THE MINSTER CHURCH OF
St. Andrew
PLYMOUTH

Ministry Apprentice

SUMMARY

A Ministry Apprenticeship is a one-year voluntary role (with the possibility of a second year by mutual agreement) in which an 'Apprentice Volunteer' is given the opportunity to grow in a number of key areas:

- as a servant of Christ (growing in their character and godliness),
- as a servant of the Word (growing in their ability to teach in a variety of contexts),
- and as a servant of people (growing in their service to others).

To apply for the role, please complete the accompanying application form.

Role Details

Role Title	Ministry Apprentice (MA)
Reports to	Associate Minister
Role Type	Voluntary, Full Time, Self-Funded
Grant Offered	A grant of £6,120 will be offered to support your studies on the PGP course (e.g. books and travel expenses). The Grant shall be paid to you in twelve equal monthly instalments of £500, and £120 will cover the PGP course fee.
Volunteer Hours	Typically 5.5-6 days per week, 38 hours. Given the nature of aspects of the role, the Ministry Apprentice will be expected to volunteer at weekends and evenings as required up to the agreed hours per week
Holidays	As this is a voluntary role, leave is flexible and will be worked out with your supervisor, however it is suggested that 6 weeks with a maximum of 6 Sundays in a 12 month period is good ministry pattern to follow
Normal Place of Work	St Andrew's Church, Royal Parade, Plymouth, PL1 2AD
Start Date	7th of September 2026
Date of Issue	Jan 2026

Role Purpose

A primary reason for our Ministry Apprenticeship Scheme is to invest in the future leadership of the church.
Our Ministry Apprenticeship seeks to do this first and foremost by both…

- Training individuals to be better able to serve God and his people through gospel ministry in the church;
- and giving them the opportunity to test and explore the possibility of future full-time vocational word ministry.
- Allow them to grow in knowledge as they attend the Peninsula Gospel Partnership (PGP) course

Role Description

Whilst the role is flexible depending on the applicant, at its heart the Ministry Apprenticeship will give the Apprentice, through the program, various opportunities…

- to receive personal training
- to receive practical experience
- and to give out practical service to the church too

The Ministry Apprentice will therefore…

- spend a half day a week on the Peninsula Gospel Partnership Course being trained in biblical theology and practical Bible skills.
- Receive specific oversight and training from weekly time with MA Supervisor
- Receive regular opportunities – especially in the youth, children's and student team – to plan, lead and teach the bible in various contexts that will allow for clear oversight and feedback to be given. The specific youth and children's ministries they will be involved in regularly will be worked out with the Young People and Families assistant minister Matt Thomspon alongside the MA Supervisor.
- Receive experience in the full breadth of St Andrew's life by regularly attending a wide variety of 'placement' ministries outside their comfort zone – for instance Snack and Chat, Thursday Communion, Memory café, etc. The plan for these experience placements will be worked out alongside MA Supervisor.
- Be expected to participate in the life of the staff team, and children's and youth team
- have the opportunity to read the bible one-to-one with an older Christian to gain support
- have the opportunity to read the bible one-to-one with others.
- have the opportunity to be involved in pastoral visits to house bound members of our congregation

This role description sets out the main aspects of the role. It is not intended to be rigid and inflexible and should be regarded as providing guidelines within which the Ministry Apprentice is required to work. Other tasks of a similar nature may be assigned from time to time. Aspects of the job may vary to meet the changing needs of St Andrew's Church without changing the general character of the role or the level of responsibility it entails.

