

Xenos Christian Fellowship

# 2008 Annual Report



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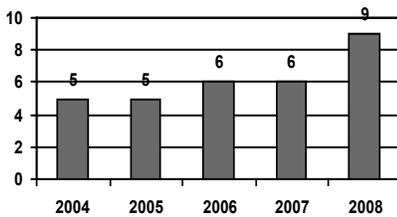
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# Adult Ministries Division

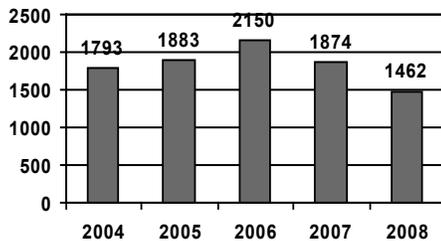
John Rue, Division Coordinator

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

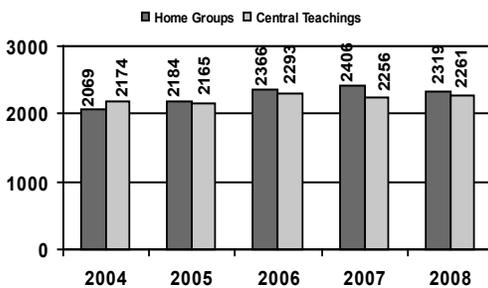
Number of Adult Spheres



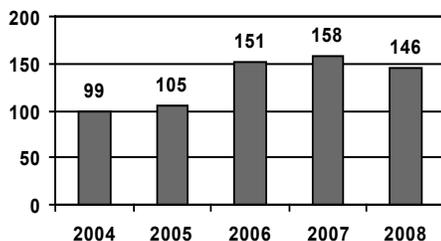
# of First-Time Guests



Average Adult Attendance



Number of Home Groups



## 2008 in review

2008 was a year of re-deployment with more than half of our 158 home churches joining a new or different sphere as part of launching 4 new venues and ending the Saturday sphere. Two of the new spheres meet at the newly completed 4th Street Pavilion, led by Gary DeLashmutt on Sunday morning and Lee Campbell on Sunday night. The East Side sphere led by Kendall Triplett launched in June after finding a suitable rental facility in a Licking Heights neighborhood school. The fourth new sphere meets in our Main Campus Café during the 11:30am timeslot, and represents a transitional milestone of success for our college ministry which sent a new generation of home groups led by Ryan Lowery to join the adult ranks. Every existing sphere participated in the birthing of these new spheres, and several new leaders stepped forward to make it possible, including Doug Patch (new Sr. Sphere Leader 11:30am Main Campus Auditorium sphere), Tom Dixon (new CT teacher on Sunday morning at Main Campus rotating with Gary DeLashmutt) and Mark Bair (new CT teacher at 4th Street Pavilion also rotating with Gary).

Although growth normally accompanies church planting in the long-run, 2008 saw an overall decline in home group attendance (marked by a significant drop in First-Time guests which mirrored the overall slow down pattern in the church) and a net loss of 10 home groups, while Central Teachings held steady.

### Key End-of-Year Stats:

- Underspent budget by 4% mostly by cutting discretionary spending
- Pastoral staff of 15 FTEs (Full-Time Equivalents)
- 148 home groups led by 469 lay leaders

## Plans for 2009

If 2008 was a year for re-deployment, 2009 will be another year of consolidation and revitalizing our core roots. Gary DeLashmutt prayed last year for a “grace-awakening” for our church, which was echoed at this year’s State-of-the-Union address by Dennis McCallum in his call for the level of biblical community described in the New Testament. This has always been a hallmark of Xenos ministry, and has been a key for our effectiveness in reaching our isolationistic culture for Christ, which could be all the more responsive to the gospel with today’s economic challenges. Dennis also painted a vision for adults (especially those approaching the “empty-nester” phase in life) to help with the leadership need in the college/high-school ministries where college leaders are beginning to transition into the adult ranks.

