
21 June 2010
DAY OF PRIVATE REFLECTION

EVALUATION REPORT & ACTION PLAN

March 2011



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The views expressed herein do not necessarily state or reflect the personal views of all members of Healing Through Remembering

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1.0 Background

1.1 Introduction

Quaesitum Independent Evaluation and Research was commissioned in November 2010 by the Healing Through Remembering Project (HTR) to carry out an independent external evaluation of the Day of Private Reflection which took place on 21st June 2010, to analyse the outputs from the conference held on 21st September and, based on these, to produce an Action Plan regarding the future of the Day of Reflection. This is a Final Evaluation Report & Action Plan.

1.2 Context

It is very clear that the Day of Private Reflection is the direct result of significant research, consultation and deliberation carried out under the auspices of Healing Through Remembering and implemented, with very limited resources, through the very generous spirit of HTR staff. A range of documentation sets the Day of Reflection in its context.

1.2.1 Healing Through Remembering Project, June 2002

According to the Report of the Healing Through Remembering Project, June 2002:

“The challenge for us as individuals and as a society is not about the need to remember, but rather how to find creative ways of remembering that enable us to go forward as a society.”

The purpose of this report was to identify a range of ways in which those affected by the conflict in and around Northern Ireland could remember the past, address it and progress towards healing. Included in the 108 submissions received, was reference to ‘public and collective commemorations’ and, in particular, to a ‘Day of Remembrance.’ This formed one of the recommendations of the report:

“An annual ‘Day of Reflection.’ The day will serve as a universal gesture of reconciliation, reflection, acknowledgment and recognition of the suffering of so many arising from the conflict in and about Northern Ireland.”

Specifically, the report suggested that a day of respectful reflection on the past would assist in healing and would highlight the need to learn from the past and avoid repetition of the same mistakes.

1.2.2 The Day of Reflection Sub Group, October 2003

Healing Through Remembering was established in October 2003 and the Day of Reflection Sub Group was subsequently set up in August 2004 to progress the recommendation proposed in the June 2002 Report. It comprised fifteen members representative of education, faith, victims and survivors, ex-prisoners, trade unions and the statutory and voluntary sectors. It was envisaged that the Day of Reflection would initially be a Private Day of Reflection which would develop, in the passage of time, to a more collective or public commemoration, where people with differing perspectives on the past would reflect together on the same day.

1.2.3 International Experiences of Days of Reflection, January 2006

In January 2006, Healing Through Remembering published a piece of research, International Experiences of Days of Remembrance and Reflection which listed international days of remembering and reflecting and focused more specifically on a number of days set aside for remembering and reflecting in a range of countries. The following conclusions were drawn from the international research in relation to a Day of Reflection in and about Northern Ireland:

- The day of reflection should be an inclusive process
- The process should be community based and also part of a wider social and political engagement
- The day chosen must be inclusive
- The day can be marked in a range of creative ways that promote reflection

1.2.4 Day of Reflection: A Scoping Study, September 2006

Following the international research, a Scoping Study in relation to the Day of Reflection was carried out. This report identified the practical steps to be taken in order to implement the Day of Reflection. It concluded that there was a need to identify ways to deal with the past. More than half those interviewed recognised the potential of a Day of Reflection and just under two thirds believed that such a day should include public reflection. The importance of endorsement from all the political parties was widely acknowledged.

In identifying the way forward the Scoping Study highlighted the need to:

- Acknowledge that not everyone is ready to reflect on a specific day in this way
- Offer a range of options for reflection from which people can choose what suits them best
- Allow time for the process to develop and evolve
- Coordinate the development of core principles and values at a strategic level
- Coordinate activities at an operational level in terms of specific events, necessary resources, support needs arising as a result of the reflection process

In terms of leadership of the Day of Reflection the majority felt that it should be led by civil society rather than by government or by political parties. More specifically, key stakeholder groups were identified as being essential to the drafting of the core principles and values underpinning the Day of Reflection. Such groups included the churches, government, victims groups and a range of civil society groups.

The Scoping Study identified a broad based committee / working group approach as being appropriate to the development of core principles and a framework outlining the purpose and rationale of the day. Such an approach would ensure that the development of the Day of Reflection is based on a clear descriptor of the purpose of the day, informed by an inclusive consultation process. The Study also highlighted the need for supporting resources such as guidelines and templates for a range of organisations, listing the core principles and directing as to how activities might address those guidelines.

In order to implement the Day of Reflection four phases were identified in the Scoping Study:

1. Initiating the debate on a Day of Reflection
2. Developing core principles
3. Consultation
4. Planning & Implementation

1.2.5 A Day of Private Reflection: Discussion Paper and Proposal, September 2006

The purpose of this Paper was to stimulate debate in relation to holding a Day of Reflection on June 21st 2007. The Paper presented a proposal for a Day of Private Reflection to take place on June 21st 2007, stating:

‘Our vision is of a day that is positive and inclusive, that reaches out to all, and that unites rather than divides.’

The purpose of the day is described in the following terms:

‘An opportunity to:

- Acknowledge the deep hurt and loss caused by the conflict
- Remember the men, women and children who on a daily basis live with the consequence of the conflict
- Reflect on our attitudes that have the potential for a negative impact on others and society
- Reflect on what more each of us might have done or might still do to uphold and enhance other people’s right to life and quality of life and
- Make a personal commitment that as we begin to move forward as a society, such loss should never be allowed to happen again.’

Healing Through Remembering engaged in a wide ranging consultation process to inform the facilitation and implementation of the Day of Private Reflection. A dedicated website was designed for the Day of Private Reflection. A list of resources which have been developed to support the marking of the Day are available together with details of individuals and organisations who endorse and support the Day. The website also provides details of activities planned to take place on the Day.

Efforts were made to identify one day in the year when no one died as a result of the conflict in and about Northern Ireland. This was not possible as there is no day in the calendar year when no one died as a result of the conflict. Consequently, the 21st June was selected because of its significance as the summer solstice and the longest day, the day in the year with most light and a day which symbolises transition between seasons and the contrast between hope and pain. It is also a day which brings a pause in nature and therefore an opportunity to pause and reflect.

High quality promotional literature was produced, including leaflets, postcards, bookmarks, wallet cards and posters. The literature which is available free of charge, provides clear descriptions of the purpose of the day and the principles informing the day. In addition, a free phone telephone support line was set up to help those for whom difficult issues arose in the act of remembering during the 21st June. The line was made available from the 19th June to the 25th June.

