



**Experience  
Hope**

# Governance Structure

## **Our Mission:**

Love God. Love One Another. Love our Community

## **Our Vision:**

To be a loving and growing community  
released and empowered to join in God's work  
of proclaiming and demonstrating the good news  
to Egham and beyond

## **Our Values:**

Inviting-Welcoming-Courageous-Creative-Transforming

Christ Centred

## **CofE Governance**

### **PCC and Standing Committee**

The Parochial Church Council (PCC) are Trustees of a Registered Charity. Its responsibilities include: **agreeing policy, releasing financial resources** in pursuing the vision of the church, **safeguarding and stewarding resources of buildings and equipment**, setting budgets and agreeing expenditure in line with vision, **fulfilling the responsibilities of an employer** for the well-being and management of its employees in accordance with current legislation, and **supporting and working with the Clergy and Staff Team** to pursue God's vision for the mission and ministry of the church.

In our new Governance Structure below, PCC members will either be Ministry Area Co-ordinators or Champions and/or Team Leaders or Members.

The Standing Committee (SC) executes the business of the Council between meetings. In our new Structure, the SC will serve as Ministry Area Coordinators or champions (the brown circle). SC usually meets a fortnight or so before the Church Council to make recommendations concerning decisions and agree items for the Council agenda. Its membership must include the Vicar, both Churchwardens, the Treasurer and PCC Secretary.

### **Staff Team**

The Council fulfils the responsibilities of an employer, and ensuring the co-ordination and release of all church members in their ministries, whether as volunteers or paid staff. Day to day oversight of Human Resources is undertaken by the Vicar and Administrator.

As of September 2020 our contracted Staff Team are:

***Clergy—NB As Clergy are considered to be employed by the Diocese.***

Esther Prior

James Ellin

Matt Prior

Michael Callaghan

Simon Fraser

Will Bissett

<b>Name</b>	<b>Role</b>	<b>Time</b>	<b>Paid?</b>
Carol Peters	Leader of Pastoral Care Ministry	15 Hours	Yes
Carrie Brown	Intern: Worship and Social Action	20 Hours	No
Claire Mallon	Admin Assistant	8 Hours	Yes
Dal Hettiaratchi	Admin Assistant	Wednesday & Friday	Yes
Grace Hopkins	Lay Pastor - Youth and Students	F/T	Yes
Madalyn Brooks	HR Consultant	Flexible	No
Mandie Shirnia	Ordinand	Flexible	No
Margaret Stevens	Associate Lay Minister	Flexible	No
Mel Cramer	Cleaner		Yes
Rachel Upcott	Lay Pastor - Children and Families	17 Hours	Yes
Sue Gray	CAP Debt Manager	Tuesday - Thursday	Yes
Sue Naudi	Prayer Development Leader	Flexible	No
Sue Stafford	Staff Pastoral Support Worker	Flexible	No
Veronica Cresswell	Administrator	Monday, Tuesday & Friday	Yes
Vacant	Campus Development Officer		



## The Centre

At the centre of our circle is St John's Church - it's people, including the Clergy, PCC, Standing Committee and Staff Team. As disciples of Jesus, our calling is always to seek first the kingdom of God and its righteousness - and everything else mentioned here follows on! All of us are called to love God, one another and our community.

## **Brown Circle: Ministry Area Coordinators**

Ministry Coordinators serve on the Standing Committee and have oversight of their area of ministry. They are the first point of contact for their Teams, offering support and encouragement to Team Leaders. Ministry Coordinators to submit written reports to the PCC twice a year; highlighting achievements and challenges in their area of ministry, as well as mapping out how the PCC can help them deliver their ministry objectives. If the Ministry Coordinator is not on PCC, then a PCC Champion will be appointed as their support and link to the PCC.

## **Outer Red Circle: Teams**

Delivering Ministry within the framework of our Mission, Values and Mission. Team leaders will recruit, lead and nurture their members and keep an updated list of Team Members filed in the Office. The Team Leader with their team will bear the responsibility of 'running' and developing their particular area of ministry, including setting objectives. Regularity/necessity of meetings to be decided by each Team and should be about enabling the delivery of ministry.

