



“See, I am about to do a new thing.”



Rev. Adam DeVries



Rev. Ashley Higgins



Rev. Stephanie Boaz



Rev. Will Wellman



Hannah Norris

Dear Westminster Families,

Because of your stepped-up generosity last year, we are growing! We are expanding our youth ministry with the **Rev. Adam DeVries** (part-time) overseeing our youth ministry team. Adam will use his connections with the Center for Youth Ministry to build sustainability through a partnership with the Center for Youth Ministry. We are thrilled to welcome **Rev. Ashley Higgins** as she joins us part-time to support our ministry with families. Alongside her, **Rev. Stephanie Boaz** (part-time congregational care), **Rev. Will Wellman** (part-time adult education) and **Hannah Norris** (youth) continue to bring energy and highlight the new ways God is working in our midst.

We are excited about what this means for our youth, families, and entire church but there will be a demand on our budget. We kindly ask you to consider a 5% increase in support for our growing youth and children's ministries. Your generosity plays an essential role in expanding these programs, and we are deeply grateful for your continued commitment to making a lasting impact. Living out our vision calls us to be bold in articulating our faith. You may have already seen the videos of our elders sharing their faith stories. We encourage you to deepen your faith journey so that we can all be "transformed by the renewing of our minds." Join one of our Disciple Classes or participate in a "back-to-basics" class on the Bible and theology.

Living out our vision means we are staying true to how we shine God's light and love others. Once again, we are building Habitat Houses, helping people remain in their homes through the ministry of Westminster Home Connection, and providing a "Room in the Inn" for those left out in the cold. Last year, we gave \$498,000 from the operating budget to care for those in our community and our world.

We are excited by the renewed sense of community we have experienced through our Joy in Learning ministries. The Westminster Cafe has become a place of fellowship and welcome to our community.

Your increased generosity last year provided us with a means to cover inflationary costs and expand our ministry in remarkable ways. We are energized by the transformative momentum of doing a new thing!

Peace in Christ,

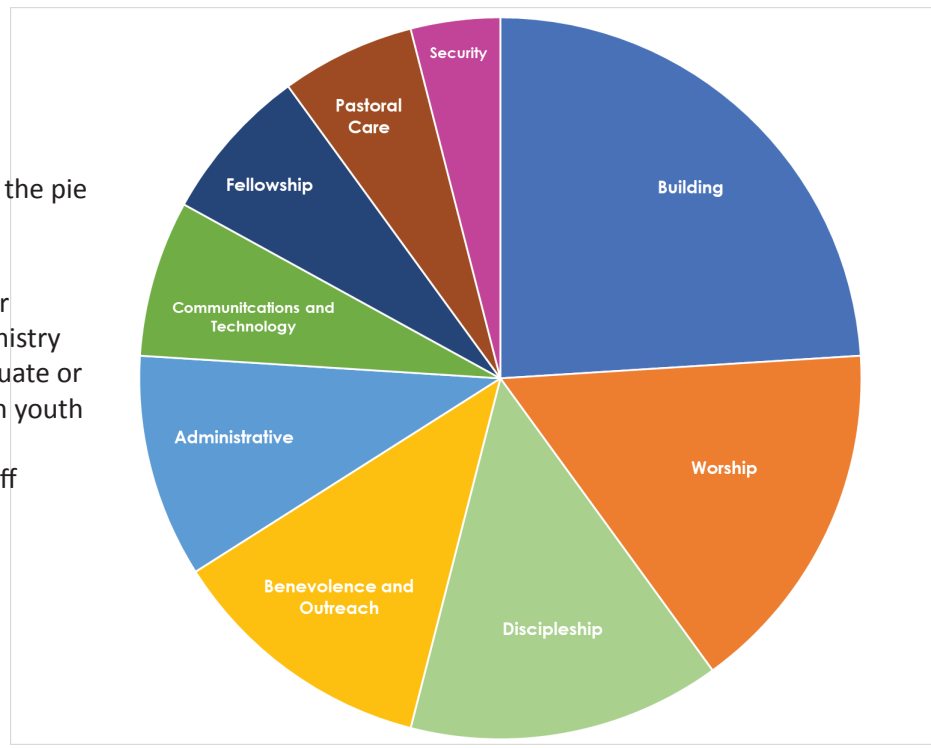
A handwritten signature in black ink that reads "Zoran Donovan". The signature is stylized and written in cursive.

