WEST CHURCH 2018 ANNUAL REPORT

SURVIVING THE HOLIDAYS

Second Annual WestYouth Backpack Drive!

AND HE SHALL BE Called...

Emotionally Healthy Spirituality

Friday Fellowship

WORD & WORSHIP, PRAYER & PRAISE
RELAXED BUT REVERENT. OPEN TO ALL.

Network

Discover your spiritual gifts, personal style
and God-given passion for serving in the body
of Christ.

Life@West

Fall Harvest Party

Growing IN THE Vine

MEN’S BREAKFAST

GriefShare

GOD SPACE

The Art of Neighboring

WestCares

You’re invited to join us this fall
at West Church!
Miracles are a retelling in small letters of the very same story which is written across the whole world in letters too large for some of us to see.  
C.S. Lewis

Our annual report is not just a recounting of what happened in 2018; it is an attempt to, at least in some small way, share stories and capture some of the miracles that took place. It's a retelling in small letters. Our staff and ministry leaders spent time reflecting, praying and visioning for their respective ministry areas. The following pages are a retelling of when we’ve seen and realized God was working among us all along, and of praises for His faithfulness.

2018 BY THE NUMBERS

$84,795 GIVEN TO LOCAL AND INTERNATIONAL OUTREACH

450+ LOCAL MISSIONARIES

OVER 34 TONS OF FOOD GIVEN AWAY

WITH A MONTHLY AVERAGE OF 151 HOUSEHOLDS RECEIVING FOOD

SUPPORTED MISSION 30 PARTNERS
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AGENDA

The Annual Meeting of the West Congregational Church will be held on Sunday, January 27, 2018 at 12:45PM 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 6 new members.
  - Kristin Conti
  - Debra Kinnal
  - Carole Ledwith
  - Robert Ledwith
  - Carolyn Maglio
  - Richard Pyne

ARTICLE III: To receive and act on the Leadership Search Team (LST) and Senior Leadership Team (SLT) recommendation for staggering SLT terms.

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

Officers:
  - Moderator: Jonathan Squire  Assistant Moderator: David Low
  - Clerk: Abby Cunningham  Assistant Clerk: Melissa Nickerson
  - Treasurer: Briana Fitzgerald  Assistant Treasurer: Open

SLT Members-at-Large:
  - Eileen Cantone
  - Ray St. Amand

To confirm Ministry Leaders as presented by the Lead Pastor:
  - Phil Williams, Administrative Support Ministry
  - Todd Becker, Children’s Ministry
  - Deedee Roberts, Congregational Care Ministry
  - Sharon Ziegler, Connection Ministry
  - Todd Becker, Family Ministry
  - Eric Lindahl, Fifty Plus Ministry
  - Bob Wilson, Finance Support Ministry
  - Tammi McGrath, Hilltop School Ministry
  - Shirley Paz, Leadership Development Ministry
  - Carolyn Alexander, Local Outreach Ministry
  - Abby Cunningham, Membership Ministry
  - Mike Stevens, Men’s Ministry
  - Mark Cottrell, Missions Leadership Ministry
  - Dave Dillon, Property Support Ministry
  - Todd Becker, Small Groups Ministry
Shirley Paz, Spiritual Formation Ministry
Marge Squire, Women’s Ministry
Eric Lindahl, Worship & Worship Support Ministry
Steve Simmons, Youth Ministry

ARTICLE IV: To receive and act on the Proposed Budget for the year 2018.

ARTICLE V: To receive and act on the Funding Proposal for the Director of Outreach position.

ARTICLE VI: 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.
LEAD PASTOR

Dear West Congregational Church,

“Put on then, as God’s chosen ones, holy and beloved, compassionate hearts, kindness, humility, and patience.” (Colossians 3:12).

As Paul describes the new self that is experienced in Christ, he makes reference to both “compassion” and “humility”. It’s interesting to me that the outcomes of our LEAD retreats have led us to these two words (humility and compassion) as our spiritual emphases over the past two years. It demonstrates the value of the established rhythms of our ministry year that help us to discern together in community how the Holy Spirit is leading us. Our annual church-wide spiritual retreat was facilitated by Drs. David and Susan Currie. This was followed by our LEAD retreat a few weeks later, where staff, core ministry leaders, and the senior leadership team processed our reflections from the previous retreat in dialogue with our previous year’s strategic ministry plan. After praying together, we discerned a spiritual emphasis for the current ministry year: Compassion. Holding this before God, we began to develop our strategic ministry plan. Some of our stated goals have already been accomplished, and there are more exciting things on the horizon.

Our high level goal this year is to move from be a church with missionaries to a church of compassionate missionaries. We not only want to support others in sharing their faith, we also want to participate personally as disciples making disciples of Jesus. Toward these ends, our highest priority has been to gather, equip and launch a Local Outreach leadership Team for the purpose of mobilizing the church for service projects in our immediate community. I am grateful for Carolyn Alexander, who is now serving as the core ministry leader for this team. Carolyn has already gathered this leadership team, and together they have already executed one church-wide community Serve Day. It was a smashing success with about 90 people from our church serving the local community through various ministries and service projects. We hope to keep this momentum going and continue taking steps of faith toward those in our neighborhoods, our city and the surrounding towns, by sharing the love of Jesus Christ.

We have also accomplished the goal of establishing a simple and clear disciple-making pathway that can be regularly and easily accessed by friends and members here at West Church. Starting Point is our 101, providing a forum where seekers, starters and returners can have conversations about faith in Christ. The Gospel Centered Life is our 201 to help those who have begun in Christ understand and experience how the gospel shapes every aspect of our lives. This resource is designed to promote transformational conversations among groups of both new Christians and maturing Christians. God Space is our 301 resource, and our next step toward equipping people to share their faith in a culturally relevant way.
The good news is, we have made significant advancements over the last few years. There is a general sense that West is a safe place to invite unchurched, non-believers and new people are coming. We have created and implemented a disciple-making pathway that is seeker friendly and equips the gathered church to connect relationally with those who are not yet Christians. We are intentionally connecting with people outside of West Church for the purpose of sharing the love and message of Christ. Most importantly, we are witnessing confessions of faith in Jesus and baptisms of new believers. So many good things are happening, we could be tempted to rest on our laurels. However, we could be doing even greater things with and for Jesus!

