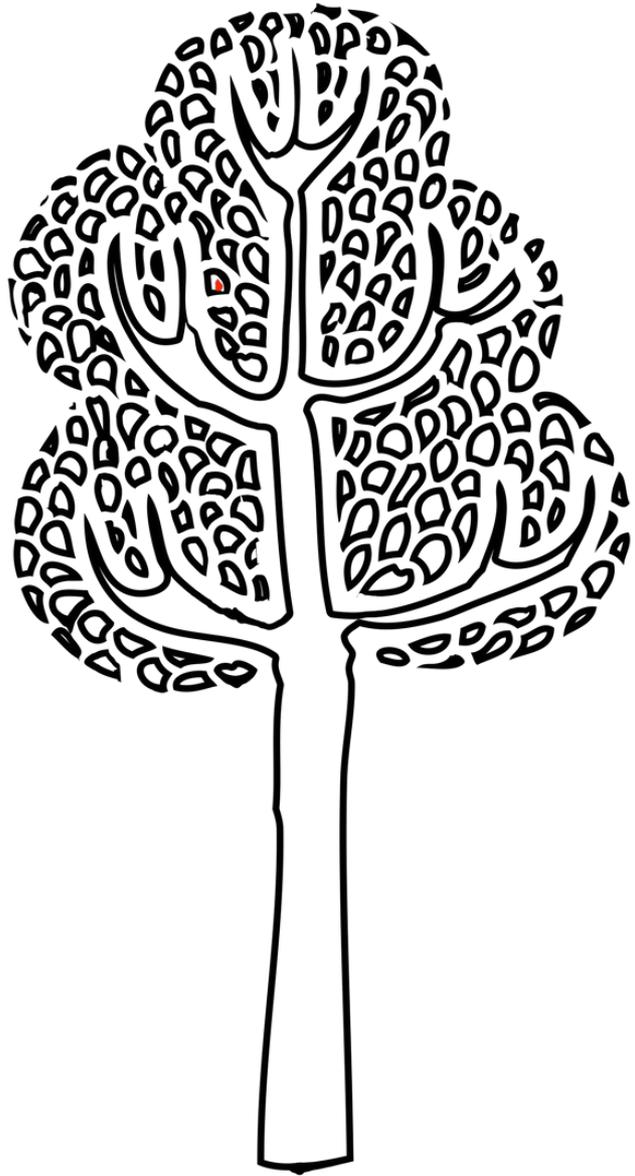


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# PRACTICE GUIDE

THRIVE YOUTH WORK

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## 2. INTRODUCTION TO PROJECT

### a) Vision and Values

Our vision is to see the lives of young people transformed by Jesus.

Our values are to:

- Connect with young people where they are.
- Care for young people in relevant ways.
- Celebrate young people for who they are.
- Challenge young people in their thinking and actions.
- Create authentic opportunities for young people to explore faith.



### b) Mission Statement

Thrive aims to see the lives of young people transformed by Jesus by meeting them where they are with his good news. We do this by partnering with churches, schools and communities to offer programmes that support the emotional, social and spiritual growth of young people.

### c) Our Programmes

Thrive currently offers the following three programmes. These programmes serve as a means to connect with young people where they are, and are flexible and negotiable. Each Thrive Hub may adapt and develop these programmes as they see fit, in consultation with the Thrive Project Lead.

## *1. Thrive Mentoring*

Thrive Mentoring is an in-school support programme that offers early-intervention pastoral support. Each mentor partners with a young person for a period of six weeks to a term and helps them develop independent skills to cope with issues such as low self-esteem, lack of confidence and anxiety.

Thrive Mentoring is open to any young person. We work alongside schools to ensure that we are supporting students who do not require specialist support, but would benefit from the short-term support of a trained mentor.

We recommend that all Thrive Hubs to work in partnership with secondary schools through a mentoring programme. Our mentoring programme establishes the foundations of the project in line with our values by:

- Ensuring that the project commences in partnership with schools
- Encouraging churches to think missionally, going out to the young people
- Encouraging partnership between churches in a catchment area
- Serving young people on their terms, in their place
- Learning the needs of the community before starting additional programmes

## *2. Thrive Youth Café*

Thrive Youth Cafés are spaces where young people can spend time after school and access pastoral support. The café is staffed by volunteers trained in youth mentoring and includes "opt-in" opportunities to ask questions about faith.

