

OneLife framework

Appendix 1: OneLife Framework	Page 2
Appendix 2: Journeys of Faith	Page 9
Appendix 3: Diocesan Youth and Children's Ministry	Page 15

Appendix I: The OneLife Vision and Framework

OneLife Vision

Sport, physical activity and fullness of life [Jn 10.10]

Developed from the diocesan LIFE vision and responding to its four priorities (leadership, imagination, faith and engagement), OneLife is a pioneering network of sport and physical activity locations primarily engaging with children and young people, their families and young adults.

OneLife is a strategic response to the Diocese's desire to see a renewal of mission and ministry in the Diocese; focussed on reaching non-Christians via new Fresh Expressions of Church shaped around children, young people and their families

OneLife believes in the transformative 'power of sport' and active lifestyles and recognises that sport and physical activity are a positive way to build integrated communities and help address societal issues such as poor health and wellbeing, social isolation and loneliness delivering holistically healthier futures for all. Through building meaningful relationships OneLife works with people to meet hopes and needs and develop contextually appropriate Christ centred communities.

OneLife uses the word 'sport' to encompass all forms of physical activity, which aim at expressing or improving physical fitness, mental wellbeing and the formation of social relationships. OneLife locations will use sport inclusivity to nourish and transform the wellbeing of communities and individuals.

The Gloucestershire Health and Wellbeing Strategy sets a target to get 30,000 inactive people active and prioritises four key areas: Mental Health (5 ways of wellbeing); Social Isolation; Loneliness and Healthy Lifestyles to reduce obesity amongst children. OneLife seeks to make a positive contribution to this strategy with a local place-based approach motivated by the Christian faith.

Missiologically OneLife takes its lead from Bishop Rachel's approach which underpins her public ministry, notably in the *#liedentity* campaign. She explains that it is only by meeting young people where they are, talking about their hopes and fears that we can authentically and humbly enter into relationship with them. It is only through living together with them in relationship that we can share with them our hopes and fears, our faith and values.

The OneLife network will work in collaboration with established worshipping communities and parish ministry models, schools and partner organisations to play their part in the ministry of serving, loving and sharing the transforming Gospel of Jesus Christ.

The OneLife network is pioneering and primarily lay led, with clergy partnership. Through OneLife wellbeing will be encouraged, faith nurtured, leadership gifts released and new, relevant, worshipping communities emerge.

The OneLife network; adopts an Asset Based Community Development approach, build strong partnerships with schools, communicate a compelling Gospel narrative and strive to be self-sufficient through income generation and giving.

Through OneLife the Diocese seeks to see a larger, younger, more diverse church, which is active in social transformation and facilitating the emergence of pioneering fresh expressions of church where people find faith, are discipled and equipped to live an everyday faith.

OneLife Impact

OneLife is developing a strong theory of change through assessment of local demand, centred around a belief in the transformative power of physical activity to bring holistic health, wellbeing and fullness of life to individuals of all ages and entire communities.

The OneLife network is mission-focused, echoing the Anglican 5 Marks of Mission, and nurturing the 'upwards, inwards and outwards' dimensions of the Christian life expressed in Acts 2 as part of one communion and fellowship. In this they echo the ministry of Jesus who healed the sick, brought forgiveness and wholeness, built community and so proclaimed the Kingdom of God by word and deed. The seven areas of impact reflect this flow of ministry, from engaging with people's need and building relationships, to forming fresh expressions of church that, through Scripture, sacraments and loving service, will grow people in discipleship, ministry and mission.

OneLife is seeking to deliver impact in the following areas:

(developed from the Proxy indicators, 2019)

- **Children and young people's lives transformed through sport and physical activity**
 - Improved health, wellbeing and mental health outcomes across a wide range of measures and reducing/removing the barriers to this.
 - Strong, impactful, educationally credible partnerships with schools
- **Communities transformed through sport and physical activity**
 - Improvements to community wellbeing across a wide range of measures
 - Collective rates of physical activity increased within entire communities
 - Effective partnerships for community transformation with statutory and other agencies
- **People of all ages, especially the young, responding to the compelling Good News of Jesus Christ and being discipled within community**
 - Numerous, relevant opportunities provided for people to explore the Christian faith, respond and be discipled to live an #EverydayFaith
 - Positive Church engagement with a more diverse range of people (economic, age, racial, gender, personality type, ability)
 - Church growth across the Diocese in terms of attendance, baptisms, confirmations and vocations, and average age of Anglican worshippers will be reduced by 10 years
- **Fresh expressions of church established through emergence in context**
 - New, sacramental, Eucharistic, worshipping communities established using the OneLife 7 Spaces Framework, delivering integrated mission with existing forms of church, shaped primarily by children and young people
 - Worshipping communities that provide a spiritual home for the 95% of people who don't connect with the established church
 - Worshipping communities that emerge from and are relevant to their context and are shaped by those within it (emergence not planting model)
 - The church in the Diocese will have grown across a range of measures, as a result of OneLife pioneering fresh expressions worshipping communities

