

# FORMING A FRAN GROUP

Faith-Rooted Advocates Network



A Resource From

**SOJOURNERS**

**SojoAction**

6. How to form a  
FRAN group



8. Hosting a  
Digital Meal



11. Discussion  
Questions



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“ WE NEED TO BUILD  
DEEPER TRUST IN  
OUR COMMUNITIES  
OF FAITH TO DREAM  
TOGETHER ABOUT  
WHAT HEALTHY AND  
THRIVING COMMUNITY  
WOULD LOOK LIKE ”



# 1. INTRODUCTION



A mentor of mine often described vulnerability as trusting someone enough to be changed by them. Deep community change begins with trust and a shared dream for wholeness. We know of no better way to build trust than through a shared meal. Tables with shared food have a way of lessening the barriers among us and inviting candid conversations.

As we look onto this year filled with a great deal of uncertainty and challenge due to the COVID-19 pandemic, we need to build deeper trust in our communities of faith to dream together about what healthy and thriving community would look like, to analyze what is preventing this from happening, and to identify what we can do to build that kind of community and ensure our government does the same. We need the kind of trust and relationships that take risks for the common good—the kind that will evaluate what it will take to have representation at each level of power that really values as precious the life of those who are most vulnerable in a community.

Faith-Rooted Advocates Network (FRAN) groups are part of an initiative to begin building that trust and agency that leads to change within and from faith communities. FRAN groups work together to increase the commitment and capacity of their congregations and communities of faith to act for social justice. Advocacy is a critical expression of Christian discipleship and an important way that we build relationships, through prophetic and pastoral engagement, to influence and hold our elected officials accountable.

In this toolkit you will find a facilitator's guide, prompts to begin an initial conversation about the role of the body of Christ in building community change, and resources to take action after your conversation. We want to hear how this initial conversation goes. And if you decide to form a FRAN group, Sojourners wants to support you along the way with coaching resources to advance your cause. We also want to connect you to other FRAN leaders and groups so we can learn from each other and catalyze even greater change.

This is a critical election year, arguably the most important election in our lifetime. As a result, you will find that some of the conversation prompts and action opportunities center around ensuring a free, fair, and safe election, which we believe is a central way to begin creating change for justice and building beloved community. Adjust as necessary to fit your context.

We're glad you're with us on the journey!

## Sandy

With Adam, Christine, Lucas, Melody, Paola, Susanna, and Terrance

## SojoAction

For more on "Why We Need the Beloved Community Now More than Ever," read this article by Rev. Adam Taylor, from the January 2020 issue of *Sojourners magazine*.



## 2. FAITH ROOTED ADVOCATES' COMMITMENTS

### We are so grateful that you said yes to becoming a Faith-Rooted Advocate!

Faith-Rooted Advocates are committed to building a radically just world through advocacy in the areas of voter protection, immigration, climate justice, women and girls, and economic and racial justice, through prayer, courageous presence, and action.

**PRAYER.** Things look dire out there. There is no question about it: Unless our power is rooted in the Holy Spirit, it is hard to press on. We need the kind of prayer that sustains life and drives out fear, hate, and the forces that seek death and destruction.

**COURAGEOUS PRESENCE.** From a conversation with a neighbor who has a different opinion to an advocacy engagement with our elected officials, where we challenge them to invest in our communities, courageous presence allows us to push past our instincts to dismiss, to give up, or to ignore. It frees us to live into the hopeful future we imagine. Courageous presence requires that we become conscious of the small, internal choices

we make and their impact on others. It involves choosing – from the very choice of our words and responses to our participation in voting – those beliefs, attitudes, and actions that promote life and flourishing.

**ACTION.** Showing up for our communities and standing up for what we believe at times requires greater measures – phone calls, advocacy visits, vigils, marches, protests, and writing op-eds are ways to pray with our hands and feet and elevate the concerns of our communities.

Together we are building a movement of hope and justice throughout the nation.

## 3. HOW TO FORM A FRAN GROUP (Faith-Rooted Advocates Network)

FRAN groups increase their congregation's commitment and capacity to put faith in action. This toolkit will guide you through an initial conversation to begin identifying the core motivations that move people in your church, ministry, or faith group to compassion and action for justice.

