Together We Can!

A 3-year partnership project between Worth Unlimited, Open Door Community Foundation, and Firs & Bromford Neighbours Together

External support with reflection and evaluation

Invitation to tender
**TogetherWeCan!**

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1. **Project overview**

*Together We Can!* is a 3-year intergenerational, community-building project within the Firs & Bromford neighbourhood, undertaken as a partnership between Worth Unlimited, Open Door Community Foundation, and Firs & Bromford Neighbours Together. It brings together youth work and adult-focused community-building work to maximise the opportunities for intergenerational (as well as cross-cultural) interaction and relationship-building, as we seek to support both young people and adults on a developmental journey from ‘first contact’, through ‘clearing obstacles’ and ‘pathways in to participation’, towards being able to ‘make meaningful contributions’ (within the neighbourhood and wider), and to develop skills, confidence and connections to initiate and lead their own groups and activities. Across the two ‘age bands’ (young people and adults), *TWC!* pursues two parallel ‘strands’ of work: ‘street connecting’ (making connections with, and between, local people, and growing new forms of micro-local associational life from those connections), and ‘support and development’ (supporting local people to grow in the confidence, skills and connections needed to be able to participate in and contribute to the life of their neighbourhood, and wider).

2. **Partner organisations**

**Worth Unlimited** has 8 branches around England that provide a range of services for children, young people and their families. We prioritise young people aged 10 to 25 (with programmes focusing on 14-24’s) in some of the most low-income neighbourhoods in England, and who are most at risk of not making a positive transition into adulthood.

We primarily connect with local people and/or community groups who want to do something practical in their own deprived community – by becoming part of the Worth family we help to bring their ideas to being. This means that there are a wide variety of projects and activities that we run. The common theme among all our projects is that they are about supporting vulnerable and at risk children and young people. This includes poor employment prospects, involvement in the criminal justice system, and lacking support with mental health and well-being. We locate all our projects, activities and programmes within a four-stage, long-term developmental journey for young people, beginning with forms of initial ‘contact’, passing through informally-structured ‘activities’ and more programmatic ‘interventions’, to diverse forms of ‘giving back’ to the communities and society of which they are a part.

**Worth Unlimited (East Birmingham & North Solihull)** began in 2008 with detached street work in the Bromford estate engaging young people perceived to be causing anti-social
behaviour. Our branch has grown and developed, taking on a shop-front youth and community building (‘the Hub’), and starting a youth-led, bike-focused social enterprise (‘Gear-Up’). We also provide a range of programmes stretching across the spectrum of WU’s ‘user journey’: from ‘contact work’ (such as youth clubs and detached street-based work), through groups and skills-based activities, mentoring and accredited programmes, to a very successful youth-led social action programme, in partnership with local schools and Firs & Bromford Neighbours Together (the local residents group leading on the 10-year ‘Big Local’ process here).

Open Door Community Foundation (ODCF) is a small, locally-rooted charity (registered in December 2015) which has grown out of the nationally-recognised, pioneering neighbourhood-focused work of Hodge Hill Church, which has very intentionally taken an ‘asset-based’, resident-driven approach to community-building (often called ‘ABCD’). Our work started with a local ‘unsung heroes’ event, and has developed through our two weekly ‘core groups’ – the volunteer-led ‘Open Door’ drop-in at The Hub (Worth Unlimited’s shop-front building on the estate), and an inter-faith Women’s Group – both of which have offered a ‘Place of Welcome’ for local people, with hospitality, a listening ear, and a place where people could become more aware of their passions, gifts and skills, and find opportunities to share them with each other and their neighbours. Open Door drop-ins also offer practical support (particularly around job searching, money and housing issues), which is also offered through more intensive 1-to-1 support outside sessions. During 2016, in partnership with Firs & Bromford Neighbours Together, we have piloted the ‘Street Connectors’ process which is now developing as a cornerstone of the Together We Can! project.

