

**ST. MARK'S LUTHERAN CHURCH  
CONGREGATIONAL COUNCIL MEETING  
MINUTES - SEPTEMBER 7, 2023**

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## Attendance Record

|                                |                                    |
|--------------------------------|------------------------------------|
| <b>Date:</b> September 7, 2023 | <b>Location:</b> St. Mark's Church |
| <b>Time Started:</b> 19:08     | <b>Time Ended:</b> 21:13           |

| Invited                  | May<br>25     | June<br>28 | Sept<br>7       |  |  |  |  |  |  |  |  |  |
|--------------------------|---------------|------------|-----------------|--|--|--|--|--|--|--|--|--|
| Nathan Cook              | P             | P          | P               |  |  |  |  |  |  |  |  |  |
| Signe Jewett (C)         | P             | P          | E               |  |  |  |  |  |  |  |  |  |
| Lynda Joyal (T)          | E             | P          | P               |  |  |  |  |  |  |  |  |  |
| Tom Lewis                | P             | E          | E               |  |  |  |  |  |  |  |  |  |
| Inga Skundberg (S)       | P             | P          | P               |  |  |  |  |  |  |  |  |  |
| Jodi Pappel-Reider       | P             | P          | P               |  |  |  |  |  |  |  |  |  |
| Cole Parsons (VC)        | P             | P          | Acting<br>Chair |  |  |  |  |  |  |  |  |  |
| VACANT                   |               |            |                 |  |  |  |  |  |  |  |  |  |
| Kris Wegert              | P             | P          | E               |  |  |  |  |  |  |  |  |  |
| Pastor Zsófi (exofficio) | P             | P          | P               |  |  |  |  |  |  |  |  |  |
|                          | <b>Guests</b> |            |                 |  |  |  |  |  |  |  |  |  |
| Brian Lorch              | P             |            |                 |  |  |  |  |  |  |  |  |  |
| Jennifer Moroz           |               | P          |                 |  |  |  |  |  |  |  |  |  |

## Meeting Minutes

- 1) Opening Devotions
- 2) Approval of Agenda  
**MSC CC-2023-49 That the Agenda be approved.**
- 3) Approval of Consent Agenda  
**MSC CC-2023-50 That the Consent Agenda consisting of the following be approved:**
  - a) Minutes of Council Meeting dated June 28, 2023
  - b) Minutes of Special Council Meeting dated July 4, 2023
  - c) Minutes of Executive Committee Meeting dated August 16, 2023.
- 4) Continuing Business: Governance Report - Reviewed  
**MSC CC-2023-51 That St. Mark's staff be advised of Section 7.1 titled "Professional Development Support" of St. Mark's Personnel Policy so that staff are aware that upon approval by Council, those who chose to attend reconciliation activities, indigenous learning (such as workshops, seminars or conferences), or any course that is applicable to the work of St. Mark's, may do so and be supported financially and with time away from work.**
- 5) Reports
  - a) Chair - Reviewed  
A verbal update regarding the building reconstruction included advice that the insurance company recently confirmed that Winnipeg Builders, the main driver of the work to-date, will be the company to continue the completion of the project. Construction will recommence next week and disruption of the space will be minimized as much as possible.
  - b) Pastor - Reviewed
- 6) Committee Reports -
  - a) Finance Committee - Reviewed  
Discussion ensued regarding collection of offerings and the revised Facility Use Fee schedule.  
  
**MSC CC-2023-52 That an announcement be made during each service regarding a new protocol of collecting offerings inasmuch as the original practice of passing the plate during offering time has been discontinued.**

(See Min CC-2023-54 for approval of revised Facility Use fee Schedule)

7) New Business

a) Approval of Confirmands

**MSC CC-2023-53 That Henry Harrington, Meadow Reider, and Erik Wegert be approved for confirmation.**

b) Facility Use Schedule

**MSC CC-2023-54 That the facility use schedule be revised as presented.**

c) Committee Appointments - Youth and Young Adult Committee

**MSC CC-2023-55 That Annette and Lawrence Gargol be appointed as Co-leaders to the Youth and Young Adult Committee.**

d) Come Together Sunday, September 17, 2023

As a followup to the membership survey undertaken in the spring, Brenda Catchpole will provide a presentation on being a volunteer at St. Mark's. In addition, a brochure titled "Being a Volunteer" will be produced and placed in the pews.

e) Human Resource Settlement

The Congregational Council went In Camera, and subsequently returned to Open Session.