FRAN groups are successful when they have the support of their congregation, faith community, or ministry group. To develop this trust and support, it is crucial to include gatekeepers in your congregation. FRAN groups also thrive when they include passionate people with the skills to motivate and move a community.



One way to identify gatekeepers is to list people who are highly respected and trusted within your congregation. Perhaps these are people who have been there for a long time or have certain expertise and relationships in the community. They may also be ministry leaders in your congregation who don't think of themselves as social justice leaders. Think of leaders in the children's ministry, the young adult ministry, and the prayer team. What other ministries are active in your congregation? Who has influence with those groups? Who makes decisions there? Who in those groups may be a good ally for social justice?

To identify motivators, think of people who are already involved in social justice initiatives elsewhere. Who is constantly inviting you to a rally or to sign a petition? Think of those who plan parties or functions for your church. They may bring this skillset to the group. Another person to include is someone who has expertise in a social justice area because they are impacted by it and/or are professionally involved in creating social change.

Make a list of these names. Consider asking a friend on this list to co-lead with you. Pray about it and think of who you might enjoy leading with and who has the ability to inspire or the skills to help you gather this group. Together, dream of the kind of group you'd like to have. What type of conversation and action is needed in your faith community? Who is present? Whose opinions are marginal or not considered? What key people are motivated by being bridge builders in your community?

Revisit the list you initially created and brainstorm more gatekeepers and motivators. As you form your group, think of the model of community that Paul offers us in the image of the Body of Christ (1 Corinthians 12:12-25). Paul highlights that every part is essential in its own unique way, serving the

whole body. He says that no part can call another disposable. Every part is integral and belongs to the body. Paul also writes that special attention is to be given to the parts of the body that have often been neglected. FRAN communities must reflect this reality.

We invite you to form a group that will include both those with whom you relate most, share similar opinions on many topics, and have similar background, and those with whom you may have a more causal relationship and don't share a similar background but who are still committed to being a part of the same faith community. Having people who reflect different parts of the Body of Christ will make for rich conversations with varied experiences and opinions at the table, as well as different ideas to increase the commitment and capacity of your church to work toward social justice. The vision of suffering with those who suffer and rejoicing with those who rejoice can only be realized if the different parts of the body are connected. We hope FRAN communities will provide an opportunity to mend connections within bodies of believers.

A group of eight to 12 people in your church or ministry can keep the momentum going and provide enough support to engage in meaningful action. Once you have created a list of gatekeepers and motivators and considered different parts of the Body of Christ, invite them to the group. With your co-leader, take time to email, call, or message each person to explain the vision for the group and invite them to the first meeting. Send out an invitation with a specific date and time and a link to join the first meeting. A reminder closer to the time of your meeting will be helpful. In your emails, be sure to include all the information on how to join the meeting and a guide on how to join a Zoom meeting, particularly for those who may not be familiar with the technology.

## How to Form a FRAN Group and First Meeting Check List

- Identify gatekeepers and motivators.
- Recruit a co-leader.
- Dream about your FRAN group.
- Create a list of people you'd like to be part of your group. Make sure to include gatekeepers and those who are different parts of the body.
- Contact each person and explain the vision for the group.
- Send out invitations with date, time, and pertinent details, including a link to join.
- Take time to prepare, look over the conversation prompts, and pick those you will use.
- Remind people when the time for the first meeting is approaching.
- Bring your food and prep notes for your gathering.
- Enjoy the connection time with others.
- Thank people and follow up with action steps.





## 4. HOSTING A DIGITAL MEAL

Following Jesus includes sharing meals. The gospels often portray him at tables with those whom he loved, those who disagreed with him, and strangers whom he joined. Food was a central part of his ministry. It was around tables that he taught some of the greatest lessons about inclusion in the community of God. Sitting around tables and sharing a meal convenes all our senses to a discussion.

Food has a sacred nature. It can nourish our spirit, make us come alive, and heal us. Including a meal in the first gathering can go a long way in helping your group take form.

We know it can be awkward to dine in front of others over Zoom. But we encourage you to bring a meal to the conversation to create a different atmosphere. At a time where much of our professional or academic life is being held over Zoom, including a meal will help distinguish this time from a business meeting. Other ways to be creative about including food may be by bringing drinks or snacks.