The Day of Private Reflection was publicly launched in March 2007 supported by significant television and radio coverage. Its anticipated outcomes in the longer term include that the DoR will:

- Be a source of strength and support to those most affected by the conflict
- Continually challenge individuals and society to reflect on the past and its consequences on individuals, communities and society as a whole
- Increase understanding of our collective hurts as a result of the conflict
- Transform attitudes that could perpetuate the conflict and
- Be perceived as making a positive contribution to healing the hurts of our society and moving forward to a better future

1.3 Days of Reflection – 21.06.07, 21.06.08 & 21.06.09

Days of Private Reflection have taken place in 2007, 2008 and 2009. They have respectively been endorsed by a range of individuals and organisations including churches, faith based organisations, community and voluntary groups and businesses across Northern Ireland, the Republic of Ireland and Great Britain. The Days have been marked in a wide range of ways providing time and space for quiet reflection and prayer. Each day has been independently evaluated. The findings are summarised below in relation to each.

1.3.1 21st June 2007

The evaluation of the Day of Private Reflection, June 21st 2007 reported 'a high level of interest and activity.' The positive aspects recorded in the evaluation include the following:

- The Day was promoted sensitively and inclusively
- It presented an opportunity for all those affected, no matter how great or small the effect, to remember others
- It had a positive impact on many
- There was a keenness to repeat and expand in the future

According to the evaluation, the concerns raised by some people in relation to marking the Day included the following:

- An additional day to remember is not required
- Victims and survivors were being 'asked to share a platform with perpetrators'
- Insufficient direction about what constituted a 'private' day
- The burden of the facilitation and promotion fell to a very small staff team and to sub group members volunteering

The recommendations presented include the following:

- Targeting of older people
- Ensuring that the representatives contacted are at a strategic level and therefore in a position to promote and support the Day
- Promotion beyond Northern Ireland
- More direction in relation to activities on the Day

1.3.2 21st June 2008

The evaluation of the Day of Private Reflection, June 21st 2008 also recorded positive feedback. The positive aspects recorded in the evaluation include the following:

- The Day was promoted sensitively and inclusively
- There was considerable support for an opportunity to reflect on the past
- It had a positive impact on many
- There was a keenness to repeat and expand in the future
- Many Network Support organisations indicated their willingness to promote the Day among their members

According to the evaluation, the concerns raised by some people in relation to marking the Day included the following:

- An additional day to remember is not required
- Victims and survivors were being 'asked to share a platform with perpetrators'
- The impact is limited by the lack of resources

The recommendations presented include the following:

- Seek appropriate funding and support
- Link with other initiatives dealing with the past
- Consider the sensitivities which may arise as 21st June 2009 falls on a Sunday which also happens to be Father's Day
- More direction in relation to how to become involved

1.3.3 21st June 2009

The evaluation of the Day of Private Reflection, June 21st 2009 focused on the experiences of the four fieldworkers who were appointed from the team of HTR delivery partners, to raise awareness and interest of the Day of Reflection through their own existing networks. Collectively they made contact with a total of 116 organisations and individuals. Although the fieldworkers recorded that some can identify immediately with the concept of a Day of Reflection, many others were more inquisitive in relation to the meaning of reflection and its relevance to them as individuals and to their organisations. The use of the fieldworkers provided an opportunity to provide feedback to HTR in relation to the DoPR.

In addition to the fieldworkers, a short film was prepared and made available on the DoPR website. The external evaluation findings included the following:

- The level of engagement was 'stronger and more far reaching'
- Although views were mixed, the DoPR is welcomed and considered to be much needed
- Those who opted not to engage recorded appreciation for having been consulted
- While a number of individuals and groups have taken on ownership of the DoPR without engaging with HTR, others are receptive to HTR linking into their networks and working in partnership with them on the DoPR
- HTR is viewed to be the most appropriate organisation to take responsibility for the DoPR
- A significant level of new activity was recorded on the DoPR website

According to the evaluation, the concerns raised included the following:

- A lack of awareness of the background and consultation process involved in the DoPR
- Sensitivity among members of HTR in relation to engaging with diverse individuals and groups about dealing with the past
- Acknowledgement that the HTR membership has not been used to its full potential in raising awareness about the DoPR
- The fieldworkers had to strike a balance between promotion and allowing time to discuss and share information

The recommendations presented included the following:

- The DoPR should be supported to continue and should be linked to other ways of dealing with the past
- The DoPR requires dedicated financial and human resources
- Fieldworkers should be used to promote the Day well in advance of June 21st
- A tighter framework and more guidance on how to mark the Day
- Raising of greater awareness and understanding of the ethos and principles of HTR through publicising how the day is marked by others, fieldworkers, HTR members, the DoPR website, the media
- Scope for better use of HTR membership and networks

2.0 Methodology

2.1 Introduction

This Chapter presents the Terms of Reference and the evaluation response to address those Terms of Reference. It describes in detail the methodology employed to meet the consultation requirement.

2.2 Terms of Reference & Evaluation Response

The information contained in the Invitation to Tender documentation provided the following Terms of Reference. They are presented together with the agreed evaluation response in Table 1 below:

Table 1: Terms of Reference & Evaluation Response

Terms of Reference	Evaluation Response
To work with HTR staff & Board members to develop an appropriate evaluation process	Establish Evaluation Reference Group to agree reporting mechanism, Terms of Reference for work, identify individuals/groups for consultation and timeframe for work
To liaise with the Day of Reflection Sub Group regarding the evaluation	Meet with Day of Reflection Sub Group to agree focus of work, methodology and reporting
To carry out interviews with appropriate individuals and groups	Independent elicitation of stakeholder views on 21/06/10 & 21/09/10 by 1:1 face-to-face contact and focus group to include the views of attendees, deliverers, Director, Day of Reflection Sub Group, HTR Board
To analyse the reports of the conference held on 21st September 2010 considering the Day of Reflection	Review & analysis of internal records & reports in relation to 21/09/10
To produce a draft report on the future including an action plan for consideration	Presentation of findings in Written Draft Report with conclusions and recommendations reflected in written Draft Action Plan for consideration
To produce a final written evaluation report (printed by February 2011)	Presentation of Final written Evaluation Report & Final written Action Plan

2.3 Methodology

This section presents the various phases of the methodology and describes the various data collection methods employed in the elicitation of stakeholder views and the reviewing of information during the course of the evaluation.

2.3.1 Initiation

An Evaluation Reference Group was established comprising the Director, supported by Claire Smith, and the Consultant. The Consultant met with the Director to:

- Agree the objectives of the evaluation, the methodology and associated time-scale
- Clarify any outstanding issues
- Identify the Project stakeholders
- Facilitate the collection of information i.e. internal records, research, Government policy documentation as appropriate

The Group will meet to convert the Draft Report to a final document.

