

Facilitation Skills in Small Christian Communities



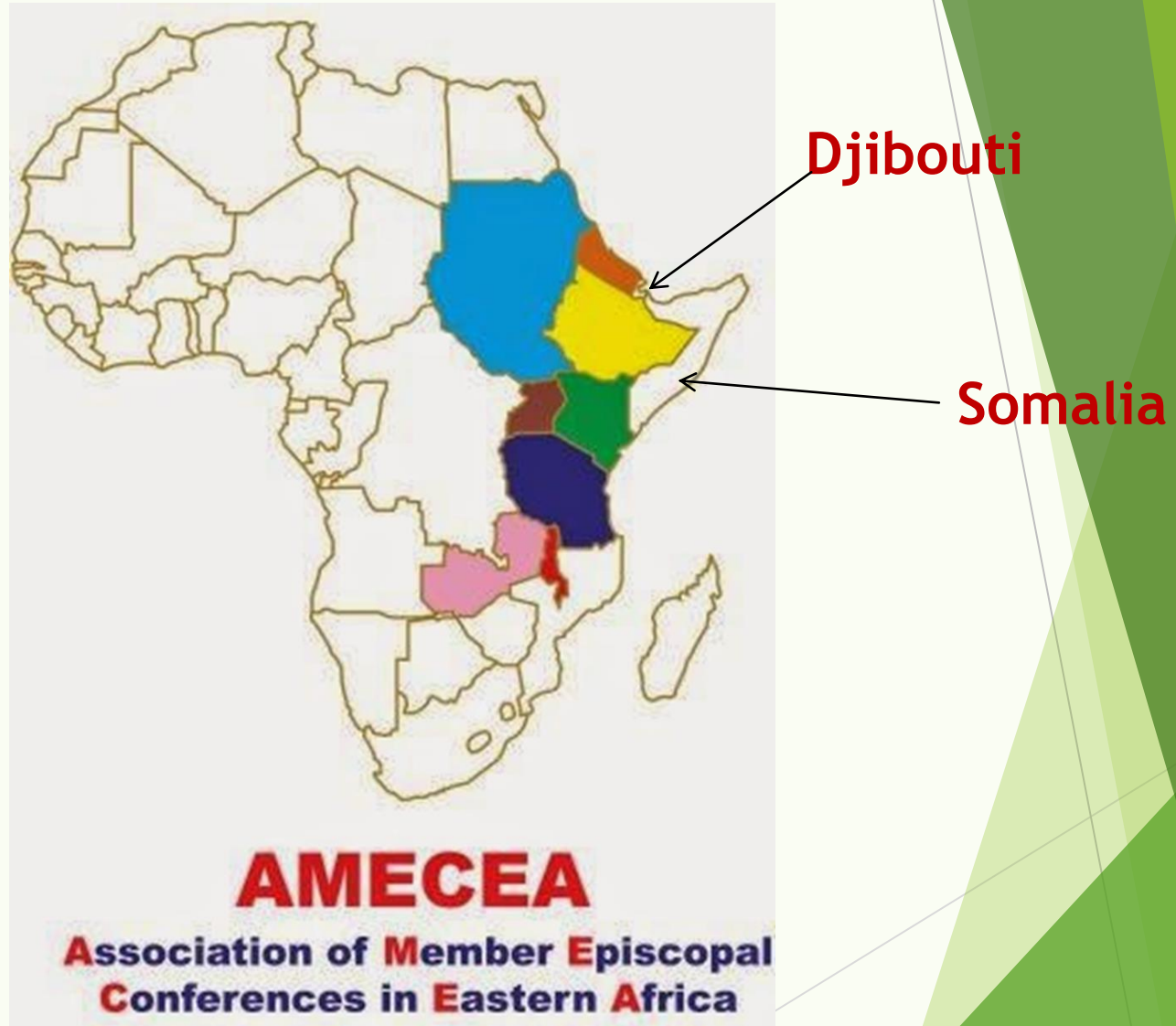
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Content

