

**St Mark's Lutheran Church
Congregation Council Meeting
May 27, 2025**

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APPENDIX

Youth and Young Adult Committee Minutes
Pastor's Report

Attendance

Date: May 27, 2025	Location: St. Mark's Church
Time Started: 7:00PM	Time Ended: 8:20 PM

Invited	Apr 29	May 27	June 17	Sep 23	Oct 21	Nov 18	Dec 7	Jan 20	Feb 17	Mar 28	Apr 12	Ma y	Jun e
Jen Polet (S)	P	P											
Brian Lorch (T)	P	P											
Nels Kristenson	P	E											
Tom Lewis	P	E											
Jodi Pappel	P	P											
Cole Parsons (VC)	P	P											
Marijus Timmerman (C)	P	P											
Lyndon Graff	P	P											
Pastor Zsófi (exofficio)	P	P											
VACANT													
	Guests												

Minutes

1. Opening Devotion - Brian led the devotion.

3. Approval of Agenda

MSC CC-2025-20 - That the Agenda for May 27, 2025 be approved.

4. Approval of Minutes

MSC CC-2025-21 - That the Minutes of the Council Meeting dated April 29, 2025 be approved.

MSC CC-2025-22 - That the Minutes of the E-vote meeting of Council dated May 19, 2025 be approved.

5. Business Arising from minutes – None.

6. Finance – Brian presented.

- *See report*

Leisle bequest – further ideas to be brought in for June in addition to refurbishment of community gardens

7. Reports:

Chair - see report

Pastor - see report

8. Committee Reports:

Youth and Young Adults - see attached reports

MSC CC-2025-23 - That the recommendation by the Youth and Young Adult Committee that Ken Charleson go to CLAY in Wei-An Lau's stead as Home Team Leader be approved.

Social Ministry – there will be a service on June 22 with some of our sponsors here and some of the gardeners. See attached reports

Scholarship Committee – no report but Jennifer Polet and Signe Jewett will continue on this committee for the coming year.

Property Committee – no report submitted but grass cutting labour/volunteers are filled until end of June, floor waxing July 7-11, June 8 AED training/demo

9. New Business

Email Meetings – a trial run in May went well for most members, good for some votes but not ones that require too much discussion. Keep it to a routine vote. Everyone should read the Electronic Meetings policy and come to next June 17 meeting with comments and ideas. Found in: Council/Governance/Policies/Electronic Meetings

Summer Worship – no active Worship Committee at the moment – currently consists of Pastor Zsofi and Melissa. Plans for summer worship were presented as follows:

Worship volunteers declining over the summer period. Proposed eliminating PowerPoint, static camera (limited operation), no ushers, no Worship Assistant. Suggestion to put up sign up sheets in the church to get new volunteers. Reusable cardstock – one for Service of the Word and one for communion. Sermon video Sundays, one council member would upload it and run it from the tech deck. Supply musicians are becoming more difficult to find.

We, as council, will need to find supply pastors for when Pastor Zsofi is away.

Suggestion was made to do a tutorial at the next meeting in June with a sample video for all of us to try to upload as a walk through and basic set up.

July 13 and 20 Pastor Zsofi away.

Pastor David Lowe – hold him in prayer with his recent cancer diagnosis

Gift for Alisha Sherlock as Sunday School Superintendent. Suggestion is a \$50 McNally gift card at June 8 service. Jen will purchase. Question was posed: do we need a policy going forward for who should be recipients of thank you or recognition gifts and how much is spent– this is a Governance Committee issue.

June devotion will be led by Cole.

Meeting Dates for 2025-26: May 27, June 17, Sept 23, Oct 21, Nov 18, Dec 7 (budget meeting), Jan 13, Feb 17, Mar 24, Apr 19 (AGM), Apr 21.

Adjournment 8:20 PM

Council Chair Report

For May 27, 2025

Submitted by Marijus Timmerman

The following are the actions taken since the last Council meeting:

Fire Alert – received a call from our alarm company for a fire alert, proceeded to the church, discovered a panel issue had occurred when batteries were being switched out. The issue was resolved a few days later. I asked that my cell be used for such calls rather than my landline.

Grass cutting – discussed with Sarah H. who offered to create a schedule. The schedule is in circulation. As Sarah no longer will be leading this initiative the Property Committee was informed.

