

Xenos Christian Fellowship

2004 Annual Report



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Outreach Campaign

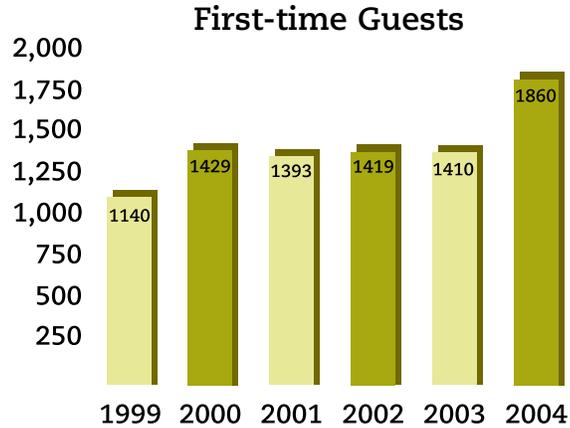
In 2003, we introduced an Outreach Campaign to counteract slowing evangelism.

Our campaign goals included:

- increase first-time guests by 50% in 2004;
- improve follow-up to one in five;
- double the number of adult conversions;
- increase Central Teaching growth by 20%.

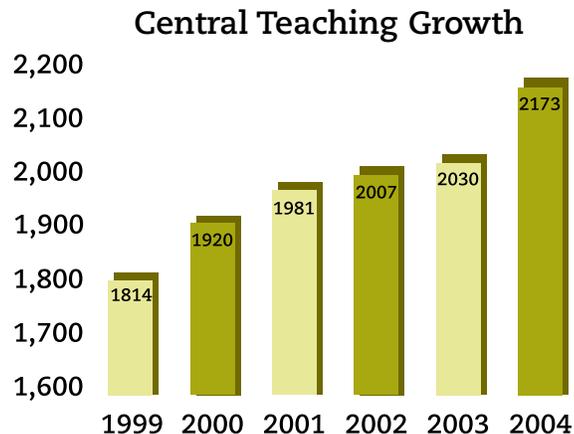
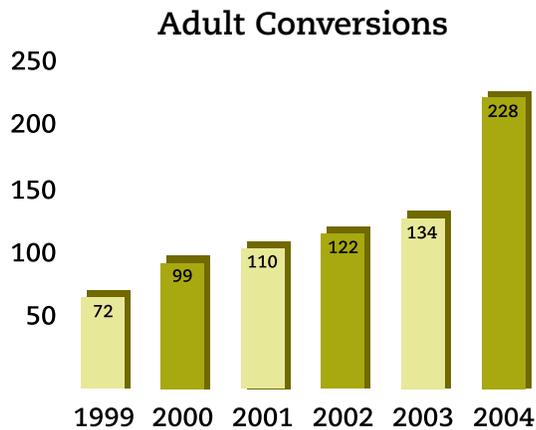
The 2004 results are good:

- increased first-time guests by almost 50% (1,410 to 1,860);



- doubled the number of adult conversions (134 to 228 or 70%);

- We experienced 348 salvations, not including High school, junior high or Oasis



Children's Ministry.

- increased CT growth from 1% to 7% (2,030 to 2,173), which is the best growth in six years.

Adult Home Church

Growth in home groups increased from 1,937 to 2,099, or from 3% to 8%. We'd like to see this increase even more.

Sphere Reports

Saturday Night Sphere

Home group attendance rose from 520 to 533, or from 6% to 8%. Saturday home group first-time guests increased from 393 to 498, or from 11% to 27%.

Sunday AM 1 Sphere

We experienced an increase from 19 to 54 salvations.

Sunday AM2 Sphere

Our newest sphere, which started May 2003 with 406 people, increased to 543 by December 2004. **Highlights include:**

- 9.6% growth in home group attendance;
- three home groups planted;
- average home-group age decreased 50% (from 40.5 months to 20 months);
- 44% increase in first-time guests at home group;
- improved morale among home group leaders.

Sunday AM2 challenges were to:

- improve home groups' corporate prayer ministry;
- regain outreach ethos in all home groups;
- improve CT attendance and participation;
- assist home group leaders in making progress in their spiritual lives and becoming transformational leaders.

Sunday Night Sphere

- Sunday PM home group average attendance increased by 10% in 2004; Growth has been steady from beginning of sphere in fall 2002.
- Sunday PM first time guests (not transfers from other churches) rose from 447 to 593, or 33%.

