

Model Questions for a Relational Meeting

Relational Meetings, or “One-to-Ones,” are a basic practice for nurturing community, trust and a sense of belonging. They are also a way to identify concerns and passions that are alive in the community, to identify potential leaders and to match members with ministries that connect to their gifts.

A relational meeting begins with the request to meet. I generally say, “I would like to find a time to visit with you so I can introduce myself and get to know you better too. Don’t worry I am not going to ask you for anything!”

The only things that ever get requested in a relational meeting are: Can we meet again sometime? Who do you recommend that I visit?

A relational meeting is not an interview. It is the beginning of a relationship. The goal is to learn about each other. The following questions should help. In general, it is best to start more broadly and then narrow in on more personal matters after you get a sense of connection.

“What brought you to St. Martin-in-the-Fields?”

“What do you love about the Church? What makes you uncomfortable?”

“Where do you live?” “When you talk to your neighbors what are there concerns in life?”

“What are their struggles?” “What is happening in your community that is of interest to you?”

“Was there ever a time that you got involved in an effort to make change in your neighborhood or an institution or at work?”

“What would you most like to change in your current situation?”

The 1-1 Interview

Definition: A 20-30 minute face to face conversation.

Purpose: to uncover someone's self-interest (what they care enough about to stand up and defend) → build an organization that can bring about positive changes.

Elements:

- Credential & Purpose
- Conversation:
 - listen for self-interest (often embedded in stories)
 - find common ground
 - share why you got involved
 - ask "why?" to go beneath the surface
 - explore their networks of relationships in congregation & community
- Invitation to take a step
 - 1) Always: Would you come to an Action?
 - 2) Sometimes: would you be interested in attending our organizing committee meeting?
- Are there others I should talk with?

Sample Questions:

- How long have you lived/worshipped in this community?
- Family background
- What are this community's strengths?
- How has it changed in the time you've been here?
- How have those changes affected you/your family?
- Do you have any major concerns when it comes to community issues like housing, health care, employment, youth or senior services? Why?
- What pressures (economic, social, cultural) are people experiencing?
- What group do you think is under the greatest pressure or facing the biggest challenges – either here in (community or congregation) or in this region? Why?
- How does that affect us/our congregation? Should it be a priority for our congregation to respond? Why?
- What are we already doing? What else might make a difference?
- Are there other people you think I should talk with?