**MSC CC-2023-56 That the July 4, 2023 Council Motion (Min CC-2023-48) allocated for human resources and legal costs be amended by changing the amount approved from \$4500 to \$7400, and that Council also approve the release of \$3600 set aside in Miscellaneous Obligations for this purpose.**

f) Youth Committee Finances

Discussion ensued regarding how part-time and contract staff in the future should be compensated for overnight work and travel, for events such as CLAY, and various retreats.

Nathan Cook declared a Conflict of Interest and left the meeting during discussion of the following matters.

**MSC CC-2023-57 That compensation for Nathan Cook and Wei-an Lau, in the combined amount of \$310.00, for meals, admissions, and expenses related to CLAY and the bus trip, be approved from funds raised and allocated for CLAY.**

**MSC CC-2023-58 That \$1500 be reserved for CLAY 2025, and that the fund balance remaining after payment of CLAY 2023 related expenses and receipts be divided equally between 11 youth attendees (excluding the leaders).**

**MSC CC-2023-59 That up to \$200 be approved as honorariums for each of the assisting Youth Leaders.**

Nathan Cook returned to the meeting.

Adjournment

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Inasmuch as June is National Indigenous History Month, Evangelical Lutheran Churches in Canada join Peoples across Canada in building relationships, deepening engagement with indigenous history and discerning action for healing and reconciliation.

June 21 is National Indigenous Peoples Day. Although the day was proclaimed in 1996 by the then Governor General to be celebrated annually on June 21, Indigenous peoples and communities for generations have traditionally celebrated their heritage in and around that time of the year for many reasons, including the cultural significance of the summer solstice as the longest day of the year.

National Indigenous Peoples Day is not a statutory holiday in Manitoba; however this year in observance of this day, St. Mark's church office was closed on June 21, 2023. Subsequently, concerns of the congregation were raised as to the authority of closing the office on that day as a paid holiday, as well questions were received if staff on that day had engaged in any learning and relationship building activities/events for reconciliation.

At its meeting on June 28, 2023, Congregational Council adopted the following motion:

"That both the National Indigenous Peoples Day on June 21, and the National Day for Truth and Reconciliation on September 30 be considered as an opportunity for staff directed learning and that the Governance Committee undertake a review of such a process to observance, including compensation for said days in conjunction with St. Mark's Personnel Policy, and any other policies and procedures if applicable, and report back to Council on any action / recommendations."

Holiday Observances outlined in St. Mark's Council adopted Personnel Policy does not include either "National Indigenous Peoples Day" or the "National Day for Truth and Reconciliation", and as neither are statutory holidays, staff are not entitled to a paid holiday or to be paid differently if they are required to work.

Inasmuch as St. Mark's strives to follow Christ's example through a commitment to reconciliation and racial equity and is strongly supportive of its staff as well as its congregation to be engaged in reconciliation activities, the Governance Committee recommends the following:

"That St. Mark's staff be advised of Section 7.1 titled "Professional Development Support" of St. Mark's Personnel Policy so that staff are aware that upon approval by Council, those who chose to attend reconciliation activities, indigenous learning (such as workshops, seminars or conferences), or any course that is applicable to the work of St. Mark's, may do so and be supported financially and with time away from work.

## Chairs Report September 7, 23

Our HR situation is still in the lawyer's handle as of Friday ( Aug 18). Brian is keeping track of the communications and will now be in touch with Cole as we move forward. We certainly hope that we can complete this issue as soon as possible. We will alert you to any movement as soon as we get it.