- **Establishment of a sustainable network of sports and physical activity locations**
 - A financially self-sufficient and environmentally sustainable network, which is facilitated to expand its reach, expertise and impact
 - Identification of a mixed economy model of funding sources including opportunities for personal giving and trading income
 - Identification, development of and investment in a significant volunteer base
 - A learning community enabling the sharing of learning and evaluation nationally and the identification of effective models of sports ministry
 - Continuous listening and story gathering that highlights impact
 - A schedule of gathering, monitoring and evaluating key data metrics, to guide the development of OneLife and the continuing evolution of objectives and outcomes
- **Leadership and vocations identified and nurtured in a diverse demographic of people**
 - A young leadership programme that provides long term opportunities and pathways for leadership development
 - Identification and nurturing of lay and ordained vocations to a wide range of Christian ministries
 - Gathering of data and feedback to guide the development of leadership within OneLife, enabling a diverse group of young people to participate in the young leadership programme and onwards as OneLife leaders

OneLife 7 Spaces Framework

OneLife locations provide the context through which the Christian faith can be explored, fullness of life experienced and new worshipping communities can emerge within the OneLife 7 Spaces Framework.

This framework provides the structure we use to develop OneLife locations and the lens through which we understand the mission and ministry undertaken by a OneLife location, which meets people contextually where they are.

The framework is not a linear faith development model, or a journey travelled by an individual who connects with OneLife. Delivery of a OneLife location does not begin with space 1, neither does church emerge when a location launches an expression of space 5, nor a person find faith when they have engaged with 6 of the spaces.

People are invited and welcomed into each of the 7 spaces and to find a place of belonging within the community where they can personally respond to the Good News of Jesus Christ, grow in faith as disciples and respond in worship.

That sense of belonging is self-identified by each individual and expressed in a way personal to them. A OneLife location is established with its context and involves both people and communities at every stage of its inception and existence, it is not forced upon a community, neither is its transformational mission done to that community.

Each OneLife location expresses and relationally inhabits each of the 7 spaces in contextually appropriate ways but is recognised as a OneLife location by their expression of all 7 spaces.

A OneLife location, expressing the 7 spaces is understood to be a worshipping community and it is at this point that we understand a new worshipping community to have emerged.

OneLife locations will be committed to partnership with other expressions of church and external agencies but will not see itself as simply a channel that directs people into existing expressions of church.

Each of the 7 spaces is not necessarily a physical place or an activity within a programme, rather they are the building blocks of the life of OneLife locations.

It is recognised that God is present among His people and experienced within all 7 spaces.

A single activity may contain elements which express the focus and values of more than one space within it. Each of the 7 spaces can be understood as both an activity and a value – A community meal would be an activity which expresses the *Eat* space, whilst pausing mid sporting activity for refreshment and food would express the values of hospitality that underpin the *Eat* space.

Sport and physical activity provide the focus of activity of a OneLife location and weave themselves into all aspects of the shared life of that worshipping community. Not everything the location does is sport, but sport is integral to the life of each OneLife location and can be present within each of the 7 spaces.

Each of the 7 spaces is a potential access point to the OneLife community and can be a space where people may find greater depth depending on their current personal circumstances, needs, discipleship and journey of faith.

Growth in faith and fullness of life is prioritised over journey towards a destination. Each space is a place where people's gifts and vocation can be discovered and nurtured. To support the growth, development and sustainability of OneLife, a leadership development programme enables the network to identify, invest in, develop and release leaders of all ages.

Space is created within the OneLife framework where those belonging within the worshipping community are dispersed, it is here that everyday faith is lived out naturally and confidently.

OneLife is pioneering into a new and radical space on the spectrum articulated by Hodgett and Bradbury, falling somewhere between pioneer activism and pioneer innovation. 'New' and 'radical' are always unsettling, but it is clear that the church must move out of its comfort zone.