In 2025 we expect:

- An estimated budget of \$4.3 million
- A \$200,000 or 5% increase from 2024
- The total costs of the church are represented in the pie chart:

A large portion of the increase is due to:

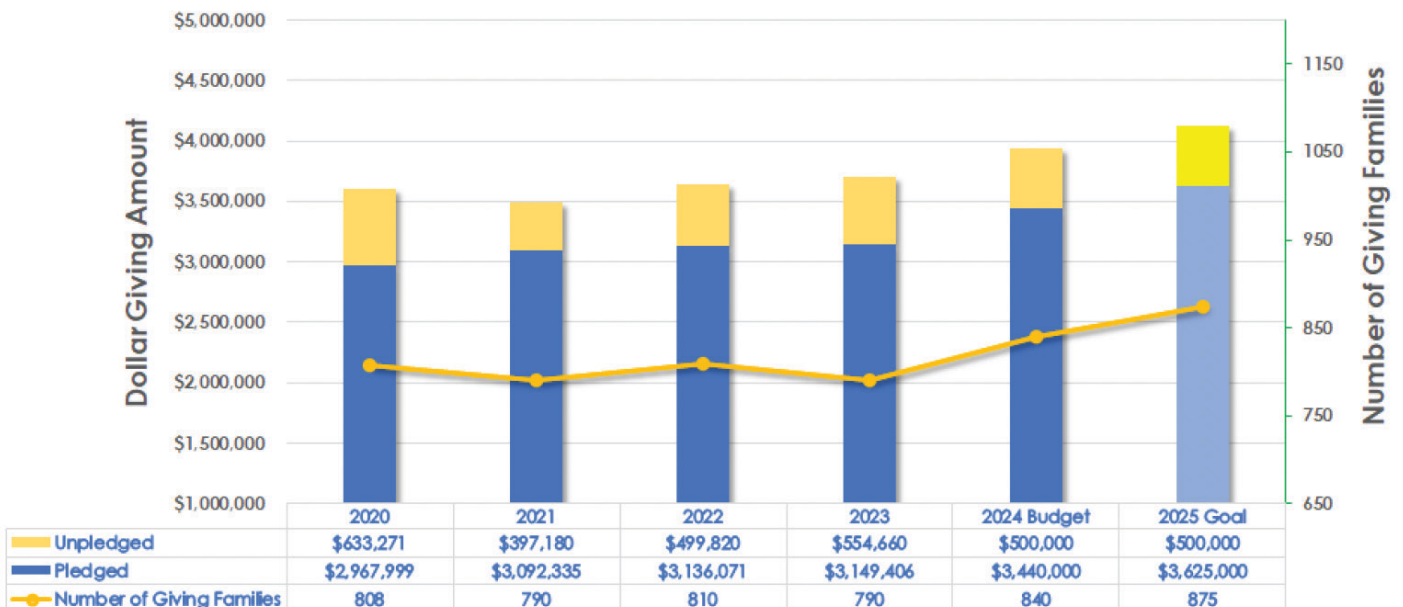
- An additional part-time pastoral staff director and partnering with the Center for Youth Ministry Training to participate in the Residency Graduate or Certificate program for 2 new staff persons in youth ministries
- Modest increases for current pastors and staff
- Building operating cost increases



Did You Know?

- **Building Costs:** Church building, and staff are 24% of the total budget for ongoing maintenance, equipment repair and staff to maintain our beautiful Church
- **Utilities costs** are expected to be \$265,000 mostly comprised of heating costs of \$95,000 and cooling costs of \$138,000
- **Insurance costs** are expected to be \$120,000, a 10% to 12% increase
- **Benevolences-** Annually, we give approximately \$750,000 to our Benevolence partners, which is comprised of \$498,000 from the operating budget and \$252,000 from gifts we receive from members
- **Worship & Music** is the heart of who we are, and the costs of leadership salaries, online and printing, and programs add up to 16% of our budget
- **Staff compensation** is expected to be 48% of our 2025 budget, along with an additional 15% for the Board of Pensions for medical, pension, and other benefits. (We expect to have approximately 58 full and part-time staff)

