



ONE-TO-ONE MINISTRY CONVERSATIONS

1. The Why of One-to-One conversations

Mark 8:34-35

And calling the crowd to him with his disciples, he said to them, "If anyone would come after me, let him deny himself and take up his cross and follow me. For whoever would save his life will lose it, but whoever loses his life for my sake and the gospel's will save it."

The Purpose

One-to-One conversations aim to encourage those at Challenge – whatever age or stage to have their whole lives lived under the Lordship of Jesus. To stir hearts to the urgency of gospel proclamation and to living a life of dedicated, intentional and faithful service.

In light of this, at Challenge we are committed to personally investing in each individual who attends. We want to work hard at giving each person an opportunity to think through their current areas of ministry and the next steps of serving the Lord. One of the ways we do this is through our One-to-One ministry conversations.

- For some, we want to encourage them to consider formal gospel ministry and consider undertaking training through an apprenticeship as one way of living this out.
- For others, it is to be an encourage that will help them find ministry camaraderie, understanding and guidance in the various ways they serve the Lord.
- For both, it is a time to ask questions and help them think through their leadership and next steps in a safe and relaxed environment.

We would love for each person to walk away from their conversation heartened to continue taking up their cross and following Jesus, knowing they are surrounded by those desiring the same.

The role of the one leading the conversation is to:

- be an intentional ministry leader who is outside their circle of influence
- listen to the review of their current Christian ministry
- listen to any concerns or feelings that have arisen throughout the conference
- ask the 'big' picture questions. Where are they headed? Should there be a shift? Are they serving with the right motivations? Have they considered a traineeship?

The one being lead in the conversation is to:

- review their current Christian ministry involvement and Christian expression
- be encouraged and inspired by a more mature spiritual leader
- concretely consider the impact the teaching of Challenge is having on them
- think through some big steps forward in planning for a lifetime of ministry

2. The What of One-to-One conversations

What's involved in a One-to-One Session?

During Challenge Conference, each person will spend 30-45mins in discussion with a trusted ministry leader. You will conduct 1-2 conversations with a person appropriately paired with you.

Please find a comfortable spot that won't be interrupted and is a setting that suits both - some go for a walk around the block. The time together should be relaxed and more informal in conversational style. It shouldn't resemble an interview or interrogation.

You don't need to be their counsellor, too prescriptive or act in a capacity like their pastor or minister. The conversation shouldn't only be future focused but also explores what has led the person to this point and what is going on for them as a leader now. You'll need to be prepared to listen and respond with empathy and wisdom if the person you are partnered with is struggling with spiritual, mental health or other personal issues.

The approach is one of you being a fellow Christian coming alongside another in relational conversations for the sake of thoughtful and intentional spiritual growth in the area of leadership.

Before the One-to-One conversation:

- Pray for the person and your conversation
- Introduce yourself as soon as possible. Then make a time for the ministry conversation – it can be during the programmed time (1:30pm-2:30pm), or it can be over a meal (e.g. lunch just before or afternoon tea afterward) or coffee, think about how you work best relationally and go with that.
- You will be notified who you are meeting with prior to the conference (or when you arrive at the conference if this is not possible for some reason).

We will share their contact information with you prior to the conference (if permission given), so you can organise a time to meet at the conference.

This is private and confidential information.

The One-to-One conversation:

- **Explain how important you think ministry conversations are:** a great way to have someone outside their normal circles and ministry “world” speak into their lives.
- **Share a little about yourself.** Briefly introduce yourself, what your ministry passions are, how you have found the conference so far, etc. Showing a little vulnerability will go a long way in having them share with you, but don’t take up all the time talking about yourself!
- **Listen and be fully attentive.**
 - Use non-verbal cues to show you are listening (gestures and nodding, body posture, eye contact).
 - Use active listening strategies such as restating and summarising what they have said (e.g. "What I hear you saying is").

- Be curious and ask follow up questions to ensure you understand what they are sharing and to encourage them to reflect on what they have said.
- **As is helpful share** your own experiences (sparingly), wisdom and offer council where appropriate.
- **Focus** on big picture as you ask questions, remembering you have limited time.
- **Encourage** them to set a goal for their next step, some point of how to reach that and record it somehow. Consider committing to catching up with them in the near future (e.g. via text or email) to see how they are going. This is often very effective in helping them move forward in leadership.
- If they are interested in being more actively involved in ministry, but are unsure on next steps to take, encourage them to talk with their ministry leader or they can contact the Vision 100 Event Manager (eventmanager@vision100.org) for more information on options available.
- If there are personal issues or concerns raised during the conversation, encourage them to discuss these with their main ministry leader. Check with them that they are clear who that is.
- **Pray** for them, thank God for them, pray that they will think afresh about their ministry, pray that they will better serve God's kingdom.