Met with Finance chair in person and by phone to discuss various matters. Most of these matters are referred to in the Finance report.

Pastor's Request – Called for an email discussion and vote regarding Pastor Zsofi's attendance at the Pride event June 1 as representative of St. Mark's and part of the MNO delegation.

Church Yard Clean-up – discussed this initiative with Mary who volunteered to take leadership and coordinated discussion with Rhonda regarding the 'Rainbow Gardeners' which will once again be planted out by Raymond and his group.

Meeting with Pastor Zsofi – met with Pastor Zsofi by phone to discuss various arrangements for the upcoming weeks much of which will be reflected in the Council meeting.

Membership Review – the CCCO committee Chair, Signe, has initiated a meeting for May 30 to discuss the process for a membership review to update and accurately reflect our current status.

Finance Update – May 22, 2024

1. Retroactive Pension Contributions for Office Administrator

- Our offer of a lump sum payment to the Office Administrator in lieu of missed 2024 contributions to the ELCIC pension plan was turned down
- Subsequent email exchanges with GSI confirm the following:
 - Total remuneration in 2024: \$7,961.94
 - Employer Contribution @ 8%: \$636.99
 - Employee Contribution @7%: \$557.34
- St. Mark's must remit both employee and employer contributions to GSI and then recover the employee contribution through payroll deductions.
- Since we no longer pay this staff person directly, we are working with Messiah Lutheran to resolve how the funds will be recovered. Noted that the T4 issued to the office administrator from St. Mark's in 2024 must be updated to reflect the employee contribution to the pension plan.

Question: Does council wish to recover the employee's contribution over one pay period or have the recovery spread over more than one period?

2. Allocation of the balance of the Leisle bequest

- The total value of the bequest was \$18,344.15
- To date, the following allocations have been approved:
 - Memorial Fund: \$5,000
 - Refugee Sponsorship Fund: \$5,000
- Suggested options for allocating the balance of the funds:
 - Capital Works Fund to serve as seed money for a future capital project such as replacement of sanctuary carpeting
 - Augment the Social Ministry Trust Fund. Based on a recommendation from the Social Ministry Committee, income earned by the fund is disbursed each year to a charitable cause.
 - Refurbishment of the community garden

3. Other Business

- We have identified two possible replacements for L. Joyal on the Finance Committee. BL to approach each in turn to ascertain their interest.
- Investigating a downgrade to our QuickBooks account. Would be a savings of \$30 per month but would mean scaling back the number of persons who can access the software from five to three.
- CRA Charity Return for 2024 was filed May 22.

4. April Financial Position at a Glance

General Offerings

This year through April 30:	\$72,460
Last year through April 30:	\$78,250

Overall Operating Results

	April	YTD 2025	YTD 2024
Income	11,248	74,952	82,410
Expenses	17,084	82,190	85,920
Net Profit / Loss	- 5,836	- 7,238	- 3,510

NOTE: Comprehensive financial statements will be prepared at the end of Q2.

CLAY Fundraising

Here is a summary of the Youth events / fundraisers

CLAY: Saskatoon August 21 – 24

There will be 8 youth and 2 Youth leaders from St. Mark's attending the Saskatoon Clay event this year. The bus will leave from Winnipeg on Monday, August 18th and return on Monday, August 25th afternoon. The bus trip portion will include driving to Riding Mountain National Park and spending 4 days there of recreation and learning/service activities. CLAY will be held in downtown Saskatoon, starting on Thursday August 21 to Sunday August 24. Our committee will soon be reviewing the CLAY finances and will be meeting to determine costs and subsidy for the participants. As an aside, Cyan Gargol will be attending the CLAY event as part of the CLAY technical team. Their costs will be covered at the Synod level.

Quiz Night / Gift basket raffles:

Quiz night was held on May 3rd at St. Mark's church. There were approximately 50 people in attendance. The night was fun and competitive for all the participants, with the winning table only winning by a few points. Along with Quiz night the Gift basket raffle was held that night. Both events were successful fundraisers for the youth raising around \$1,200.

Glenlea Plant Sale:

There were 23 people that ordered plants as part of the Youth plant sale. The orders were picked up on Saturday May 10th. The event raised over \$500 for the Youth.

Easter Breakfast

On Easter Sunday the youth hosted the annual Easter pancake breakfast. The church hall was packed full of people, enjoying fellowship and coffee with their pancake breakfast. The event raised close to \$400 for the Youth.

