

WEST CHURCH

CLIMB HIGHER TOGETHER

Haverhill, Massachusetts

2011 Annual Report

EXPLORE - EXPERIENCE - ENGAGE
FAITH *JESUS* *OTHERS*

2011 ANNUAL REPORT

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2011 ANNUAL REPORT
Dale Brown, Lead Pastor
January 29, 2012

LAST YEAR I wrote at the end of the introduction to my Annual Report for 2011: *May God renew our passion for his Word, his Truth, and his Life!*

I believe God answered this prayer in the life and lives of West Congregational Church. Only God can change a life. Only God can keep the change going. The testimonies in the lives of our people are that we are *'Climbing Higher Together,'* moving up the mountain of God, transforming into the likeness of his Son: *"And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit."* (2 Corinthians 3.18)

The word for this process of transformation was *'sanctification.'*¹ Language changes. Today the same process is more commonly called *'Spiritual Formation.'* I think this is a better description of what God is doing in our lives. He is *forming* our *spirits* to be more and more after the likeness of Jesus. In 2011, we intentionally focused on paying attention to spiritual formation in the life of West Church.

Dallas Willard ably **DEFINES** Spiritual Formation as *"... the Spirit-driven process of forming the inner world of the human self in such a way that it becomes like the inner being of Christ himself."*² And, *"Christian spiritual formation is focused entirely on Jesus. Its goal is an obedience or conformity to Christ that arises out of an inner transformation accomplished through purposive interaction with the grace of God in Christ."*³

The **BIBLE**, as applied by God's Holy Spirit to open hearts, is the foundation for all Christian Spiritual Formation:

Reading and studying and memorizing and meditating upon Scripture have always been the foundation of the Christian Disciplines. All of the Disciplines are built upon Scripture. Our practice of the Spiritual Disciplines is kept on course by our immersion in Scripture....

*Scripture itself is the primary means for the discovery, instruction, and practice of the Spiritual Disciplines, which bring us all the more fully into the "with God" life.*⁴

The means by which a place is created for receiving God's formative grace in our lives is usually through the practice of **SPIRITUAL DISCIPLINES**. God asks us to cooperate with him in the transformation of our lives. Our cooperation can be deliberate efforts to take on the mind of Christ through immersion in God's Word and through our conversation with him, commonly called 'prayer.' There are other disciplines, to be sure, but Bible 'consumption' and prayer are the foundation.⁵

Does this mean that we change ourselves by our own effort? By no means! 'Self-help' cannot work because the self is too far gone to help itself! This would be like the heart-attack victim expected or trying to heal himself in the ER! Help must come from outside.

Our help *does* come from outside ourselves. Only God can bring the patient back. But the patient must cooperate. Cooperation does not mean 'works.' God brings the change in our lives; we cooperate with him in the process. It is all by grace.

¹ The Westminster Shorter Catechism says: "Sanctification is the work of God's free grace, whereby we are renewed in the whole man after the image of God, and are enabled more and more to die unto sin, and live unto righteousness."

² Dallas Willard, *Renovation of the Heart: Putting On the Character of Christ* (NavPress, 2002), 22.

³ Ibid.

⁴ Richard Foster, *Life with God: Reading the Bible for Spiritual Transformation* (Harper Collins, 2009), Kindle location 209.

⁵ The disciplines then are a means to that grace and also to those gifts. Spiritual disciplines are "exercises unto godliness ... activities undertaken to make us capable of receiving more of his life and power without harm to ourselves or others.... A discipline for the spiritual life is... an activity undertaken to bring us into more effective cooperation with Christ and his Kingdom." Dallas Willard, *The Spirit of the Disciplines: Understanding How God Changes Lives* (HarperOne, 1990), 22.

Quoting Richard Foster:

*It is vitally important for us to see all this spiritual training in the context of the work and action of God's grace. As the great Apostle reminds us, "it is God who is at work in you, enabling you both to will and to work for his good pleasure" (Phil. 2:13)... All the Disciplines are permeated by the enabling grace of God.... But do not misunderstand; there are things for us to do. Daily. Grace never means inaction or total passivity. In ordinary life we will encounter multiple moments of decision where we must engage the will saying, "Yes!" to God's will and to God's way as the People of God have been challenged throughout history.*⁶

Transformed lives can only happen with God's intervention in a willing and soft heart. This is the journey we are on with one another. With the strength and guidance of God, the help and hope offered to one another, and the humility to see ourselves on this journey together, we *will* keep Climbing Higher Together.⁷

Here are some highlights from 2011.

