



CMCA Summit  
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**REJOICE!**

"Hallelujah! For our Lord God Almighty reigns. Let us rejoice and be glad and give him glory!" - Revelation 19:6-7

# How NORPs can Connect with Justice-Involved People

Dr. Karen Swanson

## Volunteer's Quote

“I’m just like those in prison. I just didn’t get caught!”

# NORPs (Normal Ordinary Responsible People) (*Winning at Losing* by Dennis Challeen)

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Are Self-reliant

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Are Responsible

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Have Moral reasoning

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Are Empathetic

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Are Self-correcting

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Can Problem solve

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Keep Commitments

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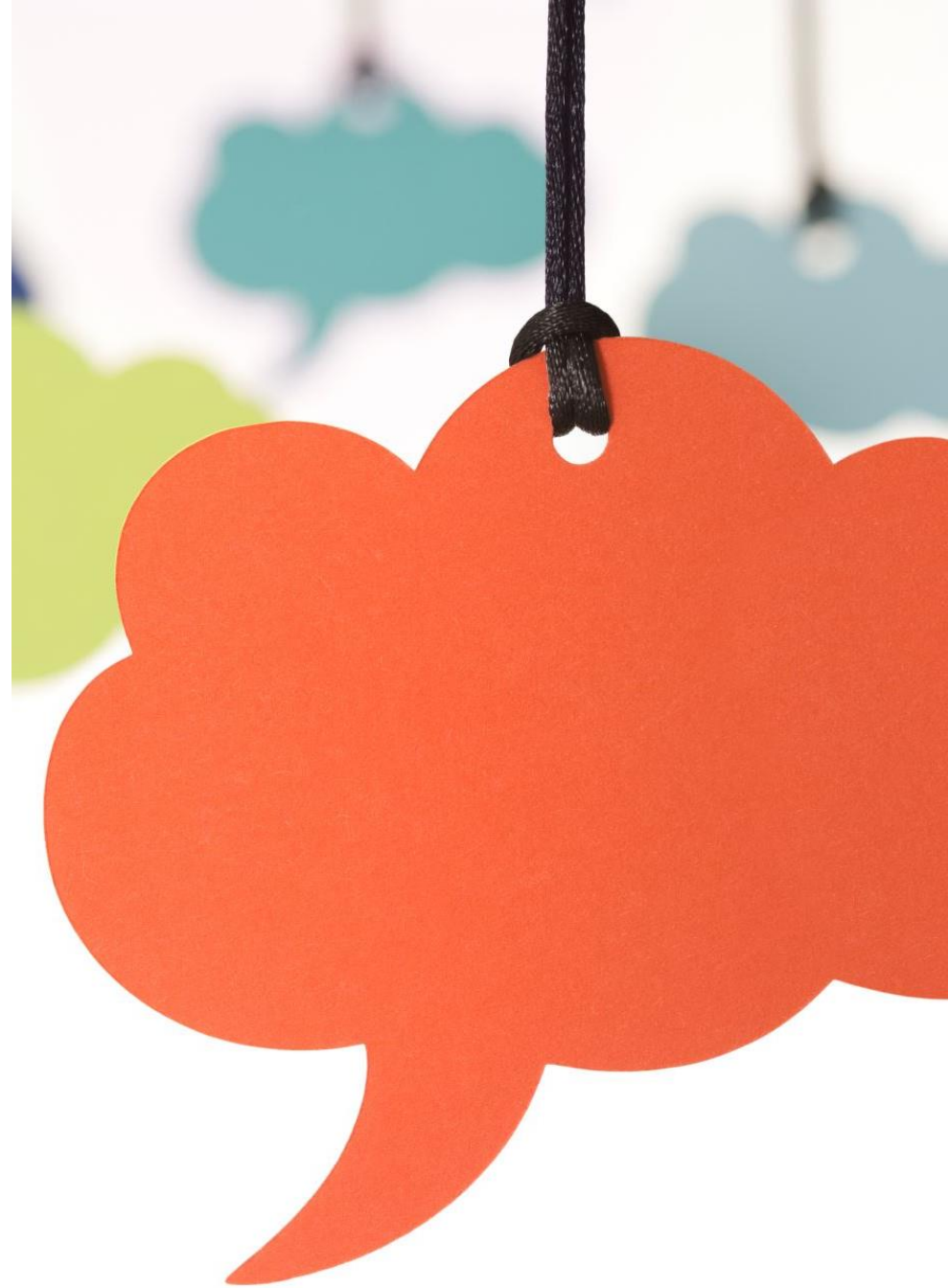
Are Achievers

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Are Capable of violence but rejects violence

# Erroneous Beliefs of NORP Think

- Those behind bars think like they do and will learn from mistakes.
- Those behind bars will respond to punishment and self-correct.
- Those behind bars understand responsibility and what is morally right or wrong, but they simply choose to be irresponsible and immoral.