2.3.2 Development of an Understanding

The Director (HTR) provided the Consultant with the following documentation:

- The Report of the Healing Through Remembering Project, June 2002
- International Experiences of Days of Remembrance and Reflection, January 2006
- Day of Reflection: A Scoping Study, September 2006
- A Day of Reflection: Discussion Paper and Proposal, September 2006
- 21 June 2007, A Day of Private Reflection, Evaluation Report, March 2008
- 21 June 2008, A Day of Private Reflection, Evaluation Report, March 2009
- Healing Through Remembering Annual Report, 2009
- 21 June 2009, A Day of Private Reflection, Evaluation Report, March 2010
- A list of Mail-Out Recipients, 2010
- Media Coverage, 2010
- Reports & relevant documentation in relation to the Day of Reflection Conference, September 2010
- HTR Bulletin Issue 8, Winter 2010
- Minutes of Sub group Meeting 02/12/10
- Promotional Literature

In addition, the Consultant was given the Day of Reflection 21st June 2010 DVD. This evidence was supplemented by semi-structured interviews and focus groups, which were held with representatives of all relevant stakeholder groups, both at strategic and operational level, in order to ensure that the Evaluation Team developed a comprehensive understanding of the evolution and implementation of the Day of Reflection work.

2.3.3 Fieldwork

An interview schedule was agreed with the Director to elicit the views of all stakeholders (see Appendix). Stakeholders were selected for consultation in conjunction with the Director, based on internal records of those agencies and organisations that have marked the Day of Reflection to date. In addition, focus groups were conducted with the HTR DoR Sub Group on 10/02/11 and a sub group of members of the HTR Board on 04/05/11 respectively. A semi-structured face-to-face interview was carried out with the Director (HTR) on 05/05/11.

The views of HTR members were canvassed electronically. Members were given the opportunity to inform the evaluation process during the period 28/03/11 to 11/04/11 inclusive. There were 15 responses received.

During the period 02/02/11 to 14/03/11 inclusive semi-structured face-to-face interviews were carried out with the following people:

1. Suzi Swain (Delivery Partner - Fieldworker 2010)
2. Lesley Macaulay (Delivery Partner - Fieldworker 2010)
3. Joe Blake (Delivery Partner - Fieldworker 2010)
4. Sam Lamont (Retired Police Officers' Association)
5. David Mitchell (Good Relations Officer - Lisburn City Council)
6. Jim McDonald (George Cross)
7. Kathy Wolff (Ballyduff Community Centre)
8. Sue Divin (Good Relations Officer - Derry City Council)
9. Trevor Ringland (Member of HTR DoR Sub Group)
10. Bernice Swift (Project Coordinator - Firinne)
11. Cliodhna Geraghty (South Armagh Rural Women's Network)
12. Hedley Abernethy & Freddie Irvine (WAVE)
13. John Harkin (Vice Principal Oakgrove Integrated College)

All interviewees were assured that their views would be treated in the strictest confidence.

Table 2 presents the stakeholders and describes the methodology employed to elicit their views. It also summarises the level of progress to date.

Table 2: Identification of Stakeholders & Methodology

Stakeholders	Method of Data Collection	Description
Director	1 face-to-face semi-structured interview; ongoing verbal contact	Ongoing verbal & electronic contact, 1:1 interview 05/05/11
HTR Board	1 Focus Group	04/05/11
Day of Reflection Sub Group	1 Focus Group; ongoing contact	1 focus group 10/02/11 & attendance at 3 sub group meetings
Day of Reflection Fieldworkers	3 face-to-face semi structured interviews	02/02/11, 04/02/11 & 09/02/11
Representatives (21/06/10) & (21/09/10)	13 face-to-face semi structured interviews	02/02/11 – 14/03/11
HTR Membership	Online facility to provide feedback Review of Fieldworker Reports/Media coverage/Conference Papers etc	28/03/11 – 11/04/11

2.3.4 Analysis & Presentation of Findings

A Summary Report was produced (22.03.11) as an additional output to provide an update on progress as the fieldwork took longer than anticipated to complete. The Conclusions and Areas for Consideration highlighted in the Evaluation have informed the Action Plan. The Draft document will be presented to the DoPR Sub Group and will be converted to a final document, following discussion and receipt of amendments.

3.0 21st June 2010 DoPR & Conference 21st September 2010

3.1 Introduction

This Chapter describes the inputs, processes, outputs and outcomes associated with the 2010 Day of Private Reflection and the Conference on the 21st September 2010.

3.2 DoPR Promotion

The DoPR 21/06/10 was promoted in a range of ways. In addition to the DoPR website, these are detailed below.

3.2.1 Fieldworker

One fieldworker was appointed to carry out a piece of outreach work to raise awareness and interest in the Day of Reflection taking place on the 21st June. The Fieldworker Report which describes the process was made available to the Consultant. It describes in detail how the fieldworker contacted and engaged with a range of stakeholders to inform them about the DoPR. The fieldworker recorded having consulted with 18 different groups and organisations representative of the border counties, churches, inter-church and cross-community groups, older people and individuals and groups who had previously participated in the DoPR.

Responses to the DoPR were described as positive and individuals and groups were generally receptive to the concept. However, there was general relief that the Day did not require a significant level of planning or arranging. According to the Fieldworker's report, there was no awareness about the Day in the border counties or in the Republic. Within the inter-church and cross community groups and groups working with the elderly who were contacted there are sizeable networks who agreed to disseminate information and to raise awareness about the Day among their respective membership.

Certain key observations were recorded:

- 'Talking of private reflection in a public space is a helpful means of speaking of possible ways of marking the Day.'
- 'The main thrust of the Day is still the personal nature of it.'
- 'The gentle style of the Day was appreciated and thought suitable for those in the border counties.'
- 'Older people are a sector of the community that may well value the opportunity to reflect, having more and longer memories.'

Within the Fieldworker's network a number of groups who had marked the Day in the past were contacted. Any indications of people marking the Day were recorded as likely to be significantly less than reality because of the Day being marked privately at home and that being impossible to quantify. A number of different ways were recorded such as: reading the list of the dead from *Lost Lives* which takes more than three hours, organising an event for people to 'open up' and opening a room for silent prayer.

3.2.2 Mailshot

Internal records indicate that a mailshot was sent to 408 individuals and organisations in relation to the DoPR on June 21st 2010. The list included representatives from the following:

- HTR Membership
- Community Groups and networks
- Political Parties
- Ex Prisoner Groups
- Ex Services Groups
- Victims & Survivors Groups
- Churches
- Interfaith Groups
- District Councils
- Academic institutes

The mailshot referred to the fact the main purpose of the Day is to reflect on the deep hurt caused by the conflict and on personal attitudes and resolve to make a personal commitment to ensuring that such loss would never happen again.

