St. John's Norwood Parish
Overview of the Vestry and Standing Committees

What is the Vestry?

In the tradition of the Episcopal Church of the United States and in the larger Anglican Community, the Vestry is the governing body of St. John's Norwood Parish. Led and chaired by the parish Rector and fourteen lay parishioners elected by the parish in annual elections after Easter, the Vestry is responsible for overseeing the finances, facilities, and grounds of the parish. Its members also serve as liaisons with the ministries of the parish, providing direction and guidance as needed.

Standing Committees

The Vestry accomplishes its mission through Standing Committees and ad hoc committees. There are currently seven standing committees, all of which welcome new members.

1. Leadership Development Committee

The Leadership Development Committee (LDC) is tasked with identifying, cultivating, and recommending parish leaders for key roles, including candidates for Vestry and Lay Delegates to the Diocesan Convention who are elected by the congregation, and other leadership positions within the church. Its functions include maintaining an inventory of parishioner skills and abilities, recruiting and developing prospective leaders, educating the parish about leadership opportunities, and sponsoring training for those preparing for leadership roles.

For more information: Co-chairs Jim Winkler (jimwinkler59@gmail.com) and Alan Snyder (alanbsnyder@gmail.com)

2. Finance Committee

The Finance Committee is responsible for providing oversight and guidance on the organization's financial health. Its primary functions include reviewing and recommending the annual budget, monitoring financial performance against approved budgets, and ensuring that appropriate financial policies and internal controls are in place. The committee also evaluates investment strategies, oversees risk management practices, and works closely with auditors to ensure compliance with applicable laws, regulations, and best practices.

For more information: Chair: Nick Satriano (nciksat@aol.com)

3. Property Committee

The Property Committee provides oversight and guidance for the care, maintenance, and long-term planning of all parish-owned property and facilities. Its functions include monitoring the condition of buildings, grounds, and mechanical systems; reviewing contractor bids and proposals; and advising on leases, contracts, and tenant requests.

For more information: Chair: Geoff Sharpe (ghpsharpe@gmail.com)

4. Personnel Committee

The Personnel Committee is responsible for advising the Vestry on all matters relating to church staff and employment policies. Its functions include developing, reviewing, and recommending personnel policies; supporting the Rector and Vestry in the ~~matters of~~ personnel recruiting process; staff management; and ensuring compliance with employment laws and diocesan guidelines.

For more information: Chair: Wendy Vicente (wendyvicente@hotmail.com)

5. Governance Coordinating Committee

The Governance Coordinating Committee (GCC) is responsible for improving continuity and consistency across the other committees and St. John's operations. It is responsible for advising the Vestry on all matters relating to the governance of the church and for reviewing and recommending changes to the by-laws.

For more information: Chair: David Teague (dteague1@comcast.net)

6. Justice and Community Engagement Coordinating Committee

The Justice and Community Engagement Coordinating Committee (JC3) is responsible for consolidating, coordinating, and facilitating all justice and humanitarian ministries at St. John's to ensure they align with the parish mission. Its functions include advising the Rector and Vestry, maintaining an inventory of all justice and community engagement activities, and cultivating new partnerships in the wider community.

For more information: For more information: Rev, Anne Derse (aderse@stjohnsnorwood.org)

7. Investments Committee

The Investments Committee (IC) is responsible for overseeing the parish's endowments, reserves, and other investable assets in accordance with Vestry-approved policies. Its core functions include recommending investment guidelines, monitoring investment, ensuring compliance with policies, and reporting quarterly and annually to the Vestry. The committee supervises the allocation of funds between long-term and short-term investment accounts, monitors disbursements, and advises on the investment of new gifts or bequests.

For more information: Chair: Brad Thayer (brad.thayer@capitalone.com)

8. Pledge Committee

The ad hoc Pledge Committee oversees parish initiatives related to generosity, pledging, and fundraising efforts. The committee focuses on the pledge season for each program year and operates mostly from summer through January. It works to inspire parishioners to share their time, talent, and treasure in support of St. John's mission, while promoting a culture of gratitude and faithful giving.

For more information: Lead: Janet Hall, Senior Warden Janet (seniorwarden@stjohnsnorwood.org)