

HCC Administrative Commission Report

May 2024

- On April 18 Deanna and Shari met with WCCW staff - Superintendent Figueira, CPP Director Kearley, and Religious Coordinator Ellis. Conversation included frustration with lack of communication from WCCW staff, but more importantly Deanna and Shari were able to share more about Hagar's and our hopes for more opportunities to serve inside WCCW. The meeting was very productive and Deanna reported feeling cautiously hopeful. Superintendent Figueira seemed particularly interested in supporting program expansion and will be leading a facility tour for our Guide Team and Volunteers in May as a first step.
- We added two additional red-badge volunteers this month, and Deanna is receiving 5-hours a week of admin help from the Presbytery administrator. We are grateful for these additions to the team.
- A sub-committee met with Pastor Deanna for an annual review and the time together was very positive. GT member Ron reported how grateful he and others are for Deanna's gifts and how she has responded to this call.
- The Guide Team approved updated Terms of Call for Pastor Deanna. Effective Salary 73,000, SECA offset \$5,549, enrollment in Board of Pensions Pastor's Participation, reimbursable expenses mileage \$1,500, professional expenses \$1,000, continuing education \$3,500. Five weeks vacation and two week study leave. Three weeks paid sabbatical after 5 years full-time work.
- The MOU between Hagar's CC and Underground Ministries was approved and will be on the docket for the Presbytery meeting in June.
- Deanna has received requests from several Hagar's members for bible for their children. GT member Alvin will help coordinate these requests with the help of churches involved in our ministry.

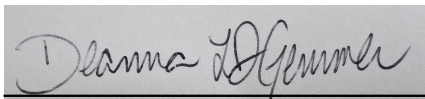
The updated TERMS OF CALL for Pastor Deanna Gemmer effective May 15, 2024 are as follows:

In order that you may be free to devote full time to the ministry of the Word and Sacrament among Hagar's Community Church, a ministry of the Presbytery of Olympia, we promise and obligate ourselves to pay you:

1. Compensation:
 - a. Cash Salary: \$33,000.00
 - b. Housing allowance: \$40,000
2. Full Medical/Pension dues to the PC(USA) Board of Pensions for enrollment in Pastors Participation. Effective April 1, 2024 and continuing for three years from that date, Medical/Pension dues are waived by the Board of Pensions pursuant to an Evangelist Grant.
 - a. Medical, Dental and Vision will be provided for you and your family
 - b. Pension, Death & Disability, and Temporary Disability will be provided
3. Reimbursable expenses:
 - a. Mileage \$1,500.00
 - b. Professional Expense \$1,000.00
 - c. Continuing Education \$3,500.00
4. Leave
 - a. Vacation of 5 weeks, including 5 Sundays
 - b. Study Leave of 2 weeks (Mandatory Presbytery Guidelines 2 weeks)
5. Provision for Sabbatical Leave of three months after 5 years of service shall be held in a reserve fund at the rate of \$3,000.00 annually. If the call terminates prior to the sabbatical year there will be no payout of funds. Accumulated funds will remain with the Presbytery for future use. This section is recommended by the Olympia Presbytery.

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

Signed this 30 day of May, 2024.



Deanna Gemmer
Pastor – Hagar's Community Church

Sharon Jackson Monson
Executive Presbyter