



Strategic Ministry Plan 2025-26

Vision Picture

The Haverhill community and people around the world will see how God is moving through West Church. God has pushed us out of the building. He is visibly at work in his people; each one of us is made in his likeness and represents his living presence. God is working in and through our everyday lives. Our gatherings inspire people for ministry on their frontlines and front lawns, and the experiences of our people from their workplaces and neighborhoods inspire the gathered church! When people meet someone from the West Church community and experience the supernatural love of Jesus Christ through our kindness and grace, they're curious and want what we have: Jesus. Our church on a hill will be a visible beacon of God's miraculous transforming power at work in this community for loving, healing, and restoring.

5-20 Year Vision Focal Points

God's Manifest Presence - Our church's vision is to welcome and experience God's presence, anticipating ripple effects far beyond the life of our congregation.

Spiritual Formation - Our church's vision is for a spiritual formation that changes people and takes them along a significant pathway toward spiritual maturity.

Spiritual Emphasis: The Sufficiency of God's Grace

"But he said to me, 'My grace is sufficient for you, for my power is made perfect in weakness.'" —2 Corinthians 12:9

This year, we are building everything around one sacred truth: **God is more than enough**. Not just in theory, but in the hidden corners of our lives where we fear we don't measure up. His grace meets us at the end of our strength, not to shame our weakness, but to rest in it.

We are naming this year ***The Sufficiency of God's Grace***—not a call to rely on ourselves, but an invitation to rest in what only Christ can provide.

We live in a culture that values confidence, control, and competence. But the gospel calls us into something far deeper: a life where surrender is strength, where vulnerability is sacred, and where weakness is not something to hide—but a doorway through which Christ walks in.

We believe God is calling West Church into a posture of humility, rest, and holy honesty. This is not about lowering our standards—it's about releasing our striving. It's about becoming a people who stop pretending and start receiving.

This year, we invite every person to take four spiritual steps:

- **Be Honest** – Admit your limits. You're safe here.
- **Be Known** – Join a circle where you don't have to impress anyone.
- **Be Still** – Make room for rest, silence, and reflection.
- **Be Carried** – Let the body of Christ hold you where you can't hold yourself.

We want to become a church where people can say, "I thought I had to be strong for God to love me—but He showed up when I admitted I couldn't do it on my own. Jesus met me right where I was."

So, we'll practice this together. In our sermons. In our small groups. In our leadership. In our prayers. In the way we structure our schedules and in the way we tell our stories. God's sufficiency isn't just something we believe—it's a reality we want to embody.

Because Christ's power doesn't fill in after we've tried our best. It rests on us in the very moment we let go.

Strategic Questions Shaping Our Ministry Year

- How are we cultivating a culture where weakness is not hidden but honored?
- Where are we making space for God's sufficiency to be visible—through testimony, prayer, lament, and healing?
- In what ways are our ministries structured to celebrate grace more than giftedness?
- How can we train leaders who model transparency without compromising discernment?
- Are our resources and rhythms built around presence and rest—or pressure and performance?

Foundational Scriptures for the Year

- *"My grace is sufficient for you, for my power is made perfect in weakness."*
(2 Corinthians 12:9)
- *"Come to me, all who labor and are heavy laden, and I will give you rest."*
(Matthew 11:28)
- *"Apart from me you can do nothing."*
(John 15:5)
- *"We have this treasure in jars of clay, to show that the surpassing power belongs to God and not to us."*
(2 Corinthians 4:7)

GOALS

Everyday Evangelism — Coordinating Outreach Through Small Groups and Honest Presence

Who: Director of Outreach, Local Outreach Team, Small Group Leaders

Action Steps:

- Expand and strengthen the connection between small groups and local ministry partners, coordinating regular, hands-on opportunities to serve with organizations aligned with our mission to love, heal, and restore.
- Invite each small group to adopt a regular outreach rhythm, choosing a consistent partner or project that aligns with the gifts and passions of the group.
- Develop a resource guide called *“Serving Together: Where Grace Meets the City”*—a list of local ministry partners with contact points, needs, and reflection questions to connect service with spiritual formation.
- Encourage groups to share reflections and stories from their experiences in worship, small group reports, or the “Stories of Grace” series.

