



Living Reconciliation Mediation Team Invitation Brief

Are you drawn to the ministry of reconciliation?
Do you have a passion for helping people live well with difference?
Have you been searching for an avenue to do more?

If so, becoming a Place for Hope mediation Practitioner may be the path for you.

As a Place for Hope mediation practitioner, you will be joining a team of people who are passionate about seeing communities transform conflict into a creative force, becoming places where people are able to live well with difference and be a reconciling presence in their wider community.

What attributes do you need?

At Place for Hope we understand mediation to be a vocation, something that a person is drawn towards as part of their wider faith calling. While many of the practical skills needed for mediation will be gained as part of the wider Place for Hope training and formation process (see below for more details), the attributes listed below serve as a starting point for reflecting and discerning whether becoming a mediator could be for you.

Attributes

- Integrity
- Openness to learning and development
- Respect and understanding of the value of faith-based conflict transformation
- Commitment to continuing professional development
- Emotional intelligence
- Capacity: ability to commit to the time requirements expected of practitioners
- Ability to work comfortably across difference and diverse spaces, including with those who hold theological differences.

Skills (gained/honed through Practitioner Training and Formation Process)

- Understanding of mediation and facilitation specifically in faith-based contexts.
- Understanding of conflict resolution processes, and their potential advantages and drawbacks in certain situations.
- Understanding of the nature, theory, procedure, practical application, methodology, appropriateness, benefits and disadvantages of prevalent types of mediation.
- Understand the role of a mediator, and methodology, psychology, core training, and practice.



- Familiarity with techniques like questioning, summarising, (active/effective) listening, framing and re-framing, reflecting and paraphrasing.
- Ability to build rapport quickly.
- Ability to set and maintain boundaries.
- Ability to maintain impartiality and confidentiality.
- Ability to seek and understand the motivations behind positions as distinguished from the issues in dispute.

What is the process for becoming a practitioner?

There are several steps in the process to becoming a mediator with Place for Hope. The below is an overview of that process. All our mediation practitioners are accredited by Scottish Mediation (under the requirement of Place for Hope's ongoing provision of casework, supervision and CPD) following completion of our accredited Faith in Change and Conflict course and successfully passing a skills assessment day.

The first step is to begin to discern whether becoming a mediation practitioner is something you want to pursue. Discernment is a continual feature of this process, and there will be multiple opportunities for reflection and check ins with the Programme Lead throughout the course of your formation as a practitioner.

If you decide that you would like to continue to explore whether becoming a practitioner is for you, you will need to email the Programme Lead (Martha Hunt martha.hunt@placeforhope.org.uk) with an expression of interest. This only needs to be 1-2 paragraphs introducing yourself and why you want to train to become a practitioner. Please copy in either your Synod Moderator or a member of the Synod team into this email.

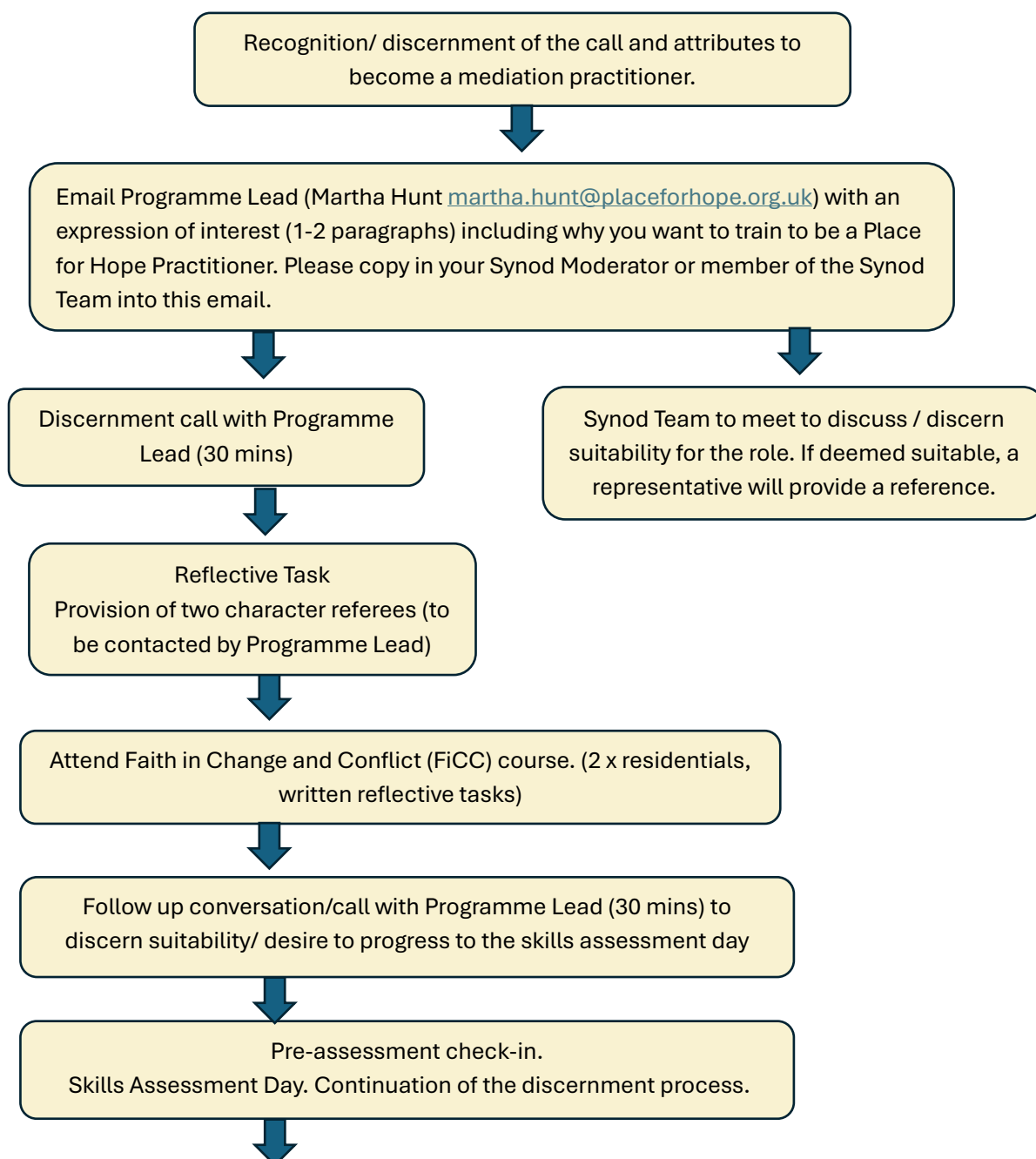
The Programme Lead will then contact you to arrange a discernment call. This is to begin to explore in more depth your draw towards this work and gives you the opportunity to ask any questions you may have at this point. After the call, you will be asked to complete a reflective task and provide two referees. These should be people who are able to speak to your giftings, attributes, and suitability for the role. Your expression of interest will also be discussed by the Synod Team, with a representative providing a reference on behalf of the Synod.

