

Unlock Local Launch Partnerships

The roles of the Unlock Crews and Pilots



Each **Unlock Local LAUNCH Partnership** has an Unlock Local Crew (ULC). The ULC have the task of establishing Unlock's approach of

Unlocking real life stories of urban people
Revealing Good News of the Down to Earth Christ
Releasing life changing skills and confidence

- in their own Local community.

We call the ULC members '**Pilots**'.

The role of the **PILOTS** is critical in determining the success of each **Unlock Local Launch Partnership**. The Team of **PILOTS** aim to: -

- Promote and establish the presence and practice of Unlock approaches locally
- Grow a network of people supporting one another in using Unlock approaches

Who will be your PILOTS?

A ULC will usually include someone in a leadership role in the local church or churches, and could have between 3 and 8 members. The Crew is not fixed, people can be added at any stage, provided existing Crew members agree, and people can leave the Crew if they decide they want to. However, the **Unlock Local LAUNCH Partnership** is more likely to be successful if you can retain a consistent core of Crew members, at least in the medium term.

What will your PILOTS do?

The **PILOTS** are there to deliver Unlock's way of working and to enable more people to learn that way for themselves and with others in the medium to long term. The aim is to make this way of working integral to the way that Bible engagement, mission and growing in faith work in your local community. It is an approach that is a much more natural fit for many local communities than traditional approaches to Bible study.

Some **PILOTS** will be comfortable with up front roles; such as running or promoting events, or speaking in public about what you are doing; others may be more comfortable taking on behind the scenes roles; managing admin, planning sessions, collecting materials together, ensuring that the Crew meets and communicates well. All of that is fine. A good Crew includes people with different strengths and gifts and enables people to find roles that they are good at and develop them.

Crew activities are likely to include:-

- Gathering people together to use Unlock approaches to explore faith
- Organizing and promoting Unlock events

- Planning event content and practical arrangements
- Inviting people to come and join in
- Collecting feedback and Learning from experience by reflecting on the things you have done

To facilitate that you will need to pay attention to: -

- Praying and talking together
- Manage suitable safeguarding procedures
- Establishing where any necessary funding will come from
- Establishing a process for reimbursement of expenses
- Establishing if when and how any **PILOTS** will receive payment* for work done for the Local Launch project, and a system for ensuring that is all managed within legal requirements.
- Encouraging each other
- Developing ideas for initiatives relating to local needs
- Identifying local contacts for work development
- Knowledge of the local culture & needs
- Links to local networks
- Practical support, eg access to meeting space, creative resources, or copying facilities

It is helpful to consider this range of tasks as you put together your Crew of **PILOTS**. Ideally each ULC will include people with a range of relevant interests and expertise, and representing different aspects of the local community.

You will certainly want to include some down to earth local people who have lived in the area most, if not all, of their lives. Representatives of local agencies, who have similar goals and areas of concern to your **Unlock Local LAUNCH Partnership** may want to be involved in supporting your Unlock work by being part of your ULC too, or just be kept informed.

It is necessary to appoint one of the Crew coordinator, who will undertake to ensure that meetings take place regularly and to act as a single point of contact with the Unlock National Office. They are not in charge of everything, they are there to facilitate a process in which everyone has a part to play. It is not necessary that this be someone who is in a formal church role, or licensed or ordained.

** Unlock's established policy is that paid Unlock local workers should always receive a minimum hourly rate equivalent to the real living wage as established by <https://www.livingwage.org.uk/> Beyond that, who and what you pay for are local decisions. Unlock would encourage you to consider the possibility of paying some people for at least some of their time, if only to free them up to deliver the work, it is not necessarily appropriate to pay everyone for all of their time. Payments can range from expenses only, through casual hourly rates to full employment. As a Crew you need to determine what will be most appropriate in your local context. Justice does not necessarily mean treating everyone in the same way. People have different needs; (e.g. if **PILOTS** who are on benefits are only working a few hours a week they may prefer not to be paid). Justice means treating everyone appropriately to their own circumstances which requires careful listening to what those circumstances actually are. Ideally you determine together what is most appropriate or helpful on a case by case basis. It will be helpful if you can be transparent within the Crew about what you are doing and why and be very clear about boundaries around who and what is paid. Unlock can support you in managing this if you are not confident about it.*