

BRADFORD MISSION APPRENTICES

Growing Missional Leaders
2025-27



THE CHURCH
OF ENGLAND

Diocese of Leeds

GROWTH FOR YOU AND LOCAL CHURCHES

This role will give you the amazing opportunity to explore more of what it means to be a disciple of Jesus and grow as a leader of mission in a local church.

For two years, we will build up skills that will equip you for life, work, mission and leadership, and give you the opportunity to use and develop them in a local church setting.

It's a two-year long adventure giving you the experience of leadership and service, learning alongside a community of other Mission Apprentices.

YOUR RELATIONSHIP WITH GOD

Key to this being two successful and enriching years for you will be the development of your relationship with God.

You will have time to be with God, be encouraged to find new and different ways of engaging with Him both on your own and as you share this journey with others in your church, parish and learning community. This will also involve you gaining leadership experience and developing transferable work skills in your church context.

Your training will include biblical studies, theology and leadership, and there will be plenty of opportunities to step out from your comfort zone, be stretched and challenged and discern God's calling for you for the future.



YOUR KINGDOM POTENTIAL

Through your time with us you will develop new learning habits and disciplines that will help you as you follow Jesus. You will have the opportunity to learn a variety of skills as our Resource and Resourcing churches grow, share generously and send graciously. Who knows but by the end of the two years maybe you will feel called to go with a new church planting team, or move into the business community or into further education. Everything is possible with God.

A MISSION APPRENTICE WEEK

A typical week may look like this:

- Two to three days serving in your placement (including Sunday);
- Monday mornings with the Mission Apprentice learning community;
- Time for study, reflection and line management;
- Two to three days available for other work, study or recreation;
- A day of rest.



The Mission Apprentice role is great because it gives you the opportunity to experience lots of different aspects and roles involved in working for the church.

You get to meet and work with some amazing people and grow as a person and closer to God whilst doing so.

Lucinda, Mission Apprentice



FINANCE

The role runs from September 2025 to August 2027 with a salary of £13,100 per annum, plus a pension contribution of 8%, for 20 hours of work a week. We will cover the cost of your involvement in the Learning Community, including residentials. Expenses will be paid as agreed in advance. There will be 25 days annual leave per annum (pro rata) in addition to Bank Holidays. These will need to be agreed with your line manager.

PLACEMENTS

Your main focus will be working for one of the 17 churches participating in the Mission Apprentice scheme, which will provide opportunities to get involved in many different activities. We want you to be able to take responsibility for growing an area of church life, ministry or mission over the two years and will work with you, your particular gifts and sense of calling to identify the best place and way for you to serve.

SUPPORT

You will be supported by your line manager and the leadership team of the parish in which you are serving. We will encourage and support you in finding a mentor to provide additional support. As part of the Learning Community, you will also be supported by the Learning hub leader and Intern Lead.



EXPECTATIONS



Mission Apprentices are expected to commit to each aspect of the programme:

- giving of their best as they serve in their placement church
- supporting and encouraging their fellow Mission Apprentices
- engaging with the weekly learning community
- adhering to the Code of Conduct.

LEARNING COMMUNITY

Each week, in term time, you will gather for a morning of learning, training, worship and prayer with the rest of the Mission Apprentices. The sessions will be led by expert practitioners and leaders. The majority of teaching will be at the Bradford Learning hub, but occasionally you will also get to gather with interns from across the Diocese.

The **weekly Learning Hub sessions** give you opportunity to reflect, discuss and to have input from a wide variety of speakers on varying aspects of mission, discipleship, church growth and leadership.

Examples of topics covered include:

Discipleship and the Kingdom of God **Spiritual Disciplines**
Encountering God in the Old and New Testaments **Preaching**
Leadership **Apologetics** **Pastoral Care** **Challenging questions**

There will also be **overnight residentials** over the two years as an opportunity to experience God's presence, deepen your roots of faith further and strengthen your understanding of the Bible (the residentials will be free and you will be expected to attend them).

Much of your **learning and development** also happens on the ground as you serve in different ministries, trying out new things, taking on responsibilities and seeing God at work in you and through you.



