

TRINITY WOODS – CULTURE OF COURTESY GUIDELINES

Endorsed by the Member Council May 21, 2015, and the Board of Directors June 24, 2015.

Our mission statement testifies to our commitment to serving “In the Spirit of Christ...” In our life together we aspire to live by these Culture of Courtesy Guidelines which serve to guide our interaction as a community.

- We recognize that everyone comes to this community with different backgrounds, experiences and views. We will respectfully seek clarification of other perspectives to add to our own understanding.
- We commit to engage in dialogue, not debate. If others have different perspectives from ours, we will listen respectfully, honoring their truth as we expect ours to be honored.

In our communication with each other I will seek to:

Speak only for myself (using “I” messages). Take responsibility for my own thoughts and feelings. Remember the promise to respect the dignity of every human being. Seek and acknowledge common ground. Honor confidentiality unless permission to share is explicitly given. Practice sacred listening by: listening for God in the experience of others, accepting experiences as valid and true for the speaker, searching for strengths in others’ experiences and allowing each person to speak before one speaks again. If a person or group is to be discussed, one or more of them should be present.

Our experience tells us that there are eight behaviors that are so detrimental to healthy community life that we are committed to helping each other eliminate them. They are: Triangulating, Distancing, Conflict, Over-Functioning, Under-Functioning, Sabotage, Cutting-off and Bullying.

1. We will prevent **triangulating** by asking others to go to source; offering to go along; authenticating data and presenting facts. Triangulating is indirect communication (around a person or group).
2. We will avoid **distancing** by “letting it be”; choosing civility; treating each other as adults; checking in and on each other; and welcoming while respecting people’s choice not to participate. Distancing involves pushing away; being disengaged even when present.
3. We will avoid **conflict** by seeking help with mediation and revealing data. Conflict can be aggressive or passive aggressive; it can be quiet or active.
4. We will stop **over-functioning** by increasing self-awareness and actively recruiting and involving others.
Over-Functioning means doing too much; thinking you are the only one who can do tasks.
5. We will inhibit **under-functioning** by noting the talents of each community member and using those talents for the greater good. Under-Functioning means do nothing; shutting down.
6. We will foil **sabotage** by getting issues out in open and strengthening the strong to be strong. Sabotage involves pulling the carpet out; setting up to fail; being secretive; masking; using covert means.
7. We will impede **cutting-off** by being available without pursuing and living out our commitment to reconciliation. Cutting-off means leaving, being gone- with no chance of conversation; healing or reconciliation.
8. We will block **bullying** by identifying when it occurs and refusing to accept it for ourselves or the group. Bullying can be physical; verbal; emotional- loud or quieter; it takes on many forms.

Adapted from materials written by Steven Charleston (2003) and Kay Collier McLaughlin (2013).