3.2.3 Materials

Internal records show that requests were received from eight organisations for materials to support their plans for the Day of Reflection. The materials included bookmarks, posters, postcards, wallet cards and leaflets and were received from a wide range of agencies and organisations, representative of City Councils, schools and community groups.

3.2.4 Media Coverage

Internal records indicate that the 21st June 2010 DoR received publicity from a range of different newspapers. These included:

- Belfast Telegraph (09/06/10)
- Belfast Telegraph (19/06/10)
- Derry News (21/06/10)
- News Letter (21/06/10)
- Daily Mirror (21/06/10)
- Irish Times (21/06/10)
- Irish News (21/06/10)
- Derry Journal (22/06/10)
- Ulster Herald (24/06/10)

3.3 Marking the Day

Internal records describe how various participants marked the 21st June 2010 Day of Reflection. They are summarised in Table 3 below.

Table 3: Activities Marking the DoPR - 21.06.10

ORGANISATION	DAY OF REFLECTION ACTIVITY 21.06.10
Coleraine Churches Forum	Afternoon for quiet reflection, prayer and readings from <i>Lost Lives</i> at St Patrick's Church 11.00am – 4.00pm
RUC George Cross Memorial Garden	Garden open 10.00am – 4.00pm
Newtownabbey Community Relations Forum	Reflection Session with tea and coffee available 2.00pm – 7.00pm
Oakgrove Integrated College, Derry/Londonderry	Special Assembly showing selected images from <i>Lost Lives</i> . Students encouraged to reflect on how those who lost their lives would still be alive if it were not for the conflict
Old Library Trust, Derry/Londonderry	Launch of stained glass window in memory of local people killed in Creggan during the conflict
Firinne, Enniskillen	Open 10.00am – 9.00pm with space to call in and reflect at Living Memorial. A commemorative Candle Tree lit & <i>Lost Lives</i> present. 6.00pm presentation by Coordinator of significance and relevance of DoR followed by a family barbeque at 6.30pm
WAVE Trauma Centre, Omagh	Ecumenical service at 2.00pm with minister and priest present
WAVE Trauma Centre, Armagh	A tree planting ceremony at 12.00 noon followed by a function hosted by the mayor
WAVE Trauma Centre, Belfast	Launch of patio/deck area built by members. A small service and light lunch 1.00pm - 2.00pm
Derry City Council	Visit to Crumlin Road Gaol – creative opportunity for reflection on past for 30 community/voluntary sector members
Lisburn City Council	Showing of <i>We carried your secrets</i> at 7.00pm
Wesley Centenary Methodist Church, Bangor	Open for quiet reflection 10.00am – 1.00pm
Columba Community	Columba House Oratory open 9.00am – 5.00pm
Ballynafeigh Community	St Anthony's Retreat Centre, Donegal Garden & Oratory open 9.00am – 7.30pm IOSAS Centre 6 acre Prayer Garden open 9.00am – 5.00pm Walk & time for meditation beginning at Good Shepherd Church 7.30pm & moving to St Jude's finishing in Ballynafeigh Methodist Church
ISE Belfast	Seminar Room open 10.00am – 4.00pm for private reflection with CDs & books available. Garden open weather permitting
ISE Dublin	Quiet space set aside with meditative materials, information about HTR & music
CRC, Dungannon	Space provided in the Irish Linen Centre for reflection 1.00pm – 4.00pm
St Ethelburga's Centre for Reconciliation & Peace, London	Space to come, sit & reflect & HTR materials available to peruse
Healing Through Remembering	Space to reflect, read from <i>Lost Lives</i> , watch a film, tea & coffee available

3.4 Conference – 21.09.10

Following the DoR on June 21st 2010, in order to address the challenges and benefits of a DoPR, HTR decided to host a conference on the 21st September 2010. The main purpose of the Conference was to explore the various perspectives of the DoPR, based on the evaluations and outreach work carried out by the fieldworkers, and to focus on moving forward. The Conference took place in Armagh and provided an opportunity to share local knowledge and experiences and to explore the wider context of dealing with the past. Key findings of the outreach work were presented, views of the Day and some of the activities to mark the Day were shared and discussion groups were organised around the following:

- How – the activities, the role and the impact of the DoPR
- Where – the lifespan, scope and future of the DoPR
- Who – the inclusivity, leadership and control of the DoPR

Internal records indicate that 37 people attended the Conference from a wide range of organisations across the statutory, community and voluntary sectors.

3.4.1 Media Coverage

Internal records indicate that the conference received publicity from a range of different newspapers. These included:

- Armagh Observer (23/09/10)
- Lurgan & Portadown Examiner (23/09/10)
- North Belfast Community Telegraph (29/09/10)
- Armagh Observer (30/09/10)
- Lurgan & Portadown Examiner (30/09/10)
- South Belfast Community Telegraph (30/09/10)
- Ulster Herald (30/09/10)
- County Down Spectator (30/09/10)
- The Coleraine Chronicle (21/10/10)

3.4.2 Findings of Fieldworkers – Day of Reflection 21.06.09

As highlighted above, the Conference presented the findings and observations of previous Days of Reflection and explored the main concerns arising. There are a number of key issues which emerged from discussion, for example, the need for a specific day to be allocated and marked for reflection when those who have suffered and lost loved ones reflect and remember their loss every day of their lives. Furthermore, the potential impact of the act of reflecting could be negative for many people, highlighting the need for support to be available. In response, it is recorded that in the four years that the helpline has been made available it has never been used. It is, however, acknowledged that it may still be the case that people may have a negative emotional or psychological experience as a result of reflection. The scope for the Day being hijacked was raised in terms of the potential for a particular group to undermine the original values and principles of the Day. The extent to which people should be directed in terms of what they do to mark the Day was also a concern raised which centres around the use of the word 'reflection' and the difficulty for some in interpreting and understanding what is meant by reflection. The fieldworkers record some of the difficulties in using 'reconciliation' either in place of 'reflection' or alongside it namely:

- The term is off-putting for many as it implies a relationship with a perceived perpetrator
- It is viewed by some to be a church-based term and a means of engaging and is therefore not inclusive
- It means too many different things to too many people and is therefore unhelpful

The fieldworkers involved in the 2009 Day of Reflection record that many have adopted the 21st June more permanently and have it noted in the calendar to be marked every year in their own way without any HTR involvement. There is evidence on the HTR website of very innovative and creative events and activities taking place that the organisation only becomes aware of because of the feedback left on the website.

