

Guide to Slack with Courage International

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Slack Technical Resources

The most comprehensive guide to using Slack is on their website, slack.com. We recommend all new users visit their [quick start guide](#) online. On that website you can find tutorial videos and directions on how to navigate and use Slack.

Registering with Slack

Follow the link given to you by the moderator to join the groups(s) for which you registered. This link can be received in one of two ways: if you are a current forum user, a direct link has been posted within your forum(s). If you register for the chat groups through the Courage website, the moderators who screen and approve your registration will email you the link(s). If you already have a Slack account you can join with your account. If you do not have one, or wish to use a different one, please follow the prompts with Slack to do so.

IMPORTANT: When you first join Slack, your “Full Name” will appear, until you change it to a “Display Name” which you may do at any time. [If you wish to preserve your anonymity right from the start, we strongly recommend using a pseudonym for your “Full Name” when you first sign up for Slack. There is no requirement to give your real full name in your Slack profile.](#)

After you add a “Display Name”, your “Full Name” will become private and only you will see it in your profile. Your “Display Name” is what will appear when you post in Slack.

Slack Chat Groups and Channels Available

We have three main communities available for people to join. Please see the list below, along with a short description, and select the community that best suits you. Also, please remember that these are *not* open communities. These are meant to provide support for those who identify with each of these groups and have been approved through the registration process with Courage International.

Courage Online: For Courage members only

EnCourage Online: For EnCourage members only

Courage and EnCourage Together: For Courage and EnCourage members to provide support to one another (one must also join either Courage Online or EnCourage Online)

Two main groups have **public** and **private** channels. (**IMPORTANT: “public” here refers specifically to all screened and approved members of the main chat group, not to the general public.**) Once someone has already been approved and added to their main chat group, they may request participation in those private channels which they may also be eligible to join, within the chat group itself. Moderators will be on hand within each chat group, to screen and approve these additional requests.

Here are the public and private channels available in each group. The criteria to join a private group is listed below the table.

Courage Online	EnCourage Online
<i>Public Channels</i>	<i>Public Channels</i>
<ul style="list-style-type: none">• Courage Online- for general discussion• Community Encouragement• Prayer Intentions• Technical Questions	<ul style="list-style-type: none">• Courage Online- for general discussion• Community Encouragement• Prayer Intentions• Technical Questions

Courage Online

Private Channels

- Ladies of Courage
- Courage Young Adults

EnCourage Online

Private Channels

- EnCourage Spouses
- EnCourage Siblings
- Parents of those who experience gender identity discordance

The criteria to join a private channel are as follows:

- Ladies of Courage: Female Courage members only
 - I am a female who experiences same-sex attractions
 - I am striving to live in accordance with the [Five Goals of Courage](#)
 - I am 18 years of age or older
 - I agree with the [Courage Chat Group Posting Guidelines](#)
- Courage Young Adults: For Courage members aged 18-30
 - I experience same-sex attractions
 - I am striving to live in accordance with the [Five Goals of Courage](#)
 - I am between the ages of 18 to 30
 - I agree with the [Courage Chat Group Posting Guidelines](#)
- EnCourage Spouses: Only for EnCourage members whose spouse experiences same-sex attractions
 - I have a spouse who experiences same-sex attractions
 - I am striving to live in accordance with the [Five Goals of EnCourage](#)
 - I am 18 years of age or older
 - I agree with the [EnCourage Chat Group Posting Guidelines](#)
- EnCourage Siblings: For those with a sibling who experiences same-sex attractions
 - I have a sibling who experiences same-sex attractions
 - I am striving to live in accordance with the [Five Goals of EnCourage](#)
 - I am 18 years of age or older
 - I agree with the [EnCourage Chat Group Posting Guidelines](#)
- Parents of someone with Gender Identity Discordance
 - I am a parent of someone who experiences gender identity discordance
 - I am striving to live in accordance with the [Five Goals of EnCourage](#)
 - I am 18 years of age or older
 - I agree with the [EnCourage Chat Group Posting Guidelines](#)