OVERVIEW OF THE CHURCHES

The 17 **placement churches** are Resource or Resourcing Churches, or churches linked with them:

- Fountains Church Bradford, our City Centre **Resource Church**, linked with the parishes of Frizinghall, Shelf with Buttershaw and and Fairweather Green.
- **Resourcing Parishes:**
 - St John's Clayton linked with the parish of Allerton
 - North-East Bradford: Holy Trinity Idle, linked with the parishes of Wrose, Greengates, Thorpe Edge and Eccleshill
 - St John's Great Horton and St Wilfrid's Lidget Green
 - Girlington, Heaton & Manningham (4 churches)

Each Resource / Resourcing church has its own unique qualities but all have a shared goal of generous sharing of their resources with other churches (e.g. through training, events, support, mission teams) and gracious sending of people to revitalise nearby churches, or plant into unreached areas of their own parish as well as to produce vocations as part of their leadership pipelines.



PLACEMENT CONTEXTS

Fountains Church Bradford, with Frizinghall, Shelf with Buttershaw and Fairweather Green– 6 Mission Apprentice vacancies

Fountains church is a new church in Bradford city centre - we are just approaching our sixth birthday. We have a wonderful building which was once former nightclubs and has now been completely refurbished.

We have growing congregations:

- a Sunday afternoon congregation with young people and children's work;
- a Saturday Gathering for people who are on the margins of society;
- Wrestling Church for those who are in or around the wrestling community;
- an International Church working primarily with international students.

Fountains ideally would like a Mission Apprentice to focus on developing our **work with children and families**. We currently have a children's church for 18 months to 16 years, a toddler group called Stay and Play and a half termly Saturday outreach called Stepping Stones which aims to maintain contact with our toddler mums after they've left Stay and Play. We'd love someone to develop these ministries by investing in parents and carers within our church as the primary disciplers of their children, and by maintaining strong points of contact with families to support the wider outreach of the church through helping to organise invitational events. If this is something you have relevant experience in, then there will be some additional paid hours to extend the role up to 30 hours.



Our second preferred area of focus would be **social media and marketing**. You would be working with our Creative Director to develop and extend our reach through social media and supporting our growing marketing strategy as we reach out across the city as an exciting new venue for all. We are a fun, hardworking team to work with and together we enjoy growing as disciples of Jesus.

Fountains is part of a network of other churches:

- **St Margaret's Frizinghall** is located in a Muslim-majority neighbourhood with strengths in children and young people's ministry and community engagement. The PCC has identified various areas of church life that we would like to see grow: children's work, music/worship, parish mission and perhaps most importantly to help establish our Warm Welcome project, which (having installed an environmentally friendly new heating system) involves opening the church up even more to the local community.

Our Mission Apprentices would be key in driving this through listening to local people's needs and then finding solutions. This might be through partnerships with other local organisations, empowering local people through volunteering or leading new groups, while helping build our existing work with under 5s and isolated older people. This is a very exciting new initiative with endless opportunities which will be supported with additional funding and clear direction from the PCC.



- **The Parish of St Michael's Shelf with St Aidan's Buttershaw** is a mainstream Anglican Church with a new church plant into St Aidan's Buttershaw. Much of the population of St Michael's and St Aidan's live in outer estate social housing. The challenge is that like many other outer estates the people are hard to reach. Our estates consist of (largely) white people experiencing a range of forms of deprivation and disadvantage.
- We are also beginning to explore what it looks like to support another inner urban parish, **St Saviour's Fairweather Green**. There is a small, faithful congregation in a modern style building, looking to reach out into a diverse community. There are good connections through a vibrant cub and scout group and other community points of contact through the week. We'd love someone with a heart for building community relationships, looking for signs of the kingdom outside the church and willing to explore what a new worshipping community might look like here. You would be supported by the Fountains team.

We would be interested in hearing from you for our Mission Apprentice roles in Fountains Church Bradford, St Margaret's Frizinghall, St Michael's Shelf with St Aidan's Buttershaw and St Saviour's Fairweather Green if you are interested in any of the following:

- Taking forward our work with children and young people;
- Working within our worship and creative team on social media and marketing;
- Working with people from more disadvantaged backgrounds within the city centre;
- Developing our community-facing ministries (in Frizinghall or Fairweather Green);
- Or if you have other gifts that you think God is calling you to use within our network.



**Welcome to
Fountains Church**

BD7 Churches - St John's Great Horton, St Wilfrid's Lidget Green & St Columba's Horton Grange – 2 Mission Apprentice vacancies

BD7 Churches is a family of churches passionate about church planting, revitalisation, and welcoming an increasingly international and intercultural community of disciples. We are looking for Mission Apprentices to serve in a diverse and vibrant area of Bradford, where we see God moving in wonderful ways.

This role offers opportunities to engage in youth work, social action and justice, evangelism, outreach to new families and church administration. If you have a heart for mission and want to grow in faith while serving in a dynamic, intercultural context, we'd love to hear from you!