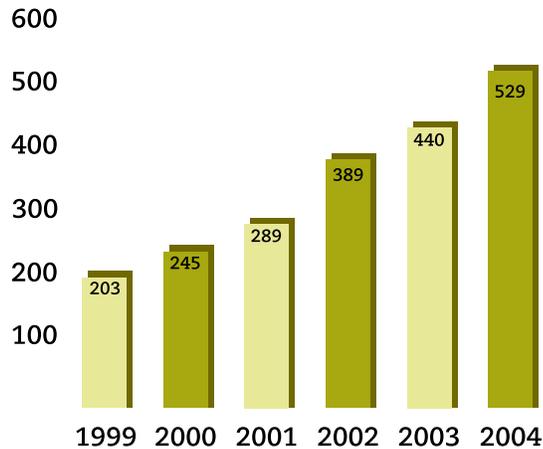
Student Ministries

College Group

- College home church attendance increased from 440 to 529, or from 13 % to 20%.
- College CTs grew from 318 people to 379, which is actually a one percent decline from 20 % to 19 %.
- College salvations increased from 102 to 120.

High School

College Home Church Attendance



■ High school home churches grew in attendance from 315 to 340. However, this is a decrease from 2003 from 16% to 8%.

■ High school CT attendance grew from 220 to 234, or from 14% to 17%.

Junior High

■ Junior high home groups increased from 355 to 419 students, or from 22% to 18%.

■ Junior high CTs rose from 227 to 261 student, or from 11% to 15%.

Xenos Growth Overview

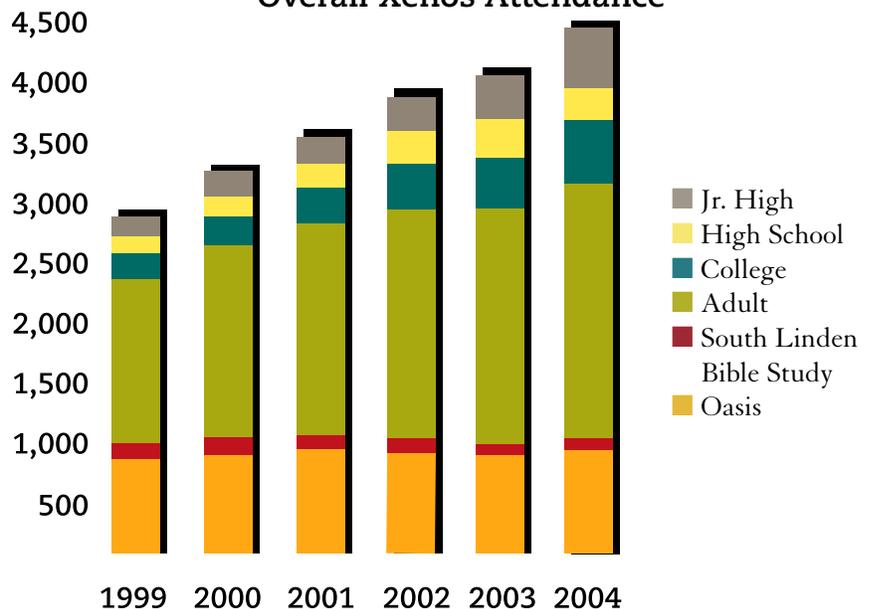
■ Students moving up from junior high to high school or from high school to college home groups increased from 1,031 to 1,220 (18.3% growth).

■ Adult + college home churches grew from 2,377 to 2,629 people, or from 5% to 11%.

■ Total Xenos attendance grew to 4,349 (10% growth).

■ Servant Team experienced 8% growth.

Overall Xenos Attendance



Fiscal Support Team

After experiencing a shortfall four years in a row, 2004 giving nearly matched our budget, with 5.4% growth. The budget was \$5,270; giving was \$5,261 and spend-

ing was \$5,045.

So, overall we finished 2004 in good shape!

Looking ahead to 2005

We'll make several important changes! These include:

- one geo-cultural sphere plant
- one student plant
- one main campus plant (January 2006).

Sphere Planting

For the first time we're trying sphere planting! We'll do this by working out multiplication with individuals and home churches. We anticipate our needs to be:

- venues and times
- geo-cultural plants
- leaders
- CT teachers
- smaller spheres.

Student change are on the horizon:

- Tom Dixon will move out of High School Department leadership.

College has taken over most of high school leadership already, and will fill this need in the new sphere leader position (at a cost of \$50,000).

