

## An Invitation to Participate in Our Restorative Process:

As stewards of compassion and advocates for reconciliation, we extend a heartfelt invitation to join us in our ongoing journey towards healing and peace.

At CSCE, our ethos is deeply rooted in the teachings of Jesus, compelling us to actively seek avenues for positive change and restoration, both within our community and beyond. We recognize that conflicts and grievances can manifest when not addressed, leading to relational strain and harm. It is in this spirit of empathy and commitment to collective well-being that we have established the CSCE Restoration Process.

The Restoration Process offers a well-developed framework for navigating instances of hurt or discord, guided by principles of empathy, accountability, and reconciliation.

In adherence to our Partnership Agreement and approved conflict resolution protocols, we extend an open invitation to all members of our community to take advantage of this invaluable opportunity for confidential, professional support. Those who may be grappling with interpersonal or interprofessional conflicts have the opportunity to be heard, understood, and supported on their journey towards reconciliation.

To take the first step towards healing, we encourage you to read the attached [invite to the CSCE Restorative Process](#) and consider signing up for a 30 minute, one-on-one Zoom session with a professional facilitator who will explain the rest of the confidential process.

Furthermore, we kindly ask for your assistance in extending this invitation to anyone who may benefit from this service, ensuring that all those affected by conflicts within our community have the opportunity to participate.

Our ultimate goal is to honor the dignity of every individual, alleviate suffering, and strengthen the fabric of our amazing community. We firmly believe that this is not only in alignment with the teachings of Jesus but also represents the most effective path towards fostering unity and collective growth.

Thank you for considering this invitation, and we look forward to embarking on this journey of healing and restoration together.

Board of Directors  
Calgary School for Christian Education



60 years of  
*God's Faithfulness*



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**April 23rd, 2024**

You are invited to participate in a Restorative Conference.

**What is a Restorative Conference?**

A restorative conference is a structured response to conflict facilitated by trained restorative practitioners. Participants can include those directly involved in the conflict, people affected by the conflict, personal support people for those directly involved in the conflict, and community witnesses.

**Purpose of a facilitated conversation:** A facilitated conversation provides participants with the opportunity to talk about a subject that affects them and others. Through a structured conversation based on a series of questions, it provides the opportunity for participants to:

- hear and be heard.
- talk about the impact of the subject on them and others.
- find a way forward together.

We ask that you come with a spirit of openness and respect. During this conversation you will have a chance to decide on the next steps and to come to an agreement on how to take those steps. A restorative process is NOT about determining if someone is a good or bad person, punishing people for their behaviour, or a chance to 'lecture'.

**Sample questions to be asked during the conversation:**

1. What happened, and what has happened since?
2. What did you think when you realized what had happened, and what have you thought about since?
3. Who's affected by these events? How have you been affected?
4. What has been the hardest thing for you, and what do you need to move forward?
5. What needs to happen to meet the needs of everyone?
6. What are you willing to contribute to make this possible?

Kind regards,

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