Join us as we participate in God's mission in BD7.



Holy Trinity Idle - 4 Mission Apprentice vacancies

The opportunities in North East Bradford are across the five parishes of Idle, Greengates, Wrose, Thorpe Edge and Eccleshill. In recent years, the five churches have increasingly worked collaboratively with a shared desire to see the love of Jesus spread across our communities. Since the creation of the Resourcing Church Network, Mission Apprentices have played a key role in supporting and enabling mission and outreach across the area.

There is now an opportunity to expand this positive influence even more widely.

The four Mission Apprentices who join our team will gain a broad and thorough understanding of the joys and challenges of parish ministry. They will also have ample opportunity to bring their own gifts, skills and passions to the role.

We have a wide range of opportunities for Mission Apprentices to focus on different areas of ministry and church life. We have two particular opportunities emerging for candidates who are interested in creating new worshipping communities, or working to build links between church and local families.

- We are excited by the appointment of a new minister who (as well as being responsible for Thorpe Edge) will have the specific challenge to create new worshipping communities for people we aren't currently reaching. These new communities could emerge within the existing church buildings, or in new spaces on local estates. A Mission Apprentice would work closely with the minister to explore these new possibilities.
- St Cuthberts, Wrose is a congregation who treasure their faith. The people of St Cuthberts feel keenly how much the challenges of church decline have impacted them and they are open and keen to consider fresh vision and strategies for change. The Mission Apprentice would work closely with the clergy to develop, and build upon, the good work and seeds sown over many years in seeking to build relationships with local families. These opportunities include strong school ties, Messy Church and community outreach. A key task for the Mission Apprentice would be to help develop these links and to build stronger bridges with the worshipping life of the church.

Clayton and Allerton are churches in West Bradford, focused on the villages of Clayton and Thornton, as well as the estate areas of Allerton. We are seeking two Mission Apprentices, one to work in Clayton where we want to develop a new worshipping community, and one for Allerton helping to build up the new worshipping communities based around St Francis' church.

St John's Clayton - 1 Mission Apprentice vacancy

- Clayton is in a season of building up to reach out. We have a strong place in a tight-knit village community, with a capable, committed church family. The next step is to inspire and train up the church family (including you!) to grow in their God-given giftings so they can serve and share the Gospel in the wider community.
- The Mission Apprentice would have a leading role in that, working with unchurched young families or wherever you feel called, with the ultimate plan of planting a new church community within the parish within the next two years.



St Peter's Allerton - 1 Mission Apprentice vacancy

St Peter's is exploring how to reengage with the local estate community in Allerton in partnership with St James, Thornton. We are looking to grow our work engagement with the community (especially links with our church school on the estate), as well as partnering with us as we continue to explore fresh expressions of church that engages with the estate community. Working as part of a team, you would help to support and grow new ideas as part of our community, support and develop new missional work on the Allerton estate, and explore how worship can meet local needs.

[Girlington, Heaton & Manningham](#) - 3 Mission Apprentice vacancies

This large parish in Inner Bradford offers the opportunity to see church life in a fast-paced multi-cultural inner-city context with significant numbers of asylum seekers and marginalised communities. The growing congregation is young, vibrant and multi-national – and exploring discipleship in a challenging environment. The lively leadership team is pioneering, mutually supportive and Gospel-centred. Its four churches are used during the week for ministries which serve their communities and a key aim for the next few years is to develop new worshipping communities around these ministries.

We are seeking mission apprentices with a passion for Jesus to come and join this adventure. We want to work with your natural skills and passions to invest them into these life changing projects.

Possible Mission Apprentice roles:

- Helping to explore and develop social enterprise, perhaps around clothing or food, to build bridges with the local communities and help resource the parish;
- Engaging with the parish's Muslim majority population, both adults and youth, including building on existing work with local schools;
- Forming disciples within fragile communities.



WHAT NEXT?

For an informal chat, please contact **Ven Dr Andy Jolley**, Archdeacon of Bradford on 07973 458403 or Andy.Jolley@leeds.anglican.org

To apply, please fill in the application form which can be found on our [website](#) and send to this to carmel.dylak@leeds.anglican.org

The closing date for applications is **8th May 2025**. Interviews will be held on 22nd May (daytime).



The Mission Apprentices scheme is a key way in which we are seeking to develop new leaders, and especially those from and for disadvantaged, challenging communities. Building on lessons from our first two groups of Mission Apprentices, with increased funding from the national church, we're recruiting our largest group yet, and expect to see growth in each individual as well as in their placement churches.

Andy Jolley, Archdeacon of Bradford