We encourage you to keep your video and microphone on as you create a digital table. Encourage others in your group to do the same as they are able.

# 5. FACILITATORS GUIDE

Good facilitation is key to making a space welcoming and stimulating at the same time. You can't always predict who will show up to the group or how they will interact in a new group dynamic, but as a facilitator you can develop certain skills to help create a fruitful space. Below are some of the best practices we have found. Please note some of these were adapted from EmbRACE LA.

**1. CURATE THE SPACE.** Good conversations need a good setting. If people are uncomfortable or distracted, it will be hard to take off. In these video-call times, our setting is dependent on technology. Working through all the technological details before the time of gathering will make people's experience easier. First, take care of yourself. Test with a friend beforehand to make sure your sound and video are working properly. Do you have good lighting? Do you have an engaging angle - is your camera at eye level - or can we only see the bottom of your neck? Is your environment distracting or does it add to the kind of space you want to create? Next, take care of your group. People may need to know how to use the application you are using. We've included links to tutorials on Zoom at the end of this guide. Another helpful tip: Break the conversation into 20- to 30-minute chunks, with five-minute breaks, to give people opportunities to take care of their needs throughout your time.

**2. SET THE RHYTHM.** Facilitators set the rhythm of the conversation. They identify the places where a group needs to pause, go deeper, move on, or skip. They adjust the components and

questions of a conversation accordingly. Setting the rhythm requires reading and listening to the room, capturing what each person is experiencing, who is silent, and what is not being said, and deciding whether pushing deeper, moving on, or inviting more from a particular person is helpful to foster the kind of conversation that is needed in that moment. Ask clarifying questions when needed. Feelings may arise that need to be named and addressed as part of the growing process. Setting the rhythm is a balancing act of both allowing the conversation to take shape organically and giving enough direction to lead the group to its desired outcome. Knowing ahead of time what is essential and what is not can be helpful.

**3. LISTEN WELL AND LISTEN OFTEN.** Encourage all members to take a posture of active listening to each other's experiences, perspectives, and stories. Encourage people as they listen to seek first to understand and not merely prepare to reply. Remind them that it is okay to have periods of silence or hold a difficult story without feeling pressured to respond.

**4. MODEL AND ENCOURAGE TRUST.** Remind all participants that each member has the right to a voice and should be treated with respect. Embody the shared values of honesty, openness, and active listening to each other's stories. Acknowledge the different identities each member comes in with and respect each other's way of "being" in the group.<sup>1</sup>

**5. BALANCE BETWEEN CHALLENGE AND SUPPORT.** We are seeking to create a courageous space. Support and affirm your group's various perspectives, thoughts, and feelings and challenge them to be courageous so the conversation can go to a deeper and more meaningful place.<sup>2</sup>

**6. KEY LINES.** Moderating a conversation takes a lot of energy. You are trying to regulate your feelings and watch for other people's experience as well. Key lines are lifesavers. They can shift the energy of a room, moderate the space, and include sensitivity on a topic you have no time to address but don't wish to dismiss. They can help you practice active listening skills. Develop some moderation lines and listening lines, like the examples below, ahead of time and have them ready to use.

## Moderation Lines

- To shift to a key component: "Keeping an eye on time, let's move on to the next question."
- When someone brings up a point that can open conversation on a key topic: "Interesting point! Let's see what the rest of the group thinks."
- When someone brings a point that seems dissonant: "That's one way of looking at it." Follow by sharing another point of view, throw it to the group, or move on.



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## Listening Lines

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- Thank you for bringing that up. It's an important conversation we will have to tackle another time.
- \_\_\_\_\_ (topic) matters.
- What I hear you say is... (repeat or paraphrase what has been shared to ensure clarity of understanding)
- I see you value \_\_\_\_\_.

### 3. BE ATTENTIVE TO YOUR FEELINGS.

Become aware of what you are experiencing at each moment. Recognize when something triggers you or excites you. Own your feelings and opinions and share when appropriate. Seek a balance between being a facilitator and a participant.<sup>3</sup>

### 4. RECOGNIZE YOUR OWN BOUNDARIES AND LIMITS.

Know that you are not responsible for everything that happens within the conversation - encourage group members to take ownership and to graciously hold each other accountable to what is being said. Seek a balance between your role as facilitator and your rightful voice as a participant in the conversation.<sup>4</sup>

You can find more facilitation resources at the end of this guide.