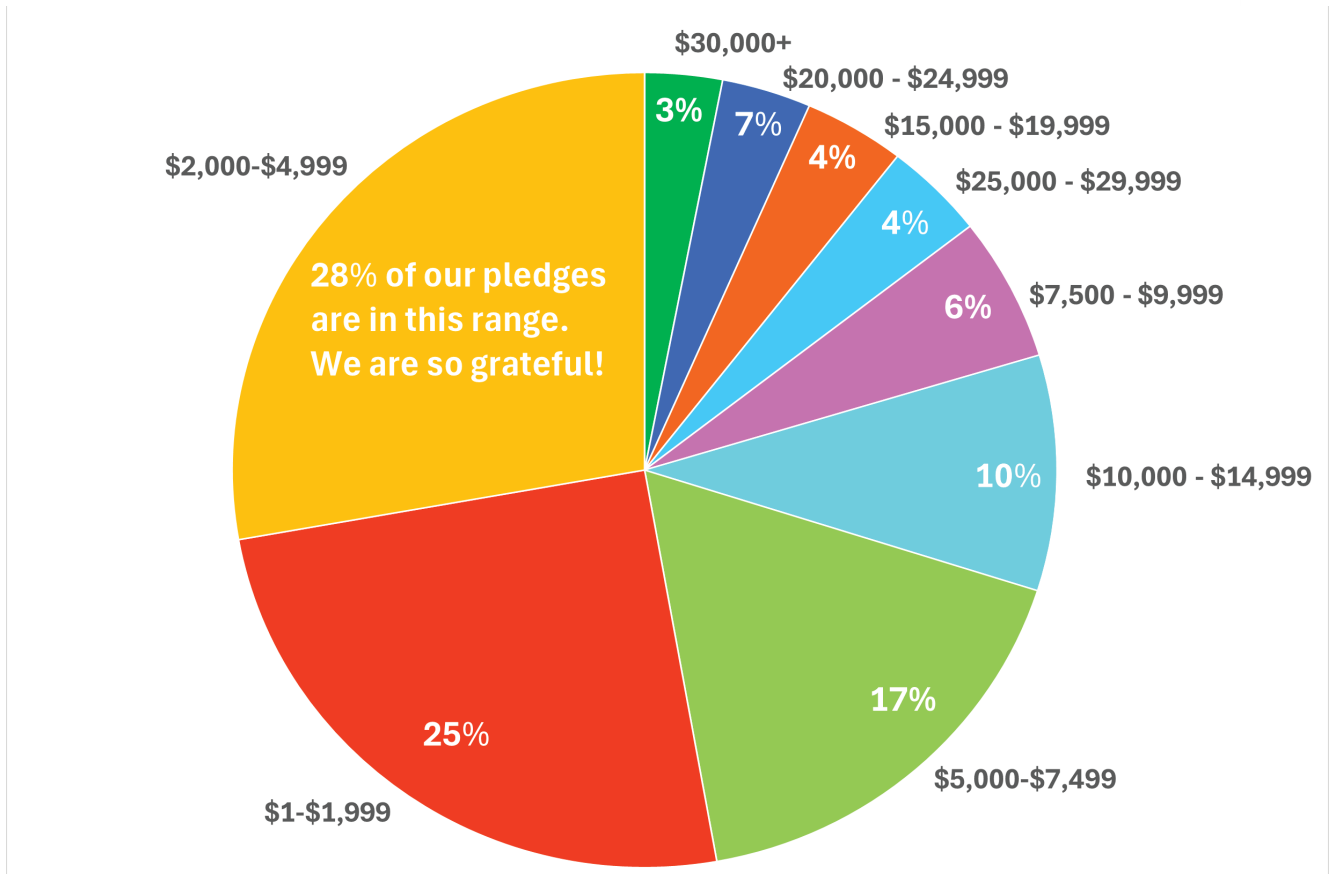
Annual Campaign Total Pledge Commitments and Unpledged Giving



* WPC has approx. 1,300 families *2025 is a 5% increase over 2024

Gift Ranges of Pledges Received (FY 2023)

The percent of the total in the various ranges



Distribution of Giving Amounts (FY 2023)

(The dollar amount of our overall budget that is derived from each giving range)

- Pledges, no matter the size, create a budget for mission and ministry
- Westminster is sustained by the collective generosity of all gifts - not just a few large contributions