# Life's Options

Work-be self-reliant (legal)



Freeload - Depend on others (legal)



Steal (illegal)



Deal (illegal)



# People Behind Bars

# NORP WARP

Commits a crime



Embarrassed



Self-Corrects



Returns to Responsibility

# Other Groups

Career Criminal

SLICKS - Sociopaths/psychopaths

Those with

- Substance Use Disorders
- Mental Illness
- Sex Offenses
  - Need Treatment



# Chronic Justice-Involved People

They don't think like NORPs. They have a faulty belief system.

They have no viable legal option (or few legal options for work).

“They don't understand responsibility and they cannot see the way out of their predicament.”

“They believe their lives are governed by “bad luck” not irresponsibility and NORPs are picking on them.”

Punishment is endured, not viewed as a learning tool.

# A Faulty Belief System

- They take because they “want it” not because they earned it.
- They believe everyone lies, cheats and steals.
- They believe rules and laws don’t apply to them because it’s an unfair world.
- They believe they are normal as the people they hang out with.
- They believe no one can be trusted.
- They believe people who don’t watch their property deserve to lose it.
- They believe their world is controlled by luck, usually bad luck if they get caught.
- They believe if they do something good for others, it creates an “owe me back.” Only fools do something for nothing.
- They believe the “truth” comes from their criminal “friends.”
- They look for short-term pleasures, but never consider long-term consequences.
- They view relationships from an exploitive position, “what’s in it for me” not sharing.

# A Faulty Belief System of Chronic Justice-Involved People

- They look for the easy way out of any problem, not long-term solutions.
- They do not see themselves as the source of their problems.
- They don't see themselves as others see them.
- They have difficulty projecting into the feelings of others.
- They feel authorities unfairly pick on them.
- They defer and respect only those who are meaner and more violent than they are.
- They constantly lie and become frustrated and angry when no one believes them.
- They fail to keep commitments and when confronted they blame everything and everybody but themselves.
- They feel they have a problem only when they are caught committing a crime (external locus on control).
- They wish their lives were different, but they don't have a clue about how to change (to internal locus on control).

# Responsibility is ...

- To realize if we are going to get anywhere in life, we have to do it for ourselves; nobody is going to do it for us...
- To realize we make our own breaks in life, and we can't sit around and wait for a lucky break
- To think about our acts and decisions and what hurt it will cause ourselves and others...
- To live up to our promises and do what we have agreed to do...
- To set realistic short-term and long-term goals and then set out to attain them...
- To correct our mistakes and make it right with those we have wronged instead of lying, making excuses, or trying to run away...
- To learn new skills and information so we can compete with others and not be left behind...
- To quit hanging around people who are doing destructive things to themselves and others...

Christlikeness is ...

# Christlikeness is

To be honest

To be kind  
to others

To pray for  
my enemies

To provide  
for my  
family

To work as  
unto the  
Lord

To steward  
all I have  
been given

To submit to  
those in  
authority

To be  
sexually  
pure

To forgive  
others

To . . .

Factors that  
Perpetuate  
Irresponsibility

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Low self-worth

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Self-defeating attitude

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Lack of coping skills

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Negative peer pressure

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Dysfunctional families

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Not goal oriented

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Poor probability estimation

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Low intelligence

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Enablers (safety net)

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Chemical dependency

# Punishment Does Not Make any of These Factors go Away

Irresponsibility breeds irresponsibility. Irresponsibility is the crux of the problem.

NORP Think focuses on the end result of irresponsibility and not on the cause.

Punishment/leniency Myth – getting tough on crime is not the solution because being lenient is not the cause of the problem.

Conservatives believe in punishment; Liberals believe in rescuing. Neither works.