Thrive Youth Cafés offer a simple, model that is easy to replicate. They included activities including, but not limited to, the following:

- A café bar serving milkshakes, drinks and food
- Active games such as table tennis, pool or air hockey
- Table games such as UNO, Dobble, Jungle Speed and cards
- Console games such as Xbox and PS4 that are age appropriate
- Music speakers

The intention is to create a safe space where young people can spend time, access support and both experience and understand the Christian faith. The key to the youth café model is going to where young people are, rather than starting with the location of the church.

### 3. *Thrive Extra*

Thrive Extra is an optional group that is run at the end of every Thrive Youth Café. This group is an opportunity for young people to engage with Christianity in a low key and relevant way. It is important that Thrive Extra operates by putting the young people first. In particular, this means ensuring that it is an opt-in group, that young people do not feel required to attend and that the content is relevant for their level of understanding and engagement.

### 4. *Thrive Outreach*

Thrive aims to connect with all young people, especially those who are considered hardest to reach. In pursuit of this, we offer programmes that are specifically designed for young people who are disaffected, withdrawn from mainstream education or presenting with challenging behaviours. Our youth workers spend time with these young people on a weekly basis, supporting them with confidence building activities and providing positive role models and a space to be celebrated for who they are. Thrive currently partners with two charities for this programme: Gauntlet Auto Project, a Ramsey based charity that teaches young people to ride motorcycles, and Sports Connection Foundation, a national charity that provides positive mentoring through sports.

## d) Organisational Structure

As seen below, each Thrive Hub will be governed by a local steering group and will have at least one Thrive Youth Worker to lead the local Volunteer Team. Each Thrive Hub will be supported by the Thrive Project Lead.

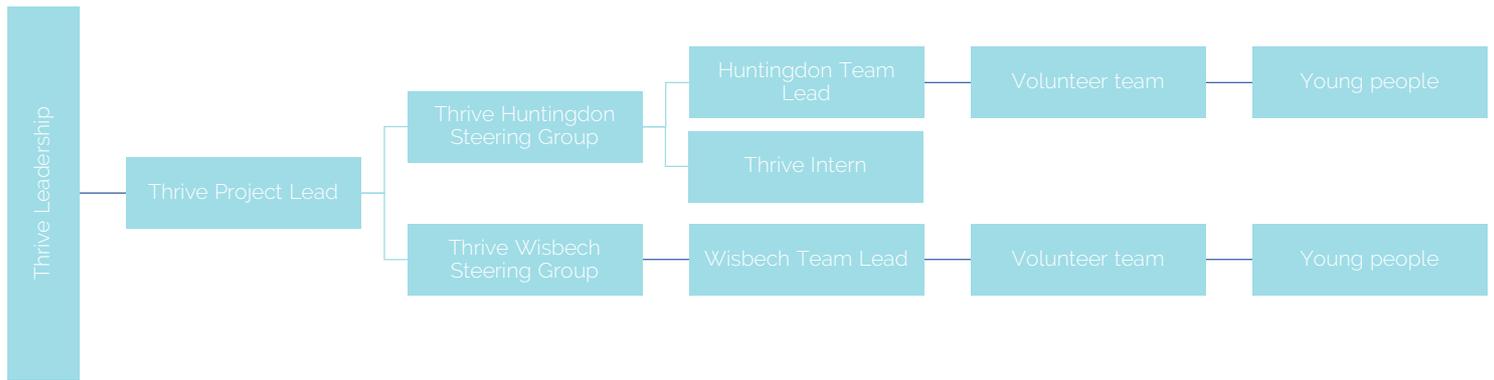


Figure 1: Thrive Organisational Structure

### 3. STATEMENT OF FAITH

Thrive is a Christian project that adopts the Nicene Creed as its statement of faith. We are ecumenical in our approach and unite in the mission of the Great Commission (Matthew 28:16-20) and the truth of the gospel (John 3:16). Thrive upholds the dignity and value of all people and ensures that any young person, regardless of background, is welcome at any of our programmes.

Members of Thrive are Christians who affirm the authority of the Bible over all aspects of human life.

#### The Nicene Creed

WE BELIEVE in one God,  
the Father, the Almighty,  
maker of heaven and earth,  
of all that is, seen and unseen.

We believe in one Lord, Jesus Christ,  
the only Son of God,  
eternally begotten of the Father,  
God from God, Light from Light,  
true God from true God,  
begotten, not made,  
of one Being with the Father.  
Through him all things were made.