The Executive met on Aug 16 to make a couple of committee appointments as well as a recommendation on the Mutual Ministry Terms of Reference. We have started the draft of the agenda for the next regular Council Meeting on Sept 7 . Please take note that this is the only meeting for September. (meant to bridge the long summer gap). The next regular meeting after Sept 7 is October 26.

The All Committees Meeting on August 17 went quite well. We reviewed the recent changes made to the committee structure, shared plans for the coming year for each committee, received a budget update from Brian, and discussed next steps in promoting the Where Should I Volunteer summary. Jodi and Brenda will work on the distribution of this summary and roll out of the recruitment fair for ComeTogether Sunday. I hope that you will all be present then to do some networking and participate in discussion with members to encourage involvement if they are not already. Established committees are coming alive with planning for the new season and I am happy to announce some new recruits to volunteer roles. Lawrence and Annette Gargol have agreed to co-lead the Youth and Young Adult Committee. Alisha Sherlock and Kim Downey are secured as members for Children's Education and Theresa Brownell is set for Congregational Care and Community Outreach (hereafter known as CCCO). I have put in a couple other calls to match members to roles.

Nathan was at the All Comm meeting and let us know that all the youth had a wonderful first-time experience at a CLAY gathering. (as did Pastor Z as an assistant leader for MNO). It will bring excitement to the next occasion. The location was not announced as it usually is before leaving but it will be in western Canada. The youth have some great plans for events through the coming year and I look forward to witnessing their growth in spirituality at St Mark's. They promise to bring their CLAY experience to the congregation soon.

As far as the renovations from the ice damming there is no news on the reconstruction yet, unfortunately. The possible asbestos concern was abated with the removal of the insulation and it is at a stand still until the insurance company determines how it will proceed, either with Winnipeg Builders(who have been the main driver of the work till now) or put to tender, which would push the time back even further. We pray for Wpg Builders as Kurt has an established relationship with them. However, it is in the insurance companies hands. We wait patiently. and carry on. Thankfully our utilization of the building has not really been affected yet. (except for the higher utility costs without the insulation, aaarrggghh).

The Finance Committee keeps on top of our financial tracking.. I hope that you read through the update provided in my last email to Council. The Committee is meeting next week and will have a further report for the Sept 7 meeting.

#### ACTIONS TAKEN

Meeting Brian and Pastor Z July 21,

Meeting with Pastor Zsofi July 28,

Meeting with Brian and K Kirsey re HR Aug 1.