## **DNA**

Our Mission, Vision and Values should remain a reference point for Ministry Co-ordinators and Teams. Our practice and review should be evaluated against these.

<b>Ministry Area</b>	<b>Coordinator PCC Champion</b>	<b>Role</b>
Teaching and Nurture	Esther	Setting the Teaching Programme for Sundays and enabling other learning opportunities Oversight for the Men's Ministry, Catering, Pastoral Team, Preaching Team, Singles, Growing Together, Life Groups, Staff Team and Events
Prayer	Sue Naudi Will Bissett	Developing the prayer life of the church and providing oversight for Prayer Ministry, Intercessions, First priority, Breakthrough and Ladies Prayer Breakfast.
Outreach	Steve Cresswell	Oversight for the Creative Team, Campus Development, The Shed, Christmas Kitchen, High Street, Seniors, Open Church, Atrium Café, CAP, BeCreative, Mission Partners, Music in the Caddey, Language Café
Marketing and Comms	James Ellin	Oversight for Social Media, Website, Internal Notices and Podcast
Young People	Joyce Johnson	Oversight for Students, Teenagers, Children (& Families) and Playbox
Campus	Phil Holloway	Oversight for Flowers, Cleaning, Health and Safety, Campus Fabric Team, Eco Team
Admin	Sam Senenayake	Oversight for Admin, Safeguarding, HR & Data Protection
Finance	Chris Gray	Oversight for Stewardship, Fundraising and grants
Services	Esther	Oversight for All Age, Wednesday Communion, 3 Sunday Services, Welcome, Contemporary Worship Teams, Choir and AV

Team	Team Leaders
<b>Men's Ministry</b>	
Catering	Lyn Alexandre
Pastoral Team	Carol Peters
Preaching Team	Norm Beers
Singles	Tim Senanayake
Sunday Refreshments	Luisa Hodgkinson (Lockdown: Sarah Gillies)
Growing Together	Simon Fraser & Mike Kelly
Life Groups	James Ellin
Staff Team	Esther
<b>Events</b>	
Prayer Ministry	Carol Peters (9.15) and Sue Naudi (11 & REVIVE)
Intercessions	Sally Thompson (11am)
First priority	Simon Fraser (Lockdown – Sue Naudi)
BreakThrough Men's Prayer Groups	Will Bissett
Ladies Prayer Breakfast	Linda Matthews
Creative Team	Emma Evans & Steve Jenkins
Campus Development Team	Sara Holloway
The Shed	Phil Holloway
Christmas Kitchen	Veronica & Dave Priestley
Homelessness	Sue Gray
<b>High Street</b>	
Seniors	Margaret Stevens
Open Church	Linda Matthews
Atrium Café	Lesley Pockock
Christians Against Poverty	Sue Gray
BeCreative	Sharon Mitchell
Mission Partners	Jörg Haustein
Music in the Caddey	Philip Darby
Language Cafe	Linda Matthews
Podcasts	Andy Balaam

Team	Team Leaders
Social Media	
Website	Tim Burton
Internal Notices	Michael Senanayake
Students and Young Adults	Grace Hopkins
Teenagers	Grace Hopkins
Children & Families	Rachel Upcott
Playbox	Conrad Benefield
Eco Team	Leah Robson
Campus Fabric Team	Phil Holloway
Health and Safety	Dave Watts
Cleaning	Veronica Cresswell
Flowers	Brenda Richardson
Data Protection	Steve Cresswell
HR	Madalyn Brooks
Safeguarding	Brenda Richardson & Lorna Jamison
Admin	Veronica Cresswell
Grants	Geoff Wickes
Fundraising	Philip Darby
Finance & Stewardship Management	Keith Malcouronne
All Age	Rachel & Grace
Wednesday Communion	Simon Fraser
REVIVE	James Ellin
Contemporary Service	
Traditional Service	Sarah Gillies
Welcome	
Worship Team	Conrad and Debbie Benefield
Choir	Ingrid Keedy & Terry Hogan
Audio Visual Team	Johnny Sheppard