Hello! I am attaching a draft pastor support form for 2027, based on providing a 3% increase to Andy's overall package. Last year he received a 2.7% overall increase. Both years are based on the anticipated cost of living adjustment - though that hasn't yet been published for 2027, it's expected to be 3-4%. Note that the church's contribution to health insurance has increased by $400 for 2027 vs 2026.

I have a message out to Becky to see if there's an extended deadline for the pastor support form since we received that one last week while the others were available 8/3.

In summary:

- 2026 overall salary package: $104,966
- 2027 overall salary package w/3% increase: $108,200
    - includes $400 increase to health insurance contribution

Please review the attached detail and share any suggested changes or concerns about the financials.

In addition, here is what a 3% increase per staff member would result in for 2027:

Employee	Weekly Hours	2025 Hourly Rate	Proposed 2027 Hourly Rate	Proposed 2027 Increase %	Proposed 2027 Hourly Increase $	Forecasted Avg Hours per Week	2027 $ impact	Note: COLI is forecasted
Mike Plonka	4	$15.00	$15.45	3.00%	$0.45	4.00	$93.60	
Dan Stuvland	3	$25.83	$26.60	3.00%	$0.77	3.00	$120.88	
Kathryne Lewis	3	$16.84	$17.35	3.00%	$0.51	3.25	$85.39	
Amy Cordeal	Reported	$28.91	$29.78	3.00%	$0.87	12.00	$541.20	need to validate vs avg 20
Brittany Link	Reported	$25.00	$25.75	3.00%	$0.75	40.00	$1,560.00	will be slightly more vs 20
Chris Shirar	Reported	$23.11	$23.80	3.00%	$0.69	10.00	$360.48	need to validate vs avg 20
James Masters	Reported	$25.00	$25.75	3.00%	$0.75	4.00	$156.00	
							$2,917.55	

This needs to be reviewed with Andy as well to identify any potential adjustments to individual pay rates, however I anticipate the overall budget impact to remain in this range.

Let me know if you have any questions or concerns about the overall budget impact or individual increases. Thanks!