Governance Meeting Inga and Kris Aug 8,

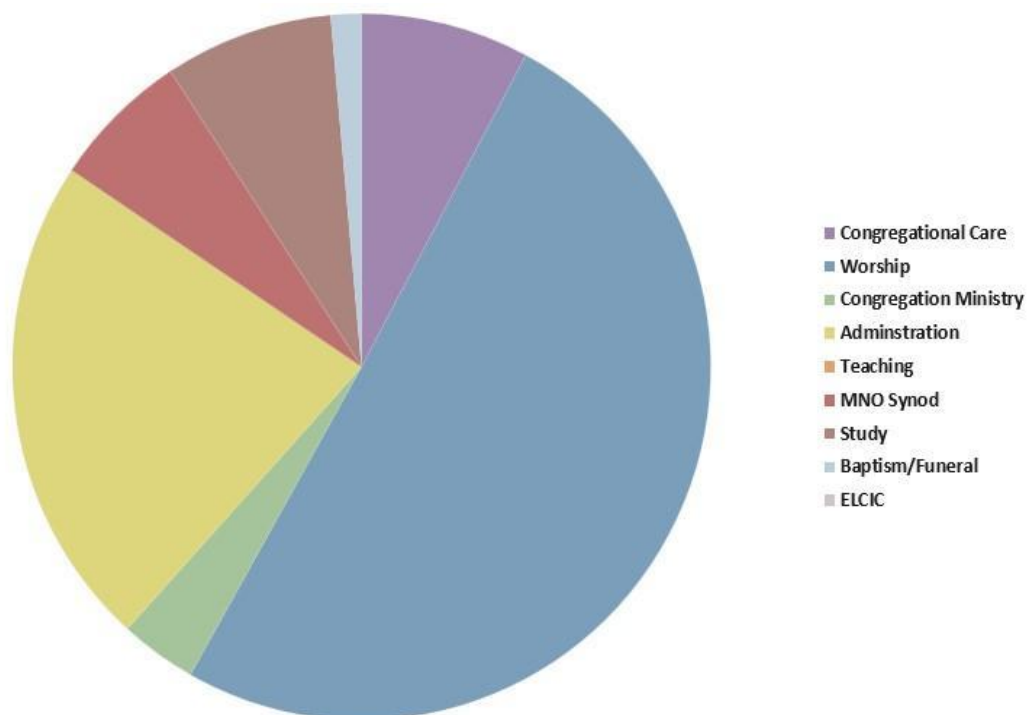
Executive meeting Aug16,

All Committee Meeting Aug 17,

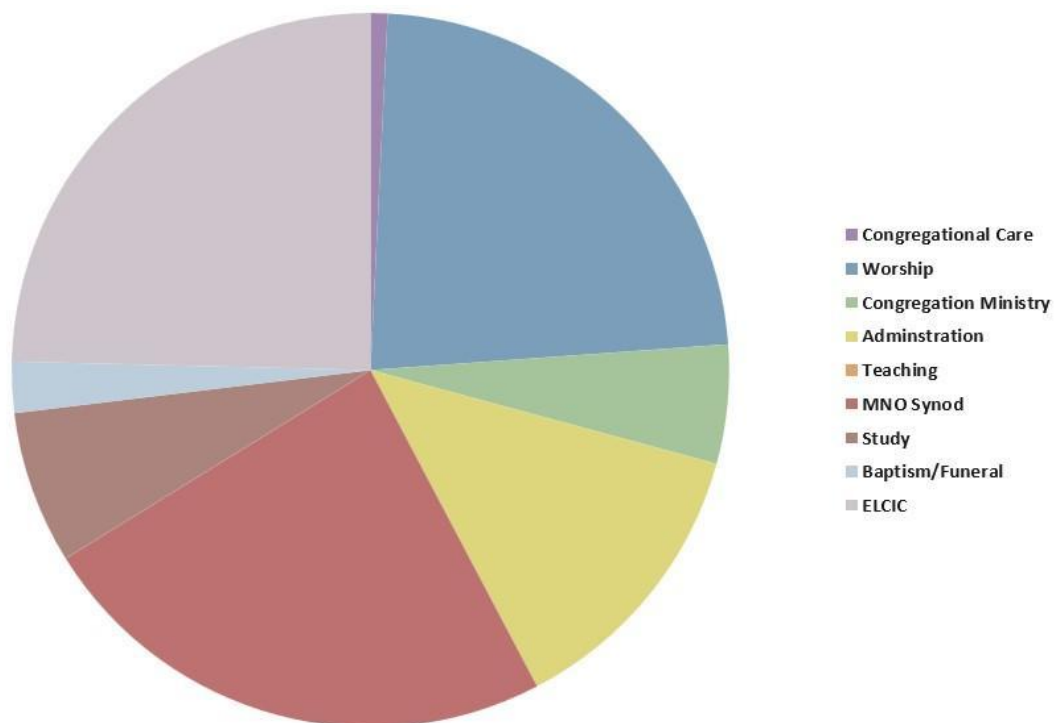
## Pastor's Report – July/August 2023

Rev. Zsófi Schmiedge

### JULY



### AUGUST



## STATISTICS

### HR Reporting

| SYNOD GUIDELINES                  |            | CURRENT PERIOD (Guidelines) | YEAR TO DATE (Guidelines) |
|-----------------------------------|------------|-----------------------------|---------------------------|
| <b>Days of the Year</b>           | <b>365</b> | <b>62</b>                   | <b>243</b>                |
| Workdays (5-day work week)        | 260        | 36 (44)                     | 151 (173)                 |
| Days Off                          | 94         | 14 (16)                     | 52 (63)                   |
| Statutory Holidays                | 011        | 02 (02)                     | 06 (07)                   |
| Vacation Days (includes days off) | 028        | 08                          | 19                        |
| Study Days (includes days off)    | 014        | 00                          | 07                        |
| Sick Leave                        | 023        | 02                          | 08                        |

