

## **Training Title**

*One on One Conversations- Feeding our Relational Roots*

## **Indianapolis Facilitator**

*Judy Miller (Montgomery County, MD)*

## **Goals**

- To learn the uses of the one on one conversations
- To learn how to conduct a one on one conversation/campaign
- To practice a one on one conversation

## **Agenda:**

Welcome, Prayer, Introduction of Facilitators	(5 min)
Overview Goals, Agenda	(5 min)
Relationships and Power	(3 min)
Definition and Purpose of One on One Conversations	(5 min)
How to Conduct a One on One Conversation	(10 min)
One on One Campaign	(2 min)
Practicing a one on one conversation	(15 min)
Evaluation and Closing	(5 min)

## **Supplies**

Easel, flip chart paper, markers, tape, Visuals on (1) Relationships and Power and (2) Power (see handout)

## **Handouts**

Overview of one-on-ones, How to Conduct a One-on-One, Visual Aids

## **Facilitator's Notes**

### **Welcome, Opening Reflection, Introduction of Facilitators (5 min)**

#### **Opening Prayer**

Patience is not waiting passively until someone else does something. Patience asks us to live the moment to the fullest to be completely present to the moment, to taste the here and now, to be where we are. When we are impatient, we try to get away from where we are. We behave as if the real thing will happen tomorrow, later, and somewhere else. Be patient and trust that the treasure you are looking for is hidden in the ground on which you stand.

*-Henri Nouwen*

### **Overview Goals/Agenda (5 min)**

### **Relationships and Power: Connections to Organizing (3 min)**

#### **Definitions**

Organizing: The process of bringing laity together, through building relationships and developing leaders, to use our unified power to advance the Gospel mission of Christ's Church by altering the power differential among members of the hierarchy, clergy and laity.

Relationship: mutual exchange of interests and resources that results in commitment

Power: ability to achieve a purpose

Relationships are the way that we will be build our power to achieve VOTF's purpose. One way in which we will do so is through organizing.

### **Definition and Purpose of One on One Conversations (5 min)**

#### **Definition**

an in-person conversation between two people that takes place in about 30-60 minutes and explores their stories, interests, concerns, resources, and that results in a commitment.

#### **Purpose**

build/strengthen relationships in affiliate  
build commitment to each other and to VOTF  
recruit new members/increase membership  
Identify people's gifts and potential new leaders  
discern actionable issues (first step in an action campaign)  
secure individual commitment for active participation in affiliate plans

### **How to Conduct a One on One Conversation (10 min)**

(refer to handout)

What to do

What to avoid

How to do it

Questions to ask

### **One on One Campaign (2 min)**

#### **Definition**

a concentrated recruitment and relational effort that takes place through a specific number of 1 on 1 conversations within a prescribed amount of time.

#### **Purpose**

Organize ourselves and build internal power through relationships  
Identify issues of concern with the Church/community  
Identify leaders who can help in action campaigns to address concerns

#### **Campaign elements**

Training and kickoff  
Check-in

Evaluation

### **Practicing a one on one conversation (15 min)**

Pair people up to practice

### **Evaluation, Closing Prayer (5 min)**

#### **Evaluation**

What are some aspects of today's training that:

You liked

You thought went well

You would like to see repeated when this training is offered in the future

What are some aspects of today's training that:

Can be improved (how?)

Should be changed when this training is offered in the future

#### **Closing Prayer**

May you be steadfast on your journey, powered by the message of love and the command to serve.

May you wear the Gospel on your sleeve so that all who know you may understand the value of justice, the need for kindness, the grace of forgiveness.

As you break bread with all who approach the table, may you be blessed with a song of freedom and a prayer of hope, so that all may come to know deep peace and hear the good news that Jesus is risen and present among us.

*-Father Dennis Cleary & Sister Margaret Cessna*

# ONE-ON-ONE HANDOUTS

## **Relationship and power and their connections to organizing**

Organizing: The process of bringing laity together, through building relationships and developing leaders, to use our unified power to advance the Gospel mission of Christ's Church by altering the power differential among members of the hierarchy, clergy and laity.

