

St Mark's Lutheran Church
Congregational Council Meeting
June 18, 2026

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Attendance

Date: June 18, 2026	Location: St. Mark's Church
Time Started: 7:00PM	Time Ended: 8:32PM

Invited	Apr 21	May 26	June 18		
Jen Polet (S)	P	E	P		
Brian Lorch (T)	E	P	E		
Nels Kristenson	P	P	P		
Marijus Timmerman (C)	P	P	P		
Lyndon Graff (VC)	P	P	P		
Kurt Simonsen	P	P	P		
Sheila Matsubara	P	E	P		
Brenda Catchpole	E	P	E		
VACANT					
Guests:					
Rev. Vince Solomon	P	E	E		

Minutes

1. Opening Devotion - led by Marijus.

2. Approval of Agenda

MSC CC-2026-30 - That the Agenda for June 18, 2026 be approved.

3. Approval of Minutes

MSC CC-2026-31 - That the Minutes of the Council Meeting dated May 26, 2026 be approved.

4. Business Arising from minutes

-Pastoral Care for the Fall

We have a verbal confirmation from Rev. Vince that he has resigned and will not be returning in September 2026. Council Chair will send an email to get this confirmation in writing. His contract will end June 30, 2026 and then he is on sabbatical for July and August.

5. Finance -see report

6. Reports

a) Chair - see report

7. Committee Reports:

- Youth and Young Adult
- Sunday School
- Worship Committee
- Property
- Congregational Care and Community Outreach
- Social Ministry
- Call Committee

MSC CC-2026-32: That the following Committees of Council appointments be:

Finance (Brian Lorch, Cole Parsons, Rachel Martens)

Governance (Marijus Timmerman, Nels Kristenson, Kurt Simonsen)

MSC CC-2026-33: That the following Program Committee appointments be made:

Property (Fred Mann, Ken Charleson, Perry Kohli, Travis Wog, Ed Mann)

Children's Ministry (Alisha Sherlock, Alanna McNaught, Kim Downie)

Youth and Young Adult (Lawrence Gargol, Annette Gargol, Rachel Martens, Brenda Catchpole)

Congregational Care and Community Outreach (Signe Jewett, Chris Hlady, Mary Mazur)

Social Ministry (Jennifer Moroz, Rhonda Lorch, Dean Parsons)

Scholarship (Jennifer Polet, Signe Jewett)

Worship Committee (Rachel Kristenson, Sarah Harrington, Marilyn Simonsen, Wendy Kublik, Siri Kristenson)

Discussion: We have a need for a Mutual Ministry Committee- should this be the Executive Committee?

MSC CC-2026-34: That the Youth Leader Honorariums be distributed as recommended by the Youth and Young Adults Committee as follows:

Rachel Martens - \$400, Michael Gingrich - \$200, Taus Kristenson - \$200

8. New Business

Office Administrator - ad will be posted soon for a fall start 2026. We would need another person on the selection committee besides Jennifer Polet and Marijus Timmerman.

Confirmation Sunday - 4 young members are planning on getting confirmed. We would be in support of this event with the support of the Worship Committee with our preference being on Reformation Sunday, October 25.

Grad Recognition - 3 students are graduating this year. They will be recognized on June 28, 2026 with cake. Gift bags have been prepared for these students. This is also Vince's last Sunday with us so we will have another cake and a small gift as well to honour his time here.

MSC CC-2026-35: That the Executive Committee be authorized to act on behalf of the council during the period June 19, 2026 to September 15, 2026.

Adjournment 8:32PM

Next Meeting – Tuesday, September 15, 2026

Finance Report – June 2026

Revenue	Latest Month	YTD Comparison as of May 31	
Offerings via	May 2026	YTD 2026	YTD 2025
Envelopes	3,001	10,156	10,254
PAD	13,376	67,275	66,785
E-Transfer	2,600	18,881	14,625
Loose	45	245	267
Securities	0	11,640	6,411
Fr. Other Charities	0	19	72
Total Offerings	19,022	108,216	98,414

Other Income

Gain / Loss on Investments	0	-660	-140
Interest	166	1,080	763
Facility Rentals	225	3,345	2,283
Total Income	19,413	111,980	101,320
Expenditures	13,987	80,227	106,061
Operating Surplus	5,426	31,754	-4,741

Of Note:

- The regular Common Mission Partner remittance to Synod of \$1537.50 for May was not processed until the first week of June, thus inflating the operating surplus in May. June expenses will include a double payment to the Synod.
- Significant one-time expenses in May included:
 - Winnipeg Alarm annual monitoring fee \$459
 - Da Boy Next Door – spring cleanup \$359
- Salary and Wage expenses continue as the largest contributor to the growing operating surplus.