- Facilitation,
- Characteristics of the members of SCCs,
- Role of SCC facilitator
- Basic values & principles of facilitation in SCCs,
- Core facilitation skills,
- Listening skills,
- The SCCs gathering setup

The AMECEA countries & affiliates

1. South Sudan
2. Sudan
3. Eritrea
4. Ethiopia
5. Kenya
6. Uganda
7. Tanzania
8. Malawi
9. Zambia



Facilitation skills in SCCs

Background

- Interim Eastern Africa SCC Training Team under the AMECEA Pastoral Department - established
- Conducted SCC training for facilitators:
 - national level conferences (*Zambia, Malawi, South Sudan, Kenya, Ethiopia*),
 - Metropolitan (*Mwanza & Tororo*)
 - diocesan level (*Meru, Kakamega, Kisumu*)
 - Seminaries (*Apostle of Jesus - Major NBO, Christ the King – Major Nyeri, planned for February 2018*).
- Question: *How to develop facilitation skills to help enable SCC members effectively gain spiritual & social knowledge from the Scripture readings?*

***But what is
facilitation?***



Facilitation skills in SCCs

In the context of SCC, facilitation is the art of applying diverse sets of skills and techniques (*buzz groups, asking questions, etc.*) to inspire spiritual and social learning, decision making and problem solving in a SCC group or team situation.

Enabling SCC members participate



Source: www.projectmanagementskills.info/facilitation

Context facilitation skills is applied

Who is likely to apply facilitation skills?:

- SCC coordinators/leaders, pastoral workers, youth leaders, team leaders, trainers, meeting moderators, managers, team builders, negotiators etc.

Why use facilitation skills?:

- to structure and deliver specific learning content to meet the needs of individuals or SCC groups.

Who are the members of SCCs?

- diverse age ranges & may include children,
- may come from diverse socio-cultural & ethnic settings,
- they have different levels of education & some illiterate,
- they have their own motivation for joining the SCC,
- they chose to join the SCC out of their own free will,
- have wealth of wisdom, spiritual & social experiences,
- autonomous & self-guided in their thought processes,
- they are resourceful.

Question: Members of SCCs

Could you please share any additional characteristics of the members of SCCs that you are aware of or have experienced during your pastoral practice?

Roles of the SCCs facilitator?

- guide SCC group processes to achieve intended outcome,
- ensure meeting materials are available in time,
- ensure meeting starts and ends in time,
- establish & maintain inclusivity & supportive environment,
- encourage members to contribute to discussions & decisions,
- clarifies & **summarises** points emerging from discussions,
- help manage conflict or misunderstanding in the group.

Practice: Summarizing

Exercise:

- 1. Summarize & write down what you might say to the participant from the scenario below.*
- 2. Share your summary in buzz groups of twos and receive feedback from your partner.*

Scenario

Participant: “I think the most valuable information we have learnt from this facilitation skills in SCCs is how to communicate with SCC members & how to encourage them to actively participate during discussions. We have learnt that as facilitators we don’t talk so much & dominate the conversation since our role is to enable all the SCC members to contribute their ideas.”

Summary:

Values & principles of facilitation

Preparation

- master the session's processes, go through Scripture readings beforehand, be confident.

Listening

- critical skill for facilitators - listen to verbal and non-verbal communication, listen to the facts, emotions & intentions.

Participation & inclusivity

- Use diverse techniques (buzz groups, questioning, open debate) no one left behind, no domination by a few, each member has equal right to contribute.

Values & principles of facilitation



**Time
management**

- a typical SCC gathering takes btw one & one half hours, arrive on time, start & finish meeting in time, manage length of SCC member's contributions, be gentle and flexible.

Respect

- key pillar of success in SCC group dynamics, sensitive to diversity - education, gender, social status, race, etc., treat each other with mutual respect, maintain confidentiality.