# 6. SHARED AGREEMENTS

A set of agreements to delineate how people will engage in the group is helpful to create a space that fosters participation, appropriately engages complexity, and helps the group grow together. Below are the agreements we invite you to share with your group. Are there ones you would add?

Consider emailing these agreements to the group before your first meeting so that people can process them before they show up and have an idea of how they will live them out.

Because we desire to experience the wholeness of the Body of Christ, we agree to:

- Value all parts of the body and center the voices of parts of the body that have often been dismissed, neglected, or excluded from the table, particularly black, Indigenous, and other People of Color voices.
- Recognize our belonging to the body and desire to “remember” it by sharing our own personal experiences and not universalizing them. Use “I” statements.
- Honor the presence and work of the Holy Spirit in every one of us by refraining from fixing, advising, or dismissing others’ experience.
- Embrace the diversity of the body by leaning into curiosity when listening to other people’s story and points of view.
- Own our participation and the impact of our words and behavior regardless of intent. Only then can we really suffer with those who suffer and rejoice with those who rejoice.

How do you see your group living these out in conversation? Think of ways you and your co-facilitator can invite the group to honor these together.

# 7. DISCUSSION QUESTIONS

2020 has been an unpredictable year, filled with uncertainty and grief amid a collective health and economic crisis. The preexisting disparities in our society have become even more evident in this time. We have a long road ahead. We believe a way change will happen is through developing trust and greater agency within faith communities that leads to solidarity to address the deep inequities in our nation.

Marshall Ganz explained “organizing” as leadership that inspires and drives a group toward a shared purpose under uncertain conditions, engaging three areas:

**THE HEART.** The motivational courage and emotional capacity to inspire, persist, and respond rather than react to the challenges that come our way.

**THE HEAD.** The strategies about how to turn the resources we have into the resources and power we need to change the issues of injustice that impact our communities

**THE HANDS.** The skills to adapt to the needs of the moment and carry out the vision.

Public narrative is developed from the heart, and it helps us translate values into action. It consists of three parts: a story of self, a story of us, and a story of now. The first century Rabbi Hillel captured the relationship between these core elements when he said, “If I am not for myself, who is for me? And if I am for myself alone, what then am I? And if not now, then when?” In other words, what are your core values, who constitutes your community, and what do you feel so passionate about that you are willing to sacrifice time and energy to change?

This discussion will help your group survey the “heart” part of your FRAN group strategy by creating a space where you practice accessing the emotional and faith resources available to you.

We are using the public narrative framework to begin the conversation. Pick a couple of questions from each one of the categories.

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## STORY OF SELF

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1. In Faith-Rooted Organizing practices, as developed by Rev. Dr. Alexia Salvatierra, the vision to take action begins with the question: What unnecessary and unjust suffering breaks your heart? Take time to discuss this and dig deeper: What led you to care about this?
2. When did you first know you cared about social justice (or an issue such as racial justice, immigration, climate change, etc.)? What happened? Why did that event lead you to care?

3. When did you know the world was not as it should be? How did you know that?

4. What was your first experience with voting or the electoral system? How were elections or voting experienced in your family?

5. “I Am From” poem – Think about who you bring into the room, what kind of community you are connected to, what practices and rituals shaped that community, what makes you you: Is it the city that you were born in, the food you ate growing up, the sayings of your elders and ancestors? What struggles or legacies are you bearing? Share in poetry form by completing the phrase “I am from” at the beginning of every verse of a short poem. Give people a few minutes to draft.