- Monthly remittance to Anglican Diocese for Pastor Vince including employer paid benefits are \$4,270. Our budgeted cost per month in 2026 including employer paid benefits for a full-time pastor is \$8,951.
- Timecards submitted by our Youth Leader as of May 31 total just under 40 hours compared to the 2026 budget of 250 hours.
- Vacant office admin position is also a significant cost reduction.

Designated Funds

- May 31 coffeehouse had net proceeds of \$1,090. These will be forwarded to the Canadian Mental Health Association to support the Youth Huddle program
- With the blessing from a major donor to the Refugee Fund, a new bed was purchased for one of the Syrian families we are working with. Cost was \$868. As well two baby strollers and a crib were purchased at yard sales. One family welcomed a new son in late May. Another is expecting a new arrival within the next week. The cost of \$140 was offset by a member donation.
- Word has been received that members of the family we are presently trying to bring to Canada have an appointment time with the Canadian embassy in Ankara. We are hopeful that assignment of a travel date to Canada will be forthcoming soon. Once they arrive, a monthly stipend for living expenses will be arranged.

Overtime – Banked Hours

- As you are aware, the Director of Music accumulated a significant amount of overtime in the first few months of 2026. This was paid out to the DM in two installments (March and April) with the total cost including employer paid benefits of just under \$3,000.
- Starting on March 1, a weekly reporting system was put in place to keep accurate counts of hours worked. As of May 31, accumulated unpaid OT hours sit at 18.5.
- The DM will be taking a week off in June with pay which will reduce the OT bank to close to zero.
- One week of vacation time carried over from 2025 was taken in May. The 2026 vacation allotment will be taken during three weeks in July / August and one week sometime in the final four months of the year.
- **A cautionary note:** the fall season is an especially busy time with several special worship times (Season of Creation, Thanksgiving, Reformation, All Saints, Peace Sunday, Christmas). Normally, the DM would work less than the normal 18 hours per week during summertime to build up a bank of hours used to offset OT worked in the fall. Whether the hours banked in the summer will be sufficient to offset the extra hours likely to be worked in the fall is questionable.

Other Notables

- Annual Manitoba Companies Return has been submitted with updated information about officers and directors (i.e., council members). Fee is \$40. No increase from 2025
- Annual CRA Charities return was submitted on June 8.
- Signing authorities on our TD bank account have been updated. Thanks to the council chair for setting up the meeting with TD.

Finance Committee Membership

- Both Rachel Martens and Cole Parsons have indicated their willingness to continue to serve on the Finance Committee.

Respectfully Submitted by
Brian Lorch, Treasurer.

Council Chair Report

For June 18, 2026

Submitted by Marijus Timmerman

The following are the actions of significance since the last Council meeting May 26, 2026:

The last meeting gave me a to do list which I have strived to complete over the last few weeks.

We were able to meet with a representative of the TD bank to make the necessary changes to our signing authority. Agnes, the representative with whom we met the last two years is leaving so we can only hope someone as efficient is available next year.

I have reached out to Mabel Harrington as requested to gauge her interest in joining Council in the Fall. I am waiting on a reply.

To allow for the continued production of Sunday Service materials I spoke to Michael, and he has agreed to an extension of the Worship Prep Assistant position until such a time as we fill the vacant Office Manager position. At the time of writing a meeting with Jennifer Polet has been set to begin the process of finding a new Office Manager.

The Youth and Young Adults Committee have undertaken a review to update information regarding fall confirmation (presently three wishing to be confirmed) and those who will be involved in confirmation classes beginning next Fall. Given our current pastoral situation it is Council that must help make and communicate the necessary arrangements for a Confirmation Sunday.

Arrangements are being made to renew the Facility Rental agreements with Archimedes Math and the Village Green Dancers.

I have been engaged in discussions and arrangements to help facilitate an informed discussion regarding our pastoral leadership for the fall.

Determining the method of updating our membership records and the people to lead that project and finding an appropriate way to acknowledge the contribution of the Leisle bequest to the St. Mark's Garden upgrade.

Sunday School End-of-Year Report

2025-2026

1. Overview

The Sunday School program at St. Mark's Lutheran Church had a meaningful and active year focused on nurturing faith, building relationships, and engaging children in Christian learning. We are grateful for the dedication of our teachers, volunteers, students, and families who contributed to a successful ministry year.

3. Curriculum & Programs

- Curriculum used: Spark
- Curriculum for the 2026-2027 Sunday School Year has been purchased

4. Special Events & Activities

- End-of-year celebration was held on May 31, 2026.
- We had ice cream as a celebration after church

5. Volunteers

- May 31st Sunday School Volunteers were thanked.
- Teachers were given \$25 for McNally Robinson
- Helpers were given \$15 Starbucks gift cards
- Alisha was given a \$25 McNally Robinson gift card and delicious box of chocolates!

