**ONE Opportunity 2025/26**

**Application Pack**

Thank you for expressing an interest in the ONE Opportunity programme.

Developed within our district, the ONE Opportunity programme is designed to encourage and recognise the participation of young people within the district in our church’s life and mission. The programme is for young people aged 16-23 years and gives them the opportunity to be involved on a part-time basis in the development of the mission and ministry of their church. It offers a salaried position of 3 hours per week, on a one-year project shaped around the gifts and passions of the young person. The project should also enhance the life and mission of the church and enable the intern to work out their discipleship in new ways.

The ONE Opportunity Programme has a focus on discipleship and relationship building. It aims to encourage the development of the interns, and to influence the wider church community who come alongside them.

In addition to their paid hours, all the interns are expected to be available to attend both District Gatherings (SYNOD) 3Generate, a leadership residential weekend, training days and monthly fellowship groups during the year as part of their commitment; which are fully funded by the District, but the hours are not paid. These will enable them to belong to a community of young people learning and reflecting together.

Up to ten interns will be funded across the district.

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The ONE Opportunity Programme application form, for the applicant and the church to complete together, is supplied separately to this guide. When completed it should be forwarded to Victoria at cy@sheffieldmethodist.org

**ONE Opportunity: General Information**

**PROJECT REQUIREMENTS**

The intern's project should be part of the mission and life of a local Methodist church. Whatever form it takes, the project needs to have sufficient infrastructure locally to support the intern.

The application form is designed so that it can only be completed by a church/circuit and a prospective intern together, matching the needs of the local church community and the gifts of the young person. This form will tell us about the details of the project, its aims and objectives, and the reasons you are applying to employ a ONE Opportunity intern. This should include the ways in which the project meets the selection criteria given (see page 16).

The form asks the church/circuit to tell us about the applicant, and the gifts and skills that have been identified in them. It will also ask the prospective intern to tell us how they are being called to this project.

Here are some examples of previous projects that have been accepted onto the scheme:

* Developing student outreach and links between local church and university students.
* Gathering the church and local community by offering food and hospitality.
* Developing the use of technology in church e.g. websites, social media, worship presentations etc.
* Developing a church linked football team.
* Setting up a Sunday afternoon café for people on their own.
* Running a monthly prayer and craft session creating items to give to those in need.
* Setting up and running church music groups.
* Setting up and helping to run Messy Church activities.
* Educational projects.
* Activities connected to mission trips.

**THE COST OF AN INTERN**

Local churches/ circuits are expected to fund any locally incurred expenses linked to their project, such as costs of equipment and resources and any other expenses to fulfil the project locally, plus a fixed contribution of £500 payable to Sheffield District towards training and other costs of the scheme.

The Sheffield District will pay the interns’ salaries and will organise and pay for weekend training costs and interns travel expenses to and from training events.

Approvals for the local funding must be in place before the employment begins.

**DISTRICT SUPPORT**

The District team will support prospective interns, and their churches, through the application process. The team also supports the interns once they are in role and offers support, advice and guidance for the intern’s project enablers, spiritual mentors, churches and circuits.

The ONE Opportunity district coordinating team consists of:

Victoria Loveday – Children & Youth Coordinator cy@sheffieldmethodist.org

Katrin Hackett - Administrator admin@sheffieldmethodist.org

Neil Harland – Mission Enabler mission@sheffieldmethodist.org

Andrew Crawford – HR Officer hr@sheffieldmethodist.org

They will support you through the application process and the year ahead.

**TRAINING**

Training days and a residential training weekend will be provided for the interns as a group during their programme year. Attendance at these is a requirement of the position and reasonable travel expenses to attend these will be reimbursed.

**COMMUNICATIONS**

In order to build and maintain contact during the year, all the interns will be invited to join closed Facebook and WhatsApp groups which will be moderated by the District coordinating team. We also expect that the interns will exchange contact details with others on the programme to facilitate a sense of community and provide mutual support.

**FREQUENTLY ASKED QUESTIONS**

**What sort of work can an intern do?**

Interns are expected to have a role that requires or could develop leadership in the mission and life of the church through their project. The role should match the gifts of the intern and the missional priorities of the church with reference to the selection criteria, see page 8.