Post and Discussion Tips in a Courage Group

The following are some general guidelines to assist you when posting messages in the Courage Chat Groups. We want to foster a safe environment of openness, trust, and support, and the words we use in our messages can help to create such a space; therefore, we present to you the following guidelines:

- Do feel free to share openly and from the heart. Whatever struggles or challenges you may be going through with same-sex attraction, it's okay to share the particulars of those experiences with the list. At the same time, it's best not to use explicit details in your sharing if you sense your words might cause someone else to stumble in thought or deed.
- We advise Courage members not to refer to themselves or others as "gay" or "lesbian". Oftentimes, these terms have political and moral implications which are not compatible with Catholic teaching and anthropology. The user of the terms "gay" and "lesbian" may not intend those implications, but their usage may unwittingly be confusing and misleading to other Slack group members. We prefer to use the term "persons who experience same-sex attraction". (For more on this, please go to the [FAQ](#) section of our website.)
- If you are now living chastely with someone with whom you used to be sexually involved, it's certainly okay to talk about this in our Slack groups. We do ask, however, that you please not refer to that person as your "partner" in your posts. That terminology may be misleading to a new person who joins the Slack group and doesn't realize that you are now in a chaste relationship or striving to be in a chaste relationship. It's okay to refer to that person as your roommate, or friend instead of using the term "partner".
- The main purpose of these chat groups is for Courage members to help each other to live in accordance with [the five goals of Courage](#). Please keep this in mind as you participate in the various discussion groups.

Post and Discussion Tips in an EnCourage Group

The following are some general guidelines to assist you when posting messages on the Encourage Chat Groups. We want to foster a safe environment of openness, trust, and support, and the words we use in our messages can help to create such a space. Therefore, we present to you the following guidelines.

- Do feel free to share openly and from the heart. Whatever struggles you may be going through regarding a loved one with same-sex attractions, it's okay to share the particulars of those struggles with the list.
- We ask members to please not refer to their loved ones as “gay” or “lesbian”, even if those are the terms your loved ones use to self-identify. Often times, these terms have political and moral implications which are not compatible with Catholic teaching. Even if our loved ones are not living in accord with Catholic teaching, we still prefer to refer to them as persons who experience same-sex attraction. For more on this, please go to the [Frequently Asked Questions “FAQ”](#) section of our website.
- Our chat groups are not the place to engage in heated debates over where same-sex attractions come from. While most Encourage members have established their belief that same-sex attractions come about through a variety of psychological and environmental influences, new list members might still be learning about these issues – they should be referred to sites and articles which specialize in that topic. Any discussion on this topic must take place rationally and objectively.
- The main purpose of the EnCourage chat groups is for EnCourage members to help each other to live in accordance with the [five goals of EnCourage](#). Please keep this in mind as you participate in the various discussion groups.

Frequently Asked Questions

1. Can I get email notifications when someone posts in a channel?

Yes, and if you have the mobile app, you can get push notifications. You can adjust the settings in your Slack profile to be notified whenever someone posts in a specific channel or thread, or anytime someone posts in the group. You can also turn off notifications for specific channels or set “Do Not Disturb” house for the Slack group. Directions on that can be found [here](#).

2. I don't see some of the features Slack mentions on their guide, why?

For the safety and privacy of our members we have turned off some features for users. Features such as video and audio calls, creating new channels, sharing resources, and a few others are not available to users in our Slack communities.

3. What's the difference between my “Full Name” and my “Display Name” in my profile? Can I make them different to remain anonymous?

When you first join Slack, your “Full Name” will appear, until you change it to a “Display Name” which you may do at any time. [If you wish to preserve your anonymity right from the start, we strongly recommend using a pseudonym for your “Full Name” when you first sign up for Slack. There is no requirement to give your real full name in your Slack profile.](#)

After you add a “Display Name”, your “Full Name” will become private and only you will see it in your profile. Your “Display Name” is what will appear when you post in Slack.

4. I know someone who'd like to join Slack, can I just send them an invitation link?

No. Please do **NOT** send invitation links to your friends or family. In order to protect the privacy of all our users, and to ensure a safe space for everyone, we require everyone who desires to join our Slack community to register with us first.