Qualifications for sphere leader include:

- character standards at elder level;
- proven consistent quality in large-meeting preaching with substantial experience;
- successful discipleship proven by raising up Servant Team members and successful home church leaders;
- successful leadership of a college home church, preferably as senior leader;
- successful leadership of high school home church also desired;
- successful church planting accomplished in high school and college (if only one, preferably college).

Main Campus Plant

Because all quality time slots and locations are taken, we need a new venue.

To accomplish this, we'll begin sphere planting! We'll also hold a "Building Campaign," and create a modified "Café" to host the new sphere.

Equipping

We will revise classes and our class system by moving to a "quota" system. This means that home churches needing to train more students must be growing, planting, faithful and underequipped.

Missions

We will expand our Community Development Fund. Our missions giving is aggressive at \$2.2 million, or 34% of our total budget.

Adult Ministries Division

Doug Patch, Division Coordinator

Galvanizing! That was 2004 for Adult Ministries.

Definition of galvanize: “to arouse to awareness or action; to spur.”

One way metal is galvanized is by bringing the base metal into contact with another metal, and then driving an electric current through it to bond it to the base.

In the same way, most adults were galvanized into action by bringing us into contact with the Lord’s truth about the health of our church, and then stimulated by the Holy Spirit’s call to action and His empowering coming alongside our choice to respond to Him.

The Adult Ministries Division is a simple division:

- post-college home groups + Post-college Central Teachings;
- as of mid-April, 96 post-college home churches (two scheduled to plant in the very near future).
- Four Central Teachings on Main Campus.

What was the main thrust for us in 2004?

Our division’s mission is as simple as our structure: to cooperate with God’s desire to grow the church through sharing His message with those who don’t know Him, and helping young Christians grow in their faith.

By early 2004 we were in...well frankly, dire straits regarding living out God’s purpose of the church.

Our home groups, what should be the most vivid representation of God’s love to one another and those who are seeking Him, had slowed substantially to almost no growth – again, a “position” the Lord can’t imagine His church remaining in.

Our church was failing in our response to His call share His awesome offer – the free gift of eternal life –with those who have not yet received it. Throughout 2003, and before, our church was declining in their rate of outreach.

Our post-college Central Teachings, gatherings of clusters of home groups, had almost ground to a halt.

How did we do in 2004?

God led the elders to call on the church to revisit our priorities, compare them with God’s, and step out in faith to share His good news. **And the Lord worked powerfully through the church in 2004.**

- **Post-college home groups:** He grew us by more than 8% in 2004 in home group attendance, up from 3% the year before – a clear sign of His hand in our church.
- **Sharing His message of eternal life:** Perhaps highlighting His work was a 32% increase in the number of first-time guests to home groups!
- **Post-college Central Teachings:** Sadly, this ministry has been, and continues to show only gradual growth: 7%.

What do these numbers mean? Is that all it is, a “numbers game?”

God doesn’t see it that way, nor should we! He sees those “numbers” as people

with whom He wants an eternal relationship and He takes pleasure if we take our role in His work seriously. We see it mattering to Him in Acts 2:41, 47; 11:21, 24 and why in 1 Timothy 2:3,4.

The bottom line: In 2004, we heard more stories of people who accepted His offer of eternal life by personally asking Jesus to forgive their sins based on His sacrifice on the cross. More stories than we are aware of any time in the past 10 years or more in post college ministry!

2005

Is that all it takes to get back on track – make a call to jump back into God’s work?

As grateful as we should be, and willing to praise Him for His work in 2004 on this front, we probably all understand that it is a gradual lifelong process for our lifestyle to be transformed into one centered on God’s cause.

2005 reflects God’s call in 2004 to now become a lifestyle. THE greatest cause in human history, becoming more and more... our cause.

The clusters of home groups – which we call spheres – are organized around each Central Teaching. The leader of each sphere is called a Senior Sphere Leader. They are:

John Rue	Saturday evening CT
Jeff Gordon	Sunday morning 1st CT
Gary DeLashmutt	Sunday morning 2nd CT
Jim Leffel	Sunday evening CT.

In their own way, each Senior Sphere Leader recognizes 2005 is a unique challenge for those that have accepted Jesus personally, to now allow Him to transform their character and purpose in life. For those who have been Christians, to continue or renew our commitment with a newfound zeal, motivated by gratitude for Christ’s sacrificial love for us.