**How long does an intern work for?**

Interns are contracted to work for a year on their local project for an average of three hours a week from 1 September 2025 until 31st August 2026. Applicants need to consider other commitments they may have at school, college or elsewhere. The best results come from interns who have this as their only job in the year. If a young person cannot commit to the hours expected it might be better to seek a volunteer role within the church for them.

**Are interns expected to do anything else alongside these hours?**

In addition to the three hours a week working on a local project, interns will meet regularly with their project enabler and mentor. Interns are required to attend monthly fellowship groups, both District Gatherings (SYNOD), further training days, 3Generate & a leadership residential training weekend, all the dates can be found on page 8. These training days and weekends are a gift to the intern and are outside of project hours. Interns are responsible for organising their own transport to the training weekends or district events. although our present experience is that lifts can often be shared which makes this less onerous than it sounds. Any reasonable travel expenses will be reimbursed.

**How is an intern managed?**

Each intern will require a church support team based in their local church/circuit. This will be made up of the minister (or designated church leader), a project enabler and a spiritual mentor. The project enabler needs to be identified during the application process while the spiritual mentor will be discerned by the end of September 2025.

**How exactly is an intern employed?**

Interns’ salaries are paid at the real living wage rate, on a monthly basis.

Sheffield District will be the employer and payroll administrator.

Any expenses incurred through the individual project e.g. materials for children’s crafts, new AV equipment etc. should be funded by the local church and/or circuit.

**What does a project enabler do?**

The project enabler, the minister and intern, will agree goals and expectations in the form of a job description prior to the programme starting. The project enabler will be expected to attend mentorship training. The project enabler will then offer regular management support to the intern during the year to discuss the project and set goals for future work. They also help liaise between the young person, the church and the District coordinating team. For more details see Project Enabler role description on page 12)

**What does a spiritual mentor do?**

Experience has shown that the interns who gain most from this scheme are those who have been able to meet monthly with a spiritual mentor to talk about what they are learning and experiencing. These monthly meetings provide opportunities for reflection and conversation about life, faith and other issues. The District coordinating team can offer guidance in the selection of a spiritual mentor, if required, and will provide mentoring materials for use in the monthly meetings and on-going support for the role.

**Who does the intern report to during the year?**

Each intern will be asked to produce regular reports on their project and these will be shared with the local project enabler and the District coordinating team.

**Completing a ONE Opportunity Application**

**CHECKLIST (prior to application)**

* Prospective intern is aged between 16 & 23 on the 1 September 2025.
* Discern the skills, passion and interests of your prospective intern, and help them identify a project to develop and utilise these.
* Speak with the ONE Opportunity district coordinating team for advice and guidance on choosing the project and completing the application form.
* Check the project against the selection guidance and priorities for the Methodist church (pages 8&9).
* Identify a Project Enabler.
* Seek church and circuit approvals (this may include a presentation from the young person).
* Prospective intern and project enabler or minister to complete the application form together
* Send the completed application form to the Children & Youth Co-ordinator before 1st July 2025. If you wish to apply but will struggle to meet this deadline please contact the Children & Youth Co-ordinator.

**THE STEPS TO TAKE (prior to application)**

1. Identify the Young Person

The intern is at the centre of the programme so it is essential that you identify a young person who will be passionate about their project. We expect that they will already have a connection to a church, as they will need the support of their community. They should be between 16 and 23 years of age on 1 September 2025. You may like to consider a young person who would benefit from connecting with their peers as well as with adults from across the wider church. As they will learn and grow in faith through sharing with others as well as influencing those they interact with through the programme. While they do not have to be a Methodist, or even a committed Christian, they do need to be sympathetic with the aims of the Methodist Church and comfortable being in the company of Christians willing to explore their own faith position, and fully participate in our training days and weekends. You may find the person specification included on page 14 helpful.

1. Identify a Project

Once you have identified a possible intern, the next step is to discern their skills, passions and interests and work with them to develop a possible project. The project should use the young person’s existing skills, but also offer them some scope for development of new skills, or expansion of their existing skills. The project should also meet a real need in your local church or community.

1. Seek Advice

We would strongly recommend that you talk to the district coordinating team as soon as you can. We can advise you as you shape the project as well as help you to complete the application. We are happy to meet face to face with church teams and prospective interns prior to the application being made, to help ensure that everyone fully understands the commitments and expectations involved with the programme.

