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 three residential weekends in 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.

**Non-negotiables to make your scheme ‘ONE Programme: District’**

* The projects start with the young person and their church - 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.
* 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.
* The scheme needs to run at a District or Regional (multiple district) level. This gives continuity to the employment process across a district.
* 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, rather than the district team. Such an approach means the young people are surrounded by a ‘cloud of witnesses’.
* Residential weekends allow interns to build relationships with peers and district team. Three weekends 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.
* 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.
* Specific workers are employed, or have hours allocated within other roles, to run and oversea the scheme. Most Districts have allocated a minimum of 10hrs/week for a co-ordinator and 7hrs/week for an administrator, to start a minimum of 6 months before young people are enrolled on the scheme. They will liaise with other District schemes across the Connexion for mutual support and ideas.

**Negotiable/Changeable**

* District/Region set up. Yorkshire North and East District & Yorkshire West District run it on a district level as there would not be enough churches/young people to create a suitable sized cohort each year.  North East Region scheme works across two Districts which is effective in that context.
* Hours. 3-6 hours per week would be the peripheries with current projects running 3hours per week
* Logos can be altered but keeping the theme of the national ONE Programme Logo. Liaise with ONE Programme Development officer when redesigning where possible.
* The Yorkshire North and East District invite back the 'alumni' to their middle weekend. This facilitates an ongoing relationship with those who have done the scheme in the past and serves to remind them that their own discipleship journey is ongoing. However, it makes this weekend challenging for the district team due to larger/uncertain numbers and not being able to repeat previous sessions. A variation on this could be to combine different groups currently on the scheme for the middle weekend - e.g. from two or three districts to gain a mix of people and experiences similar to that of inviting back previous interns.