

## Guide to One-to-One Visits

*A one-to-one visit is a natural but uncommon conversation with someone you want to know better; about their life, values, vision, and motivation.*

What is a one-to-one visit:

A one-to-one visit is a community organizing term for a structured intentional conversation. A one-to-one differs from a regular conversation in that while it is a mutual conversation, the role of the person who initiated the conversation is to listen deeply and openly, and ask questions that allow reflection. It is also not an interview, where one person asks questions while the other listens.

The purpose of a One-to-one visit is to:

- Build relationships – Relationships cultivate possibilities. When people are in relationships, they can share, plan, dream, create, and get things done. People are more likely to respond to an invitation from someone with whom they have a relationship
- Learn about another person’s self-interests – Self-interests are the things which a person feels most strongly about. People are more likely to get involved in things that reflect their self-interests.
- Develop clarity – One-to-one conversations allow people to express their feelings about things, which can help make things clearer.
- Gather information – One-to-ones are an opportunity to learn from another person’s perspective what is going on in their community, and how they think and feel.

How to schedule a one-to-one

- Schedule the visit ahead of time. Explain why you want to meet with the person. At Trinity, our council did one-to-one’s with every member of our to get to know them better and learn their thoughts about where the church is right now.
- Keep the visit to 30-45 minutes, no longer.
- Meet in person. It can be at a coffee shop, at the church, at someone’s home, whatever is comfortable.

During the visit

- Begin by explaining why you’re there (To get to know person better, to learn what they think about a particular project, to hear their experience with your congregation, etc.).
- Start with a few warm up questions to develop a relaxed conversation. Ask questions, listen closely, and keep it relaxed.
- Listen intently – Speak in order to draw out more conversation. In a successful visit, the person visited is speaking at least 70% of the time. This can feel at times uncomfortable for the person who is leading the conversation, but trust me, it probably does not feel uncomfortable for the person being visited. Most people are flattered when you show an interest in them and their opinions.
- Listen for stories
- Use follow-up questions to gain a deeper understanding. Ask “why” questions. Follow your own curiosity.

Questions to ask:

Note: These are just ideas to get you started. Follow the flow of the conversation, and if you do not get to all of them, or even any of them, that is fine.

- What excites you about our congregation?
- What worries you about our congregation?
- Where do you see the Holy Spirit calling you in your life? In our congregation?
- Where do you see the Holy Spirit calling our church?
- What are your hopes and fears for our church? For our community?
- What do you think is our strongest and best ministry?
- What would make you proud to see us add or change?

After the visit, fill out a reflection form to help you reflect on the visit.

**IMPORTANT: DO NOT** take notes or fill out the form during the visit. You will forget some things, that is OK. The important things will stick in your mind. This is not an interview; you do not need a transcript.

Adapted from: “Guide to One-to-One Visits,” handout, *Following Jesus: A Community Organizer*, ELCA Region 6 Gathering, October 14-16, 2015.

One-to-One Reflection

Person Visited: \_\_\_\_\_

1) What are this person's areas of "self-interest"?

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2) What talents, background, and/or gifts does this person have to offer?

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3) What memorable stories did this person tell me that illustrate something important about them?

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4) What might be the basis of a follow up conversation, a deeper relationship, or a collaboration?

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5) What else do I want to remember from this conversation?

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