1. Ensure the project meets the requirements

The project is expected to be of value to the church community and link to the local church, circuit or [district mission plan](https://www.sheffieldmethodist.org/about-us/for-such-a-time-as-this.html). The project should be measurable against Methodism’s missional priorities in the same way as any other project. The project should also aim to increase the leadership abilities of the intern through the year e.g. by progressing from helping with youth group discussion sessions to actually preparing and leading the sessions. It should also encourage intergenerational collaboration as research shows these to be important in personal development as well as contributing to lifelong faith.

1. Identify a support structure

You will need to identify a local project enabler, who can offer support and guidance during the year through regular meetings with the intern. In due course a spiritual mentor also needs to be identified to assist the young person with their personal and spiritual development through on-going reflection during the year at regular meetings. Assistance can be provided by the district coordinating team, if required.

1. Gain church and circuit approval

The project needs to be approved by the local church council and the circuit leadership team. We recommend the applicant prepares a short presentation of their project proposal to take to their church council and/or circuit meeting.

This can take time, so please plan ahead to ensure opportunities aren’t missed.

Local church/circuit funding will need to be agreed, with everyone involved understanding how the required church/circuit contribution for the programme will be met.

1. Complete and submit the Application Form

Both the young person and the local church/circuit team should complete their sections of the application form together, before the minister and project enabler complete the declaration sections. The form should then be sent to the District Children and Youth Co-ordinator.

1. Have a conversation with one of the District coordinating team

Following the submission of the application form the prospective intern will have a conversation with a member of the District Coordinating Team to discuss their project and application. This may happen face to face or over the telephone and may be used as part of the selection process if the programme is over-subscribed. Applicants will be notified within a month of their application being submitted if they have been selected to the join the programme.

**TIMETABLE FOR APPLICATIONS**

* **January to March:** Identify the young person, potential project and project enabler.
* **Spring:** church council and circuit leadership team approval
* **1st July:** Deadlines for application forms to be submitted
* **31st July:** All paperwork completed
* **1st September:** Interns in post and project begins
* **During September:** Spiritual Mentor identified and brought into the project

**Selecting a ONE Opportunity Project**

There is funding for up to ten young people to join the ONE Opportunity Programme each connexional year. Each applicant and their proposed project will be considered by the district coordinating team against the guidance below and scored against agreed criteria by a district appointed team. Please refer to this when completing the application form, and wherever possible provide evidence to support it.

Project selection criteria

We are looking for projects that:

* Are creative in meeting a genuine need in the local context.
* Use the gifts and passions of the young person.
* Projects that respond to local church, circuit or district mission plans.
* Encourage the local church to work in new ways, or fresh expressions of church.
* Challenge the intern to develop new skills, within a framework that supports them.
* Have realistic objectives and expectations for the intern’s work during the year.
* Encourage and value the involvement of young people in the life of the church.
* Encourage and provide opportunities for faith-sharing.
* Offer the intern some form of leadership and project ownership, whether through driving the project, or working with others, particularly where this is intergenerational.
* Enhance the self-confidence of the intern, and also other young people in the church.
* Enable whole life discipleship.
* Offer an opportunity to continue, develop and fund the work beyond the one-year limit of this scheme.

We are required to verify that interns are entitled to live and work in the UK. We are also required to consider any Criminal Convictions not “spent” under the Rehabilitation of Offenders Act 1974.

**Developing a ONE Opportunity Project**

Once their place on the ONE Opportunity Programme has been confirmed, the intern and the local church/circuit should work together to develop the plans for the project so it is ready to start on 1 September. This section outlines the main actions that will need to be taken.

**CHECKLIST (after acceptance onto scheme)**

* Prepare detailed job and project descriptions and share with District coordinating team
* The District Safeguarding Officer will review these and advise whether a DBS (Disclosure and Barring Service) check, is required.
* Complete a risk assessment of the intern’s working environment
* Intern will attend the induction day on Saturday 6th September 2025.
* Support the intern to identify a spiritual mentor following the induction day.
* Identify and record the benefits that the project brings to the local church and intern.

**THE STEPS TO TAKE (after acceptance onto scheme)**

Produce project documentation

Work with the intern to create a detailed job description and use this to create a project plan with clear goals and dates identified. The local team will need to assist the intern to apply for a DBS disclosure if this is required. The intern will also need to attend the Foundation Safeguarding course. The local team must also complete a risk assessment for the intern’s working environment.