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## STORY OF US

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1. The next question Faith-Rooted Organizing practices asks is: What would it look like if that which breaks my heart would be magnificently solved? Dream of this.
2. What do you think of when you think of the practice of courageous presence? In what ways has our church been a courageous presence in the past? How we can we deepen that commitment to courageous presence now, in this time (2020, COVID-19, election year, etc.) and place (your neighborhood/city)?
3. Reflect on the time when your story became a part of the larger story of us or a historic moment. How were you personally affected? How did your tears mix with the tears of others in your community (or in our world)? How did your dreams weave together with the dreams of others in your community? What choices did you make that reflect the people or things you value most?
4. Rev. Salvatierra observes that the Body of Christ has been “dis-membered” and therefore we cannot suffer with each other or rejoice with one another. She says our work is to re-member the Body of Christs so we can feel each other’s pain. How have you experienced the body being dis-membered? How have you contributed to the dismembering of the body? How can you contribute to re-membering the body? To which parts are you most connected? From which parts have you been dis-membered?
5. Fred Rogers (Mr. Rogers) said listening is where love begins - listening to ourselves and then to our neighbors. What stories of pain are you hearing? What stories of celebration are you hearing? Which ones have you chosen to tune out? Why?
6. What biblical narratives inform the work of justice? How do you see God’s vision for shalom (radical wholeness, healing, and justice) evidenced in the stories of our sacred texts?

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## STORY OF NOW

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1. Imagine the future. What does your community look like when it is healthy and thriving? Close your eyes for a moment. What does it sound like? What sounds and songs are ringing or playing? What does it taste like? What flavors and spices are present? What does it smell like? Who is present? How can you communicate the urgency around realizing this vision?
2. The last question Faith-Rooted Organizing asks is: Where do God’s promises affirm your vision for wholeness? Where in scripture do you find resonance with your dream? If God’s dream and your dream match, can your dream come true?
3. How will the world be different when your work is done?
4. What does our government need to do to ensure that healthy community happens? How can we push our government to do just that?



# 8. OPPORTUNITIES TO RESPOND

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## INDIVIDUALLY

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Commit to leading a Faith-Rooted Advocates Network group and attending the monthly coaching calls held by Sojourners.

Plan to join the next issue area call. Sojourners leads advocacy efforts in the areas of voter protection, immigration, climate justice, women and girls, economic justice, and peace and non-violence. Some of these areas offer periodic strategy calls.

Talk to your pastor about this FRAN group and opportunities for support. Are there key places your pastor can engage in advocacy? Perhaps it means preaching about a justice topic or writing an op-ed about it in a local newspaper.

Recruit your friends/fellow church members to engage in advocacy through phone calls, emails, and tweets to put pressure on governors and state legislatures to enact the measures necessary to vote from home and engage in early voting.

Share a Sojourners video that highlights how voter suppression is real, how these alarming efforts have been increasing, and what needs to be done to ensure a free, fair, and safe election.

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## AS A SMALL GROUP

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**BECOME A FRAN GROUP:** Commit to being a FRAN group and safely gathering on a regular basis for the remainder of 2020. As a first step, commit to a period of listening to your congregation and learning about the issues you care about. Sojourners will convene a monthly coaching call for FRAN group leaders. From time to time, we will also offer issue-specific calls for you to join. Your local FRAN group may decide to meet the week after the coaching call or more regularly as new opportunities arise.

**LISTEN TO YOUR CONGREGATION:** Each person on the FRAN group should commit to safely meeting on-on-one with two to 10 people in the congregation, to listen to what breaks their heart, how God can magnificently solve that concern, and what biblical support they may have for their dream. Brainstorm together about who you will meet with and make plans to do so soon. Then your group can gather again and make a list of all these concerns. Gather questions and discern how God may be moving among you. This phase of engagement will involve leveraging validators in your church, people who can support your efforts because they know they have been heard and considered.

### **COURAGEOUS CONVERSATIONS:**

Participants in FRAN groups can pair up to host further courageous conversations with other friends in their church or ministry. Initially, this toolkit can help facilitate conversations with different groups

at church. Future courageous conversation tables can focus on what's at stake in this election, how people may feel called to build beloved community, and get more people involved in election-oriented advocacy and/or other justice areas of interest such as immigration, climate justice, and matters concerning women and girls.

**SUPPRESSED WATCH PARTY:** Host a virtual watch-party and discussion of Suppressed, a documentary by Brave New Films that highlights the 2018 gubernatorial election in Georgia as a case study of voter suppression. A discussion and action guide is available through Brave New Films.

Host a virtual watch party of other films that addresses the justice issue your group cares about, or read an article or book and discuss it. Ask us for suggestions if needed.