### Congregational Reporting

**Baptism** – n/a

*TWEED, Zachary [July 09, 2023]*

*DESAUTELS, Brielle [August 6, 2023]*

**Confirmation/Affirmation** – n/a

**Death** – n/a

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### Pastoral Acts

|                 |           |                      |           |
|-----------------|-----------|----------------------|-----------|
| <b>Baptisms</b> | <b>02</b> | <b>Confirmations</b> | <b>01</b> |
| <b>Weddings</b> | <b>00</b> | <b>Funerals</b>      | <b>02</b> |

### Congregation Activities (year to date)

|                          |         |                     |         |
|--------------------------|---------|---------------------|---------|
| Worship Services         | 07 (38) | Communion Services  | 07 (31) |
| Baptismal Counselling    | 02 (04) | Wedding Counselling | -- (02) |
| Visitation/Family Prayer | 04 (29) | Council Meetings    | 02 (06) |
| Meetings                 | 02 (19) | "Home" Communion    | 01 (05) |
| Confirmation Classes     | -- (08) | Other Events        | 02 (16) |
| Hospital Visits          | 02 (06) | Staff Meetings      | -- (07) |

### Wider Church Responsibilities (year to date)

|                       |         |                                 |         |
|-----------------------|---------|---------------------------------|---------|
| MNO Meetings/Events   | 05 (13) | Mentorship & Collegiality       | 01 (19) |
| Other Meetings/Events | 02 (02) | MNO Synod Leadership Conference | ☺       |

**Books Read, Year to date: 09**

## **Where've We Been**

**Office Management** – With Summer in full swing, staff holidays and time away were conveniently overlapping by only a day or two. The Office Manager was given Notice of Termination on July 6<sup>th</sup>, and I would like to express my thanks to Rhonda for stepping in and assisting with office responsibilities for the time being.

**Summer Months** – I continue to phone members at the end of each week with birthday greetings and a brief catch up. August was not as successful in that plan with CLAY and holidays. Assisting with the Synod's Bus Trip to CLAY and attending CLAY as a member of Pastoral Care was a heart and soul experience. I am grateful that the people of St Mark's supported my time away in service of the wider church and for youth ministry. With some time off with my family post-CLAY, August suddenly disappeared and all hopes for some spiritual renewal quickly evaporated.

## **Where We Are**

**Fall Programming Kick-off** – Some things are beginning well and some things are still in planning stages. Season of Creation is ready to go, and I am excited about the liturgy shift and opportunities to share in discovering the richness in the inclusion of Indigenous Christian prayers and belief.

**Office Management & Staff** – I expect to meet with Program and Ministry staff next week. The agenda is to confirm program initiatives; talk about goal setting and expectations along with mid-year self-evaluations; and to bring updates from Council on structures, expectations, and reporting. Rhonda and I spend some time this August reviewing the Personnel Policy Handbook, and the finalized document will be shared with Council upon completion for approval. While we have a vacancy in the Office, Rhonda will continue to volunteer her time on administrative details. I am grateful for her time, and I would also like to recognize that I have seen an increase in demands on my time and occasional interruptions as people enquire for information on a variety of topics.