- The Vision One Leadership Team worked hard to implement our vision: ***"Climb Higher Together: Explore Faith, Experience Jesus, Engage Others."*** Through preaching and teaching, we sought to call West Church to live out our values in ever more powerful and evident ways.
- Every ministry was involved in implementing the vision. Especially active was the **Connection Ministry**. Through this ministry the church participated in understanding the CORE disciplines as explained in the curriculum *'Growing to Be Like Christ.'* God calls us to keep climbing higher with him. I look forward to continued spiritual growth as we are formed for Christ. As someone said, *"Bigger is not better; better is better."* May God give us strength to become ever better.
- The year included many highlights, but among them has to be missions. **Missions** extends West throughout the world. We are truly a global church, supporting missionaries around the world and very actively involved in Honduras and Tanzania. Hundreds of people in and outside of West Church have been impacted by the Missions efforts of West. And much good has been done to alleviate poverty and bring spiritual and material help to our brothers and sisters across the globe.
- I continue to celebrate our staff. We have been together a long time and it shows (in a good way!). I love each of our staff dearly and so appreciate their lives of integrity, hard work and love for God and his people. Thank you Chris, Jonathan, Shirley, Alan, Bob and Carol!
 - Serving alongside our staff is the most amazing group of Ministry Leaders! Countless hours of service and lots of love flow from each Ministry Leader and all the people serving with them. God has blessed West with humble, mature, strong and compassionate leadership.
 - To more mundane issues...
 1. Sometime in the year we discussed titles in staff meeting. Someone mentioned "Lead Pastor" and I liked that title. To me it fit better than 'Senior Pastor.' I had no idea a simple title change would create a ripple effect of other changes that would be needed!
So why is 'Lead' better than 'Senior'? 'Senior' implies an over/under dynamic which does not describe our team approach to ministry. It also implies that I am either older or wiser (or both) than everyone else. By now you know that neither is true! Instead, we are on the mountain together. I see myself as leading a group of fantastic people, not standing over them being a 'director' of sorts. I am charged with 'leading the way,' a task better described with title 'Lead Pastor.' When it comes down to it, however, what we *do* is far more important than what we are *called*. My prayer is to be a better pastor, no matter what word describes the title.
 2. As part of communicating the vision, we made a few changes to West's visible 'image.' These changes can be seen in new stationary and new signage around the church. A change was needed.

⁶ Foster, 18.

⁷ Someone once said that *"the process of sanctification [Spiritual Formation] is 100% God's grace and 100% our cooperation, but never 200%!"*

After 15 years, our sign on highway 97 was showing serious signs of wear. I appreciate the efforts of Bob Wilson and Carol Coates in getting the new sign designed and delivered.

Some folks have wondered why we did not put 'Congregational' in the new sign. The simple reason is that 'Congregational' does not communicate anything of value to the vast majority of the people driving by. To the people who *would* be familiar with churches that are 'congregational,' the word would most likely have a connotation that does *not* describe us. That is, most congregational churches in New England belong to the super-liberal *United Churches of Christ*. So if 'Congregational' was still in our sign, some people would mis-identify us with the UCC. We belong to the Conservative Congregational Christian Conference (CCCC). The difference between the UCC and CCCC is vast, too vast to communicate in a sign.

The most important thing is what God is or is not doing in a church. We know God is working hard among us--something we try to communicate through the website, the 21st century 'portal to the public' of the church or most any organization. Because the website is where most people learn about us, we are diligent to keep it updated and relevant.⁸

- On a personal level :
 - Co-led the mission trip to Tanzania (October 5-18).
 - Continue to teach and lead three groups:
 - A Monday evening Theology class studying the Seven Areas of Life Training.
 - A Wednesday morning group studying Dallas Willard's *Renovation of the Heart*.
 - A continued discipleship relationship with two men.
 - 1. Serve many individuals through counseling.
 - 2. Continue to work closely with Deborah as she leads 'Kulea,' a non-profit organization rescuing orphans in East Africa.

What a joy to see God work in my own life and yours! God really does get the credit for any good that happens. As you have heard me say, *"We are a bunch of messed up people being fixed by God, and we are really happy about that!"* Maybe that is not the most eloquent way of saying it, but it's true.

As my 10th year concludes at West, *"I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus."* (Philippians 1:3–6)

In and by the grace of God through his wonderful Son, and by the power of the Holy Spirit,

Dale Brown
Lead Pastor

⁸ We find that about half of newcomers to West come through a relationship with a West attender, half come through searching for a church via website, and just a few come by just driving by and stopping in. In nearly all these cases, the website is an important and often the first 'look' newcomers have at West.

Associate Pastor
Christopher T. Ziegler
2011 Annual Report

In 2011, I continued serving as the team leader of the *Vision One Leadership Team*, consisting of Bob Wilson, Deb Conte, Mitzi Wilson, Pastor Dale and myself. This team was put together to implement the vision for evangelism through relational disciple-making. This year we rolled out our vision frame in collaboration with our ministry team leaders including our new mission statement, core values, measures as well as various strategic tactics. Some of the initiatives that are more noticeable would be the role of the Connections Ministry Team in assimilating newcomers and friends into the life of the church, the 'Trail Guide' for ministry leaders, and the Vision One prayer partner team. We envision friends and family members of West Congregational Church, *exploring faith* and *experiencing* the grace of *Jesus Christ*, as His church intentionally *engages others* in disciple-making relationships. And it's happening! I have seen more people come to faith in Jesus Christ first-hand in 2011 than in the past two years combined!