Our committee appreciates the council's commitment to the Youth with the \$5,000 set aside in the budget to offset CLAY costs. Once our committee has met to discuss the current Youth funds and the CLAY costs we can provide a financial update if required to the council finance member, council chair or the council, please let me know.

During the summer months when council is not meeting, we ask that we have a finance contact that can help us with any payments that may be required during that time.

Thanks,
Lawrence Gargol

Social Ministry Committee Report

MAY 2025

1. Community Gardens

Raymond Ngarboui of Rainbow Community Gardens¹ has confirmed that his group will plant St. Mark's community gardens again this year. Their one concern was that after many years of planting, the soil could definitely use some amendment. The Community Garden budget has sufficient funds in it to order fresh soil and manure. We are waiting for Robert to confirm a date when the group will be available to move the new soil into the gardens and then we will place an order for delivery. That will hopefully happen early in June.

The Rainbow Community Garden project is an initiative of Knox United Church which partners with other organizations to provide gardening opportunities to immigrant families. St. Mark's has partnered with Rainbow Community Gardens for many years. These gardens feature unique home-country vegetables.

2. Refugee Sponsorship

Fundraising for the sponsorship fund is moving forward very well. With the pledges in hand (from Gimli and 2 individuals) and the \$9,295.00 raised at the Epiphany Taste of Syria dinner, this brings us to \$22,590 plus \$6000 in pledges yet to be paid. It will be comforting if the fund ends up having a little more than \$30K available, as the costs of rent and groceries continue to rise.

In terms of date of arrival, there is still no indication when the Magribi family will receive approval to travel. Rhonda is in regular contact with them and they have asked that their sincere thanks be shared with St Mark's.

Related to the sponsorship initiative, a number of our former refugee friends have been invited to attend St Mark's June 22 'World Refugee Day' celebration. In addition to the Alkhatabs and Mohgrabi/Magribi families, Hanaa and Hammoud Jumaa and family (sponsored by St Mark's and Bethel Mennonite in 2016) have been invited and a number of the community gardeners, including Raymond Ngarboui will attend.

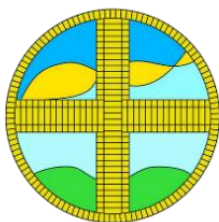
3. Committee Membership, Roles

In April Stephen Sauer resigned from Social Ministry Committee after several years of contributing to our initiatives. This month the remaining committee members (Rhonda Lorch, Sila Kisoso and Jennifer Moroz) elected Jennifer Moroz as chairperson and secretary for this term. Most business is transacted through email so the dual role should not be onerous. Jennifer has canvassed a few parishioners about joining the committee and is hopeful for a positive response from one or two people.

4. Annual Plan

The Committee will be meeting in the fall to determine an annual plan of activities.

Respectfully submitted, K. Jennifer Moroz



Youth & Young Adult Ministry Committee

St. Mark's Lutheran Church (SMLC) Winnipeg MB

Committee Meeting March 24, 2025, 7:30pm Please advise writer of any errors or omissions

Pastor Zsófi PZ
Wei-An Lau WL

Rachel Martens RM
Brenda Catchpole BC

Lawrence Gargol LG, co-chair
Annette Gargol Ag, co-chair

In attendance / regrets

Item			Action by	
1.	Opening Prayer / Agenda Review		Info	
	.1 Opening prayer			
	.2 Agenda review & update			
	.3 Subcommittee Review: Confirmation/Youth/Young Adults Budget & expenditures review			
	.4 Other			
	.5 Closing prayer			
.2	Subcommittees Review (see also attached notes)		Info	
	.1	Confirmation reviewed as follows:		
		.1		Pastor provided information that classes have wrapped up. Field trips are being considered between now and September. Possible locations are: Funeral home, Synagogue on Academy, human rights museum.
	.2	Update on Synod Winter Quest: - 3 SMLC youth went, Kailyne from Faith went as the youth leader.	WL	
	.3	A list of confirmands to be sent out to the pray partners. Brenda will be emailing this list out soon. (Update: This activity is complete)	BC	
	.2	Youth reviewed as follows:		WL / Info
		.1	Messiah has a new leader without experience, SMLC is providing temporary support - to date there has been 4 youth from Messiah that attended the corn maze event. No extra time has been spent to mentor the new leader at Messiah.	
		.2	Honorarium cheques have been distributed and there is no presentation ceremony being planned.	Info / WL
		.3	CLAY: Saskatoon, August 21-24, 2025; Bus trip planning is underway - There are 6 confirmed youth (4 deposit has been paid), and 2 that are maybes. The deadline to decide is April 12th (Note: Final numbers are 8 youth, 2 youth leaders) - There was some discussion around a leader plan if Wei-An wasn't able to attend CLAY. As of the meeting Wei-An will be registering for CLAY. If Wei-An is not able to attend Clay then on Pastor Zsofi's recommendation Ken Charleson will be asked to be the youth leader for the trip.	Info

