

Xenos Christian Fellowship

# 2010 Annual Report



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# Adult Ministries Division

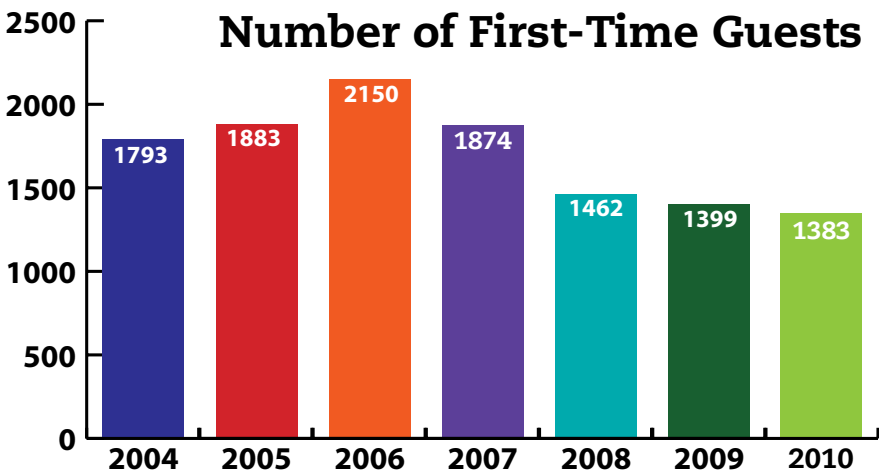
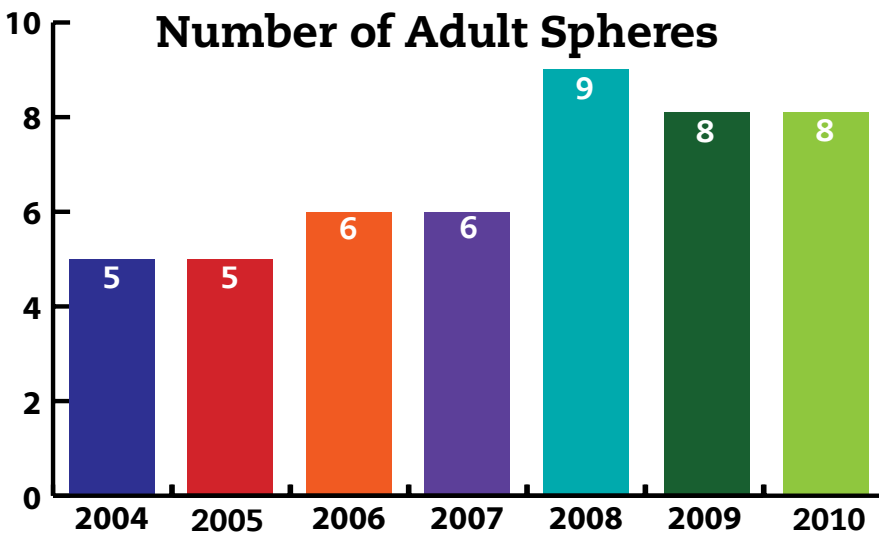
John Rue, Division Coordinator

*The Adult Ministries Division consists of “spheres” (i.e. congregations) of home groups that attend the same large weekend meeting, which we call Central Teachings. Each sphere is led by a “Senior Sphere Leader” who pastors the home groups in that sphere and oversees its Central Teaching (CT), often as the main teacher.*

## 2010 in review

The trend of Home Group attendance decline continued in 2010, but at a reduced rate. First-Time guests ended the year at another decade low after exceeding prior year levels through November.

Signs of a return to long-term health continue, as more & more home groups are mobilizing to serve in new fields in our communities. Scores of Bhoutanese refugees were reached for Christ and incorporated into new home bible studies again this year, adding to the new Central Teaching that was planted the previous Fall. At our 4th Street Pavilion, the Saturday community Bible study for neighborhood kids more than doubled, with numerous salvation stories. Dozens of volunteers have stepped forward to serve as conversation partners for International Student Friendships, which has opened many doors to the gospel. Further signs of encouragement were the growth in our adult CTs— including the planting of new CT timeslots at 4th Street and on the West Side. Also, the recently planted spheres at 4th Street, East Side, West Side and 11:30am Café each grew in 2010.



### Plans for 2011

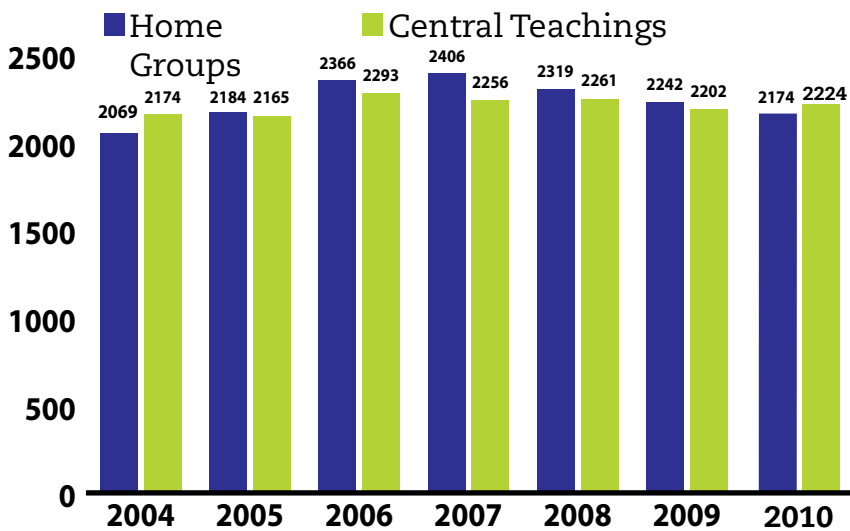
The creative initiatives to get into more responsive fields will continue in 2011 while maintaining true to our core vision of building a community of disciples under grace. I have a special burden to see couples meeting with couples within our home group communities to strengthen marriages as the spiritual foundation of adult ministry. Spheres are committed to adding momentum toward mobilizing servants for adorning the gospel with good works across the greater Columbus area. We will keep strengthening our home group leaders under grace to instill further clarity of God’s calling & gifting for diverse ministry inside & outside the church. A new cooperative approach developed with Student Ministries will begin to partner adult groups with college groups to foster greater relationships, mentoring, energy & prayer from one generation to the other.