3.4.3 Conference Conclusions

Following the presentation of evaluation findings in respect of the four Days of Reflection, discussions ensued in order to facilitate the exploration of a number of key issues in terms of moving forward. A number of conclusions were drawn. These are summarised below:

- Respect and support for the Day has grown in the four year period and there is general consensus that it should continue to be marked
- Many are unaware of the Day so there is a need for raised awareness
- The Day is a positive, helpful, uplifting and inspirational opportunity
- There is no consensus at present on whether or not the Day should become a public holiday
- 'Private' should be dropped from the title as it has the potential to cause confusion
- The potential for exacerbating tensions and divisions by the act of reflecting and remembering must be acknowledged
- It should not just be about remembering the dead. Any reflection on the past must be accompanied with a focus on the lessons to be learnt so that the past is not repeated
- It must have the largest possible ownership
- It must engage the young for learning
- It must be known to all and be a Day for all of society
- It must be widely promoted via multimedia communications with the symbolism and significance of logos being more clearly explained to enhance general understanding and involvement
- Healing Through Remembering is the most appropriate organisation to lead the Day with a 'bottom up' approach rather than a 'top down' approach. It is trusted to be inclusive and non-judgmental
- There is a need for more structure and guidance through the development of a framework though not a framework which is prescriptive, rather more one which is supportive
- There is a need for further consultation at micro and macro level across all levels of society

4.0 Evaluation Findings

4.1 Introduction

This Chapter presents the findings of the evaluation based on the internal reports and the independent elicitation of views of stakeholders who have hitherto marked the Day in some way and or who attended the Conference in September 2010. All those consulted were assured that their views would be treated in confidence.

4.2 Level of Awareness of the DoPR

The majority of those interviewed were accustomed to marking the Day and therefore had a good level of awareness of what the DoPR was about. Some interviewees highlighted the fact that they were originally wary of the Day and have subsequently moved to a point where they now have it marked in the calendar. There was a degree of misunderstanding, in that two interviewees felt that the DoPR was a Day when Unionists remembered the effect of the Troubles. Further to their contact with HTR, over a period of time, they now have a clearer understanding of the Day and have marked it or plan to mark it in the future. One interviewee described the Day as an opportunity to:

'Reflect on what has happened, remember the dead and hope that it never happens again.'

4.3 General Views on the DoPR

Each interviewee described his/her views of the DoPR. The feedback was very positive. The general view is that the DoPR is very important as it represents an opportunity to reflect on the past which has hitherto not been available. Those interviewed felt strongly that the Day should continue to be marked as it is meeting both individual and corporate needs. The following are some of the views recorded:

'It is one good way of dealing with the past and it is great for those who have nowhere to go. It can be an opportunity to say how wonderful their lost loved one was.'

'There should be no hierarchy of victims as anyone who died deserves reflection. They belonged to someone and the tears shed are just the same.'

'It offers the opportunity to acknowledge the deep hurt caused by the conflict in and about Northern Ireland because men, women and children live with the impact on a daily basis.'

'We are never going to agree on our history so we have to agree on our future and the focus must be on making a different and better future which is genuinely shared.'

'It is about recognising that it was all awful and that killing is pointless. We need to keep hope alive. The message is clear and simple.'

'I hope that it continues, and when my children are old enough I'll encourage them to take part.'

One interviewee explained that he feels there is latent prejudice in everyone and the DoPR provides space to stop that cycle of prejudice and sectarianism.

4.4 Responsibility for the DoPR

All those interviewed felt that HTR is the most appropriate organisation to promote the DoPR because it is: 'non-judgmental, impartial and neutral.' One interviewee expressed concern about the Day belonging elsewhere:

'If the Day goes away from HTR it will get changed and its ethics and its value base will also change. HTR explored and researched something and now they need to see it through.'

A number of interviewees felt that the DoPR should be resourced and endorsed by the government, through OFMDFM and should be promoted and delivered by HTR. Equally, many indicated that the DoPR should be apolitical and should not be 'owned' by the politicians. One interviewee held the view that HTR should preserve its independence from government and that

the DoPR should not be the responsibility of government. One interviewee suggested seeking independent funding from an organisation from the independent funding sector such as Atlantic Philanthropies and another suggested approaching the festival grants sector.

There was general consensus that the Day should be endorsed; with a number of interviewees suggesting OFMDFM. Three interviewees suggested that the Queen and the President of the Republic of Ireland should be the overarching patrons of the Day, issuing a joint statement endorsing the Day. In addition, many also believe that the Day should be endorsed by the four main church leaders and by representatives from civic society. All of the above needs to be balanced against those who felt that the churches being involved has the potential to exclude some of the population and those who had concerns that any key individuals playing a significant role on the Day could adversely affect perceptions of the Day.

4.5 Resources for the DoPR

It was generally acknowledged that the DoPR requires dedicated resources in terms of promotion, implementation and follow up to assess the impact of the Day. Many of those interviewed welcome the resources provided by HTR. Many also believe that the range of networks known to HTR could be better utilised to raise awareness and levels of interest. Some felt that the DoPR can be promoted by word of mouth and does not require a large advertising campaign.

4.6 Aims & Objective of the DoPR

Interviewees provided a number of aims and objectives. For example:

- To bring people together to reflect either individually or corporately
- To remember those victims of violence
- To provide a safe place which makes it easier for people to mix and to reflect on the past together
- To reflect on your own attitudes and their potential for negative impact

A number of responses also qualified their vision for the DoR. The positive qualifications included the following:

- It must be cross-community and everyone should be welcome
- It should be all about respecting different cultures
- The Day has to be deliberate and cannot be accidental
- It must be simple and uncomplicated
- It must be apolitical
- It must be honest, respectful and sensitive
- It must recognise hurt and resolve not to repeat the damage caused by the past conflict
- It should be broader than 'victims'

Many also took the time to say what it is not about, for example:

- It should not be formal – asking people to remember and reflect is voluntary so you cannot formalise the engagement
- It should not be about making speeches
- It should not be religious but should be spiritual
- It has to be non-militarist reflection

4.7 Marking the DoPR

Many reported that they have marked out the Day in the calendar every year in order to consolidate its importance. A number of different ways of marking 21.06.10 were highlighted by those interviewed. These included:

- Lighting candles
- Reading poems
- Silent time for reflection
- Family barbeque with local musicians and bouncy castle for children
- Playing short video/film
- Reading from *Lost Lives*
- Dedicated school assembly
- Space for cup of tea/coffee
- Quiet space for reflection and meditation

4.8 Ensuring Inclusivity

It is strongly believed that the DoPR should be inclusive of all of society. It was however, acknowledged that the inclusion of 'perpetrators' has the potential to make the Day difficult for 'victims.' According to one interviewee:

'Facing up to diversity is the only way to ensure inclusivity, the Day has to be cross-community, republicans and loyalists reflecting together and any symbolism on the Day must be by agreement.'