As part of the grace-awakening and re-commitment to biblical community, each sphere is implementing plans to “adorn the gospel” in their surrounding neighborhoods and the inner city. Examples include a Free Medical Clinic which opened up on the West Side where volunteers meet both the physical and spiritual needs of the poor & uninsured, and a second clinic will open this year at the 4th Street Pavilion. To help individuals who have been laid-off find new work, a new job-networking ministry led by volunteers with job placement expertise has formed. More examples are referenced in the highlights below.

## Senior Sphere Leader Highlights from 2008:

*"2008 was a year of both continuity and change for Sunday AM at 4th St. We remain firmly committed to evangelism and discipleship in the context of community--all motivated by a growing understanding and appreciation of God's grace. We initiated new home groups to reach out to internationals and people in the Short North and German Village. We developed a variety of service ministries to adorn the gospel. We introduced spiritual music and singing at CT. We developed a new class on principles of spiritual leadership. We have many challenges and a long way to go. But we have seen many people (including ourselves) getting transformed by God's love, and this encourages us to keep going!"*

—Gary DeLashmutt, Sunday 10:00 a.m., The 4th Street Pavilion

*"We have just passed our one year anniversary at 4th Street. During this time we have helped 17 people respond to Christ's offer of forgiveness and reconciliation and begun an exciting collaboration with 4th Street AM for various community service projects. We have had a particular focus on supporting Indianola Middle School which has led to the launch of a dynamic & growing Junior High Bible study for area kids. We are very excited about what God intends to do in and through us during the next year as we grow in our own knowledge and experience of His grace."*

—Lee Campbell, Sunday 5:30 p.m., The 4th Street Pavilion

*"This was a challenging year. Home church growth slowed down in 2007 year and dipped slightly into negative growth in 2008. That is very perplexing since we have seen decades of growth. Xenos & sphere leadership has redoubled our emphasis on Grace along with devotion to God and His glory. While we look closely and experiment with wineskins other than the traditional Xenos approaches, we continue to remain committed home church growth and planting. The bible compels us to keep confident faith as we continue to prioritize personal growth, evangelism, discipleship, and deep involvement in loving Christian community. Although our desire to adorn the gospel with good deeds in our neighboring community has made slow progress we see that God has allowed advances and answers to our prayers via various ministries like the Xenos Medical clinic and some chances to reach refugee families from varied and remote lands and religions. Central Teachings seem to be growing but we can't compare to last year since we are composed of a new set of home churches. He will continue to answer prayers!"*

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

*"God is working in many ways as we continue to emphasize the basics: Becoming and making disciples of Christ. Some of our groups are making an impact through social ministries and a renewed emphasis on Xenos classes is bearing fruit. We had two new plants over the last two months."*

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

*"In many ways, this was a new sphere starting in early in 2008. Home Groups from three spheres came together in January. We immediately began to forge new friendships and community based on what many hope and believe to be a Spirit-led grace awakening. Leaders' and workers' hearts have been stirred through activities such as last February's Winter Retreat, the new class, Leadership Principles from the Pastoral Epistles (developed by Gary DeLashmutt), and men's and women's hangouts. Many excitedly report renewed depth with God through consistent time in His Word and prayer. In 2009 we will continue to emphasize growing in grace and also focus more on building a community that shares God's love and expresses it in deed and word. We pray the Lord will strengthen our faithfulness to these spiritual dynamics and our dependence on Him to bear fruit through us. Please pray with and for us that Paul's prayers for the Ephesians (1:15-23 and 3:14-21) are fulfilled."*

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

*“Things have gotten off to an excellent start! God has blessed our home churches and C.T. with a lot of opportunities and new challenges. God is really beginning to forge our young sphere into a united multi-generation community. We are also hoping to make new bridges into the community around Xenos’ Main Campus this year.”*