## Senior Sphere Leader Highlights from 2009:

*"In 2010, God encouraged us in many different ways to persevere in our service of Christ. We rejoiced as over 20 people from very different backgrounds got baptized. We planted three new home groups, and we see good morale in many of our home groups. Our two Central Teachings grew both in size and diversity. Renegade (the Bible study for students in the neighborhood) now has several Bible studies for elementary through high school students. Many workers from our home groups (and from the college ministry) have served faithfully and sacrificially in this ministry. Our South Linden workers started a Sunday morning adult Bible study at Harambee School. God has opened a door to international students, and Chinese students in particular are responding to the message of God's grace through faith in Jesus. We continue to adorn the gospel in many ways, including community volunteering, home group service projects, and the medical clinic. Our monthly prayer concert has become a vibrant spiritual "engine" that intercedes for all these ministries. We know that all of this is by God's grace, and for God's glory!"*

## Average Adult Attendance

—Gary DeLashmutt, The 4th Street Pavilion



*"Like many spheres in Xenos our sphere has been facing the relatively new and perplexing problem of declining attendance and participation over the last couple years. God is sovereign over our challenges and His loving kindness (Hessed) is eternal. Our friendship and ministry with Bhutanese Refugees has reached the two year mark. In 2010 we started a Sunday morning meeting in Nepali language translated from simple English. This meeting is growing and we expect to need a new space since it is often over 100 people. The home bible studies continue to build deeper bible knowledge and deeper friendships for both Anglos and Asians. 17 refugees from Hindu and Buddhist backgrounds were baptized in 2011! 15 High school students went on a week long service trip with plenty of bible teaching. Like last year, our leaders and members have delighted in serving our community. We*

*are involved with marriage mentoring, medical clinics, International Student Friendships, and a food pantry just to name a few of our service ministries. We have partnerships with college groups that are reaching a great harvest for Christ."*

— Danny Walker, Sunday 9:30 a.m. Main Campus Auditorium

*"We have much to be thankful for this year. We continue to see both qualitative and quantitative growth. Over the past few years we encouraged our leaders to be creative, and involve their groups in taking the Gospel forth in new ways. As a result, groups have become involved in ministries like Youth for Christ, Harambee School/Urban Concern, and International Friendships. Many others continue to lead and minister in Xenos Jr. High ministry and OASIS. It's been exciting to see the involvement and commitment levels soar. It's been a healthy change. The spiritual health and vigor in our groups is leading to more first-time attenders and growing groups. We also deployed two more couples to college ministry and are eager to develop more partnerships with college home churches. Our sphere supports foreign missions very heartily by leading the home support teams for Cambodia and South East Asia, and contributing substantial financial resources to these efforts."*

— Jeff Gordon, Sunday 9:30 a.m. Main Campus Café

*“Mobilizing workers to serve the Lord, who are motivated by His grace, was the focus of 2010. ‘Every member ministry’ is our vision because it is God’s! (Ephesians 4:16) He made substantial gains on this front in peoples’ hearts and actions; over the course of the year we saw well over 100 people get involved in serving on a consistent basis, especially in the Columbus community. It also led to increased opportunities to share the gospel. The Volunteer Fair drew in organizations from around Columbus, giving our sphere an opportunity to show God’s love in new venues. Our Missions Fair built awareness of God’s work through our missionaries, increasing their prayer and financial support while encouraging them in their sacrificial work. The monthly Prayer Concert continues to be a place where workers and leaders are renewed and strengthened in the grace of Christ by prayer and music.”*

—Doug Patch, Sunday 11:30 a.m. Main Campus Auditorium

*“2010 was a good year for 11:30 cafe. We saw a number of people come to Christ, our work force has made great strides in adapting to the adult field, and is coming together as a unified team. We are entering a critical time in the 3rd year of our sphere, and are hopeful this will be a great year. We have many well trained experienced veterans of ministry, please pray that people will continue to find their roles, and not back away from the challenge of reaching their co-workers and neighbors.”*

—Ryan Lowery, Sunday 11:30 a.m. Main Campus Café

*“2010 was a good year of growth for the west side sphere. We saw growth in both H.G. and C.T. attendance combined with spiritual growth and maturing in our workers. We also saw over a dozen conversions this year. Our C.T. space reached its maximum limit so in October we split into two C.T. meetings. With all of this positive momentum it would seem that the news is all good! However, the fact is our sphere has been hard pressed in the last quarter with spiritual challenges as well. Quite a few setbacks with key workers and a rash of significant illnesses, accidents and challenging marriage and family situations have erupted all at once. This has slowed our progress. We would solicit the church’s prayers for our sphere for perseverance and faith through the early part of 2011 as we try to overcome these challenges and maintain and advancing posture in the work that God has given us. Finally we celebrate the many ways the broader church has served alongside of our sphere with the needs of the Franklinton community including the health clinic, tutoring efforts and serving the homeless.”*

—Scott Arnold, West Side Sphere

# Equipping Division

Mike Sullivan, Division Coordinator

The Equipping Division provides educational resources that help Christians learn about God and serve him more effectively. We offer dozens of classes to prepare students for leadership and other forms of Christian service. Advanced training is available through our Master's Degree program. Home group teachers can access a wide variety of Christian books, videos, audio teachings, journals and papers in our Study Center, a full-service lending library. Smaller libraries at 4th street and on the west side make similar resources available to folks in other parts of the city. The Finishing Well ministry provides training and opportunities to serve for folks who are 55 and older.

## 2010 Review

### New Staff

In 2009, we saw personnel changes in several key positions in the Equipping division. Susan Racz became the director of the Study Center, Bryan Brooks was hired to oversee our MA Program, and Kim Phillips became the class registrar. Each of them is doing a great job in their new roles.

### Education

For the first time in our history, we received more than 4,000 registrations to attend the wide variety of classes we offer. Class taking was up by 23%, largely due to a rapidly rising number of students (3 times more than last year) in the Campus Bible Study's Leadership Training Class (LTC).

