

Xenos Christian Fellowship

# 2012 Annual Report



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# 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.*

## Scope of Ministry

Xenos has 10 families, 19 missionaries along with their children serving, on four foreign fields. We provide pastoral care, strategic planning, logistics, financial support and accountability. In addition, over 100 indigenous workers serve with our missionaries and partners.

Domestic missions includes, Urban Concern, partnership with Central Ohio Youth for Christ, Joe and Erin McCallum's church planting initiative for communities surrounding Columbus, the Xenos Free Clinics, and our refugee resettlement ministry to the Bhutanese.

Finally, we recommend and track donations for the ministries included in the Humanitarian Aid and Development Fund.



### Cambodia

The Mercy Medical Center had another excellent year. Over 8,000 patients visited the facility. Along with the many physical needs met there was an incredible spiritual impact as well. 195 people prayed to receive Christ and there were 10 house churches planted.

Construction began on the dormitory in September. This building will include two floors of rooms to house single national staff members as well as visiting partner volunteers. Tim and Marjie Benadum serve as the director and partnership director respectively.

The Friendship School in Kampong Cham added fourth grade bringing the total enrollment of the school to 120 students. Almost all of the fourth grade students have prayed to receive Christ. This is an exciting development and we anticipate these students will have an impact for the Kingdom. There is one house church made up of parents from the school in a local village. We hope to see this group grow and plant additional churches in the community.

A teacher-training program was established in 2012 with 10 potential teachers participating. All 10 completed the training and received a teaching certificate. Two of the 10 were hired to serve at the Friendship School. Finally, the Ministry of Education in Kampong Cham recognized the school as providing a valuable service to the poor. Chris and Amy Gesler oversee the operation of the Friendship School.

Cristine Masters developed six Bible units and first aid lessons for use with the cell churches. She provided training to three cell churches in Kampong Thom province as well as English classes to the staff.

### Eastern Europe

Mark and Laura continued in their leadership development role of the indigenous workers. Two elders were appointed to oversee the three groups. Twelve discipleship units were developed for use with members of the home churches. In addition, Mark serves as the country director and on the Europe leadership team. Laura assists in the development of leadership materials for the mission's agency.

## Taiwan

The team in the south, lead by Seann and Amy started a small group of primarily young singles. In addition, they developed materials for leading the group, which is being lead by two indigenous workers. There is also a youth group overseen by a member of their team.



A number of programs were developed to connect with local students in their neighborhood. In addition, a coffee shop was opened late this year. Already there have been many great contacts and spiritual conversations.

A partnership was established with a local church and a Christian organization. Both are seeking to plant churches among the working class people.

Tim and Jennifer serve on the team in the north. They lead a small group of people from their neighborhood. While on home assignment, the group was lead by indigenous people. The team hopes to build on this in 2013.

They hosted bi-monthly outreach events at their prayer center. The house church members invited their friends as well as opening the events to people in the community and nearby apartment complex. They continue to do other outreach events in a local park and recently started a stall in one of the local night markets.

We continue to pray for open doors for the gospel. We pray these two house churches can grow in multiply and 2013.

## Southeast Asia

A new adult group started and averaged approximately 25 people each meeting. There were also eight small groups started for youth with each averaging about 10 students per week. The team had several combined youth meetings and saw over 95 students in attendance. The team held the first annual summer camp with 90 students attending.

Land was purchased and a facility built in a strategic location north of their province. This provides an excellent place for an additional youth and adult group to meet.

In January of this year, the team passed the 1,000-person mark for people reached. Praise God for this bountiful harvest!

Two groups began to function independently and are led by indigenous workers. An indigenous leader joined the expatriate team and is supported by Xenos Christian Fellowship. John and Ruth also joined the team.

The SEAsia team developed a new strategic initiative that includes:

- Focusing on one unreached geographic location to work together on a church planting effort
- Trying to live out the functions of a “church” as described in the NT
- Living in close proximity of one another

Finally, the team started a new English club with 80-100 students attending.

## Domestic

Joe and Erin continued their role of domestic church planters overseeing home churches in Groveport (8 students per week) and Grove City (14 students per week). The Newark group continued to progress with 12-15 students attending each week. They offered their second equipping class, which was successfully completed by seven students.

The Bhutanese ministry continued to do well with 75 adults regularly attending Central Teaching. In addition, there are 25 high school students attending a home church. Danny and Cheryl resigned from their roles as sphere leader and Xenos Christian School teacher respectively, to pursue full-time domestic missions.

## Mobilization, Relief and Partnerships

We held four short-term trips, Cambodia, SEAsia and two to Haiti. In preparation for the trips, the Mobilization Director conducted the short-term mission's class.

The Humanitarian Aid and Development Fund featured 14 different options for donors. We started the year with \$53,815 from 2011 and raised another \$257,270. While the total funding was over our goal of \$300,000, several funds were short. The fiscal support team voted to cover the shortfall for 2012. We are grateful for the continued generosity of our church.



The missions' staff provided pastoral oversight for 4 couples on home assignment. We interviewed a number of candidates for the Cambodia field and selected Bill and Amy Barson. They hope to raise support and leave by September 2013.

We conducted a research and training trip to Ethiopia along with Lou K. He, his wife and two sons plan to return to Ethiopia in August of 2013. Lou will serve as a strategy coordinator to reach northern Ethiopia and to work with a network of 11 home churches.

The mission of the Xenos Free Clinics is to provide free basic health care services to those in need as an expression of the love of Jesus Christ. There are three clinic locations, the Central Ohio Youth for Christ (COYFC) facility on Chicago Avenue, the Xenos facility at 1934 N. Fourth St. and the Vineyard facility at 5th Avenue.



This year there were 584 patient visits to the COYFC facility, 463 patient visits to Fourth Street, and 67 at the Fifth Ave. dental clinic, for a total of 1,114 patient visits. There have been at least 311 prayer sessions with 11 patients praying to receive Christ.

## Looking toward 2013

**Mobilization:** We plan to see both the Barsons and Kassas fully supported financially and deployed to Cambodia and Ethiopia respectively.

**Partnerships:** XCF missions representatives will attend the World Relief partnership conference in January. We will conduct short-term trips to Cambodia and Taiwan along with two trips to Haiti.

**Ethiopia:** We will hold a training conference for the leaders of the Bethel Church in Ethiopia focused on developing house churches, evangelism and discipleship. We are also due for a field visit to our team in Taiwan.

**Domestic:** To support the Bhutanese high school group, we will provide a small stipend for the college students assisting in this ministry. We hope to see each of the Bhutanese students attend EPIC as well.

**Kampong Cham:** We will clearly define the spiritual coordinator role at the Friendship School and plan to plant one house church in the community. We will add a fifth grade class in October 2013.

**Mercy Medical Center:** They plan to serve 10,000 patients, which is up from 8,400 in 2012. Each of the 11 house churches intend to plant in 2013 and they are praying for 200 salvations.

**Southeast Asia:** We will continue to train and mobilize the over 30 indigenous workers. This workforce oversees a network of over 2,000 Christians and 78 house churches.

**Taiwan:** We plan to support an indigenous worker for one year. He is from the working class and critical to our team's evangelism and discipleship efforts. This will allow him to continue in seminary and remain engaged in ministry.

**Equipping:** At the intersection of Nepal, Bhutan, Bangladesh, India and Tibetan China, an indigenous couple is providing training in evangelism and discipleship to the Christians in that area. They will conduct two one-month long training sessions for 40 workers. This includes training materials, food and lodging for each participant.