Home groups and Central Teachings dovetail into experiences for Christians to live out God’s call to be vital parts of the body of Christ (Bible language for “the church”); and for investigators of Christianity to see God in action through imperfect people, and the opportunity to have their questions or objections to Christianity discussed.

What’s all that digging behind Main Campus?

Yes! We are preparing to plant a new sphere of home groups who will hold their Central Teaching in the new Xenos Café!

As God continues to bless us with growth, we must love those He brings to the best of our ability through His power. If we get too big in any one meeting, we will lose connection with one another. The Xenos Café will be completed early in 2006 and gives us the option to draw strong home groups from the various spheres to form a new Central Teaching sphere in the Café!

Although the architect of the building is essentially done with their drawings, the elders of the church are still looking to God for direction on His plans for what that new sphere might look like. It is sketchy now but let us ALL pray for God’s wisdom for how best to shepherd His church, and for a vigorous effort on part of all Christians to be “useful to the Master for every good work” (Colossians 1:10; 2 Timothy 2:20,21; 3:16,17).

What have we heard about a west-side plant?

The Lord has also been leading many people to see the viability of planting a sphere of home groups who will meet for their Central Teaching at an off-site facility near the west side of Columbus.

One of the first cooperative ministries Xenos ever attempted was with Youth For Christ (YFC) at the initiation of Scott Arnold, a long-time home group leader and now Regional Director for Youth For Christ. This began in the early 1990s, and has blossomed as workers in Xenos and YFC have been used by God to impact the lives of hundreds of youth in the bottoms area of Columbus and the west side.

The elders agree that the unique features of this ministry lend itself to “setting up shop” in the middle of the ministry itself. Scott’s Spirit-led stewardship of the Youth For Christ ministry makes him an obvious choice to be the Senior Sphere Leader of this new endeavor.

We hope to plant this sphere by the end of the summer of 2005.

These potential plants must be undergirded by our ardent and ongoing prayers. Indeed, may the prayer life of individuals and this church as a whole be lifted to a whole new plane in 2005.

What might the Lord accomplish through thousands of praying workers in our church? Our efforts in His cause matched by our time in prayer, admitting our inadequacy and asking the Lord for His!

Equipping Division

Mike Sullivan, Division Coordinator

In 2004, the Equipping Division saw encouraging developments on several fronts.

MA Program

Xenos partners with Trinity Evangelical Divinity School in Deerfield, Illinois to offer seminary level classes in Columbus. The program allows developing leaders in Xenos to remain in their ministries while they participate in high-level training. These courses are also a great resource for individuals on staff in Columbus-area churches. Last year's increase in students (especially non-Xenos students) was sign of health for the program and helped keep our expenses well under budget.

Xenos Summer Institute

Each year Christian thinkers and practitioners from around the world come to Xenos Christian Fellowship to examine current ministry issues facing the local church. In 2004, John Perkins, Clive Calver, and Samuel Stephens challenged the audience to do their part in reaching the lost and helping the poor. Those attending the conference responded by donating over \$60,000 to ministries that serve impoverished people in Cambodia, India and Africa.

Study Center

Patrons now have the ability to access all of the media associated with one of our weekend Central Teachings: the PowerPoint presentation, audio (in MP3, CD audio or cassette) and video (on DVD). All of these resources are now integrated into our Athena library software and easily accessible by staff and patrons.

Finishing Well

Finishing Well is a Xenos ministry designed to motivate and inspire folks who are 55 and older to continue giving their lives away. Along with providing a meaningful ministry roles to fill, this ministry also seeks to meet the needs of the elderly in our church. In 2004, Randy Jones and Don Dixon agreed to oversee this ministry. Their work is focusing on three areas: developing ministry roles well-suited for folks in this age group, meeting a limited set of basic needs that elderly folks in Xenos have, and creating a version of our core training classes geared toward people in this age group.

Changes in Adult Education Classes

In the fall of 2003, it became apparent that modifications were needed in our adult education courses. The number of people taking classes continued to grow aggressively (as it had the previous five years), but home group growth was flat, and even more concerning, evangelism had waned. Overheated class taking wasn't translating into increased growth in the church.

We responded by revisiting and clearly defining what we were trying to accomplish with our classes:

- Early on, we want our students to develop an appetite for reading the Bible, applying it to their lives and sharing what they've learned with others.
- We want to give students the tools they need to grow in their relationship with Christ, gain victory over sin, learn to serve under grace and stand in the ground of their new identity.
- We want to support students who are gaining experience in ministry with additional training.

