



WEST CHURCH 2025 ANNUAL REPORT



The Sufficiency of God's Grace

LOVE GOD • LOVE OTHERS • MAKE DISCIPLES



The Sufficiency of God's Grace

Our spiritual emphasis for this ministry year has been clear and deeply needed: God's sufficient grace is more than enough. We are learning to live from what Christ provides rather than what we can produce, to stop treating weakness like failure, and to receive grace as a real strength for real life. We've felt the Lord calling us to linger—to stay after worship, to remain in prayer, and to choose presence over rush. So we keep saying it to one another: Stay. Connect. Worship together. Worship doesn't end when the last song fades, because God often does His quietest work in the moments we would normally hurry past. This year, we're inviting our whole church family into a shared posture: be honest about your limits, be known in community, be still before God, and be carried by the body of Christ. If you've been tired, guarded, or running on empty, this is your invitation to step into a slower, deeper way of living—where grace meets you, holds you, and proves again that Jesus is more than enough.

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AGENDA

The Annual Meeting of the West Congregational Church will be held on
Sunday, January 25, 2026, at 11:45am in the WORSHIP CENTER
To act on the following:

- ARTICLE I:** To review and act upon the prioritization of agenda items. *
- ARTICLE II:** To receive and act on the recommendation of the Senior Leadership Team (SLT) and the Membership Ministry Leader to receive new members:

Ross Clark, Janice Keyser, Sylvia Otero, and Dominic Tuccolo

- ARTICLE III:** To receive and act on the Leadership Search Team (LST) Report for the election of Officers and a Senior Leadership Team (SLT) Members-at-Large:

Officers:

Moderator: Bob Wilson	Assistant Moderator: Chris Clark
Clerk: Lisa St. Amand	Assistant Clerk: Kim Hrubes
Treasurer: Briana Fitzgerald	Assistant Treasurer: Leigh Mura

SLT Members-at-Large:

Adam Cunningham and Michael Stevens

To confirm **Ministry Leaders** as presented by the Executive Pastor on behalf of the Lead Pastor:

Phil Williams, Administrative Support Ministry
Todd Becker, Children's Ministry
Todd Becker, Congregational Care Ministry
Sharon Ziegler, Connection Ministry
Ross Clark, Digital Ministry
Todd Becker, Family Ministry
Eric Lindahl, Fifty Plus Ministry
Phil Williams, Finance Support Ministry
Julie Grundy, Hilltop School Ministry
Jon Bradley, Leadership Development Ministry
Mark Cottrell, Local Outreach Ministry
Kim Hrubes, Membership Ministry
Mike Stevens, Men's Ministry
MacKenzie Kennedy, Missions Leadership Ministry
John Swan, Property Support Ministry
Todd Becker, Small Groups Ministry
Beth Steele, Spiritual Formation Ministry
Lisa St. Amand, Women's Ministry
Eric Lindahl, Worship Ministry
Todd Becker, Youth Ministry

- ARTICLE IV:** To receive and act on the Proposed Budget for 2026.

- ARTICLE V:** To act on any other business, which may legally come before the church.

* Anyone wishing to introduce an item not listed above must fill out a "West Church Business Proposal Worksheet." Worksheets are available at the church office and must be returned to the Church Clerk or Moderator **before the start** of the Business Meeting.



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)



JESUS CHRIST - THE HEAD OF THE CHURCH

THE CONGREGATION

SENIOR LEADERSHIP TEAM

LEAD PASTOR

CHURCH STAFF

MINISTRY LEADERS

MATEUS DE CAMPOS

*Interim Lead Pastor **

EXECUTIVE LEADER

*WCC Staff & Ministries
Vision*

MEMBERSHIP MINISTRY

Kim Hrubes
Life@West

SHEPHERDING TEAM

*Strategic Ministry Plan
Associate Pastor*

SPIRITUAL FORMATION

Annual Spiritual Retreat

WEST MINISTRY LEADERS

*Annual LEAD Retreat
Quarterly Ministry Meetings*

WORSHIP SERVICES

Worship Leader

*** LEAD PASTOR**

Chris Ziegler
on mission through July 2026

SHIRLEY PAZ

Associate Pastor

ADULT MINISTRY

*Pastoral Care
Adult Ministry Programs*

HILLTOP SCHOOL

Julie Grundy, Director
Daycare, Preschool

LEADERSHIP DEVELOPMENT

Jon Bradley

SPIRITUAL FORMATION

Beth Steele
*Spiritual Formation Team
Special Services
Request 4 Prayer (Sue Wagner)*

SPIRITUAL DIRECTION

Individual, Group

WOMEN'S MINISTRY

Lisa St. Amand
*Women's Ministry Team
Women's Bible Studies
Women's Retreat/Events*

WORSHIP SUPPORT

*Ushers (J. Swan & T. Chechowitz)
Prayer Team (Peter Buckley)
Fellowship Table (Spahr/Felenchek)
Communion (Dave Pulzetti)
Design Team (Robin Bradley)
Library (Nancy Overhiser)*

PHIL WILLIAMS

Executive Pastor

ADMINISTRATIVE SUPPORT

Data/Event Management

COMMUNICATIONS

Media/Data Management

CONNECTION MINISTRY

Sharon Ziegler
*Connection Center/Greeters
Welcome Lunch*

FINANCE SUPPORT

*Collection Team (Rich Ciarletta),
Accts Payable, Budget Team,
Stewardship, Benevolence*

MEN'S MINISTRY

Mike Stevens
Men's Retreat/Events

PROPERTY SUPPORT

John Swan
*Physical Plant Maintenance
Cleaning Services
Contractor/Vendor Management*

STAFF SUPERVISION

*Human Resources
Non-Shepherding Team Staff*

TECH/DIGITAL SUPPORT

*Sound/Display (Jon Squire)
Digital Ministry - Ross Clark*

TODD BECKER

Family Pastor

CHILDREN'S MINISTRY

*WestKids
Nursery & Childcare
Kids Week*

YOUTH MINISTRY

*WestYouth
Sunday Small Groups (Buckley's)
Youth Special Events*

YOUNG ADULT MINISTRY

*Group Study
Events
(Olivia & Sam Harrington)*

FAMILY MINISTRY

Family Events

CONGREGATIONAL CARE

Todd Becker
*Stephen Ministry
Mercy Meals (Bob & Lori Kinsman)
Counseling Ministry
Care Team*

SMALL GROUPS

*Adult Small Groups
GriefShare (Jim Garand)
Singles Group*

ERIC LINDAHL

Worship Arts Leader

WORSHIP ARTS MINISTRY

*Praise Team
West Choir
Kids & Youth Choirs*

FIFTY-PLUS MINISTRY

Young@Heart

MARK COTTRELL

Director of Outreach

LOCAL OUTREACH

*Family Kitchen (Betsy Tombarelli)
Women's Prison Ministry
(Mary Lou Noonan & Pam Brown)
LOCAL AREA PARTNERS
Amirah
Community Meals
Common Ground
Fostering Hope
Habitat for Humanity
Lazarus House
Leaving the Streets
Pregnancy Care Center*

INTERNATIONAL OUTREACH

MacKenzie Kennedy
*Mission Leadership Team
Missionary Support
Short-Term Mission Trips
Mission Education*

LISA ST. AMAND

Administrative Coordinator

ADMINISTRATIVE SUPPORT

*Reception
Vendor Relations
Calendar Maintenance
Event Scheduling
Access Control
Data Processing
Pastoral Staff Support*

TONI WELLSRING

Bookkeeper

FINANCE SUPPORT

*Bookkeeping
Accounts Payable
Payroll / HR
Benevolence*

SENIOR LEADERSHIP TEAM

Peter Buckley (Chair)
Mateus de Campos (Vice Chair)
Eben Korankye
Shirley Paz
Beth Steele
Mike Stevens
Phil Williams
Mitzi Wilson

LEGEND

Core Ministry Leader
(Team Leader)

SENIOR LEADERSHIP TEAM

But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly of my weaknesses, so that the power of Christ may rest upon me.
2 Corinthians 2:9

In the last year, the Senior Leadership Team has been blessed to experience God's all-sufficient grace here at West Congregational Church. As we look back on 2025, here are some notable things that we were able to accomplish:

- The SLT met together, seeking God's will for West Church in 2025, inviting the ministry leaders and congregation to join with us in this process of deepening our connection with God through prayerful discernment. Throughout these planning events of the spiritual retreat and lead retreat, we discovered our spiritual emphasis for the year and staff built the Strategic Ministry Plan based on this theme. Our emphasis for this year is The Sufficiency of God's Grace.
- SLT as a group and as individuals spends considerable time in prayer for the needs of those in our community, a shepherding aspect of our team. We mourned with those who mourned as many saints were called home to glory, prayed for healing and restoration along with those who faced illness, and celebrated the goodness of God as he met our people and poured out his blessings upon them.
- This year presented some unique challenges with Chris being away for an extended time. We rejoiced to have Mateus joining us for this interim. We prepared a liturgy of sending for Chris, praying for and commissioning him as he went out from our midst. We were immensely blessed to have the time of overlap where Chris could pass the reigns to Mateus and we could as a team and along with the congregation participate in this transition of leadership.
- Over the summer, we felt the effect of our community coming together for a single Sunday service, enjoying combined worship and rich fellowship together and seeing faces we may not have seen for some time.
- Coming out of that joyful summertime experience, we intentionally adopted a focus of encouraging one another to linger in prayer and fellowship after and between services.