3. **External support: what are we looking for?**

We want to work alongside a passionate, experienced partner – and individual or a team – who understands and shares the fundamental ethos of our approach, to:

a. Journey with us and our neighbourhood over the next 3 years
b. Help us reflect on our work, its impact, and its part within the wider growth and change of the neighbourhood within which it is set
c. Help us develop tools through which we can capture and communicate the impact of our work (including conducting audio/video interviews with participants)
d. Help us grow and change as organisations as a result of what we are learning
e. Share with us in the writing of 3 end-of-year reports, and in hosting a final celebration and wisdom-sharing event

While we understand the inevitable constraints on a partner’s time and finances, we would want to underline the importance of patient, face-to-face, relationship-building as being as vital to this partnership as it is to our day-to-day work.
4. Budget

We have a budget of £5,000 (incl VAT) per annum, for 3 years, for this work. Travel and associated expenses would need to be included within this overall budget.

5. Application process

To apply for this role please email a tender (max. 4 pages) outlining your own ethos, the approach you would take to the role here, and any ‘added value’ you could offer.

Please also include (in addition):

- a. Brief CVs of all those who would be working on this commission
- b. Detailed budget breakdown
- c. Contact details for 2 referees, who know your work well

Applications should be sent by email to Revd Al Barrett (hodgehillvicar@hotmail.co.uk) by **12 noon on Monday 7th November**, putting ‘TWCI Tender Application’ in the subject line.

We will shortlist by the end of Wed 9th November, and will contact shortlisted candidates shortly afterwards, inviting you to visit and meet us here.

We hope to appoint our preferred organisation by the end of November, and would look to do some early work with them in December, before the official project launch in Jan 2017.
Appendix A
Open Door Community Foundation – aims and core values

We seek to make a distinctive and significant contribution to the wellbeing of people in our neighbourhoods through:

- Contributing to the nurturing and sustaining of places of welcome and hospitality, and relationships of trust and friendship
- Unlocking and connecting local people’s passions, knowledge and skills
- Working with people to help them overcome barriers to them making confident contributions within their neighbourhood
- Being a ‘seedbed’ for innovative forms of local, associational life

We also seek to work, in collaboration with partner organisations, to nurture a wider learning community of neighbourhoods and faith communities, growing relationships of mutual learning and support to enable locally-rooted initiatives to incubate and develop.

We take an intentional approach in all our work which:

- is local neighbourhood focused
- is ‘bottom-up’ and asset-based
- is holistic, or ‘ecological’, in relation to both people and neighbourhoods
- is relational, mutual and ‘co-produced’
- is inclusive of all local people, seeking to break down barriers which divide and ‘label’ people
- challenges inequalities of power and value, seeking justice, especially for the most marginalized in society
- embraces messiness and complexity as inevitable and valuable
- is constantly learning and critically reflecting
- positively values the traditions of people of faith, and seeks to nurture the social, physical, emotional, intellectual, occupational and spiritual wellbeing of all (see right)

Diagram from
www.yukonwellness.ca
Appendix B
Worth Unlimited Foundational Statement

1. Introduction

1.1. This set of statements are intended to affirm the common values that underpin the policy and practices that underpin the work on Worth Unlimited. Employees, volunteers and Trustees need to be clear about the values of the organisation that they represent but this also gives external parties an understanding of our approach.

2. Worth Unlimited’s Charitable Objects

The objects of the charity are for the public benefit:

2.1. To develop the capacity and skills, including the spiritual and mental capacity, of members of socially and economically disadvantaged communities in England and Wales in such a way that they are better able to identify and meet their needs and to participate more fully in society.

2.2. To relieve unemployment particularly but not exclusively among young people, in such ways as may be thought fit, including providing vocational training, preparation for the workplace and assistance to find employment.

2.3. To promote the development of children and young people through community programmes demonstrating Christian care and calculated to advance their education and enable them to develop their mental and spiritual capacity so that they may grow to full maturity as individuals and members of society and their conditions of life may be improved.

2.4. To promote the efficiency and effectiveness of work supporting disadvantaged people in the United Kingdom by the provision of training, information, advice, support and infrastructure provision

3. Our understanding of God and the world

3.1. Worth Unlimited is a Christian charity, which means that we are centred on the person, life and teachings of Jesus Christ.

