

St Stephen's News

St Stephen's Anglican Church · Timonium, Maryland

Volume XXVII, Number 48 *A parish in the classical Anglican tradition* December 20th, 2016

FROM THE RECTOR

Professor shows civility is a profitable strategy

A conventional criticism of the Christian Gospel is that the message it conveys, while beautiful, is utterly impractical. "It simply doesn't work in the real world," we are told.

However, a recent book Dr. Christine Porath, a professor at Georgetown University's McDonough School of Business, (*Mastering Civility: A Manifesto for the Workplace*. Grand Central Publishing) demonstrates that such notions, while commonplace, are pure hokum.

It is reasonable, in fact, to conclude from Dr. Porath's studies that the application of the Gospel's central theme that "we should love our neighbors as we love ourselves" doesn't just make life a lot more pleasant for all concerned, in the world of commerce and industry it can turn a handsome profit.

In the Review section of a recent edition of *The Wall Street Journal*, she writes: "[The way you treat people means everything – whether they will build relationships with you, trust you, follow you, support you and work hard for you. You can lift people up by demonstrating respect and making people feel valued, appreciated and heard. But when you exhibit uncivil behaviors, from ignoring and belittling to intentionally undermining others, the harm is enormous.]"

According to Dr. Porath, studies have shown that employees performance suffers when they don't feel respected: "Instead of focusing on work, they are worrying about incidents, taking their frustration out on customers and avoiding the office."

Incivility seriously impairs people's thinking abilities, according to research by Dr. Porath and Amir Erez of the University of Florida, published in the *Academy of Management Journal* in 2007.

For example, an experimenter belittled a peer group to which some of the participants belonged. "Compared with subjects who weren't belittled, those participants performed 33 percent worse on anagram word puzzles and came up with 39 percent fewer creative ideas on how they might use a brick," she says.

That was just the effects of belittling. The performance of study participants treated with outright rudeness was even more abysmal. They were 61 percent worse at the word puzzles and produced 58 percent fewer ideas how to use the brick.

These findings – reflected in many similar studies conducted over the past decade or so – should really come as no great surprise. After all, they echo the old adage that you catch more flies with honey than with vinegar.

They are, moreover, underpinned by an abundance of anecdotal evidence. Many of us, I am sure, have unhappy memories of bosses and colleagues who bullied, belittled and undermined us.

Indeed, I recall working with a bully so universally despised that his immediate colleagues commissioned a pokerwork sign to hang over his office door. It read: "Don't underestimate yourself. Let me do it for you!" I can't say it improved his disposition, but it certainly greatly cheered his co-workers.

Everyone, and by no means solely those who aspire to lead or to manage, should take Dr. Porath's findings to heart. Incivility and unkindness poison the environment not merely at work, but in any situation.

There is certainly no place for it in churches – in individual parishes or among the different jurisdictions and denominations. St. Paul, no less, declared that without charity (a word that aptly embraces civility and kindness) our faith is worth nothing.

But it is also something that folks in the secular world should bear uppermost in mind. We have, for example, just witnessed a presidential election campaign notable, to understate the case, for its incivility, by no means one sided.

Effective governance, however, demands that civility be restored not just among the political parties, but among those who work in the three branches of government. The ugliness that characterized relationships between the executive and the legislature for the past eight years was utterly intolerable.

Pointing fingers of blame in this instance is unhelpful. As mother used to say: "It takes two to tango."

When it comes to commerce and industry, a uncivil corporate culture can mean the difference between success and failure, profit

CHRISTMAS & NEW YEAR

SCHEDULE,

Dec. 24th, 2016 to Jan. 1st, 2017

CHRISTMAS EVE

Saturday, December 24th

4.00 PM: Children's Christmas Service &

Blessing of the Creche

7.00 PM: Family Candlelight Eucharist

10.30 PM: Choir sings carols followed by

Solemn High Christmas Eucharist

CHRISTMAS DAY

Sunday, December 25th

10.00 AM Sung Holy Communion

NEW YEAR'S EVE

The Feast of St. Sylvester

11,15 pm, Saturday, December 31st, 2016

PATRONAL FESTIVAL

Commemoration of The Feast of St. Stephen & Circumcision, Sunday, January 1st, 2017

8.00 AM: Holy Communion

9.15 AM: Choral Eucharist

11.15 AM: Choral Mattins

and loss. A corporation's culture is something that investors would be wise to research before putting their cash into its shares.