OneLife seeks to play the fullest possible part in the body of Christ, working in full partnership for the Kingdom. Its very existence depends upon its ownership and validation by the inherited church and therefore shared accountability and mutual enrichment are axiomatic. Ecumenism and lay leadership are central to OneLife and working with the wider church OneLife will need to define and design its approach to the place of the sacraments within the worshipping community, with the support of others.

References:

George Lings: Seven Sacred Spaces, Church Army, 2015

Dawson, Braddock et al.: Ecclesiology, OneLife and the Diocese of Gloucester, June 2019

Dave Male: How to pioneer, 2019.

Tina Hodgett and Paul Bradbury, Anvil article Vol 34, issue 1, 2018

OneLife 7 Spaces

At OneLife we do life together in 7 spaces.

Each space is not always a physical place or an activity, but a space in which we find ourselves together. We do sport and physical activity, seek holistic wellbeing and discover



Connect

Eat

Serve

Explore

Encounter

Contribute

Grow

fullness of life.

CONNECT	A space to meet, hang out, play and have fun
EAT	A space to eat, share and laugh
SERVE	A space to make a positive difference in the world
EXPLORE	A space to explore faith
ENCOUNTER	A space to encounter God together
CONTRIBUTE	A space to help make decisions
GROW	A space to discover myself

OneLife 7 Spaces

CONNECT: A space to meet, hang out, play and have fun

Building relationships, knowing each other and spending time together in play

In this space we spend time getting to know each other, we have fun, we play. We make sure we include, make time for and encourage everyone.

EAT: A space to eat, share and laugh

Sharing openly, eating together and being refreshed

In this space we share food, hospitality and time with each other. We share openly and honestly, care for others and are refreshed by both the food we eat and the support we give and receive.

SERVE: A space to make a positive difference in the world

Helping others, serving the community and taking action to enact change

In this space we contribute towards the common good. Within this community and the wider world, we volunteer, we work, we serve others, we grow leaders, we campaign, and we take personal and collective action to improve the world around us for all.

EXPLORE: A space to explore faith

Learning and discovering more about the Christian faith

In this space we look to deepen our understanding of who God is and what this means for our lives. We explore the complex mysteries of faith, the relevance of the words of the Bible today and the good news of Jesus Christ. We talk, we read, we discuss and discover new things.

ENCOUNTER: A space to encounter God together

Coming together to pray, worship and encounter God

In this space we gather with others to encounter God. We might include music, prayer, art, movement or taking communion, in buildings, on sports pitches or out in creation.

CONTRIBUTE: A space to help make decisions

Listening and participating in decisions that are made

In this space we contribute to the development of the OneLife community in our OneLife location and the wider network. We listen to the views of others and have a valued voice in decision-making processes.

GROW: A space to discover myself

Understanding my identity in God and living out #EverydayFaith

In this space we understand ourselves, God and our faith better. We spend time in exercise, conversation with God, restoration and living a life influenced by faith as part of the community.

The OneLife seven spaces model is drawn from and inspired by George Lings: Seven Sacred Spaces, Church Army 2015

LIFE and OneLife Alignment

“I have come that they may have LIFE, and have it to the full.” (John 10:10)

Developed from the diocesan LIFE vision and responding to its four priorities (leadership, imagination, faith and engagement), OneLife is a pioneering network of sport and physical activity locations primarily engaging with children and young people, their families and young adults.

OneLife aligns itself within all four LIFE vision priorities and exists in support of the work of the LIFE priority groups, providing an additional context for the delivery of this vision and the plans of those priority groups.

Leadership

Committed to
transformation

To support the growth, development and sustainability of OneLife, the leadership development programme enables the network to identify, invest in, develop, liberate and release a diverse range of leaders of all ages, from within and beyond the communities OneLife is engaged with. A structured and facilitated network learning community provides the context for transformational learning to be identified, articulated and shared widely for the benefit of the wider church.

imagination

Opening new paths
to faith

OneLife is primarily concerned with the 95% of children and young people who do not currently engage with the church and Christian faith. OneLife opens new ways for those currently outside of the church to discover an adventure with Jesus Christ through the context of sport and physical activity, in imaginative uses of church and community buildings and places. The OneLife 7 Spaces Framework creates opportunities for new, relevant expressions of worship to be formed. OneLife locations imaginatively connect with schools using sport to help children and

faith

Living as adventurous
followers of Jesus Christ

young people explore faith and seek to address the challenges laid out in *Growing Faith*.

