



# Placement Information Pack 2021

## What is the become community?

**An exciting new development in the Peterborough diocese.**

**A fresh community of young people exploring their calling.**

**An authentic, accountable community pursuing the way of Jesus.**

After 9 years of leading intern programmes, we have reviewed and renewed our vision for investing in young adults and developing leaders. We are launching a new vocational exploration and leadership programme that we hope will better serve our young people and our parishes, diocese, and the wider church.

We envision a new community of people who want to discover their meaning and purpose in the call of God, develop their faith as disciples of Jesus, and grow as leaders of the church and society.

We envision community members who are encouraged and equipped to live out their faith in every context and to influence and bring change in the church.

The first part of the programme to be developed is the Internship, which will have the added option of a second year of training. We will add to this by developing a wider community of young adults meeting together for discipleship and leadership development. We will then review the Inspire young leaders training and include these young people in the community.

The core of this community will be:

### **Become Interns**

A one-year part-time or full-time placement in a parish or chaplaincy context, developing practical leadership skills, exploring vocational calling to lay and ordained ministries and growing in character and discipleship.

The year is aimed primarily at adults aged 18-30 years to explore their vocation and develop their skills in Christian life and ministry. Participants will serve as full-time volunteers in a parish church or benefice within the Diocese of Peterborough. Older applicants and part-time placements are possible options.

The internship is part of the Church of England Ministry Experience Scheme.



## Become Values

### Belong

Connect with like-minded people of your own age and older, meet with spiritual guides and mentors to share the journey together.

Interns will be part of a community comprising up to 6 others. You will meet each week to share a meal together, pray, study and reflect on your experience. The whole community will go away together at the start of the year and for a mid-year retreat.

### Be me

Encounter God, others and self, engage in new experiences in a parish church and local community, deepen your relationship with God, learn about yourself and your identity as a beloved child of God, do life with others and learn to serve others, discover new ways to live life to the full.

### Believe

Open yourself to learn, through study of the Bible and theology, discover meaning and purpose in the story of Jesus, and let his story help you discern your calling and your story. Develop spiritual practices and reflect on your ministry experience to stay in step with the Spirit.

## Become Programme

### Placements

Interns will serve in a local parish/benefice under the supervision of the vicar. This is the principal focus of the year. Interns will have the opportunity to work in a variety of groups and contexts, following their own interests but also trying out new areas, learning new ministry skills and making a difference in the life of the church.

Placement churches are chosen using strict criteria (see below) based on the ability of the vicar and church to offer high quality supervision and support, and opportunities to lead and practice meaningful ministry in varied contexts and with a wide range of ages. Where possible, they will connect with the Gen2 Project workers developing innovative children's and youth ministry in the diocese.

Each participant will meet at least every 4 weeks with a mentor who is part of the Diocesan Young Vocations team. Supervision with a manager (vicar) will be weekly.

### Training

The year will include learning basic theology and biblical studies, accompanied by an emphasis on learning reflective practice and skills of theological reflection that will connect everyday life, ministry and mission to the Christian story. We will aim to teach a 'practical wisdom' through learning about faith, character, relationships, and practical skills for ministry & mission.

There will be the opportunity to subscribe to modules from the Diocesan Lay Ministry training courses in more specialised areas of Biblical study and practical theology.

The intern year begins with a 3 day residential to get to know one another and introduce the year, equipping you with some basic skills, worshipping together and having some fun! In March we will go away again but this time on a retreat, where the emphasis will be on rest and listening to God.

## Practicalities

### Safeguarding

Intern places are offered subject to enhanced DBS clearance. Interns will be required to undertake appropriate safeguarding training in the first few weeks of the year.

The parish will commit to looking after the safety and well-being of their intern during the year, providing appropriate support through the supervisor and/or mentor. Diocesan staff will be available to support where necessary.

### Volunteer Contract

Interns are legally known as 'Voluntary Workers'. A Volunteer Contract and a Job Description for the role will be agreed between the intern and the parish based on a diocesan template.

### Accommodation

In this first year of the new programme, interns will live with a host family or other accommodation within or close to the placement parish. It is the responsibility of the parish to find and support this accommodation.

The diocese will provide a template for an Accommodation Agreement that will cover arrangements with the host family.

We hope that a community house will be made available again after the first year, depending on the location of placement parishes and suitable houses.

### Allowance

Interns are paid a weekly allowance by the parish to cover food and living expenses, if the host family provides meals, the allowance will be reduced. The diocese sets the allowance based on the National Minimum wage for 1<sup>st</sup> year apprentices, minus the housing offset. The actual costs to the parish will depend on accommodation arrangements but without housing will be approximately £4300 for an 11 month placement.

A grant of £2500 is available from the diocese to support the costs of the intern programme.

## become<sub>2</sub>

A 2<sup>nd</sup> year opportunity will be offered to those who, at the end of the Intern Year, have either,

- a) A clear or emerging sense of calling to ordained ministry in the Church of England, which is confirmed by a diocesan vocations adviser. A 2<sup>nd</sup> year placement will extend and deepen formation and learning as part of the discernment process.

or

- b) A clear or emerging sense of calling to Children's and/or Youth Ministry. This year will include either a Level 3 Apprenticeship in youth work or a Level 4 Certificate (CertHE) subject to funding. The placement may continue at the same church or move to a new parish in order to extend the practice of youth and children's mission and ministry.

We will continue to support those called to other areas of ministry, within the church or society, through involvement in the wider become community.

Ideally this second year will continue in the same placement parish but if this is not possible, a move to another parish will be arranged.

## Placement Criteria

If you would like to host an intern in your parish, please note that we want to be sure that this is a year of investment in the young adult and a year when they can explore their vocation. Your parish will gain much from having an intern but we want to be sure they get a broad experience of church and opportunities for mission and ministry. We are looking for parishes that can meet these criteria:

- ✓ Ability to offer high quality supervision and pastoral support
- ✓ Wide range of opportunities for meaningful service and leadership
- ✓ Alignment with the Growing Faith Adventure and contexts for experience of intergenerational ministry
- ✓ Able to provide accommodation with a host family
- ✓ Where possible, connection with a Gen2 Project Missioner
- ✓ Where possible, incumbent or curate is an alumnus of Echo or Xpect programmes

As part of the Placement Agreement, there will be a list of mission and ministry opportunities we hope you will be able to provide, appropriate to your context and the skills and personality of the intern.

## Intern Recruitment Process

Further to the review recommendations, we are creating a new selection process. This will include an initial application form followed by a two-stage interview (first, an interview for the programme and then, interviews with potential placements in order to achieve the best match). References will be taken before interviews.

A confirmed offer will be made after DBS clearance is received.

Core Criteria:

- ✓ Faithful in following Jesus
- ✓ Teachable
- ✓ Servant-hearted
- ✓ A self-starter, able to take initiative
- ✓ Open to discover their calling

For more information or to discuss being a placement parish, please contact Pete: [peter.white@peterborough-diocese.org.uk](mailto:peter.white@peterborough-diocese.org.uk)