We're gradually increasing the number of classes we offer on Bible books. In 2010 we offered a course on Jonah/Nahum, Deuteronomy, Romans, James, 1&2 Chronicles, and the Psalms.

John Cleary and Amy Moreno revamped our material on pastoral counseling and created the Effective Counseling class which is designed to strengthen the counseling skills of Christian workers in Xenos. They both did an outstanding job with this project.

### 2010 Xenos Summer Institute

More than 2,300 people attended the 2010 Summer Institute, featuring Kay Arthur and Stewart Briscoe. The conference focused on "Rediscovering the Word." Mike Bullmore, senior pastor of Crossway Community Church, also offered a course for our Master's Degree program built around the conference that focused on the theology and practice of the spiritual life.

We are grateful that God has given us the opportunity to influence and be influenced by the wider church through this conference, and we're excited about the friendships we're forming.

### Master's Degree Program

The Association of Theological Schools renewed the accreditation of our extension site of Trinity Evangelical Divinity School. We look forward to another decade of offering outstanding masters-level training to people in Xenos and around the Midwest.

We are also seeing key staff member in Xenos move through the program and graduate! Ruth Cormany, Scott Risley, and Lesley Hetrick earned their degrees recently. Conrad Hilario will finish up in spring of 2011, and Ryan Weingartner plans to graduate in fall of 2011.

Having an MA program at Xenos has several benefits. It allows our key servants to stay involved in their ministries while they are in school. It's cheaper than sending them away to Trinity where they would have to pay room and board and higher tuition. And they still get to sit under outstanding professors. Thanks to the XSI, teachers like Ajith Fernando, D.A. Carson, and Mike Bullmore have offered courses at our extension site.

## **Domestic Church Planting**

In 2010, we offered our second Domestic Church Planting class and assessed our first church planting candidates. We also held two separate monthly prayer meetings to pray for people who are in various stages of preparing to plant a church.

## **2011 Plans**

### **Domestic Church Planting**

A team of people from Xenos will be visiting Austin, Texas in February to investigate the possibility of starting a college ministry near the campus of the University of Texas. We will also be assessing candidates for a church plant in Coshocton, Ohio and supporting an initiative to start a Xenos sphere in Delaware, Ohio.

### **Finishing Well**

The leaders of the Finishing Well ministry will be meeting monthly to study ways to mobilize folks who are 55 and older in a variety of ministries. Helping Hands, a ministry of Finishing Well, plans to assist dozens of individuals with basic home maintenance and repair. Finishing Well will also continue to provide a help line for seniors who need guidance in working with social services.

### **Classes**

Xenos class teachers will continue the extensive project of rewriting and streamlining our core curriculum to better fit the life situation of students in adult home groups. In 2010 we rolled out a new version of Christian Ministry 1. Changes to Christian Ministry 2 and 3 will begin this year. We will also add to the courses we offer on Bible books and introduce a new class on prophecy.

Xenos will continue to make adult education a high priority. If we want to be a movement, not an institution; if we want to be a team of mature workers, not drones who are spoon fed pabulum, then we have to maintain our commitment to equip the saints.

### **2011 Summer Institute**

The 2011 Summer Institute will feature Ken Sande, the author of *The Peacemaker* and Gene Getz, the founder of Fellowship Bible Church North and its extended network of Fellowship Bible churches. Our theme will be "My All for God"—using everything God has given us for God's purposes. J.P. Moreland will also join us and offer a course during the conference through our Trinity extension site.

# Missions Division

Dave Glover, Division Coordinator

**Mission:** *To advance cross-cultural indigenous church planting movements*

**Vision:** *A church accessible to everyone in the people group resulting in changed lives and transformed communities.*

## World Missions

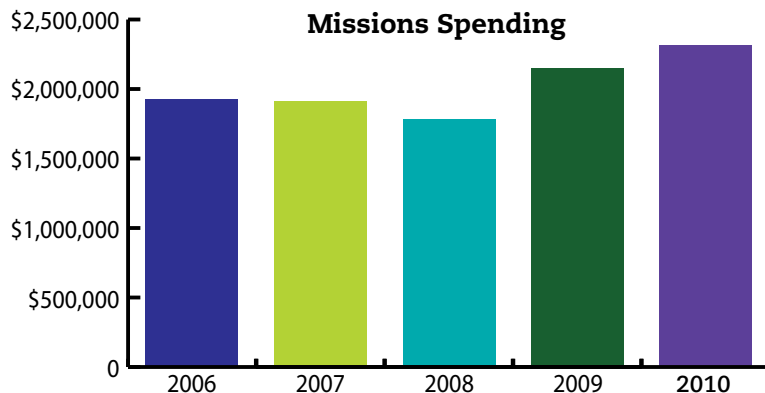
**Eastern Europe:** The team has three indigenously led house churches in place. One of these churches, will plant a new group in early 2011. A representative from World Team and the Xenos missions director made two field visits to assist in the development of a strategic plan. The team completed the translation of another book to use in the training of the national workers. We look forward to God working through these home groups to further His Kingdom.

**SEAsia:** One of the indigenous leaders continues to make progress among his peers and now reports over 500 converts. Bible study attendance, that can be confirmed, is over 270 for this year. There were 20 baptisms in 2010. Praise God for this growth and the opportunity to provide training to many indigenous workers. To that end, the missions division interviewed six potential couples to add to the team. We selected one couple who will attend candidate school in June 2011.



The team will complete their 5-year plan by March 2011. The team also continues to train indigenous workers in relief and development. Currently there are 20 development workers assisting local communities in obtaining basic health care, food, clean water and education. In 2010 392 children participated in the after school programs. 104 students received school sponsorships. 25 under or malnourished children were in our teams feeding program. 22 of those children reached their target weight as evidenced by monthly monitoring of their weight and personal visitation by staff. 94 students are participating in the teen groups. Finally, there are 51 believers participating in discipleship relationships with the SEAsia national staff.

**Cambodia:** Tim and Marjie continue to serve at the Mercy Medical Center. Construction of a new facility began in March 2010 and the staff plans to move in by June 2011. They appointed a spiritual impact coordinator to speak with patients at the clinic and provide follow-up as they return to their villages. The village healthcare curriculum is in development and will be ready for the opening of the new center.