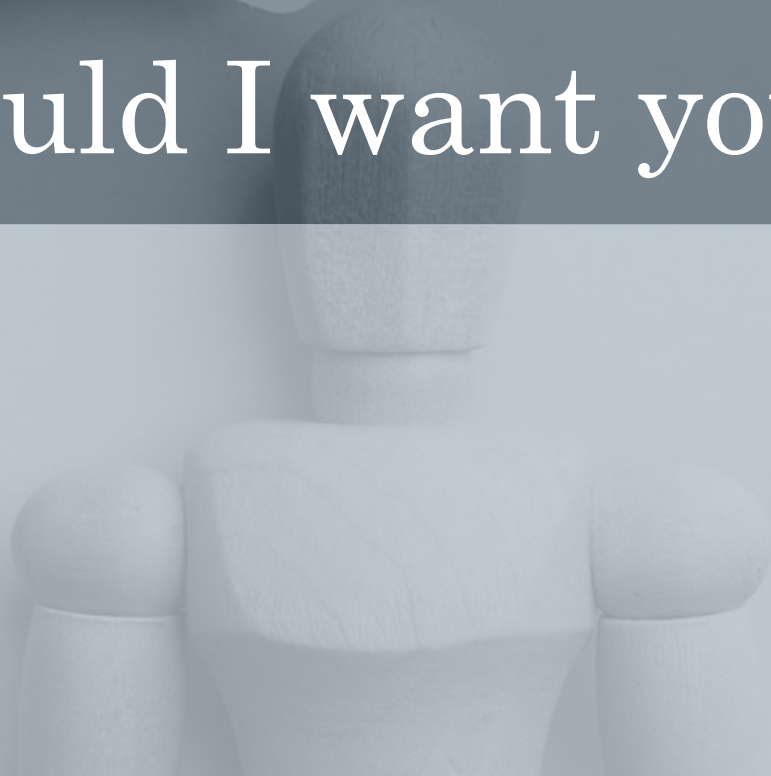
# Challeen's Solution

Switch from a punishment-oriented system to a responsibility-oriented system.

Describe your daily  
life as a NORP



Why would I want your life?



# Why Be Responsible?

Biblical Support for a responsible life.

- Each of us will give an account of himself to God (Romans 14:12)

Benefits of being responsible:

- Honors God
- Better relationships with others
- Fewer financial, work and legal problems

Acknowledge the attractiveness about an irresponsible life.

- no accountability
- no expectations by others
- do what you want
- exciting

# A Responsibility Coach

A positive role model (be responsible themselves)

Uses the invisible tennis racket and put the ball back into their court.

Cares without rescuing – resist the “righting reflex”

Speaks truth in love.

Points out negative group think of friends

# A Responsibility Coach

Teaches responsibility

Helps them develop internal locus of control  
(controlled by your conscience)

Teaches self-reliance

Teaches how to make short-term and long-term goals

Teaches procedural self-talk

Teaches work ethic

Addresses their faulty thinking.