Exciting things are on the horizon. That was the word that was used at a recent informational meeting: “exciting.” As we place more emphasis on loving others and becoming a more compassionate, outward-facing church, we are realizing that there are so many great opportunities ahead of us. We want to mobilize more of the church to share Christ and show his compassion. There is untapped potential in existing outreach ministries, and there is also ample opportunity for the creation of new outreach ministries. And we, as a gathered church, desire to be better equipped to live and share our faith on our frontlines (in the workplace) and on our front lawns (in our neighborhoods). Therefore, the senior leadership team is proposing that we need catalytic leadership in this area to help equip and empower the gathered church to better share Christ as the scattered church, so that more of the people in our lives can hear and respond to the good news of Jesus Christ.

My prayer is that the people outside of West Church, and within our sphere of influence, will know that West Church loves Jesus and loves our city, our neighbors, co-workers and the world. “I pray that you may be active in sharing your faith so that you will have a full understanding of every good thing we have in Christ.” (Philemon 1:6).

With Hope and Great Expectations,

Pastor Chris
SENIOR LEADERSHIP TEAM

SLT Membership Changes
This year the SLT again experienced changes in our membership. Jason Long moved from the area in August and after a thorough search process Peter Buckley, a former member of the Leadership Council (the group which was replaced by the SLT), was selected to fill his unexpired term.

Under the staggered terms approved at the last Annual Meeting, the current term of two members-at-large (Ed Platz and Eileen Cantone) will expire at this Annual Meeting. Ed has decided to step down at this time, and Eileen will be reviewed for a possible additional term by the Leadership Search Team who will make nominations for both openings.

Lead Pastor and SLT Member Reviews
With the assistance of the Human Resource team, the annual Lead Pastor review was conducted. The review was very positive. This fall performance reviews were conducted for the two SLT members whose terms are expiring. Peer reviews were solicited for each member, and each one completed a self-review. Thanks in large part to the good work of a subcommittee (Ed, Beth, and Eileen), the review process was simplified and made far easier.

Spiritual Retreat & LEAD Retreat
The SLT joined others for our day long annual Spiritual Retreat last January and will participate again this February 2nd. The Staff, SLT, and Core Ministry Leaders met for our LEAD Retreat last March to discern the Lord’s leading and focus for the next year. We will meet again for that purpose in March.

Strategic Ministry Plan
Subsequent to the Spiritual and LEAD Retreats, the Lead Pastor and Staff developed a proposed Strategic Ministry Plan (SMP) for the planning year of July 1, 2018 - June 30, 2019. After reviewing and editing, the SLT approved the plan. The SLT conducts ongoing quarterly progress reviews with the Lead Pastor to ascertain SMP progress.

Outreach Focus
As a result of the retreats and further prayerful discussion we sensed that the Lord was leading us to pursue a more outward focus, with special emphasis on compassion. Much has been done to begin that process over the last year, but much remains to be done.

Because of the need for ongoing leadership to develop and grow this vital area, the SLT is recommending the creation of a part-time staff position, Director of Outreach, to be funded from the ongoing Verizon payments. An informational meeting has been held, and further information will be available before and at the Annual Meeting.

Proposed Operating & Missions Budget for 2019
The SLT has reviewed and is recommending a proposed 2019 Operating and Missions Budget. It will be available prior to the Annual Meeting at the Connection Center and via West Connect.
We are thankful for the faithful service of Jason Long and Ed Platz. Jason, whose time with us was relatively brief, brought a great spirit of service, godliness, and a youthful perspective, and we miss him. Ed has served on the SLT since its formation, and prior to that, served on the Leadership Council and Transition Teams. He brings a wealth of experience and years of knowledge about West Church. Ed has been an invaluable asset in our ongoing work of policy review and revision and has faithfully and energetically served West Church and the Lord on this team.

The SLT endeavors to serve with love, candor, and respect for each other. We seek to walk with Jesus, both as individuals and as a team. And we continue to work toward a spirit of “indifference” to anything but the Lord’s will in our discussion and decisions.

We are grateful to the Lord for the spirit of unity, joy, and hopefulness that infuses West Church, and we are excited and hopeful about where God is leading us together.

Respectfully submitted,
Bob Wilson, Chair
Peter Buckley
Eileen Cantone
Shirley Paz
Ed Platz
Beth Steele
Phil Williams
Rev. Chris Ziegler
When we enter a new year, it is generally with hope and expectation. In January of 2018, I had plans and prayers for what would take place within the framework of spiritual formation and soul care at West. Much of that ministry happened, through the good efforts of leaders among us and in the goodness of God. What also happened was the very unexpected death of our son Aaron on April 3rd.

We are a community. I am not only on staff at West, I am a long-time member and fellow believer, a sister in Christ within this Body. And when Aaron died, our family became the ones who needed the care, love and help of this community in deeper ways than ever before. To say that our needs were met does disservice to the overwhelming response of sensitive, genuine, heart-connecting, and lavish support given us. Aaron’s funeral at West was the purest moment of worship I have ever felt, as God’s trustworthy faithfulness met our sorrow. Community held us with absolute love.

In the months following Aaron’s death, Pastor Chris and the staff attended to my grief in hundreds of ways, giving me space and time off yet also staying connected. I felt the tangible reality of being held in prayer by more people than I could name. I was carried by the sure image of our son alive with Jesus. And although a natural part of me craved withdrawal, because I trust that God’s plan to call people together in community creates an inexplicable but graced dynamic where He forms us into His likeness, I chose to stay connected in ways that allowed me to both give and receive. Frankly, I called this “my discipline of community”.

So, my report to you this year includes that the spiritual retreat with Dave and Sue Currie was deeply impactful; that the LEAD Retreat followed with God’s leading, that discipleship groups led by Caroline Alexander and Ray St Amand and Kay Spofford with Dave Pulzetti took place; that God Space and Network were offered; that Jon and Robin Bradley led a wonderful Starting Point group; that I worked with the Hilltop Board and Director to rewrite their Personnel Policies, that I was able to write and participate in the Lenten and Advent services alongside so many gifted volunteers; and that I also preached and walked with others in funeral services for their loved ones.