Also in Cambodia Chris and Amy, continue to lead the new school, which successfully completed the first year of operation. They were able to hire a new teacher for second grade. The morning consists of teaching the lessons required by the government. In the afternoon, the students study Bible and music. Makara continues to serve as the principal and government liaison. The school had a bit of a setback when most of the families were moved to another part of town. Fortunately, Chris was able to arrange transportation for the students. The school staff, albeit small, is spending more time this year in the parent's homes. They plan to start a small Bible study with the parents this school year.

**Taiwan:** The team currently has four small groups in place. There are 5 national co-workers actively involved in leading the groups. The team is also teaching ESL classes at a local high school and vocational college in order to establish new contacts and share the Gospel. Finally, they have had several opportunities to train members from the local church. Our team has been able to work with select people from the church



for the purpose of training those people in working class ministry and mobilizing the whole church.

## Church Planter Support

We made two field visits this year, one to SEAsia and two to E. Europe. Both visits were critical for each team. This year we hosted 11 couples on home assignment, which made for a very busy summer and fall. We also, had the unexpected return of two couples from the field. Both situations and associated implications were very difficult.

The elders and missions division studied the history of missions at Xenos and assessed our current strategy. The study helped clarify and affirm our commitment to seeing national workers trained and released to lead the church.



## Mobilization, Relief and Partnerships

The quarterly prayer meetings were well attended and featured many of the missionary couples on home assignment. We held one short-term trip to Cambodia for 36 adults. In preparation for the trip, the Mobilization Director conducted the short-term missions class. In addition to the short-term trip, we sent a team to lead a retreat for the World Relief staff in Cambodia.

The Humanitarian Aid and Development Fund featured 14 different options for donors. In spite of a challenging economy, there was a generous outpouring of support and we were able to fund 10 of the 14 projects. Our goal was \$250,000 and we were able to raise \$238,000. Since the inception of the Humanitarian Aid and Development Fund in 2004, we have raised over \$1,155,000.

We completed the third year of our five-year partnership with World Relief Haiti and plan to conduct several short-term trips in 2011.

## Domestic

Joe and Erinn McCallum continued their ministry in the areas surrounding Columbus. They oversee two groups, one in Newark and a new group in West Jefferson.

The missions division conducted a study to determine the feasibility of establishing a World Relief refugee resettlement office in Columbus. We made the decision to put the project on hold at this time.

## Urban Concern

We made several important hires this year. In June, we welcomed Michael Larson to our staff as Office Manager. Michael is responsible for handling Urban Concern's stewardship and communication efforts. Long time classroom worker and parent of multiple Harambee students, Sherry Barbour joined us where she oversees the operation and expansion of the After School Program. Finally, we were glad to welcome Brandon Grant as our Youth Coordinator. Brandon oversees the mentoring program, youth Bible studies and middle school study table.

The elementary bible study averaged 14 students per week. In June, we moved the adult home group to Sunday morning. We anticipate the elementary bible study attendance will increase since both parents and children now meet at the same time and location.

Our middle school small group attendance averaged 21 students. 14 fifth grade students successfully transitioned into middle school small groups. In the last quarter of the year, the middle school students began attending the AMP meeting at the 4th Street Pavilion. Over 20 students attended Blowout Camp this summer. We started a student-mentoring program and by the end of the year placed 17 students with adult mentors.

## Education

Harambee added sixth grade in August. Michael Harvin moved from fifth to sixth grade with the class of 16 students. Wakeshia Harris, a member of the community, completed her teaching degree and assumed Michael's role in fifth grade.

Harambee had an excellent year with the average low-income student scoring over the 50th

percentile in both reading (59th) and math (55th). The total enrollment is 110 with 65% of the students coming from the target area.

The after school program (ASP) had an average daily attendance of 50 students with 94% of them completing their homework each day. We also conducted a middle school after school program where we averaged 18 students per day. The job club had 12 middle school students participate in the program this summer.

We continued the Summer Elementary Enrichment Program where we averaged 24 students in attendance per day. The tutoring focused on math and reading. Finally, after surveying the parents and staff, we made the decision to move to a year-round school calendar.



## **Administration**

Financially, we anticipate finished the year under budget. To accommodate the middle school, we completed the second floor of the building. By God's grace, we were able to raise sufficient funds to complete the project in time for the start of school in August.

Finally, we made a significant upgrade to our website. This both improved and streamlined our communication to our ministry partners.

## **2011 World Ministries**

The team in SEAsia will continue to train and deploy workers trained in evangelism, discipleship and community development to reach remote areas. We anticipate sending one couple to candidate school in June.

In East Europe, the team will continue to meet with one leader from each of the three home church groups for "sphere leader" oversight, leadership training and to continue to promote a vision for a combined citywide ministry. Jim Leffel will conduct a hermeneutics class in the spring for the national workers and leaders.

The Cambodia leadership team has two major initiatives for 2011. First, we anticipate the completion of the new Mercy Medical Center in June. Second, the team in Kompong Cham will work with their national contact to add third grade to the school. In addition to these initiatives, the team will continue to seek opportunities to play an ongoing equipping role with the local church.

The Taiwan team will continue to build on the foundation of committed national workers. They have a number of outreach initiatives planned for the year.

Once again, we have a short-term trip planned for Cambodia in August. There are also two short-term trips scheduled for Haiti in 2011.

Finally, we hope to increase the Xenos Humanitarian Aid and Development Fund goal for 2011. "Investors" will have the opportunity to choose from a variety of funds. The missions division will announce the fund options for 2011 at the conclusion of the general fund pledge drive.

## **2011 Domestic Missions**

We will focus on rebuilding both the high and junior high school Bible studies this year. Student transitions will continue to be a high priority. We plan to expand the mentoring program, making it available to all fourth – eighth grade students who desire a mentor.

The Family and Community Development Department will offer parenting classes, and referrals to local agencies, including housing opportunities. In addition, we will work with the Community Circle on 13th Ave. to create a community garden, various neighborhood beautification projects and general outreach to the community.