# Dynamics of Change – from irresponsible to responsible

Recognition  
of the  
problem

Motivated  
for change

Hard, scary  
and risky

Change is a  
process

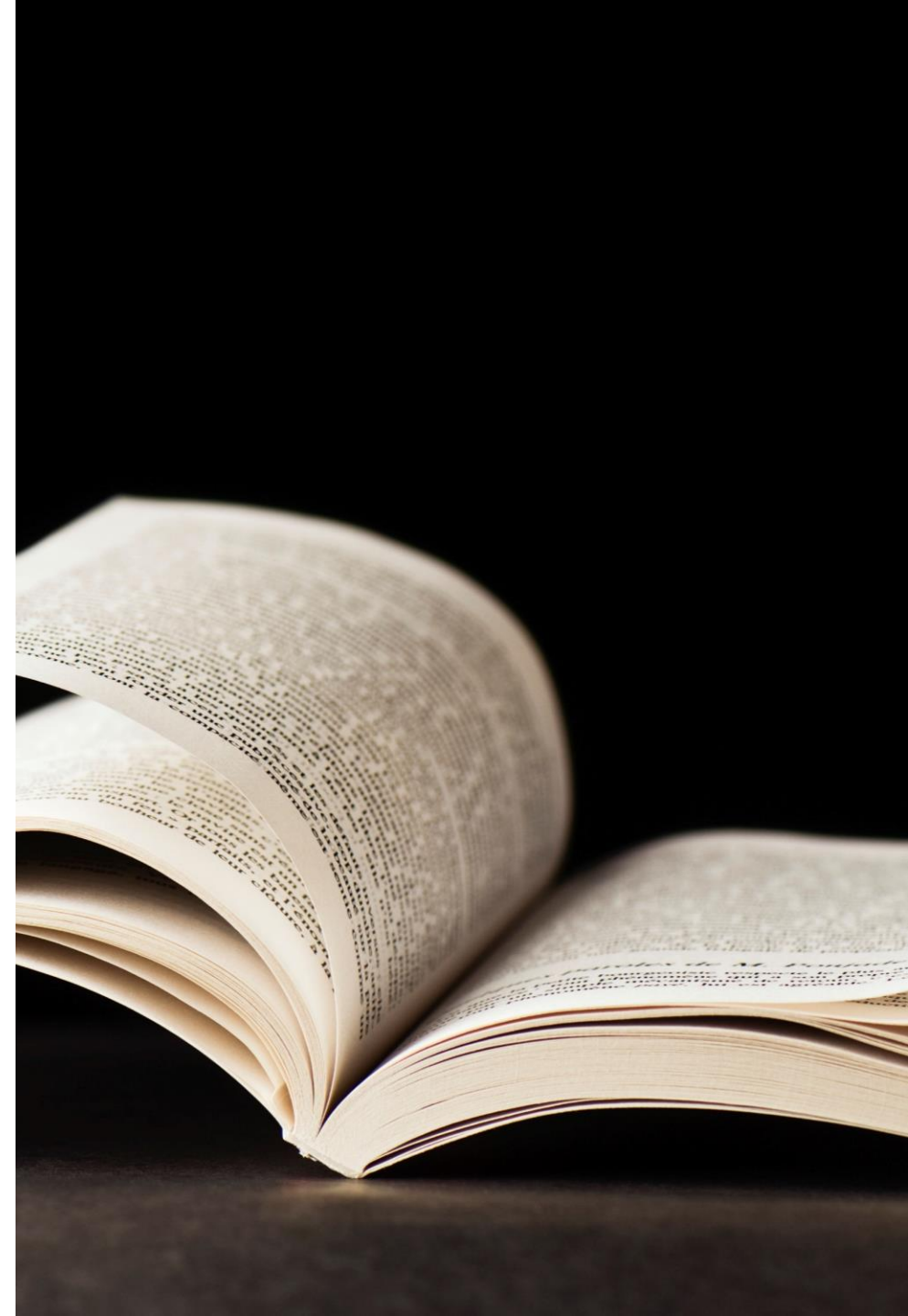
Replace thinking errors  
with responsible/biblical  
thinking

Truthought Pocket Coach ([truthought.com](http://truthought.com))



# Biblical Thinking

- Wise person listens (Proverbs 12:15)
- Accountable to God (Romans 14:12)
- Don't think of yourself more highly than you ought (Romans 12:3)
- Work hard as for the Lord (Colossians 3:23)
- Wait for the Lord (Psalm 27:14)
- Trust God – is not afraid (Psalm 56:4)
- Golden Rule (Matthew 7:12)
- Honor one another (Romans 12:10)
- Imitate Christ's humility (Philippians 2:1-11)



NORPs are most often  
middle-class

—

Economic  
Class  
Thinking

NORPs are often  
from middle-class

Justice-involved  
people are often from  
generational poverty

# Hidden Rules

	<b>Generational Poverty</b>	<b>Middle-Class</b>	<b>Christian</b>
Driving Forces	Survival, relationships and entertainment	Work, achievement, material security	Love for God and others
Possessions	People	Things	Stewardship
Time	Present – Decisions based on feelings or survival	Future – Decisions made against future ramifications	Eternity
Money	To be used, spent	Managed	Stewarded

# Coaching/Friendship is needed

Coach them in the middle-class world (work and school)

Build trust – keep your word, apologize

Appreciate their humor – avoid sarcasm and put-downs

Use adult voice – non-judgmental, often in question format, win-win

Assist with goal setting

Help them identify options

Empower

Social capital – Bonding (thick) “Get by” and Bridging (thin) “Get ahead”

NORPs can be  
Paternalistic

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# Avoid Paternalism

*Do not do things for people  
that they can do for  
themselves.*

# Avoid Paternalism

Resource  
Paternalism

Spiritual  
Paternalism

Knowledge  
Paternalism

Labor  
Paternalism

Managerial  
Paternalism



# Summary

Get	Get to know the person's story that led up to engaging in illegal conduct.
Be	Be their friend.
Point out	Point out thinking errors and how to think responsibly/biblically and be Christlike.
Avoid	Avoid paternalism.



Questions?