But, beside all that wealth of service and ministry, I can also report that Christ bore me through days of still darkness when I felt not only His presence, but yours, my brothers and sisters. We are, together, knit into this Body, into this Kingdom life. We walk individually, but not alone. You have cried for me and with me, you have extravagantly met practical needs, you have prayed, you have expressed shared sorrow, you have shared the beauty of words that uplift, and you have loved. I am grateful that you walked with me, and that God has walked with us all this past year. He is more than we know, and all that we need. I trust that we will continue to know and share His love, and that we will grow more and more to be testimonies of His grace and goodness.

Thank you.

Grace,
Shirley Paz, Director of Spiritual Formation and Soul Care
WestKids/Family Ministry

God is faithful each year in how he provides for the ministry of WestKids. Throughout the year there have been unique opportunities where His truth has been heard and experienced by our kids, and certainly not just on Sunday mornings but throughout the week as well. By partnering with parents, grandparents and caregivers, WestKids exists to resource and empower the spiritual leaders of the home and family so that there are opportunities for faith-building conversations. Thank you to everyone who faithfully prays for our kids and their families and for the children’s ministry here at West. The WestKids team is incredibly blessed by what God is doing in the hearts of our youngest.

I am so grateful to God for His provision for this past year has brought even more improvements and updates to our physical space as we maintain a safe and modern WestKids environment that is attractive to children and their families. Please visit us downstairs if you haven’t already and take a look! We also continue to utilize the Orange curriculum along with WestYouth. What we really like about the Orange philosophy of kids ministry is that they believe the church exists to partner with parents in guiding the spiritual lives of their kids and that together, the church along with the family, can have a greater influence in the lives of our youth. The WestKids team plans on continuing to utilize the Orange curriculum and exploring all that it has to offer in the year ahead along with WestYouth.

One of the highlights of the year was WestKids week in June. The theme for the week was Shipwrecked: Jesus is our Rescuer! Not only did we have a great group of kids that came out each night but we also had an amazing group of volunteers, many of whom were youth! Throughout the week I was incredibly blessed by the stories that our leaders shared about how the kids were really experiencing the truths of God that we were focusing on together each day. As a result of the relationships that were built and strengthened during this week several families began attending WestKids on Sunday mornings. This week continues to be one that kids look forward to all year.

God provided a way for us to celebrate as a community at the YMCA’s Camp Lincoln in June at our Summer picnic! It was a beautiful day to be at the lake and enjoy water sports and also ropes/climbing and other games together. It was evident throughout the day that people were enjoying meeting new people and hanging out and catching up with friends. Similar to this all-church event, we also enjoyed the Harvest Party September on kick-off Sunday at the Roger’s Spring Hill Farm. A BIG thank you to Steve Rogers and family for providing an opportunity to be outside enjoying God’s creation and celebrating all that He has done.

Every time I reflect on how God is moving in children’s ministry I can’t help but think about our amazing group of volunteers who generously and faithfully give of their time, talents and gifts to our kids. This is not only on Sunday mornings but throughout the year as we call on volunteers for special events. God brings together certain people for His ministries in the church and I feel as though I have some of the best. Thank you team! I would like to especially recognize our WestKids team that makes providing WestKids during our second service possible! We have a great group of
young people who serve and I am so happy to be able to serve with them.

We’ve welcomed these new members to our WestKids leaders team this year and they have made a great impact on the families that attend. I’m so grateful for how God draws people together to serve and how he utilizes their unique talents and gifts to create something special in our leadership team.

As we move into this new year I am very hopeful in our ability as a team to continue to minister to children and their families. Our shared hope is that the gospel would impact their lives not just on a Sunday morning but throughout the entire week.

**WestKids - Nursery**

Our nursery and childcare ministry is sometimes unseen yet it is so vital to West Church. Sometimes, our nursery team members are the first people a family sees and interacts with on a Sunday. Thank you to our faithful nursery volunteers who care so well for the youngest at West church. A *BIG* thank you to Jenn Clark and family for coordinating the team members for the nursery and ensuring that our youngest are well cared for and looked after. Jenn had significant health concerns this past year and yet was a continued presence and influence in our nursery and to our volunteers. She is feeling strong and very hopeful right now, we thank God that she is doing so well.

In the coming year we are looking forward to continuing to add team members and also provide improved training and team building opportunities. Our nursery team is a wonderful gift to the children and families at West and I am looking forward to the new year and all that it brings.

Todd Becker, Pastor to Children & Families
As I reflect back on 2018, it's amazing to see all that God has done in and through the many members of the Worship Arts, Worship Support and Connection Ministry teams, our Young@Heart community, and our West family at large. As worship pastor, I'm blessed to see God's hand and His Spirit's movement on a weekly basis, as our devoted volunteers come together to create and offer impassioned praise and worship, inspiring visuals and sound, welcoming words and smiles, helpful information and assistance, heartfelt compassion and prayer, delicious hospitality, and creative beauty adorning our walls and halls. Knowing all these team members, I'm also blessed to say that each of them does this for the glory of God and the love of West Church. They truly are the Body of Christ.

This year we hosted the L'Arche Boston North community for a special night in March, sharing a wonderful homemade meal they provided, learning more about L'Arche around the world, singing and celebrating God together, and making new and deeper friendships. It was a beautiful picture of God's Kingdom, and we're excited to host chaplain Diana Giard and everyone from the L'Arche and West Church families again this March!

Robin and I are always blessed to see God at work in the lives of the children and youth we have the pleasure of making music with, learning together what it means to worship God with abandon. We love hearing how He uses them to touch hearts and inspire souls as only they can. Palm Sunday, Children & Youth Sunday and Christmas are the richer for their gleeful presence.

All of us in West Choir see God's hand literally every week as we pray for each other and those we love. The growing bonds of friendship and the joy of learning and striving together to create beauty for God and His people are ample reward for the time and energy required.

We said farewell to beloved members of the West community, rejoicing through our tears that we'll praise God with them for eternity, pain-free and in perfect harmony. We all still miss Merrill Atchison and Walter Marston at our monthly Young@Heart gatherings, but continue to celebrate life and faith together with laughter and love, just as they did.

Another new place we saw God move was through our Serve Day Choir that ministered at Hannah Dustin Haverhill and Nevins Methuen rehabilitation and nursing care centers. We decided that better than singing to them, we'd offer songs and known hymns encouraging them to sing with us. Nevins had us perform twice on two floors for their residents. A group of us returned to Nevins last month to sing carols and Christmas favorites. It was awesome.

