



Reimagine Together From An Extractive Age To A New Era

UU Climate Justice Revival | September 28-29, 2024

How do we choose our facilitators?

Hint: Facilitators don't need to be climate experts or facilitation experts!

We invite you to review these suggestions with creativity, adaptability, and the spiritual practice of imperfection so that you, and the rest of your team leading this revival, can interpret and integrate them to the best of your shared ability, knowing that every one of our Unitarian Universalist communities has different ways of embodying spaces of welcome and imagination.

What does a facilitator do?

Establish the tone. They welcome participants warmly, setting expectations for participation and respect and emphasizing the collaborative nature of the gathering.

Encourage open communication. They actively listen to participants, value diverse perspectives, and ensure everyone feels comfortable expressing their ideas.

Help participants feel welcome, included, and respected. This includes acknowledging different backgrounds, perspectives, and communication styles and ensuring no one dominates or feels marginalized during discussions.

Guide discussions. They manage conflicts or disagreements diplomatically, encouraging constructive feedback and steering conversations toward actionable solutions.

Empower participants to take ownership of the meeting outcomes. This can be done by delegating tasks, encouraging leadership among participants, and fostering a sense of collective responsibility toward meeting goals.

Why be a facilitator?

Volunteering as a facilitator is an excellent opportunity to learn new skills and help your congregation. Volunteer facilitators will improve communication skills, learn to manage group dynamics, and adapt to various situations. **Remember: facilitation training is provided!**

How many facilitators do we need?

You'll need to identify at least two people to co-facilitate the dialogs on Day 1. If you have more than 60 participants, we recommend adding one additional facilitator per 20 people.

What's the commitment for facilitators?

Review the toolkit and familiarize yourself with the process. Attend at least one training (registration links at the end of this document) provided by the Revival team. Work with your co-facilitator(s) to plan and facilitate the conversations during the Revival. Facilitators will need to plan for about 2 hours before and after the event for reflection and next steps.

Facilitation Skills

Facilitators have lots of different skills and abilities. We've created a list of some traits that good facilitators strive to cultivate. Volunteer facilitators will likely not have all of these skills but should have a few and be willing to work to get better at the others. The most important things are:

- Interest in creating a productive, respectful, and engaging environment
- Willingness to learn!

Curiosity, humility, and a sense of humor help, too! Even if volunteers start with only a few of the abilities mentioned below, their involvement in the process will be a fruitful journey of development and enrichment. Don't be intimidated – we'll support you!

Growth Mindset

Facilitators are always learning new ways to foster creativity, solve problems, and encourage collaboration. Embracing this role with a willingness to learn and improve can lead to significant growth and the acquisition of valuable skills that extend beyond the event itself.

Communication

Facilitators should be able to convey ideas clearly and concisely, listen actively, and use non-verbal communication effectively to enhance engagement. Adaptability and flexibility are also important, as facilitators respond to the group's needs and unexpected developments with ease, demonstrating open-mindedness and a willingness to consider new ideas.

Organization, Follow-through, and Time Management

Organizational skills, including meticulous planning, preparation, and time management, ensure that sessions stay on track and all agenda items are covered.

Confidence, Empathy, Neutrality, and Creativity

Empathy and emotional intelligence are vital traits for recognizing and addressing the feelings and concerns of participants, while also skillfully mediating conflicts to maintain a harmonious group atmosphere. Confidence and presence allow facilitators to capture and hold the group's attention, leading discussions with self-assuredness without being overbearing. Facilitators must also exhibit neutrality and impartiality, remaining objective and unbiased, especially during sensitive discussions, and encouraging equal participation from all voices. Creativity and innovation help facilitators use engaging methods and tools to keep sessions interactive and motivate participants.

Sensitivity and Patience

Cultural competence is another key characteristic, involving sensitivity to and respect for cultural differences and diverse perspectives, ensuring all participants feel welcomed and included. Lastly, patience and composure are necessary for maintaining calm under pressure and allowing discussions to unfold naturally without rushing participants.

You've Got This!

Who & what you have in your community is enough. The Revival is designed to encourage rich and faithfully grounded conversations that collectively imagine our liberatory future. Don't let these suggestions stress you out.

We are not aiming for perfection in these conversations. We are cultivating possibility.

Facilitator Trainings

All facilitators are required to attend at least one training. The presented content will be the same for all trainings but the questions the participants pose and the conversations that follow will be different each time. We encourage facilitators with general facilitation questions to attend more than one session, specifically one training in August and one in September.

On September 1, we will provide detailed agendas, scripts, and video recordings for facilitators to use. Once facilitators have that additional content, we expect that there will be questions around the specific activities which will shape the conversations.

Your facilitators are welcome to attend as many trainings as they'd like! All trainings will be recorded.

For now, we encourage facilitators to watch the [Facilitation Skill Up: Leading Gatherings with Grace and Impact](#) workshop from Side With Love.

Facilitator Training Sessions:

- [Wednesday, 8/14, 7-9pm ET](#)
- [Sunday, 8/18, 3-5pm ET](#)
- [Sunday, 8/18, 6-8 pm ET](#)
- [Thursday, 8/29, 7-9pm ET](#)
- [Saturday, 9/7, 3-5pm ET](#)
- [Saturday, 9/7, 6-8 pm ET](#)
- [Wednesday, 9/11, 7-9 pm ET](#)
- **Additional September training dates to be scheduled. This document will be updated once we confirm those dates.**

The full Facilitation Toolkit will come out on August 1! Email UURevival@UUA.org if you have questions or need help choosing your facilitators.