## **Where We're Going**

**Confirmation** – This year, Confirmation is going City-wide as we join together with Messiah, Faith, Sherwood Park, St Lukes Zion, Abundant Life, and Prince of Peace for a new 3-year program with two 8-week terms per year. Year 1 begins in Grade 7, Year 2 in Grade 8, Year 3 in Grade 9, and our Grade 10 class will confirm on Reformation Sunday. Because this is an earlier start than in previous years, there are **16 young people** from St Marks this year who are eligible to be in the Confirmation program. I am meeting with families in early September, and it already looks like a number of young people will need an alternate meeting time with me. Additionally, I am planning to meet with the Grade 10 class (3 youth) a couple of times in September and October in preparation for Reformation Sunday.

**CLAY Follow up** – I am meeting with the youth and leaders who attended CLAY to play a CLAY-informed worship service at St Marks on September 24<sup>th</sup>. This will be an opportunity for them to share in their experiences and tell their stories.

**Pastoral Care** – I've had an increase in requests for personalized visitation and prayer. A lot of my 1:1 pastoral care to date has been via text and email, or on the phone. There are pros and cons to this new way of being, and I am having to become more mindful of my time management and boundary keeping. The number of people in the congregation who have needed an extra helping of pastoral care this summer has weighed on my heart and in my prayers.

**Ministries of St Marks** – I will be working with a few of the committees in September – primarily the Children's Education Committee, and the Youth & Young Adult Committee as they get going. I have been asked to meet with the Home Communion Team and the Worship Committee is actively looking for someone to step into the role of coordinating that team with me.

**Wider Church** – I will be leading worship at LUM at the end of September. And I am co-leading a Boundary Training Workshop online for 80 leaders in the ELCIC at the beginning of October. I met with the priest of St Peters Anglican on Elm and Grant to discuss the various ministries happening at our respective congregations and whether there are some areas where we could open conversation about shared opportunities. Though she is part-time at St Peters, we both feel the strongly about building up relationships between congregations in River Heights. We are also going to invite a colleague from Westworth United Church into the conversation with us.

**Personally** – The summer was full of learning for me as I dig deeper as your pastor at St Marks. There are some realities to Ordained Ministry para-pandemic that have taken some time to sink in for me, and it looks as though the fall is going to be a time for some reflection on my leadership style and goals for ministry. I am planning to take a week away in October (16<sup>th</sup>-22<sup>nd</sup>) for intentional study and prayer. There have been some new challenges with our extended families, in particular our parents and their health. The seemingly short distance of moving east to Winnipeg has actually proven the difficulties of distance care and support. Please pray for us as we continue to learn and adapt.

## **Finance Committee**

### **Meeting Notes – August 22, 2022**

Present: Cole Parsons, Lynda Joyal, Brian Lorch

1. BL reported on the following:

- a) CRA Charitable Return
  - a. Submitted electronically the last week of June. Confirmation of receipt received.
- b) Restating of T4s
  - a. Pastor Sauer was contacted. He indicated that he did not have any RSP accounts so no further action was taken.
- c) GST Rebate
  - a. A claim for the period January 1 – June 30 was submitted in early July. The full amount of the claim was deposited into our chequing account before the end of July.
- d) 2022 Financial Statements and Audit Report
  - a. Statements were presented to council at its June meeting and were approved.
- e) Financial Report to Program Committees
  - a. Budget to Actual Expenditure report as of July 31, 2023, was presented to the committees at the All-Committee's meeting held on August 17.

2. Financial Reporting

Agreed that end of third quarter individual giving statements will again be distributed to members along with an update on our overall financial position.

Financial highlights as of July 31:

- General offering YTD is \$2,948 ahead of the same time last year.
- YTD operating loss stands at \$27,183. Recall the 2023 budget calls for a \$38K operating loss.
- No benevolence payment was made to the MNO Synod in July. Normal monthly payment is \$2,500.
- Utility costs are well over what was anticipated. The removal of the insulation in the parish hall attic is causing the AC system to work harder than normal.
- We have yet to receive a request from our insurance company to pay the \$10,000 deductible fee related to our ongoing claim for ice dam damage.

3. Termination of the Office Administrator / Office Staffing

As negotiations between us and our former employee are ongoing through our respective legal representatives, it is not possible at this time to accurately estimate the final value of a payment to be made in lieu of notice.

