



**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

Our Governance

As part of the Church of England, our Governance Structure is shaped around the Parochial Church Council (PCC), who 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 Governance Structure below, PCC members are either Ministry Area Coordinators or Champions and/or Team Leaders or Members.

The Standing Committee (SC) executes the business of the Council between meetings. In our Structure, the SC 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.

PCC

The PCC is the main decision maker of a parish. Its members are clergy, churchwardens and others elected by the Annual Parochial Church Meeting (APCM) of the parish. Its powers and duties are defined by legislation and can principally be found in the Parochial Church Councils (Powers) Measure 1956 (see here for further details).

Our PCC has the following members. You may contact them about any matter to do with the church.

1. Conrad Benefield (Deanery Synod member)
2. Debbie Benefield
3. Will Bissett (Associate Minister)
4. Steve Cresswell
5. Phil Darby
6. Amin Deiry (Church Warden)
7. Philomena Evans (Deanery Synod member)
8. Chris Gray

9. Shamilka Hewagama (PCC Secretary)
10. Kamani Hewagama
11. Phil Holloway
12. Sara Holloway (Treasurer)
13. Joyce Johnson ((Church Warden and Deanery Synod member)
14. Clement Jones (Deanery Synod member)
15. Paul Kahn
16. Chris King
17. Keith Malcouronne (Vice Chair)
18. Michael Senanayake
19. Stacey Sobers
20. Sacha Sheppard
21. Andrew Tebboth

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, Curate and Administrator.