**THE STEPS TO TAKE (once employment has begun)**

1. Set up a communication system

The local team are responsible for making sure that regular communication occurs between them, the intern and the District coordinating team. This should involve regular meetings between the project enabler and the intern, regular mentoring sessions between the intern and their spiritual mentor and regular reports from the intern to the District coordinating team.

2. Identify a Spiritual Mentor

The intern should identify who is to act as their mentor for the duration of the programme. If necessary, the local team may need to assist the intern to identify a suitable person for this role. The spiritual mentor’s role is to walk alongside the intern helping them to reflect on the project, the training days/residential weekends, their faith and personal discipleship journey. The spiritual mentor will need to be briefed on the ONE Opportunity project and the intern’s project.

3. Review the probationary period.

The interns are required to complete an initial six-month probationary period, which should include a review of the intern’s job description. At the end of this period the project enabler should confirm to the District coordinating team that the intern has satisfactorily completed this six-month probationary period or that the project needs amending, or the probationary period needs to be extended.

4. Collect the benefits of the project

The local team, will complete an ‘End of Project’ report when the intern has completed the programme to reflect on how the project has benefited the intern and the community.

5. Decide if the project is to continue

The ONE Opportunity Programme is a one-year commitment to that specific intern. If you wish to have another intern in your church in the following year you will need to go through the application process with another applicant. If you wish to continue any initiatives that have been started during the ONE Opportunity year you will need to consider how this can be accomplished.

**Programme Dates for 2025/26**

**Saturday 6th September 2025:** Induction day.

**Friday 3rd – Sunday 5th October 2025:** 3Generate NEC Birmingham

**November 2024 (TBC):** Regional Training Day

**Friday 13th – Sunday 15th February 2026:** 48 hour residential training/retreat weekend at Flourish, York

**Saturday 28th March 2026:** District Youth Day @ Hesley Woods

**June 2025 (TBC):** Celebration Day

**District Gathering dates:**

**Saturday 13th September 2025:** Venue to be confirmed

**Saturday 18th April 2026:** Sheffield (venue tbc)

*The above dates are a mandatory part of the scheme, and we expect arrangements will be made to enable attendance. If there is a reason why this cannot be achieved prior to the application, then please speak with us.*

*We expect interns to make their own way to the above weekend training events, although we make every effort to coordinate transport between us. Mileage or reasonable receipted travel costs will be reimbursed. The cost of accommodation/food etc. is borne by the scheme.*

**ONE Opportunity Intern: Example Job Description**

This is offered as a guide to what a final job description might look like for your ONE Opportunity Programme project. Hopefully it will give you an idea of the sort of things you will need to consider when planning a project and working with your intern.