- With our SLT chair reaching the end of his term, we did a final peer review of his performance; and with the capable help of the Leadership Search Team, we found a new member-at-large to join the SLT and continue the team's leadership tasks along with the rest of SLT into 2026 and beyond.

The SLT has met the challenges of 2025 with the provision and sufficiency of the Lord's grace as our anchor holding within the veil. We do not always know where we are being led to next but remain steadfast in our confidence of Who is doing the leading, and that He holds us in His hands.

Respectfully submitted,

Peter Buckley, Chair
Eben Korankye
Beth Steele
Mike Stevens
Mitzi Wilson
Mateus de Campos
Shirley Paz
Phil Williams
Chris Ziegler

LEAD PASTOR REPORT

When I was invited to serve as an interim pastor at West Church for a one-year period, I was thrilled and, at the same time, hesitant. Most of my previous interim appointments were for shorter periods of time, usually helping to anchor the pulpit while the church was looking for a more permanent minister to take over. I knew West would be different. First, unlike most churches in a transitional stage—churches that are trying to make sense of who they are as they imagine a future—West is a well-established church with solid leadership, whose senior pastor was going away on mission for a period. This reality assured me that I was not dealing with a problematic context, but it also gave me some trepidation: how could I meaningfully contribute to a community I did not yet know, which was already doing so well, for an extended period?

Then Pastor Chris told me what the theme was for the year—a theme that the congregation and the leadership discerned together as the direction God was leading the church this year—*The Sufficiency of God’s Grace*. I had my answer. I did not have to bring anything new or fear disrupting a well-ordered environment but simply rest in the knowledge that God was already at work in this wonderful community and seek to energize and encourage my brothers and sisters as we witnessed God’s grace at work.

I began my ministry at West in June with a series of sermons entitled *Joyful Resilience*, based on Paul’s letter to the Philippians, and the very first sermon I preached was on Philippians 1:6: *“I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.”* What an appropriate and crucial reminder. Whether it is a faithful lead pastor called to serve the Lord overseas, a Brazilian interim pastor called to serve a New England community, or each and every member of the congregation faithfully living their lives for the Lord—we are all participating in something the Lord has been doing, and, more importantly, a work he will complete. As I reflect on the rich history of this church—nearly three centuries of faithful witness—and on the devoted service of people such as Jim Gustafson, David Midwood, and Chris Ziegler, I feel both honored and deeply grateful to play even a small, one-year role in equipping the saints of this wonderful congregation.

During the past seven months, I have sensed God’s sufficient grace most clearly in our weekly Sunday gatherings, our weekly staff meetings, and the biweekly SLT meetings. Every Sunday, I have felt a tremendous sense of guidance from the Spirit as I have prepared each sermon to share with the congregation. Gradually, the faces I see and the conversations I have on Sunday mornings have populated my mind as I reflect on Scripture, and stepping into the pulpit has increasingly felt more personal and pastoral. More specifically, I sense the Lord calling us to “linger in prayer and fellowship,” allowing the truth of Scripture to sink more deeply into our hearts as we stay a bit longer in prayer in the sanctuary or engage in spiritual conversations in the West Entry Hall. I have witnessed people being encouraged



in their walk with Christ and led to think deeply about their calling as Christians and their ministry to one another. Last week, my heart melted as an older member of the congregation approached me with a big smile and said enthusiastically, “I feel excited to share the Gospel with someone!” As we have been reflecting recently, Scripture tells us that it is through the Church, the body of Christ, that the multifaceted wisdom of God is made known (Ephesians 3:10). As we allow that truth to capture our imaginations, we will see our neighborhoods, classrooms, hospitals, and communities transformed by the power of the Gospel embodied in the lives of the people of God. I have experienced West as fertile soil for God’s work, and I am excited to see how the seeds planted each time we gather will flourish in the Kingdom.

The second environment where God’s grace has been especially evident is our weekly staff meetings. What a wonderful, dedicated team we have at West—a group that genuinely and attentively listens to one another and constantly seeks to discern what God is doing in our midst. Every Tuesday, we spend extended time praying and listening for the Lord together. It has been particularly meaningful to study *Gentle and Lowly* by Dane Ortlund as a team and to stand in awe of the love and kindness of Jesus. The result has been a profound and moving sense of the presence of Christ, which has often led us to new insights into the heart of Christ for his people. The maturity of the staff at West is undoubtedly one of the reasons the lead pastor can leave for an extended season of mission overseas while the church continues to flourish in his absence. This is the grace of God expressed through the different members of the body of Christ. I am truly thankful for all the staff, and in particular for my two closest companions, Phil Williams and Shirley Paz, whose work as a shepherding team makes serving at West a truly joyful experience.

Finally, serving alongside the dedicated Senior Leadership Team at West has been a genuine joy. Our work together goes far beyond administrative responsibilities, reflecting a deep love for the church and a shared commitment to carrying out the work of ministry with humility, care, and service. Our meetings are consistently shaped by prayer, fellowship, and mutual encouragement—hallmarks of faithful Christian leadership.

Looking ahead, I am eager for a deeply spiritual Lenten season and for our Easter celebrations. I am praying that the Lord will lead us into deeper waters in our relationship with him. I am also looking forward to our spiritual retreat, led by Dr. Carol Kaminski, hoping it will be a time for us to hear from the Lord together and to lean into what he has for us this year. With God’s help, we will see this already thriving ministry continue to grow in evangelism, discipleship, and service to Christ. My hope and prayer is to hand back the care of the congregation to Pastor Chris’s capable hands in July with a deep sense of the sufficiency of God’s grace, confident that the one who has been at work among us from the first day until now will bring his work to completion at the day of Jesus Christ.

To Him be the glory,

Mateus de Campos
Interim Lead Pastor

EXECUTIVE PASTOR

*“But he said to me, ‘My grace is sufficient for you,
for my power is made perfect in weakness.’”*
2 Corinthians 12:9

God’s Sufficient Grace is More Than Enough

This year, God kept meeting us with what we needed—not always early, not always in the way we expected, but steady, present, and more than enough. We’ve seen that grace show up in ordinary faithfulness: in conversations that healed, in prayers that carried people through, in quiet service that no one sees, and in ministries that kept showing up, week after week. That has been one of the clearest gifts of 2025.

A new beginning in September

In September, we began our ministry year with something we had never done before at West. We created a kickoff devotional book built around our spiritual theme: God’s Sufficient Grace — More Than Enough. It was received with gratitude. It encouraged people. It gave us a shared language for the year. And we ran out of books. We needed a second printing. That’s a small detail with a big message: people are hungry for daily connection with God’s Word, and they want tools that help them live it out together.

Love in Motion: gratitude for those who serve

This year we also produced the Love in Motion booklet as a tangible thank-you to the volunteers who serve day in and day out to make West the place of ministry that it is. When we compiled our ministry lists, we were surprised. Those with an assigned role totaled 145, and that number does not include those who serve on their own when they see a need, pack shoeboxes for children around the world, help with Community Meals, jump into Serve Days, or quietly help behind the scenes without a title.

That’s grace in motion.

That’s “more than enough” love lived out.

Grateful for the people who help facilitate ministry at West

It takes many people—staff and volunteers—to do ministry well.

I’m thankful for so many, especially the following ministry areas and leaders:

Administration & Communications

Lisa Bowley continues to serve and be a strong support for staff and the daily needs of our church.

Connection Ministry

Sharon Ziegler's faithful leadership helps new people feel seen and welcomed, and her team strengthens the culture of hospitality at West. A special thank you to JoAnn Bertrand, Gail Hitter, and Neil Hitter.

Finance Ministry

Rich Ciarletta, Lynn Greenlay-Bucuzzo, and Toni Wellspring have served with consistency, integrity, and wisdom that helps keep our financial life healthy and trustworthy. I'm grateful for Bob Wilson's willingness to advise.

Men's Ministry

Mike Stevens and his team have served faithfully, helping men grow in connection, discipleship, and consistency.

Property Support Ministry

John Swan leads with excellence, along with Bruce Overhiser. Frantz David faithfully supports the daily care of our facilities.

Staff

I'm grateful for the team God has assembled—different gifts, shared mission, and a steady desire to serve people well. Todd Becker's care for our children, teens, and families has made a lasting difference at West. He leads with a steady heart, pays attention, and shows up with the kind of care that helps people feel safe, known, and loved. Mark Cottrell has been a constant encouragement to me. He has a servant's heart and a willing spirit. If something needs to be done, he steps in without hesitation—often before anyone has to ask. This year, with Pastor Chris away on mission, we've seen that same spirit across our church family as others have stepped up to carry added responsibility with steady hearts and willing hands.