Transparency and Privacy

We recommend you familiarize yourself with the [privacy policies](#) held by Slack, as well as our own privacy policy which is as follows:

The chat groups are a private space for our users to connect with and support one another. However, please note that Courage has moderators who will periodically review the messages in our chat communities to ensure compliance and safety from all users. Everything posted on Slack is accessible to our moderators.

The names and email addresses submitted on Courage's registration form will be kept in confidence by Courage & EnCourage's chat group screeners and moderators. They will not be shared with anyone else unless a registrant's conduct within the chat group necessitates a third-party consultation or intervention (see *Confidentiality* section below).

When joining the Slack platform specifically, members are strongly encouraged to use a pseudonym for their Full Name, if they wish to preserve their anonymity right from the start. Afterwards, they will be free to change their display name if they wish. This platform will give members access to all group posts within the last 90 days; after 90 days, messages will automatically be deleted and will not be kept on file anywhere.

As with all our venues (either in-person or online), we trust that those who apply and participate in our chat groups are acting in good faith and have been truthful in completing their registration form. There is always an element of risk that someone may join our groups under false pretenses; therefore, we ask chat group participants to always remember to be discreet about any personal issues and details they may choose to share with others on this platform. We want to foster a friendly spirit of trust and openness, but we must be vigilant nonetheless.

Confidentiality

As a reminder, the chat groups are subject to the same confidentiality expectations expressed in the Courage International Handbook. While this explicitly references a Courage or EnCourage meeting, the same principles apply to this setting. To read the full handbook you can [download or read it on our website](#). An excerpt on our position of confidentiality is below:

“The ability of each member to speak honestly about his or her journey of conversion is assured by the mutual trust that what is said at the Courage meeting will be held in confidence by all who attend. Especially when a member needs to talk about personal struggles with temptation and sin, it is important that everyone knows that what is said at the meeting stays there. In general, no one should bring up what is shared in a Courage meeting in another context.

The Courage meeting is not conducted under the seal that pertains to the Sacrament of Confession, however, and there are important exceptions to this expectation of confidentiality of which both the chaplain and the members should be aware. For example, if a member discusses plans to attempt suicide or to harm another person, or discloses incidences of abuse or neglect of children or other vulnerable persons, chaplains are generally mandated by civil law to report this to appropriate authorities. In particular, Courage chaplains and members must always follow all relevant civil and ecclesiastical laws regarding reporting of sexual abuse of minors and other vulnerable persons. In handling such mandated reporting, chaplains should maintain discretion and concern for the rights of all involved, and not discuss the situation beyond what is required. Conversations between members and the chaplain that do not fall under these particular exceptions of mandated reporting should be treated with the confidentiality always due to the (non-sacramental) internal forum. The chaplain should never give a member reason to fear speaking honestly about difficult or sensitive situations, which is the foundation not only of the Third Goal but of one’s road to conversion and growth in holiness.

Sensitivity to the particular situation of each individual member also calls for respect and reserve when members meet each other or the chaplain in a setting outside the Courage meeting. As mentioned in the Introduction, some members are more private than others regarding their experience of same-sex attractions and their participation in Courage. Generally, when members encounter one

another in public, a polite smile may be better than a greeting, particularly when one member is accompanied by family members or acquaintances who may ask how they know the other person. This is not a hard-and-fast rule –in large crowds or away from home, for example, anonymity may not be an issue –but members should be reminded from time to time to respect each other’s privacy even when away from the meeting.”

Policies Regarding Use of Slack with Courage International

1. All slack groups are intended to foster fellowship among members of Courage and EnCourage. Please feel free to utilize any of the public channels that we created to help foster intentional conversation.
2. **Do not** send invitation links to anyone. This Slack group is not a public space and is invitation only. Please contact your group’s administrator if you’d like to invite someone, or the individual can request to join on our website.
3. Slack should **not** be used as a means to contact a chaplain or Courage or EnCourage. If you need to get in touch with a chaplain or other staff member of Courage, please contact them outside of Slack.
4. Slack is a space for sharing and supporting one another. Please use respectful language when speaking with one another and refrain from coarse words. Inappropriate content will not be tolerated and may result in ejection from this platform.