As of January 2022 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

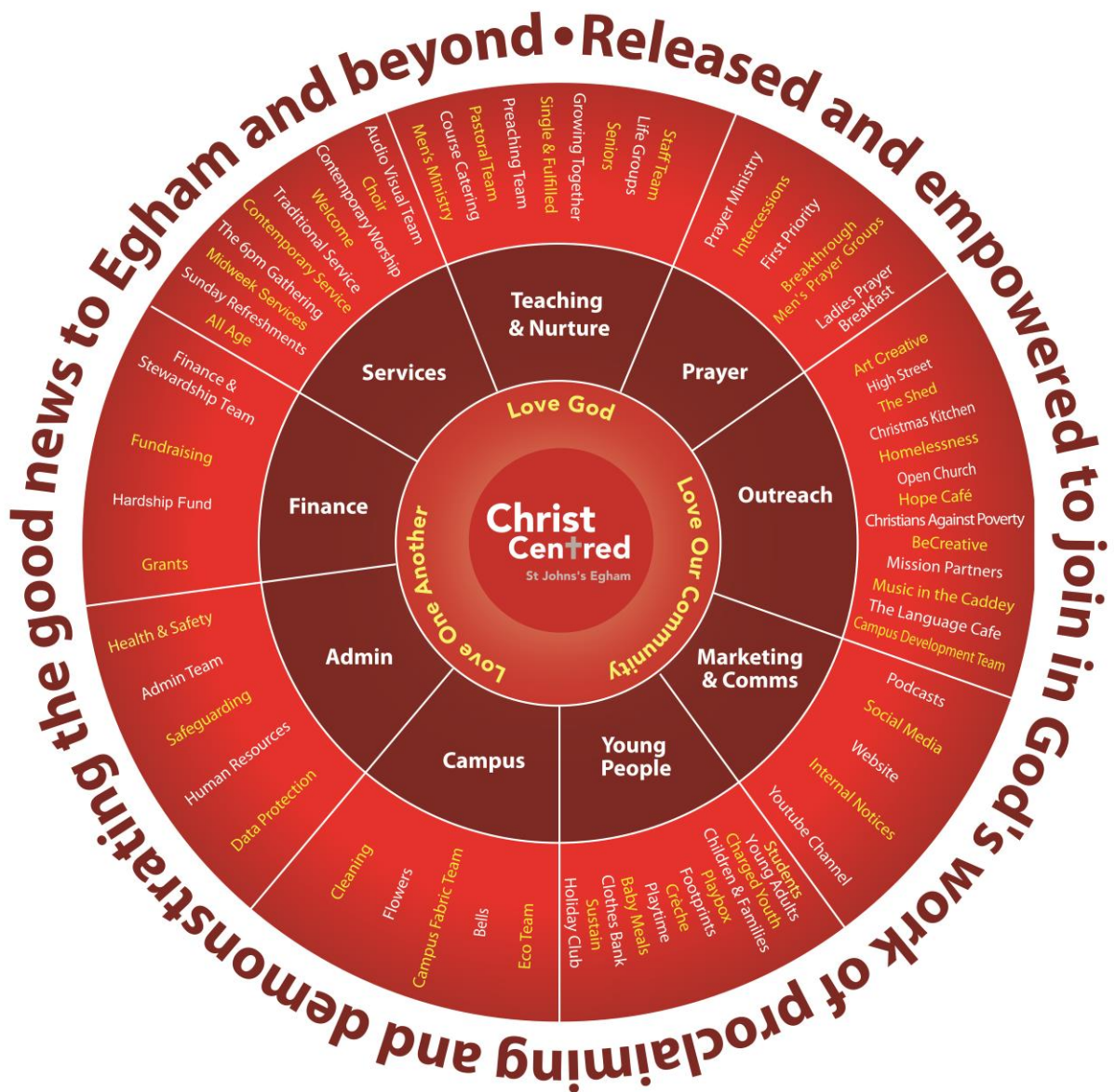
Simon Fraser

Will Bissett

Name	Role	Time	Paid?
1. Annelise Pettit	Admin – Creative Comms	P/T	Yes
2. Carrie Brown	Intern - Leadership	P/T	No
3. Claire Jenkins	Admin – Church Focus	P/T	Yes
4. Grace Hopkins	Lay Pastor – Youth and Students	F/T	Yes

5. Judah Garrison	Campus Development Officer	F/T	Yes
6. Madalyn Brooks	HR Consultant	Flexible	No
7. Mandie Shirnia	Ordinand	Flexible	No
8. Margaret Stevens	Associate Lay Minister	Flexible	No
9. Mel Cramer	Cleaner	P/T	Yes
10. Philomena Evans	Leader of Pastoral Care Ministry	P/T	Yes
11. Rachel Upcott	Lay Pastor - Children and Families	P/T	Yes
12. Sue Gray	CAP Debt Manager	P/T	Yes
13. Sue Naudi	Prayer Development Leader	Flexible	No
14. Sue Stafford	Staff Pastoral Support Worker	Flexible	No
15. Veronica Cresswell	Lead Administrator	P/T	Yes

Governance Diagram



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 Coordinators and Teams. Our practice and review should be evaluated against these.

Ministry Area	Coordinator	Role
Admin	Amin Deiry	Oversight for Admin, Safeguarding, HR & Data Protection
Campus	Joyce Johnson	Oversight for Flowers, Cleaning, Health and Safety, Campus Fabric Team, Eco Team, Bells
Finance	Sara Holloway	Oversight for Stewardship, Fundraising and grants
Marketing and Comms	James Ellin	Oversight for Social Media, Website, Internal Notices and Podcast
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
Prayer	Will Bissett	Developing the prayer life of the church and providing oversight for Prayer Ministry, Intercessions, First priority, Breakthrough and Ladies Prayer Breakfast.
Services	Esther	Oversight for All Age, Wednesday Communion, 3 Sunday Services, Welcome, Contemporary Worship Teams, Choir and AV
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
Young People	Keith Malcouronne	Oversight for Students, Teenagers, Children (& Families) and Playbox