Interim Lead Pastor

Mateus de Campos has been a true gift to West as our Interim Lead Pastor while Chris is on mission. His humility, wisdom, ability to speak with clarity and care, knowledge of God's Word, and friendship have been a steady grace for our staff, our leaders, and our congregation.

Care for Service Members

I also want to especially thank Gail and Neil Hitter for stepping up to provide care packages for service members. These packages are sent to Pastor Chris for distribution, and they have been a simple, meaningful way for our church to show love and support to those who serve. They are very much appreciated.

Tech & Digital Ministries

Our worship gatherings and online presence are strengthened through the faithful service of Jon Squire and Ross Clark. We're also grateful for Steve Simmons and his years of service, and for Ross Clark stepping in smoothly to carry that work forward.

Looking ahead

As we move forward, my prayer is simple:
That we keep leaning into grace.
That we keep taking the next faithful step.
That we keep making room for God to meet people—right where they are.
And that we never stop noticing how often He proves this to be true:

His grace is sufficient.
He is more than enough.

Who on your frontline or front lawn needs a reminder of that grace right now?

It is a joy to be on this journey with you.

Phil Williams
Executive Pastor

ASSOCIATE PASTOR

One of the realities about following Jesus is that He knows where He's going. I am thankful for that truth because we, of course, never really know what's ahead, no matter how we may plan.

How could any of us have known that this past year would see our Lead Pastor Chris be deployed to serve on the continent of Africa along with his National Guard unit from New England? And yet, here we are, months into his absence, with months to go. It has been challenging and sad, hope-filled and encouraging, all combined. West Church continues to pray for Chris and for the service he brings to men and women of the military and of governing leaders in and around that region. Throughout this time, the clear and steady power of Christ has been evident as He leads us all.

Another reality we could not envision was the gift of our interim pastor and his family. Dr. Mateus de Campos, his wife Renata, and children Matt and Zoe have become knit into the family of West Church. Mateus' preaching, participation and leadership with staff, SLT and the shepherding team have been a seamless integration. We are blessed! The community of West has embraced both the Brazilian enthusiasm and the rich teaching brought by our brother Mateus.

Some of the significant happenings of 2025 included celebrating a church-wide "liturgy of leaving" on July 20th for Chris' departure. It not only included the congregation speaking words of blessing over Chris, Sharon and Sophia, but also an Senior Leadership Team led time of prayer over them all.

After several weeks of Mateus' preaching, the entire DeCampos family was welcomed with a meet and greet on August 10th. We combined our two Sunday services into one for the summer of 2025. It proved to be a full experience, both in attendance and in Spirit. We returned to our usual two Sunday services on Sept 14th, the day of our annual church picnic.

The year has also been filled with the patterns of life in a faith community: births, deaths, baptisms, special worship evenings to begin Lent and Advent, pastoral care, home and hospital visits, discipleship studies, small groups that share each others' lives, and more...all undergirded with prayer.

I am particularly blessed to serve alongside dedicated believers who lead, teach, serve, and minister in hundreds of ways. It's important to thank them for their faithfulness.

Beth Steel ably leads our spiritual formation ministry, along with Liz Cronin. Bill and Bette Spohr and Al and Betty Felenchak consistently lead the Fellowship table ministry team every Sunday of the year. Liz Cronin, assisted by Kim Hrubes,



facilitates our discipleship series. Liz also leads the Monday night women's study. Lisa St Amand leads the women's ministry, along with her super-team of Robin Bradley and Kim Hrubes. Jon Bradley is our ministry leader for Leadership Development and led an evening at one of our West ministry leaders' dinner meetings. Nancy Overhiser manages the church library, and Dave Pulzetti coordinates the communion servers. Sue Wagner is ever-present to the needs of prayer here at West, and Peter Buckley coordinates the Sunday morning prayer team. Worship support needs are managed by John and Elizabeth Swan, as well as Tim Chechowitz. Robin Bradley creates the beauty of the worship center design through all seasons.

All of these mature and generous servants of God are just the few volunteers who lead within the ministry areas I oversee. They and so many others give and give and give. I am humbled by the love and care they show in their faithful service to Jesus. They don't ever ask for praise or attention, but they deserve our deepest thanks for their examples of loving God through loving others.

As I serve in my role here at West, I'm privileged to be "behind closed doors" with people who seek prayer, or have health issues, or want to talk. I am in places where I see the beauty of God's activity. In times of joy or deep sorrow, I am with those who trust that their faith is not in vain. It sometimes takes my breath away to be where the Spirit is evident. And so I thank you all for the remarkable, resilient, honest journeys of faith and hope I experience beside you.

Finally, I want to add a personal note to you, my fellow worshippers. As you know, my mom died on April 26, 2025. As I went through the last days of her life, and then following her death, my brothers and sisters here at West offered me prayer, kindness, and support. My fellow staff members were love incarnate. I appreciate that I have a church home that holds me with such care. I value and love you all.

May we move into 2026 in God's hand, and for His glory.

Prayerfully submitted,
Shirley

FAMILY PASTOR

*“But he said to me, ‘My grace is sufficient for you,
for my power is made perfect in weakness.’”*
2 Corinthians 12:9

God made us. God loves us. We can trust God no matter what. These are three truths that our family ministry team wants kids and families to take hold of. Maybe this quote from Ortlund from the book *Gentle and Lowly* best sums up our desire for our youth at West. “What is it that the children whom we greet in the hallways of our church need? Most deeply? Yes, they need friends, and encouragement, academic support, and good square meals. But might it be that the truest need, the things that will sustain and oxygenate them when all these other vital needs go unmet, is a sense of the attractiveness of who Jesus is for them? How he actually feels about them?” We hope to communicate *this* truth as we experience all that the ministry year has for us.

WestKids & Nursery

Our nursery staff cares for the youngest in our congregation and does so with the caring arms of Jesus. Many thanks to our nursery staff who so faithfully serve in this ministry of our church. Meaghan Lescarbeau and Erica Spohr, we appreciate you and the commitment you make to being present with our youngest. In addition to caring for the youngest in the nursery, they also provide support and training for our teens that serve in the nursery as well.

One aspect of kid’s ministry that is perhaps my favorite are the conversations and questions that happen on Sunday mornings during WestKids hours. There are precious moments where maybe a child understands the love that Jesus has for them or really takes to heart that Jesus experienced things that they have too, and that they’re never alone no matter what. There are many stories of grace from these moments throughout the year! During KidsWeek in June this year we explored our theme, *True North: Trusting Jesus in a Wild World*. We have an incredible group of volunteers that give their time and energy to make this week impactful and fun! I want to give a HUGE thank you to Sue Wagner for helping to create inspired décor for our set decoration year after year. Sue faithfully creates incredible visual props and always has wonderful ideas about how to create just the right look. This helps to form larger than life memories for kids as they experience Jesus during this special week!

WestYouth

West Youth continued meeting on Friday nights for youth group, we have a great volunteer team that brings energy and enthusiasm! In February our youth and youth leaders went to our annual retreat, Deep Freeze, which is held at Camp Berea in Hebron NH. We explored what it looks like to identify the next step in life with Jesus. We met multiple times over the weekend in small groups and as a large



group with one another. There were also a lot of team games and activities that brought our group together. We brought one of the largest groups on retreat this year. There were many meaningful and fun conversations over the weekend, these help to shape our youth as they consider and contemplate what it means to follow Jesus. I am very grateful for our volunteer youth leaders and especially when they jump into freezing cold water to model bravery for our youth! There are also many times throughout the year that our youth will volunteer their time at West, and I want to acknowledge and thank them for that. They are an inspiring generation and are the future of the church! Special thanks to the Buckley family and Balch family! With their commitment to our youth, we offered youth small groups on Sunday mornings (2nd & 4th Sundays each month) during our 10:30 service throughout the school year. Through our 9th annual WestYouth backpack drive we were able to donate much needed school supplies to kids and families in the Merrimack Valley. We continued in our partnership with Target and received large donations of supplies and backpacks. A BIG thank you to Rich Ciarletta for making sure things went smoothly with all the boxes!

West Events

We celebrated two Family Fun Nights this year! The first one of the year is always held on the Friday before Holy Week, it's a wonderful outreach event. There were many families that participated in our mystery box challenge and guessing "how much candy" challenge! This was an event that brought many people together to fellowship and have fun. Thank you to our volunteer team that serves food and also helps to clean up and break down tables and chairs.

This Spring I participated in a large number of baptisms! There were families that were baptized together as well as many youth! It was an honor and blessing to be a part of this great step of faith and to share it in the way that we do on that special Sunday in May.

Along with the beginning of another school year this Fall we gathered as a church community at our annual picnic. We enjoyed time eating some great food from *Chicken on the Road* food truck, corn hole and other games, dunking whoever braved the dunk tank chair, bouncy house fun and just laughing together. There were many hands that helped from setting up to tearing down to decorating and organizing. Thank you to all that gave their time and energy toward making this day of fellowship happen! Late October brought cooler weather and our second Family Fun Night! We celebrated all that the season has to offer and enjoyed pizza and pumpkin pie, along with some Thanksgiving trivia and prizes. It was a great night together!