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## AS A PASTOR

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If you are a pastor, join us for a monthly Sojourners pastors' call. Or ask your pastor to join. This is a time for encouragement and resourcing for those leading congregations.

Pastors can also teach and preach about the importance of this election. Preaching the Word is a Sojourners resource to help you prepare justice-focused sermons, contemplate reflections on the weekly scriptures, and access commentary found nowhere else.

# 9. LAYOUT OF THE TIME

This is a suggested flow for your time together. Make it your own.



## 1. CHECK IN

Greet each person as they log on, as you would in your home. Give participants a chance to show up, log in, figure out how to manage their controls, and informally check in with one another.



## 2. WELCOME

Thank everyone for coming and making space for this conversation, and for the opportunity to explore what this may lead to in the future. You may ask people to share one word about how they are coming into the meeting. Practice being present to people by paying attention to this word and keeping this in mind through the night.



## 3. PERSONAL MOTIVATION

Share with people why you are hosting this conversation. What motivated you to want to begin a FRAN group? Include a personal story of why you felt led to do this at this moment in time. Discuss your hopes for the time together.



## 4. LAYOUT OF THE TIME

Briefly go over what will happen that evening: a discussion, an opportunity to explore whether they would want to become a FRAN group, and opportunities to take action.



## 5. COMMITMENTS

Agree on commitments to foster a space that allows the body of Christ to thrive. Read the commitments shared in this toolkit. Ask if there any others the group would add that would enable them to fully participate and help make the group a space that is not afraid of complexity or difficulty. If there are additions, discuss them briefly. Also, allow a few minutes for doubts or clarification on how these agreements would work. Then ask people to commit to the shared agreements: “Can we commit to living these out?” Be sure to have a way for people to signal their commitment. You could ask everyone to give a visible thumbs up or verbally say yes.



## 6. CONVERSATION

Bring forth the questions that you have previously selected. Begin by asking a couple of the ones on the story of self, then move to the story of us, and end with the story of now. To keep the conversation lively, ask open-ended questions rather than leading questions. Leading questions are ones that seek specific answers and can stop conversation. Questions like, “What does the church believe about this?” can signal we are looking for a particular answer. Open-ended questions invite conversation.



## 7. ACTION STEPS

After you have finished discerning what most motivates the group to act together, discuss the action steps. Jot down the recurring themes from the conversation and plan to continue gathering with those who are willing. One action step for all FRAN groups is to begin a listening process with people in their congregation. Take time for everyone to list down 2 to 10 people whom they will meet. Agree on a time to come back together again after people have had a chance to listen to a few others in the congregation. Be sure to have everyone’s contact information so you can follow up.

# 10 GUIDES TO USING ZOOM

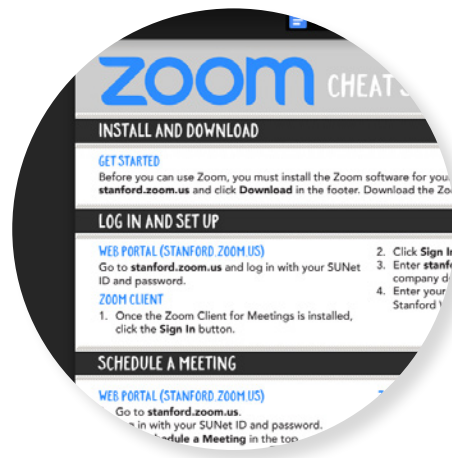


Click on any of these resources.



## HOW TO HOST A ZOOM CALL LIKE A PRO FROM CNBC

An easy bullet point guide with instructions on getting started and taking zoom a step forward.



## ZOOM CHEAT SHEET FROM STANFORD IT

A quick infographic guide for both hosts and participants.



## HOW TO GET STARTED WITH ZOOM FROM THE VERGE

A basic guide for hosts with screenshots, includes instructions on how to make an account, how to download the mobile app, how to start a meeting, and how to invite people to the meeting.



# 11. TIPS FOR ENGAGING WITH CHALLENGING FACILITATION SCENARIOS

## IF SOMEONE IS OVERLY TALKATIVE

- Interrupt with “That’s an interesting point. What do others in the group think?”
- Slow participant down with difficult or more reflective questions.

