

# Good Offices Training

## Intro to Restorative Practices

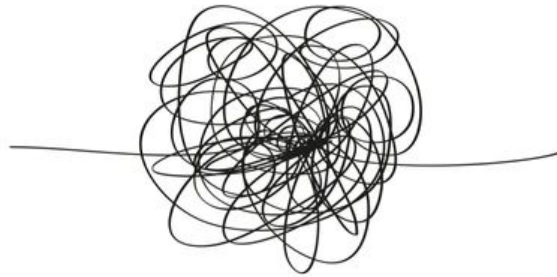
Rev. Dr. Samantha Wilson

UUMA - May 2026

What does harm ask of us?  
What does justice require?

(Think of a time you were hurt in a conflict, or when you were in a conflict with strong power dynamics – what did you need?)

“Restorative *justice*” or “restorative *practices*”?



Where do restorative practices come from?

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Restorative Justice

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Restorative Justice

“Restorative justice is an approach to achieving justice that involves, to the extent possible, all those who have a stake in a specific offense or harm to collectively identify and address harms, needs, and obligations in order to heal and put things as right as possible.”

- Howard Zehr

# Where do restorative practices come from?



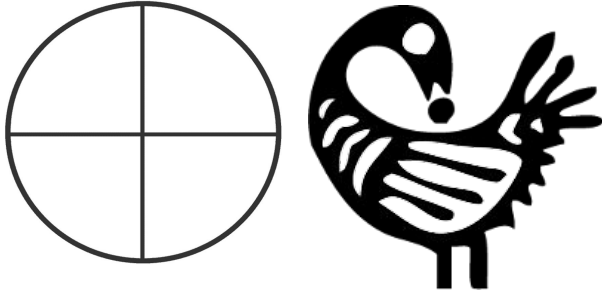
What law was broken?  
Who did it?  
What do they deserve?



Who was harmed?  
What do they need?  
Whose obligations are these?

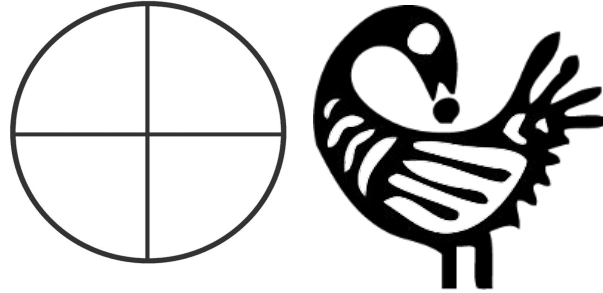
Restorative Justice

# Where do restorative practices come from?



Indigenous Lifeways  
and Peacemaking

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Indigenous Lifeways  
and Peacemaking

*Holistic: “The outcome of justice is tied to healing and restoring balance to oneself, relationships, and nature...”*

*Restorative Justice Listening Project (2017)*

# Where do restorative practices come from?

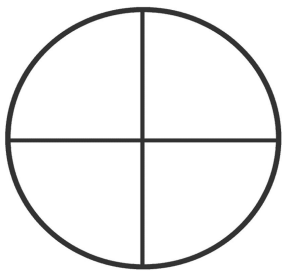


Transformative Justice

# Where do restorative practices come from?



Restorative Justice

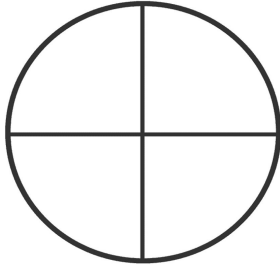


Indigenous Lifeways  
and Peacemaking



Transformative Justice

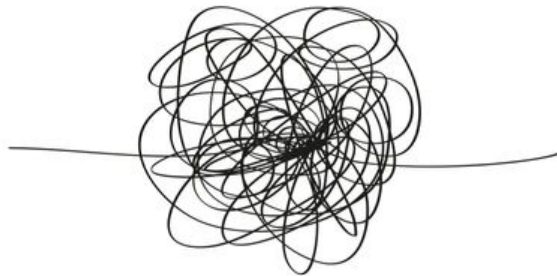
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Indigenous Lifeways  
and Peacemaking

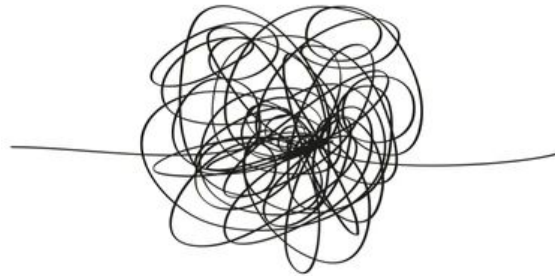


Restorative Justice



Transformative Justice

**What do we do with human entanglement?**



**What do we do with human entanglement?**

What is **possible** right now?

