

COMMUNICATION STYLES:

**“It’s my way or the highway”
(no dialog)**

Verbal attacks including:

**Anger, mocking, demeaning speech
or body language**

**Name calling,
Shouting over others,
condescension**

COMMUNICATION STYLES (CONTINUED)

No one listens to each other

Refusing to let others be heard

Talking/Shouting over others

ISSUES IN FRATERNITY COMMUNICATION:

- Council avoids addressing issues
 - Fear/reluctance to dialog with those who are disruptive
- Using email/social media to avoid face to face meetings/conflict

What to Do?

Address the issue immediately!

**Don't hesitate, ignore or let it
go on!**

What to do (Cont'd)



Don't use
email or
use social
media for
sensitive
discussion!

What to Do?

**Remind everyone about Franciscan
Courtesy and Respect**

(aka: We “speak” Franciscan)

**“ ...so the Secular Franciscans with a
gentle and courteous spirit accept all
people as a gift of the Lord and an
image of Christ.”**

OFS Rule Article 13

WE SPEAK “FRANCISCAN”-CONT'D

“Mindful that they are bearers of peace which must be built up unceasingly, they should seek out ways of unity and fraternal harmony through dialogue, trusting in the presence of the divine seed in everyone and in the transforming power of love and pardon.”

OFS Rule: Article 19

WE DO NOT HAVE TO AGREE
WITH OTHERS
BUT

***WE HAVE TO LOVE
THEM!***

What to do? (Cont'd)

- ❖ Teach “Respectful Communication” techniques (we will practice these later).
- ❖ Mandate their use in *all* discussions
- ❖ Appoint members of the Council to intervene when discussions get out of hand.
- ❖ Redirect the style of discussion: “How can you say this (rephrase this) respectfully so that _____ can hear you?”

What to do (cont'd)

- ❖ IF ALL Fails,
- ❖ Take a “Prayer Pause”

(This may be a short prayer break or even the discussion will have to be continued on another day to allow participants to pray longer.) participants to pray longer.



WHAT TO DO (CONT'D)

Allow everyone to have a “voice:”

Use a “talking stick” technique

❖ A person is not allowed to speak unless they have the “stick.”

❖ There is a 1 minute time limit

❖ A person can only speak about or for him/herself. Use “I” statements only.

❖ Listen!



Council Actions

If a person or persons continues with non Franciscan communication patterns:

Ask the person for a face to face meeting. Do NOT email!

Start the discussion using behaviors described by St. Francis as the goal.

Describe/contrast exhibited behavior with St. Francis' ideal

Ask: "How do we get there?"

Decide/describe appropriate Franciscan behavior

Council Actions (cont'd)

- ▣ **Describe** correct behavior in writing so there is no confusion later. (This also leaves a paper trail.)
- ▣ **Monitor** for behavior adjustment during the following fraternity gatherings.
- ▣ **If behavior does not change, reminders** are given, and eventually another meeting may be called, a period of “probation” may be instituted.
- ▣ **If all else fails**, a person may be “suspended” from active participation in the fraternity. He/she remains a member but must request to be admitted to active participation. (See Constitutions

A COUNCIL'S FAILURE TO ACT

RESULTS IN:

- Fraternity Life fractures- there is no longer a community.
- Satan is allowed into the fraternity and takes over. It devolves into anger, discord.
- People leave the fraternity.
- The fraternity closes.



Respectful Communication Techniques-

What are they?

Let's Practice

- ▣ Group 1: Abortion vs Pro Life
- ▣ Group 2: Conscience Protections vs Equal rights
- ▣ Group 3: Global warming vs. no warming
- ▣ Group 4: LBGTQ marriage vs traditional
- ▣
- ▣ Group 5: Refugee immigration rights vs deportation