		- Unknown if Pastor Zsofi is going to CLAY. If she was it would not be as a youth leader. - Rachel is currently deciding if she is going to go to CLAY as an assistant Youth Leader. - Wei-An will send Lawrence a spreadsheet that Jennifer had done for the last CLAY that splits up the dollar amounts for each Youth to understand what the subsidy will be for each Youth. <i>(Update: This activity is complete)</i> - PYM grant – this is a grant that is used for CLAY fundraising. Last year it was done for each youth individually but this year it will be done per congregation. This is a \$500 grant that is meant to help the congregation fund raise. Currently Wei-An plans on using it as a matching fund raise against the Clay money board fundraiser.	
	.4	Fundraisers as per attached and below:	
	.1	Quiz Night / Gift Baskets: A lot of gift donations have been made for the raffle, no more donations are needed. The baskets are planned to be done by April 20 th for tickets sales. There are 8 – 9 baskets to be made.	Info
	.2	Gift Basket Raffle licence application has been completed and approved for the May 3 rd Quiz night.	Info / Ag
	.4	Glenlea fundraiser: • to date there are: 11 online orders and one paper for a total of \$1770 (Last year sales were \$3,000 Plus) • <i>(Update: final number are 23 orders for a total of \$2,800, which should be at a 20% payback level)</i>	LG
	.5	CLAY travel fundraising ideas include:	Info / Youth
	.1	A journey to Clay board is being planned for June / July. This will be started after Quiz night is completed. The idea is to allow people to sponsor portions of the trip to CLAY and have a progress of the fund raising on a fun poster map.	
	.3	Young Adult (YA) Committee reviewed as follows:	
	.1	Amazing Race event went really well and was well received by all participants with everyone having a good time. (Thank you for planning Brenda!)	Info
	.2	March 24 – Brenda was thinking about another YA event this spring. The plan is to do a volunteering event followed by a meal. Tentative date would be May 31st based availability.	
.3	Other: • Easter Breakfast • Review the enews timing for egg donations		Info

	• Discussed the groceries, list based on 2024 feedback. • Need volunteer for Saturday night cooking and Sunday morning set up and take down and serving. Wei-An to email parents. • <i>(Update: Easter Breakfast was a big success)</i> • Grad gifts – Need to confirm with Pastor that there are only three grads: (Ava, Taus, Michael)					
.4	Budget & expenditures review: general review and discussion to familiarize us all with the budget lines connected with this committee and resources available.	Info				
.5	Next meeting tbd. This will be held some time after quiz night to review current fundraising and subsidization of the cost of the Clay attendees.	Info				
<table><tr><td>Distribution:</td><td>-all in attendance - Pastor Zsófi - SMLC Council Chair, Marijus Timmerman</td></tr><tr><td>Attachments:</td><td>-Confirmation Notes -Youth Events Lists -Youth Fundraiser List</td></tr></table>			Distribution:	-all in attendance - Pastor Zsófi - SMLC Council Chair, Marijus Timmerman	Attachments:	-Confirmation Notes -Youth Events Lists -Youth Fundraiser List
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Attachments:	-Confirmation Notes -Youth Events Lists -Youth Fundraiser List					

Confirmation Notes:	
2020 confirmand/Class of 2023	Cyan Gargol
2021 confirmands/Class of 2024	Joshua Cook, Mabel Harrington, Dylan Jaquet, Sam Joyal, Don-Han Lau, Jillian Matsubara, Wybie Novak, Emma Palmer, Avery Pauls, Juliet Ring, Everett Smith, Felix Wegert
2022 confirmands	Ava Gargol, Taus Christiansen, Michael Gingrich
2023 confirmands	Meadow Reider, Suri Christiansen, Henry Harrington, Eric Wegert, Sarah Gingrich
2024 confirmand	Jaina Hughesman

