

PEACE BY PIECE

A QUARTERLY NEWSLETTER FOR THOSE
WORKING TOWARD PEACEABLE SOLUTIONS -

PUBLISHED BY THE

OFFICE OF CONCILIATION - ARCHDIOCESE OF CHICAGO

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From the Director...

Welcome to the inaugural edition of “Peace by Piece,” the newsletter published by the Office of Conciliation of the Archdiocese of Chicago. Our goal is to make this newsletter (together with our webpage) a source of helpful hints, ideas and strategies for peacemaking when “unpeace” happens.

The Office of Conciliation also provides training workshops, presentations and mediation services, as part of our mission to continue raising the awareness, consciousness and sensitivity of others to the longing for peace in our everyday lives – not only in our ministries – but in our world-at-large.

Whether you are a parent, a pastor, teacher or student, no matter what our role in the world today, we can find ourselves in situations and relationships that at times can involve conflict. Our hope is that the Office can be a helpful resource, especially when disagreement or conflict threatens “table harmony” in the parish family.

I welcome you to this first issue of “Peace by Piece,” and hope that you find it helpful.

All of God’s good blessings -

Ralph Bonaccorsi
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PEACE BY PIECE...

MAKING THE PIECES FIT...little words, full of wisdom

WITHOUT COMMENT

War is not healthy for children and other living things.

L. Schneider

Oh! If only the words of Isaiah 2:4 could take root in our hearts: "They shall beat their swords into plowshares and their spears into pruning hooks."

"What we see depends on what we are looking for...what we understand depends on our willingness to feel."

Source Unknown

Peace is the loving disposition towards one's neighbor. The peacemaker is one who gives peace to another...but...one cannot give what one does not have.

Gregory of Nyssa

PRACTICAL PEACE

Proof of our human being-ness:

- We are limited and we make mistakes!
- We have a right to be wrong.
- We are responsible for our own happiness.
- We will never know everything!
- We can handle anger, jealousy, and mean feelings without hurting others.
- We always have choices.

FOR PARENTS AND CARETAKERS

A healthy family is one where members take turn being inconvenienced.

WE must be the change we wish to see in the child.

The heart of the family is also its backbone. We try to understand our children (and one another) from the outside, but they (and we) can be understood best from the inside.

A QUICK QUIP:

Diplomacy; the art of letting someone else have "your way."

Daniele Vare
Italian Diplomat

FOR LEADERS ONLY...NOT!

Qualities of an Effective Leader

...a positive self-regard.

...an openness to self-examination and reflection.

...a mindset of positive impact and results.

...an unconditional care for others.

...a conscious modeling of positive behaviors.

...an ability to search and find the good in each person.

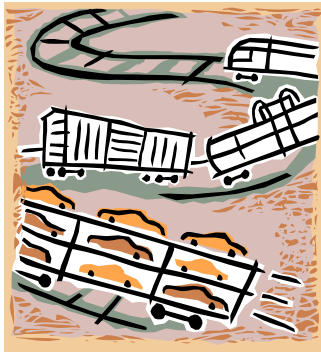
...a prudence and wisdom born of the scripture and nurtured by the hardscrabble of lived experience.

Adapted from an unknown source

EFFECTIVE COMMUNICATION

When tensions in a relationship are left unattended or ignored, they almost without exception, lead to festering anger and mean-spirited communication. Even worse, what can result is a deadly silence.

- When possible, confront in the first person.
- Be direct and gentle. Confronting is a gift to the other when done with noble grace, concern and care. It is the gift of honesty and integrity.
- Confront the behavior, not the person.
- Be willing to listen and to be confronted in turn. Receive the “gift” of the other with noble grace and trust.
- Do not confront on behalf of others.
- Keep confrontation in the present.



**DO NOT LET A DISAGREEMENT TURN
INTO A FREIGHT TRAIN THAT KNOCKS
YOUR RELATIONSHIP OFF THE TRACK;**

STOP!

LOOK!

LISTEN!

AND THEN...

RESPOND!

STOP!

- Work hard to maintain the relationship. *“I value our relationship...I don’t want to damage or lose it...”*
- Separate the person from the problem. *“Even though we disagree, I value you as colleague/partner/friend.”*
- Resist the temptation to use your ‘judgment function’ too early in the search for solutions to the disagreement.
- Share your wishes for a possible solution with one another in a brainstorming fashion. Eventually you can mutually agree on the best possible solution.
- Take the time to gather as much info as possible. *“A problem well defined is a problem well on its way to resolution.”*
- Take the time to educate one another on how each of you views the matter in dispute.

LOOK!

- Consider that each of you has a part of the truth. *Remember, none of us has all of the wisdom; each of us has some of the wisdom.*

LISTEN!

- Take the time to listen to the other's story. *"It is in the sharing of one another's story that we hear one another's deepest yearnings."*
- Give one another's stories the time they deserve.
- Get in touch with one another's core values. *"Touching one another's souls IS worth the time."*
- When we take the time to listen, we honor the life experience and wishes of the other. *They may allow us into the sacred space of their inner life.*

THEN... RESPOND!

- Test the suggested brainstorm solutions against a set of criteria, e.g.:
 - Is this solution consistent with the mission?
 - Is it theologically/canonically sound?
 - Do we have the resource available to implement the decision?
- Agree to and set a time in the future to evaluate the implemented decision to better assess that it is "working."
- If the decision is not working – rework it...TOGETHER!



GOOD READS:

The Little Book of Conflict Transformation, by John Paul Lederach

The Little Book of Restorative Justice, by Howard Zehr

Published by: Good Books available at: [www. Good Books.com](http://www.GoodBooks.com)

Getting Past No: Strategies For Turning Confrontation Into Cooperation, by William Ury

Published by: Bantam Books