It was hardly accidental that the chief executive of a company that went belly up in the "Dot Com" bust of the late 1990s casually remarked: "If you want loyalty, buy a dog."

Dr. Porath reports: "When Google studied more than 180 of its active teams, the company found that who was on a team mattered less than how team members interacted, structured their work and viewed their contributions.

"Employees on teams with more psychological safety were more likely to make use of their teammates' ideas and less likely to leave Google. This generated more revenue for the company and were rated 'effective' twice as often by executives."

Her conclusion: "In every interaction, you have a choice. Do you want to hold people up or hold them down? Whether you know it or not, you're answering this question every day through your actions."

For Christians, the choice should be a no brainer. GPH✠

Parish Prayer List

Our Prayer Chain offers prayer daily for people on the Prayer List as well as the guests of the Joseph Richey Hospice. To add a name to the prayer list, or to the visiting list, or to join the Prayer Chain, ring the parish office on 410 560 677

FOR RECOVERY: Hilarie, Edie, Bill, Alan, Terry, Helen, Jim, Linda, John, Judy, Neal, Aida, Stephen, Nathan, Hobie, Betty, Helen, Eunice, Tom, Robert, David, Jan, Susie, Sophia, Bobby, Lee, Pam, Cary, Courtney, Marie, Joanna, Finnie, Kendall, Ian, Gloria, June, John, David, Jorge, Adrian, Llwyd & Michell

FOR LIGHT, STRENGTH & GUIDANCE: Stephen, Melba, Vinnie, Doug, Ian, Lisa, Carey, Ned, Cindy, Jacob, Casey & Bet

ON ACTIVE SERVICE: Lt Alex Bursi, Capt. Charles Bursi, Lt Nicholas Clouse, USN; Lt Col. Harry Hughes; Lt Cdr Emma Hawkins, RN; MSGT Michael Holter, USAF; Cpt Fiodor Strikovski, US Army

St Stephen's Anglican Church

11856 Mays Chapel Road, Timonium, MD 21093

Office: 410 560 6776 · **Rectory:** 410 665 1278

Pastoral Care: 410 252 8674

www.ststeve.com

The Rev. Canon Guy P Hawtin, *Rector*

The Venerable Michael Kerouac, *Vicar*

The Rev. Michael Belt, The Rev. John Novicki and

The Rev. Robert Ludwig, *Associate Rectors*

The Rev. M Wiley Hawks, *Pastoral Care Chaplain*

Mrs Happy Riley, *Director of Pastoral Care & Wedding Coordinator*

SUNDAY SERVICES

8am: Said Eucharist

9.15am: Choral Eucharist (with Nursery & Church School)

11am: Choral Mattins (1st Sunday: Sung Eucharist)

6pm: Choral Evensong (as announced) –

evensong.ststeve.com

WEEKDAY SERVICES

Wednesday, 6pm: Evening Prayer

Friday, 12 noon: Healing Eucharist

Saturday, 5pm: Family Eucharist

Calendar of Events

WEEKLY

Monday, 6.30pm: Bridge Club

Tuesday, 7am: Fellowship Breakfast (Nautilus Diner)

Thursday, 10am: Knitting Circle

Friday, 10.30am: Bible Study

MONTHLY & SPECIAL

Ladies Who Lunch

(Bluestone Restaurant)

Wednesday December 21st 12.00 pm - 2.00 pm

Decoration of Church for Christmas

Friday December 23rd 9.00 am - 12.00 pm

Christmas Memorial Flowers

To make a contribution towards the Church Christmas decorations in honor or memory of a loved one please complete this form and return it with a check (payable to St. Stephen's Church and marked for Christmas flowers) by Thursday December 22nd.

Name of Donor: _____

Poinsettias (Red, White or Pink) 6 inches, single (3-5 blooms @ \$10 (# of plants.....))

6 inches, single, (6-8 blooms) @ \$16 (# of plants.....)

7 inches, double, (9-12 blooms) @ \$20 (# of plants.....)

Total # of plants _____ Total amount enclosed _____

My gift is IN HONOR, IN MEMORY OF, IN THANKSGIVING FOR (please circle)

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