|  |  |  |
| --- | --- | --- |
| **NAME OF PARTICIPANT** |  | Jane Smith  |
| **LOCATION OF PROJECT** |  | Central Methodist Church |
| **PROJECT OUTLINE** |  | The aim of the project is to develop the student community at Central Methodist Church and to get students feeling more like a part of the church community as a whole. The project involves improving communication and social media presence, having services organised and led by students, and creating chances for people to socialise and get to know each other better.  |
| **RESPONSIBLE TO** |  | Local project enabler and the District coordinating team |
| **RELATIONSHIPS** |  | District coordinating teamLocal Church Minister and leadership teamLocal Church Project EnablerLocal Spiritual Mentor  |
| **ETHOS & WORKING STYLE** |  | It is desirable that the intern embraces fully and advocates the ethos of the Methodist Church, as expressed through *Our Calling*, together with the collaborative working style as expressed in Ways of Working.  |
| **WORKING STYLE**  |  | Once the role commences, it is expected that the intern will be part of Central Methodist Church. They will also be expected to be a team member of the District ONE Opportunity Programme. To this end the intern will need to liaise with their local church and circuit as well as the Districtcoordinating team. This will entail being accountable to the local church/circuit and the District coordinating team for delivery of the agreed project.  |
| **PROJECT EXPECTATIONS: DISTRICT TRAINING AND DEVELOPMENT** |  | 1. To attend two residential training weekends 3rd – 5th October 2025 (3Gen); 13th – 15th February 2026 and other training days provided.
2. To provide a quarterly written report on the progress of the project
3. To assist the District Coordinating team in promoting the ONE Opportunity Programme within the local circuit and the District
4. To engage in discussions and sharing using a closed Facebook and WhatsApp groups developed for the interns.
5. To be an ambassador for other youth activities in the circuits, the District or Connexion.
6. To participate in the District Gatherings (synod)
7. To read the mentoring book provided and complete a reflective journal throughout the year.
8. To meet a mentor regularly for the duration of the project to discuss your reflections.
9. To meet a project enabler regularly (monthly) to discuss progress and development of the project
 |
| **PROJECT EXPECTATIONS: LOCAL PROJECT** |  | 1. To actively welcome new students to Central Methodist Church and help them find their place in the student church community.
2. To formally introduce themselves to the congregation in the student welcome service.
3. To represent Central Methodist Church at the Christian Union church fair.
4. To represent the church at the weekly Sunday ‘walking bus’, helping new students to find their way to Central Methodist Church
5. To organise and help deliver student-led services on 17th November (All Age), 22nd March (Mothering Sunday), and 5th June (Student Leavers Service).
6. To organise and help deliver a student-led church picnic or other social event.
7. To organise and help deliver a student-led fundraising event for Central Methodist Church, such as a sponsored walk.
8. To attend the term-time Church Council meetings whenever possible.
9. To present a report of their activities for the Central Methodist Church AGM.
10. To start up and maintain a church presence on Twitter.
11. To update the Central Methodist Church student information leaflet.
12. To organise an ecumenical student church-swapping initiative.
13. To organise a social activity for post-graduate students outside term time
 |
| **TERMS & CONDITIONS** |  | The employment will start September 1st 2025 and end August 31st 2026 |
| **HEALTH AND SAFETY** |  | The post holder will be subject to the Methodist Church’s Health and Safety Policy. |
| **EQUAL OPPORTUNITIES** |  | The post holder will be subject to the Methodist Council’s Equal Opportunities Policy. |
| **EXPENSES** |  | The participant will be paid a salary of the Living Wage rate (currently £12 per hour) for 3 hours per week, at present £1,872 per year. No salary is paid for the training weekends, or for District synod or training days. |
| **HOURS** |  | The post holder will be expected to work 156 hours over a 12 month period. Which can be worked flexibly and agreed in advance with local project enabler and District Coordinatoring team. |
| **PROBATIONARY PERIOD** |  | Six months. After this period, the project enabler will be expected to carry out a review to establish suitability. |
| **DBS DISCLOSURE** |  | This appointment will be made subject to a satisfactory Disclosure and Barring Service check where it is deemed necessary by the project requirements. This will be determined by the DSO. |

**ONE Opportunity Intern: Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| Education and Training | Aged between 16 and 23 at 1st September of the programme year |  | application +documentary evidence |
| Willing to engage with training |  | application +informal discussion |
| Willing to pursue personal spiritual development |  | application + informal discussion |
| Proven ability | Able to keep adequate records |  | informal discussion |
| Able to communicate using a variety of methods including electronic and face to face |  | application + informal discussion |
| Able to work as part of a team |  | application + informal discussion |
| Possess good listening skills and a desire to understand others |  | application + informal discussion |
| Special Knowledge and Skills | Able to engage people of a variety of ages and backgrounds | Possess good influencing and negotiating skills | application + informal discussion |
| Able to work under own initiative | Able to exercise leadership | application + informal discussion |
| Prepared to travel within the Yorkshire Plus region for training  |  | application + informal discussion |
|  | Passionate about issues facing the world today | informal discussion |
|  | Able to fully embrace and advocate the ethos of the Methodist Church as expressed through *Our Calling* | informal discussion |
| Connected to a local church  |  | application + informal discussion |
| Project-specific requirements | Able to present an outline of the proposed project, with objectives and deliverables |  | application + informal discussion |
| Willing to provide reports on their project throughout the year |  | application + informal discussion |
| Able to demonstrate skills relevant to the specific project |  | application + informal discussion |
| Prepared to work some irregular hours if required |  | informal discussion |

**The role of ONE Opportunity project enabler**

**General Context**

The vision of the ONE Opportunity programme is to encourage, recognise and reward the participation of young people in our church life and mission. It is our hope that as young people step forward to take leadership roles amongst us, there will be opportunities for personal growth and deepening discipleship in conjunction with the aims and objectives of each individual project.

We envisage a project enabler will come alongside a young person to help them to shine. Each intern will be supported by a local team consisting of a project enabler and a spiritual mentor. Each local team will be supported and guided through the year by the district coordinating team.