During the first quarter, the staff will begin recruiting students for the 2011-12 school year. We will add seventh grade to Harambee Christian School. In addition, we will implement a year round school calendar. As part of the school calendar, each middle school student will have the opportunity to attend Blowout Camp.

# Operations & Administration Division

Steve Bauer, Division Coordinator

2010 was a year marked by stabilizing our support structures and catching-up in some areas. Budgets were reduced dramatically in 2008-2009, to reflect the reality of economic times. Part of our reductions meant we held off on spending for some infrastructure that is critical to our support of staff and the church – computers had to last longer, maintenance was put off where possible, meeting equipment service was put off, and other somewhat discretionary spending was held back. So in 2010, we made renewed investments in some of these areas to get back to a stable and workable business and ministry environment.

After a frenetic 4 years through 2008, a reduced pace of expansion work allowed us to focus on many very important things that had been overshadowed by the critical project-oriented tasks we faced. We run a very lean and frugal operation, but there is always the feeling that we can do just little more with less and make things last. That will remain a key ethos in our support work – stretching God’s resources to the best effect.

In one key cost-reduction project, we analyzed multiple utilities options, available under unfolding deregulation of the industry in Ohio. Many new competitive alternatives exist today that were not possible just 2 years ago. After analysis, we moved our electric service to a new provider, with rates less than what we were paying per unit in the 2nd half of 2009. Gas has been reduced across the open market, but our rates are the lowest published rates available, which is great.

In other work, we helped establish new Central Teaching venues for both our Adult Ministry at 4th St. and for our College-High student ministry. Our cooperative department work through Sound & Light and Facilities worked effectively to respond to a short time-frame, as growth pressure in our college ranks moved up implementation dates to early in the fall, when we had been planning for a year-end 2010 implementation.

The departments in Operations exist to support the work of God’s church. Our “customers” are the staff of Xenos, Urban Concern and the Xenos Schools, along with our members and the communities in which we serve. Our work touches lives across Columbus and across the world.

Cathy Kaiser remains at the helm of Office Services, with over 16 years of experience in ministering to our staff, membership and guests at the office. God was gracious so many years ago leading Cathy to come work here, and she has been an asset to His kingdom and this church ever since. Cathy also serves as the administrative assistant to our senior pastors and elders, which is a full-time job in itself.

Our Technical Services team is headed by Jeremy Myers, providing professional Audio-Visual support for all of our venues. Our support from meetings and events relies heavily on a core of outstanding and committed volunteers. We put a lot of time and budget into making our systems consistent across venues and providing training to keep our teams sharp.

If you want to use any facility or know what is happening in Xenos in weeks and months to come, Michelle Houston is the one to provide help. As the Master Scheduler and Facilities Use and Events Manager, Michelle has one of the toughest (and often most emotionally charged) roles in Operations – making a whole bunch of people happy with plenty of opportunities for conflicting needs that all need to be graciously addressed. There were 33 weddings hosted at Xenos last year, 28 “large” events, along with other varied every-week-end events and, of course, our Central Teachings. Juggling all this takes solid expertise and diligent organization every single day.

Dave Bucklew is Xenos' Facility Superintendent. The department is responsible to support often contending facility uses across central Ohio. We get facility users from our community, in addition to our many church ministries. For example, we hosted graduation ceremonies for a small college this year, which opens our space up as a community asset. Our primary facilities across central Ohio comprise over 202,000 square feet on 76 acres of land, including:

- Ohio State University campus area facilities – the college ministry's "4th Street Coffee Bar & Study Center" and the "4th Street Pavilion"
- South Linden "Harambee Christian School and Community Center", (in its 3rd year of operation) and the 13th Ave. park and ministry house
- Calumet Christian School, in central Columbus
- Main Campus facilities, close to Westerville off of the Columbus I-270 outer-belt

Andy Ault is our Information Systems department leader, with an excellent staff who follow the ethos of making the most of every bit of equipment and bandwidth available to us. With over 320 workstations in use, a complicated network structure and multiple geographic locations being supported, the load on this group rivals any medium-sized corporate environment.

Alan Burkholder, CPA, is the Accounting & Finances Department Director. This dept. epitomizes the service ethos we want to maintain: diligent work behind-the-scenes, highly responsive to requests, gracious and professional. There is likely no area that brings more impassioned pleas for help and concern as handling and reporting on money. We have excellent policies and safeguards in place through staff like Catherine Gilbert, one of our longest tenured employees here 22 years, and Scot Northrup, a servant with over 12 years of experience ministering to staff and members under grace.

As we think about the future, 2011 and beyond, we know we will strive to remain a solid service provider, supporting and enhancing the work of the church every single day. We count it as a great blessing to know that we have the opportunity to make a difference each day in our roles. Though often not openly appreciated, we know as we step up to provide excellent service, God sees us working to His glory and toward His goals – what a great place to be.

# Student Ministries Division

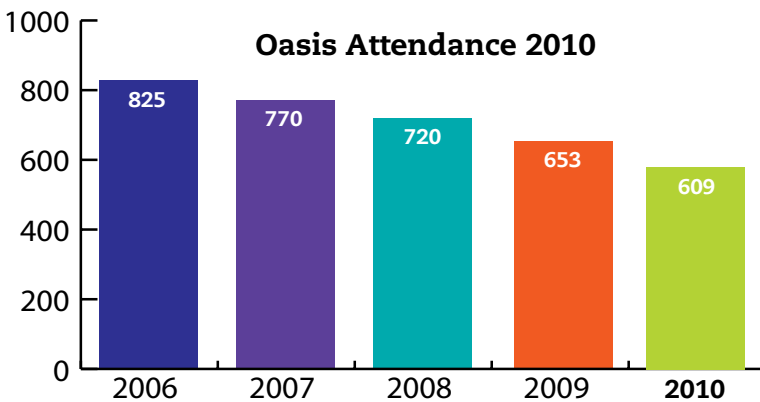
Joe Botti, Division Coordinator

The Student Ministries Division includes ministries for infants through college age. Kids and students enjoy large fellowship gatherings (Central Teachings) as well as smaller ones which meet in homes (Cell Groups or Home Churches).

