

Sheffield District – ONE Programme

Induction/Background

ONE Programme: District is a locally funded, District based scheme offering young people aged 16-23 a 3-hour per week paid role for one year to enable them to participate in and develop a project using their gifts and talents within their own church or circuit to help in its life and mission. They meet with other *ONE Programme: District* workers in their district for a residential weekend and join other online workshops throughout the year for learning, reflection and discipleship activities as well as for fun and friendship.

Because *ONE Programme: District* is a district based scheme supported by the connexion, it can run in a variety of ways which suits local circumstances.

The projects start with the young person and their church/circuit - matching their gifts, skills and passion to the churches needs or mission. *ONE Programme: District* recognises that young people have a calling, with this in mind we do not find projects and then try to match a young person to it.

Overview

Ages 16-23 on 1st September/start of the scheme.

Three hours a week minimum gives the project worth and allows time for school, university or other study/training, or even another paid post. This could be extended up to 6 hours but no further. With a maximum of 10 participants per year (we would need to have a contingency if we had say 12 participants in one year or if we felt a particular project would work better on 6 hours per week.

The scheme needs to run at a District or Regional (multiple district) level with the young people employed by the district. This gives continuity, saves local administration effort, and the right level of support to the employment process across a district for this particular scheme.

Projects that have happened in the past to give some ideas:

Prayer walk for circuits, Intergenerational craft group, Raising awareness – LBGTQ+/Homeless/Charities, Messy Church/Family church set up, worship bands, support groups for Dementia carers, Project around Methodist history, Fundraising for church development, Social Media – adding or improving, Technology in church – set up or training others, Mission Trips, Food and Hospitality, Church linked football team, Eco projects

The impacts this has had on previous interns include further roles at circuit level, becoming a youth rep, another has joined the Methodist Church JPIT team and one worked in London with a Methodist MP. Quote from Benji talking about why being a OPP made a difference for him. “Being paid meant to me that the One Programme and the church who employed me really believed in me.”

Variations on One Programme: District are already established in Yorkshire North & East, Yorkshire West Districts. Interns have operated under the Connexionally facilitated larger scale One Programme: Leadership within our district in recent years.

Vision

Discipleship is key to the scheme therefore the mentors and project enablers are essential. Having local teams (project enabler and mentor) to walk alongside the young person through the year develops inter-generational relationships. Much of the discipling comes through these relationships. Ideally these people would be from the interns' local church or circuit, rather than the district team. Such an approach means the young people are surrounded by a 'cloud of witnesses'.

Residential weekend allow interns to build relationships with peers and district team. One leadership weekend (plus district events & 3Generate) would provide enough time to explore faith, individual gifts, personality types and how these impact our spiritual preferences and hence relationships with God and one another.

Objective

Salary for interns - living wage rate for three hours per week. This ensures they are paid sufficiently well, that it deters them from taking on another job while they are pursuing the scheme. We have found that not to pay them is detrimental because of conflicting priorities and the scheme (and their discipleship) often loses out when such clashes occur.

To facilitate, administration and oversee the scheme, would be absorbed into the Children and Youth Co-ordinator role. Allocating around 12 hours per week to this scheme, being aware that at certain times of the year would be busier than others e.g. induction time, residential.

This proposal falls into our District Strategy;

- Growing Disciples around fostering a culture of high-quality small group and personal discipleship, nurturing leaders, equipping disciples to serve through local learning.
- Sharing Stories encouraging the interns to notice God in everything they do and then to share about it, promoting stories being shared and recognising God at work through our communities.
- Transforming Mission allowing interns to ask searching questions to review the missional opportunities within their settings, Setting plans for mission and how this OPP will fit into future strategies, encouraging room for change and using reflective practice to allow this.

Proposal

We are asking DLT to allocate up to £20,000 each year from the District Advance Fund, starting from September 2023 to support this scheme. The costings are based on 3 hours per week, which would work out around £1500 per intern, with maximum of 10 interns per year. Contingency for additional interns or increased hours.

Church/Circuit contribute up to £500* per intern to cover training costs.

This would be a gift to a circuit if they identify someone who fits the scheme, each circuit wouldn't have to fill each year, although we would hope for participants from across the breadth of the district. Initial conversations with youth leaders indicate that there are young people in churches across our district who would be interested in and benefit from this scheme.

*Could we suggest church/circuit put in a higher contribution if increased hours we needed.

Overview from the church/circuit

A church/circuit may identify a young person who has expressed an interest in serving the church/circuit in a particular way they would then have a conversation with The Children and Youth Co-ordinator and start to talk through with the young person if the project would fit with the church/circuit mission. Further conversations would then happen to explain what is expected from the church/circuit – Financial contributions of up to £500* to cover training costs, to provide a local project enabler* and mentor*. The church/circuit would cover any additional costs the project might come with. The church/circuit and the intern would have regular check-ins with the District Children and Youth Co-ordinator throughout the year.

*Training could be provided for both the project enabler and mentor

Future Planning

Currently we (the Children & Youth co-ordinators for both Yorkshire North & East and Yorkshire West) will start to have a more joined up regional approach to leading this programme – especially when it comes to residentials and ongoing equipping. The details are still to be ironed out but our new proposal for now would work something like this, having one main residential for leadership building and then to join in with other district events and 3Generate. Also training for project enabler and mentor, is being explored.

Suggested Timetable:

Sept – Induction (joint in person/online)

Sept/Oct – Attend 3Generate

Nov – Online workshop

Dec – Online workshop

Jan – Online workshop

Feb – Leadership Residential

Mar – Online workshop

Apr – Attend own District events

May – Online workshop

Jun/July – Celebration

The diagram below is linked to a spiderweb, thinking about the young person in the middle and the web around supporting, protecting, encouraging the young person during this scheme.