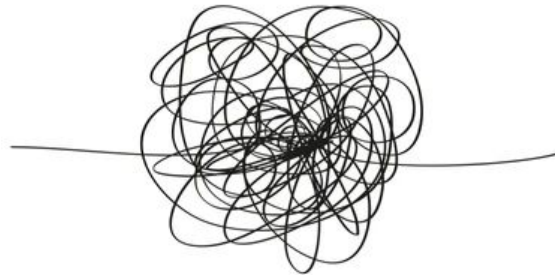
What would **10% different** look like?

Where can we **start** right now?

What feels most important **to try** to change together?

How many **more options** can we create for you? For you both?

Who can **support** you? What else can help?



**What do we do with human entanglement?**

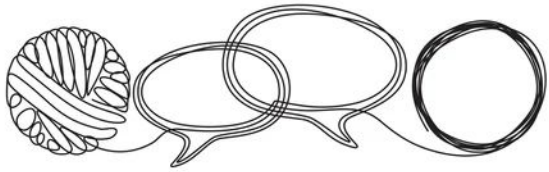
“There are perhaps two ways to positively respond to a question.

The first is to offer a resolution.  The other is to offer a rite of passage. 

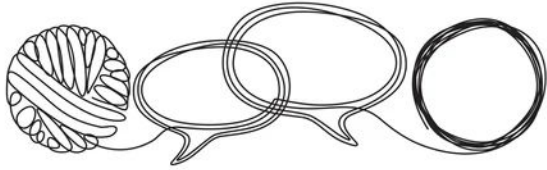
In the former, an answer is given that reinforces the question in the same economy of ideas and relationships that were its first conditions.

In the latter, the question is composted, reframed, ceremonially removed from its initiating conditions by means of bewilderment, until the question meets itself and no longer feels the urgency of resolution.”

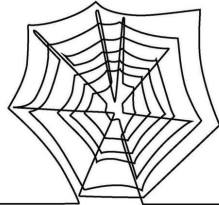
- Bayo Akomolafe



## Tools and Practices

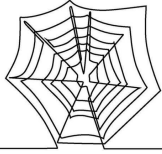


1. Naming shared values.
2. Identifying goals.
3. Finding the really-really in restorative questions.
4. Shaping based on needs.

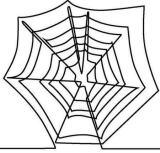


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Tool 1:  
Naming Shared or Guiding Values



# Tool 1: Naming Shared or Guiding Values





## Tool 1: Naming Shared or Guiding Values

- All people are in choice, all participation is as voluntary as possible.
- All people can be impacted and cause impacts, all people can support healing and deserve healing support.
- Each person has the explicit sense that this is about everyone's dignity and well-being.
- There is curiosity for the unknown in self and other, rather than certainty or blame about cause, fault, or outcome.
- It is creative, not prescriptive.
- It tracks power and vulnerability, and is responsive to those dynamics.
- It is about doing what feels possible, not requiring what is "fair."
- It is about picking a place and starting, not doing "the most."