For us and for our salvation  
he came down from heaven:  
by the power of the Holy Spirit  
he became incarnate from the Virgin  
Mary, and was made man.

For our sake he was crucified under  
Pontius Pilate; he suffered death and  
was buried.

On the third day he rose again  
in accordance with the Scriptures;  
he ascended into heaven  
and is seated at the right hand of the  
Father.

He will come again in glory to judge  
the living and the dead,  
and his kingdom will have no end.  
We believe in the Holy Spirit, the  
Lord, the giver of life,  
who proceeds from the Father and  
the Son.  
With the Father and the Son he is  
worshiped and glorified.  
He has spoken through the Prophets.

We believe in one holy catholic and  
apostolic Church.  
We acknowledge one baptism for  
the forgiveness of sins.  
We look for the resurrection of the  
dead,  
and the life of the world to come.  
  
Amen.

## 4. WORKING PRACTICE

### e) Working with partners: Principles

Our commitment to "Connect" (See 2:a) applies not only to young people but to our whole working practice. Thrive is committed to working in effective partnership with a variety of schools, agencies and churches to serve the young people in their local communities. This involves a few key features:

- Thinking in terms of "catchment" not "parish":  
We encourage churches to think outside their church walls and parish boundaries to view secondary schools as a part of their church community. This means partnering with others who may not be within your parish, but who have a shared interest in the secondary school in your area.
- An emphasis on unity within the body of Christ:  
Thrive is represented by churches from many different denominations, who vary greatly in styles of worship. As we seek to show God's love to young people together, it is crucial that we start from a position of unity in Christ. We focus on what unites us, particularly our shared agreement that the young people always come first. This shapes how we respond to situations involving rites of passage and questions about faith.
- Respect for secular partners:  
Whilst Thrive is a proudly Christian project, we greatly respect and support the work of our secular partners. In our interactions with

councils, agencies, schools and services, we display our faith in action by following policies and working in effective and respectful partnership.

#### f) Working with partners: Youth Cafés

These principles can be applied to Thrive Youth Cafés in the following ways:

- Working on the young people's terms:
  - In all interactions, each young person must be comfortable and feel safe.
- Offering optional opportunities for faith exploration:
  - It is important to make clear that the young people are not required to attend, and that they will not be thought less of, judged or in any way viewed negatively if they do not.
- Making an effort to deconflict with other services:
  - Before committing to any programme times, it is important to see what other local services are on offer, to ensure that where possible we deconflict with existing programmes. This not only increases the provision for young people but also affirms our respect for other organisations.

#### g) Working with partners: Mentoring

These principles can be applied to Thrive Mentoring in the following ways:

- Ensuring that language is school appropriate:
  - Using respectful, positive and thoughtful language in mentoring and in all conversations regarding the school.
  - Refraining from use of profane or inappropriate language
  - Ensuring that any references to faith are appropriately phrased. Thrive volunteers and employees should never proselytise in the school, unless this has been agreed, and should be careful that any discussion is on the terms of the young person and is in their best interests. Particularly in mentoring situations, a mentor should never

(intentionally or unintentionally) use their position of power to influence a young person's view on faith.

- Respecting school boundaries
- Respecting the school in the community
- Ensuring privacy and confidentiality

## h) Working with partners: Outreach

These principles can be applied to Thrive Outreach in the following ways:

- Emphasising respect for the individual:
  - Seeking to affirm the individual at each opportunity
  - Responding to challenging behaviours in a way that separates the behaviour from the person
- Working on the terms of the young person
  - Regularly "checking in" to ask for their opinion and feedback on programmes
  - Asking for permission to share challenging comments
  - Ensuring that any sharing of faith is welcome and desired
- Implementing appropriate expectations and boundaries
  - Agreeing with the young people clear expectations and boundaries
  - Regularly reminding young people of the expectations and boundaries
  - Noticing, reflecting and responding to breaking of boundaries
- Maintaining clear communication with young people and with partners

## i) Working together: Principles

Working together as a team, united by Christ, is central to the mission of Thrive. Prioritising team shapes everything at Thrive, from how we invest our time and resources to how we use language. Here are some key applications of this principle:

## Prayer

- Praying together is crucial to grounding and sustaining our mission. At our Thrive Youth Cafés, we pray as a team before and after each session. We try to incorporate prayer into every aspect of our work, in appropriate ways.