After the One-to-One conversation:

- If they set goals for their next steps and would find it helpful to be followed up after the conference, organise a time to do that (e.g. one or two months after). This doesn't need to be an ongoing commitment; a one-off conversation could help get them underway and then direct them to their main ministry leaders from that point onwards.

Privacy:

- Please note that the information that you are given about the person you met with is not to be shared with other people, unless agreed upon.
- If there is something of concern that is shared with you, please let them know that you think it is best to share this information with their ministry leader/peer. If it is serious, it will require mandatory reporting. Assistance is available from the Vision 100 Events Overseer.'

3. The One-to-One Ministry Conversations

Depending on the person there are a variety of conversations paths to take. Use these questions a good guide to steer the conversation.

1. Leadership Context: environment and purpose – *start here*

- Background – what does Family, church, study, work, etc look like?
- What are your main roles and responsibilities and what other ministry areas have you been involved in? Who grows through them? Who influences you in them?
- Why do you serve in these areas? What do you love about them?

2. Leadership Core: Character, Convictions and Competencies – *continue here*

- Over the last year or since your last Challenge Conference: how has God shaped you as a leader and those you've been serving in convictions, character and competencies?
- What has this meant for the area you lead and serve in?
- What is there to rejoice in and is there to lament? Where has there been success and failure? Progression or regression?
- In leading yourself and those you are responsible for what convictions, character and competencies do you and they need to develop? How will that happen?

3. Leadership Choices: thinking about various ministry possibilities – chose most appropriate

Returning to Challenge and growing as a leader

- What decisions have been made regarding your future in ministry? Where do you see yourself in 5 years? What do you think is possible?
- How does any formal training - an MTS apprenticeship, Theological study or working as a formal ministry volunteer at church/parachurch organisation fit into this? Why is this? Why not?
- **Now** - what does:
 - 1) Growing your leadership role and responsibly,
 - 2) Multiplying leaders in your ministry and
 - 3) Passing the ministry on look like?
- **Where** - for the year ahead where does that need to go?
- **How** can you move it toward where you and the ministry needs to be?

Beginning to think about an apprenticeship

- Have you thought about an MTS apprenticeship? Are you clear on what it is and isn't? What are some reasons you would consider one? Has anyone encouraged you to think about a ministry apprenticeship before?
- What might be some obstacles that hinder you from doing a ministry apprenticeship? How should these be dealt with?
- What hesitations might your family, friends or ministry leader have if you were to do one?
- What are the next steps you need to take toward undertaking an MTS?

Thinking more seriously about full/part time ministry/MTS/Theological College:

- What decisions have been made regarding their future in ministry?
- What factors have led them to this decision?
- When could they start? Where could they train?
- What are the potential barriers to them commencing MTS/Theological College?
- What hesitations do they have about working in Christian ministry/undertaking the study?
- What areas do they need to develop in the coming year to help support them in this direction?
- What are the next steps they need to take toward doing an MTS/formal theological study?

Peer-to-Peer conversation

- Have well supported are you feeling in your roles and responsibilities from the church leadership and your family? What might need to change or be appreciated?
- Who is investing in you? Mentoring?
- What further training and sources of ministry input are you pursuing?
- How do you juggle the ministry demands on your relationships/family life?

4. Leadership Commitments: Next Steps? – finish here

- Summarise together what are the key next steps.
- Create some goals to work toward.
- Pray to close.

You may want to work along the lines of SMART Goals. It is a simple acronym to help you set goals when you are coaching yourself and others:

- **Specific and stretching** – The more specific the goal, the more measure it will be. The more stretching the goal, the more rewarding it will be once you have achieved it.
 - What do I want to accomplish?
Will achieving this goal have an important impact?
What actions will I need to take?
- **Measurable** – Goals need to be measurable and demonstrate progress and to maintain motivation. This may take the form of tracking the time it takes you to complete an action or meet a milestone.

- **Attractive - Make sure you can reasonably accomplish your goal within a certain time frame.** If a person is not interested in the goal, they are unlikely to achieve it. What can you do to make the goal more appealing? Do you have the resources and time needed to achieve the goal? This may include gathering necessary data, asking team members for help and learning new skills.
- **Realistic and relevant: Set a goal within reach, even if stretch is required to meet it.** - Your goal should align with your values and long-term objectives. A relevant goal will directly contribute to successful results. Keep in mind that every action you take should move you closer to your goal.
- **Time-Bound – An appropriate time frame needs to be thought through.** For long goals the time frame may need to be broken up into smaller periods so that the goal doesn't become overwhelming.