Positive, negative,
corrective, dignity,
confidentiality

**Giving
Feedback**

**Effective
Communic-
-ation**

2-ways, message,
speaker, receiver –
verbal & non-verbal

**Questioni-
-ng**

Closed &
open-ended

**Core
Facilitation
Skills**

The aspirations of
members, what they
say & do

**Realigning
Discussions**

State key ideas,
confirm with
members

**Summari-
-zing**

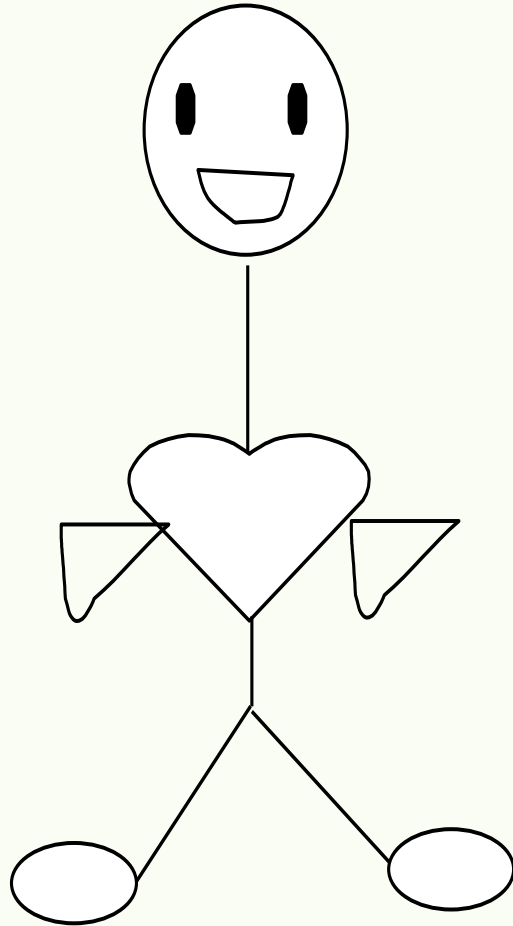
Facts,
emotions,
intentions

Listening



***“Listen &
listen
again!”***

Listening at 3 levels



(Head) Thinking/rational level – facts, concepts, ideas, arguments.

(Heart) Emotional level – feelings, gestures, facial expressions, tone of voice, eyes.

(Feet) Will level (intentions) – intentions, direction, energy and commitment.

Practice: Personal Listening Ratings

Exercise:

1. Rate how well you listen on a scale of 1 (poor) to 5 (excellent) in the table below.
2. What action can you take in order to listen better (improve your listening skills)?

LISTENING ACTIVITIES

RATING SCALE

EXCELLENT

POOR

1. I put away other engagements and attend to the speaker/participant when listening.

5

4

3

2

1

2. I listen to voice inflection, speed and any fluctuation in tones to detect any emotional challenges the participant could be dealing with.