- We want to prepare future leaders for the unique demands of serving on a home group leadership team.

The first course we revised was Sharing Your Faith, our course on Evangelism. This class now places a greater emphasis on learning to sharing your faith by getting out in the community and talking to people about Christ. We also laid the groundwork for additional changes in our classes in 2005.

Looking ahead to 2005

New Classes

In the spring of 2005, we will introduce a new set of courses and a new approach to class taking that we're confident will help advance the work of our home churches.

We will be replacing part of the Christian Principles curriculum with two preliminary classes offered every quarter:

- Introduction to the Bible – a five-week class, open to anyone, designed to give students basic Bible literacy and to inspire them to pursue a lifestyle of reading and applying God's word.
- Christian Growth – a 10-week class, open to anyone in a home church, focusing on sanctification and drawing most of its content from Christian Principles Unit 2.

These introductory classes will be prerequisites for three Christian Ministry classes, roughly corresponding to Christian Principles 1, 3 and 4. All five classes will be required for Servant Team membership. Servant Team members will receive further training in three more 10-week classes, Christian Leadership 1 -3.

Seats in Christian Ministry 1-3 will be limited and allocated to home groups on the basis of need. This will be determined by a variety of factors including group size, group growth, and the need to prepare leaders for an upcoming plant.

Our hope is that these changes will strike the right balance between knowing the truth and living it out so that we can better advance home group ministry in Xenos.

Xenos Summer Institute

The 2005 Xenos Summer Institute will focus on Evangelism and feature Bill Hybels, Tom Stipe, George Verwer and Joel Comiskey. We're fortunate to have such a dynamic group of speakers for what is sure to be another great conference.

Study Center

The Study Center has grown to be one of the best resources for evangelical books and materials in our region. By adding wireless Internet access, expanding the number of books and CDs we have for sale, and promoting what we have to offer to area churches, we hope to increase the number of people who enjoy this incredible resource. The Study Center is also committed to expose patrons to great books that aid in the advancement of home group ministry.

Finishing Well

Several Finishing Well ministries will get off the ground in 2005:

- In June, Finishing Well volunteers will begin providing help and guidance for families who are caring for elderly parents.
- In late summer/ early fall, volunteers will provide phone fellowship and assistance with minor home repairs for elderly individuals who are kept at home by

declining health.

- In September, we plan to offer the first of our courses for people who are 55 and older.
- Several individuals will use their available time and resources to fill key ministry roles, including fund raising for our new capital campaign.

Case Study Method

We will be enhancing our training for home group leaders in Christian Leadership 1 & 2 by introducing several case studies. Cases allow students to apply the principles they are learning in class to real-world situations they are likely to face in home group leadership.

A growing home group movement will continue to need a steady supply of highly trained, sophisticated servants. We're confident that God is active in these initiatives and that he will continue to empower us to equip the saints for the work of service!

Missions Division

Dave Glover, Division Coordinator

In 2004, we sent two couples to reinforce the team in Cambodia. Both families continue to adjust to their new life and ministry as they attend language school. In addition, we introduced the Xenos Humanitarian Aid & Development Fund. Seven projects totaling \$75,000 were fully funded in just a few months. The Missions Division also hosted seven couples who were in Columbus on home assignment.

Highlights from 2004

- We conducted two adult short-term trips to Cambodia.
- A team went to Cambodia to conduct a field evaluation and to Taiwan for their regularly scheduled visit.
- The Geslers and Giancolas arrived in Cambodia after the completing their fund raising and prefield training requirements.
- The Xenos Humanitarian Aid and Development Fund was introduced
- The South Linden Bible Study average weekly attendance increased by 24% overall. The high school group saw a dramatic 60% increase! This fall there were 13 salvations.
- In June, the first class at Harambee Christian School graduated from elementary school. These students started in 1998 as kindergartners.
- Harambee Christian School was one of six schools across the nation recognized by the National Association of Street Schools for their economic literacy curriculum.