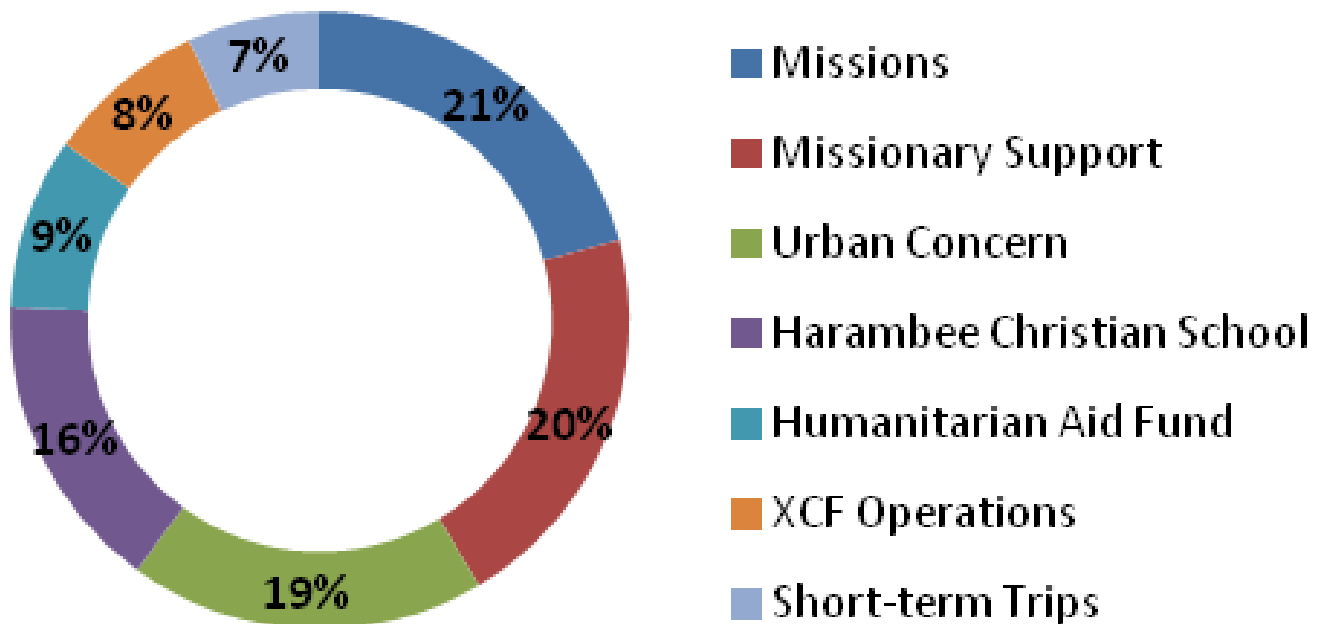


**Haiti:** We will expand our initiative in Haiti to build on the house churches already planted, including providing pastoral oversight and additional training for the leaders.

At **Urban Concern**, we will continue to develop the Lighthouse meeting. We hope to transition all of our eighth grade students into Xenos Christian Fellowship high school groups. We will continue to expand our mentoring program and plan to see at least 50 fourth-eighth grade students mentored. We will conduct a study to determine the feasibility of starting a high school for Harambee Christian School graduates.

### Financial Support for Missions

Missions	\$ 699,092
Missionary Support	\$ 689,240
Urban Concern	\$ 627,359
Harambee Christian School	\$ 523,780
Humanitarian Aid Fund	\$ 300,000
XCF Operations	\$ 282,300
Short-term Trips	\$ 233,622
<b>Total</b>	<b>\$ 3,355,392</b>



# Operations & Administration Division

Steve Bauer, Division Coordinator

Looking back at a high-level, 2012 was a productive year for the Operations & Administration division. Our behind-the-scenes support departments continued to reflect a solid ethos of working hard meeting the tangible needs of our members, staff and many visitors. Our professional staff in Facilities, Information Systems, Sound & Light, Accounting & Finance, Office Services and Master Scheduling & Event Support remain a wonderful team to work with, a total blessing from God.



*Main Campus Café*

We added more meetings at our facilities, serving more people. We provided enhanced spaces for ministry and provided excellence in support of varied ministry at all of our sites. Through all of our work, we consistently worked to become more efficient, lowering costs of doing business, while being more effective in delivery of services and support.

Budget has remained basically level for 3 years, from 2010 through 2012. We were able to maintain a steady budget even as health care cost increases hit us strongly and as many non-discretionary costs went up. In the details, it has become harder to find cost reduction areas to exploit as we have hunted every opportunity down in the past. But we still found some things in 2012 that will provide long-term cost reduction, especially in Facilities, with lighting improvements using new less-consumptive technology and with some tweaks to staffing levels. 2013 budget will have to increase though; more on this below.

The departments in Operations exist to support the work of God's church. We think in terms of providing support to members and staff of Xenos, Urban Concern and the Xenos Schools as a priority. We also provide support services to the communities in which we serve. Our job impact is broad, across central Ohio and around the world.

Our Facilities department had a couple very interesting projects in 2012, that tested our capacity and made use of expertise with great impact. First, Dave Bucklew, Facilities Superintendent, oversaw the renovations of our youth facility, Building X. After opening January, 2000, that space has been highly used and was showing excessive signs of wear. Working with our Student Ministries Division, we funded a large over-haul of the space and delivered a more durable, clean and attractive building for ministry. Then we were able to take advantage of an offer for clean-fill to complete a parking and playing field area between Building X and our offices in early summer. This big space enhancement was accomplished with minimal cost and gives us a big usable space for parking, along with a new field for play.

We remain blessed to be able to offer support for God's work across several wonderful venues in central Ohio:

- The **4th Street Coffee Bar & Study Center** and **4th Street Pavilion** on The Ohio State University campus, the Xenos college ministry's home and one of our inner-city ministry locations for adult members and students, including the **Renegade** at-risk youth church.
- The **Harambee Christian School and Community Center** in S. Linden.
- **Calumet Christian School** in central Columbus.
- Our **Main Campus** facilities, off of the Columbus I-270 north outer-belt, including the **Cafe** and **Main Auditorium**, two contiguous big meeting spaces.

- Our **Building X** youth facility, part of the Main Campus area, off of Community Park Drive.

Hand-in-hand with these great facility resources comes the need to replace and repair infrastructure, like asphalt and roofs, which are high-cost items when they must be dealt with. We maintain a capital repairs budget for these key needs and we accessed some of those funds in 2012 for asphalt and a roof, with more to come. We make things work as long as we can, then address them.

Our Information Systems department was very active in 2012, investigating the best ways to meet always growing need for data and reporting, along with communications between facilities across central Ohio. We replaced our old phone systems (elements of which followed us to our current spaces in 1997) with a new Voice-Over-Internet (VOIP) system. We truly squeezed the most out of our relatively “ancient” systems. Greg Lawless, our lead technology manager, was critical in developing alternatives and establishing the optimal solution balanced with good cost. In the long-run, our solution saves thousands of dollars in a few short years and then provides a solid low-cost basis for phone services in years beyond. We also made a big investment in analysis of future data and application delivery for our staff and members under rapidly evolving internet technology. It takes some special capacity to sift through and keep up with all that is out there, and we have great staff who embrace the challenge and work hard to help us understand how to use technology at lowest costs and with simplicity as a foundation.



*4th Street Facilities*

Our Technical Services Dept. has worked hard to keep up with ministry expansion in 2012. Our greatest area of increased work and focus has been at our 4th St. property and venues in The Ohio State University area. More adults are being reached for Christ in that area, adding to the 2 Central Teachings that are run on-site. Even more activity is related to the 5 Central Teachings and many weekly events that meet the needs of our College-High School ministry at 4th St. As another CT started in 2012, we found ourselves stretched, but able to meet requirements with an outstanding staff and with amazing volunteer resources. Volunteers remain the back-bone of our ministry provision in the sound-and-light functions for meetings and events. This is true of the 13 total Central Teachings we support, along with weekly events and increasing external users. Our church is truly a resource for our communities and we have super responsive staff to meet needs.