Another respondent to the online survey recorded:

'The marketing and promotion of the Day of Reflection is a key aspect of maintaining inclusivity.'

A number of the interviewees represented single identity groups who marked the Day in their own way for their own membership, friends and families. For others the Day is inclusive of a much wider audience than those affected by the conflict in and around Northern Ireland, e.g. Bosnia and Zimbabwe. Most of those interviewed believe that the DoPR should be inclusive of the Republic of Ireland and Great Britain. However, some feel that it would be important to focus on Northern Ireland first before widening the scope.

No one was keen to include the politicians as they are believed to be potentially divisive and, perhaps, keen to hijack the Day for their own purposes. Similarly the inclusion of churches for some was also viewed as potentially exclusive of large sections of the population who might want to reflect. This suggests the need for balance in accord with the HTR approach.

4.9 The Nature of the DoR

There is no tension between a private day of reflection and a public day of reflection. It is the general consensus that the Day should be whatever people want it to be i.e. either private or public. One interviewee felt strongly that the Day has to be private because, only then is it tackling the people who have been hurt by the past conflict. In contrast, another interviewee believed that the Day needs to become less private and less personal. Many of those interviewed suggested dispensing with 'Private' and simply referring to a DoR which can be whatever people want it to be.

In terms of how the Day is marked, there is reluctance to being prescriptive about how the Day should be marked. One interviewee said:

'You cannot tell anyone how to do it. You can advertise the Day but you need to leave it to people themselves to decide what to do.'

However, most interviewees felt that some guidance and direction should be provided, perhaps through sharing how other people have marked the Day in previous years. This could be most effectively done on the website.

4.10 Appropriateness of 21st June

There is general consensus that the 21st June is an appropriate date and the significance of the Day in the context of nature was appreciated by most interviewees. On a practical level many remarked on the wider scope for outdoor events due to the likelihood of better weather. Many had a routine of setting the date each year in their calendar of events. There was no objection raised to having the Day marked on the closest Day to the 21st June where it falls on a Saturday or Sunday, for example, in schools or churches. Three interviewees felt that the 21st June should be made a public holiday and marked in the calendar year for everyone as a Public Day to pause and reflect.

5.0 Conclusions

5.1 Introduction

This Chapter presents the conclusions based on the findings of the evaluation. They are presented across the Terms of Reference and will form the basis of the Action Plan.

5.1.1 General

- There is significant evidence that the DoR is a good idea and an effective way of dealing with the past. It creates the necessary space to remember those no longer here as a result of the conflict. It is an opportunity for the voiceless to have a voice
- There is consensus that the work is evidence-based and that it has produced an extremely successful outcome with very limited resources. However, there is a sense that the momentum has not been built on sufficiently
- There is acknowledgment that the commitment of HTR staff and members of the DoR Sub Group is not sustainable
- The majority of those interviewed have marked the DoR each year since 2007 and intend to continue to do so in the future. A number of interviewees described how they build on each year's success because they believe that it must continue. Some feel that it should become a public holiday.

5.1.2 How has the DoR been marked to date?

- For some it is a family day with barbeque and for others it is an opportunity to have a corporate day where all the offices come together to reflect. Some provide cosy space / show video / show short film / offer tea and coffee / provide visual memories of the past / light candles / have candle trees to remember lost lives / open a garden for reflection / organise special school assembly with readings.

5.1.3 Who should be the promoter of the DoR?

- HTR is deemed, by the majority to be the most appropriate promoter of the DoR because the organisation is perceived as 'neutral', 'impartial', 'non-judgmental', and 'inclusive.' It is, however, generally acknowledged that the DoR needs to be properly funded. Some interviewees feel it should be a government supported initiative, endorsed by the OFMDFM in order to raise it to the next level. Others suggested independent funding sources should be approached.

5.1.4 What are the resource implications?

- The promotion of the DoR was not acknowledged to be a massive job requiring a large advertising campaign but it was felt important that all possible networks should be used to promote the day. Email and e-bulletin were acknowledged to be effective media.
- There are mixed views on the role of the fieldworker in 2010. Some felt this was effective in raising awareness of the DoR, whilst others felt it was too haphazard and entirely dependent on the connections of the individual fieldworker therefore not having a representative province wide impact.
- The literature/posters/bookmarks are very much appreciated and welcomed. A lot of promotion is done by word of mouth and emailing.

5.1.5 Is the 21st June appropriate?

- The 21st June is considered to be 'ideal', 'significant', 'meaningful', 'appropriate.' It is seen as optimistic, full of hope, full of brightness etc. The general view is that it should be marked on the closest week day, where it falls on a Saturday or Sunday and this is an issue for the agency or organisation e.g. churches / schools. It must be marked out in the calendar of events for the year.

5.1.6 What are the aims & objectives of the DoR?

- It must have a clear, simple message – that is considered to be its big attraction.
- It must be about community relations because it is about breaking down barriers and recognising that no one has the monopoly on grief or hurt.
- It must be a highly sensitive and respectful day.
- It should not necessarily be religious but it should be spiritual.
- Its primary purpose is to bring people together to reflect on the past.
- It offers time to say we cannot go back to the past conflict and to contemplate on the future we want.
- It offers an opportunity to reflect on attitudes and their potential for negative impact.
- It offers time to reflect on involvement / lack of involvement.
- It offers a point of reference for reflection on the lives lost.

5.1.7 How prescriptive should the promoter be about how the DoR is marked?

- The majority feel that the promoter should not be prescriptive about the manner in which the DoR should be marked. It should be flexible. Those interviewed suggest some guidance and direction e.g. here are some examples of how people have marked the Day in the past....
- All believe it should be whatever people want it to be. Very few feel the DoR should be personal / private specifically.

5.1.8 What are the main issues?

- There is general acknowledgement that it can be difficult enough to get people to reflect. Many feel the Day needs to be marked by an event for it to be successful. There must be a focus for those who attend. It needs to be deliberate and not accidental.
- All recognise the difficulty in ensuring that the Day remains inclusive and is not hijacked by anyone. There is a fear that leaving it organic, as it has been to date, might risk it being hijacked.
- There is a big fear of the DoR being politicised. The majority of those interviewed believe that politicians should not be involved.
- In order to ensure inclusivity it will be important to be more proactive in engaging groups and individuals who have not marked the DoR. This will require a process involving HTR membership whereby members are asked to identify specific target groups to ensure that HTR is informing organisations and sectors which reflect all of society.