**Specific expectations**

With the support of the local minister and district coordinating team, project enablers will:

* Agree goals and expectations with the intern and minister for the project prior to the programme starting on 1st September 2025.
* Facilitate the completion of a job description for the intern’s project with reference to the submitted application form.
* Ensure a DBS check is completed if deemed necessary by the DSO.
* Review the time commitment across the year with the intern and identify holidays and pressure points such as exam times. If the project allows, it may be helpful to plan hours so the church project work is reduced during these times and increased at quieter times.
* Meet regularly (at least monthly) with the intern to offer management support and to discuss and set achievable short-term goals for future work in the project.
* Check that the intern is honouring their commitment to working hours – making sure that neither too few nor too many are undertaken
* Ensure good communication between the intern and the local church; managing expectations of the local church and making sure the intern has opportunities to keep the local church informed about the project.
* Attend mentor training.
* Identify after a six-month probationary period if the intern is suitable for the role as set out in the contract on employment and report this to the District coordinating team, identifying any additional developmental or support needs that are required.
* If the project appears to be failing, or goals are not being met at any point, work with the district coordinating team to determine how the project might be reshaped to ensure the success of both the intern and the project.
* Liaise with the district coordinating team over any contractual issues such as sickness absence.
* Complete an evaluation form at the end of the intern’s year.

The District co-ordinating team will:

* Offer support to local teams throughout the year in whatever form they need it (email, telephone, visits) and be available to answer questions as they arise.
* Keep local teams up to date with the content of the two residential weekend programmes and any ongoing conversations with interns.
* Supply an adaptable job description and a specific contract for each intern.
* Organise payment of intern’s salary
* Provide timesheet and travel expense forms for use as required.

**The role of ONE Opportunity spiritual mentor**

**What is the Role of a ONE Opportunity Spiritual Mentor?**

The value of young people and adults sharing the spiritual journey together is integral to the ONE Opportunity Programme. Research has shown that one of the most important factors in young people deciding to carry on with their Christian journey is having positive relationships with Christian adults they respect and who show they care.

The ONE Opportunity year is an adventure! Participants will be stepping out in leadership in new ways and also experiencing their own church community from a diﬀerent perspective as well as testing the waters of their own faith. It is really important they have a trusted adult who feels called to listen supportively, to pray faithfully and to ask helpful questions when necessary.

During the year the spiritual mentor journeys alongside the young person in spiritual and personal terms. They intentionally provide the participant with time and space to reﬂect on their project, the training days and residential weekends, their faith and anything else they wish to discuss and share.

**What is expected of a ONE Opportunity Spiritual Mentor?**

The main things the mentor needs are a heart for developing the young person and good listening skills. They need to be able to build rapport and trust whilst avoiding the development of dependency; and be willing to provide the right balance of support and challenge to help the participant reﬂect and grow. The mentor will meet with the participant at least monthly and will operate within the Methodist Church safeguarding guidelines. A separate pack containing more information, detailed guidelines and some mentoring ideas will be supplied to mentors, once they have been identified.

It is good practice (but not strictly essential) for mentors to be the same gender as the mentee. Meeting in an open area, like a coﬀee shop, would be an ideal location from a safeguarding point of view. Ministers should ensure that DBS checks are done, when necessary.

**What is Mentoring?**

Mentoring is a form of discipling that is relational, speciﬁc, ﬂexible and holistic. It reﬂects the younger generation’s preference for reﬂection and questioning and encourages openness to diﬀerent ideas. It is part of the mentor’s role to help the young person discern the role of God in shaping their lives rather than the mentor’s own ideas and expectations. It is a warm, listening relationship; coming alongside another person to help them discern the ways God is leading them in their own heart. This takes prayer and attentiveness. A mentor should be someone who is:

• An Encourager• A Listener• Trustworthy• Prayerful

It is a simple practice at its heart, drawing on the mentor’s own personality and skills rather than a formal programme or technique. Mentoring is largely about motivation and mindset, with skillsets and attitudes that support and aﬃrm the mentee to grow in their discipleship and personal development. The relationship between mentor and mentee is based on mutual trust and respect.

**What can the Spiritual Mentor expect from the district team?**

The district team is here to help! We will supply a resource pack and will provide training and support for mentors, including providing facilitated opportunities for the mentors to share, reﬂect and learn together.

We are also available for informal support and encouragement or just a chat.