Nowhere did we see and feel God's guiding hand and moving Spirit more than in December. From the beautiful Advent service to our most diverse and well-received concerts yet, to Sunday morning celebrations with horns, to a touching, worshipful
Christmas Eve, God’s presence was deeply felt by all through the Scripture, sermons, songs and reverent worship.

Our continued thanks to all our teams and leaders: Drew Morgan and Mei Wu, Jonathan Squire and the Praise team and TechArts team, Sharon Ziegler and the Connection and Welcome Lunch teams, John and Elizabeth Swan, Tim Chechowitz and the Ushers team, Peter Buckley, April Gustafson and the Prayer team, Deb Berlin and the Communion team, Nancy Doe for library care, the Young@Heart team, Robin Lindahl and the Fellowship Table and Decorating teams, Rob Seuss and the Templekeepers team, and Jim and Ellie Gustafson for being there almost every Sunday, singing and playing various instruments and radiating God’s joy and love.

We’d especially like to thank (talented singer) Makeila Bunker and smiling Michael McAvoy for their full-time commitment this past year helping us clean up after Sunday services. We’re almost as thankful for their help with the chores as we are for their fun-loving company. And a special thanks to our Young@Heart chefs, Dave and Debbie Dillon, who serve in so many ways at West. They are a joy and blessing.

May God continue to anoint our offerings in the year ahead, with more opportunities to share Christ’s boundless love with children of all ages at West and in our community, for His glory!

Eric Lindahl, Worship Pastor
Ministry Operations involves overseeing the budget, communications, custodial, property and technology. It can be a challenging assignment and that’s why it is so incredibly important to have the support of Abby Cunningham, Reception & Hospitality; Catherine Rogers, Property; Jo Ann Jordan, Bookkeeping; Bob Wilson, Finance; Steve Simmons, Technology; Frantz David, Custodial; and the Benevolence Team. A special thank you to Catherine Rogers for over 10 years of dedicated service as the leader of the Property Team—your work and ministry have been a tremendous blessing to us.

The facilities at West Congregational Church hold a special role in the life of the church—after all—this fellowship of believers is nearly 285 years old. Most of the time it is the first thing that a visitor will see or interact with during a visit and first impressions, whether it is a friendly greeting, powerful sermon, or a clean entry area are powerful and lasting. Sometimes a facility that is worn, ragged, and uncared for sends a signal that maybe if this church doesn’t care about its facilities that maybe they do not care about those who attend either. The complete opposite could occur if the facilities are lavish giving an impression that this church only cares about the material items. It is a delicate balance and West feels that clean, well maintained, and organized facilities can help say that our church is relevant, caring, and a place to belong before a greeting ever occurs.

Some of the accomplishments this year were:
• Rollout of the new church logo in all communications and signage
• New bulletin design that is more reader friendly
• Updated West Connect weekly newsletter
• A portable baptismal tank
• Refurbishing of the upstairs classrooms

Church facilities are important, however, only as a place where we can be equipped to serve others. I rejoice in the Lord to see the Gospel spread, lives changed, and needs addressed. These accomplishments confirm His presence among us and His ability to work through our efforts. But we are not finished. There is more to be done. And God will carry us forward to our frontline or front lawn—wherever He chooses to use us.

I feel blessed to work at a place I call home—and, especially blessed to serve this community.

Phil Williams
DoMO
This past year saw continued implementation of leadership development programming, and the continued development of a leadership continuum. The team, consisting of Phil Williams, Bob Wilson, Michael Villefane, and Shirley Paz, and assisted in the first half of the year by intern Michaels Myers from Northpoint Bible College, worked extensively to build a comprehensive plan to equip and train leaders, using the discipling pathway as a starting point and building additional skills and experiences. The chart below is the outcome of the teams’ efforts. Now clarified, the team has continued to work to resource the identified training opportunities.

West Ministry Leaders’ meetings have been used for leader development, Network (a spiritual gift discovery class) was offered, a large group attended the Global Leadership Summit at Bethany Church in Greenland, and Gear Up (West’s annual leaders training event) was held in November, with seminars led by Todd Becker, Jaimie Zahoruiko, and myself. In addition, crossover events such as the annual spiritual and LEAD retreats were well attended, and continue to function as days when both individuals and West as a community are nourished and challenged.

It is the team desire to see God’s good work of growth and usefulness take place within the lives of those following Christ in leadership paths. As always, Jesus is the prime example of servant leadership, and it is only through the Spirit’s enabling that the true qualities of leadership are developed.

Submitted by Shirley Paz on behalf of the LDT
I’m honored to be the new core ministry leader for Membership Ministry. This ministry has been developed and tenderly fostered by Carolyn Alexander during her years as its leader, and this June, as Carolyn transitioned into a new leadership role, the membership baton was passed to me. As with everything she does, Carolyn poured her love and care into the ministry in addition to her practical know-how and experience. The “baton” that I received included—among other things—many spreadsheets, helpful advice, and a listening ear—all shared with the passion of someone who found true joy in welcoming God’s people into the West family. I’m sure that I’m not alone in saying that Carolyn has been a true blessing to me personally and in my leadership roles at West! Thank you, Carolyn, for allowing God to do His work through you so faithfully.

In 2018 we hosted one Life@West class, welcoming 6 prospective members who form a slate that will be voted on at the Annual Business Meeting. Though our soon-to-be members range in age and life-experience, they all share a faith in Christ and the desire to worship at West as a member of the West family. It was a blessed experience to gather for Life@West in October—we learned about each other, about the West Staff, and about what it means to be a member in our community. Plus, there was coffee. Thank you to our Life@West 2018 alum for making my first facilitating experience an overwhelmingly positive one!

I’d like to thank Pastor Chris, Pastor Todd, and Shirley for sharing at Life@West in such a genuine and thoughtful way. Another huge thanks to Shirley for updating all the membership materials for the handbook, a big and extremely valuable job.

Looking forward into 2019, I pray God leads more people to pursue membership at West! I am so blessed by the community here at West and would love to help others be blessed in the same way.