Looking at 2005

- 2005 promises to be another exciting year with Xenos Missions. We look forward to seeing God's hand at work in His plan to reach the nations.
- Three couples will visit the team in Southeast Asia. The goal of the trip is to help establish the strategic direction of the team.
- The Missions Division will embark on a project to redefine and communicate the missions' strategy for Xenos.
- The team in Eastern Europe (South) plans to partner with Campus Crusade for Christ to provide a two-week intensive equipping class for the key national workers.
- We plan to provide scholarship money for students from the South Linden area to attend Calumet Middle School.
- Urban Concern will hire a Parent Partnership Coordinator to better integrate students and their families in the programs and local church.
- The Xenos Humanitarian Aid & Development Fund will increase from \$75,000 to \$145,000 and include the following projects:
 - relief for the poor in Southeast Asia;
 - Youth for Christ camp scholarships;
 - tsunami disaster relief;
 - barefoot pastors conference in partnership with India Gospel League;
 - Youth for Christ venue;

- educational opportunities for students in South Linden;
- Cambodia medical relief;
- Hope for Cambodia's children in partnership with World Relief;
- children's gospel club sponsorship in partnership with India Gospel League.

Operations & Administration Division

Steve Bauer, Division Coordinator

In 2004, we had the task of looking forward to where God wants to take His church in the coming years. We needed to answer questions about how we will meet needs to support Xenos growth in ministry to adults, college students and the poor of Columbus' inner city. In each area, facilities have been a constraint to growth and effectiveness of programs.

We answered basic questions posed about the need for better ministry spaces. By year-end we had in place the initial high-level concepts, along with preliminary plans and costing, for building projects at our Main Campus site, on the Ohio State University campus and in Urban Concern's South Linden neighborhood. 2004 proved to a solid year to reflect on where God wants us to go, and to develop plans to take us in His direction (and in His timing).

In all of the support areas of Operations, our staff was able to focus on improving productivity and accessibility to our personnel for users of our resources –church members, visitors and staff. In 2004 we were able to make some investments in longer-term projects, which will continue to reap benefits. We also had time to look at many processes that have developed over time here, and then worked to stream-line procedures and policies. The result is that we enter 2005 in strong condition for a challenging year.

The year was also one of prayerful consideration for all areas within Operations, especially concerning how to best serve in the areas God wants to prioritize. There are so many conflicting uses for our resources. Operations staff has to spend time getting the most critical projects and programs supported in an excellent way. It is a constant balancing act as we endeavor we make the most of what God has put in our hands, taking our stewardship of His resources seriously.

Highlights of 2004

Administration and Operations carried out our mission – to provide manpower and material support for the work of the church, our inner-city mission, Urban Concern and our Christian school system.

God has worked to provide us with opportunities that abound in serving His people, providing the care needed to reach the lost through our 'tangible' assets and looking to the future. Our core functions break down into Administration, Division Support Services and Facilities Support Services. The departments in each area exist only because of the extensive work being done by members and staff in all the other Xenos Divisions.

For example, our elders were able to take their Spring Planning Retreat and return with a message delivered powerfully to our home group leadership in the spring. From the trip itself to the logistical support of the Servant Team Retreat, Operations was involved in funding and supporting these efforts with staff. We then turned our resources to planning and securing what was needed for this 2005 spring cycle. This year we finally were able to hire a full-time assistant to the lead pastors, Laura Pflug, who has been a shining addition to our staff and has filled a long-time void in support for our key leaders.

Accounting & Finance, Technical Services and Information Systems provided the back-bone for supporting our divisions. Our excellent accounting staff set new standards of responsiveness with daily cash flow management and reporting. Providing and maintaining all the audio and video resources we use at all of our meetings, our diligent technical staff had a solid year of meeting event needs –

from Central Teachings to Xenos Summer Institute, student meetings to Vacation Bible School. Our computer, telecommunications and related systems were continually updated and enhanced by a professional staff, along with our outstanding data base system. I have heard from many other churches and parachurch organizations that our systems and service is amazing, given the budget we try to stay within.

Facilities, Office Services, and the Master Scheduling and Central Teaching Administration areas all had outstanding years of meeting needs while those needs grew. New uses of our Facilities from church “spheres” stretched our facilities staff; but we still had resources to improve fellowship areas on our extensive patio, decks and trails. Our office staff did an incredible job keeping up with changes in staff and graciously making our “first impression” with many visitors.

Perhaps the largest area of change was in the Master Scheduling and Central Teaching Support Administration department. Michelle Houston took on several diverse role under one umbrella, to provide support for facility scheduling and training, along with overseeing logistics and food service elements for our Central Teachings and many events. This role crosses many organizational boundaries, in working with other staff and supporting work within all our divisions. It was a whirlwind year of change, as each sphere worked to develop an approach to meet its own needs in a way reflective of its unique sphere ‘ethos’ and ministry philosophy. We moved toward higher use of our facilities, the provision of more diverse food for events, and planned for an ever-expanding future of maximizing the use of God’s buildings, grounds and resources.