This year I coached the *Spiritual Formation* Team, led by Mitzi Wilson. In 2011 this team hosted Doug & Adele Calhoun as part of our "Relate" month. They shared on the role of gender in our spiritual journey and how that impacts our relationship with God and one another in family. Rama Ziegenhals was the speaker for the women's retreat in May. And in December, many were able to enjoy the Advent at-Home Retreat. Mitzi was also able to lead two small group experiences based on the ministry model created in 2009. One of our hopes is that as we experience Jesus together and attend to our own spiritual health, God will reproduce healthier disciples through us. For more information, our biblical theology and the design of our ministry experience is currently on file in the leadership resources section of the church library under the title, *A Path Toward Spiritual Formation*.

Local Outreach Ministry Teams act as a bridge connecting West Church and our love for Christ to existing local programs and care facilities. I led the Alpha team this year, which ran two successful sessions. This intentional evangelism experience offered 2 small groups meeting weekly throughout the winter/spring and 1 in the fall. I had the joy of leading a small group in both sessions. We rejoiced as people came into a personal relationship with Christ, renewed prior commitments and took steps closer to him through this experience. The Family Kitchen team, led by Betsy Tombarelli, also had a wonderful year showing God's mercy through providing groceries to approximately 65 households in need on a weekly basis. West Church Team Leaders for Local Outreach Teams also include: Pam Brown, Women's Salisbury Prison Facility; Phil Kravitz, Elder Care Ministries; Carolyn Giddinge, Community Meals; and Tammy McGrath, Hilltop School (Pastor Dale is Hilltop's staff coach). Please pray that our local community will hear the gospel, and come to faith in Christ as Savior and Lord, through these various team ministries.

On a bittersweet note, our non-profit partner, Angel Food Ministries closed its doors this year. AFM, was led locally by Sheila Kennedy, who did an amazing job leading a ministry area with multiple teams collaborating, and over 50 volunteers serving regularly. I am so grateful to God for Sheila's leadership, and for the entire AFM team for all the love and mercy they showed during this 2 year ministry's run. Many people in our community have been blessed through the Angel Food Ministries Team.

In 2011, I also had the privilege to serve alongside *Missions Leadership Team* leader, Mark Cottrell. In addition to supporting 14 missionary families around the globe, the MLT had the joy of supporting some of our own on various short-term missions around the world. We sent short term trips to Tanzania, Africa with Kulea and Rus Rus, Honduras with Missionary Air Group. We also commissioned and sent out Phil Williams

as a missionary from West Church to serve on staff with Beyond Partnership Ministries. In addition to this, other individual friends and members of WCC participated in various mission opportunities around the globe this year. Please refer to the annual report of the Missions ministry to learn more about the exciting things that God is doing under this team's leadership.

Many in our community participated in *Small Groups* as various Ministry Team Leaders continued in their efforts to incorporate small group principals into their respective ministry areas. New small groups continue to form in ministry areas under the direction of team leaders in keeping with the particular discipleship goals of their ministries. In 2011, I trained new small group leaders to serve the growing number of people interested in experiencing Christ's transforming power in community through small groups. I also enjoyed leading a small group that continued meeting after our time together in Alpha.

I would like to publicly thank all the volunteers that make up the teams within these ministry areas, who have made many sacrifices of love during 2011 in order to represent Christ and *be* his church. THANK YOU God for these wonderful people who have invested themselves for the advancement of your kingdom. I am particularly thankful for Pastor Dale's willingness to share preaching opportunities with me. This year, I was able to preach on 14 Sundays. As always, I continue to thank God for my wife, Sharon, my partner and primary encourager in ministry. We love the people of West Church, and look forward to celebrating our 10 year anniversary serving here in 2012.

Respectfully Submitted,
Pastor Chris

Music Ministry
Jonathan DiStaulo, Worship & Fine Arts Pastor
2011 Annual Report

“O **clap** your hands, all peoples; Shout to God with the voice of joy.” (Psalms 47:1) “Let the rivers clap their hands, let the mountains **sing** together for joy.” (Psalms 98:8)

The Psalms provide all kinds of ways in which we can demonstrate or express our worship, such as singing, clapping, kneeling, dancing and playing musical instruments. When we worship God with music, we are simply using a tool to help us connect to a living God. Yet worship is much more than 20 minutes of singing at a church service. My role as a worship leader carries a tough responsibility, one that requires my heart to be in a place of worship before Sunday morning. Yet just like everyone else, I deal with allergies, taxes, bills, the emotional needs of my family.

