

Instructions to Facilitator

Thank you for agreeing to facilitate this conversation between different generations – including people under 40, as well as people from older generations.

Notes on facilitating the conversation

- In advance:
 - Send people an invitation to the conversation (the next page of these instructions). Remember to invite people from different generations
 - Read through the full process - 'the tool' - to familiarise yourself with what is required.
 - Print out and stick the A4 sheets onto larger flip chart pages to give plenty of room to write. You could also stick them on a roll of lining paper. The inter-generation grid (pages 5-8) can be stuck side by side).
 - Pens, post-it notes, sticky dots for the scale and graph (red and blue)
- As you begin the conversation:
 - Explain you will facilitate. If you prefer, ask someone to act as scribe
 - Make copies available of the 'Guide for the Group Conversation' and encourage people to read it (the final page of these instructions). Explain that people can contribute in any way they like, including drawing, writing directly onto the paper or onto post-its.
 - If there are specific points from different ages, invite people to add their generation onto their comments (e.g. '20s' or '40+').
- Use the overall questions provided. Add further questions to unpack them:
 - Ask '**what**' questions to open up the conversation:
 - What is your experience? What happened? What do you think about this?
 - Ask '**how**' questions to get into more depth:
 - How does that make you feel? How does that affect you?
 - Avoid '**why**' questions? These can introduce judgement and close down conversation.
- **Timing:** We've suggested timing for each section of the conversation. This should help you judge how much depth to go into, and when to move things on.
- Try to **keep the conversation on topic**. If things begin to drift thank people for their comments and then bring people back to the question.
- If one person is dominating – thank them for what they have said, and explain that you sense other people also have things to say. Ask if it's ok for you to check with the others.
- If people aren't saying anything – don't worry, just gently ask them. Do they want to say anything? You can also invite people to write direct onto the large paper or onto post-its.

(People are welcome to write whenever they wish – but shouldn't feel pressured.)

People, Faith & Justice

Invitation

to an inter-generational conversation

You are invited to this special opportunity to explore:

- How we can learn from each other, across generations
- How we can deepen together the way faith can be lived through active engagement
- The support we need in order to play our part in building peaceful, compassionate and fair communities

We hope you will enjoy this chance to reflect on your own mission (or vocation) and to deepen your awareness of the call to justice and peace.

People, Faith & Justice

Guide for the Group Conversation

Thank you for participating in this conversation. Your conversation will:

- Give your group a chance to learn from the different generations.
- This could lead to new ways of thinking and working together.

Feel free to contribute to this conversation in any way you like.

- You might want to simply share your thoughts as the conversation develops.
- The group scribe will try to capture comments and add them to the paper.

You can also grab a pen:

- Write directly onto the paper
- Draw or doodle – no one will judge your drawing skills!
- If provided, grab a post-it and make a note (one thought to one post-it). Add post-its to the right position on paper.
- Don't over think your comments. Just write as you'd speak.
- If you feel it's appropriate, please add your generation under your comment (e.g. '20s', '50s', 'Under 40' or '40+').

Note to group scribe. Try not to paraphrase: The key here is to use the same words that are spoken. Of course you can't write everything, but it's much better to try to use as many of the speakers own words as you can.