OneLife locations actively invite people to intentionally deepen their understanding of who God is and what this means for their lives. Locations support people to explore the complex mysteries of faith, the relevance of the words of the Bible today and the Good News of Jesus Christ through discussion, sharing, reading, prayer, worship and the sacraments. Space is created to help people to understand their identity in God, grow in faith, live out a faith which impacts their lives 7 days a week and share their faith story with others. Stories of everyday faith nurtured through OneLife will be celebrated and shared.

OneLife locations use sport and physical activity as an exciting context for engaging with young

engagement

Living out Christ's
love and hope

people, sharing the Christian faith and building new inclusive worshipping communities, some of which are intentionally located in new housing estates seeking to build communities there. OneLife locations support people, particularly the marginalised and excluded, to find and live in fullness of life, to serve their communities and to take action to enact positive change in the world around them.

Appendix 2: Journeys of Faith

OneLife: The journey of faith

Sport, physical activity and fullness of life [Jn 10.10]

OneLife is a pioneering network of sport and physical activity locations primarily seeking to engage with children and young people, their families and young adults who do not previously have a connection to, or engagement with church.

OneLife recognises that the journey of faith is less often experienced as a linear process, and more often lived through a sense of closeness to, or distance, from a; lived in and lived out, 'living faith'.

Peoples journey's cross blurred boundaries between experiences and people will move, often depending on current external circumstances in their lives, towards and away from that 'living faith' in an often fluid movement, without necessarily a single active moment of decision being made.

Sport and physical activity is the foundation of OneLife's means of engagement with people and the primary focus of the activity of the OneLife locations. Through this OneLife journeys with people, within seven spaces, wherever they find themselves at any given moment and intentionally provides experiences that draw people in, towards a living faith and life in all its fullness.



Millo

Aged 11

How Millo encounters OneLife:

Millo is part of the 95% who are not connected with the church. Millo encountered the OneLife team through the ActiveRE programme in his school and responded to the invitation to attend the OneLife afterschool multisport club.



How OneLife journeys with Millo:

Millo continues to be invited to OneLife activities and attends a number of non-residential sports camps in the school holidays. The OneLife team invite Millo to attend some of the young leader's sessions and give him the opportunity to help run activities at the camps he attends.

Millo invites his family to a OneLife community meal and they stay afterwards to watch the Champions League final. The OneLife team engage with the family and they enjoy their time. The family connect with OneLife through social media and begin to attend further events that OneLife advertises, including a Sunday afternoon 'Sweaty church'. Over time the family develop a sense of belonging to the community the encounter at OneLife.

Things OneLife should be aware of when journeying with Millo:

Millo has a stable family background, two working parents. Millo's family are time-poor and unable to transport him to sports clubs and activities which are often located a distance from where he lives. Millo's family are not anti-faith, but have simply never encountered the church or considered matters of faith. Millo has a stereotypical view of Christians and his knowledge of Christianity comes from a few short RE lessons at school.

How Millo's OneLife experience links to the objectives and outcomes of OneLife:

Millo is experiencing life transformation through sport and physical activity. Its early days, but engaging with and discipling Millo at this age sets the scene for what happens next in his life as OneLife accompanies him, providing him with opportunities to experience life in all its fullness and the compelling Good News of Jesus Christ. Millo's participation in Sweaty Church enables OneLife to establish a sustainable Fresh expressions worshipping community for those who have had no significant previous engagement with church.

Kirsten Aged 14

How Kirsten encounters OneLife:

Kirsten first encountered OneLife when she was hanging out in the park with her friends feeling slightly bored one day. Kirsten went over to join in with an 'Active Outdoors' weekly session OneLife were running in the park that day and took her friends with her. Kirsten really looks up to the OneLife leaders as role models as they share their faith with her naturally as part of the 'Active Outdoors' sessions.



How OneLife journeys with Kirsten:

OneLife invites Kirsten to a residential trip (through a bursary scheme). Following the residential Kirsten downloads the OneLife app and begins to do some of the activity sessions with faith reflections contained within it at home.

Kirsten joins the OneLife leadership programme and OneLife sponsors Kirsten to formally achieve some Level 1 sports coaching badges and begin to work towards a Level 2 badge. Kirsten is given responsibility as a young-leader by the OneLife team at the non-residential camps which she really loves and this has helped to boost her self-worth and self-esteem. Kirsten wouldn't own the label 'Christian' now, but would say she has had faith experiences and likes the church-y stuff she has been to, especially the leftover food she is offered from the community meals.