Our professional staff overseeing Accounting & Finance functions is led by Alan Burkholder, CPA, and we’re truly blessed to have diligent stewards keeping us on track in finances and guarding the assets God has put in our hands for His use. We want to remain flexible in God’s hands, able to respond to needs as they arise. Our church ‘Spheres’ are most in touch with details in our communities and through operatives around the world, and our leadership continues to come up with creative ways to meet needs funding locally and around-the-globe, and our staff ensures those resources get to where they are needed. There are so many details to attend to in meeting non-profit reporting requirements and diligently reporting in our open-book environment (i.e., anyone can ask to see our financial statements at whatever detail they are comfortable with). I remain very proud of what our accounting staff accomplishes and the way in which they meet the job goals.



*Harambee Community Center*

2012 marked another solid year for Office Services’ support of church members, staff and visitors. We almost take for granted excellent service from the head of the office staff, Cathy Kaiser, but then comes time to think of all the minutiae that allow us to be effective workers in the office, and we realize what a gift we have. During the year, we were able to prepare for better future productivity as we kept some old equipment running, saving money to replace our main copiers and phone system. This was no small task and added time and stress to an already tough job, but we are positioned in 2013 to spend less on new equipment leases than we have in the past, using savings from 2012 – that’s really a great gift, even if it isn’t flashy. Cathy also provides daily direct administrative support for our senior pastors and elders, so she is particularly in need of any prayers sent her way as her service runs deep in its effect.



Scheduling a myriad of internal and external facility uses every week falls to our Master Scheduler and Events Services Manager, Michelle Houston. We have opened our doors more-and-more to community users. With a church population that is getting younger through our explosive college ministry, we are hosting multiple weddings each month, which require a staff of wedding consultants who Michelle trains and oversees. God is using our facilities in big ways through many contacts with those who do not know him, so we take every opportunity to serve people as a from God.

We have purposefully implemented a program to allow for greater use of our facilities by outside parties, giving them access to our outstanding spaces while bringing people into contact with our church through this casual contact. Once people know us as, “that church I went to a conference at”, we hope some doors are opened and bridges built through which to share God’s truth with more people. In the mean-time, the communities we serve see us as an asset they can work with.

In 2013, there will likely be a big push to determine how to best meet expanding ministry needs for space. A key project will be working to open a high school for the community we serve in South Linden. Our college ministry continues to grow in a big way, each year, and we will soon outgrow our 4th St. spaces. We cannot wait until we run out of space; we have to plan ahead and be prepared to keep serving and ministering with adequate resources.

In this coming year, we will also take steps to exploit newer technologies for our information systems. We have outstanding technical staff who are leading us into “virtualization” and “the cloud” in productive ways.

In 2013 we will address many ministry needs. We will:

- Replace \$40,000 worth of office copiers and related equipment that we have squeezed every bit of functionality from. The existing units are obsolete.
- Implement new server technology allowing us to reduce on-site technical staff time (and travel) as we meet need in 4 primary geographically dispersed locations.
- Invest in asphalt repairs at several key ministry locations. We plan and save ahead for these types of capital improvements.
- Invest in roof systems that are now 16 years old at our Main Campus location.
- Continue on-going projects to lower utility bills and improve lighting and HVAC system efficiencies.
- Enhance sound and light systems at our 4th St. location to support more weekly meetings and ‘simulcast’ of events between venues on-site.

2013 will bring changes to ministry and our support functions that we cannot even identify today. That happens every year. What we can do is maintain a stance of usefulness in our Father’s hands, based on Godly flexibility and responsiveness. I am personally blessed to work with the staff I get to lead, I know I am backed by and work side-by-side with incredible resources who rise to the occasions presented daily.

In looking back and looking forward, I’m reminded that we serve a great God and His great purposes. We deal in the details on our Operations Division, and our staff our particularly skilled in serving with excellence. I look forward to what opportunities God will give us as we see the church take new ground around the world and we are there to help.

# Support Services

Phil Franck, Division Coordinator

## External Relations

*Jay Reilly*

- The Summer Institute had 2nd highest overall attendance ever in 2012 at 2574 registrations, but set the record for outside Xenos registrations at 597. Kim Van Keuls and Julie Beal along with 270 trained volunteers helped make the Institute a success again this year.
- Bookstore met its sales goals, and supported satellite Xenos bookstores at 4th street, study center, and east side sphere.

## Communications

*Jay Reilly*

- Website traffic continues to grow at about 20% over 2011.
- Jim Leffel's attractive new hermeneutics section of the Xenos website includes interactive worksheets, over 150 pop-up text files and 29 audio clip explanations, thanks to the work of Sharon Rich.
- Now connecting from your phone to all of the teachings on the Xenos website is extremely convenient. Marco Moreno and Jay Reilly, with the help of Vince Mitchell and Johnny Covert developed a new phone app that uses a QR code (black and white blotchy squares for point-and-connect capability)
- Marco Moreno created a web catalogue browser of all Central Teaching video testimonies.
- Beth Filippi and Nicole Scott produced quality graphics and artistic support for church communication and the website.

## Internal Services

*Kathy Hoffer*

- After 25 years of teaching Challenge Groups in Xenos, Martha McCallum made the difficult decision to retire from this particular ministry. Her teaching has impacted 1000's of believers. Many truly and dearly regard her as matriarch of Xenos.
- Servant Team (Church leaders and deacons): We ended 2012 with 717 Servant Team members.
- Access Ministry (Integrating disabled folks into fellowship):
  - ASL interpreting at CT: volunteers down 39% while recipients increased by 40%; interpreting added Nepali CT
  - Saturday Night Bible Study fluctuated in numbers, but average is down—30% from 2011
  - Integrating People with Disabilities into Home Groups was a new initiative in 2012. The accompanying section of the website includes contact information for an expert consultant in Xenos, ideas for creative accommodation in home groups, resources and links for various disabilities, and encouraging stories of people overcoming barriers to fellowship venues
- Hardship Fund: 24 individuals or families received funds for counseling or assistance paying bills

## Evangelism Impact Ministries

### Sherry Fojas

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

- **International Friendships:** Almost 1000 international students were helped by Xenos members this year, with 63 new helpers from Xenos being added to the already-sizable group of Xenos volunteers. Dozens of foreign students discovered faith in Christ this year. However, 30% of the students requesting a conversation partner did not receive one.
- **Community Social Ministry:** Practically adorning the Gospel saw dramatic increases again this year and we're. There are at least 886 adult members involved in community outreach.
- **CARE (Childraising, A Rewarding Experience):** This is a monthly meeting for parents to learn how the Gospel makes a positive difference in parenting. Attendance still averages around 50. Teachings are online. We anticipate a growing number of parents discovering the value of these meetings.
- **Grow Your Marriage groups (GYM):** 76 couples in Xenos were trained on how to conduct 4-week outreach groups centered on improving marriages, called "Grow Your Marriage." 5 of GYM the groups actually transpired with mostly positive initial results. Many more of these groups should be conducted in this area of terrifically felt need in 2013.
- **High School Open Houses:** Most of the Xenos high school groups partnered with adult home groups to do open houses for parents to come check out Xenos.
- **Additional:** 8 Conversation & Cuisine events helped stimulate spiritual interest with good results, as did the two live music Pub-nights. Final Hope serves the terminally ill with bedside reading of the Good News and many have responded in faith this year.
- In 2013, Phil Franck will play an additional role of evangelism promoter with home churches who could use some extra attention, planning, and awareness of tools.

## Counseling

### Katey Downs

- Katey Downs, Bev DeLashmutt, Lee Campbell, Connie Rue, and Brian Gardner conducted over 1900 counseling sessions.
- New Counselors Bryan Jones and Nick Hetrick started part-time, emphasizing working with college students, including developing a class on marriage.
- Ministry Teams: DivorceCare completed two workshops. GriefShare conducted two workshops. GRACE (child-abuse) and HEART (post-abortion help) each did one workshop. Never Alone (substance abuse help) continues to meet every Friday night.