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

*“Sunday night auditorium sphere has been involved in over 50 adults coming to Christ in the past year. We are pleased to be used by God in this way. Our priority is to maintain active Christian witness while continuing to develop into effective home group communities that will be able to do the work of discipleship. The evening time slot has really worked to our advantage, providing great fellowship well after the meeting ends. You can smell the aroma of Christ wafting through the auditorium as most of the home groups share a meal together.”*

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

*“We had an exceptionally hard time finding a place to meet and getting started. We finally got launched in June 2008. Prior to and since our launch there seems to have been a bonding and overall sense of excitement and anticipation among our people which has been very good. We’ve faced considerable opposition and sifting from day one and that’s not always a bad thing. Our attendance has been fairly level, and our people are still excited and glad to be where we are. Our home groups have taken some hits, but are holding the line. Having seen some salvations helps much. We have a Leaders/Workers retreat scheduled for 2/28 at which time we will be focusing on the need for real friendships within the body and working together.”*

— **Kendal Triplett**, Sunday 10:30, Eastside Sphere

*“2008 was a year of deepening in the West Side sphere. We are excited to see newly planted home groups growing and salvations continuing to happen. Our CT attendance has dropped off some this year. We have given more focused attention and prayer to this issue and prayerfully expect this to rebound in 2009. Our sphere saw a significant increase in givers as part of our 2008 pledge drive and an overall increase in giving through the year. As a result, we believe that our sphere is generally on track and are excited to see what 2009 brings.”*

— **Scott Arnold**, Sunday 5:30 p.m. West

# Equipping Division

Mike Sullivan, Division Coordinator

The Equipping Division provides educational resources that help Christians learn about God and serve him more effectively. People in Xenos who aspire to leadership roles are required take our core classes. Students who want to learn more can take additional courses on dozens of topics. Advanced training is also available through our Master's Degree Program. Our three libraries provide easy access to a wide variety of Christian books, videos, audio teachings, journals and papers. We also provide training and support for folks in Xenos who are 55 and older through a ministry called Finishing Well.

## Looking Back at 2008

### Sphere Leaders Teaching Core Classes

When we first began organizing home churches into clusters called "spheres," our best teachers left the classroom to become "sphere leaders." Instead of teaching classes, they directed their energy toward teaching weekend central teachings, consulting home groups, and learning how to inspire and lead a large group of people.

In 2008, several sphere leaders returned to the classroom to teach core courses to people in their own sphere. Through these classes, sphere leaders hope to assist home group leaders in making disciples and raising up new leaders. This may prove to be one of the most important strategic changes in our ministry over the last year.

### More People Taking Classes

The return of sphere leaders to the classroom contributed to a 15% increase in class registrations compared to the prior year. The increase was also fueled by relaxing the prerequisites need to take Christian Ministry classes.

### Classes on DVD

To further enhance the flexibility of our courses, we continued our efforts to produce DVDs of our most important classes. By the end of 2008, Intro to the Bible, Christian Growth, and Christian Ministry 1-3 were packaged into self-study notebooks combining DVDs of each lecture with supporting materials. This allowed students to complete these courses at their own pace in the setting of their choice.

### Expanding Library Resources

We supported training in our three libraries by supplying them with new resources despite very tight budget constraints.

### Master's Degree Program and Summer Institute

Xenos is an extension site of Trinity Evangelical Divinity school. We had the pleasure of hosting D.A. Carson during our summer session. He offered a course on the Gospel and Culture that attracted almost 50 students. This course was part of our annual Xenos Summer Institute which set new attendance records. Featured speakers were Mark Driscoll, Mark Mittelberg, and Dr. Carson.

### Finishing Well

Finishing Well is a ministry designed to equip and mobilize folks who are 55 and over. Volunteers in Finishing Well's Helping Hands ministry entered the homes of people with limited mobility to assist with minor home maintenance and repair. Finishing Well volunteers also offered courses on how to use computers for the elderly and offered advice on financial, legal, and medical matters that often confound people in this age group.