## Team meetings

- Regular team meetings are important for developing and maintaining culture and positive relationships. Our meetings include:
  - Thrive leadership meetings: fortnightly prayer and reflection
  - Thrive team meetings: half-termly meetings in each mission team
  - Celebration lunches: termly lunches with everyone involved in Thrive

## Regular reflection and debrief

- In Thrive Youth Cafés, debrief and reflection happens on a weekly basis after each café.
- In Thrive mentoring, formal reflection and debrief occurs on a half-termly basis, but the mentoring lead is available to facilitate deeper reflection or debrief when required by the mentors

## Saying thank you

- Thrive operates from a position of thankfulness to God, the community and our team. We look for any opportunity to say thank you to our partners and team, including sending annual thank you cards and serving at our celebration lunches.

## 5. BRAND GUIDE

Each Thrive Hub agrees to use of the Thrive brand within the following guidelines:

Logo	 <p>Thrive tree with transparent background</p>
Title Font	<b>CABIN SKETCH</b>
Body font	<b>RALEWAY</b>
Colour codes	Blue: <b>9fdce6</b> Grey: <b>d5d5d5</b> Black: <b>000000</b> <b>Yellow: ffff03</b>

## 6. AGREEMENT OF EXPECTATIONS

### j) Definition of partners

"Thrive Youth Work" or "Thrive" is a Christian youth work project. The Thrive name, brand and model may be adopted by a regional "hub" of churches who wish to implement the model in their catchment area. This will be agreed in consultation with local churches and the Thrive project lead and will require compliance with this document.

The regional hub will be referred to as "Thrive <location>", for example Thrive Huntingdon.

### k) Responsibilities of the Hub

Each regional hub is independently responsible for the following:

- Establishing a steering group
- Financial management: managing bank accounts, payments and receipt of donations, fundraising and implementing appropriate financial policies
- Safeguarding: adopting the Thrive Safeguarding Policy
- GDPR: adopting and implementing a policy that is compliant with the General Data Protection Regulation 2018
- Health and Safety: adopting and implementing a policy that is compliant with the Health and Safety at Work etc Act 1974
- Insurance: holding an appropriate insurance policy to cover all Thrive hub activities
- Volunteer management: recruiting, supporting and training a volunteer team to deliver Thrive programmes
- Complying with the guidelines in this document and demonstrating compliance in an annual review

### l) Review Process

Each Thrive Hub will participate in an annual review with the Thrive Project Lead to review the progress of the project. If the Hub wishes to deviate from the Thrive

model or the agreement outlined in this working practice guide, the Hub will agree to cease use of the Thrive brand and model.

## 7. ROLE DESCRIPTIONS

### m) Role Description Disclaimer

*This disclaimer should be included with every role description.*

The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the Church safeguarding policy. In particular, the Church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with the designated safeguarding officer.

Those who work with children, young people and/or adults who are vulnerable should have a commitment to:

- Treat individuals with respect
- Recognise and respect their abilities and potential for development
- Work in ways that meet and develop the personal, spiritual, social and pastoral needs
- Promote their rights to make their own decisions and choices, unless it is unsafe
- Ensure their welfare and safety
- Promote social justice, social responsibility and respect for others
- Maintain confidentiality, never passing on personal information, except to the person you are responsible to, unless there are safeguarding issues of concern which **must always** be reported to the person named above

### n) Role Description: Volunteer Mentor

Role	Thrive Mentor Volunteer
Responsible to	

<b>Key Responsibilities of the Role (tasks to be undertaken)</b>	
<ul style="list-style-type: none"> <li>- Providing mentoring on a regular (weekly or fortnightly) basis to secondary school students in school</li> <li>- Keeping accurate and session summaries and sharing these with appropriate staff at the school</li> <li>- Attending regular training and participating in regular reflection</li> <li>- Maintaining appropriate boundaries</li> </ul>	
<b>Any arrangements for induction, training &amp; support</b>	
Thrive Mentoring Training Co Safeguarding Training C1 Safeguarding Training Termly reflection and/or celebration lunches with team Twice yearly training event	
<b>Any practical arrangements relevant to the role (e.g. process for paying expenses, times role should be carried out, provision of equipment)</b>	
<b>Role to be reviewed (insert date)</b>	
<b>The role is eligible for a criminal record check which is renewable every five years</b>	Yes / No