I have tried to cultivate worship in my family over the years by examining my own walk with God and asking myself if I am modeling authentic worship to my children. I am keenly aware that many times the next generation looks at the preceding one and points to the obvious spiritual contradictions.

My encouragement to you is to look for opportunities to point out the hand of God, either in a glorious sunset, a striking cloud formation or an animal in the backyard. What I try to model for my family and West Church is that worship has more to do with relationship than it does with music. Of course, I go through seasons when life is hard and relationships are difficult. On occasional Sundays, I stand before the congregation and just go through the motions, but I can't do that for long.

I am reminded how blessed and fortunate I was to receive a 3 month sabbatical this past summer. Most of that time (physically) was spent with my growing family and loving wife, but the time I had to reflect and re-connect with God, review his calling on my life, was just as precious and necessary. From a grateful heart, West Church, I thank you for this gift!

I also wish to thank the volunteers who filled in for me while I was away in the Worship Leader role, they would be: Bill Pillsbury, Steve Simmons and Jonathan Squire. Thanks to these guys the singing, clapping, kneeling, playing of musical instruments kept bursting forth. May we, as a body of believers continue to explore every worship posture and welcome the Lord's manifest presence in our midst.

Peace,

Pastor Jonathan

Family Ministry
Shirley Paz, Director of Family Ministry
2011 Annual Report

It's good to reflect and see God's work! In so many ways, and through so many people, I have realized His love and care and goodness as I serve the West community. I am grateful for the opportunity to be in this position, and to journey with others. Continually, I am humbled and taught by graces of our incredible God.

For family ministry, the year began big. The month of January 2011 was dedicated to a church-wide event called Relate, which coordinated preaching, private devotionals, community gatherings, and family activities to focus on *relationship*. Specifically, we focused on connecting within our extended families, reaching others, relating to God, and journeying into the larger world. With an event this big, dozens of individuals worked hard, and my appreciation for their effort is vast. Pam Gore assisted in writing the devotional, Carol Coates worked tirelessly in various aspects of coordination, the men's ministry hosted a breakfast, the youth ministry hosted a movie night and during that event the Clark family coordinated a children's movie program, many people held dinner groups, and our pastors dedicated themselves to preaching topically. A public thank-you to all! My prayer for Relate emphasis was, and still is, that we will continue to grow in ways of relating to our families, the community, the world and God.

In the spring, I took part in the Cultural Awareness Week, and then at the Women's Retreat, where I was able to offer spiritual direction to women desiring to discern God's work in their lives. In September, I spoke at the fall Women's Ministry dinner.

This past November, working with our trained Marriage Mentors, we offered a couple's study based on material from John Eldredge, titled *Love and War*. With a great turn-out, we formed five small groups so that couples could enjoy a deeper sharing with one another. As husband and wives and a few dating couples engaged the material, it was evident that God strengthened relationships and brought healing in many ways. From that positive experience, other small groups are now in the process of forming. I am grateful for the small group leaders: Warren and Kathy Bayek, David and Anita Low, Norm and Cynthia Baker, Javier and Renee Villefane, Lauren and Todd Becker, and my husband Carlos who greatly assisted me.

In December, I participated in the week-long Advent At-Home retreat, and was able to help over 20 people receive spiritual direction as they reflected on the wonder of Advent and their own relationship with Christ.

Ongoing ministry included working with both the Hope group for women wishing to understand and be healed from abusive relationships, and Divorce Care, which offers support to not only West church attendees but to many outside church affiliation. Again, without the tireless efforts of volunteers, these ministries could not function, and my thanks are offered to Deb Berlin, Carol Tudisco, Jen Castle, Joanna Zanchi, and Pam Jackson.

In addition, I am indebted to the ministry leaders with whom I work most closely, Marge Squire, Jenn Clark, and Mitzi Wilson. I see Jesus in each of them, and in the lives they touch.

The word 'family' can conjure a huge variety of images, but my desire is to participate with God in building healthy relationships, freed from brokenness and empowered by His truth, both within family groups and within the body of Christ, the spiritual family to which we are all called. Thank you, West Church family, for allowing me to serve in this way.

In grace,
Shirley Paz
Director of Family Ministry

Student Ministry
Alan Inacio, Youth Pastor
2011 Annual Report

In 2011, our Youth Ministry had another fruitful year!

In February, we brought 75 people to Camp Berea in Hebron, NH for our annual winter retreat joining other churches for a weekend of worship, winter sports and growing deeper in our relationships with each other and with Jesus Christ.

Throughout the spring, twelve Sr. High students participated in various training and fundraising opportunities related to our summer trip to Dorchester for the Boston Project. These students served faithfully the community of Dorchester and after the trip I had the pleasure of baptizing eight of them, who have continued to show a genuine advance in taking their next step with Jesus.