Primary Goals for 2005

While we continue to support a vibrant and growing church “in the trenches,” Operations will lead the charge on identifying, acquiring and building facilities for the future of our fellowship. Meeting growing space and utility needs – on our Main Campus, at our OSU Campus ministry and in South Linden with Urban Concern – will consume most of our planning time and much of the physical resources within our departments.

An expansion at Main Campus supporting the planting of new churches on-site will be largely completed in 2005, setting the stage for a potential new sphere early in 2006. Our exploding ministry within the Ohio State University area requires a long-term solution to facility constraints; but options are meager in the area, so we need to be open to God’s leading in a search for a solution. Urban Concern’s ministry in the inner-city of Columbus requires bringing together programs and our school from geographically dispersed and old facilities, into a new school and community center in South Linden.

The completion of these projects will not be seen until 2006 and perhaps even beyond, but 2005 will see these efforts become the key priority for our division. At the same time, we will work to constantly upgrade our service. I am personally thankful to our Lord that He has given us the incredible staff and leadership who I get to work with in these endeavors each day.

Student Ministries Division

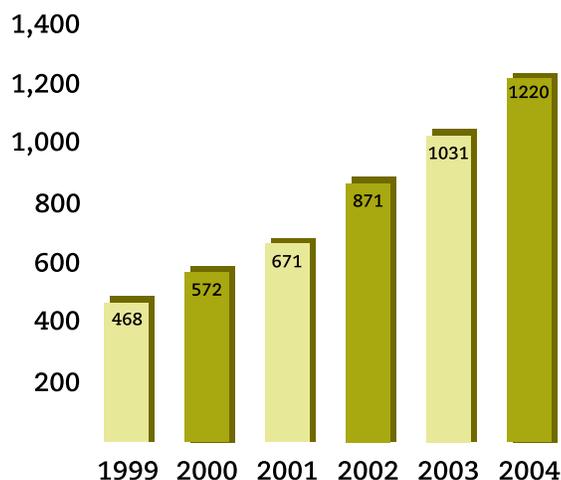
Joe Botti, Division Coordinator

Thanks for all your support in the past and this coming year. God is doing an amazing work in our student ministries. The gospel message has spread to hundreds of students, many of whom began a personal relationship with Christ and now enjoy vital Christian fellowship. God has also granted us an adequate volunteer workforce to help motivate our students to grow and lead for Him.

2004 Accomplishments

- Our junior high, high school, and college ministries staff and key volunteers held a one-day retreat to assess the ministry and shore up weak areas. Key discoveries were made which should help us retain a greater portion of our high school freshman and seniors. We also learned how our Christian schools are generally having a good impact on our students.
- Our schools again performed well in the standardized testing when compared with other schools around the country—over the 80th percentile. Harambee Christian School, averaged just under 50% in math and reading, which is excellent for an inner-city school. Also, more than 100 seventh and eighth graders were introduced to our new Spanish program for high school freshman credit.
- Our children's ministry, Oasis, reorganized their staff to more closely reflect adult spheres and a cell based approach to staffing the classrooms. The changes were needed and have been working well.
- Adam Rapp, our new TNT director (Oasis fourth & fifth grade), has been reorganizing this program, making it more winsome to the kids. Although more work needs to be done, much progress has been made.
- Travis Henderson was successfully transitioned into his new role as junior high Director.
- Many cell groups and home churches planted (Nine junior high cell groups, five high school cell groups, four college home churches, with another group planted to our adult church from college). Each ministry, from junior high to college, realized more than 15% numeric growth in cell based groups.
- Because of strong home church growth, the college ministry raised up 37 new Servant Team members!

Overall Student Attendance



- The junior high and high school Central Teachings grew. We surpassed the

goal of maintaining meeting attendance at 70% of home group attendance. We were particularly pleased with our high school Central Teachings which broke through the sluggish growth barriers with unprecedented growth.

- Campus Central Teachings grew by 16%, but not as much as we hoped.
- Almost 100 junior high and college students served on regional and overseas mission trips.
- Although our high school group exceeded their goal of maintaining a high percentage of non-Xenos students, more than 60%, our junior high group fell just short of their 40% goal.