Congregational Care & Small Groups

A big thank you to Deedee Roberts who faithfully led so well in this area of community at West for many years! Mercy Meals is led by Bob & Lori Kinsman and continues in providing meals and care for those in our community throughout the year. They truly bring Christ's love and warm meals to those that need it most at times in life that are most challenging. The 25th year of Stephen Ministry at West is

an exciting milestone! The support that our Stephen Ministers provide is invaluable and essential to those that receive it. Thank you to Terri Chechowitz who has faithfully served in this ministry at West for over 17 years!

In the activity and events that happen during the year there are friendships that are formed and connection through Christ Jesus who is at the center of it all. This is clearly evident in the small group ministry! Thank you to all the leaders who facilitate time around tables and living rooms toward pursuing the love of Christ. A special thank you to Sunny & James Bensson for your faithfulness in pursuing connection and community at West all while welcoming little Joy into the world this year! May every year that we reflect on be filled with remembrances of the love of Christ. I am so very grateful to be a part of ministry here at West and I look forward to this new year with an assurance of seeing His goodness more and more in the lives of those around us.

In peace and love,
Todd Becker
Family Pastor

A STORY OF GRACE

Grace at the Bedside

In one assisted-living room, some members of our Care Team arrived with nothing flashy—only presence. A dear sister was in her final days. She had stopped eating. Her medications had been stopped except for comfort. Most days, she was unresponsive. It would have been easy to assume she wouldn't know if anyone came.

The two Care Team members went anyway. They came to pray. They carried the elements of Communion. They came simply to be with her, and to remind her she belonged to Jesus.

When they stepped into the room, she was lucid and welcoming. She greeted them with joy and compassion and spoke of her gladness in the Lord. With a smile, she said what she had said so many times: "I am blessed beyond belief." They visited. They shared the bread and cup at her bedside. They prayed, and then after they left, she drifted back into sleep. Days later, she went to be with her precious Savior.

That is grace. A quiet yes. A short visit. A holy meal. A reminder, at the edge of eternity, that she did not walk alone.

LOCAL OUTREACH

West Church continues to grow our local outreach ministry. We seek opportunities to partner where God is working in our community.

Family Kitchen

In 2025, the West Church Family Kitchen distributed around 5,000 individual bags of food! The Family Kitchen also blessed many families with special Thanksgiving food bags and turkeys. Every week in this ministry, volunteers procure, organize, package and hand out food bags to anyone who comes Wednesday evening. The Family Kitchen is grateful for the many food donations from the West Church family. Our prayer is that every bag of food is received as a symbol of God's love.

Local Ministry Partners

West Church was involved with 7 different local ministry partners in their outreach to the greater Haverhill area. These ministry partners are *Community Meals*, *Habitat for Humanity*, *Pregnancy Care Center*, *Lazarus House*, *Common Ground*, *Amirah*, and *Fostering Hope*. We partnered with each of these ministries in different ways; some were supported financially, some were supported through gift card drives, and some were Serve Day locations. Each ministry allowed us to play a part in what they are doing to show the love of God to our surrounding community. There is not enough space to elaborate on all that happened with these ministries, but the following are a few of the highlights:

Community Meals

West Church sponsored five Monday evening meals during this year served at the Citizens Center in Haverhill to anyone who needs them. West Church pays for the food, and then a group of volunteers from the church help prepare and serve the meal. We are always looking for individuals or small groups to participate in this fun and meaningful ministry.

Amirah

In the spring, West Church collected gift cards for the women of Amirah. Over \$1,400 in gift cards for everyday needs were donated to help these women rebuild their lives since escaping being trafficked.

Fostering Hope

Our church donated 60 pumpkins for the Fostering Hope harvest party in Haverhill; each child was able to carve and decorate their own pumpkin! This past Christmas, we collected gift cards for youth in the foster care system. West Church donated enough gift cards (\$100 each) for 22 teenagers living in area group homes. These teens often get overlooked at Christmas time. What a beautiful way to communicate to these teens that they are seen and loved.

Common Ground

In April and October, we were able to sponsor and serve breakfast at Common Ground here in Haverhill. This group started early (5:00 am), and spent the morning cooking and serving omelets, sausage, and home fries to all who came. We also were able to talk and pray with people as well. It was a privilege for all involved to love our neighbors in the name of Jesus in this way.

Habitat for Humanity

We coordinated a group of ten from our men's ministry to work on a home being built in Haverhill. The men worked hard for 8 hours nailing strapping, installing eave blocking and basically doing anything they were asked to do. The Habitat supervisor was impressed with our work and is eager to have the group return to help again. What a joy it is to know we played a part in providing two local families with a safe, well-built home.

I would like to thank the members of the Local Outreach Leadership Team (Betsy Tombarelli, Roger Shelton, MaryLou Noonan, and Wayne Zanchi) for their work to help coordinate our outreach endeavors. It is a blessing for West Church to show the love of God to our surrounding community.

A STORY OF GRACE

Dawn at Common Ground

Twice this year—in April and again in October—West Church Serve Day volunteers set alarms for a Saturday most people would rather sleep through. By 5am, they were downtown at Common Ground, tying aprons, turning on grills, and getting ready to serve breakfast by 7.

They cracked eggs and stirred omelet mix. They cooked ham-and-cheese omelets, home fries, toast, sausage. They plated meals, poured coffee, and offered a smile with every plate. The work was steady, ordinary, and sacred.

In that room, people shared more than a meal. Volunteers listened. They learned names. They sat with neighbors carrying heavy stories. There was prayer. There was laughter. There was quiet hope passed across a table.

Church happened there long before anyone stepped into a sanctuary. Not with a microphone, but with presence. Not with a program, but with love.

It's easy to say, "We just cooked breakfast." God sees more. He sees a table set for the least, and a people learning that His grace reaches even a downtown street at sunrise.



WHOLE LIFE DISCIPLESHIP

Get Real Book Study

In the fall, a small group study using the book *Get Real* by John Leonard was offered. We had 7 people attend this 6-week study. The book explored reasons why traditionally “sharing our faith” is often awkward and forced. The book offered perspective and strategies for sharing naturally, normally and joyfully. The book certainly prompted some dynamic discussions within our group. We learned to follow Christ’s example to love, listen, pray and respond to opportunities to share the good news in our everyday lives.

This Time Tomorrow and Stories of Grace

This past year we have continued with “This Time Tomorrow” interviews with people from the congregation during Sunday morning worship. We ask three simple questions... What will you be doing this time tomorrow? How do you see God working where you are? How can we pray for you? These interviews are a great way for us as the “gathered church” to celebrate how God is using all of us during our regular lives as the “scattered church”. We also pray for the person, essentially commissioning them for the important ministry they do in their everyday lives. It has been a blessing to be able to learn about and pray for people in a wide range of contexts.

In the coming year we are looking to incorporate what we are calling “Grace Stories” where we will spotlight how people in our church community are seeing God’s presence and working in their lives. We would like to share stories from a wide range of people and experiences. God can meet us in countless ways... through struggle, in healing, in worship, during prayer, in our relationships, with his peace and provision. We feel celebrating these “God sightings” will encourage others and help them to see where God is moving in their own lives.

Mark Cottrell
Director of Outreach

INTERNATIONAL MINISTRY

Missions Leadership Team

Missionary Support

In 2025, West Church partnered with approximately 15 missionaries serving across Europe, Central America, Africa, and Asia. These missionaries are involved in church planting, evangelism, caring for refugees, training pastors, Bible translation, and many other ministries. West Church is grateful for the opportunity to support and stand alongside these individuals and families as they faithfully serve overseas in the name of Jesus.

Missionary Visits

In 2025, West Church welcomed several of our missionaries for in-person visits. Sally Ramirez, who serves with United World Mission in Mexico, spent time sharing about her ministry and the work God is doing there. Deborah Brown Magaya was with us in June to provide an update about KULEA's work in Africa. Mike and Leslie Najjar also joined us in June with an update about their work in Egypt, including Leslie's massage ministry, which provides meaningful opportunities to connect with women and open doors for conversations about Jesus. In September, Shane Stevens came to speak about campus ministry with college students in Connecticut. He shared about students coming to Christ and the global vision for spreading the gospel through his work with young people. We also hosted Oleg Reutkl (our missionary in Eastern Europe) in November. Oleg updated the church about his ongoing work with orphans, victims of trafficking, and refugees. These missionary visits encouraged our congregation and strengthened and refreshed our missionaries as they continue faithfully serving around the world.

Special Projects

In 2025, West Church also sent out individuals who were called from within our church community to serve overseas in a short-term or temporary capacity. We contributed \$500 toward a trip Rylee Ferguson did to Southeast Asia over the summer. Rylee participated in a cultural exchange program with high school students. She also helped lead a summer camp for Christian children. The camp included corporate worship, testimonies, and conversations about the gospel.