Volunteers are currently managing the essential office functions (E-news, monitoring email and phone messages, producing Sunday morning worship leader resources and scheduling of volunteers). It is anticipated that this arrangement will continue until such time as the net cost to the congregation of the in lieu of notice payment is zero.

4. Budget 2024 timeline

Agreed that request for input from Committees and other cost centres will go out on August 30. The deadline for submissions will be October 6.

5. TD Mutual Funds

Correspondence from TD indicates that as of October 1, the bank will begin phasing out the offering of mutual funds to non-personal investors.

As of October 1, we will not be able to add dollars to either of the funds we currently hold or transfer monies between the funds.

Consideration was given to liquidating the funds and transferring the balances to our TD Direct Investment account which would crystalize a loss as the market value is currently less than our original investment.

It was agreed to maintain the status quo for the time being as TD is allowing existing accounts to remain open as the limitation being placed on the accounts does not impact the way we have been using the accounts.

6. Facility Use Fee Schedule for Occasional Use

At the request of council, a review of our facility use fee schedule was undertaken. A comparison was made to the fee schedule used by Grace Lutheran Church. While exact comparisons are difficult, our rates were found to be generally lower than what Grace is using.

A revised fee schedule has been prepared for council's consideration. Cole will take this to council at either its September or October meeting.

7. Sunday Morning Offering Time

The volume of envelopes and loose offering being placed in the offering plates on Sunday morning continues to be low (about five or six envelopes per week). Unless council feels otherwise, it is recommended that the practice of not passing the plate during offering time be continued.

Council will be asked whether a more intentional announcement could be made at the start of each service regarding how offerings are being collected.

8. VISA charges

A fee of \$29 was incurred on the pastor's VISA card for exceeding the \$1,000 limit.

Agreed that we will monitor this issue and if it happens again, we will seek an increase in the card limit.

BL to inform card holders and ask them to be mindful when a large dollar value purchase need to be made. With some lead time, an extra payment could be made to lower a card balance in advance of such a purchase.

9. QuickBooks Subscription

BL reported that the budget to actual function offered by QuickBooks does not suit our needs.

Agreed that we will downgrade the level of our subscription resulting in a savings of \$24 per month  
The downgrade will limit the number of users to three from the current five excluding access afforded to a designated accountant/bookkeeper.

10 Next Meeting

Tuesday, October 17 @ 7:30 PM

**ACTION ITEMS FOR COUNCIL**

1. Facility Use Fee Schedule for Occasional Uses
2. Announcements re offering protocols

**St. Mark's Lutheran Church**  
**Facility Use Fee Schedule - Revised September 2023**

| <b>Parish Hall – Occasional Use for Social Event</b>                                                                                                                                      |                                     |                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| <b>ITEM</b>                                                                                                                                                                               | <b>Half day<br/>(up to 4 hours)</b> | <b>Full Day<br/>(up to 8 hours)</b> |
| Base Rate *                                                                                                                                                                               | 125 <b>(150)</b>                    | 200 <b>(250)</b>                    |
| Set up / tear down**                                                                                                                                                                      | 50                                  | 50                                  |
| Attendance surcharge (more than 75 attendees)                                                                                                                                             | 50                                  | 50                                  |
| Use of AV system                                                                                                                                                                          | 50                                  | 50                                  |
| <p>* Includes use of kitchen</p> <p>** Organizers of events that will have a St. Mark's member participating may opt to do their own set up and tear down and forego paying this fee.</p> |                                     |                                     |