## Adult Central Teaching (CT) Administration

### Gale Flowers

- This Department provides programming support, 100's of recruited and trained volunteers, music, literature, welcome booths, teacher support, quality assurance and technical support for Adult Central Teachings each week.
- We raised up several new musical acts to play at CTs.
- 293 CT Volunteers were recruited, trained, and did ministry at our Adult Central Teachings weekly or every other week.
- At the end of 2012 Gale Flowers left CT Administration, and took on a new role in the Operations Division with Sound & Light. Ann Augur is now leading Adult CT Admin.

# 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.*

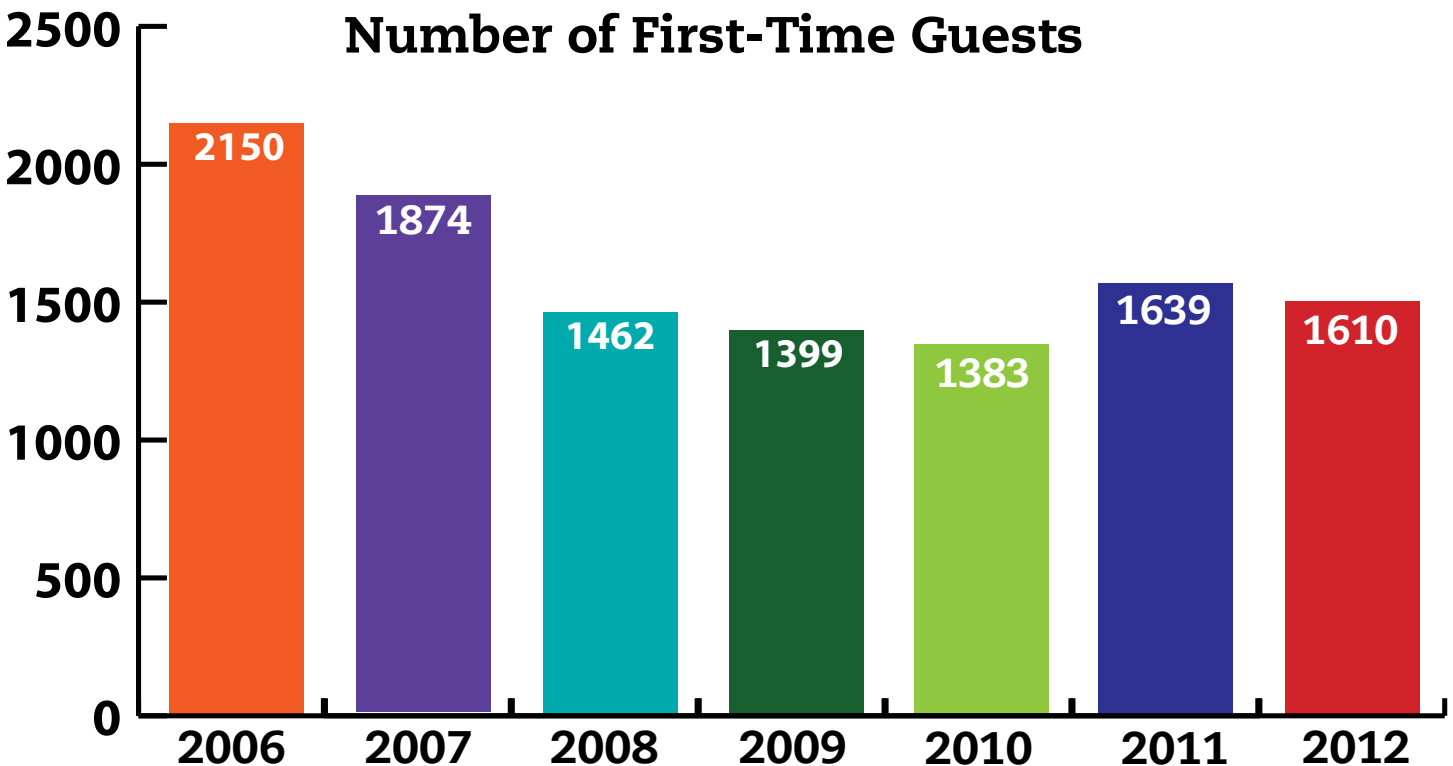
## 2012 in review

In 2012, Senior Elders Dennis McCallum and Gary DeLashmutt became direct leaders over the Adult Ministry, and Phil Franck became Administrator of Adult Ministry along with Support Services.

Home Group attendance slightly increased in 2012. Central Teaching attendance ran slightly below with last year’s numbers.

This year we have emphasized the need for home groups to prioritize a high commitment to biblical fellowship. Home groups did this by increasing their amount of fellowship opportunities with one another. For example, most groups went from a bi-monthly home group meeting to meeting weekly. Others added prayer groups or service ministry nights or meals shared together as ways to spend more time in fellowship with one another. Increased focus on discipleship has also furthered this priority. Groups of two or more people meeting regularly for Bible study, prayer and relationship-building, either among peers or in a mentoring situation, increased dramatically from 35% of adult home group members in 2011, to 79% in 2012.

*The number of first-time guests to adult home churches remained steady*



We discovered that larger home groups (14 people minimum), with at least 3 leaders, are having greater success than those without these features. Health and vitality was brought to several smaller home groups by merging them together. This created more synergy in the group to have the kind of high commitment home group described above. This also met the need of shoring up smaller home group leadership teams by bringing teams together to form larger ones.

We will continue to emphasize all of these things in 2013.

A total of 89 people successfully transitioned from a college home group to a post college home group in 2012. There have been many reciprocal benefits to both the young people and the adult spheres they have joined. The younger have brought a vitality and energy to the spheres they have joined and the Adult spheres have been able to provide mentoring and life experience.

Again in 2012 we continued to emphasize the need to adorn the Gospel by encouraging people to find ways to provide for and care for the needs in their communities. People have enjoyed serving together with their home groups and families and have been able to share Christ with those they have ministered to. Food pantries, retirement homes, neighborhood schools, International Friendships, and medical clinics are some of the types of places we have been able to meet needs. An index of such venues is now on the Xenos website.

Another area of service where Xenos members have excelled is in providing for the material needs of 37 Bhutanese refugee families arriving in the US in 2012. We have provided furniture and all essential home goods required to set up an apartments for newly arriving families. On top of these families, we were able to re-provide furniture and home goods for 11 Bhutanese families that were displaced due to a fire at an apartment complex where many of them lived. The generosity of Xenos members has been extraordinary and has not gone unnoticed by the watching Bhutanese community.

Currently we have 7 adult spheres led by: Scott Arnold on Columbus's west side, Kendall Triplett on east side; Doug Patch, Jeff Gordon, Jim Leffel, and Ryan Lowery on the north side; and Gary Delashmutt at 4th street near OSU campus. Danny Walker's adult sphere's home groups were gently parceled out and embraced by the other adult spheres, as Walkers answered the Lord's call for them to serve not only Bhutanese, but expanding their service to include people of Indian, Nepali, Sri Lanka, and Bengali heritage living here in Central Ohio. We praise God for Danny and Cheryl's faithful and loving work in Adult ministries.

**Here's a few words from each of the current Adult senior sphere leaders on progress in 2012:**

"God is at work to bring about positive vision and change. Over this last year we worked to keep our home churches focused on New Testament style fellowship. At the center of that is personal discipleship. Our home church leaders have a renewed commitment to discipleship, and the impact in the home churches is palpable. We plan to continue this focus, and believe that God's plan for the church is best accomplished through discipleship. We celebrated a home church plant from our partnership with the college ministry at Xenos. Members of that new group are excited to see how God brought them together. This year another partnership is forming. We hope to see growing unity and vision through these partnerships. Our sphere remains very active in missions with particular emphasis on ministry to the poor. We believe God calls the church to minister to the poor here, and throughout the world. We will continue to strive to expand our impact."