Things OneLife should be aware of when journeying with Kirsten:

Kirsten is likely to be pulled in lots of different directions over the coming years as there are many influences in her life. Her level of engagement with OneLife will fluctuate and OneLife should give her space, but not be too distant either, she needs stability from OneLife and to know that they are always there and always for her.

Kirsten lives with her working mum and younger sister, her dad left a few years ago and she doesn't see him often. Kirsten has experienced racial obstacles in her life, often feeling like an outsider in a group because of her racial heritage. She also worries about what her friends think of her and in many ways her experiences as a teenager are common to many her age.

How Kirsten's OneLife experience links to the objectives and outcomes of OneLife:

Kirsten is experiencing life transformation through sport and physical activity and developing new skills through the OneLife leadership programme. She is discovering more of the Good News of Jesus Christ within the OneLife community despite having no previous engagement with church.

Dylan and Simon

Aged 9 and 13

How Dylan and Simon encounter OneLife:

The brothers sign up for the Afterschool club run by OneLife at the school and through this also begin to attend some of the weekly sports programme at OneLife. This includes multi-sports, basketball and outdoor gym sessions. The boys love the 'chat times' at each session, are always keen to contribute their thoughts loudly and boldly and on a few occasions have asked for prayer for various issues in their lives.



How OneLife journeys with Dylan and Simon:

The OneLife team engage with Dylan and Simon and their family to make sure that the activities of the location are truly accessible to the boys and to remove any potential barriers to participation. The boys love coming to the sports activities at the location and don't ever feel singled out as 'different' as they do in some other places. This requires a concerted effort by the OneLife team who are supported in this by the central OneLife support team. OneLife plans to run an Active Exploring Faith course in the Autumn and believe that this activity and discussion based approach to thinking about life's big questions, could work really well for Dylan and Simon.

Things OneLife should be aware of when journeying with Dylan and Simon:

Dylan has a physical disability which will require OneLife leaders to continually take steps to enable his inclusion in the activity of OneLife. Dylan recognises his disability, but is not defined by it. His brother Simon is a young carer and does access support and respite opportunities through the local young carers support service. At school both boys struggle to engage with subjects like English and Maths, preferring to get hands-on with things and to be outside. Therefore asking the boys to sit down, fill in a survey or write a response, is likely to disengage them.

How Dylan and Simon's OneLife experience links to the objectives and outcomes of OneLife:

Dylan and Simon experience fullness of life through the engagement with OneLife and the way the team and community respond to them with unconditional love. Their health and wellbeing is improving in measurable ways and they have drawn others into these transformative opportunities too.

The King family

Ages 5 - 45

How the King family encounters OneLife:

The King family moved to the community as their previous social housing placement became untenable. They noticed that lots of OneLife activity



was happening in the community. Curious, and seeking ways to get to know their new community, they looked up OneLife online (on a pre-paid mobile phone) and decided to go to a community events fayre being hosted by OneLife.

How OneLife journeys with the King family:

The King family are regular attenders at the community meals and always offer to help clear up afterwards. The OneLife team offer gentle care, practical help when need is identified and provide a place where the family can belong and feel valued.

The community meal is often followed by 'Encounter' a short expression of church aimed at families and the King family begin to stay for this regularly.

Dad gets involved as a volunteer leader helping to run some of the activities and finding his self-worth and confidence grow as a result and when the OneLife team needs someone to make some short films capturing their activity, mum volunteers to do this.

Things OneLife should be aware of when journeying with the King family:

Dad is currently out of work due to long term sickness. They have accessed the Foodbank in the past year and struggle to make ends meet with nothing spare for 'extra's', however they try to keep up appearances and hide their struggles from the outside world. Pressures at home sometimes create a tense situation for the children.

OneLife needs to be careful not to patronise the family or to 'do to' or 'do for' the family. OneLife should recognise that the family have gifts, skills and time to give whilst also being receivers from the OneLife community.

How the King family's OneLife experience links to the objectives and outcomes of OneLife:

The King family have begun to feel much less socially excluded as a result of their engagement with OneLife. They have felt valued, contributed to the life of the community through offering their skills and developed new leadership skills. They are experiencing life transformation and through their involvement in OneLife are experiencing the Good News of Jesus Christ as they journey to be a part of the fledgling worshipping community.