| <b>Sanctuary – Occasional Use</b>                                                                                                                                                                                                                                                                                                                         |                          |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------|
| <b>Item</b>                                                                                                                                                                                                                                                                                                                                               | <b>Recital / Concert</b> | <b>Rehearsal</b> |
| Base Rate up to 4 hours                                                                                                                                                                                                                                                                                                                                   | 200 <b>(225)</b> *       | 60**             |
| Base Rate up to 8 hours                                                                                                                                                                                                                                                                                                                                   | 350 <b>(375)</b> *       | 85 <b>(100)</b>  |
| Piano Tuning (if requested; three weeks advance notice needed)                                                                                                                                                                                                                                                                                            | 135                      | 135              |
| Use of Livestreaming Equipment (min 2 hrs) ***                                                                                                                                                                                                                                                                                                            | \$50/hr                  |                  |
| <p>* Includes use of public address system, piano, fellowship hall, kitchen for serving prepared foods, pre-event instruction on the use of St. Mark's equipment and set up of such equipment.</p> <p>** Includes use of piano and sound system</p> <p>*** Includes fee for system operator(s). Use dependent on availability of technical operators.</p> |                          |                  |

| <b>Meetings</b>                                       |                                     |                                     |
|-------------------------------------------------------|-------------------------------------|-------------------------------------|
| <b>Item</b>                                           | <b>Half Day<br/>(up to 4 hours)</b> | <b>Full Day<br/>(up to 8 hours)</b> |
| Parish Hall                                           | 50 <b>(75)</b>                      | 75 <b>(125)</b>                     |
| Parish Hall including use of AV System                | 75 <b>(100)</b>                     | 100 <b>(150)</b>                    |
| Use of single classroom                               | 35                                  | 45                                  |
| Additional rooms (per room charge)                    | 10                                  | 10                                  |
| Surcharge for use of kitchen and/or if food is served | 20 <b>(25)</b>                      | 20 <b>(25)</b>                      |

|                                                                                      |
|--------------------------------------------------------------------------------------|
| <b>DAMAGE DEPOSIT</b><br><b>A \$400 damage deposit if applicable to all rentals.</b> |
|--------------------------------------------------------------------------------------|

Approved by Congregational Council, June 2022

## Youth Committee Finances

Submitted: Pastor Zsófi

### Post-CLAY Youth Committee business

**Hours:** I approved an additional 48 hours of compensation to Wei-An Lau in the last payroll for leadership on the bus trip and CLAY. This will come out of the pool of hours that the Youth Leader position has allocated for the year.

- This will come up again if Wei-An is leading youth at the Thanksgiving Retreat this year. There is also the Synod Winter Retreat in February to consider. I would like for Council to have a conversation about how St Marks would like to compensate it's part-time and contract staff for overnight work and travel going forward.
  - It is of particular investment to me that churches ought not ask staff to volunteer their time for some events and pay them for others – especially for ministry related leadership. If said staff, as in the Youth Leader position, have a pool of hours with an expectation of usage per week, then overnight ministry events need to also be considered in the generation of that pool of hours and the expectations.

**Receipts:** that Council approve the requisition from Wei-An for compensation of meals and admissions for the Bus Trip and CLAY related expenses.

- The money for these expenses will come out of the money raised for CLAY, which is also where the flight and registration costs for the two leaders from St Marks came. I believe that this is fair use of the fundraising, as the leaders were also engaged in organization and participation in said fundraising.

**Repayment to families:** That Council determine what repayment should look like for cheques to be delivered before September 30.

- One of the things that was explained to parents was the expectation that they would receive repayment on funds for all CLAY expenses once receipts and expenses were paid.
- The Youth Committee would like to equally divide the remaining funds between all registered. This repayment would not include the leaders.
- Additionally, three of St Mark's CLAY participants received a grant of \$575 to cover expenses. It is my understanding that two youth participants' families will be each given their grant amounts, apart from their reimbursement, and the remaining third retained by the church as it was granted to a leader, whose expenses were paid for by St Marks.

### Other Youth Committee Business

**2023 Honorariums:** That Council determine appropriate compensation for honorariums

- Wei-An has indicated to me that she would like to offer the two assisting youth leaders the following:
  - \$200 to Rachel Martens
  - \$500 to Nathan Cook
- This request has been indicated to me to be outside the norm, by a significant amount. In 2022, for example, the honorariums were as follows:
  - \$160 to Sean; \$160 to Nathan; and \$180 to Wei-An.