Hundreds of students came into a living relationship with Jesus Christ through our ministries this year! Most of them came from the college ministry, which is experiencing an unprecedented period of growth. The other student departments also saw a good number come to faith. Oasis attendance continued declining as did Xenos School enrollment. But, as previously mentioned, this is primarily due to aging family demographics in our church. The Jr. high ministry attendance was flat; however, their Central Teachings rebounded with strong growth. High school ministry is also showing signs of growth after years of flat attendance. Throughout the whole ministry, the bible continues to be taught with ample opportunities for rich body life. Extra-curricular school activities continue competing for our students' time and affections, but we trust God's promise in Isaiah 53, that His word will bear fruit.

## Oasis Children's Program

Kathy Steinman, Director



### 2010

We hoped to offer assistance to adult ministries in providing hospitality gatherings to help make relational connections with parents of new Oasis kids, but very little materialized. We continued to focus on communication between directors and team leaders while encouraging team leaders to embrace ownership of their teams. The staff created prayer journals for students to use throughout the week, but they were not being utilized by many. Our centralized VBS was successful. Many guests attended and began a relationship with Christ. Some even became involved in our church! Almost two dozen 5th graders enjoyed a three day missions camp sponsored by our TNT program. Because of declining attendance, Oasis successfully reduced their operating budget again.

### 2011

We hope to enhance classroom quality by securing feedback from new families, conducting assessments for each classroom team, and re-editing the application sections of the elementary curriculum. We also think implementing the principles of the book, "Teaching with Love & Logic" will improve classroom management. Three mini training videos for volunteers will be put up on the web. Hundreds of kids should have fun learning about Christ at our VBS, June 13 to 17 and a few dozen fifth graders should gain a heart for missions at our second annual missions camp.



# Xenos Christian Schools

Dave Glover, Superintendent

## 2010



After 16 years of excellent service, Dave Glover stepped down as superintendent to focus on his Missions Division Coordinator role. We are grateful for Dave's devotion to the schools and his ability to run a fiscally sound and spiritually fit school system. A management team was established to make regular global decisions. The team is comprised of Joe Botti (Student Ministries Coordinator) our three school principals (Jim Fulford, Carole Bucklew, Alex Steinman) and two other high level administrators, Jody Butcher and Kay Lipovsky. Jim Fulford (current middle school principal) replaced Dave's other role as the principle of Calumet. In an effort to teach our kids to serve, 23 middle school students served on a Crow Native American community in Wyoming. Sixth and seventh graders raised over \$4,000 for the Kampong Chom School in Cambodia while another \$4,000 was raised for Back to Back Ministries in Mexico. 20 middle schoolers mentored younger students by reading the bible and praying with them each week. Special efforts were made to bolster enrollment, yet enrollment declined again; therefore, two classrooms closed. The school continues to function well on a balanced, but tight budget. Academics remain strong; the schools scored just under the 80th percentile mark in standardized test scores.

## 2011

At the end of the 2010-11 school year, the management team's effectiveness in replacing the superintendent role will be evaluated. We'd like to increase parental involvement by developing a parent team to create more opportunities for parental involvement while improving communication. Early results look great. The bible curriculum for some elementary grades will be evaluated. The middle school bible teacher will partner with the jr high Blow Out staff in making possible changes to the middle school bible curriculum. The Language Arts department hopes to define and align their curriculum with the national core standards. Finally, the management team will define district wide metrics for academics, classroom and spiritual values.



## Junior High

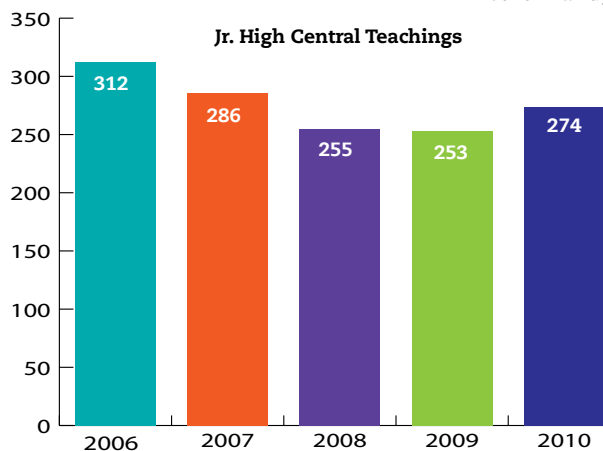
Brian Runk, Director

## 2010

Welcome our new director, Brian Runk! Brian was hired in October to replace retired Blow Out director, Travis Henderson. Brian has led and planted student home churches and will bring this experience and his spiritual maturity to the jr. high. God has blessed our jr. high Central Teachings! Making these meetings consistently fun, fresh and relevant has been a challenge for us, but our staff has been working on it. Thankfully, God is turning this around. Attendance increased by 8.5% and we are seeing 31% more first time guests. On the other hand, Cell Groups have not rebounded from several years of decline and stagnation.

We estimate much of this sluggishness is a leadership training issue; so plans to address this are in store for 2011. Also, in the previous five years, the number of leaders who mentor students (one on one bible study, prayer, and friendship) had dwindled from 40 to five! But, since a push was made late last year, 45 leaders have risen to the challenge, mentoring over 60 students! Praise God. Although fruit may not be immediate, we know this dramatic increase movement in the right direction. Finally, many students met the Lord this year. From just September through December in 2010, 15 students prayed to begin a relationship with Christ.

We must enhance our leadership training! We set out to do this last year, but made only partial progress. Most of our leaders are parents who need adequate motivation, training, and resources to lead fun, spiritual, and relevant cell groups. Therefore, more intentional training sessions will be offered along



with more web resources. Also, to further training and cohesiveness, we hope to gather several influential leaders together for bi-monthly social gatherings. Each month, about 100 students enjoy learning about servant leadership. These meetings are healthy for them and the ministry. Our staff will also teach a “Sharing Your Faith” class to equip and motivate our students to bring the gospel to their friends. Over recent years, outreach has been declining. At one time, 40% of our attendance was comprised of non-Xenos students (mostly un-churched). However, in recent years this percentage dropped to 36%. We want our students developing a heart for those who don’t know Christ. But, the trend might be changing. We have seen a surge in non-Xenos students attending our Central Teachings. We hope the “Sharing your Faith” class will not only equip students to bring their friends, but also to share the gospel with them. Please continue to pray with us, for our students to become workers and leaders for Christ’s church.