West Church also commissioned Pastor Chris for ministry in Africa last year. He has been faithfully serving overseas in various African nations since summer 2025. This has been a whole-church mission as we are sharing our beloved Senior Pastor with a different mission field.

In 2025, the church's generous giving enabled us to respond to several needs that Pastor Chris identified. First, we sent sandals for children who are living on the streets of the area where he is based. We also sent personal care items for women at a site he visited in Kenya. In addition, Neil and Gail Hitter spearheaded an effort to send care packages to the troops serving overseas. We continue to support

Pastor Chris as a West Church-sent missionary in the new year, and we eagerly anticipate his return in 2026. We are grateful to Pastor Mateus who has been very capably filling his shoes during his time of service, making this mission possible.

Short Term Missions

In April 2025, a team from West Church joined our missionaries on the mission field. We partnered with our missionary Victoria Pierce and her family in Guatemala where we helped construct the second floor of a church building in Villa Canales. The space will be used for pastoral housing and Sunday school classrooms. The team also ran a VBS program and enjoyed fellowship with the small local church. Looking ahead to 2026, we have another trip with Victoria in April. We are sending a team of 15 to serve in San Gerónimo, Peru to partner with the Comunidad Más Vida church. The team will assist in a construction project, painting, and other projects and host a VBS program for the children of the community. We are excited to partner with Victoria once again this year.

The mission work at West Church is made possible by a dedicated team of individuals who faithfully volunteer their time and talents: Judy Durant, Mike Allen, Briana Fitzgerald, Mark Cottrell, and MacKenzie Kennedy. Our work is also indebted to our beloved sister Ellie Gustafson who went ahead of us to be with Jesus in 2025 after decades of faithful service on this committee.

MacKenzie Kennedy
Missions Leadership Leader

WORSHIP ARTS

Bless the Lord, O my soul, and all that is within me bless His holy name!
Psalm 103:1

All praise, glory, and honor belong to our Awesome God for His steadfast love and blessings on the past year of Worship Arts ministry at West Church.

It is a joy and privilege to create and collaborate with fellow worshipers at West with different voices, instruments and styles of music. There is nothing more sacred and needed in our times than raising our voices and hearts in worship to God, in the name of Jesus our Savior. As we often hear from visitors, and with the affirmations of Pastor Mateus (and Pastor Chris from afar), West Church is a worshipping church! May it always be so until Christ returns.

*The hour is coming, and is now here, when the true worshipers
will worship the Father in spirit and truth, for the Father
is seeking such people to worship Him.*
John 4:23

In addition to our annual special services and concerts during Lent and Advent and The Choral Majority Gospel Choir and Band praise celebration, we hosted the Interfaith Choir in concert in April and singer-songwriter Jon Hayes in December.

2025 also saw the return of Friday Fellowship worship nights, a special hour of worship and Word, prayer and praise. We look forward to more gatherings of God's people in the new year.

WestArts members were honored to help celebrate the amazing life and ministry of Ellie Gustafson at her homegoing service this summer, with lots of music glorifying God, as Ellie wished.

We're excited for new opportunities in 2026, including the reboot of WestCares Choir who will minister at area nursing homes, West Church Band serving Community Meals, and hosting more special events and concerts at West, inviting the wider community to come share the joy.

Heartfelt thanks to our West Church Band musicians and vocalists, West Choir, KidsChoirs, TechArts and Media team and guest artists, with special thanks to worship leaders Adam and Jonathan.

I'm ever grateful for West Church staff and ministry leaders who I'm blessed to call friends. It's a joy to work with sisters and brothers who seek to serve Christ and His flock every day. Special thanks to Phil Williams for the beautiful appreciation booklets given to all WestArts volunteers.

Thank you, West Church family, for blessing WestArts with your faithful prayers, words of encouragement and stories of how God moves in mighty ways through our shared worship. God continues to draw us together and ever closer to Him as we seek our Savior and shine His Light of love and hope to the world. *iGloria a Dios!*
Glory to God!

By His Grace,
Eric
Worship Leader

YOUNG@HEART

Wisdom is with the aged, and understanding in length of days.
Job 12:12

What a joy it is for us to gather monthly with the dear saints of Young@Heart fellowship! We enjoy coming together each month to share our lives and faith walks, to eat, laugh, learn, sing and pray together.

In 2025 we said farewell and praised God for the lives of our dear sisters in Christ, Nancy Doe, Ellie Gustafson, Carole Ledwith and June Caley. As Carole liked to exclaim, “B B B! Blessed Beyond Belief!,” so we were blessed and inspired by the love and faith of these women.

Our church yearend gathering in June was a birthday celebration for all of us, inspired by brother Don Cushing who turned 100! A fun and fitting time together of love, laughter, and cake. And our calendar year-ending Christmas party had lots of laughs with Robin’s “Kind” Yankee Swap.

Thanks to Robin for helping lead and love Y@H, always creating fun and festive times together. Thanks also to Ellen Cushing who’s ever ready to provide treats and humble, loving leadership, Deedee Roberts for her love and care for our community, and Kay Spofford and Dave Pulzetti and others who bring treats to add to the table.

You’re invited to join us the third Wednesday of the month September through June, from 10am to 12pm. How good and pleasant it is to share the Spirit of Christ in community!

How good and pleasant it is when God’s people live together in unity!
Psalm 133:1

By His Grace,
Eric & Robin

SPIRITUAL FORMATION

Team members: Liz Cronin, Beth Steele, and Kim Hrubes with the support and leading of Shirley Paz.

The emphasis of the Spiritual Formation Ministry Team in 2025 has been to offer space and support so that people can experience being real and vulnerable with God and with one another.

Three WALK groups have been meeting during this past year, going deeper with each other and with God, exploring how to **Welcome** one another, giving **Account** to one another, **Listening**, and **Kneeling** in prayer together. To help focus the sharing and discussion, one group used the book *The Gospel-Centered Community* by Robert Thune and Will Walker and is currently exploring spiritual disciplines using the *Spiritual Disciplines Handbook* by Adele Calhoun. Another WALK group used the book *Emotionally Healthy Woman* by Geri Scazzaro, *Beautiful Outlaw* by John Eldrege and the Bible.

In August Liz Cronin led a Workshop viewing and discussing “People Pleasing” featuring Dr. Henry Cloud.

In September Liz Cronin and Kim Hrubes led a group on Sunday morning studying the book *Gospel Identity*.

Four Faith and Art workshops were held at Beth Steele’s house. These offered the participants opportunities to meet with God, share with one another and explore different art practices to hear God’s voice and express their response.

Paul reminded the Thessalonians: “Therefore encourage one another and build one another up, just as you are doing.” I Thessalonians 5:11
The Spiritual Formation Ministry Team encourages all of us to continue to pursue opportunities to spend time together so that we can encourage and build each other up as we move into 2026.

Beth Steele, Chair
Spiritual Formation Ministry Team

A STORY OF GRACE

Introverts Who Stayed

A West WALK Group formed with a simple hope: that people wouldn't have to walk alone. But this particular circle was made up mostly of introverts. In the beginning, sharing was slow. Silence felt easier than speaking.

Still, they kept showing up. Week after week, they welcomed Jesus and each other. They opened Scripture. They listened. They prayed with humility. No one forced the conversation. No one rushed the quiet.

Then something shifted. Walls lowered. Trust deepened. Voices that once hesitated began to share openly. People named real fears, real needs, real gratitude. The group found a closeness with God—and with one another—that could only come from steady, faithful walking.

This is what small circles make possible. In a large room, some people stay hidden. In a faithful circle, they become known and loved. A question asked, a prayer offered, a room opened—these can feel small.

But God uses small faithfulness to do deep work. And when we keep saying yes, even quietly, love begins to move.

WOMEN'S MINISTRY

As we reflect on the past year at West Church, the Women's Ministry has continued to focus on building meaningful connections among women through shared experiences and faith. Our gatherings, events, and retreats have fostered an atmosphere where women can support one another, share their stories, and grow spiritually together.

The Power of Connection

One of the most impactful memories from this year comes from our Devotional Café, which was started to foster getting to know one another and learn more about each other's journeys. As attendees have begun to open up about their experiences and life challenges, we witnessed remarkable bonds formed among them. Women who had previously felt isolated or unheard found common ground, deepening their connections through vulnerability and shared understanding. The honest conversations not only equipped them with encouragement but also nurtured long-lasting friendships that extend beyond the monthly meetings. Monday Night Study has also greatly contributed to building these connections. Through weekly gatherings, participants have engaged in meaningful discussions, offered prayer support, and cultivated a community of trust and faith. The regularity of this study has allowed women to form a deeper sense of belonging, encouraging them to be open and seek spiritual growth together. Additionally, both our Spring and Fall Potlucks have been instrumental in fostering connections among women. These informal gatherings provided a relaxed environment for women to meet, share meals, and learn about one another's lives. New friendships blossomed, and many attendees expressed how these events helped them feel more integrated into the church community.