The next step is to attend Faith and Change in Conflict, our practitioner training course. This takes place over two, three-day residentials. As part of this, you will be asked to complete another reflective task.

The Programme Lead will arrange a post course call to check in and continue the discernment process. This will include any feedback from the course, and your reflective tasks. You will then be invited to attend an Assessment Day. Another call will

be scheduled before the assessment to brief you. After the Assessment Day, the Programme Lead will meet with you to offer you feedback and discuss whether you have successfully passed the assessment. If successful, you will be invited to join the Place for Hope Practitioner Team. You will be given a full induction before being commissioned to begin deployment.

Overview of Place for Hope Practitioner Training Process



Feedback and discussion from Assessment Day as to whether you have successfully passed to become a Place for Hope Practitioner



Commissioned as Place for Hope Practitioner Team member, and committed to Mutual Agreement & Induction

Once commissioned, our practitioners begin a **Foundation Year**. For the first year of their mediation practice, our practitioners will receive additional support in the form of peer mentoring, Continual Professional Development (CPD), 1-2-1 catch ups, supervision, and peer support, alongside paired deployment to cases with an experienced practitioner. Once the Foundation Year has been completed, paired deployment as a Place for Hope practitioner will continue, as will supervision and CPD.

What are the expectations/ commitments of becoming a practitioner?

Our requirements for our practitioners are based on a mixture of the minimum requirements for practitioners set out by Scottish Mediation and our experience of the support that Practitioners need for being a reflective practitioner in faith-based settings.

Training

- Pre-course discernment, references, call with Programme Manager
- Attendance at Faith in Change in Conflict (2x 3 day residential) including completion of reflective tasks.
- Post-course discernment, with Programme Manager.
- Skills assessment process (in person skills assessment + feedback)

Foundation year

- Mentored paired deployment with a skilled practitioner on a minimum of two cases (minimum 6 hours of case work)
- Attendance at Supervision for each case.
- 2 x 1-2-1 catch ups with Programme Manager
- CPD (a mixture of in person and online training, totalling 18 points – see below for more details)
- Practitioner coffee and catch up (online) & peer support groups

Post foundation year:

- Ongoing paired deployment (minimum of 6 hours of case work per year. The total time commitment cannot be guaranteed due to the nature of case work, some



cases are completed in 3-4 days, others can take up to 12 days over a period of time.)

- CPD – (a mixture of in person and online training, totalling 18)
- Supervision for each case
- Practitioner coffee and catch up
- Opportunities to become a lead practitioner, trainer with Place for Hope, conflict coach.

Please note that we anticipate the total amount of time we expect Practitioners to volunteer (including CPD and supervision to be between 12-15 days per year

A note on funding and finances

As a part of the partnership between Place for Hope and the United Reformed Church (URC), funding is available to cover the cost of several participants training to be a Place for Hope Mediator. This will include course fees and travel costs, as well as the cost of the assessment and registration fees. Once accepted onto the Place for Hope Practitioner team, all subsequent CPD, travel for Cases, and Supervision costs will be covered by Place for Hope as detailed in our Practitioner Handbook (which Practitioners receive on induction).

Thank you for considering becoming a Place for Hope Practitioner. We look forward to journeying with you.

If you have any further questions or queries, please contact Martha Hunt at martha.hunt@placeforhope.org.uk