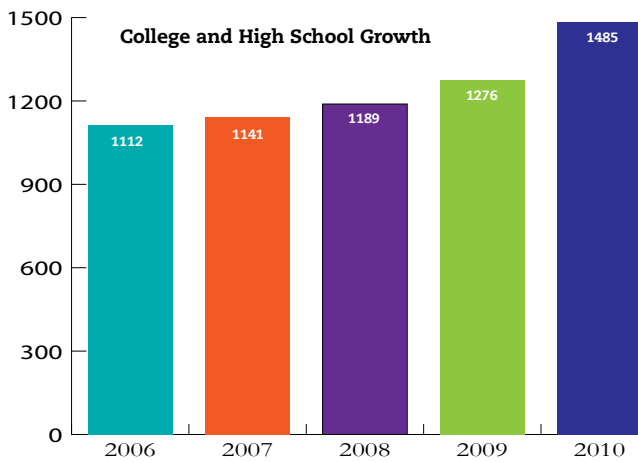
## College-High School

*Dennis McCallum, Director/Sphere Leader.*

*Other sphere leaders are Scott Risley and Conrad Hilario.*

### 2010

As you can see, God is blessing this ministry with tremendous growth, about 17% in 2010. Once again, most of this growth comes from the college ministry (25.6%) while high school ministry grew just 2.7%. Even the smaller growth in high school ministry represents a positive change after three years of decline and stagnation. Hundreds of students met Jesus Christ in 2010. Hardly a week passed when we heard of less than five or six students accepting Christ. We have not seen anything like this in previous years and it’s been going on since late 2009. God is doing an incredible work.



### Other accomplishments of 2010

- A third college CT was added to handle the robust growth. Conrad Hilario teaches this while Dennis McCallum and Scott Risely teach the other two CTs.
- Over 200 students received training in the college Leadership Training Class (LTC).
- Three new LTC trainees began their training.
- An agreement regarding adult/student home partnerships was reached with Adult ministries. This is where adult home churches partner with college home churches for prayer, service, marriage mentoring, and mutual edification.

### Plans for 2011

If things continue growing, another College CT might be planted. We are looking to God for future assembly and parking needs if He continues blessing us with growth. Three additional LTC classes are scheduled to start during the Spring, bringing the total to six classes after Ruth ends her tenure. We also hope to make improvements transitioning students from the junior to senior high ministries. Please pray for this dynamic ministry. We want our leadership to grow in maturity, depth, and ministry competence.

# Support Services Division

Phil Franck, Division Coordinator

## Evangelism Impact Ministries

Sherri Fojas

*This department offers ideas and venues for home groups to reach out to friends and community with the Good News of Christ:*



- In 2010, there were 7 reported conversation and cuisine events and with 31 guests attending and 5 visited a home group or CT.
- We also hosted monthly Conversation and Cuisine's through the Meetup groups. We've had over 32 guests come and many have returned.
- CARE Group is a monthly meeting for parents to get good bibli-cal ideas on how to be a better parent. Attendance averaged around 50. Started putting the teachings online [www.xenos.org/caregroup](http://www.xenos.org/caregroup).
- We offered 3 Live-music Pub Nights at Xenos which were effective though we do slightly fewer of these events due to budget constraints. 1100 people attended (90 guests).
- Dad-Kid Buckeye Breakfast – Chimdi Chekwa, Bryant Browning, and Joel Penton explained the Gospel to 175 attendees, 40 of whom were guests.
- All About Xenos class had 30 guests.
- Serve Fest Community Service Day. Xenos and several area churches served in the community in the fall (173 adults and 30 kids) and took on 36 projects.
- We worked with International Friendships to help match up Conversation Partners and housing. We have over 300 volunteers from Xenos supporting this ministry. There have been numerous reported faith decisions.

## Communications

Jay Reilly

- This year, 180 new Bible teachings were posted on Xenos' website in Flash, MP3, outlines, PowerPoints, and Podcasting, to bring us up to a total of 1700 teachings on the website.
- Total number of Spanish teachings on Xenos website is 141
- More people than ever are using Xenos' website – over 25,000 teachings are downloaded each month.
- Xenos News continues to be published online with RSS feed, Twitter and IGoogle.
- Department budget was reduced by \$24,000 or 18%





## External Relations

*Jay Reilly*

- The Summer Institute had excellent attendance again in 2010 at 2400 registrations, and broke even financially.
- Xenos published its first e-book with *Spiritual Relationships that Last*. The e-book has been outselling the paper version 2 to 1.

## Counseling

*Katey Downs*

- Katey Downs, Bev DeLashmutt, Lee Campbell and Amy Moreno conducted 2100 counseling sessions.
- 16 couples involved in Marriage Mentoring program for pre-married and newly married couples.
- Classes: Amy Moreno & John Cleary taught counseling class.
- Ministry Teams: DivorceCare completed two workshops. GriefShare completed 2 workshops. GRACE (post-abortion help) did two workshops. Never Alone continues to meet every Friday night but discontinued Sunday afternoon.

## Internal Services

*Kathy Hoffer*

- We have 697 Servant Team members at the end of 2010. This number is down 4 percent from 2009 due to greater definition of requirements.
- Access special needs ministry expanded the number of people served by 20% through ASL interpreting, the Young Adult Adapted Bible Study, and Oasis. Number of volunteers is up 8% from 2009.
- 22 people were given financial assistance through the Benevolence Fund.

## Central Teaching Administration

*Gale Flowers*

- We raised up 10 new musical acts to play at CTs.
- Over 400 CT Volunteers were recruited, trained, and did ministry weekly or every other week.