FST Highlights

- Three college teams were funded to lead our multiplying high school home churches.
- Additional pastoral care was funded for our growing college ministry. This measure will enhance our ability to train and coach the growing number of home church leaders, many of whom are brand new leaders.
- Much needed equipment was funded which make everyone's job a little easier.
- To gain fresh ideas and stimulate creative thinking, church visitations were funded for key staff.

A look at 2005

If growth continues at our college Central Teachings, we plan on reorganizing our high school and college work into ministry spheres. Since college is supplying most of the work force, it makes sense to couple college home churches with high school home churches. We don't plan on combining these two age groups into the same Central Teachings or home churches. Rather, the sphere reorganization should provide a more cohesive connection between our high school and college ministries.

Other 2005 Objectives:

- Finish renovating the Oasis TNT program (fourth and fifth grade).
- Harambee students reach the 50th percentile in reading and math in standardized test scores.
- School staff research and develop training materials for motivating boys;
- Rewrite *Spiritual Relationships That Last* for a junior and senior high audience.
- Plant nine new junior and senior high cell groups and three college home churches, and grow cell based attendance by 20%.
- Maintain a high percentage of non-Xenos students in junior high and high school (40% and 60% respectively).

Support Services Division

Phil Franck, Division Coordinator

Support Services had a very active year supporting the “Evangelism Campaign” the elders initiated with the church. Here are the five departments that make up Support Services:



Evangelism Impact Ministries (Sherri Fojas)

This department offers aids and venues for home groups to do their pre-evangelism, evangelism and follow-up.

- Conversation and Cuisine (C&C) is one of our more effective tools in home church outreach and follow-up. 2004's number of C&Cs was low—only 33—(which is the same number for 2002, but nine fewer than 2003). This probably was due to other new social venues for outreach that were created and promoted this year for the Evangelism Campaign. On an encouraging note, the follow up of C&C guests was better this year: 2003 had one in five C&C guests showing up to a home church meeting, and in 2004 it was one in four. We aim to have four new facilitators and four new topics in 2005.
- Playgroup Network continued to bring around new people by getting mothers and their young children together informally to play and talk about issues that matter, and exchange ideas, support and friendship. The number of playgroups went down slightly, but the number of known salvations through playgroups went up: zero in 2003; five salvations in 2004. This also is an underused venue for outreach.
- Baptisms were up this year from 97 in 2003 (a low year) to 145 in 2004. The outreach campaign likely helped.
- Crew-Xenos Soccer Clinic was effective again, and this year was held for the first time on Xenos property with 120 people (56 guests).
- Live-music Pub Nights at Xenos Office Auditorium produced very good results: 170 guests came to eight Pub Nights.
- Father-Son Buckeye Breakfast was a big hit with OSU Linebacker Ben Hartsock sharing a gospel talk with 350 attendees, 125 of whom were guests.
- Cinema Review and Farmers Market both fizzled.
- GameTime continued to report successful pre-evangelism and evangelism accounts.
- Season-end parties for kids sports teams at Building X were a new idea toward the end of the year, and yielded some good accounts of spiritual conversations with guests.
- Hispanic Bible Study started this year and ranged between 12 -20 people, most of whom were Hispanic, and at least three people met Christ.
- The Christmas Eve Program was unfortunately cancelled last year due to ice and bad weather.

2005 Objectives:

- We will continue to emphasize known-winning venues for outreach such as C&Cs, Playgroups, Sports ministries and Crew clinic, while we push the newer effective venues again, like Pub Nights, Buckeye Breakfast, Season-end parties at Building X.

Communications (Jay Reilly)

- In 2004 we redesigned the Xenos Web site front page and will launch it sometime in 2005.
- Each week's Central Teachings continue go onto the Web site about one week later, in RealMedia, MP3, outlines, and Powerpoints.
- Summer Institutes past were added to the Web site.
- More people than ever are using Xenos' Web site: 275,000 hits per month in 2004.
- An excellent video series of the Xenos Summer Institute's plenary speakers was made available at the study center for the first time ever.

External Relations (Jay Reilly)

- We hosted Gary Chapman's marriage conference in February, which was excellent and very well attended.
- Book and CD sales ended the year right on target.
- In 2005 Keith and Martha McCallum's book, *The Scarlet Thread*, will be ready for people to purchase.

Counseling (Katey Downs)

- Katey and Bev DeLashmutt's counseling load was quite full, so more outside referrals were made in 2004 and plans to hire additional part-time counseling staff will take shape in 2005.

Internal Services (Kathy Hoffer)

- We had a 9% increase in the number of new deacons in 2004.