6. Goals for the Upcoming Year

- Recruit additional volunteers

7. Closing & Appreciation

We thank St. Mark's Church Council for their ongoing support of the Sunday School ministry. It is a blessing to serve the children of our congregation and help nurture their faith in Christ.

Submitted by:

Alisha Sherlock

Confirmation Sunday Update

Coffee and monthly potluck lunches have been maintained throughout the last Please can you add into the next council meeting agenda a review of upcoming fall confirmation Sunday:

- Can St. Mark's commit to supporting this event, knowing that the presider and other logistics are currently unknown?
- If so, is it acceptable that the Y&YA Committee can work with Worship Committee to determine date options and then confirm with the individuals & families?

Note the following:

- There are four young members who have completed classes and want to be confirmed
- One family is hoping to invite extended family so is asking for a date asap

Thank you! Please let me know if there are questions or concerns.

Annette Gargol

Property Committee Report

June 2026

The following are a few property committee happenings:

- After the Sunday clean-up event, I took the branches that were piled up behind the garden shed and the contents of the compost bins to the Brady landfill site.
- The two ant hills on the west side and north side of the church were sprayed.
- After last week's storm, I did a cursory inspection of the church and grounds. I could not see any damage from the wind or the rain other than some larger branches fell down. These were removed.
- Floor waxing will take place on July 13, 14, and 15. Ed will take the lead for this project.
- The fire alarm inspection will take place on August 21. Fred will take the lead on this project.

Fred Mann

MNO Youth Ministry Report

Spring 2026

Dear Council Members,

Grace and peace to you.

Thank you for the ways you continue to support and encourage ministry with children, youth, and families in your congregations. This winter I was both challenged and encouraged as I held a series of check-in conversations with youth leaders to actively listen to the joys and challenges of youth ministry in our congregations, and asked how I can continue to support and encourage that ministry. This letter offers a brief summary of key findings from those conversations, along with gratitude for your ongoing leadership and commitment to ministry with children, youth, and families.

Across all conversations, a clear and encouraging picture emerged: **youth ministry in our Synod is deeply relational, faithful, and sustained by committed leaders, parents, and volunteers.** While each congregation's context is unique, shared themes were evident.

First, I heard consistently that **relationships are at the heart of youth ministry.** Whether through friendships formed among youth, meaningful connections with leaders, or the simple joy of being together, it is clear that belonging is what makes ministry come alive. Youth thrive when they are known, valued, and invited into community.

Second, I heard that **youth engagement grows when young people are given meaningful participation and ownership.** Across congregations, there is deep joy in seeing youth lead in worship, contribute creatively, and shape their own experiences.

Third, I recognize the essential role of **parents and lay leaders**, who continue to form the backbone of ministry in every setting. Your congregations are faithfully sustaining this work, often with limited resources but great dedication.

These conversations were not only about hearing what is happening in local congregations, but also about recognizing the **contribution and impact of youth who are actively engaged in Synod-led youth ministry programs and gatherings.** Synod events and shared experiences were consistently identified as meaningful touchpoints that help young people build relationships beyond their home congregations and strengthen a broader sense of belonging in the church. At the same time, leaders named ongoing challenges, including transportation, cost, scheduling consistency, and communication. These insights will directly inform future priorities, and I am committed to addressing these barriers in practical and sustainable ways going forward.

In addition, leaders named the importance of **clear communication, consistency, and ongoing relational support from the Synod**, especially in contexts where leadership transitions or capacity limitations create additional strain. I am committed to using this feedback to strengthen clarity, deepen relational presence, and improve coordination across the Synod moving forward.

Across several contexts, there is also a shared reality of **significant untapped potential for growth**, where more children and youth are known to congregations than are currently engaged in regular participation. In many of these places, the seeds of strong ministry are already present, and with continued intentional attention, there is meaningful opportunity for renewed engagement and growth.

Looking ahead, the Synod remains committed to:

- Strengthening connections among congregations
- Supporting leaders through relational and practical resources
- Reducing barriers to participation in youth ministry
- Amplifying the voices and participation of young people
- Building a more consistent rhythm of shared youth gatherings
- Responding directly to the insights and challenges raised through these conversations

Most importantly, I want to affirm this central truth: **your congregations are already doing faithful and meaningful work in youth ministry**. The Synod's role is not to replace this, but to support, connect, and strengthen what is already taking place in your communities.

Thank you for your leadership, your care for young people, and your ongoing commitment to the life of the church. I am grateful to be in partnership with you.

