

## Personnel Committee Report

November 10, 2020 Blackhawk Presbytery Assembly Meeting

The Blackhawk Presbytery Personnel Committee has been meeting regularly over the last two months during a time of transition. We have welcomed in our new Transformational General Presbyter, Eric Heinekamp, and have been mindful to help his needs be met as he settles into the position. We have been working with Eric to look at our current staffing as the presbytery and Stronghold Camp and Retreat Center look toward their official split at the year's end. There is a need to streamline our personnel as we recognize the diminishing funds coming into our presbytery. Further, our Treasurer, Frank Finch, had informed us that he would be leaving his position at the end of the year. As we look to the future of Blackhawk Presbytery and their staffing needs, the Personnel Committee in conjunction with Eric Heinekamp, have come up with a new plan. The employees were informed of this plan on October 27<sup>th</sup>.

Frank Finch has chosen to remain as our Treasurer at the rate of \$30 for up to 8 hours per week, with leniency for extra hours during weeks the presbytery requires it, and recognition that some weeks will be less than 8 hours.

Karen Krum, Bookkeeper, will have her salary raised to \$18.50 per hour, for up to 4 hours per week. Her position will expire at the end of March 2021.

Loreen Stravers, Presbytery Staff Assistant, will undergo several changes. We have learned that Loreen has not received a pension package, which she should have been offered several years ago. Thus, we will begin to pay into her pension plan through the Board of Pensions. Also, Loreen has remained an hourly employee. We have decided to make her a full-time salary employee with a compensation equivalent to \$18.50 per hour. Loreen will take over the Bookkeeper duties as of April 1, 2021, and will work with Karen to transition the position over to her.

Respectfully submitted,  
Rev. Dr. Mike Selburg  
Personnel Moderator (incoming)