— *Jeff Gordon, Main Campus Cafe*

"2012 was a year of change for the 11:30 cafe sphere. Mainly because it became the new 9:30 auditorium sphere. We're thrilled to have met up with groups that were a part of Danny Walker's sphere. Please pray that we can continue to build unity, and learn from each other in a wider spectrum of life circumstances, and ministry backgrounds."

— *Ryan Lowery, 9:30 a.m., Main Campus Auditorium*

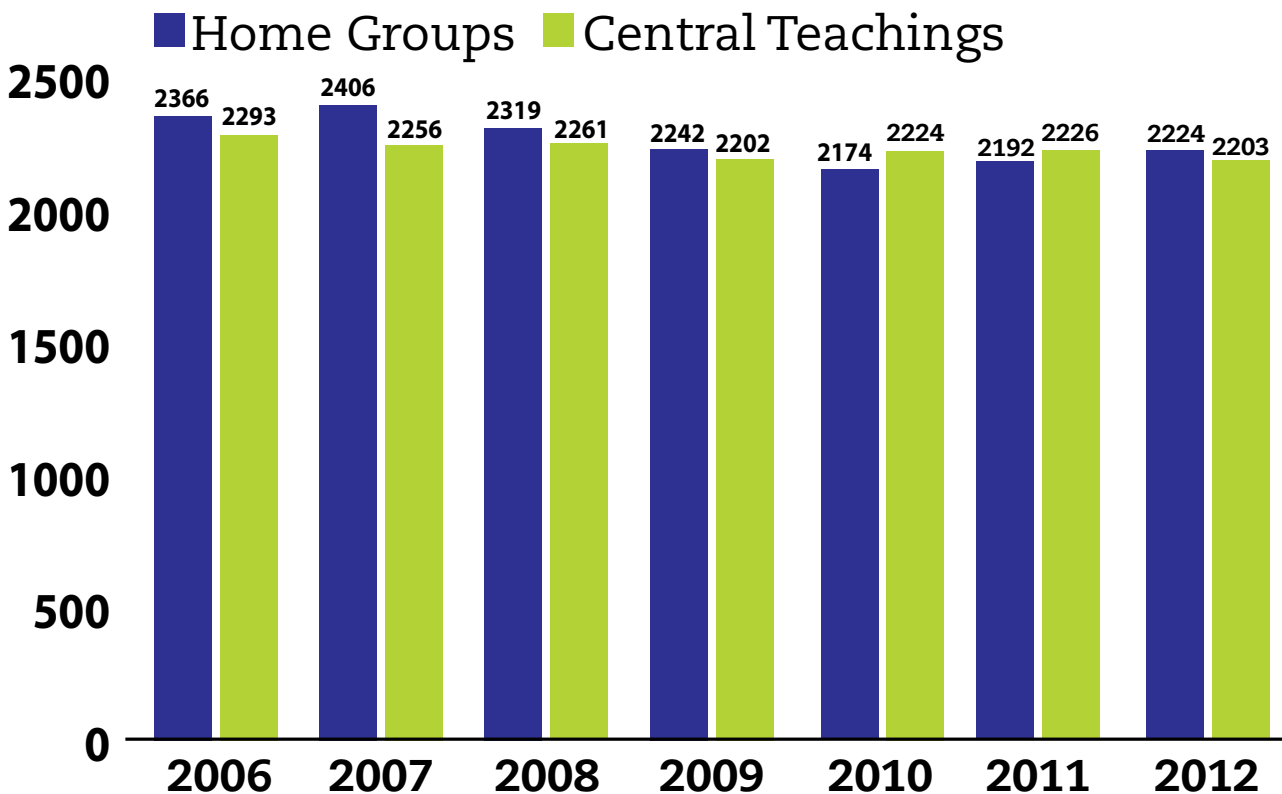
“God has brought us a long way in a little over two years! He is bearing increased fruit through us in both aspects of His Great Commission. In 2010 we were experiencing a precipitous drop in evangelism as seen by few first time guests to home church. He has turned that around for the second year in a row and in significant numbers! Of course this represents far more people hearing the gospel than were only a few years back. Because we understand that personal discipleship is the engine that drives evangelism and Christian community, we were deeply concerned that less than half of the believers in home church were experiencing this. In a little over one year, we have seen an increase of more than 20% of those who are committed to these Christ-centered friendships that are intent on furthering His Kingdom. More doors opened last year to serve and reach out to internationals. We are grateful for this cooperative ministry with International Friendships, Inc. (IFI), allowing us to have global impact right here. Capping off His advances, in May of 2012 the Lord moved us to reach the children and families of the neighborhood south of our main campus. Home church leaders and workers from multiple groups are pulling double duty as they also lead and serve in Renegade 29. These children hear of the Lord’s love for them in the context of bible teaching, fun and fellowship. There are now thirty or so children and several have come to know the Lord. Let’s pray that we continue to be strengthened by His grace so that we grow in faithfulness to His work.”

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

“2012 brought big changes to the Sunday night community of home churches. We are humbled and grateful for a year of significant growth, including almost 70 people that came to Christ through personal evangelism! We now have vital and growing young adult home churches reaching their peers and a substantial international community. We were pleased to welcome four home churches from Sunday morning 9:30, including several old and valued friends. We continued to strengthen our partnership with the Haitian church, assisting in planting 20 house churches. We look forward to 2013 as a year to further promote energetic and deep commitments within each home church, while keeping our sights set on the lost world to which we are called.”

—Jim Leffel, 5:30 p.m., Main Campus Auditorium

## Average Adult Attendance



“During 2012, the 4th St. sphere sought to improve personal discipleship. We asked our home group leaders to work with us on this, and they responded. We held 3 workshops on the heart-attitudes that drive discipleship, and on some practical priorities in discipleship. By God’s grace, we saw the number of discipleship relationships more than double. We are also grateful that our Central Teachings have grown steadily throughout 2012. We are seeing new people return regularly to CT, and we are working and praying to help them into home groups. We continue to reach into our diverse community through Renegade, the 4th St. Clinic, Hope Ministry (for substance abuse & dependence problems), and outreach to international students. We are grateful to work together with God in this challenging ministry!”

—Gary Delashmutt, 4th Street Pavilion

“The year of 2012 was a good year for the Eastside Sphere. We experienced gradual and steady growth in the number of people attending home churches and the central teachings. We also planted another home church, and we now have an eastside “Intro to the Bible” class that is taught by Joyce Cleary and being well attended. People are involved in ministry in a number of places like Ottawa Ridge Seniors Assisted Living, Licking Heights School District, Faith Mission, Food Pantries and Amber Park. Also, by the grace of God we were allowed to continue meeting in a Licking Heights School even though a school levy was voted down and it had been forecasted that we would be forced out if the levy failed. And, I’m happy to say that we’ve seen a good number of new people at our central teachings where the message of God’s grace is being proclaimed and some folks remarking “I have never heard that before!”

—Kendal Triplett, Eastside

“Our emphasis in 2012 was to encourage leaders and workers to increase their focus on behaviors that build healthy churches. We campaigned for higher commitment churches with weekly HG meetings and saw several of our adults churches convert from bi-weekly to weekly HG meetings with the majority now on weekly HG meetings. We instituted a quarterly concert of prayer for our sphere to augment the prayer meetings for each home group. We hosted a Christian Ministry 3 class on the west side and began laying the groundwork for a LTC class in 2013 in our effort to encourage class work within our sphere. We also made a push for a higher level of discipleship within our churches and saw our sphere total reach over 2/3 of members participating in discipleship. God has blessed our churches who have responded with positive growth this year on many different measurements. We believe we are poised to see another strong year of growth in 2013.”

—Scott Arnold, Westside

## Plans for 2013

We will continue to emphasize high commitment to fellowship in home groups. This will be done by concentrating on ways to meet together, as well as intentional time given to discipleship and ministering to those outside of the church, through good deeds and through verbally sharing the Good News about salvation in Jesus Christ. We hope to continue growth in all of the adult spheres with the aim to plant additional spheres where needed.