6.0 Action Plan

6.1 Introduction

This Chapter presents an Action Plan for consideration based on the conclusions. The areas for consideration within the Action Plan are not presented in any order of priority. Tasks and associated roles and responsibilities have been set to a timeframe.

6.2 Areas for Consideration

Analysis of the four Days of Reflection together with the conclusions presented at the Conference in September 2010 highlights a number of key points:

- There is a danger that the momentum will be lost if there is not a HTR event on 21.06.11.
- The DoR does not need to be designated 'Private.' It can be private or public and should be marked in whatever way people want to mark it.
- The DoR needs to become more strategic in its focus and to be owned by HTR membership and by the HTR Board as a whole.
- It is time to be more confident about the DoR and to raise its profile with a more coordinated, proactive campaign. This should be aimed at a range of sectors including community/voluntary networks, churches, district councils, trade unions, businesses, working class communities, elderly people, schools, educational institutions and youth groups.
- Endorsement should be sought from OFMDFM.
- The message must continue to be simple and the principles clearly focused on reflecting on the past, thinking of today and ensuring that the past is not repeated in the future.
- Funding should be sought to secure dedicated resources to implement the DoR. It requires a lot more publicity and a more strategic approach to marketing e.g. more Facebook, Twitter, TV and radio coverage to raise awareness. The website should provide exemplars of how the DoR has been marked in the past.

6.3 Action Plan

To date the DoR has been about scoping rather than implementing. It has now moved to a stage in its development where the evidence suggests that it should be implemented. In order to support implementation there must be a move towards a more integrated approach to the DoR and to more joined up thinking where the work is looked at by the HTR membership as a whole and not by individual sub groups. It must be taken forward in the wider context of dealing with the past and not in isolation. The identified tasks, associated roles and responsibilities are set in a timeframe in Table 4 on the following page.

The DoR Implementation Group, comprising internal HTR representatives and additional representatives of wider society who will develop events on the Day in accord with HTR guidelines, should be set up as soon as possible. The Group needs to focus on the 21.06.12 as soon as the 21.06.11 DoR has been marked. The 21.06.11 should be evaluated independently by the end of September 2011. It may be very timely with the new Assembly appointed to raise the DoR within the whole context of dealing with the past with a view to tackling it more seriously at a more strategic level.

The key human resource required would be a Coordinator to coordinate the DoR throughout the year rather than to market it. The work should be taken forward by assigning roles and responsibilities within the Implementation Group. In the passage of time, in order to ensure a continued strategic focus and to include beyond Northern Ireland, consideration might be given to establishing an Advisory Panel comprising representation from across these islands and perhaps key Peace and Reconciliation Centres. Such a Panel would guide and inform the DoR Implementation Group.

Table 4: Action Plan - Tasks, Roles, Responsibilities & Timeframe

Task	Roles & Responsibilities	Timeframe
Contact representative sample of those who have marked the DoR to secure agreement to use their approach as an exemplar of how to mark the Day	DoR Sub Group	05/11
Arrange HTR DoR event 21.06.11 to include contacting OFMDFM, Community/Voluntary Sector Networks, Educational Institutions, Youth Sector, Education Boards, District Councils, Trade Unions, Local Trades Councils, Working Class Communities, Elderly People, the Business Sector and Wider Civic Society	DoR Sub Group	05/11 - 06/11
Amend DoR promotional literature to reflect the wider context of dealing with the past and highlight that the DoR is only one way of dealing with the past	DoR Sub Group	05/11 - 06/11
Establish a DoR Implementation Group	HTR membership / Board / DoR Sub Group & Director	06/11
Evaluate DoR 21.06.11	DoR Implementation Group to commission Independent Evaluation	06/11 - 09/11
Prepare Business Case to include detail of resources required (build on existing funding applications) based on evaluation findings 2007 - 2011, setting out aims, objectives and principles in a Framework	DoR Implementation Group	07/11
Seek formal endorsement of DoR from OFMDFM	DoR Implementation Group	07/11 - 08/11
Identify Potential Funding Sources e.g Atlantic Philanthropies / Festival Grants	DoR Implementation Group	07/11 - 09/11
Prepare & Submit Funding Applications	DoR Implementation Group	07/11 - 09/11
Brainstorm to ensure inclusivity of all society	DoR Implementation Group	09/11 - 04/12
Present the DoR concept to all known networks to include HTR members, HTR Delivery Partners, Community Networks, Business Sector, Churches, Trade Unions, Local Trades Councils, District Councils, Education Boards, Educational Institutions, Youth Sector, Elderly Groups and wider Civic Society	DoR Implementation Group	09/11 - 04/12
Mailshot & Distribution of materials in relation to 21/06/12	DoR Implementation Group	04/12 - 05/12

APPENDIX 1

DAY OF REFLECTION

Semi-Structured Face-to-Face Interview Schedule

In December 2010 HTR commissioned Quaesitum Independent Evaluation & Research to carry out an independent evaluation of its Day of Reflection work to include analysis of: the findings of the three evaluations carried out in 2007, 2008 and 2009 respectively and the findings of the Conference held in September 2010. The key outcome is an Action Plan outlining the way forward in relation to the Day of Reflection work.

1. What do you know about the Day of Reflection?

2. What do you feel have been the successes and failures of the Day of Reflection to date?

3. Do you think that the Day of Reflection, as a means of dealing with the past, should continue to be marked?

4. Who should take responsibility for the promotion of the Day of Reflection?

5. What role would you want to see from the agency/organisation who promotes the Day of Reflection in the future?

6. If responsibility for promotion of the Day of Reflection were to be collaborative who should be around the table?

Day of Private Reflection - Evaluation Report 2010

7. What resources would be required to manage and deliver the Day of Reflection? Committee/Full time Coordinator/Fieldworkers?

8. What do you think the Day of Reflection should be about i.e. its aims and objectives?

9. How do you see the Day of Reflection marked in the future?

10. How prescriptive do you feel the promoter should be in relation to how the Day of Reflection should be marked in the future?

11. Should the Day of Reflection be inclusive of the Republic of Ireland and Great Britain?

12. How do you envisage keeping the Day of Reflection inclusive?

13. How do you prevent the Day of Reflection being hijacked by a single agency/organisation?

Day of Private Reflection - Evaluation Report 2010

14. Should the Day of Reflection be a private day/a public day/whatever people want it to be?

15. How do you ensure the Day of Reflection is sensitive and safe e.g. what about banners, emblems, speeches, involvement of churches/politicians?

16. Is the 21st June appropriate?

17. How strictly should the date be adhered to? What happens if it falls on a Saturday or Sunday? The implications for schools and churches?