5

4

3

2

1

3. I allow the speaker to finish their statements before I begin speak.

5

4

3

2

1

4. I listen to feelings as well as facts.

5

4

3

2

1

5. I listen for evidences to show if the speaker understands the content of the discussions.

5

4

3

2

1

6. I reflectively and through questioning seek for the meaning or intentions of the participant's messages.

5

4

3

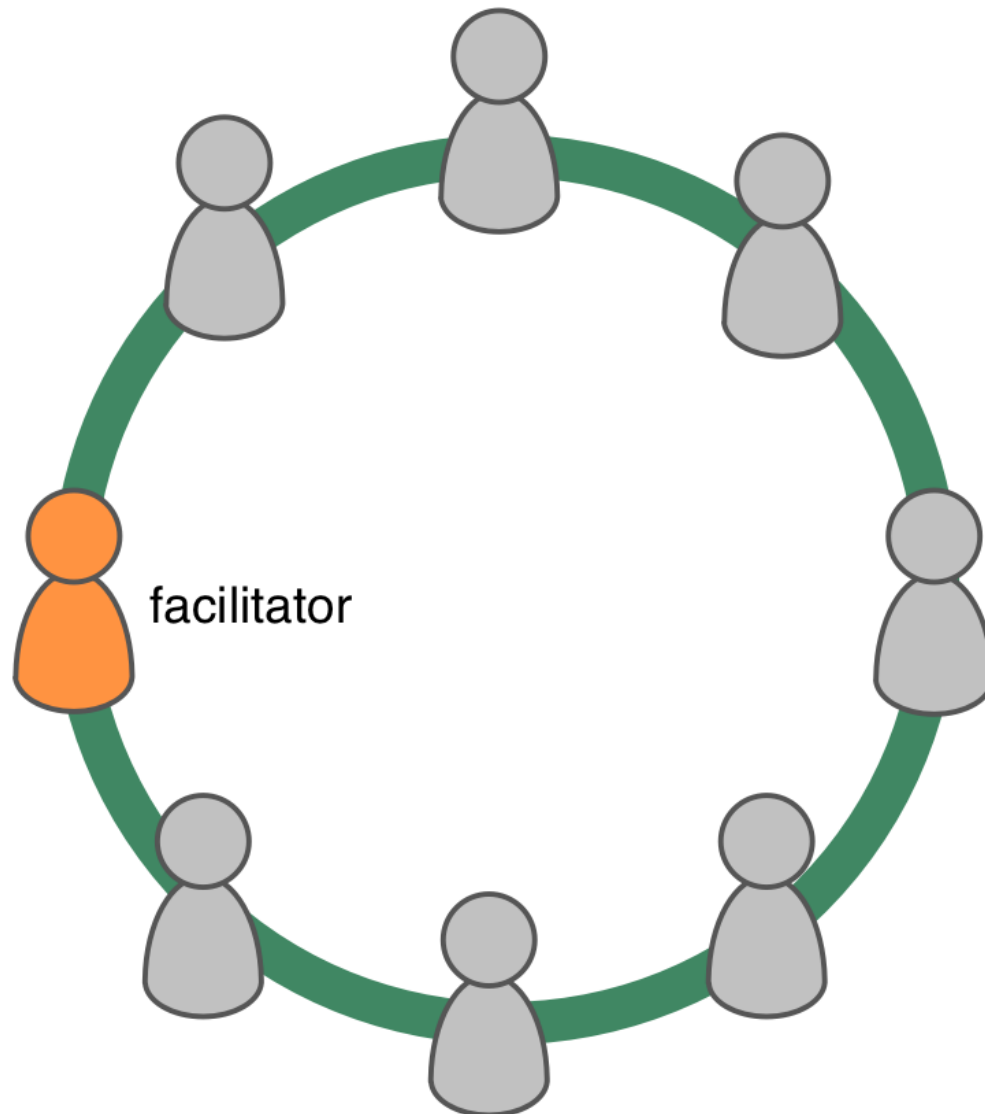
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1

The SCC gathering setup

- quiet place, enough space for everyone's comfort,
- sitting in circular or 'horse shoes' during meeting,
- no barriers i.e. big tables in the middle of participants,
- small table with white cloth in the middle to place candle, crucifix and Bible,
- ensure minimal noise and that everyone is comfortable,
- no elevation of any participant in **a symbol of authority**,
- communicate clearly beforehand, location of meeting venue.

Facilitator is also SCC member



The SCC gathering setup



SCC meeting at
Hekima College
Nairobi, March
2012

FISH Youth SCC
meeting, Pandipieri
Kisumu, May 2015



Practice: Settings for SCC gathering

Exercise (plenary):

1. Can you please share with us any other settings for SCC gatherings/meetings that you have experienced during your pastoral practice?
2. What are your thoughts about the mentioned settings?

Conclusion

- SCC members are self-directed & have their reasons for joining the group, should be treated with dignity,
- Facilitation is a helping relationship to achieve an objective,
- Facilitator is not the boss,
- Facilitation can help inspire change on spiritual & social skills, behaviour, attitude and knowledge level,
- To improve quality of outcome of SCC gatherings, invest in capacity building for SCC facilitators,
- Investing in research can help grow new knowledge about SCC facilitation,

***Do you have
any question
please?***



Thank You