It is also to be noted that, as this role may involve work with vulnerable people, the apprentice will need to have a firm grasp and current understanding of safeguarding and health & safety requirements as laid out in our policy document, and a commitment to ensuring these are observed. We take our safeguarding responsibilities extremely seriously and links to our policy documents can be found with the job vacancy

Person Specification

	Essential	Desirable
Qualifications	● Diploma (or above) level ● of education	● Tertiary level degree or equivalent
Skills & Experience	● An appreciation of cultural diversity and equality issues	● Up to date IT skills
Christian Character	● You have a commitment to Jesus Christ as Lord and Saviour ● You are a Christian, with a clear faith, in full sympathy with our evangelical ethos, values and vision and comfortable working for an Anglican church ● You are a person of integrity with a godly character, a person of prayer, someone who understands and applies the Bible to their own life before seeking to apply it to others ● You currently play a full part as a member of a local Christian church, being regular in Sunday worship, and other areas of Christian activity and you are prepared to relocate or continue this membership to St Andrew's	
Personal Qualities	● Motivated to learn and grow in job role, gifts and character ● Good organisational qualities ● Good interpersonal skills, at ease with children, young people and adults ● Able to motivate yourself and others ● A sense of fun ● Ability to be reliable, to prioritise workload and to work under pressure ● Able to draw boundaries between work and time off to ensure adequate rest and refreshment ● Adaptable and able to cope with change	
Equal Opportunities	● The Minster Church of St Andrew is an equal opportunities employer, but an occupational requirement exists for the Ministry Apprentice to be a practising Christian in accordance with the Equality Act 2010	
Safe Recruitment	● We will require an enhanced DBS check ● 2 references (one of which being your church leader)	

Support

- Regular supervisory meeting with the Supervisor
- Regular Prayer and pastoral support from an appropriate church member
- Confidential biannual review
- Access to PGP training
- Attendance at an appropriate annual conference
- Part of a team who seeks to love, support and encourage each other

St Andrew's Background

The Minster Church of St Andrew is an evangelical congregation in the Church of England located in the centre of Plymouth, with a congregation drawn from across the city and nearby villages. We believe that God is at work among us as the Holy Spirit applies the gospel of Jesus Christ to our lives through the scriptures. In keeping with our complementarian convictions, our PCC has passed a resolution under the House of Bishops' Declaration, and we receive episcopal ministry from the Bishop of Ebbsfleet.

On a Sunday we have 3 main services at 9:30am, 11:15am and 6:30pm – these vary in style from traditional to more informal. We have something in the region of 370 adults and children who attend St Andrew's. We are partnered with our sister church, St Paul's, in the Stonehouse area of Plymouth.

St Andrew's has had a commitment to young people's ministry over many years. In terms of staff, our current youth team is made up of Assistant Minister for Young People and Families and a Youth Worker. On a Sunday morning our Sparklers group caters for pre-schoolers, Rock Solid is our group for primary school age children, and Pathfinders for the younger teens. Pathfinders also meet on a Friday night with the older youth. Fishshop, for teenagers, meets on a Friday night (with the Pathfinders) then they come to Sunday evening church and meet for a short time after.

We run an annual Holiday Club at the beginning of the summer holidays for primary school age children. The teenage groups have a joint annual weekend away in the early summer term and participate in CPAS summer ventures.

We depend on a large number of willing volunteers to run these various activities.

We have a strong relationship with St Andrew's Church of England primary school, where we lead collective worship, run JAM and Explorers clubs and host school services in the church. Our team also act as chaplains for Plymouth College, an independent school in the city, this includes two after school clubs at the Prep, prayers with Staff every Tuesday and ongoing services and assemblies. Another school we are regularly in contact with is Devonport High School for Boys where we run a weekly CU as well as termly outreach events.

We also have a growing ministry to students from Plymouth University, Marjon and the Art College. Our students meet weekly on a Thursday night during term time for Roots (an evening of food and bible study), and are also very involved in the wider life of the church too. We encourage the wider congregation to meet students 1-2-1, and students to be involved in men's and women's ministry too.

Our current staff team is made up of the Rector, Team Vicar (St Andrew's), Interregnum (St Paul's), Associate Minister, Outreach Worker, Assistant Minister for Young People and Families, Children's Worker, Youth Worker, Ministry Apprentice, Administrator, Administrative Assistant and a Caretaker.