Since last year we have ventured on a new program approach which consists of a weekly Sr. High youth group meeting on Wednesday's providing worship, teaching and games, as well as a similar format offered on Friday's to the Jr. High students. We have also established a monthly worship-focused night called High Point that is open to Sr. and Jr. High students as well as parents.

I would like to thank the volunteers that are such a great part of this ministry, and who have made many sacrifices of love in order to represent Christ and be his church with our youth. I thank God for these wonderful people who have invested themselves for the advancement of his kingdom.

Respectfully Submitted,
Pastor Alan

Leadership Council 2011 Annual Report

We give thanks and praise to the Lord our Savior that he is at work at West Church.

The following is a brief description of some of the highlights of the council's efforts during 2011.

This year the Leadership Council spent some time focusing on the financial oversight of the church. We oversaw the transition to more modern, standardized and secure accounting practices.

We also worked with the Hilltop Board and staff to more closely align Hilltop and West Church policies.

God was faithful through every task and decision we were faced with, and we are thankful to see him continually at work transforming lives at West Congregational Church.

Respectfully submitted,

Peter Buckley
Chairman

Leadership Council policies are available on the West Congregational Church website at <http://www.westchurch.org/files/Policies.pdf>

You can contact Leadership Council by email, leadershipcouncil@westchurch.org

CHURCH CLERK 2011 ANNUAL REPORT

A summary of the action taken at the 2011 Annual Meeting is as follows:

Annual Meeting - January 30, 2011

- *Received 4 new members*
- *Elected Officers and Leadership Council Members*
- *Confirmed 18 Ministry Leaders for the year 2011*
- *Approved a budget of \$786,229 for 2011*

2010 Membership Statistics

- * Current Membership – 248
 - New Members – 28
 - Deceased Members – 2

2011 Membership Statistics

- * Current Membership - 238
 - New Members – 4

2010 Baptisms & Dedications

- * Baptisms - 20
- * Dedications - 5

2011 Baptisms & Dedications

- * Baptisms - 15
- * Dedications - 1

2010 ATTENDANCE

(Average per weekly attendance stats)

- * Sunday Worship Services - 437
- * Easter Sunday - 953
- * Christmas Eve - 630

2011 ATTENDANCE

(Average per weekly attendance stats)

- * Sunday Worship Services - 387
- * Easter Sunday - 770
- * Christmas Eve – 458 (attendance taken at 2 services only)

In His Service,

*Carol Ann Coates
Church Clerk*

Children's Ministry Annual Report 2011

In 2011 Children's Ministry continued to be a wonderfully busy place to be on Sunday Morning. We continued to welcome new families to the program and have close to 150 children registered in the program. We are blessed with 20 amazing weekly volunteers each week who share their time and love of God with the kids. We finished off last year with a special luncheon to try to thank them, but I could never thank them enough for what they do. In order to continue to grow and add new programs, volunteers are always welcome and needed.

Each Sunday continues to start with a short opening worship time including worship songs, announcements, prayer and a brief message. Technology has allowed for a lot of new music, power points and presentations to enhance this time together. After this time each child moves to their individual classes to do their lesson for the week.

I was blessed this year with a wonderfully organized assistant, Mary Ellen Mulley. We were also blessed with the addition of a new laptop and software, which has allowed us the capability of capturing vital information, and has given us the ability for better communication with our families. This new software has a lot of options we still need to learn about and is a great addition to Children's Ministry.

This year's VBS was called *Big Apple Adventure* and was very well attended with over 100 children. We were blessed with over 40 volunteers who seemed to have as much fun as the kids. We held another well-attended Family fellowship at *Skateland* and were able through it to raise money for our Kulea team; even my broken wrist didn't dim the spirits. We also collected hats and mittens for Ruth's House to help warm others in our community.

In November many of the kids took part in our musical "God of This City". They performed with enthusiasm and did an awesome job, through it they learned that no matter how small you are, God can do great things through you. In December the kids were able to help take part in our Christmas Eve Family Service, it was a blessed time and Jesus' love shined through them.

In February we will be trying out a new after-school Bible Club for kids. We want to help keep Christ in their day not just on Sunday, but throughout the week as well, and offer them a time of deeper learning, fun and fellowship with Christian friends.

It continues to be a blessing and privilege to work with God's Kids, Thank you!

Submitted by,

Jennifer M. Clark
Children's Ministry Leader



Fifty Plus Ministry

2011 Annual Report

Young at Heart

The Young at Heart seniors met for various programs of inspiration and devotion during 2011.

The team of volunteers under Jane Lechner (Karen Kravits, Roberta Platz, Sue Wagner) served us delicious full-course meals at noon. Sue Wagner always decorates beautifully with themes according to the season.

Special thanks also to Ken Doe who ably fills in by leading the Bible study/devotional time when I am absent.

And thanks to Tony Scaglione who calls around to secure reservations so we know how to prepare. Expenses are mostly met by donations from participants, including a portion to various mission efforts of the church.