Vision for the Women's Ministry

1. **Team Building** has been a challenge, however, the core group, me, Robin Bradley and Kim Hrubes have grown closer and work well together.
 - **Goal:** Strengthen and expand the ministry team to support various initiatives.
 - **Recruitment:** Identify and encourage women within the church community to join the ministry team. Highlight the benefits of participation, such as leadership development and community building.
 - **Regular Meetings** for Women's Ministry Team: Establish consistent team meetings to foster communication, collaborate on projects, and support one another.

2. **Friday Morning Bible Study**

- **Goal:** To identify, equip, and launch a committed leader and co-leader to run a Friday morning women's Bible study, restoring a valued ministry space that many have missed and re-connecting women from previous years through a consistent weekday study.

As we look ahead, the Women's Ministry at West Church remains committed to deepening relationships, nurturing spiritual growth, and creating spaces where every woman feels seen, valued, and connected. The stories that have emerged from Devotional Café, Monday Night Study, and our seasonal potlucks remind us that God is at work in the ordinary moments of shared meals, honest conversations, and prayerful support. Building on the strong foundation laid this past year, we will continue to strengthen our core team, invite more women into leadership, and relaunch opportunities like the Friday Morning Bible Study so that even more women can engage in meaningful community. With gratitude for what God has done, an anticipation for what is to come, we move forward praying that our ministry will increasingly reflect Christ's love, foster genuine belonging, and encourage women to walk boldly in their faith together.

Lisa St. Amand
Women's Ministry Leader

MEN'S MINISTRY

Behold, how good and pleasant it is when brothers dwell in unity!
Psalms 133:1

It's been a great year in Men's Ministry. We always strive to be a low-key place men can come and feel like family while we do life together through fellowship, food, worship music, and challenging messages resulting in change, renewal, and spiritual growth.

In **January** Pastor Aaron Goodro of First Baptist Church of Plaistow exhorted us to be peace makers in a time where people love to get fired up at the news of the day. We need to resemble our Father, not the world because a country in chaos needs a church in revival.

February breakfast brought Nate Grimley, Bible teacher at Lexington Christian Academy who challenged us to live and love like the Trinity, especially people who are different or difficult.

At our **March** breakfast Pastor Paul Conway of Northeast Christian Church, Chelmsford, spoke on how true men own their own junk, urging us to humbly confess when we're wrong because pride destroys as much as drugs and alcohol.

In **April** we brought Pastor Mark Rivera of Riverside Church, Haverhill. Mark spoke on how to become a lifelong man of God. He used Samson to illustrate how easily we can get taken out by forgetting that God should get the glory not us and how the Enemy of our soul enters through the ignored, unguarded parts of our lives. So powerful and convicting!

In **May** we put on our Men's Annual Cookout. Pastor Bryan Page of Grace Harbor Church, Kennebunkport, brought a powerful message from Hebrews 10 on our role as a church to spur one another on toward love and good works. He challenged us to find people to point out blind spots and hunt sin in our lives.

September kicked off the Fall Men's Ministry season breakfasts featuring our Interim Lead Pastor Mateus de Campos, who spoke on Jesus' call of discipleship. We are born blind and can't see without Jesus, but we often don't realize how blind we are. Jesus will at some point, ask us what we want and we need to align our desires with His, not what we think we need. Powerful message!

At the **October** breakfast, our own Wayne Zanchi brought a very interesting, challenging message on Worms and Snakes and how being a "fisher of men" requires us to be worms, catching "fish" without effort, versus snakes who hiss, strike, and fight. Our example is Jesus who became nothing by taking on the nature of a servant and humbling himself even to death.

Our first event in **November** was Man Camp at Camp Berea in Hebron, NH. Twelve guys attended from West Church. The messages emphasized that who we are in Christ is more important than what we do and that when we realize we are His, we should start looking more and more like Him.

We dined on very good food, sang worship music together with an awesome worship leader and band, and had a fantastic and fun time doing ax throwing, “pumpkin chunkin” (think trebuchet!), archery, quiet times by the lake, and more. Hundreds of men from all over New England came to get closer to God and have fun together. As always, I encourage every West Church man who is able, to join us next year!

At our second **November** event we had our own Jon Bradley speak at breakfast. Jon spoke on “Questions I Ask Myself”, posing thought-provoking, practical questions on our Christian life, challenging us to expand our thinking of who God is and how much He has blessed us. We had a great discussion time together.

For our **December** breakfast we brought back Aaron Goodro who challenged us on waiting patiently on God in times of frustration and pain. He asked us what God glorifying hope we want to see next year and what role might we have in this transformation.

Thanks to our Men’s Ministry leadership team members Mike Talbot, Angel Vargas, and new member Dom Tuccolo. Special thanks go to the expert kitchen team leadership of Mike Talbot who plans all meals, purchases all food, and helps prepare everything! Thanks to all kitchen team and breakfast setup members including Ron LeBlanc, Angel Vargas, Dom Tuccolo, Toby Keyser, Billy Spohr, Zach Bohne, and Mike McAvoy. Much thanks also to Phil Williams who in addition to his Executive Pastor role, is the Men’s Ministry liaison, coach, and my encourager.

We will continue in 2026 to host events that fill men’s bellies with great food, so we can fill their hearts and minds with Jesus, the bread of life.

Grace and Peace,

Mike Stevens
Men’s Ministry Leader

A STORY OF GRACE

Finding Family at the Table

When Dom Tuccolo joined the kitchen team for the Men's Breakfast, he expected to cook and clean. He didn't expect to find a family. From the beginning, there was an easy camaraderie—people working side by side, laughing, serving, and making room for one another. Over time, those relationships grew into something deeper. He began to feel known. He began to belong.

Through those connections, he was invited to be part of the Men's Ministry leadership team. That step stretched him in good ways and confirmed something he has come to believe about West: community isn't a program there. It is a lived reality.

Then Dom's own family entered a hard season. It was the kind of stress that can isolate a person, even when surrounded by others. But the West Church community didn't let him drift. They listened without trying to fix everything. They encouraged him without pressure. They offered practical help when he needed it most.

Looking back, he can only call it grace. God placed him among these men, and through their steady friendship, God gave him strength to keep going.

LEADERSHIP DEVELOPMENT

The Leadership Development Ministry was still taking shape in 2025, and we'll continue building it out in 2026.

In October, I led a leader session with West Ministry Leaders focused on emotional intelligence in leadership. The conversation was well received, and it gave us a clear signal that our leaders want spaces where they can learn together, name what's hard, and grow in practical wisdom.

As we talked about emotional intelligence, we also spent time on body language and what we communicate before we ever speak a word. I invited everyone to pay attention to the small signals we send when we're tired, distracted, or under pressure—crossed arms, a turned shoulder, eyes that drift to the side, a posture that says, "I'm not available," even when our mouths say, "I'm listening."

We asked God for help, and talked about simple, grace-filled adjustments: facing someone fully, keeping an open stance, making eye contact, nodding with attention, and choosing a posture that says, "You matter." It was a small lesson, but it carried a big reminder—God uses even our nonverbal presence as a way to love people well.

That's the kind of growth I'd love to see more of in 2026.

In the coming year, we want to offer more discussions and sessions that cover a broader range of leadership topics—things like communication in conflict, building healthy teams, shepherding volunteers, navigating change, decision-making, and how to lead with clarity and compassion in real-life ministry pressures.

I'd also like to create more opportunities for emerging leaders to build practical skills so they can serve more intentionally and effectively as they meet the needs of our church family. This could include training moments, shadowing opportunities, mentoring relationships, and short workshops that feel doable in busy seasons.

I'm grateful for the people who lead across West's many ministry areas. Their desire to grow and serve the Lord is clear, and it encourages me. I'm praying that the Leadership Development Ministry becomes one more steady place where God strengthens what He is already doing in our leaders—deepening character, sharpening skills, and keeping our love for people at the center.

Grace and peace,
Jon Bradley

CONNECTION MINISTRY

*“As each has received a gift, use it to serve one another,
as good stewards of God’s varied grace.”*

1 Peter 4:10

It is a joy to serve God and His people at West Church. The Connection Center team is JoAnn Bertrand, Neil and Gail Hitter, and me, Sharon Ziegler. We rotate serving on Sunday mornings, and I’m grateful to God for each of them and for their steady faithfulness.

Each week, our team helps West feel warm and easy to step into. We greet new people, welcome everyone who walks through our doors, and share information about church events and next steps. We love seeing familiar faces, and we also love meeting new friends and helping them feel at home.

I also want to thank everyone who makes West an inviting and safe place. Your smiles, conversations, and quiet attentiveness are part of this ministry too.

If you haven’t stopped by the Connection Center in a while, please come say hi. We would love to see you.

Best,
Sharon Ziegler
Connection Ministry Team Leader

DIGITAL MINISTRY

Wherever you are watching from, we worship together.

New Leadership

I am grateful for the opportunity to step into this new role in service to the church. I have been encouraged by the many who have shared their gratitude and support, and I am excited to see how we can continue to grow and expand this ministry together.

