

Options to Address Conflict

You're navigating a conflict and are seeking support. We are here to help!

See all the options available at Spring Up to support you in responding to conflict through Transformative Justice values of consent, accountability, healing, and transformation.

Conflict Coaching

You can book 1:1 coaching sessions with any of our coaches to talk through the conflict, your needs, and identify next steps. Check out our coaches bios to see who could be a good fit for you - make sure to zoom in on their “approach to coaching” section to find someone whose approach aligns with your learning style and preferences. These coaching sessions could also be for you and your support person if the coach consents in advance (no more than 1 additional person).

Coaching Sessions are approximately 50 minutes and \$125 per session. You can book one session at a time on [our website](#), or join our [patreon](#) (\$20 per month includes 3 coaching sessions /year in addition to other perks, and \$100 /month includes a monthly coaching session and access to all of our webinars).

Support for Direct Restorative Dialogue

If the people involved in the conflict are open to having a direct conversation with one another without a facilitator present, we can do conflict coaching prep sessions with each person involved to identify their needs, goals, and create a care plan. Once we complete those prep sessions we can share community agreements, a suggested agenda for the conversation itself including a grounding activity or recording, and share resources or tools that can help you prepare / facilitate the conversation yourselves.

This package is \$350, including two 50 minute prep sessions, a tailored prep packet, as well as email customized guidance before and after the dialogue.

Support for a Community Accountability Process

Transformative Justice based community accountability (CA) processes are not a service that you can hire someone outside of your community to facilitate for you. However, as CA facilitators ourselves we know how helpful it can be to have an experienced facilitator walk you through the process with resources, suggestions, and coaching. This package includes:

- 5 print copies (or more upon request) of our [Transformative Justice workbook](#) that includes the steps and roles in a process, core values, roots of this practice, and much more.
- 3 registrations for our pre-recorded 90 minute [Community Accountability webinar](#) (or more upon request) for the facilitators and point people for each pod.
- 5 coaching sessions (or more upon request), which can be split amongst the participants and facilitators as needed. Coaching for CA process facilitators may be used to walk you through the steps in the process and map out the questions, tools, and benchmarks; or to problem solve around challenges that come up throughout the process. Coaching for the

process participants may include safety and care planning, getting clear on needs, or focused on (un)learning harmful behaviors and patterns based on the goals of the process.

This package is \$550+ (depending on how many of each component the group is seeking), and can include discounted rates for our Community Care & Accountability 6 week cohort course, or our 1 day Transformative Justice Virtual Retreat. As an alternative, if you are looking for free one off support for a process we recommend turning to the [TJ Help Desk](#) from Interrupting Criminalization.

1:1 Mediation

We offer mediation around interpersonal conflict in a four step process. First, we will do a free intake to determine if the conflict is a good fit for us to handle. If so, we will determine where on our sliding scale your group fits and enter a mediation agreement. We will conduct a pre-conferencing conversation with each participant in the conflict. If both participants consent, we will schedule a mediated conversation (typically 3 hours) using restorative justice practices. An agreement is typically reached in that space, and then the facilitator will have a follow up conversation with each participant up to 3 months afterwards for closure and integration.

1:1 Mediation is \$4,500 at cost, with sliding scale options based on group budget / organizational sponsorship and a variety of other factors from ~\$1,500 to \$6,000. Groups that are able to pay at the higher end of the scale, sponsor lower cost access for groups that have more limited resources.

Group Conflict Processing

This offering is a good fit for groups that have a clear understanding of a specific incident or conflict that needs to be integrated and are aligned around their need to speak with one another and craft a path forward. This offering may involve pre-conferencing sessions, focus groups, or a pre-survey with participants. Facilitators will utilize restorative justice, art therapy techniques, and narrative work to identify needs and next steps live through conversation as a full group.

This offering is \$7,500 at cost, with sliding scale options based on group budget / organizational sponsorship and a variety of other factors from ~\$1,500 to \$10,000. Groups that are able to pay at the higher end of the scale, sponsor lower cost access for groups that have more limited resources.

Build Your Skills + Toolkit Through Training

Check out our [free resources](#) (like conflict definitions and questions to analyze a conflict) to find tools that can help you understand what is going on. At [bluelight academy](#), we have prerecorded webinars on conflict and regularly hold daylong virtual retreats on conflict skills that include a follow up 1:1 coaching session in the registration price.

Price varies from free to sliding scale pricing for daylong virtual retreats registration.

If you or your group are interested in moving forward with mediation (either 1:1 or group processes), please email mediation@timetospringup.org to schedule a free intake call to determine if we are a good fit.