

3% salary increase for all employees on board January 1, 2025

- New hires of Director of Operational Ministries, Youth Group Leader, and Sunday School Teacher to begin April 1
- In order to not get lost in detail: Employee salaries and benefits, insurance, gas and electric, maintenance and repairs, property tax, and OCWM represent 87% of our budget.
- Increase of 13.6% in pledged income over 2024 budget (actual pledges), decrease of \$14,000 in unpledged income to a more realistic level (hopefully a bit more before annual meeting with two potential pledges outstanding), and two new fund use line items to be continued on future budgets.