Submitted by Abby Cunningham, Membership Ministry Leader
CONGREGATIONAL CARE MINISTRY

Mercy Meals was able to assist two families last year with meals during very difficult times. Not only do they bring warm nourishing food but also Christ’s love for those in need. There are currently 8 people providing meals led by leader Deb Dillon. The Lord worked through Mercy Meals last year when one of the recipients was so thankful to receive meals that she volunteered to be on the Mercy Meals team.

Stephen Ministry has now been serving the West Church congregation for 17 years. We have 10 active Stephen Ministers who meet weekly with their care receivers giving emotional and spiritual support. We know this is essential for those who are hurting and need the love of Christ. It is not unusual to hear of God’s provision and faithfulness in the lives of our care receivers as we journey with them to wholeness.

This year I would like to recognize all the Stephen Ministers. They give time, support, encouragement and Christ’s love to their care receivers. They are Deb Berlin, Terri Checkowitz, Nancy Dickey, Pat Lantych, Barbara Metheny, Cindy Parolisi, Roberta Platz, Chris Seuss, Ray St. Amand.

One story I would like to share that captures the heart of how God is working is from a Stephen Minister. Her care receiver’s story is confidential, however the Lord changed circumstances in her life so dramatically that she felt it was a miracle! It was a direct answer to prayer.

It is exciting to see the evidence of the Lord’s love and care in our congregation. Besides the formal teams under congregational care, the Lord has provided people who have stepped forward to help in other ways. They have been drivers for people needing to visit loved ones in hospitals or rehabs or volunteered to sit with people at church who come alone and are lonely.

My goals for 2019 are similar to last years. I would like to continue to work on a plan to create a care team to visit those who cannot come to West because of illness or circumstances. I hope to have people trained and a team formed this year.

Respectfully submitted,

Deedee Roberts
Men’s Ministry

Reflecting on this past year is bittersweet. We saw how God has worked through various speakers and spoken into the lives of our men at West Church, and I thank and praise God for that blessing. I also had Carlos by my side. His wisdom and godliness were priceless. It is with a thankful, but sad heart, that we sent him off at the end of our 2017-18 Men’s Ministry year to pursue greater responsibilities in Honduras and Nicaragua. My team and I will miss him greatly!

This report covers January-May 2018, the end half of the 2017-18 Men’s Ministry year with its Gospel Centered Life theme, and September-December 2018, the beginning half of the 2018-19 ministry year with our new theme of Compassion in Action. Throughout the year we promote and facilitate monthly men’s events, generally but not limited to the 3rd Saturday of each month. These monthly events average 40 or more men. As well we have promoted men’s small groups, and we generally have an annual men’s retreat held in the fall. My hard-working team members this year have been Richard Boynton, Matt Pierce, Jon Squire, Jim Stepanian, Mike Talbot, Angel Vargas, and Javier Villafane. We accomplished our goals all under the skillful leadership of Pastor Chris as our coach, who has guided and encouraged me as a ministry leader.

Our goal has been simple: pour Jesus into the hearts and lives of men, using godly speakers, food, fellowship, and fun.

January – Pastor Dan Ledwith spoke at our breakfast event on The Only Thing That Works is Grace.
February – We did a Saturday night pizza event with a video by Pastor Groeschel from Life Church on fighting for the right things in our lives.
March – Jesus Ruiz spoke at breakfast on how God completely transformed him from gang member/drug dealer to sold-out-to-Christ street missionary, helping others leave the streets.
April – Mike Goff, pastor of Great Exchange Church in Manchester, NH came to break fast to tell us how Christ’s work makes us NEW.
May – At our ministry year-end barbecue, Mark Cottrell of West Church Missions Team told us remarkable, funny, and poignant stories from the mission field on compassion in action. The barbecue was also our time to celebrate and honor Carlos Paz for his tireless, passionate, godly leadership of Men’s Ministry over the last several years. We prayed for him and sent him off with parting gifts and blessings.

This year in conjunction with West Church senior leadership, the decision was made not to host our annual fall retreat in order to allow the Women’s Ministry to use that September time period for their retreat without competing for resources, financial and otherwise. Instead we promoted two retreat options at different times, one with the Rock Church, in August, and one with Expedition of the Heart - Base Camp in November. We had several men attend the Rock Church retreat and over a dozen at the Expedition of the Heart Base Camp. While the change proved tough on men’s participation, which has normally numbered fifty or more on retreats, those who attended the alternative retreats were blessed and spoke very highly of their experiences.
**September** - Breaking tradition, we had a breakfast in September (AND on the 4th Saturday,) because October breakfast was to be cancelled to ensure the first West Church Serve Day would be successful. Pastor Chris Zeigler opened our new ministry year with a challenging talk on compassion with a foundation of obedience, submission, reliance, and trust.

**October** - We encouraged men to attend the first West Church Serve Day, which went very well.

**November** - We had over a dozen men participate in the Expedition of the Heart Base Camp, exploring the restoration of our hearts as men in Christ. At our men’s breakfast Brian Henderson, a licensed counsellor, spoke on compassion toward ourselves and others from a fascinating psychological Christian perspective deeply infused with scripture. As I said to the men, where else can you get the best breakfast in Haverhill and 45 minutes of counselling for five bucks?!

**December** - John Haller, founder and speaker from Expedition of the Heart Base Camp spoke on compassion toward ourselves and others in a deeply personal session.

Our goals for the men’s ministry through 2019 are similar to this past year: feed our men’s hearts and draw them deeper into relationship with Jesus through food, fun, fellowship, worship, and the Word. We would also like to expand small group ministry to get more men into regular weekly fellowship, encouragement, and support with their West Church brothers.

Thank you!

Respectfully submitted,

Mike Stevens
Men’s Ministry Leader
WOMEN’S MINISTRY

God continues to be faithful to His girls! We have experienced Him in amazing ways this past year through Monday night small groups, the fall Women’s Retreat, and Friday morning Bible study. This year I would like to thank and highlight the faithfulness of Roberta Platz and Eileen Cantone. For years they have served God and the women of West on Friday mornings from September to June. Hear from them directly how God is at work:

We are humbled and honored to be used by God in such a great ministry as this Friday morning Bible study. We try and keep in our minds and in the minds of the women who attend Hebrews 10:25 “Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another and all the more as you see the Day approaching.”