# Equipping Division

Mike Sullivan, Division Coordinator



**Mission:** *The Equipping Division provides educational resources that help Christians learn about God and serve Him more effectively.*

## What We Do

We offer dozens of classes to prepare adults 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 resources 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.

## 2012 Review

### Xenos Summer Institute

More people from outside Xenos attended the 2012 Xenos Summer Institute than ever before. Our theme was Multiplying Churches, Leaders, Home Groups, and Disciples. Our plenary speakers were Ben Stuart from Breakaway Ministries at Texas A&M, Sam Stephens, the director of the India Gospel League, and Ed Stetzer, president of Lifeway Research and a recognized expert on church planting.

### Classes

Mark Bair offered Christian Ministry 3, one of our core training classes, at the Youth for Christ City Life Center where our West Side central teachings are held. In 2013 we hope to expand class offerings at this site.

We received 955 registrations for Leadership Training Class (LTC), more than in any preceding year. Across the church, class registrations was just short of an all-time high set in 2010.

In fall of 2012, to make it easier for young parents to take classes, we began providing baby-sitting for the children of students taking Christian Growth. The program was a smash hit with over 100 students registering for class. We plan to extend this service into 2013.

### Trinity Master's Degree Program

In 2012 Xenos subsidized the seminary education of eight students who are preparing for sphere leadership. To increase interest in our extension sight of Trinity Evangelical Divinity School, Dr. James Hoffmeier, a well-known Egyptologist, gave a presentation to a standing-room-only crowd at our 4th Street facility near Ohio State. His topic was Exodus in Light of Recent Archaeological and Geological Work in North Sinai.

### Study Center

The Study Center continued the monumental task of digitizing every Central Teaching ever taught at Xenos. VHS tapes have now been fully converted to DVD. And full-text searching for most of our journals is now easier than ever before.

### Renegade

Mike Sullivan and Patty Young helped the staff of Urban Concern launch a new Bible study for kids in South Linden called "Lighthouse." 35 students came to Christ since the meeting started in February and they are averaging nearly 50 students each week. Renegade started a new meeting called Renegade 29 for low income students at Building X in May that has steadily grown to nearly 20 students each week. Three week-long Renegade summer camps at 4th Street served 138 students and 11 students began a relationship with Christ.



## 2013 Goals

### Xenos Summer Institute

The 2013 Xenos Summer Institute will focus on apologetics and feature talks by William Lane Craig, John Lennox, and Mark Mittelberg. Dr. Lennox is a Professor of Mathematics at the University of Oxford who has debated well-known atheist Richard Dawkins. Mittelberg co-authored the best-selling book, *Becoming a Contagious Christian*, with Bill Hybels. William Lane Craig is an expert on the evidence for the resurrection who serves as Research Professor of Philosophy at Talbot School of Theology.

### Classes

Over the last few years, senior sphere leaders have become more involved in teaching classes. This trend will continue into 2013. Jim Leffel will offer Old Testament Survey, a popular course we have not offered in several years. Jim will also offer a revised version of Basic Christianity. Because of steady increases in enrollment in the Leadership Training Class, a new section will likely be added in fall of 2013. We will also begin planning and preparation for offering New Testament Greek early in 2014.

### MA Program

Our spring open house will feature Trinity professor, Dr. Joshua Jipp, speaking on fulfilled messianic prophecy in Luke. We hope Dr. Jipp's talk attracts new students to the Trinity program. During the 2013 Summer Institute we are pleased to have Dr. John Lennox offer a course on apologetics.

### Study Center

Libraries will need to change and adapt to stay relevant in coming years. In 2013 we will begin exploring ways to help our patrons access part of our collection online while still maintaining an outstanding collection of reference and circulating materials.

*35 students came to Christ since Renegade started in February and meetings are averaging 50 students each week.*

### Renegade

The high school meeting in Renegade has grown to over 50 students. In 2013 we hope to divide this group and continue to provide a great environment for at-risk students to learn about God. We also will be trying a few neighborhood vacation Bible schools in low-income areas around Columbus.



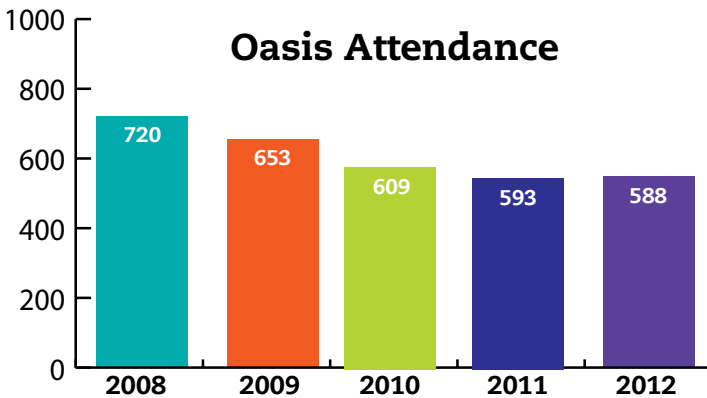
# Student Ministries Division

Joe Botti, Division Coordinator



The Student Ministries Division focuses on infants through college age. Our kids and students enjoy large fellowship gatherings (Central Teachings) and smaller home group fellowship (Home Churches & Cell Groups)

Praise God. He blessed us again as hundreds came into a living relationship with Jesus Christ through this ministry! Again, most of these students came through the college and high school groups. We feel blessed to be a part of a thriving ministry where so many are learning the Bible and becoming true followers of Christ. In light of the many rich opportunities our students have for Biblical Christian fellowship, we are motivated and excited to challenge our culture's materialistic focus on academics and extra-curricular activities. We will continue promoting Biblical body life in our ministries.



## Oasis Children's Program

Carolyn Anson, Interim Director

### 2012

It looks as though the declining Oasis attendance is leveling out. As previously stated, this decline doesn't speak to a lack of quality in our program. We simply have fewer kids in our church than in years past. However, due to the strong growth in our college ministry and the many marriages forming, we see another large wave of kids coming through in the next five or 10 years. With Kathy Steinman retiring as director, our main goal was to install a new director. We didn't make that goal, but will do so early in 2013. We are supremely thankful to Carolyn Anson for stepping in as interim director midway through

2012. Carolyn has done an outstanding job. Regarding Vacation Bible School (VBS), 367 children (140 guests) learned about God's love through the comic theme: Captain Crank and the Weirdo Aliens. At VBS, about three dozen kids responded to Christ's invitation to have a relationship with Him. Although these kids are young and don't fully understand everything about this relationship, they have opened the door for Christ while availing themselves to the Holy Spirit's work in their lives. We thank God for the precious seeds He sowed and we pray these kids will continue in the faith. Caitlin Seabrook led the third annual missions camp for 47 fourth graders. At this three day camp, located near Columbus, students discovered what life is like in Russia and gained a deeper understanding of God's love for all people. They returned from camp with an increased desire to learn more about God's character and to share that with others.

### 2013

- We must facilitate a strong transition for our new director
- We will focus on providing quality classrooms where kids learn about Christ in a fun and relevant environment

## Xenos Christian Schools

### 2012

We hired Jim Fulford as Superintendent to replace a seven member Management Leadership Team. Although we felt this team was a good stop gap measure for Dave Glover's replacement in 2010, we didn't feel it offered the kind of leadership the school needed. We are very satisfied with our new Superintendent as he and the school board tackled difficult and

complicated decisions in 2012. The first of these was a decision to close our north campus location. During the past ten years, the number of children in Xenos Christian Fellowship has been declining, resulting in lower enrollment in the schools. The Xenos elders and school board have been apprised of this enrollment trend for several years. However, our many efforts to increase enrollment have not resulted in changing this trend. As a result, we will not be able to balance the books in the 2012-13 school year because we can't fill the classrooms. A loss of \$115,000 is projected. Studies indicate similar losses for the indefinite future. With our thriving college ministry, we do anticipate enrollment increases, but this could be five or ten years distant and we cannot sustain the current level of loss for that long. We also believe the school will need to provide larger scholarships in the future for low income Xenos families; otherwise, they will not be able to attend at all. Consolidating the north and Clintonville locations into one school will help fill the classrooms, thus enabling a healthier financial future. Unfortunately, this change means that several fine teachers and staff will lose their jobs. We thank them for their many years of excellent service. We know God will take care of their needs but we ask you to pray for them.