Confirmation Students				
2025 confirmands (2 nd Years)	Ella Dojack Sauer Mariela Kisoso	Jackson Palmer Matthew Rach	Sari Reider Ashton Saunders	Maximillian Schweizer
2026 confirmands (1 st Years)	Jacob Dale Joyce Fennel	Abigale Mann	Calen (Callan?) McNaught	Brendan Sherlock
Names provided to Brenda C by Pastor S— confirmation year and last name needed				
	Anika Ashlyn	Ava Bridget	Gabi Isaac	Jens Sarah
Prayer Partners				
Brian Lorch Rhonda Lorch Elsie Beavis	Jennifer Moroz Rachel Kristenson Melissa Gingrich	Chris Hlady Marijus Timmerman Sheila Matsubara	Signe Jewitt Brenda Catchpole Laurel Ann Parsons	Annette Gargol Lawrence Gargol Cyan Gargol

2024 Youth Events

Jan	Manitoba Harvest Volunteering Siloam Mission Volunteering	May	Quiz Night Siloam Mission Volunteering Glenlea delivery
Feb	Winter Retreat Festival Du Voyageur Gloria Dei Post Clay Event	June	Pride Parade
March	Games Night Synod Event at Gloria Dei Palm Sunday Dramatic Reading Good Friday Singing Easter Brunch	July	LV Youth Retreat hosted by SLAW
April	Take Pride Winnipeg clean-up & Synod event at U of M Escape Room	Sept	Youth Room Painting Multi-generational event dessert host
		Oct	LV Thanksgiving Retreat A Maze in Corn
		Nov	Volunteering Siloam Mission
		Dec	Cookie Baking & Decorating Pageant & Congregation Event Sleigh Ride w SLAW

2024/25 Youth Events			
September 21	Youth Room Painting Multi-generational event dessert host	February 15 22	Winter Quest Feb 15 (Synod Games Night?)
October 11 26	LV Thanksgiving Retreat A Maze in Corn	March 1, 8 or 15 29	Escape Room Siloam Mission
November 2 30	Youth Ministry Round Table event Volunteering Siloam Mission	April 20 May 3	Easter Brunch (prep on 19 th) Quiz Night
December 14 15 20	Cookie Baking & Decorating Pageant & Congregation Event Sleigh Ride, BHP w SLAW	4 24 June 1	Synod Learning Event Volunteering (Take Pride Wpg) Pride Parade
January 12 18	Synod Youth Service Volunteer at MB Harvest	15 24 or 28	Synod Service at King's Park Picnic Assiniboine Park
		August	Clay Gathering Saskatoon SK

Youth Fundraising Account						
2023	Spring Glenlea Easter Brunch Quiz Night	\$963.73 \$598.51 \$386.63	Gift Baskets Sobey's gift card Shelmerdine's	\$290.00 \$516.15 \$ 88.60	Total	
					\$1,726.92	
2024	Easter Brunch Quiz Night txts Gift Baskets	\$399.39 \$800 \$314	Glenlea Spring Silent Auction Sobey's gift card	\$786.75 \$145 \$512	\$5,560.83	20240909 includes \$120 to NC
2025	Gift Baskets Spring Glenlea Easter Brunch					
				Easter Apr 20		

A world where Christ's unconditional love is felt by all of creation.

What was the most spiritually enriching this past month and why?

I would say that I am most thankful for the readings and my executive leadership certificate cohort members. Our learnings and our gatherings have been SO meaningful, affirming, and exactly what I have needed to better understand my leadership style and practice. I continue to look forward as they journey with me and I with them. God has put me amongst some incredible women with incredible wisdom, and I am becoming more confident in who I am and what I want to be as a disciple of Christ and as a leader.

What was most difficult this month that needs prayer and Council's input?

I think the most difficult thing this month has been balancing a personal medical issue with some my work demands and social needs. I am feeling a bit stretched thin, but I am not feeling at all negative about it. I'm also not feeling overly positive about the things in my life right now. I just am. And I truly am okay with that feeling – but I would appreciate prayer to find some balance as we sort out the root cause of what's troubling my body.

