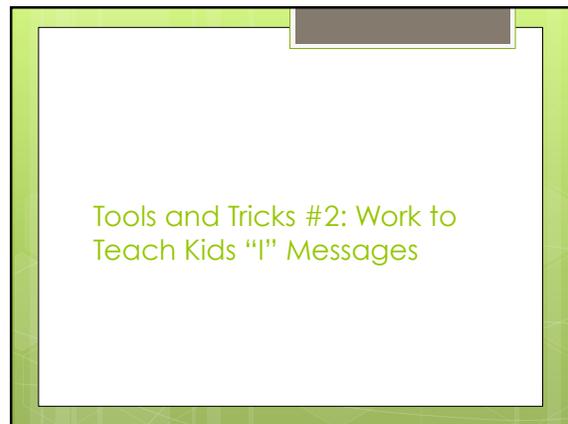
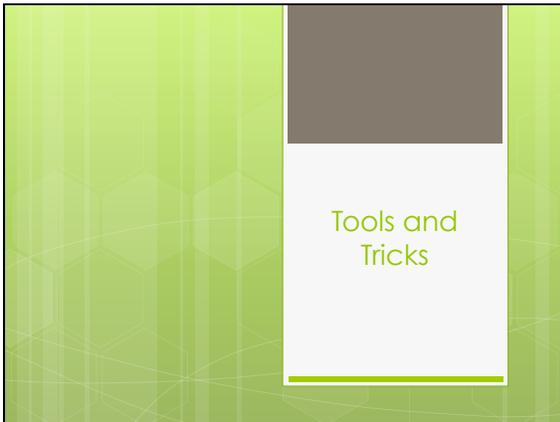
Communication

- Cultural Differences
 - Power Distance Index
 - Individualism vs. Collectivism
 - Uncertainty Avoidance
 - Masculinity vs. Femininity
 - Long term vs. Short term Orientation
 - Indulgence vs. Restraint

Hofstede, Geert. Intercultural Dimensions, 1967.

Emotions

- A part of interpersonal communication
- In conflict emotions are often
 - Blocked
 - Repressed
 - Misunderstood
- They have to be dealt with first



How do you listen?

- Show interest, respect
- Model for the youth
- Learn about how each side views the situation (position)
- Figure out the cause of conflict
- Listen for underlying interests

Reflecting Listening: How is it done?

- Listen to what the speaker is saying?
- Help the speaker clarify their thoughts.
- Acknowledge that you have heard and understand what the speaker is saying
- Help others to hear what is being said

How do you show that you are listening?

- Attending Skills
 - Do you look like you are listening?
- Following Skills
 - Do your questions or silence show you are listening?
- Responding Skills
 - Are you paraphrasing content?
 - Are you reflecting feeling and meaning?
 - Are you summarizing?

Katz and Lawyer, Communication and Conflict Resolution Skills, 1987.

Why is questioning so important?

- Change the course of discussion
- De-escalate conflict
- Create viable solutions

Types of Questions

- Closed Ended
 - Yes/ no questions
- Open Ended
 - People can speak about what they know
 - Allows for emotion
 - Helps people hear the speakers perspective
 - Generates options
 - Can provide a reality check

Types of Open Ended Questions

- Probe for more information
- Clarify
- Linking questions
- Testing questions
- Reality checking questions

Hedeen, Tim. DRC Training Manual. Questioning, p. 10

Tools and Tricks #4: Let Their Agenda Lead

Your Agenda vs. Their Agenda

- [Awareness Test](#)
- Robber Story

Tools and Tricks #5: Try to Get from Positions to Interests

The Dog Story



Two Different Viewpoints

- **Position:** I'm older and I should get to choose.
- **Interest:** I really like the name "Max."
- **Position:** I'm the one that thought of the idea to get a dog.
- **Interest:** I really want a girl dog so she can have puppies.

Positions



- Positions are statements or demands formed as "solutions."
- Here I stand
- Here is what should happen
- Leapfrog directly from problem to solution
- One of many ways a situation could be resolved
- Often inflexible, defined narrowly

(Beer, J. *The Mediator's Handbook*, p. 113)

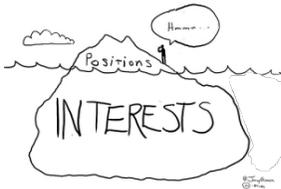
Interests



- What matters and why?
 - Reason behind the position
 - Needs behind the situation
 - What matters to each person
 - What they most hope to resolve
 - The effect the problem has
 - Hot issues
 - Common themes
 - Gold nugget

(Beer, J. *The Mediator's Handbook*, p. 110)

So if this is what what you are dealing with



How do you get from



Ask Questions



Moving from Positions to Interests

- Why is the position important
- Identify the needs the position satisfies
- Understand the other party
- Understand oneself
- Reframe into terms of interests
- Break the position down into manageable issues
- Ask questions to get at interests



(Beer, J. *The Mediator's Handbook*, p. 113)

Questions To Get At Interests



- What is important to you?
- What bothers you about the situation?
- How does _____ affect you?
- It sounds like _____ matters to you a lot- is that right?
- What is it you would like the other party to know or understand?
- What did it mean for you when that happened?
- What about the current situation would you like to be different?

(Beer, J. *The Mediator's Handbook*, p. 110)

Tools and Tricks #6: Use restorative questions

Restorative Questions



- What happened and what were you thinking at the time of the incident?
- What have you thought about since?
- Who has been affected by what happened and how?
- What about this has been the hardest for you?
- What do you think needs to be done to make things as right as possible?

Examining the Questions



- Non-blaming
- Open-ended
- Allow for storytelling
- Allow for attentive listening
- Separate person from behavior
- Allow people to identify feelings and emotions
- Focus on impact and repair
- Solutions rather than assigning blame
- Hold people accountable
- Require people to take responsibility for actions
- Inclusive and collaborative approach to problem solving
- Attend to the needs of those harmed
- Resolves underlying issues and root causes