Relationship: mutual exchange of interests and resources that results in a commitment.

Power: ability to achieve a purpose

## **One on One Conversations**

Definition: an in-person conversation between two people that takes place in about 30-60 minutes and explores their stories, interests, concerns, resources, and that results in a commitment.

### **Purpose**

- Build/strengthen relationships in affiliate
- Build commitment to each other and to VOTF
- Recruit new members
- Discern actionable issues
- Secure individual commitment for active participation in affiliate plans

## **One on One Campaigns**

Definition: a concentrated recruitment and relational effort that takes place through a specific number of 1 on 1 conversations within a prescribed amount of time.

### **Purpose**

- Organize ourselves and build internal power through relationships
- Identify issues of concern with the Church/community
- Identify leaders who can help in action campaigns to address concerns

### **Campaign elements**

- Training and kickoff: 1) How the campaign works. 2) How to do a 1:1. 3) Set goal. 4) Get commitments from people for a certain number of 1:1's .
- Check-in: 1) Tally 1:1's. 2) Discuss what is working, what is challenging.
- Evaluation: 1) Discuss key learning from campaign. 2) Evaluate the 1:1 campaign.

## Conducting One-on-One Conversations

### Who:

- Existing members
- Potential members, potential leaders
- Allies in the community

### What it is:

- A two way conversation – in person - 30-60 minutes
- The start of a “public relationship”
- Probing – asking thoughtful questions
- Uncovering common concerns/interests
- Making commitments each of you is willing/excited to make

### What to avoid:

- Gossip, just chit chat
- An endless conversation or a quick coverage of topics
- Courting the other person to do what you’d like regarding VOTF

### What to do:

- Conduct conversation in-person (preferably) with one other person at a time
- Share your stories, interests, and your concerns about our Church
- Identify any resources he/she could offer the affiliate
- Hopefully secure a commitment for some level of support to VOTF

### How to do it:

- Explain why you want to meet
- Share a bit about your story and interests (e.g., where grew up, went to school, job)
- Ask them to share their story
- Share some of your concerns about our Church
- Ask them to share about their concerns (if they haven’t come up)
- Share your commitment to VOTF; ask if they can make a commitment of any kind
- Write down some key points after the conversation on the 1:1 report

Some useful questions to prompt desired feedback (it’s important to ask “why” after responses to “what” questions in order to determine interests, motivations, and passions):

These questions are just suggestions. Feel free to ask other questions to get input.

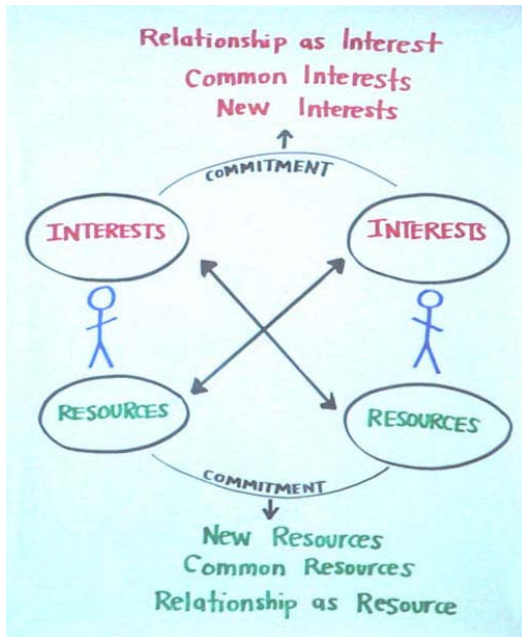
- Where are you from originally and what did your parents do?
- What are your passions?
- What values do you hold dear?
- Who has influenced you most and how? Why did you look up to them?
- When have you played a leadership role or taken a risk?
- Why did you make a particular choice (e.g., career, to move or not, to be involved in a particular organization)?
- If there was 1 (or more) thing(s) you could change about our Church, what would it be and why?

### After the conversation:

- Record key points on the 1:1 record
- Indicate someone will get back to them if they have offered to help

## Visual Aids

### UNDERSTANDING HOW RELATIONSHIPS WORK



### UNDERSTANDING HOW POWER WORKS