I attended Rev. Leslie's funeral on the 16th with many other colleagues, and while it was a beautiful and loving time, it also became a reminder, as we spoke with each other afterwards, of how many of us carry a physical toll of ministry in our bodies, sometimes unconsciously.

How is my spiritual relationship, my relationship with the congregation, & my relationship with my family?

God and I are good. Could be better, could be worse. I thank God for holding the good and the bad for me. I ask God to be patient with me and to teach me to listen to God more than I do.

I have been having some very good connections with members during coffeetime lately. Some deeply pastoral conversations that are openings for further conversations at another time. I am grateful that people feel I am approachable and a safe place for their questions and vulnerabilities. I am beyond blessed to create space for people to share what is on their soul, heart, and mind and for me to carry them in prayer in the days and weeks ahead.

Things at home are well enough. Paul's work demands are going to escalate significantly over the next 5 weeks, and I hope that as this phase of the project comes to an end, we will both have some rest from what has been a particularly stressful season, but especially that he will move on to something more enriching and fulfilling.

We've Been, We Are, and We're Going On

Generosity - *"We value the abundant sharing of our love, time and talents."*

- I continue to consider how best to bring adaptive changes to the current model of committees and chairpersons.

Inclusiveness - *"We believe that differences enrich our community and our common ground is our loving Creator. We are called to love and support each other following Christ's example. All people, including people of all sexual orientation, gender identities, race, beliefs, faiths and abilities are welcome to be who they are in this community."*

- I have been assisting the Synod with the Pride Parade planning for our representation. Thank you to Council for your approval for my presence at the parade in representing St Marks and the Synod.
- I have had a number of conversations with members of the congregation recently that have begun from questions of inclusivity and have become deeply personal and pastoral interactions. I am grateful that members feel that they can be so vulnerable with me in asking these questions and sharing what they would like to work through.

Nurturing - *"We value the relationships we have in our community by nurturing and supporting each other in times of struggle, respecting differences of opinion, and dealing with conflicts in an open manner."*

- As we move to summer, I am hoping to once again begin making a weekly commitment to multiple visits with members. I enjoy this time, and I am hopeful that it will expand beyond the place-bound and our most elderly members.
- I will be looking to meet with Wei-An to discuss her departure from us as the Senior Youth Leader and transitions. She has already made a recommendation regarding a replacement, and I have shared that recommendation with Marijus. I have spoke with that person and asked them to take some time to pray and discern if this is something that they are interested in, or if they would like to serve in a different way.

Justice - *"We value working towards peace and justice in the world around us through collaboration with other organizations and faith groups."*

- This past month has not seen much in the way of collaboration with other organizations or faith groups, as I believe many are in preparation mode. Our Anglican siblings are preparing for their General Synod, as we are preparing for National Convention. I expect to be invited to the next quarterly River Heights MultiFaith Forum soon.

Congregational Reporting

Baptism – --

Reception by Transfer,
Confirmation/Affirmation – n/a

Death – 01 *denotes non-member***

Removal by Request - n/a

2025-05-19 TAYLOR, Christina

Funeral May 26th – St Mark's

Rev. Zsofi B. Schmiedge presiding

Pastoral Acts - year to date

Baptisms 03 Affirmation 01 Weddings 00 Funerals 05

Vocational Activities - year to date

Worship Services: 29 of which 24 were Communion Services

Baptismal Preparation: 02

Wedding Preparation: --

Funeral Preparation: 06

Visitation/Family Prayer: 12

“Home” Communion: 06

1:1 Pastoral Response: 24

Hospital Visits: 02

Meetings: 13

Council Meetings: 05

Staff Meetings: 07

Confirmation Classes: 08

Adult Education: --

Wider Church Responsibilities (year to date)

MNO Meetings/Events: 19

Mentorship/Collegiality: 06

Other Meetings/Events: 06

MNO Synod Leadership Conference: ☺

STATISTICS - HR Reporting

Year to Date			Year to Date
5 days per week, including Sundays	106	Days Worked	93
24hr period, 2 days per week	42	Days Off	38
Per Manitoba Mandatory Stats	4	Statutory Holidays	4
Total			Year to Date
4 weeks (+4 days rollover**)	32	Vacation Days	7
2 weeks (+9 days rollover)	23	Study Days	4
18 days (+5 rollover)	23	Wellness Leave	6

** The 4 days of rollover vacation time were specifically saved for post-Christmastime away with family from 2024 into 2025.