# Church Finances 2010 Report

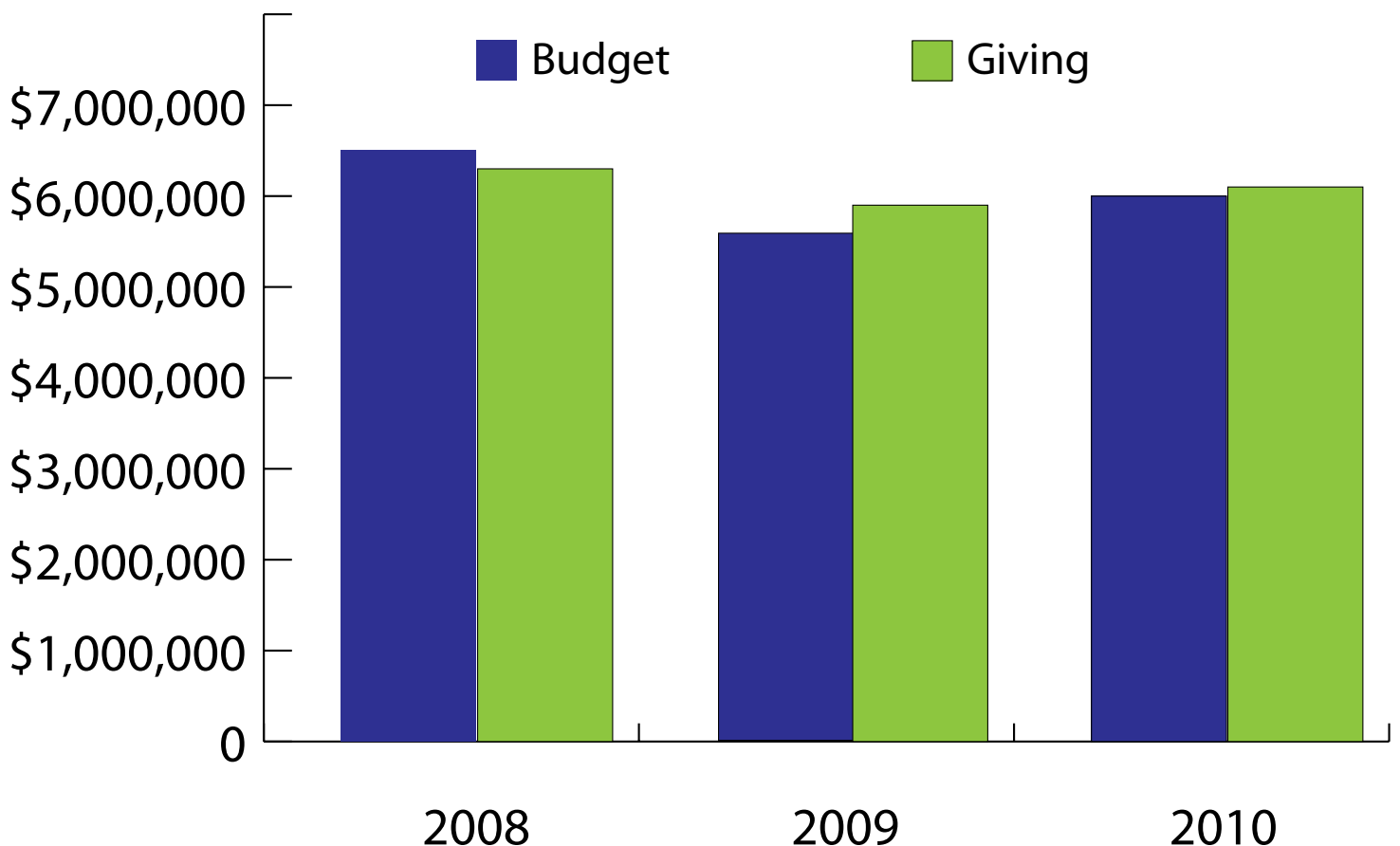
We have weathered three years of economic uncertainty. We read about major funding issues that churches and non-profits across America are facing, and we pray with thankfulness that God has met our every need.

Starting with 2008, we have been able to respond to initial reductions in contributions by cutting spending. In 2010, we were able to fund ministry at enhanced levels over 2009, and God came through in big ways to exceed expectations. Giving to Ministry at Xenos grew from 2009 levels. At the same time, we will remain cautious and careful with God's resources, knowing we want to be able to respond to local and world-wide needs as they arise.

In addition to exceeding contributions to the General Fund, many families continued to give to the Building Fund, even when we did not make pointed calls to continue giving to this fund. Over \$140,000 was contributed to the Building Fund in 2010, and anything given to the Building Fund helps alleviate spending from and/or growth in the General Fund budget. The General Fund includes debt service and capital expenditures budgets, which can be funded from these additional Building Fund gifts. We still have over \$3.4 million in debt for our facilities across central Ohio, which is a healthy debt-load – but paying down debt provides flexibility for the future.

We were also able to provide extensive support to the people of Haiti, as they responded to the calamity of the massive earthquake in January, along with other humanitarian aid (see the 'Missions' section of this report). Our partners around the globe were very thankful for the financial ministry of Xenos, as we were able to be a blessing to their ministries.

## Budget and Contributions to General Fund 2008 – 2010



In 2011, our staff will go without a raise, as they did in 2009. But we have not had to make more austere moves in cutting budget in most areas. We have learned to do without and still meet our goals. We absolutely feel that many moves we have made in the past 3 years, while painful, were the best for the long-term vitality of the church.

We are confident that God will continue to cover our financial needs, as He has year-after-year. The stewardship of our members has been faith-building to see. God changes hearts and minds and even in the midst of lingering economic upheaval, people respond.

The following comparison shows the increased budget, by Division, planned for the 2011 fiscal year.

## 2010 and 2011 Budget Summary

Division	2010 Authorized Spending	2011 Spending Budget
Student Ministries	\$1,077,486	\$1,086,788
Adult Ministries	1,037,576	1,028,337
Missions	740,715	683,070
Equipping	452,586	522,371
Support Services	531,964	466,480
Operations & Administration	1,886,672	1,888,472
Debt Service	400,000	400,000
<b>Total All Divisions</b>	<b>\$ 6,126,999</b>	<b>\$ 6,075,518</b>

Please see [www.xenos.org/budget](http://www.xenos.org/budget) for current information on annual giving and spending.