The group is open to anyone 50 years or older. Guests are welcome. We meet the third Wednesday of each month at 11 AM, July and August excepted.

If you think of anyone whom I could contact about joining us, let me know. There is room at the inn!

Jim Gustafson
Team Leader

Missions Ministry 2011 Annual Report

In 2011, West Congregational Church (WCC) was able to continue our support of 13 missionaries and their families. We are also excited about being able to add Phil Williams to the list of supported missionaries. Phil is a “home grown” missionary from WCC, who will be in fulltime ministry with Beyond Partnership. KULEA, a ministry that grew out of WCC to rescue orphans in East Africa, was also added as a supported ministry in 2011.

This past year we were able to bring in two guest speakers focusing on missions. In May we were blessed by the visit of Ralph Leo and his family. Along with telling us some wonderful stories, Ralph challenged us to act whenever you feel God is speaking to you through Scripture. We also had a great luncheon after the Sunday services listening to Ralph and his wife Tara share with us all about their experiences living and serving in the Middle East. In September, Pastor Harre Banks who works with KULEA in Kenya, asked us to “go and see” what is happening in the world and find out how we can play a part in what God is doing around the globe.

WCC was able to give some “one time” gifts to different ministries. Money was sent to finish the construction of a rural church in India through our friends at Influence International. Also, funds were donated through True Sojourners for food aid to Somali refugees in the Middle East. A gift was given to Bradford Christian Academy. We were also able to help Kyle Reese fund his 2nd mission trip to China during Christmas.

Three teams were sent out from WCC to serve on short term mission trips in 2011. Eight men traveled to Rus-Rus, Honduras to work on a hospital in the remote Mosquito region in January. Many of our WCC youth served in the inner city for a week with the Boston Project in August. For two weeks in October, 20 people served with KULEA, to minister to orphans in Tanzania. In late January, we will be sending out another team of ten people to Rus-Rus to continue to support the work there. It is awesome to see that our church body not only gives to missions, but also is willing to go out and serve around the world.

In 2012 we will be starting the “missionary of the month” campaign. Each month, we will be highlighting a different WCC supported missionary and distributing information about their ministry along with specific prayer concerns. Our hope is that through this effort the WCC congregation will be better informed regarding our missionaries and will pray for them during that month.

I am so blessed to be able to work alongside a great team; Ellie Gustafson, Dave and Anita Low, Briana Spohr and Pastor Chris Ziegler. 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 wherever and whenever God may call.

Respectfully Submitted,

Mark Cottrell
Ministry Leader

Women's Ministry 2011 Annual Report

A year of growth and new friendships in the Lord!

Women are....."growing in the knowledge of God, being strengthened with all power according to His glorious might, so that they may have great endurance and patience....." Colossians 1: 9-12

Monday nights have continued as Women's Bible Study night at West Church. During the winter/spring we explored the fascinating account of the building of the Old Testament tabernacle, the significance of its intricate design, its pivotal role in God's eternal plan, the grand fulfillment of its purpose by Jesus Christ, and its variety of meanings for your walk with God today through a Beth Moore bible study called "A Women's Heart God's Dwelling Place".

In the fall of 2011 along with the entire church body at West we spent 6 weeks studying "Growing To Be Like Christ" which helped equip us with the basic habits of spiritual growth: relying on the Holy Spirit, cultivating time in the Bible and prayer, seeing life's obstacles as opportunities for growth, and partnering with Christians who are committed to supporting your growth. Each Monday night session begins with corporate worship, then a time in small group and ends with a video teaching.

Friday morning Bible study is regularly attended by 20 women of all ages. The group continues to be co-led by Eileen Cantone and Roberta Platz. They too studied "Growing to be like Christ" this past fall and are now studying the book of Mark.

In November, 50 women attended the Women of Faith conference in Hartford, Connecticut a great time was had by all!

We are looking forward to our spring retreat at Alton Bay on May 4-6, 2012. Our speaker this year is Adele Calhoun. She will speak to us about "Invitations from God".

Our spring breakfast and fall dinner events were organized by our event team of women, who provide hospitality, worship, great food and biblical teaching. These events are not only for the women of West Church; they also provide a great point of entry for women to bring friends, family and co-workers who might not otherwise attend church.

Many women serving the Lord through event planning, retreat/conference planning, Bible study facilitating and worship have made 2011 another great year in the Lord. Women are growing in their relationship with God and each other.

Praise God!

Marge Squire
Women's Ministry Leader

Property Support Ministry 2011 Annual Report

Catherine Rogers, Richard Boynton, and Bob Wilson are all members of the property team. We welcomed a new member to our group, Jim Stepanian.