## IF SOMEONE IS HAVING DIFFICULTY ARTICULATING

- Don’t say “What you mean is ...”
- Utilize clarifying questions or paraphrasing techniques, but don’t assume your interpretation is correct. You can say something like, “What I’m hearing is...”, restate it more clearly, and then ask “Is that accurate?”

## IF SOMEONE IS HIGHLY ARGUMENTATIVE

- Check in with yourself, and be aware of your own temper.
- Honestly try to find merit in one of their points, express your agreement or get the group to do so, and then move on.
- When a misstatement is made, toss it to the group. Talk to the participant privately.

## IF SOMEONE IS HAVING A SIDE CONVERSATION

- Don’t call them out.
- Casually call on one of them by name (ask them a question, have them restate what was previously stated and their opinion).

## IF SOMEONE IS DEFINITELY WRONG

- Say “That’s one way of looking at it.”
- Share another point of view, or move on by finding a way to use their point as a transition to something else.

## IF SOMEONE WON’T TALK

- Ask for their opinion on the subject.
- Utilize small group or 1:1 activities and ask the participant to share out to the group afterward.

## IF SOMEONE IS A COMPLAINER

- Offer to discuss the issue in private.
- Note time limitations, but you can discuss their point in more detail at a later time or after the session.





**IF SOMEONE WON'T BUDGE**

- Throw the participant's view to the group, and have the group propose their opinions or facilitate.
- Note time limitations, but you can discuss their point in more detail at a later time or after the session.

**IF SOMEONE IS VAGUE**

- Ask for specific examples.
- Utilize clarifying questions or paraphrasing techniques, but don't assume your interpretation is correct. You can say something like, "What I'm hearing is ...", restate it more clearly, and then ask "Is that accurate?"

**IF SOMEONE HAS A PERSONALITY CLASH**

- Emphasize points of agreement, and minimize points of disagreement (if possible).
- Draw attention to your group's group agreements or objectives.
- Ask your co-facilitator to assist (if applicable).

**IF SOMEONE IS ON THE WRONG SUBJECT**

- State "Something I said must have led you off subject. This is what I meant to ask ..."
- Restate the point and/or topic.

**IF SOMEONE IS A RAMBLER**

- When they reach a pause, thank them and refocus the group by restating the relevant points and moving on.
- State that their point is interesting, however due to time, the group needs to move on.
- Utilize subtle body language, such as glancing at your watch.

# 12. FACILITATOR PERSONAL ASSESSMENT CHART

What are some of the personal resources that you bring to your FRAN group, and what are those you still need to develop to be an effective facilitator?

PASSION	I feel comfortable with this and can be a resource to others	I have some resources but need more	I do not have this resource
Energy for the work			
Can lead with my heart			
Deep personal reasons for doing this work			
Commitment on personal/professional levels			
Can demonstrate compassion			
Ability to share feelings with others			

\*This form is adapted from the “Facilitator Personal Assessment Chart” found in *Intergroup Dialogue: Deliberative Democracy in School, College, Community, and Workplace*, The University of Michigan Press: Ann Arbor and EnbRACE LA.



<b>PERSONAL AWARENESS</b>	I feel comfortable with this and can be a resource to others	I have some resources but need more	I do not have this resource
Clarity about my identities			
Clarity about my values			
Internal emotional balance			
Secure about my status and privileges			
Recognize the limits of my knowledge/experience			
Awareness of the impact of my personal style on others			
Awareness of the impact of my social identity group memberships on others			
Awareness of my triggers and emotional capacity			

<b>SKILLS</b>	I feel comfortable with this and can be a resource to others	I have some resources but need more	I do not have this resource
Ability to work with people from different groups			
Ability to challenge others			
Ability to take risks			
Ability to discuss issues			
Ability to accept others' leadership			
Ability to utilize others' support			
Ability to give and receive feedback			
Ability to read the room			

<b>KNOWLEDGE</b>	I feel comfortable with this and can be a resource to others	I have some resources but need more	I do not have this resource
Knowledge of difference between prejudice, discrimination, and institutional isms			
Knowledge of my own group(s) culture/history			
Knowledge of other group(s) culture/history			
Can recognize isms			
Knowledge of group process issues			
Knowledge of intergroup issues			
Knowledge of theories and terminology which inform and guide multicultural work			