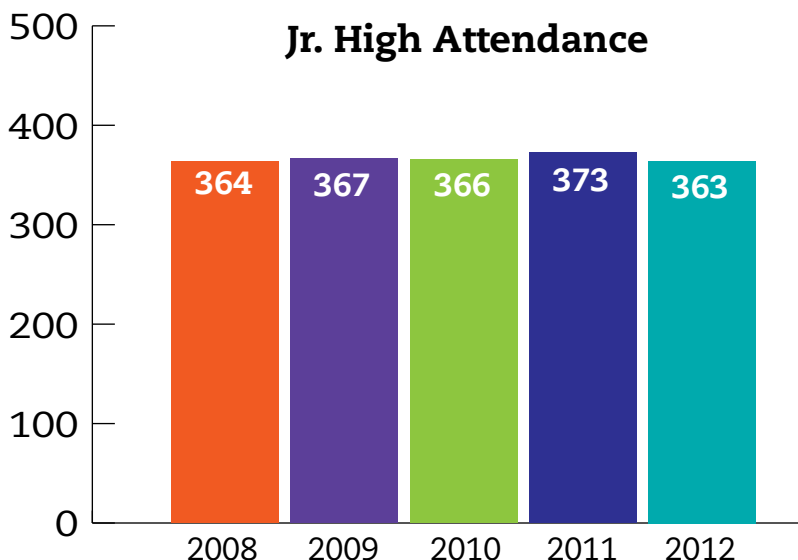
Secondly, the school administration, school board, and Xenos elders decided to offer a full day kindergarten option for needier folks like single parents and low income families. This was not an easy decision. We believe it's important for moms to stay home as long as possible with their young children. We resist a full-day kindergarten program that becomes a vehicle enabling Xenos to follow the trend of our culture—putting career ahead of children's well being. On the other hand, we live in a culture where many children are now being raised by single parents—usually women who have no choice but to be both mother and breadwinner for their children. We want to come alongside these women and the poor by helping them any way we can. This is the heart of why we have chosen to offer a full-day kindergarten option. This option will be offered for the 2013-14 school year.

Finally, aggregate standardized test scores declined again this year. Math dropped from 76% to 73%. Reading dropped from 78% to 72%. Language Arts declined from 76% to 73%. Most of the decline is due to the increased number of Ed Choice students who come from failing schools. In response to this decline, our administration is piloting a new language arts curriculum for the 2012-13 school year. Early results look promising. In addition, we must align our curriculum closer with the new state standards, which are even more rigorous than before.



### 2013

- We anticipate full classrooms at Calumet and foresee a stronger financial picture for the 2013-14 school year.
- We will implement the full day kindergarten option for the 2013-14 school year and evaluate the program's educational, financial and family efficacy.
- Through curriculum and classroom changes, we anticipate an increase in standardized test scores.



### Junior High

*Brian Runk, Director*

#### 2012

The jr. high attendance declined by 5.4% from 2011; however, this decline is due to fewer Oasis kids transitioning into the ministry than those transitioning out to the high school ministry. Again, this is a result of fewer kids in our church. When discounting this disparity, the ministry actually grew 17%. In fact, outreach was strong this year. On average, 42% of cell group attendance were students from non-Xenos homes. This ranks as our best year for outreach on record. Many, if not most of these kids are from un-churched backgrounds too. We also know of 24 students who prayed to receive Christ as their Savior. Here are other qualitative measures we review each year:

- Participation in junior high Central Teachings: Declined from 73% to 65%. This means a decreasing percentage of students attend our CTs. We are not happy about this, but again, we attribute it to having fewer Xenos students coming into this ministry as well as having a higher percentage of non-Xenos students. It is more difficult to get non-Xenos kids to our CT's than Xenos kids.
- Mentoring: Declined. Last year, 87 students were mentored by 52 leaders. This year, 76 students are mentored by 44 leaders. We hope to increase mentoring in 2013. Mentoring is simply when a leader meets with one or two students to study the bible, pray, have fun and discuss ways to bring quality into the cell group.
- Leadership: Not everyone qualifies to be a leader in the jr. high ministry. This year, we used higher standards in selecting our new sixth grade leaders. We feel this measure added quality to our leadership team and will better serve the ministry.

## 2013

- We must keep and recruit quality leaders for this ministry. Because we transition about a third of our students to the high school group each year we also lose most of their corresponding cell group leaders because they have fulfilled their three year commitment. That means we must recruit several replacement leaders each year. Prior to last year, we had become too lax in choosing our leaders. As per 2013, we plan on keeping a high bar when choosing new leaders. They must be fully engaged members in their home church and CT. That also means we select leaders who maintain active involvement in a peer cell group and/or discipleship relationship.
- We must increase the number of students being mentored by 20%! (From 76 students to 91).



## College-High School

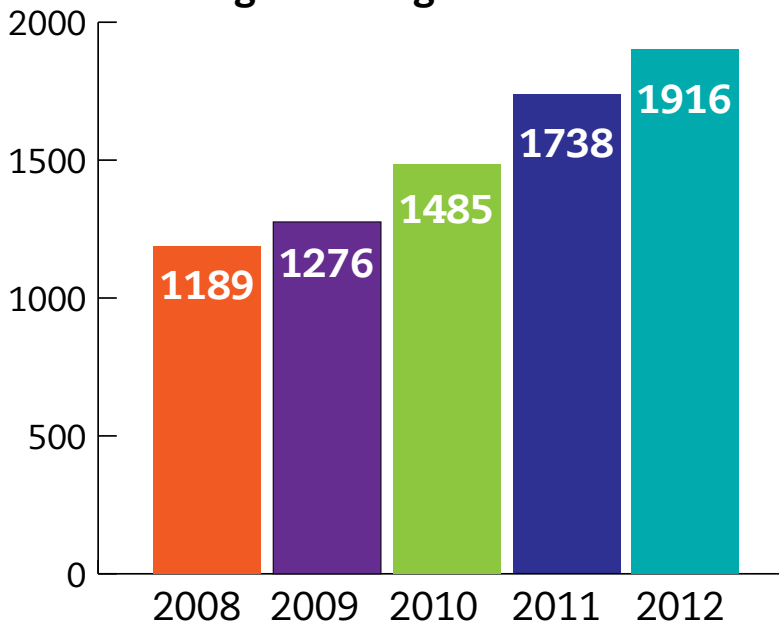
*Dennis McCallum, Director/Sphere Leader.*

*Other sphere leaders: Scott Risley, Conrad Hilario, Ryan Weingartner and James Rochford*

## 2012

As you can see, God has blessed this ministry with another year of strong growth, 10.2%. The college ministry grew by 14.3% (1126 to 1288) while high school ministry only grew by 2.6% (612 to 628). Again, hundreds of students met Jesus Christ in 2012. God continues doing an incredible work.

### College and High School Growth



### Other accomplishments in 2012

- James Rochford was raised up as a new Sphere Leader! The college-high ministry now has five spheres.
- A fourth college Central Teaching was planted, taught by James Rochford!
- Nick Hetrick took James Rochford's place as leader of the North CT high school leader. If you recall, James took Tad Hale's place, early 2012. We are grateful to the many devoted years of service Tad gave to this meeting. Tad and his wife Jenny will continue serving in the high school ministry.
- Although the combined high school home church growth was somewhat sluggish, high school CT growth was terrific (24.2%—from 348 to 432).
- More home churches were planted but not as many as the previous year. The number of home churches grew only by five (79 to 84). Actual planting was higher because two additional plants were sent into the adult ministry and one home church folded. In addition, home churches are opting to grow a little larger before planting, which is fine.

