

2025 Salary Adjustment for Katie Holloway - ** CONFIDENTIAL **

From: M Bret Blackford (bret_blackford@yahoo.com)

To: emcpherson@mcknightcrossings.org; bret_blackford@yahoo.com; mblackford@archrsc.com

Date: Friday, January 3, 2025 at 01:35 PM CST

Elizabeth,
Thank you for clarifying. I'll keep this in my records.
--- Bret

[Elizabeth McPherson](#)

From:emcpherson@mcknightcrossings.org

To:M Bret Blackford

Fri, Jan 3 at 1:03 PM

That is correct.

I know nothing of the relationship with CMDA and how long you expect their support, but it dc salary.

A benefit to Katie is that her 5% increase was calculated off of her total salary (which includes 1 support), thereby adding an add'l \$300 to her earnings.

A further benefit to Katie is that her 3% retirement match is also calculated off of her total salar obligated to do, as the CMDA bonus is considered income.

--Elizabeth

----- Forwarded Message -----

From: M Bret Blackford <bret_blackford@yahoo.com>

To: Elizabeth McPherson <emcpherson@mcknightcrossings.org>

Sent: Friday, January 3, 2025 at 12:19:04 PM CST

Subject: : 2025 Salary Adjustment for Katie Holloway - ** CONFIDENTIAL **

Elizabeth,

So I am clear, you are saying that Katie's salary from McKnight will be \$48,665 plus whatever CMDA pays (expected \$6,000)?

On Friday, January 3, 2025 at 12:11:37 PM CST, **Elizabeth McPherson** <emcpherson@mcknightcrossings.org> wrote:

Thank you, Bret.

When you communicate the salary increase, it is important to note that this **total amount includes the \$6,000 of CMDA support.**

With regard to benefits, Katie has expressed a desire to get her and Trevor back on McKnight's medical and dental insurance. I have enrolled her in dental (effective January 1, 2025) and intend to enroll her in medical once open enrollment starts in February (effective March 1, 2025).

FYI: We are currently having our health broker search for alternative insurance providers, since our current provider, Anthem, wants to increase our premiums by 54%! I will keep you informed of where we end up and how much Katie's (and spouse) health insurance will cost.

Just a reminder, it is McKnight's benefit policy to pay up to \$1,200/mo of a full-time employee's healthcare premiums (medical and dental). Should medical + dental premiums exceed \$1,200/mo, the employee becomes responsible for contributing to their healthcare, via *pre-tax* paycheck withholdings, to cover the difference.

Let me know if you have any questions.

--Elizabeth

On Fri, Jan 3, 2025 at 11:22 AM M Bret Blackford <bret_blackford@yahoo.com> wrote:

Elizabeth,

The ACTS Campus Ministry Committee have approved a 5% salary increase for Katie Holloway. Wanting to get this to you early in 2025 in hopes that it can be reflected on Katie's next paycheck. I plan to contact Katie soon about this increase (unless I hear from you regarding any issues).

Thank you,

--- Bret

----- Forwarded Message -----

From: M Bret Blackford <bret_blackford@yahoo.com>

To: Alex Melchers <amelchers@yahoo.com>; Trent Ruckman <trentruck@gmail.com>; Sarah Addison <sarahreneeaddison@gmail.com>; Dennis Enix <enix05@msn.com>; Hannah Vaughn <hannahpetr@hotmail.com>; Ron Orick <rcorick00@gmail.com>; M Bret Blackford <bret_blackford@yahoo.com>; Bret Blackford <mblackford@archrsc.com>

Sent: Friday, January 3, 2025 at 11:12:17 AM CST

Subject: 2025 Salary Adjustment for Katie Holloway - ** CONFIDENTIAL **

Committee,

Thanks you all for your prompt response. **It was unanimous that we should provide Katie Holloway a 5% salary increase for 2025.** I will get the payroll paperwork started so that starts showing in the next payroll cycle. I will also communicate the increase to Katie and also pass along our appreciation for the work she continues to do with the ACTS Campus Ministry.

--- Bret

On Thursday, January 2, 2025 at 01:57:27 PM CST, **M Bret Blackford** <bret_blackford@yahoo.com> wrote:

Dear ACTS Campus Ministry Committee,

As we approach the new year, it's time to consider whether a salary adjustment is appropriate for Katie Holloway, the Director of the ACTS Campus Ministry. Although the academic year runs from August 2024 to July 2025, we aim to align salary adjustments with the calendar year for consistency.

Katie's current annual salary is \$52,062, and the standard cost of living adjustment (COLA) is 3%. However, in recognition of Katie's exceptional contributions to the ministry and her growth in leadership and management since she started in 2021, I recommend we consider exceeding the standard COLA this year.

Below are three options for the Committee to review:

#	COLA %	Resulting Salary
1	3%	\$53,623
2	4%	\$54,144
3	5%	\$54,665

Please select the option above (1,2, or 3) you feel best reflects Katie's performance.

It's also important to note that health insurance costs, which are largely covered by ACTS, will increase by over \$1,000 per month in 2025. This is a significant factor when considering Katie's total compensation package.

I value Katie's work and her dedication to this ministry, but such decisions should be made collectively. If possible, please share your input by **Sunday evening, January 5, 2025.**

Thank you all for your thoughtful consideration and your continued support of Katie and ACTS.

Thanks!

--- Bret

Name	email	Representing
Alex Melcher	amelcher@yahoo.com	Florissant
Trent Ruckman	TrentRuck@gmail.com	Lafayette
Sarah Ruckman	SarahReneeAddison@gmail.com	Lafayette
Hannah Vaughn	HannahPetr@hotmail.com	Maryland Heights
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Bret Blackford	Bret_Blackford@yahoo.com	McKnight
Ron Orick	rcOrick00@gmail.com	McKnight

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Elizabeth McPherson
Office Administrator

McKnight Crossings Church of Christ



Katie Holloway Acts Resume 8.10.21.doc
47.5kB



21 ACTS CM Job Descriptions - Copy (1).docx
30.7kB



KatieHolloway-offer.pdf
1.6MB