2017/2018 we started with the book of Job, then life lessons from the Prophets of the Old Testament. In September 2018 we studied the book of Ruth. We are currently engrossed in *Who Do You Say I Am?* by Becky Harling, encompassing the I AM statements of Jesus. Attendance varies from a low of 25 to a high of 40 women each week.

The only way we could think of expressing how God is working through this ministry is to share some reflections from the women who attend.

- Amazing testimonies, women spurring one another on into the truth of God’s word.
- There is a sense of community here, barriers are broken down, you never feel alone.
- Feeling of connective-ness, with a deep sense of intimacy not only with the Lord but with one another
- Circle of friends, a sisterhood, you can be vulnerable and safe here.
- So many women and yet no one is overlooked or hiding. As an older person, I can listen to the sharing and look back on my life and see what God has done, seeing things now through God’s eyes.
- I see the body of Christ here, the hands the feet - I only am a foot but I can see all the parts here.
- It is great to be in a place with women supporting one another in their walks with Christ.
- I have been accepted, in spite of the outward appearance; not judged, was cared for and loved and nurtured in my new faith.
- I can come and share who I am. This is an army of prayer warriors.
- Everyone who wants to share always has the opportunity to share, it all divinely works.
- I know “HE loves me bunches”

There are so many women that have helped to make this past year wonderful in the area of Women’s Ministry! Your names may not be written here, but God knows who you are and He says “Well done Good and Faithful Servant.”

Always Amazed by His Love for Us,

Marge Squire
WestYouth Ministry

God is working in and through WestYouth. A few examples of his faithfulness and provision are:

**Back Pack Donations**

WestYouth has once again committed to “students helping students” with participation in our Annual Back Pack Drive. We attempt to discover, evaluate and serve the needs of Haverhill, as well as the surrounding communities in the Merrimack Valley.

This year we partnered with Common Ground Ministries and Northpoint Bible College to source school supplies and backpacks for a block party at GAR park prior to the start of the school semester.

With outside and church member donations we were able to give over 80 backpacks this year!

With outside and church member donations we were able to give over 70 backpacks to both Tilton School in Haverhill and the Wetherbee School in Lawrence!

**Deep Freeze Youth Winter Retreat**

Youth retreat always gives students opportunity to pause their normal routine and excellence God in a new way. This year was no exception. The youth staff also benefits from this weekend, growing closer together through prayer and conversation that aren’t normally afforded to us.

**Operation Christmas Child Fundraiser**

WestYouth was able to organize a carwash fundraiser to help defray the cost of shipping the Shoeboxes to their respective locations. There was a large number of students who participated and they did so with positive, energetic attitudes. There was a significant amount of donations raised and the students were reminded of the significance of giving their time and energy toward spreading the Gospel through acts of service.

As I look back on all that took place in and through WestYouth in 2018, I would like to give special recognition and thanks to:

Gerry Roldan: Consistent compassion for our students and the community!
Lauren Clark: Responsible, commitment every week, spending time with each student no matter who they are!
Richard Ciarletta: Rich serves with understated grace and humility. He is a great leader to our middle school boys!
Lou Martone: Lou’s kindness and sincere love for the students and their well-being.
Olivia Mura: Olivia’s gentle spirit and humility allow her to serve in many capacities. She’s faithful every week to be a part and do whatever needs to be accomplished.
Natalie Simmons: Natalie continues to love and care for our middle school girls. She has a strong desire to see them grow in all areas of their walk with Jesus.
Todd Becker: Todd provides steady, patient leadership and is always an encouragement.


The students this year in particular have grown to develop sincere relationships with each other that goes “beyond the surface”. They have welcomed many new faces to the group and are always open to discuss life’s challenges. They serve with happy hearts and for most, truly want to grow in their faith.

One of our main goals and vision for 2019 is to continue to develop students to have compassion for others, recognizing needs, taking action to help serve those needs, in order to make disciples of Jesus!

The emphasis is to help students build a ministry, raise resources, build a team and see this vision through!

Steve Simmons, Youth Leader
Hilltop has proven year after year to be a place of God sightings—in the little ones’ faces they see a caterpillar turn into a beautiful butterfly, or hearing them retell the story of Jesus feeding the five thousand to their parents as they are leaving the building.

One of my favorite memories of this past year happened not too long ago on the playground. I saw two children sitting down, facing each other with their hands folded and heads bowed. One child was praying and the other was repeating the prayer, often as a child does when a teacher prays in class.

This year, I would like to send my thanks to all the dedicated members of the church who have served and who are serving on the Hilltop Board. This is a thankless commitment, but a very important one in the foundation of Hilltop School. I would also like to give special recognition to ALL the Hilltop staff, who are willing to lend a hand, to hold each other accountable and who continuously pray for each other and all the children and families. We are truly sisters in Christ.

We are heading into our 50th year of operation! This is quite a milestone in this profession. I am honored and humbled to lead Hilltop into its next chapter of history within West Congregational Church and look forward to marking its anniversary with a couple exciting events.

The future of Hilltop is strong, with new children arriving from parents that attended Hilltop themselves, not so long ago.

*For I know the plans I have for you, “declares the LORD, “plans to prosper you and not to harm you, plans to give you hope and a future.”* - Jeremiah  29:11

Faithfully submitted by Tammi J. McGrath, Director, Class of 1971
MISSION LEADERSHIP MINISTRY

In 2018, West Congregational Church (WCC) was able to send financial support to 16 overseas missionaries and their families. It is exciting to be able to partner with them as they expand God’s kingdom in different parts of the world. WCC supports missionaries working in Asia, Africa, Central America and the Middle East where they evangelize, plant churches and translate the Bible into new languages. A new missionary that was added to our list in 2018 is Jonathan Ciccarone and he is sharing the love of Jesus with people in the Middle East.

This past year we had the opportunity to have some of our supported missionaries visit WCC. We had Emmanuel and Allison Pothen come and share about their exciting work in India with Influence International. We also hosted a visit with Craig and Layni Soderberg who live in Indonesia as Bible translators.

One of the highlights of the year was the Seed Company fundraiser for Bible translation. In May, the Missions Leadership Team (MLT) coordinated the effort to sponsor translation of the book of Galatians into the East Rakali language. The East Rakali are a people group in Southeast Asia that still do not have their own translation of the bible. Over the course of two Sunday morning services, WCC individuals sponsored selected verses in Galatians for $35 each and we were able to raise over $5,000 so that the East Rakali people will be able to hear God’s word, specifically the book of Galatians, in their own “heart” language. It was such a joy to watch the entire church get involved in this event.