18. What are the stages required to take the work forward through to June 2011 and thereafter?

19. Have you any other comment to make in relation to the future development of the Day of Reflection?

APPENDIX 2

Healing Through Remembering Board Members

Claire Hackett has been working in the fields of conflict resolution and dealing with the past at Falls Community Council for the last nine years. She helped to set up the Dúchas oral history archive and is currently the research coordinator of the Belfast Conflict Resolution Consortium which has recently been developed from grassroots republican and loyalist interface work. She is chair of the Storytelling Sub Group of Healing Through Remembering.

Brandon Hamber is the Chairperson of the Healing Through Remembering Initiative. He is Director of INCORE, a United Nations Research Centre for the Study of Conflict at the University of Ulster and a Senior Lecturer. Prior to moving to Northern Ireland, he co-ordinated the Transition and Reconciliation Unit at the Centre for the Study of Violence and Reconciliation in Johannesburg, South Africa. He is a Board member of the South African-based Khulumani Victim Support Group. He has written extensively on the South African Truth and Reconciliation Commission, and on the psychological implications of political violence, transitional justice and reconciliation in various contexts. In addition to his work in South Africa and Northern Ireland he has participated in peace, transitional justice and reconciliation initiatives and projects in Liberia, Mozambique, the Basque Country and Sierra Leone, among others.

Harold Good, President of the Methodist Church in Ireland, 2001 – 2002, has served congregations in Northern Ireland, Republic of Ireland and the USA. Currently, Chair of the Advice Services Alliance and formerly a member of the NI Human Rights Commission, Director of the Corrymeela Centre Ballycastle and Chair of NIACRO. In September 2005, was one of two independent witnesses to the decommissioning of the weapons of the IRA.

Alan McBride is the Coordinator of the WAVE Trauma Centre, (Belfast branch), a Victims and Survivors Organisation providing care for those affected by the conflict in and about Northern Ireland.

Dawn Purvis is leader of the Progressive Unionist Party and Assembly Member for East Belfast.

Geraldine Smyth O.P. is a theologian from Belfast, working in both Dublin and Belfast as Senior Lecturer at the Irish School of Ecumenics, Trinity College Dublin. She holds a Ph.D. in theology from Trinity College Dublin (1993) and an honorary doctorate from Queens University Belfast (2003) for service to reconciliation and public life. She has written widely in this field as well as lecturing at home and abroad, and chairs the International Advisory Group of INCORE, University of Ulster. She is also a registered psychotherapist.

Irwin Turbitt retired as an Assistant Chief Constable from the PSNI having served almost 30 years in the RUC and PSNI. He has been involved in voluntary peace-building work for a number of years and has now developed a second successful career combining academic and consulting work in the areas of leadership, innovation, and governance at Warwick Business School, Leeds University Business School, The Said Business School at Oxford and the Harvard Kennedy School. He teaches and coaches, mainly public sector managers, across the UK and beyond and seeks to use these experiences in his ongoing peace work at home.

Alan Wardle was the Director of Shankill Stress and Trauma Group, an inclusive Victims/Survivors organisation based in Belfast. He has participated in international training delivery programmes, in both Kosovo and Croatia, delivering conflict management theories as well as mediation models. Alan also sits on the Belfast District Policing Partnership, supporting Communities to engage more affectively with Policing issues. He is currently the consultant programme manager with Mediation Northern Ireland's challenge hate crime project.

Oliver Wilkinson is the Chief Executive Officer of the Share Centre in Lisnaskea, Co. Fermanagh. He was previously CEO of Victim Support Northern Ireland and has worked within the criminal justice system, with people affected by ordinary criminal activity and also with people affected by the conflict in and about Northern Ireland.

Pat Sheehan is a former republican prisoner. He participated in 1981 hunger strike. He was released as part of Good Friday Agreement. He has been working for Coiste na nIarchimí for the past fifteen months as Legacy Co-ordinator. This involves dealing with issues which are a legacy of the conflict in general or imprisonment in particular. His job also includes outreach with the Unionist/Loyalist community and with civic society.

Healing Through Remembering Day of Reflection Sub Group Members

Seán Coll is Community Victim Support Officer with the Western Health & Social Care Trust, based in Enniskillen. Living in County Cavan, he has worked in Fermanagh and Tyrone for over 15 years.

Michael Culbert is the Director of the Republican ex-prisoner's association. Also a member of the EHSSB Trauma Advisory Panel and Dunlewey Substance Advice Centre management, Michael worked full time as a counsellor in North Belfast for six years.

Harold Good, President of the Methodist Church in Ireland, 2001 – 2002, has served congregations in Northern Ireland, Republic of Ireland and the USA. Currently, Chair of the Advice Services Alliance and formerly a member of the NI Human Rights Commission, Director of the Corrymeela Centre Ballycastle and Chair of NIACRO. In September 2005, was one of two independent witnesses to the decommissioning of the weapons of the IRA. He is Chair of the Day of Reflection Sub Group.

Alastair Kilgore worked as a teacher in East Belfast. He is a member of the Corrymeela Community and has helped host families and individuals severely traumatised by the Troubles.

Nichola Lynagh is a professional development officer for the Regional Training Unit. Previous to this position she worked as a community relations officer within the integrated education sector.

Tommy McCay is a retired primary school teacher with over 35 years experience in education. He has been a full time voluntary member of the Columba Community of Prayer and Reconciliation in Derry and Donegal for over 25 years.

Kevin Mullan is a native of Omagh. He has worked in the North West since the 1970s in a community and priestly role.

Trevor Ringland is a solicitor in Belfast. He is chairman of the One Small Step Campaign, which promotes a shared future where people work together constructively for their mutual benefit. He is also a trustee of the RUC George Cross Foundation and an independent member of the Policing Board.

Healing Through Remembering Staff Members 2010

Laura Coulter – Project Coordinator

Laura worked at Healing Through Remembering as Project Coordinator from May 2010 to March 2011. Laura has been active in peace and reconciliation work for the past 20 years, and left the organisation to pursue freelance work in the voluntary and community sector.

James Grant - Finance and Personnel Officer

James is an accountant and former CEO of Northlands and also has considerable experience in the community and voluntary sector. James manages all financial aspects of the 'Whatever you say, say something' project.

Claire Smith - Administrator

With over five years experience as an administrator, Claire joined Healing Through Remembering in 2007 as an intern. As Administrator, Claire organises all the administration for Healing Through Remembering.

Kate Turner - Director

Kate has been involved with Healing Through Remembering since its inception. Kate manages all aspects of the organisation's development in conjunction with the Board of Directors.



Poster (not actual size)



Wallet card (not actual size)



Postcard (not actual size)



Website home page (not actual size)



Bookmark (not actual size)



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