

**St George & All Saints Tufnell Park**  
**Estates and Low Income Communities Apprentice August 2025**  
**Job Description and Person Specification**  
**(Part time - Fixed Term Contract with potential to extend)**

As an Estates/low income Communities Apprentice, you will embark on a two-year journey of learning, development, and ministry working with people living on our local estates and/or on low incomes. Working closely with an experienced practitioner, you will gain hands-on experience in bringing people into worshipping communities. This apprenticeship is designed to equip you with the practical, spiritual, and leadership skills necessary for establishing thriving Christian communities in estate settings and amongst low income communities.

You will be part of a learning cohort, engaging in reflective practice, training sessions, and personal development and will have the opportunity to work within a growing and inclusive church team.

## **JOB DESCRIPTION**

### **PURPOSE**

To facilitate and create opportunities to share the love of God and good news of Jesus Christ with people on low incomes and living on estates in the parish of Tufnell Park, and to pioneer work to develop a new worshipping community in the parish.

### **TASKS**

1. Work alongside an experienced estates practitioner for 15 hours a week, gaining practical insights and strategies for mission and ministry.
2. Participate in regular reflection on your experiences, discussing your progress, challenges, and areas of growth.
3. Work with the Vicar to develop and implement a strategy for developing a new worshipping community amongst communities on local estates and on low incomes.
4. Develop an understanding of the local neighbourhood, and create opportunities for people to engage with faith in a culturally relevant and accessible way.
5. Develop skills in strategic planning, focusing on long-term growth and the creation of new worshipping communities.

6. Integrate prayer into all aspects of your ministry, learning to seek guidance and strength in your leadership and decision-making.
7. Spend 5 hours per week engaging in cohort training and formation sessions, both online and in-person, in order to develop collaborative learning and personal growth.
8. Deepen your understanding of biblical teachings, faith-based leadership, and the theological foundations that underpin your mission.
9. Compile a comprehensive portfolio documenting your learning journey, including key reflections, achievements, and progress throughout the apprenticeship.
10. Receive one-on-one mentoring from experienced leaders who will guide your personal and professional development.
11. Learn to mentor others, preparing you to invest in and develop future leaders within your community as you support new worshipping communities.
12. Gain certifications in practical areas such as health & safety, food hygiene, or other relevant fields to enhance your leadership and community service skills.
13. Attend a cohort retreat to nurture your sense of purpose, community, and shared vision with your peers.
14. Access support through a qualified counsellor, who will be available to help you navigate the personal and emotional challenges of leadership.
15. Foster personal formation, focusing on holistic growth in areas such as resilience, self-awareness, and spiritual depth.
16. The post holder will at all times need to ensure that they act within the law and that they uphold the church's policies and procedures which cover, for example, safeguarding, health and safety, data protection and equality of opportunity.

## **PERSON SPECIFICATION**

### **ESSENTIAL:**

1. Christian Faith: A living faith, with a desire to grow spiritually and share your faith with others.
2. Ability to persevere through challenges and setbacks, and maintain a positive attitude of learning from mistakes
3. Commitment to lifelong learning, demonstrated by an openness to feedback and new ideas.

4. A readiness to take risks, try new approaches, and take initiative in developing your own ministry practice.
5. A deep respect for and desire to engage with local communities, especially those on estates and in low-income areas.
6. The ability to grow into a leadership role, developing skills to mentor others and lead a worshipping community.
7. Strong interpersonal skills, including the ability to communicate effectively with diverse groups of people.
8. Ability to think strategically and plan for the long-term growth and sustainability of a new worshipping community.
9. Willingness to engage in regular reflective practices to enhance personal and professional development.
10. Ability to work as part of an effective team, understanding and appreciating other people's roles and responsibilities and working towards collective goals.
11. Effective communicator – verbally and in writing.
12. Good organizational skills.
13. Ability to work in an inclusive way with people with additional needs and disabilities.
14. Commitment to promoting the ethos of St George's Church.

#### **DESIRABLE:**

1. Prior experience living and/or working on estates or amongst low-income communities
2. Practical ministry skills: Experience of providing pastoral care, developing discipleship, and/or community engagement.
3. Experience of working with volunteers
4. Experience of implementing safeguarding policies and procedures

#### **TERMS & CONDITIONS (summary)**

This role is employed by St George's PCC and the postholder will report to the Vicar.

The post holder will be based at St George's Church, but will need to attend training in person and online and undertake outreach within the community.

There is a Genuine Occupational Requirement for this role-holder to be a committed Christian. This role is subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS.

The role is for 20 hours per week, and the apprentice will additionally be expected to join the church's Sunday morning service on a regular basis, and to take part in activities outside of office hours. Where they are asked by the Vicar to lead on a particular aspect of a service, it may be that this can be done within their work hours with the agreement of the Vicar.

This is a fixed term apprenticeship, lasting 2 years. There is the possibility of an extension of the role at that point, subject to funding and project requirements.

Salary: London Living Wage (currently £13.85 per hour - £14,404 pa)

Annual leave – 5 weeks pro rata