Pete

Age 29

How Pete encounters OneLife:

Pete has an active interest in sport and is a well-known independent local plumber. Pete was born and bred in this community and has family also live here. A OneLife team member meets Pete at the local running club and invites him to come and help run a couch to 5k activity with OneLife. Pete is pleased to be asked and agrees.



How OneLife journeys with Pete:

Over time Pete sees more and more of the positive impact that OneLife is making in the local community and his trust in and respect for OneLife increases. Pete will advocate for OneLife when drinking with the regulars in the local pub and many of those locals have sent their kids to the OneLife non-residential sports camps as a result of Pete's recommendation.

Pete has a lot of local contacts and at one time arranges sponsorship for the OneLife football team by the local builder's merchants.

Things OneLife should be aware of when journeying with Pete:

Pete is running his own business and will often get called out on emergency jobs. When Pete doesn't show up for a session it's not that he isn't committed, but simply that he has to prioritise his livelihood. Pete is a real 'person of peace' but wouldn't 'do church' or be naturally identified as a 'core volunteer'. OneLife should be flexible and not avoid including Pete as a volunteer simply because there may be 'easier options'.

How Pete's OneLife experience links to the objectives and outcomes of OneLife:

Pete's leadership skills are identified and nurtured by the OneLife team and Pete's involvement in OneLife opens new opportunities for the community as a whole to experience transformation through OneLife. This transformation and Pete's exposure to the Good News also begins a work of transformation within him personally.

OneLife Location: Sworth

The seven spaces approach:

Following a period of work by the OneLife Sports Team, a OneLife Sports Pioneer is appointed to Sworth supported by the local churches and the OneLife central team. The Pioneer is not new to OneLife having previously volunteered at another OneLife location, where they were involved in the OneLife leadership programme, before completing the Ridley Hall Sports Ministry Course.

The Sports Pioneer begins their ministry with prayer, developing local connections and gathering a small group of local 'team'. The OneLife Sports Team continues to visit Sworth running weekly detached sports sessions and some evening family fitness classes in the community location.

After a term the Sports Pioneer begins to understand the local community more deeply and is able to identify the opportunities that are being presented to OneLife.

Over the coming years the Sports Pioneer continues to be responsive to both the needs of the community and the opportunities presented to them by the Holy Spirit. Community meals are started and regular sports fun events take place in the local park. In the school ActiveRE, Pulse Games and an Afterschool club run during term time, with a non-residential camp taking place for a week in the school holidays. As well as activity sessions for children and young people, family and young adult fitness classes are run which provide a further income source.

Discussions are beginning about OneLife taking responsibility for an old sports pavilion which could provide a valuable 'base of operations' for OneLife in Sworth, but until then spaces are rented in the local school and community location as required.

An 'Encounter' space is created from the very beginning. This begins as monthly themed, seeker friendly, family events proceeded by food, but soon an expression of 'Sweaty Church' is established as well as prayer-walking and prayer-running groups.

As more and more people become part of the OneLife community, more people join in as volunteers and a good number of people of all ages join the OneLife leadership programme.

Faith is explored, discovered, encountered, nurtured, grown and developed at the location. This happens through 'half-time; Think-Respond' times, community prayer activities, OneLife residential sports camps, the OneLife faith and fitness app and one to one intentional conversations that the OneLife team initiate naturally.

People of all ages are growing towards a living faith through their engagement with the location. Often the sport and physical activity is what first connects them with the OneLife location, but through this and their engagement with the OneLife team they find a place of belonging to the community and a space where faith is presented in a way which makes them curious and keen to ask questions. They begin to realise that this is church, just not as they would have expected it, and that through it they are beginning to grasp what it means to know Jesus Christ.

The journey is not always straightforward or without its challenges – pioneering community work is inherently messy, but the Sports Pioneer is supported by their peers through the OneLife learning community and at an annual review the Sports Pioneer reflects that the life of the location is "bustling, flourishing and developing strongly within all 7 spaces, as a thriving worshipping community".

Appendix 3: An insight into diocesan youth and children's ministry

Statistical data was drawn from 2019 Stats for Mission data. *Blue italic text represents qualitative data gathered from interviews with parishes conducted in July 2020.*

The 5% of u18's who attend church

(Peter Brierley, *UK Church Statistics 2, 2010–2020*, Tonbridge: ADBC Publishers, 2014)

85% of parishes in the Diocese of Gloucester have 5 or less under 16's attending Sunday Worship. This potentially equates to approximately just two families in the church.