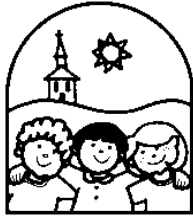
We are continually working on keeping an updated list of maintenance projects that the church needs done. Each month we get together and work on a few at a time. Some of the ones we have done are listed below.

- Cleaned the 3 oil burners
- Angel Food Ministry rented a storage unit for their use
- Re-painted lines in parking lot
- Polished the floors in the WEH
- Matt Pierce re-tiled showers in 2 bathrooms at the parsonage
- Added new heat and A/C for the new bookkeeper office, finance office and Youth Pastor's office
- Installed an under-sink hot water heater in office wing bathroom
- Repaired the playground railing and the guardrail fence
- The Vestry & Office Wing hall were painted by a volunteer, Bob Baillargeon
- Replaced a spot lamp & sensor at office wing entrance
- Purchased a new stove for the parsonage
- Annual Inspections were done: elevator, fire, sprinkler, etc.
- Service calls for lighting, locks, heat, etc.

We would like to thank Matt Pierce and Rick Castle for helping out when needed in their specialties.

Respectfully submitted,

Catherine Rogers
Ministry Team Leader



Hilltop School

"Let the children come to me" Mark 10:14

2011 Annual Report

In spite of some low points this year, Hilltop School continues to move forward in faith that God will continue to bless the school and its efforts. Although enrollment still remains a struggle, as it does at other private preschools, parents and staff are full of God's grace with continued outpourings of support for our fundraisers, Hilltop Likoni sponsorships and donations.

Hilltop is moving in-step with West Church, as we now use the same financial system to make financial documentation more cohesive between both establishments. (After 12 ½ years of service to Hilltop School, Karl Dickey has retired. Jo Ann Jordan, who also serves West Church, has taken over the bookkeeper duties.)

We continue to slowly grow our fundraising account in anticipation of purchasing our "dream playground". With prayer and faithfulness we know anything can happen.

Hilltop School became re-licensed by the Department of Early Education and Care (DEEC) of Massachusetts in September. Our current license was renewed to include infant and toddlers. We have extended our care to provide for children as young as age one, offering programs on Monday, Wednesday and Fridays, thanks to the accommodations provided to us by the West Church nursery. With prayerful consideration we are hoping to be able to extend this service to a full week for our youngest children.

Prayer requests: Hilltop is a ministry of West Church and so we ask you, the members, to keep Hilltop School always in your prayers. Our specific requests are:

- For God to send more families and children to Hilltop (increase in enrollment)
- For God to strengthen and increase His Word in the Hilltop body (staff and children)
- For continued patience, understanding and resilience for Hilltop's staff, parents and Board of Directors
- For understanding and accountability when sharing God's House with other groups.

Contact us:

Phone: 978-373-6663 **Email:** hilltop@westchurch.org **Website:** www.hilltophaverhill.org

Director: Tammi J. McGrath

Hilltop School - 2011 Financial Report

ASSETS

Current Assets

Checking/Savings

1000 - Pentucket Checking 39,646.39

1050 - Pentucket Savings

1050-01 - Emergency Fund 24,797.48

1050-02 - Fundraising 699.80

1050-03 - Likoni Fund 1,072.75

Total 1050 - Pentucket Savings 26,570.03

1600 - Petty Cash 141.17

Total Checking/Savings 66,357.59

Accounts Receivable

11000 - Accounts Receivable 8,284.96

Total Accounts Receivable 8,284.96

Other Current Assets

12000 - Undeposited Funds 2,220.00

Total Other Current Assets 2,220.00

Total Current Assets 76,862.55

Fixed Assets

1800 - Improvements 217.36

1850 - Equipment 13,398.25

Total Fixed Assets 13,615.61

TOTAL ASSETS 90,478.16

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2000 - Tuition Deposits 7,425.50

2050 - Prepaid Tuition 11,272.50

2240 - 403b Deductions -780.00

2300 - Health Deduction 1,797.10

24000 - Payroll Liabilities 571.85

Total Other Current Liabilities 20,286.95

Total Current Liabilities 20,286.95

Total Liabilities 20,286.95

Equity

32000 - Unrestricted Net Assets 86,387.17

Net Income -16,195.96

Total Equity 70,191.21

TOTAL LIABILITIES & EQUITY 90,478.16

Hilltop School - 2011 Financial Report (cont.)