Volunteers

Peter Buckley

I want to extend a sincere thank you to Peter Buckley for his ongoing contributions to our Digital Ministry at West. His consistent support has been vital to the success of our weekly services. Peter is an essential partner in our ministry, and I am deeply grateful for his dedication.

Khloe Cleary

Special thanks to one of our newest team members, Khloe Cleary. Khloe has joined the team as a camera operator and helps capture our worship services each week. Her dedication and commitment do not go unnoticed, and we are thankful to have her serving with us.

Tech Updates

This year, thanks to the generosity of our church, we were able to purchase new equipment for our livestream system. These upgrades allow us to better capture worship services for members who are unable to attend in person, as well as those who follow along online. You may notice new cameras mounted in the worship center, which serve as a window into our house of worship for our remote sisters and brothers.

Team Expansion

We are actively exploring opportunities to expand our Digital Ministry team. If you have a passion for technology, creativity, or sharing the message of faith, we invite you to consider joining us. Together, we can strengthen our online presence and reach more people with the hope of the Gospel. We are also looking to grow our presence on social platforms to share what God is doing through our church.

No prior technical experience is required. Training will be provided on all systems and processes. Please reach out to Ross@westchurch.org to start a conversation.

Ross Clark
Director of Digital Ministries

HILLTOP SCHOOL

Hilltop School experienced a truly successful and faith-filled year in 2025.

We began the year with four classrooms and, by God's provision, ended the year with seven. In January, we opened our toddler/preschool classroom, followed by our infant classroom in June, and our Kindergarten program in September. As a result, our school capacity increased from 56 to 84 students, with current enrollment at 71 students.

We are grateful to report that we met—and exceeded—all the goals we set for ourselves last year. Two of our three primary goals were to open the toddler/preschool and Kindergarten classrooms, both of which were accomplished. In addition, we surpassed expectations by also opening our infant classroom. Our third goal was to remain fully on track with licensing requirements. We are pleased to share that this goal was met as well, with the implementation of several new policies and procedures that ensure ongoing compliance while positioning the school for continued growth.

Throughout the year, Hilltop clearly witnessed God's hand at work. As we prayed for additional teachers to support our expanding programs, God faithfully answered by providing six new teachers, four of whom remain with us today. Welcoming new staff alongside an established teaching team brought its share of challenges, but through God's love and guidance, we persevered. Today, we are blessed with a unified, dedicated, and faith-centered team of educators. We prayed with great faith, and God provided abundantly.

In the spring of 2025, a committed group of teachers came together to develop not only a more robust academic curriculum, but also a brand-new Christian chapel curriculum. Each Wednesday, our toddlers through Kindergarten students gather to give praise to God. This chapel program is led by Sheri Williams, who has done an exceptional job creating a meaningful and engaging worship experience. Children and teachers alike eagerly anticipate chapel each week, where they hear Bible stories, sing songs, and learn about the Fruits of the Spirit.

The Fruits of the Spirit serve as the spiritual focus for the entire school year. Each month, children are introduced to a new fruit through engaging lessons and character-building activities. To help reinforce these concepts, puppets have been created to represent each fruit—such as Apple Annie for Love, Leo Lemon for Self-Control, and Penelope Peach for Joy. Children also learn a Bible verse associated with each fruit. In their classrooms, students create smaller versions of the puppets, which they will place in their own "Fruits of the Spirit" gardens to bring home at the end of the school year.

God's presence is felt daily through our staff devotionals. What began as a small morning gathering has grown into two daily opportunities for prayer and

fellowship. In addition to the morning devotional, a second group of seven to eight staff members now gathers each day at 1:00 p.m. These times allow our teachers to come together as a community to hear God’s Word, praise Him, and pray for one another.

Hilltop School’s data is collected from June 1 through May 31 each year. At the start of the 2025 school year on June 1, we were already up 27.9% in income and 25% in student enrollment. We are projected to finish the year with a remarkable 64% growth in income.

God’s grace has truly shaped Hilltop School throughout this year—from the teachers He sent to us, to the faith-filled curriculum we implemented, to the unity and devotion of our staff who come together daily to praise Him and grow in His Word.

As we look ahead, we pray that God continues to bless our enrollment, our staff, and our school community as we embark on another wonderful year at Hilltop School.

Julie Grundy
Hilltop School Director

PROPERTY TEAM

*Each of you should use whatever gift you have received to serve others,
as faithful stewards of God's grace in its various forms.*

1 Peter 4:10-11

Team Members: John Swan (Ministry Leader), Bruce Overhiser, and Phil Williams

Projects completed for 2025:

- ✓ Replaced pump and compressor on the fire sprinkler system.
- ✓ Replaced and added signage in parking lots.
- ✓ Repaired the boiler in the church office wing
- ✓ Recharged AC split units
- ✓ Waxed Worship Center floors
- ✓ Replaced glass tabletop in West Entry Hall
- ✓ Replaced TV in Room 203
- ✓ Wired the Worship Center for the new camera system
- ✓ Installed microphones for livestream to pick up congregation singing
- ✓ Replaced countertops in church main office
- ✓ Install a new receiving window in the church main office
- ✓ Replaced faucets in several bathrooms
- ✓ Replaced windows in the Brick Church classrooms
- ✓ Repaired roof and replaced shingles over the Hilltop Classrooms
- ✓ Replaced thermostats in West Entry Hall and Upper Level
- ✓ Rebuilt wall between office boiler room and Worship Leader Office for safety
- ✓ Repainted Vestry bathrooms
- ✓ Repainted Family Pastor Office
- ✓ Flashed the chimney in the Brick Church
- ✓ Replaced window blinds in main office
- ✓ Replaced emergency lighting

Future Projects:

- ✓ Replace boiler in the Brick Church

Thanks to all the volunteers and the members of the church who always step in and help when needed.

John Swan & Phil Williams
Property Team

A STORY OF GRACE

Love in a Hundred Hidden Ways

Some of the strongest ministry at West never makes an announcement. It happens in hospital rooms and nursing homes. In a quiet ride to an appointment. In a meal left at a doorstep. In a text sent at just the right hour.

This year, those “hundred hidden ways” kept showing up. Someone sat beside a friend on hospice, not to fill the silence, but to hold it. Someone drove a neighbor who could not drive themselves. Someone brought groceries. Someone shoveled a walkway. Someone noticed a lonely person and made time.

None of it looked dramatic. Most of it was unseen. And that’s the point.

Love that is truly Christlike often chooses the hidden place. It does not need to be credited. It simply needs to be faithful. The small acts add up into a steady testimony: God is near, and His people are here.

When you look back on the year, remember this: the church’s strength is not only in what happens on the platform. It is in ordinary saints quietly carrying grace into ordinary moments.



MEMBERSHIP MINISTRY & CLERK

Annual Meeting – January 26, 2025

- Elected Officers and three SLT Members-at-Large
- Confirmed Ministry Leaders
- 4 new members confirmed
- Approved a budget of \$844,455

2025 Membership Statistics

Membership

- Participating Members – 165
- Transitional Members – 5
- Heritage Members – 14
- New Members – 3
- Deceased Members – 6

2025 Baptisms & Dedications

- Baptisms – 17
- Dedications – 1

2025 Average Weekly Attendance

- Sunday Worship Services – 466 *
- Easter Sunday – 652 *
- Christmas Eve – 499 *

2024 Membership Statistics

Membership

- Participating Members – 178
- Transitional Members – 8
- Heritage Members – 14
- New Members – 7
- Deceased Members – 2

2024 Baptisms & Dedications

- Baptisms – 7
- Dedications – 0

2024 Average Weekly Attendance

- Sunday Worship Services – 449 *
- Easter Sunday – 681 *
- Christmas Eve – 380 *

* Average attendance includes online viewers.

**West Congregational Church
Operating and Missions
2026 Proposed Budget**

2026

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget	Proposed	Difference
OPERATING INCOME						
OPERATING CONTRIBUTIONS	705,711.83	710,000.00	(4,288.17)	99.4%	725,000	15,000
HILLTOP SCHOOL PAYMENTS	52,432.85	35,000.00	17,432.85	149.81%	35,000	0
PARSONAGE RENTAL	18,000.00	18,000.00	0.00	100.0%	18,000	0
OPERATING INCOME	776,144.68	763,000.00	13,144.68	101.72%	778,000	15,000

CARRYOVER						
MISC RESERVE	48,928.00	48,928.00	0.00	100.0%	0	(48,928)
PRIOR YEAR CARRYOVER	32,527.68	32,527.00	0.68	100.0%	94,380	61,853
PRIOR YEAR CARRYOVER	81,455.68	81,455.00	0.68	100.0%	94,380	12,925
Employee Retention Tax Credit 2023	95,549.34					0
TOTAL	953,149.70	844,455.00	108,694.70	112.87%	872,380	27,925