4 in 10 children and young people in Worshipping Communities in the Diocese attend a church with an employed worker.

40% of u16's attending Sunday worship attend 10 parishes and 9 of these parishes employ a total of 20 workers (50% of all employed workers in the Diocese).

In recent years the Diocese has invested over £150k in parish based youth, children and families' worker posts through the Life Development Fund. This investment is supporting 21 parishes, who have a combined u18 Worshipping Community of 150 and Child Sunday Attendance of 66. This represents a diocesan investment of over £1k per u18 in a Worshipping Community, per year.

A further 24 parishes employ 32 workers, representing an estimated investment of £800k p.a. These parishes have a combined u18 Worshipping Community of 1,200 and Child Sunday Attendance of 421. This represents parochial investment of £650 per u18 in a Worshipping Community, per year.

When combined, we see 13% of parishes investing in children, youth and families ministry through employed workers and a diocese-wide investment of over £900k, in ministry to a Worshipping Community of 1,370 u18's, with 36% of those being counted as u16's attending Sunday Worship.

Sadly, despite this investment, both Child Sunday Attendance and u18 Worshipping Community figures have seen significant decline across the Diocese since 2016; 23% and 13% respectively.

Only 1 in 10 parishes with an employed worker reported running community youth provision, indicating that much of this investment is discipling the 5%.

Larger churches with full time Youth and Children's workers have larger u18 worshipping communities, but as a percentage of parish population, engagement is low.

Churches interviewed tended to run a mixture of Sunday school/youth groups and youth services. In market towns young people attending church are generally part of church attending families and have attended since childhood.

Only a small number of churches were found to be running Messy Church. Those who do identified retention of young people as a problem. [See also [Playfully Serious](#): Church Army research into the impact of Messy Church]

School engagement

Church engagement with local schools extends through serving as a school governor, leading acts of collective worship, experience journeys, prayer events, chaplaincy, after school clubs, informal/semi-formal mentoring, detached unstructured youth work, and creative resourcing of school's faith curriculum.

PSALMS has developed a successful model for engaging with children and young people in a school context through sport. They have managed to create worshipping communities around this engagement and a full report into the impact of their ministry is currently awaiting publication.

Research into the long-term effect of strong church connections with primary schools or the impact in-school engagement with children has on the faith development of individuals does not appear to have yet been undertaken. However, the Youth Connectors project plans to explore approaches to nurturing the faith of young people through small groups in schools as an effective way to equip young Christians for whole life discipleship and witness.

The 95% of u18's who don't attend church

(Peter Brierley, UK Church Statistics 2, 2010–2020, Tonbridge: ADBC Publishers, 2014)

19 parishes in the Diocese (6%) reported running community youth work in 2019. This compares to 22 parishes (7%) in 2017 against a national picture of c9% in 2017 and 2019.

This is reinforced by 2018 Stats for Mission returns where the additional question for that year focused on youth provision with 11-17's. Only 29 parishes (8%) reported running activity for 11-17's outside of Sunday's. 50% of this was reported as having been delivered by paid workers.

Community based youth work was often identified as the youth and/or children's worker spending time in the local school. Lasting impact of this work was hard to evidence as was transfer into the worshipping community.

It is recognised that there is youth ministry taking place across the Diocese which is neither community youth work nor currently evidenced in the numbers of young people within a worshipping community. Most often this involves groups, programmes and activities with young people from worshipping communities and their friends or peers who have no formal or historical church engagement. The Youth Life Priority Group is interested in helping young people within these groups have meaningful experiences of God, discipleship of those young people and creating church appropriate for them.

Summary

Work with the 5% should be applauded as parishes invest significant resources in discipling children and young people.

However, more clearly could be done to increase engagement with the 95% as the Diocese seeks to pass on the baton of faith to a new generation. This will require investment as evidence shows that dedicated and skilled workers enable effective engagement with children and young people.

OneLife is not seeking to create new worshipping communities to draw those who are engaged with church (the 5%) away from the churches that are already doing good work with children and young people.

OneLife is instead focused on creating new outreach opportunities, through sport and physical activity, to reach the 95% and create new worshipping communities with them.

OneLife will seek to engage with schools local to OneLife locations and to build any offering around effective, faith-linked sport and physical activity engagement drawing on the experience of PSALMS' ministry.