Team	Team Leaders	MAC Leader
Admin	Veronica Cresswell	Amin Deiry
All Age Service	Rachel & Grace	Esther Prior
Art Creative Team	Emma Evans & Steve Jenkins	Steve Cresswell
Audio Visual Team	Johnny Sheppard	James Ellin
Baby Meals	Sacha Sheppard	Keith Malcouronne
BeCreative	Sharon Mitchell	Steve Cresswell
Bells	Dave Stone	Joyce Johnson
BreakThrough Men's Prayer Groups	Will Bissett	Esther Prior
Campus Development Team	Vacant	Joyce Johnson
Campus Fabric Team	Phil Holloway	Joyce Johnson
Catering	Vacant	Esther Prior
Charismatic Service	James Ellin	Esther Prior
Children & Families	Rachel Upcott	Keith Malcouronne
Choir	Ingrid Keedy & Terry Hogan	Esther Prior
Christians Against Poverty	Sue Gray	Steve Cresswell
Christmas Kitchen	Natalie Delboux	Steve Cresswell
Cleaning	Veronica Cresswell	Joyce Johnson
Clothes Bank	Vacant	Keith Malcouronne
Contemporary Service	Esther prior	Esther Prior
Crèche	Sian Minio	Keith Malcouronne
Data Protection	Steve Cresswell	Amin Deiry
Eco Team	Leah Robson	Joyce Johnson
Finance & Stewardship Management	Keith Malcouronne	Sara Holloway
First priority	Simon Fraser (In-Person) Sue Naudi (Zoom)	Will Bissett
Flowers	Brenda Richardson	Joyce Johnson
FootPrints	Rachel & Robin	Keith Malcouronne
Fundraising	Philip Darby	Sara Holloway
Grant Applications	Vacant	Sara Holloway
Growing Together	Simon Fraser & Mike Kelly	Esther Prior
Handbells	Luisa Hodgkinson	Steve Cresswell

Team	Team Leaders	MAC Leader
Hardship Fund	Philomena Evans	Sara Holloway
Health and Safety	Dave Watts	Joyce Johnson
High Street	Vacant	Steve Cresswell
Holiday Club	Rachel & Robin	Keith Malcouronne
Homelessness	Sue Gray	Steve Cresswell
Hope Café	Judah Garrison	Steve Cresswell
HR	Madalyn Brooks	Amin Deiry
Intercessions	Sara Gillies – 9am Sally Thompson (11am)	Esther Prior
Internal Notices	Annelise Pettit	James Ellin
Ladies Prayer Breakfast	Linda Matthews	Will Bissett
Language Cafe	Linda Matthews	Steve Cresswell
Life Groups	James Ellin	Esther Prior
Men's Ministry	Vacant	Steve Cresswell
Mission Partners	Jörg Haustein	Steve Cresswell
Music in the Caddey	Philip Darby	Steve Cresswell
Open Church	Linda Matthews	Esther Prior
Pastoral Team	Philomena Evans	Esther Prior
Playbox	Conrad Benefield	Keith Malcouronne
Playtime	Rachel & Sally Champion	Keith Malcouronne
Podcasts	Andy Balaam	James Ellin
Prayer Ministry	Carol Peters (9am) Sue Naudi (10.30am & 6pm)	Will Bissett
Preaching Team	Norm Beers	Esther Prior
Safeguarding	Lorna Jamison	Amin Deiry
Seniors	Vacant	Steve Cresswell
Singles	Tim Senanayake	Esther Prior
Social Media	Annelise	James Ellin
Staff Team	Esther	Esther Prior
Students	Grace Hopkins	Keith Malcouronne
Sunday Refreshments	Mike Kelly	Esther Prior
Sustain	Vacant	Keith Malcouronne
Teenagers	Grace Hopkins	Keith Malcouronne

Team	Team Leaders	MAC Leader
The 6pm Gathering	James Ellin	Esther Prior
The Shed	Phil Holloway	Steve Cresswell
Traditional Service	Sarah Gillies	Esther Prior
Website	Steve Cresswell	James Ellin
Wednesday Communion	Simon Fraser	Esther Prior
Welcome Team	Vacant	Esther Prior
Worship Team	Conrad and Debbie Benefield	Esther Prior
Young Adults	Andrew Teboth	Keith Malcouronne
YouTube Channel	Johnny Sheppard	James Ellin