3.2. Worth Unlimited recognises that the nature of faith is dynamic and on-going, that within the Christian community there are different perspectives and cultures and that God is to be found in many surprising places, characterised by justice, peace, humility, love and compassion especially for those on the margins of society.

3.3. Worth Unlimited is underpinned by a Jesus centred understanding of Shalom (a Hebrew word which can be translated as peace or wellbeing), God’s concern for wholeness in both individual and corporate life. We therefore seek to work with all concerned for the common good.

3.4. Shalom must also always be active; it is a noun that is shaped from a verb. It has in-built energy to work hard to establish and achieve its goals; “Seek shalom and pursue it” (Psalm 34:14) is an essential expectation. Shalom is also holistic in the truest sense of the word. It is only truly present when it is active and engaged in bringing about radical change in three overlapping areas of people’s lives: well-being, justice and integrity.

3.5. Shalom is fundamentally about hope and reconciliation. It clearly declares not only how things should be but also how they shall be. People on the margins of society today often have the poverty of little hope and much despair. That poverty often has relational causes so restoration also involves reconciliation. The shalom vision is there to inspire them that things can be different and to energise the Worth Unlimited team as they work to make that a reality in their lives.
4. Our Values

4.1. Well-being. Shalom means that everyone has enough food to eat, clothes to wear, physical health, a home to live in, a job to be able to provide for themselves and others; everything that makes for wholesome human life - a strong sense of personal fulfilment, a feeling of security and have a deep sense of dignity. We all must have sufficient, succeed and be safe; want and failure are not shalom. Shalom requires that we strive to meet these needs.

4.2. Justice. Shalom means there must be social justice, positive human relationships as they should be – personal, local or global. The biblical understanding of ‘justice’ is the process ‘to put everything right’. Sometimes our already difficult circumstances are exacerbated by a breakdown in relationships at multiple levels, with families, authorities and therefore society in general and sometimes even among peers. Motivated by this we work to put things right.

4.3. Integrity. Shalom means that each person is upright and truthful, dependable, honest and just. They display the moral and spiritual qualities of wisdom and maturity. We all experience brokenness in this world which frequently leads to developing negative self-image. This low self-esteem fragments us emotionally and spiritually and affects our sense of self-worth. It damages our core integrity. Inspired by this shalom imperative we work to make a significant contribution in changing this, helping people to transform their view of themselves and enabling them to make a valued contribution to their wider world.

4.4. Character Formation. Character is a set of personal traits that produce specific moral emotions, inform motivation and guide conduct. We believe that positive Character Formation is essential in opening opportunities and achievements in life. We all need to learn and wrestle with what is ethically important and how to act for the right reasons. Positive decisions flow from good character strengths. Rather than programming citizens, this is about helping people make good, transformative choices.

4.5. Positive Change. While we seek the positive gifts and value in each other, we also recognise that there is much in our lives that could be better. Experiencing Shalom is about experiencing positive change in our physical, emotional, spiritual, intellectual, relational and social worlds and in our communities. Worth Unlimited seeks to encourage that journey through a transformative process for all.

4.6. Relationships. Having right relationships with those around you is at the heart of wellbeing and the vision of Shalom. Worth Unlimited will seek to ensure that relationships internally in the organisation are well, and encourage those who access our services to work at developing and mending positive relationships.

4.7. Accountability. Worth Unlimited will seek to be characterised by relationships and structures that enable professional and financial accountability. This will include accountability to the people we work with, our funders and partners through their active participation in all that Worth Unlimited seeks to do.

4.8. Excellence. Worth Unlimited will seek to be characterised by good practice and policy, consistent with its foundational principles within relevant legislation with reference to accepted professional standards.

4.9. Creativity. Worth Unlimited will seek to provide creative and innovative solutions to the issues surrounding people who experience exclusion and disadvantage.

4.10. Equality. Worth Unlimited will foster equality of opportunity in all aspects of the organisations work.

4.11. Participation. Worth Unlimited will be proactive in enabling people and local communities to be represented and participate in decision making at all levels of the organisation.