- 35 new home church leaders were raised up; however, 19 older leaders were sent into the adult home churches. This means the a net growth of 16 leaders (from 203 to 219).
- Ministry houses multiplied by an additional six, from 99 to 105.
- Over 200 students received theological and leadership training through the college Leadership Training Class (LTC).
- Two new LTC teacher trainees began their training (Josh Benadum and Chris Hearty).
- Outreach is improving. Our non-Xenos portion of attendance is growing. In high school, non-Xenos students represents 54% of attendance while in college, it stands at 74%.

### Plans for 2013

- We need to find an additional venue for the growing college Central Teachings. We anticipate a fifth CT will be needed within a year or two; however, our campus location can't fit any more meetings on Monday or Thursday nights. The only way to host another college CT in this facility would be to hold it on Sunday nights, but that's not as desirable because many are leading high school home churches that night. We'd rather find another facility for the college CTs, one we could share with other burgeoning ministries.
- We think another 15 to 20 ministry houses will plant this year.
- We anticipate many more home church plants in 2013 since planting in 2012 was not prolific.
- With the increased influence of pornography in our culture, we see a need for additional sexual integrity classes for the college age guys.

Please pray for this dynamic ministry. Pray for God to raise up many more leaders this year. We also need our current leadership to grow in maturity, depth, and ministry competence. Pray that God will reach hundreds more through Xenos Student Ministries.

# Church Finances 2012 Report

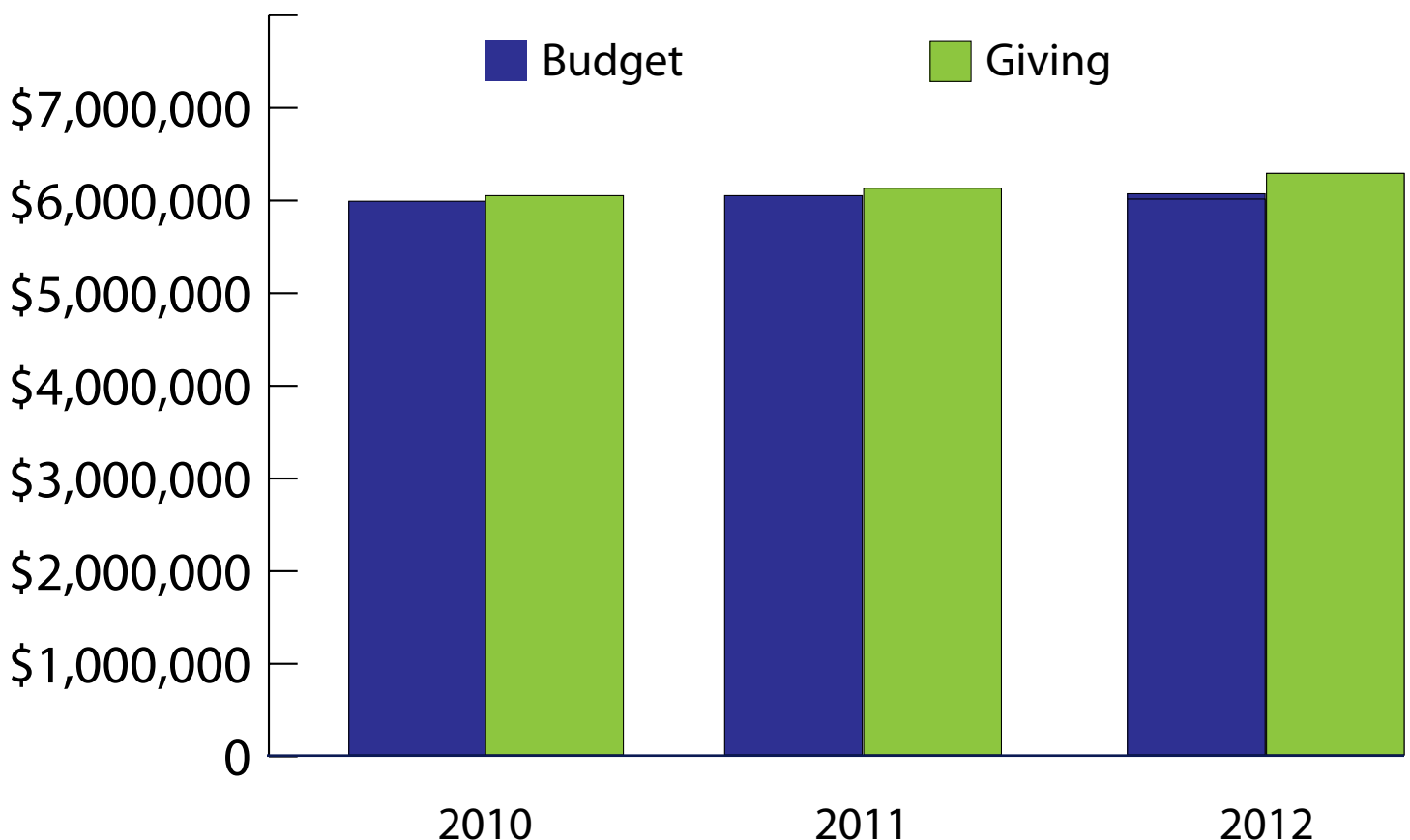
**F**or many people, we know that the uncertainty of our national economy weighs heavily in their personal lives. Yet so many took huge steps of faith in 2012, to meet and then exceed our annual budget. About 2,600 households provided donations to the ministry of the church, which is a solid broad base of support.

The General Fund provides the core of finances for the work of the church. The Xenos Board of Elders did not authorize any increase in our General Fund budget from 2010 thru 2012. We have been able to find areas to cut in spending to absorb necessary new spending, like support of amazing growth in our College-High School ministry and more mundane things like health care cost increases. But there is a limit to how far we can cut. And our staff has not received any raises since 2009. So the coming year will see the first increase in total church budget in 3 years.

We continue to see direct support for Xenos missionaries from our church, which is not counted in our General Fund budget. This is a unique way to approach our missions giving, which we believe provides greater prayer support through people who give directly to the missionaries, while spreading the support base for those field workers. We once again met funding objectives for the Humanitarian Aid & Development Fund (the “Missions” section of this covers the details).

In addition to funding the basics in the General Fund and increasing our giving for domestic and global missions, we continue to receive gifts for the Building Fund, which supports capital repairs and debt service, helping off-set needs that would otherwise have to be covered in the General Fund. We also supported numerous sphere-directed initiatives while

## Budget and Contributions to General Fund 2010 – 2012



providing substantial gifts to some partner ministries, like Central Ohio Youth for Christ, during the year.

We retain a moderate level of debt, especially for a church our size with many capital assets in central Ohio. We make payments on \$1.75 million in mortgages retained from our prior 2005-2008 construction projects in South Linden and in The Ohio State University District area. We are growing in our work in the inner-city and we will be looking to expand facilities in the near future. We expect to acquire new space in the next 2 years to meet needs in communities we serve. What a great opportunity for God's work to reach new people and places.

In summary, we have a wonderfully sacrificial church, which has grown in its capacity to give year-after-year. We have every reason to be confident of continued solid giving from our church into the future, and God continues to bless us individually and corporately in our enterprises.

The following comparison shows budget, by Division, planned for the 2012 fiscal year.

## Budget Summary

Division	2012 Authorized Spending	2012 Spending Budget
Student Ministries	\$1,177,6408	\$1,246,155
Adult Ministries	1,078,820	914,860
Missions	700,050	892,380
Equipping	519,130	588,005
Support Services	473,680	396,030
Operations & Administration	1,887,150	1,925,840
Debt Service	250,000	310,000
<b>Total All Divisions</b>	<b>\$ 6,086,470</b>	<b>\$ 6,402,270</b>

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