Ordinary Income/Expense	
Income	
3100 · Tuition/Day Care	196,799.00
3120 · Voucher -CCC	7,127.21
3140 · Child Care Circuit	32,115.23
3160 · Programs	17,065.00
3170 · Summer Tuition	21,785.50
3180 · Summer Camp	4,510.00
3640 · Misc Income	2,013.66
3700 · Interest Income	11.27
Total Income	281,426.87
Expense	
4010 · Total Payroll Expenses	
4550 · Employee Insurances	6,219.55
5100 · Salaries	206,820.19
5175 · Bookkeeper Expense	4,623.02
5250 · Substitute Pay	3,422.25
5300 · Taxes	15,722.96
Total 4010 · Total Payroll Expenses	236,807.97
4050 · Advertising	1,255.03
4100 · Cleaning/toilet Supplies	1,117.86
4150 · Curriculum / Books	1,235.03
4250 · Education	1,643.39
4400 · Food	7,345.14
4450 · Gifts	760.67
4500 · Hilltop Celebrations	625.46
4600 · Insurance, other	419.65
4650 · Janitorial Services	8,408.69
4700 · Fees - Licensing, etc.	620.00
4750 · logo-imprinted Items	678.00
4800 · Maintenance	1,836.44
4825 · Operation Supplies	1,375.32
4850 · Misc. Costs	535.00
4900 · Office	4,220.15
4910 · Computer Expense	438.75
4920 · Postage & Shipping	277.80
4950 · Payroll service	1,548.91
5000 · Professional Fees	2,800.00
5050 · Publications	306.66
5150 · School Supplies	3,014.10
5200 · Field Trips	576.00
5350 · Telephone	1,521.28
5470 · Bank Fees (Rt'd cks)	66.00
5675 · Equipment Leasing/Maint Plans	995.00
5700 · West Church Disbursements	19,500.00
Total Expense	299,928.30
Net Ordinary Income	-18,501.43

Hilltop School - 2011 Financial Report (cont.)

Other Income/Expense	
Other Income	
8020 - Fundraising Income	5,035.58
8030 - Likoni Income	1,572.75
Total Other Income	<u>6,608.33</u>
Other Expense	
8200 - Likoni disbursements	2,242.50
8350 - Fundraising costs	2,060.36
Total Other Expense	<u>4,302.86</u>
Net Other Income	<u>2,305.47</u>
Net Income	<u><u>-16,195.96</u></u>

Connection Ministry 2011 Annual Report

“People want to belong to something bigger than they are, something exciting and adventurous, something excellent and significant. But if we aren’t clear about calling people to be disciples, sold-out followers of Jesus Christ, they will continue to show up, cheer, and maybe even tell their friends, but their lives many not reflect a personal, missional buy-in to the agenda of the Kingdom of God and the grace of Jesus Christ. People matter too much to miss this critical distinction. God’s agenda matters too much to allow this confusion.” - Mark Waltz, Lasting Impressions

With a deer-in-the-headlights feeling that I’m going to be run over any moment, I humbly submit my first “Annual Report” for the one-year old Connection Ministry. I am grateful beyond words to Pastor Dale for his tireless efforts to clue me in on what I’m doing, and his willingness to take the lead in the roll-out of the CORE Discipleship program in the Fall. West is committed to creating a path for basic discipleship that we can set new believers on to guide them in their first steps “up the mountain” climbing Higher Together. We established a curriculum, “Growing To Be Like Christ” and various methods for folks to begin this journey, including 1:1 “Diads” and 1:3 “Triads” as well as Small Groups. We are thrilled that many took the Facilitator’s Training. We’ve already seen good results from that response, and we look forward to more people becoming involved - as disciplers and as disciples - in this coming year. We are especially appreciative to Eileen Cantone, Roberta Platz and Marge Squire for embracing the new curriculum into their established Bible Study groups.

Also new to the West Sunday activities is First Place, where first-time visitors and/or newcomers have opportunity to meet 1:1 with a Staff member after the 9:30 and 11:00 services. Response has been very good thus far. We need EVERYONE to help direct newbies to First Place - after YOU have first welcomed them, yourself!

The Connection Center continues to be the anchor and focal point in the lively chaos of West Entry Hall, every Sunday morning! A million thanks to Sharon Ziegler and her awesome team for being a “live website” where folks enjoy connecting real-time with a person delivering the latest information about West activities, with a friendly, welcoming smile!

The Spring LIFE Classes, graciously facilitated by Dale, Shirley and Jon Squire, produced a wonderful crop of nine Candidates who have each been recommended for Membership by the LIFE Interview Teams. (Many thanks to Chris, Deb, Deedee, Ellie, George, Marilyn, Roberta, Sharon and Terri for doing all the interviews!) A warm welcome to Alan, Amy, Annelle, Candice, Dale, Elizabeth, Jim, Linda and Sandy, who will complete the process of Membership when YOU put up your green card to vote them in!

The Newcomer’s Fellowship in February was very well attended. The deep snow of last winter did not keep 30-some folks from dropping by to meet with Staff and Ministry Leaders and begin to “tell their story”... and begin/continue their journey at West Church.

I am deeply indebted to Carol Coates for her support and guidance this past year... thank you my dear friend! I am grateful to the Staff for entrusting me with this new Ministry Area, and giving grace as I “ramp up” to do that which God has called me to do, therefore I trust Him to equip me.

In His grace,

Carolyn Alexander
Connection Ministry Leader