The MLT was excited to be able to financially support recent high school graduate Alyssa Clark from WCC as she participated on a nine-month long mission gap year with Adventures in Missions. Alyssa will be serving in four different countries; Cambodia, Ethiopia, Costa Rica and Nicaragua. We are looking forward to hearing all about her experience when she returns.

I am so blessed to be able to work alongside a great group of people on the MLT; Ellie Gustafson, Dave and Anita Low, Brianna Fitzgerald, Judy Durant, along with new team members Ronnie Longwell and McKenzie Kennedy. I would like to thank them for all their hard work and enthusiasm for missions at WCC.

Lastly, I would ask the WCC body to continue to give generously, to pray for our missionaries frequently and to reach out personally at the local and global level wherever and whenever God may call.

Respectfully Submitted,

Mark Cottrell, Ministry Leader
LOCAL OUTREACH MINISTRY

The Local Outreach Ministry/Leadership Team was introduced to the West Church Congregation by Pastor Chris on July 15, 2018. The primary goal in the first year for this new ministry area is to plan and execute 3 church-wide Serve Days with Local Area Ministry Partners.

Relationships have been established by the Leadership Team “liaisons” working with the following ministries:
Community Meals: Steve Simmons
Common Ground: John Colman
Emmaus House: Kelly Brigham
Habitat for Humanity: Diane Senno
Lazarus House: Mike Villafane

The first Serve Day occurred on October 13, 2018. Ninety folks from West signed up to serve at one of 4 partner ministries, or sing in the Serve Day Choir at two nursing homes. Throughout the day, the “scattered church” was present in downtown Haverhill, Lawrence, Andover and Methuen, being the hands and feet and voice of Jesus... spreading His love in acts of service and songs of praise. For many, this day was a “first serve” opportunity. For others, this day of was yet another in what has become a way of life. For all, it was an opportunity to worship God & honor Him through the sacrifice of service to others... “serving a world that is broken... mirroring the brokenness that exits in each of us...” (quote from the Serve Day devotional given by Hillary Oosting).

In addition to Serve Day, this ministry area is also comprised of two internal-to-West Supplemental Ministries - the Family Kitchen and the Women’s Prison Ministry. I would like to thank Betsy Tombarelli, Mary Lou Noonan and Pam Brown for their many years of faithful service leading these two important ministry teams. Every week they endeavor to meet the needs of hundreds of hungry families and dozens of hurting women inmates. May God continue to bless their unwavering service to and their deep love for so many precious souls.

In this coming year my hope is that many more will choose to “make serving their team sport” and allow God to use them as part of the “scattered church,” extending the love of Jesus through acts of service and kindness throughout the communities which surround West Church. I also hope to expand the Leadership Team, establish relationships with more local ministries, and offer West Church even more opportunities to serve the local community.

Joyfully submitted,

Carolyn Alexander, Local Outreach Ministry Leader
PROPERTY MINISTRY

Team Members: Richard Boynton, Billy Spohr, Bob Wilson and Phil Williams. Past Members: Catherine Rogers and Jim Stepanian.

Projects completed for 2018:
• Replaced the boiler in the West Kids area.
• Painted classrooms on the upper level.
• Painted West Entry Hall bathrooms
• Painted conference room
• Painted hallway leading to the West Entry Hall
• New folding chairs and tables for three classrooms
• Repaired the boiler in the Brick Church
• Repaired the lighting controls in the Worship Center

Future Projects:
• Reseal the rear and front parking lines, and reline
• Repoint brick church
• Replace gas range in the church kitchen
• Replace heater unit on the second floor of WEH
• Replace lighting control system in the Cry Room

A special thank you to Catherine Rogers for over 10 years of service as the team leader for the Property Team. And, thanks to Jim Stepanian for his years of service to the church and Property Team as well. Both have decided to step down this year.

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

Phil Williams
DoMO
For the Property Team
Annual Meeting – January 28, 2018
· Elected Officers
· Confirmed Ministry Leaders
· Five new members confirmed
· Approved a budget of $804,120

2018 Membership Statistics
Membership
· Participating Members – 228
· Transitional Members – 0
· Heritage Members – 4
· New Members – 5
· Deceased Members – 2

2018 Baptisms & Dedications
· Baptisms – 11
· Dedications – 1

2018 Average Weekly Attendance
· Sunday Worship Services – 332
· Easter Sunday – 731
· Christmas Eve – 596

2017 Membership Statistics
Membership
· Participating Members – 227
· Transitional Members – 2
· Heritage Members – 5
· New Members – 26
· Deceased Members – 1

2017 Baptisms & Dedications
· Baptisms – 6
· Dedications – 4

2017 Average Weekly Attendance
· Sunday Worship Services – 349
· Easter Sunday – 783
· Christmas Eve – 539

Abby Cunningham
Church Clerk
## 2019 Proposed Budget

### Operating Budget

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2018</th>
<th>2019</th>
<th>$ Over Budget</th>
<th>% of Budget</th>
<th>Proposed</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>3005 · Operating Contributions</td>
<td>706,982.43</td>
<td>725,000.00</td>
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<td>4996 · Parsonage Rental Income</td>
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<td><strong>Total 3001 · OPERATING INCOME</strong></td>
<td>744,462.59</td>
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<table>
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<th>EXPENSE</th>
<th>2018</th>
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<th>$ Over Budget</th>
<th>% of Budget</th>
<th>Proposed</th>
<th>Difference</th>
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<tr>
<td>4005 · STAFF COMPENSATION</td>
<td>461,208.23</td>
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<td>4100 · STAFF REIMBURSEMENTS</td>
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<td>4148 · WORSHIP ARTS MINISTRY</td>
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<td>4240 · SMALL GROUP MINISTRY</td>
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<tr>
<td>4246 · CONGREGATIONAL CARE TEAM</td>
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<td>4284 · CONNECTIONS MINISTRY</td>
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<td>4289 · MEMBERSHIP MINISTRY</td>
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<td>(200)</td>
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<td>4291 · WORSHIP SUPPORT MINISTRY</td>
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<td>4300 · WOMEN'S MINISTRY TEAM</td>
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<tr>
<td>4388 · YOUTH MINISTRY TEAM</td>
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<td>88.92%</td>
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<tr>
<td>4475 · LEADERSHIP DEVELOPMENT</td>
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<td>4500 · CHILDREN'S MINISTRY TEAM</td>
<td>9,827.45</td>
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<tr>
<td>4610 · SPIRITUAL FORMATION &amp; SOUL CARE</td>
<td>2,414.68</td>
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<tr>
<td>4665 · MISCELLANEOUS MINISTRY</td>
<td>3,982.10</td>
<td>10,650.00</td>
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<td>4700 · OFFICE SUPPORT TEAM</td>
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<td>97.74%</td>
<td>16,353</td>
<td>(4,909)</td>
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<td>4765 · COMPUTER / TECHNOLOGY SUP</td>
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<td>4800 · PROPERTY SUPPORT TEAM</td>
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<td><strong>TOTAL EXPENSE</strong></td>
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<td><strong>TOTAL CARRYOVER</strong></td>
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### Detailed Mission Budget