#### o) Role Description: Youth Café Volunteer

<b>Role</b>	Thrive Youth Café Volunteer
<b>Responsible to</b>	
<b>Key Responsibilities of the Role (tasks to be undertaken)</b>	
<ul style="list-style-type: none"> <li>- Safe set up and pack down of equipment</li> <li>- Maintaining food safety and hygiene standards in compliance with relevant legislation</li> <li>- Serving food and drink in café setting</li> <li>- Maintaining a clean and safe environment</li> <li>- Engaging with young people in café activities</li> <li>- Pastoral care and spiritual and mentoring conversations with young people</li> <li>- Maintaining a safe environment and complying with safeguarding policies</li> </ul>	
<b>Any arrangements for induction, training &amp; support</b>	
Thrive Mentoring Training Co Safeguarding Training Termly reflection and/or celebration lunches with team Twice yearly training event	
<b>Any practical arrangements relevant to the role (e.g. process for paying expenses, times role should be carried out, provision of equipment)</b>	

Role to be reviewed ( <i>insert date</i> )	
The role is eligible for a criminal record check which is renewable every five years	Yes / No

p) Role Description: Youth Café Lead

Role	Thrive Youth Worker
Responsible to	
<b>Key Responsibilities of the Role (tasks to be undertaken)</b>	
<ul style="list-style-type: none"> <li>- Leadership of Thrive Youth Café volunteer teams <ul style="list-style-type: none"> <li>o Pastoral care and leadership of young people in Thrive Youth Cafes</li> <li>o Engaging with young people in café activities</li> <li>o Maintaining a welcoming environment</li> <li>o Providing relational support to young people</li> </ul> </li> <li>- Spiritual leadership of young people in Thrive Youth Cafes <ul style="list-style-type: none"> <li>o Delivering weekly discipleship group</li> <li>o Praying for young people</li> <li>o Supporting spiritual growth</li> </ul> </li> <li>- Practical management of Thrive Youth Café programmes, including; <ul style="list-style-type: none"> <li>o Rostering</li> <li>o Purchasing and stock</li> <li>o Ensuring safe setup and pack up</li> <li>o Maintaining food safety and hygiene</li> <li>o Maintaining a safe environment and complying with safeguarding policies</li> </ul> </li> </ul>	
<b>Any arrangements for induction, training &amp; support</b>	
Thrive Mentoring Training CO, CO1 and CO2 safeguarding training (Diocese of Ely) Undertaking professional development as agreed with line manager	
<b>Any practical arrangements relevant to the role (e.g. process for paying expenses, times role should be carried out, provision of equipment)</b>	
Role to be reviewed ( <i>insert date</i> )	
The role is eligible for a criminal record check which is renewable every five years	Yes / No

## 8. POLICIES

Thrive provides templates for the following policies, which may be adopted by each Thrive hub. If these policies are not used, it is the responsibility of the Hub to ensure that an appropriate policy is adopted and annually reviewed.

- Safeguarding Statement
- Code of Conduct
- Health & Safety
- Equality Policy
- Food Hygiene
- GDPR Policy

## 9. DEFINITIONS

- Thrive Hub: the collection of Thrive programmes in a specific geographical area. The Hub is independent but required to comply with this document and report to the Thrive Project Lead.
- Thrive Hub Team Lead: the leader of a Thrive project in a specific geographical area, overseen by the Thrive Project lead.
- Thrive Project Lead: the leader of Thrive Youth Work in general, including oversight over all Thrive Hubs.
- Mentor: a trained volunteer who provides support and guidance to young people for a set period of time.
- Steering Group: a group of people who have agreed to serve as an oversight body over the Thrive Hub. The Steering Group provide advice, guidance and approve decision making for the Thrive Hub.
- Nicene Creed: a formal statement of the chief tenets of Christian belief, adopted by the first Nicene Council.

## 10. FORMS

Thrive also provides templates for the following forms, which are available for use by Thrive Hubs. If these templates are not used, it is the responsibility of the Hub to ensure that appropriate and equivalent forms are adopted and used, with the agreement of the project lead.

- Registration Form
- Schools Partnership Agreement
- Cause for Concern Form

## 11. AGREEMENT

We, Thrive <HUB>, commit to abide by the terms set out in this working practice document, to work under the guidance and supervision of the Thrive Project Lead, and to attend the annual review as set out in section 6.

Signed \_\_\_\_\_ (Chair of Steering Group)

Date \_\_\_\_\_