EXPENSE						
STAFF COMPENSATION	485,831.47	490,160.00	(4,328.53)	99.12%	504,570	14,410
STAFF REIMBURSEMENTS	1,192.89	4,750.00	(3,557.11)	25.11%	4,750	0
WORSHIP ARTS	13,918.11	14,200.00	(281.89)	98.02%	14,950	750
SMALL GROUP	228.25	800.00	(571.75)	28.53%	800	0
CONGREGATIONAL CARE	257.88	300.00	(42.12)	85.96%	300	0
CONNECTIONS	2,247.78	1,300.00	947.78	172.91%	1,300	0
MEMBERSHIP	305.63	300.00	5.63	101.88%	300	0
WORSHIP SUPPORT	3,597.47	3,750.00	(152.53)	95.93%	3,750	0
WOMEN'S MINISTRY	1,125.10	1,700.00	(574.90)	66.18%	1,700	0
MEN'S MINISTRY	1,200.00	1,800.00	(600.00)	66.67%	2,100	300
FAMILY MINISTRY	2,977.76	3,000.00	(22.24)	99.26%	3,000	0
SENIOR'S MINISTRY	246.03	360.00	(113.97)	68.34%	300	(60)
YOUTH MINISTRY	8,721.21	9,000.00	(278.79)	96.9%	9,000	0
LEADERSHIP DEVELOPMENT	100.26	400.00	(299.74)	25.07%	400	0
CHILDREN'S MINISTRY	7,853.82	8,000.00	(146.18)	98.17%	8,000	0
SPIRITUAL FORMATION	2,021.19	3,300.00	(1,278.81)	61.25%	3,300	0
MISCELLANEOUS MINISTRY	7,109.96	7,250.00	(140.04)	98.07%	9,250	2,000
OFFICE SUPPORT	14,573.29	13,600.00	973.29	107.16%	14,600	1,000
COMPUTER / TECHNOLOGY	10,127.69	10,700.00	(572.31)	94.65%	10,700	0
PROPERTY SUPPORT	196,712.74	187,000.00	9,712.74	105.19%	196,200	9,200
FINANCE SUPPORT	5,606.28	7,200.00	(1,593.72)	77.87%	7,200	0
LOCAL OUTREACH	9,808.04	11,085.00	(1,276.96)	88.48%	11,410	325
INTERNATIONAL MINISTRY	63,041.61	64,500.00	(1,458.39)	97.74%	64,500	0
TOTAL EXPENSE	838,804.46	844,455.00	(5,650.54)	99.33%	872,380	27,925
NET INCOME	114,345.24		114,345.24	100.0%		

OUTREACH(Cell Funds)						
OUTREACH Expense	42,674.95	45,000.00	(2,325.05)	94.83%	45,000	(0)

PROPOSAL FOR CARRYOVER FUNDS

114,345.00	2025 Balance
(94,380.00)	2026 Carryover
(4,000.00)	Digital Ministries
<u>15,965.00</u>	Misc Reserve

West Congregational Church International Ministry Partners 2026 Operating Budget

2026

	Jan - Dec 25	Budget	Over Budget	% of Budget	Proposed	Difference
INTERNATIONAL MINISTRY PARTNERS						
JOHN & BROOKE BRYANT	3,000	3,000	0	100.0%	3,000	0
STUART & SINDIA FOSTER	3,000	3,000	0	100.0%	3,000	0
SALLY ISAIAS	4,000	4,000	0	100.0%	4,000	0
HUMBERTO DEL ARCA	2,500	2,500	0	100.0%	2,500	0
VICTORIA PIERCE	2,500	2,500	0	100.0%	2,500	0
NELSON JUAREZ	2,500	2,500	0	100.0%	2,500	0
RALPH & TARA LEO	6,000	6,000	0	100.0%	6,000	0
KULEA	5,000	5,000	0	100.0%	5,000	0
CRAIG & LAYNI SODERBERG	3,000	3,000	0	100.0%	3,000	0
SHANE STEVENS	3,500	3,500	0	100.0%	3,500	0
OLEG & MARINA REUTKI	3,000	3,000	0	100.0%	3,000	0
RUTH DAILEY	500	500	0	100.0%	500	0
LOIS DRAPER	500	500	0	100.0%	0	(500)
CHARLES & MURIAL DAVIS	500	500	0	100.0%	500	0
EMMANUEL & ALLISON POTHEN	4,000	4,000	0	100.0%	4,000	0
PETER NA & MA RY	4,000	4,000	0	100.0%	4,000	0
MIKE & LESLY NAJJAR	4,000	4,000	0	100.0%	4,000	0
DAVID HECKENDORN	3,000	3,000	0	100.0%	3,000	0
INTERNATIONAL MINISTRY	54,500	54,500	0	100.0%	54,000	(500)
5620 · Guest Speakers	3,000	3,000	0	100.0%	3,000	0
5630 · Short Term Missions	4,000	4,000	0	100.0%	4,000	0
5660 · Special Projects	3,000	3,000	0	100.0%	3,500	500
International Ministry Budget	10,000	10,000	0	100.0%	10,500	500
TOTAL	64,500	64,500	0		64,500	0

NON-BUDGETED FUNDS REPORT

BUILDING FUND

Purpose: For major property-related projects that exceed the resources available through the Operating & Missions Budget.

12/31/2025 Balance:	\$108,373.
** Designated for Main Boiler:	\$29,000.
Available Balance:	\$79,373.

Major projects currently under consideration by the Property Team include a new boiler and repointing of the masonry of the Brick Church.

** At a Special Business Meeting on 3/23/2014 the church authorized up to \$29,000 from the Building Fund for replacement of the main heating boiler in the Brick Church when needed.

RESERVE FUND

Purpose: To provide a buffer for unexpected events or expenses or a significant decline in income.

12/31/2025 Balance:	\$237,118.
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The current balance would fund operations for 8-9 weeks in the event of a crisis, to allow time for adjustments to be determined and implemented. Why? In 2003 West Church experienced a decline in income to the point that weekly contributions had to be deposited before paychecks could be distributed to staff. The situation resulted in adjustments to the budget and staff reductions.

MISCELLANEOUS FUND

Purpose: Primarily intended to track “in and out” funds. For instance, if the Men’s Team plans a retreat, the registration fees collected are deposited into this fund, and then payments for the retreat expenses are made from it. Many of our Ministry Areas have line items within this Fund. The Miscellaneous Fund may also be used to self-finance specific expenses to avoid leasing fees and finance charges (i.e., copier replacement and LED Bulb Replacement Project). In addition, other designated monies may be tracked within this fund. Some of the more significant line items include the following:

Cell Antenna Fund (Verizon Wireless payments):	\$121,136.
Family Kitchen:	\$30,396.
12/31/2025 Balance:	\$169,060.

BENEVOLENCE FUND

Purpose: To collect and distribute money to meet the unexpected and overwhelming financial needs of people in the West Church community. This fund is anonymously administered by a volunteer team with oversight by the Pastoral Staff. Income and expenses are periodically reviewed by the SLT (without identifying names of recipients). 10% of the funds collected are donated to Common Ground and 10% to the Haverhill Salvation Army to meet the needs of people in the broader Greater Haverhill community. Balances in this fund are not published.

A STORY OF GRACE

Thanksgiving in Lowell

Every Wednesday evening, families line up at West Church's Family Kitchen food pantry. They come carrying needs, questions, and sometimes a quiet shame they wish they didn't feel. Volunteers meet them with groceries—and with dignity.

This year, that care overflowed into a special Thanksgiving blessing. Twelve families in Lowell received turkeys and all the fixings. What could have been an anxious holiday became a table of relief and gratitude. It wasn't only food. It was a message: God has not forgotten you.

Week after week, volunteers sort shelves, fill bags, lift boxes, and learn names. Parking lots and hallways become holy ground. Over time, relationships form. Families who first came for groceries have returned for KidsWeek, Family Fun Night, and Trunk or Treat. Children now run into the building smiling because it feels safe.

A bag of groceries can't solve everything. But in God's hands, it can carry kindness into kitchens all over our community—and remind weary hearts that grace is more than enough.





MORE THAN ENOUGH, ALWAYS

Some days we come with empty hands and nothing left to prove,
Just carrying our weariness and asking God to move.
We measure out our little strength, then watch it disappear,
And wonder if the road ahead is farther than it's near.

But grace arrives before we ask, already in the room,
A steady bread for hungry souls, a light that breaks the gloom.
Not loud, not rushed, not dressed in hype, not trying to impress,
Just Jesus in our weakness saying, I will do the rest.

His sufficiency is not a myth we quote when life is fine,
It is the hidden, holy work of strength that isn't mine.
It meets the parts we dare not show, the ache we can't explain,
And holds us up when all we have is breath and quiet pain.

When prayers are short and hearts are worn and faith feels paper-thin,
His mercy does not step aside—it stays and settles in.
When joy feels late and peace feels small and hope feels out of reach,
He keeps His word with gentle power, not just with words we preach.

So we will stop, and we will stay, and we will lean in near,
Because the God who carries us is faithful, present here.
He does not ask for polished strength—He asks for honest trust,
Then makes a home for holy power in fragile jars of dust.

And when we reach the end of self, where striving can't be found,
We learn the truest song of grace, the steady, sacred sound:
My grace is sufficient, My love will not let go,
I am more than enough for you—wherever you may go.