Get Real — Teaching Everyday Evangelism Through the Lens of Grace

Who: Director of Outreach

Action Steps:

- Offer the “Get Real” book study by John Leonard again this year, focusing on how vulnerability and spiritual honesty can open doors to authentic conversations about faith.
- Facilitate multiple small group cohorts or seasonal workshops around the book, with an emphasis on sharing real-life encounters where openness led to spiritual dialogue.
- Develop a “Living It Out” discussion guide to pair with the book, providing questions and journaling prompts that connect with the year’s theme of sufficiency.
- Invite past participants to share brief “Get Real Moments” during worship or through video, to model and celebrate relational evangelism.

Stories of Grace — Reframing “This Time Tomorrow” to Celebrate God’s Presence in Real Life

Who: Director of Outreach, SLT, WML, Staff & Ministry Leaders

Action Steps:

- Reimagine the “This Time Tomorrow” segment to highlight “Stories of Grace”—short testimonies from individuals sharing how God has met them in weakness, waiting, challenge, or calling.
- Encourage a diversity of voices, featuring students, working adults, caregivers, volunteers, and retirees to represent how God’s grace meets people in all seasons of life.
- Equip ministry leaders and group facilitators with “Story Discovery Guidelines”—a guide with questions and prompts to help uncover grace stories within their groups and teams.

- Create a team responsible for sourcing and preparing these stories with care and pastoral sensitivity, ensuring authenticity, clarity, and alignment with the theme.

Rooted in Grace — Preparing Children and Youth for Baptism and Communion

Who: Family Pastor, WestKids & WestYouth Leaders, Parents

Action Steps:

- Design and implement a clear, interactive baptism and communion pathway for children and youth that emphasizes personal faith in Jesus and the significance of baptism and the Lord's Supper.
- Expand the current baptism pamphlet into a full-color, engaging "Faith Workbook" for kids and teens to complete alongside their parent or guardian, exploring key topics like salvation, grace, repentance, and communion.
- Include creative prompts, space for testimony writing, Scripture reflection, and discussion questions in the workbook to personalize each child's faith journey.
- Upon completion, schedule a pastoral follow-up conversation with each family to affirm next steps and prepare for baptism or communion participation with understanding and confidence.

Strength in Care — Establishing Clear Communication for the Care Team

Who: Family Pastor (Care Team Lead), Associate Pastor, Executive Pastor, Care Team, Stephen Ministers

Action Steps:

- Formalize the Family Pastor as Care Team Leader, with clear responsibility for facilitating collaboration, resource sharing, and care coverage.
- Develop and implement a centralized communication plan for the care team using tools such as GroupsApp or Google Docs to ensure asynchronous coordination and accountability.
- Define and share clear roles, expectations, and rhythms of communication for team members, including response times, prayer updates, follow-ups, and confidentiality boundaries.
- Provide quarterly check-ins or touchpoints for team review, support, and reflection on how God's grace is being made visible through care ministry.

Formation Across Ages — Growing WestKids and WestYouth Leadership and Reach

Who: Family Pastor, WestKids & WestYouth Core Volunteers, Volunteer Coordinator

Action Steps:

- Expand WestYouth ministry by launching a consistent third-Sunday offering at the 10:30 service, focusing on spiritual connection, fun, and formative teaching. Recruit and train at least two male and two female leaders to support this expansion.
- Launch a WestKids PreK-1st Grade Small Group during the 10:30 service to offer younger children a consistent, nurturing discipleship space alongside their older peers.
- Provide clear onboarding, volunteer training, and expectations for both new ministries, ensuring they reflect the grace-based, emotionally safe, and relational culture of West.

- Equip teams with developmentally appropriate “Grace Conversations” prompts to help children and youth name feelings, explore faith, and experience God’s kindness in community.

Connected in Community — Equipping Leaders to Use the Groups App in PCO

Who: Family Pastor, Small Group Leaders, Ministry Staff

Action Steps:

- Complete self-training and system setup for the Groups App within Planning Center Online (PCO), preparing for full integration across small groups.
- Orient staff and small group leaders on how to use the platform for attendance tracking, communication, prayer requests, and scheduling.
- Monitor adoption, offer troubleshooting support, and create a simple guidebook or video tutorial to sustain ongoing use.
- Ensure all small group communication platforms reflect the churchwide tone of grace, empathy, and spiritual encouragement.

