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GOALS OF A ONE-ON-ONE

1. Establish a relationship
2. Understand the self-interest of the person you interview
3. Clarity
4. Information

“VIRTUES” NEEDED FOR A GOOD ONE-ON-ONE

1. Courage
2. Curiosity

“RULES” FOR A ONE-ON-ONE

1. 20-30 minutes
2. In person
3. No notes (at the time)
4. One-way conversation (about 80/20)
5. Is a time and place set apart (can be office, home, church, restaurant...)
6. Assumption of confidentiality if people share very personal concerns

TIPS FOR A ONE-ON-ONE

1. Ask open-ended questions (questions that elicit a story or an explanation, not a “yes” or “no” or another one-word answer)
2. Listen!! (Try not to worry about what you will say or ask next. If it takes you a second when they finish speaking, it is O.K.)
3. DO NOT judge or argue, and avoid giving advice!
4. Your first (and second, and third) priority is getting to know the person, their interests, passions, concerns, hopes.

SETTING UP A ONE-ON-ONE

1. Be clear about what you want, and why. (e.g. “At. St. Mary’s, we are making some decisions about what kinds of community issues we want to address, and we want to get input from as many people as we can. Could I talk to you for 25 minutes sometime?”)
2. If possible, give yourself “credentials” (e.g. name a mutual friend, or someone who suggested you talk with them)
3. Unless they have been part of a WISDOM training, DO NOT use jargon (don’t say, “I’d like to do a one-on-one with you to build a relationship and learn your self-interest”!!)

Some Kinds of Questions You Might Want to Ask in a One-on-one

Congregation:

- How long have you belonged to this congregation?
- If relatively recent: Why did you join?
- If long-time members: How has it changed since you first came here?
- What do you like about this congregation? What are things you'd like to see in the future?
- Who are the people you admire or look up to in this congregation?
- Are there any ways you feel you could make more of a contribution to the congregation?

Personal:

- Where are you from? What kind of family did you grow up in? What was that like?
- What are some of the biggest challenges you have faced in your life? What was that like?
- What kind of work do you do? Do you enjoy it? Is this what you always wanted to do, or has that changed?
- What are some of your hopes and fears for your children/grandchildren?
- As you think ahead five years... What do you hope will happen in your life? What kind of goals do you have?

Community:

- If long-term residents: How has it changed?
- If new: Why did you come here? What has it been like for you? Have people reached out and been welcoming?
- What do you see as the biggest issues facing our community?
- Are there things going on in the community that make you angry? Anything that makes you feel hopeful?
- If you could change one thing about this community, what would it be?
- Who do you see as positive leaders in the community?

General:

When people share something, it is almost always good to ask how that made them feel. Asking “why” is also almost always good.

Try to learn who else people relate to: who are their friends? Adversaries? Relatives?

Attitudes and Disciplines of Congregation-Based Community Organizing

Attitudes	Disciplines
<p><i>“What we do is Important!”</i></p> <ul style="list-style-type: none"> • We have a clear mission that matters to us. • It is not just about the paycheck or meeting the grant requirements • There would be significant consequences if we were not to fulfill our mission (and positive consequences if we succeed). 	<ul style="list-style-type: none"> • Evaluation (“If it is worth doing, it is worth evaluating.”) • Agitation: Constantly calling upon each other to improve.
<p><i>“We believe in Shared Leadership”</i></p> <ul style="list-style-type: none"> • Everyone has something to offer, and we need everyone’s gifts if we are to succeed. • We reject a model of a few people with all the answers, and the rest of us just following. • Everyone can be a leader. • Meaningful participation is as important as the “result” of our work. 	<ul style="list-style-type: none"> • Effective Meetings • Leadership Development/Training • Continual organizing, recruiting, invitation and challenge to new people to assume significant leadership roles. • Creating structures with multiple leadership roles and potential “ladders”
<p><i>“Success depends on relationships”</i></p> <ul style="list-style-type: none"> • People remain committed primarily because of relationships, not strategic plans. • Relationships are built one at a time through listening. • Relationships are important for growing our own organization or congregation, AND for success in the public arena. 	<ul style="list-style-type: none"> • One-on-ones <ul style="list-style-type: none"> --as an individual discipline --as part of the organizational culture • Being transparent about “self-interest” and listening. • Respect, cultivation of diversity.
<p><i>“It’s not just about us.”</i></p> <ul style="list-style-type: none"> • The mission of our congregation/organization is not simply to maintain our own existence. • We are here to engage in the public arena, beyond our own boundaries, to make a difference. 	<ul style="list-style-type: none"> • Collaboration: Identification of potential allies, based on shared interests. • Clear understanding of Public Relationships (“No permanent friends; no permanent enemies.”) • Commitment to identifying issues and actions.