

## **Ministry Structures at St John's.**

Anglican churches vary their structures depending upon their customs, size of the church and mission needs.

At St John's we have not clarified how our leadership structures work, so this is a brief description to avoid ambiguity and ensure we are both accountable and effective.

An analogy has been made to the leadership structures of a school to illustrate further what we mean.

This document is meant to clarify local practice and is not intended to replace or contradict any item within the Church Representation Rules.

### **The Parochial Church Council (PCC) 'The governing body'**

In summary, the PCC exists to co-operate with the minister in sharing leadership of the parish so that we may all:

- Play our part in God's mission and ministry in this place.
- Steward our buildings and churchyard for the furtherance of God's kingdom.
- Contribute to the wider life of the Church of England.
- Conduct ourselves in ways which fulfil best practice in safeguarding, finance, and employment.

The PCC is a legal entity, a charity and the PCC members are trustees of that charity.

PCC members are elected at the Annual Meeting of the church unless they are clergy, readers or lay members of synod which means they are automatically part of PCC. Members can be co-opted for roles such as secretary but are not able to vote.

### **Standing Committee 'The leadership team'**

Every PCC is required to appoint a standing committee which conducts business between meetings. The committee is made up of the incumbent, the churchwardens and at least two other members of the PCC, normally including the treasurer and Reader(s). Its role is to carry on the routine work of the PCC in between meetings. It acts as a sub-committee of the PCC and is therefore accountable to it. Often it will be used to draw up the agenda of the PCC meeting, and to prepare relevant papers to aid discussion and decision-making. As CPAS explain in *A brief guide to leadership structures*: 'Sometimes trickier items can be aired in the smaller group, and many clergy use their standing committee as a confidential sounding board before taking the item to the larger PCC.'

The Standing Committee will not keep minutes. However, being accountable to the PCC, will report and make recommendations at the PCC meeting.

The Standing Committee will communicate and conduct meetings as required.

The Standing Committee will aim to have an annual day away for strategic thinking and vision.

### **Action groups**

We do not have subcommittees for the various aspects of the PCC's role, however, from time to time we will set up groups to get certain pieces of work or projects done, after which they will cease to exist. Past examples include groups to organise missions, action chancel work and produce 'welcome packs'. Action groups will usually be led by a PCC member and will report and make recommendations to PCC.

### **Staff Team 'Teachers and support staff'**

This consists of staff who are employed by St John's. The staff team will run the day- to- day operations of the church under the oversight of the PCC. At the time of writing they include, Vicar, Associate Vicar, Apprentices and Church Secretary.

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