Gospel-Centered Growth — Cultivating Grace-Filled Community Through Structured Small Group Discipleship

Who: Associate Pastor, Family Pastor, Spiritual Formation Team, Small Group Facilitators

Action Steps:

- Launch the Gospel-Centered Life resource series from New Growth Press as a key discipleship track within WALK groups and broader small group ministry.
- Provide two distinct spiritual growth pathways for group leaders to choose from:
 - Two-book series: *The Gospel-Centered Life* and *The Gospel-Centered Community*
 - Three-book series: *Gospel Identity*, *Gospel Growth*, and *Gospel Love*
- Identify and equip new facilitators to lead these groups, offering a short training and sample facilitation guides tied to the church’s sufficiency theme.
- Personally assist with the launch of new groups by hosting initial sessions and supporting group leaders relationally and spiritually.
- Frame these resources as essential tools for cultivating vulnerability, gospel fluency, and emotional/spiritual honesty, especially within groups needing more structure to open up.

Listening for God — Introducing Spiritual Direction as a Pathway to Grace and Presence

Who: Associate Pastor, Spiritual Formation Team, External Spiritual Directors (Pax, Selah, Epiphany Network)

Action Steps:

- Offer introductory teaching sessions on the practice of spiritual direction, emphasizing its biblical foundations, relational approach, and connection to emotional and spiritual well-being.
- Facilitate “dip your toe in” opportunities, where individuals can sign up for one or two low-pressure sessions with a trained director (or with the Associate Pastor).
- Collaborate with trusted spiritual direction networks such as Pax, Selah, and Epiphany to help participants find appropriate long-term connections.

- Use relationships with graduates of Pax's Transformational Listening Program to increase the availability of qualified listeners and build West's internal capacity to refer wisely.
- Frame spiritual direction as one of the most dynamic environments for believers to encounter God's sufficiency and share stories of how listening has led to transformation and renewal.

Leadership Development/Growth – Help equip servant leaders with skills to work with others

Who: Associate Pastor, Leadership Development Team

"The lives that have been the greatest blessing to you are the lives of those people who themselves were unaware of having been a blessing." ~ Oswald Chambers

Action Steps:

Conduct three or four learning sessions in the coming year with these topics:

- Emotional Awareness – The importance of understanding our own emotions and relying on the Holy Spirit to help us respond as he would have us respond.
- Dealing with Conflict – Being prayerfully intentional about conversations/situations where conflict may arise
- Motivation/Encouragement/Engagement – Seeking to understand the members of a team and what motivates and encourages them.
- Leading through Change – Helping people embrace change as it makes its way through a team, or the Church, reassuring people that the Lord is enough.

Other Actions:

- Initiate sessions with the WML Team
- Identify Emerging Leaders
- Identify additional Leadership Development team members

More Than Enough — 40 Days of Trusting God's Grace

Who: Executive Pastor

Action Steps:

- Create a 40-day devotional and journal titled "More Than Enough: 40 Days of Trusting God's Grace" to help the church walk through daily reflection, confession, surrender, and trust.
- Enlist staff input to write daily entries that include Scripture, a short devotional, a prayer prompt, and space for personal journaling, all rooted in the year's theme.
- Launch the devotional as a church-wide initiative in September and invite small groups, families, and individuals to participate together if they desire.
- Offer digital and print versions, with weekly reflection questions and meditations to create multiple engagement paths.
- Gather and share any testimonies of transformation through the devotional as part of the ongoing Stories of Grace series.

Grace in Real Life — Using Digital Platforms to Model Peace and Presence

Who: Director of Digital Ministries, Executive Pastor, Administrative Coordinator

Action Steps:

- Redesign the church website homepage with a visual and spiritual emphasis on *“Sufficiency: God Meets Us in Our Need.”*
- Launch a “When I Am Weak” video/blog series featuring 2-minute testimonies or reflections from people across the church—capturing honest moments where God showed up in the midst of struggle or limitation.
- Run seasonal digital campaigns aligned with sermon series and life stages:
 - *“Grace in the Workplace”*
 - *“God’s Enough in Grief”*
 - *“Peace for the Anxious Parent”*
 - *“Faith in Burnout”*
- Expand the use of short-form content (Instagram Reels, YouTube Shorts, etc.) with devotional quotes, Scripture-based encouragement, and vulnerability prompts.