# Log: Case Care Check Ins

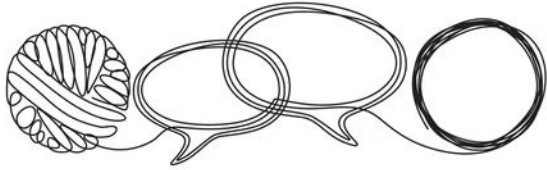
2025:  CHAT Pending Referrals

2024:  CHAT Master List / 2024:  CHAT: Pending Referrals 2024

2023:  CHAT: Pending Referrals

## CHAT Facilitation Values

1. **Dignity** - For all people, in every process.
2. **Transformation is Possible** - Transformation is possible, curiosity makes it easier.
3. **Accountability** - Accountability is compassionate and humanizing - for all people in every process.
4. **Relationality** - Restorative processes happen in relationships, including the facilitators.
5. **Building Community Capacity** - These practices are replicable, learnable, and belong to the community.
6. **Self-Awareness** - The facilitator attunes and attends to their own self with dignity.
7. **Systems-Awareness / 200% Reality** - We take seriously the presence of systemic conditions on people's lives and relationships alongside all of our capacities for accountability.
8. **Joy** - This is about being fully alive (including joy), not just "living in the hard."
9. **Healing** - We contribute to individual and collective healing by attending to wounds that participants identify are most important to them.
10. **Safety, Trauma, and Risk** - We prioritize radical care for people's well-being that does not foreclose on the possibilities of transformation.



## Tool 2: Identifying Process Goals

What is most important to you about choosing this process?  
What goals will guide you if/when this gets hard?  
What is within your power? What are you practicing here?

*"I want to ...*

- Trust a process rather than need to control every step*
- Take time to understand why I'm reacting so strongly*
- Be gentle with myself."*

*"I want to ...*

- Practice naming what I've been withholding.*
- Staying open to how they respond.*
- Speaking in ways that I think best support understanding each other."*



## Tool 3: Really-Really in Restorative Questions

Why are you here?

Why are you really here?

Why are you really-really here?

Why are you really-really-really here?

Why are you really-really-really-really here? (4th Really)



## Tool 3: Really-Really in Restorative Questions

What happened?

What did you feel/think then?

What do you feel/think now?

Who or what has been impacted or affected by this?

What do you wish had happened?

What do you regret or wish you had done differently?

What might be needed for this to change? For you? For them?



## Tool 3: Really-Really

What do you wish had happened?  
What do you regret or wish you had done differently?

*“When I saw or heard them say or do \_\_\_\_\_  
I felt \_\_\_\_\_.  
The story I told myself was that they \_\_\_\_\_.  
What I long to hear them do or say is \_\_\_\_\_  
because, to me, it would mean that they \_\_\_\_\_.”*

(Then reverse this. We are trying to hear the stories and needs.)



## Tool 3: Really-Really

What do you wish had happened?

What do you regret or wish you had done differently?

*"When I saw or heard them say or do \_\_\_\_\_  
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*What I long to hear them do or say is \_\_\_\_\_  
because, to me, it would mean that they \_\_\_\_\_."*

(Then reverse this. We are trying to hear the stories and needs.)

How am I  
experiencing our  
dynamic?



## Tool 3: Really-Really

What do you wish had happened?

What do you regret or wish you had done differently?

*“When I saw or heard them say or do \_\_\_\_\_  
I felt \_\_\_\_\_.”*

*The story I told myself was that they \_\_\_\_\_*

*What I long to hear them do or say is \_\_\_\_\_  
because, to me, it would mean that they \_\_\_\_\_*

What qualities in  
our relationship  
am I longing for?

(Then reverse this. We are trying to hear the stories and needs.)



## Tool 3: Really-Really

What do you wish had happened?

What do you regret or wish you had done differently?

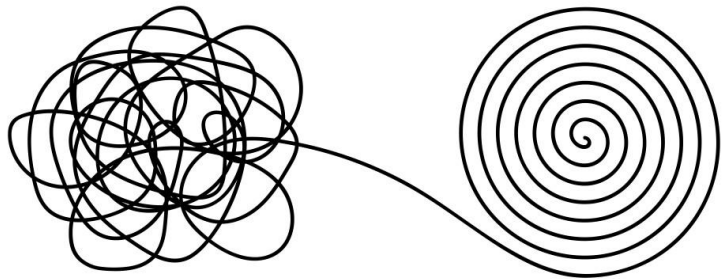
*"When I saw or heard them say or do \_\_\_\_\_  
I felt \_\_\_\_\_.*

*The story I told myself was that they \_\_\_\_\_*

*What I long to hear them do or say is \_\_\_\_\_  
because, to me, it would mean that they \_\_\_\_\_*

What do I want to  
try to help us  
have something  
different?

(Then reverse this. We are trying to hear the stories and needs.)



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