With appreciation,
Deacon Michelle Collins for

The MNO Synod Youth Ministry Team

Social Ministry Meeting Minutes

My 26, 2006

Present: Jennifer Moroz, Dean Parsons, Merle Zbrog, Rhonda Lorch

1. Agreed that Jennifer would continue in the Chair position and Rhonda would be secretary. Merle wishes to continue as a 'friend' of the committee. Jennifer to advise the Council of the decisions.
2. Community clean-up: Sunday, May 31, 2026 after church and potluck. This event meets the congregational commitment for two actions as Friends of Creation as well as participation in the ELCIC Day of Action.
 - About a dozen people have signed up – Dean will pick up supplies (bags, gloves, grabbers) for 20
 - Jennifer to announce what time participants will meet and where (probably about 12:30 at the Social Ministry board) and will advise route assignments
 - Participants should be assured that if they don't feel comfortable picking something up, they shouldn't and that they should return garbage bags and grabbers to the church (put bags in the bin if there's space; if not, Dean will dispose of them)
 - Merle to put a reminder/invitation in the e-news to encourage more participation on Friday, May 29
3. Charitus Grant for the Community Garden refurbishment
 - Rhonda will complete the application once the expenses for materials are reported; expenses for landscaping fabric, mulch and a composter will be estimated and added to the total cost
 - Application to be distributed to committee members for quick turnaround before submission by May 31, 2026
 - Discussion about the sign that Monica Bailey created at the outset of the gardens; decided Rhonda would contact Monica regarding future use of the sign, refurbishment etc.
 - Thanks to Dean for spearheading and supervising the refurbishment project and to Lyndon Graff for procuring materials and building the boxes
4. Friends of Creation 2 Sunday, September 13, 2026
 - Theme: Climate and Water
 - Dean will deliver message, Merle to be lector, Jennifer to be presider if required
 - Jennifer to confirm the following with the Worship Committee:
 - Confirm Dean will preach; will a presider be required?
 - We wish to use John 4: 7-15 for the gospel reading
 - Will the Social Ministry Committee be responsible for the children's message?

- We would like the CLWR slide re: water included in the PowerPoint for that unday
- Merle will put Nuba's Story (CLWR resource) in the e-news
- Rhonda to create a water conservation resource to be shared in the e-news and on the board in the hall

5. Social ministry webpage

- Jennifer and Merle to work on revising the look/feel/contents of the page after the summer
- Suggested that point form is easier to read than dense text; photos are also good
- Content could include what we are planning in addition to current projects etc.

6. School project

- In recognition of Epiphany's generous support of St Mark's refugee sponsorship project, Rhonda will contact Gale Schulz about the possibility of our congregation supporting their school projects (collection of school supplies and breakfast program)
- Committee will consider doing some kind of project for 'I Love to Read' month in February

Next meeting: Thursday, August 27, 2026, 1:30pm

Proposed Compensation Package for Pastor

St. Mark's Lutheran Church, Winnipeg

May 26, 2026

Type of Compensation	St. Mark's
Base Salary ¹	60,018
Housing Allowance	\$24,000
Pension, Life Insurance	As per current GSI requirements
Health Benefit ²	Option A – Enroll in Green Level Family Plan Option B – Enroll in Blue Level plus salary increment of \$1,512
Car Allowance	Kilometer charges as per current MNO guidelines
Book Allowance	\$500 per year
Continuing Education Plan	\$600 per year
Education Leave	As per current GSI requirements
Cell Phone	\$50/month cell phone allowance
Computer	Congregation to supply laptop or desktop.
Vacation	As per current GSI requirements
Moving Expenses	full remuneration for cost of moving household goods to Winnipeg excluding cost of packing goods. Full remuneration of personal costs (accommodation, mileage, food) while in-transit.
House Hunting	travel, food and accommodation costs for pastor and spouse/partner to make one trip to Winnipeg for the purpose of arranging accommodation.
Total Salary plus monetary benefits	\$104,794 Employer Paid Benefits include pension, health plan, Life Plus plan, CEP, book allowance and cell phone allowance.

Notes

1. Base salary will conform to the 2026 MNO Synod Salary Guidelines. Example presented is for a rostered minister holding an M.Div. (Level 3) with 6+ years of experience.
2. If enrollment is for an individual, salary increment for Option B will be \$792

MNO SALARY GUIDELINES

2026 MINIMUM SALARY SCALE (there is a 2.5% differential between Levels 1, 2, 3, 4)				
Years of Service	Level 1	Level 2	Level 3	Level 4
0	43,955	45,054	46,181	47,335
1	45,918	47,066	48,242	49,449
2	47,969	49,168	50,398	51,657
3	50,110	51,363	52,647	53,964
4	52,348	53,655	54,997	56,373
5	54,686	56,052	57,454	58,923
6+	57,126	58,554	60,018	61,518

1. "Level" refers to the following education degrees or their equivalents:
 - ☐ Level 1 – Basic Theological Training or diploma
 - ☐ Level 2 – Bachelor degree or Master of Divinity w/o prior undergraduate degree
 - ☐ Level 3 – Masters of Divinity degree
 - ☐ Level 4 – Doctor of Ministry, Master in Sacred Theology degree, PhD