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<tr>
<th>5005 · MISSION SUPPORT</th>
<th>2018 Jan - Dec</th>
<th>Budget</th>
<th>$ &gt; Over</th>
<th>% Budget</th>
<th>2019 Proposed</th>
<th>Difference</th>
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</thead>
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<tr>
<td>5050 · John &amp; Brooke Bryant</td>
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<td>100.0%</td>
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<tr>
<td>5060 · Stuart &amp; Sindia Foster</td>
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<td>5070 · Sally Isaías</td>
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<td>5090 · Humberto del Arca</td>
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<td>5100 · Otto de la Cruz</td>
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<td>5110 · Nelson Juarez</td>
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<tr>
<td>5140 · Ralph &amp; Tara Leo</td>
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<td>5160 · Chet &amp; Fran Matheson</td>
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<tr>
<td>5180 · Kulea</td>
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<tr>
<td>5200 · Carlos Paz - MAG</td>
<td>6,000</td>
<td>6,000</td>
<td>0.00</td>
<td>100.0%</td>
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<tr>
<td>5210 · Soderbergs - Wycliffe</td>
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<td>0.00</td>
<td>100.0%</td>
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<tr>
<td>5220 · Turners</td>
<td>3,500</td>
<td>3,500</td>
<td>0.00</td>
<td>100.0%</td>
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</tr>
<tr>
<td>5483 · Coombs</td>
<td>500</td>
<td>500</td>
<td>0.00</td>
<td>100.0%</td>
<td>500</td>
<td>0</td>
</tr>
<tr>
<td>5486 · Dailey</td>
<td>500</td>
<td>500</td>
<td>0.00</td>
<td>100.0%</td>
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</tr>
<tr>
<td>5489 · Draper</td>
<td>500</td>
<td>500</td>
<td>0.00</td>
<td>100.0%</td>
<td>500</td>
<td>0</td>
</tr>
<tr>
<td>5492 · Davis</td>
<td>500</td>
<td>500</td>
<td>0.00</td>
<td>100.0%</td>
<td>500</td>
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</tr>
<tr>
<td>5496 · Emmanuel &amp; Allison Poulen</td>
<td>4,000</td>
<td>4,000</td>
<td>0.00</td>
<td>100.0%</td>
<td>4,000</td>
<td>0</td>
</tr>
<tr>
<td>5497 · Johnathan Ciccaroni</td>
<td>3,000</td>
<td>3,000</td>
<td>0.00</td>
<td>100.0%</td>
<td>3,000</td>
<td>0</td>
</tr>
<tr>
<td>5498 · Mike &amp; Lesly Najjar</td>
<td>3,000</td>
<td>3,000</td>
<td>0.00</td>
<td>100.0%</td>
<td>3,000</td>
<td>0</td>
</tr>
<tr>
<td>5520 · Camp Fireside</td>
<td>2,000</td>
<td>2,000</td>
<td>0.00</td>
<td>100.0%</td>
<td>0</td>
<td>(2,000)</td>
</tr>
<tr>
<td><strong>Total 5005 · MISSION SUPPORT</strong></td>
<td><strong>58,500</strong></td>
<td><strong>58,500</strong></td>
<td><strong>0.00</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>55,500</strong></td>
<td><strong>(3,000)</strong></td>
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<table>
<thead>
<tr>
<th>5600 · TEAM EXPENSE</th>
<th>2018 Jan - Dec</th>
<th>Budget</th>
<th>$ &gt; Over</th>
<th>% Budget</th>
<th>2019 Proposed</th>
<th>Difference</th>
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<tbody>
<tr>
<td>5620 · Guest Speakers</td>
<td>2,000</td>
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<td>100.0%</td>
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<td>5630 · Short Term Mission Stipends</td>
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<td>0.00</td>
<td>100.0%</td>
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<td>5650 · Conferences</td>
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<td>100.0%</td>
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<tr>
<td>5660 · Special Projects</td>
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<td>0.00</td>
<td>100.0%</td>
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<tr>
<td><strong>Total 5600 · TEAM EXPENSE</strong></td>
<td><strong>7,000</strong></td>
<td><strong>7,000</strong></td>
<td><strong>0.00</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>8,000</strong></td>
<td><strong>1,000</strong></td>
</tr>
</tbody>
</table>

**TOTAL EXPENSE** | **65,500** | **65,500** | **0.00** | **100.0%** | **63,500** | **(2,000)** |

* Camp Fireside support is being moved from International Mission area to Local Outreach*
BUILDING FUND
**Purpose:** For major property related projects that exceed the resources available through the Operating & Missions Budget.

- **12/31/2018 Balance:** $70,018.
- **Designated for Main Boiler:** $29,000.
- **Available Balance:** $41,018.

Major projects currently under consideration by the Property Team include pointing up the masonry and bricks of the brick church, and replacement of the furnace heating the 2nd floor of the Worship Center.

\* 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.

- **12/31/2018 Balance:** $93,747.

The current balance would fund operations for 7-8 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 paid out of 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):** $123,325.
- **Family Kitchen:** $11,321.
- **12/31/2018 Balance:** $144,305.

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 needs of people in the broader Greater Haverhill community.

Balances in this fund are not published.