## Doing more with less in 2009

The economic downturn at the end of 2008 forced our division to reduce costs and eliminate some of our services. As a result, we will no longer be capturing video in 2009. Fortunately, we produced a large number of DVDs that we can use for many years to come. Budget reductions also lead to a reduction in our teaching force. Sphere leaders entering the classroom will fill the shoes of some of the excellent teachers that will no longer be working for us.

### Urban Classes

Xenos hosts Bible studies in low-income, urban areas, but our curriculum is not well suited for these new urban settings. To address this problem, we collaborated with leaders in our urban ministries to rewrite Basic Christianity and create a new course called The Story of the Bible. These courses will be presented in a language and format that is more appropriate for urban students. Both courses are now complete and ready to be introduced in 2009.

### The 2009 Summer Institute: The Call to Joy and Pain

We are excited to welcome Joni Eareckson Tada and Dr. Ajith Fernando to our annual summer institute in 2009. The conference theme will be the Call to Joy and Pain, borrowed from Dr. Fernando's book by the same title. Dr. Fernando will also be offering a course during his stay with us through our extension site of Trinity Evangelical Divinity School.

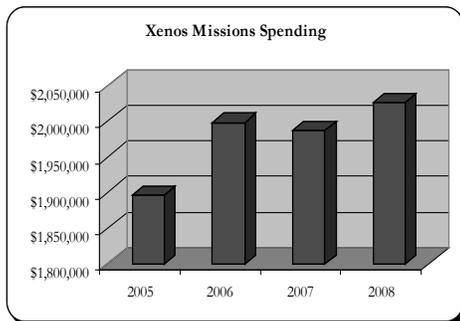
### Mini Classes

Xenos is filled with talented people who have skills that they can share with others. In the summer of 2009, some of them will be offering "Mini Classes" (short classes that teach useful skills) to folks in the community around our 4th street facility. Students will be able to prepare to earn their G.E.D., learn to use a digital camera, become proficient with basic computer software, and explore other interests. Our goal is to expose students to the life of our church and adorn the gospel by being helpful members of the community.

What an awesome opportunity and privilege it is to equip the church! We are doing everything we can to deliver outstanding training while looking for ways to do more with less. Despite reducing our operating costs in 2009 by more than 18%, we're confident that God will continue to advance his kingdom as we "equip the saints for the work of service."

# Missions Division

Dave Glover, Division Coordinator



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

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

## World Missions

The Eastern Europe team has three indigenously led house churches in place with plans for a fourth in 2009. The team held two retreats this year focusing on discipleship with 25 workers attending each retreat. Again, these retreats were led by national leaders. The west and north church held baptisms where seven converts were baptized. We look forward to God working through these home groups to further His Kingdom. Finally, World Team has commissioned Mark and Laura to research church planting movements in Europe. After completing their research, they will share their findings with other field leaders.

The SEAsia team made excellent progress this year. Five of ten provinces now have a team established with a strong evangelism and discipleship ethos. One of the indigenous leaders, continues to make progress among his peers and now reports over 400 converts. Bible study attendance, that can be confirmed, is up from 150 to 172 this year. Praise God for the growth and the incredible opportunity to provide training to many indigenous workers. The team also continues to train indigenous workers in relief and development. Currently there are 17 development workers assisting local communities in obtaining basic health care, food, clean water and education. In 2008, 415 children benefited from our teams feeding program and 52 children received school sponsorships.

This was a year of deployment for our Cambodia team. The Giancolos moved to Preah Vihear to reinforce the team. Geslers and Whites moved to Kompong Cham province where they hope to start a school as part of their entry strategy. The Benadums remain in Phnom Penh where Tim will oversee the field and continue his work in the medical clinic. The medical clinic's rental agreement expired in July and they were forced to relocate. Fortunately, they were able to find another facility. In addition, the short-term trip was able to assist with the move and renovation of the new facility. Jim Leffel taught at the annual field conference. Mark and Laura Avers provided pastoral care support to over 20 missionaries during their field visit in November.

Robb and Holly continue their foreign bride ministry and saw 12 people come to Christ this year. The McCracken's joined the Branches to assist with the foreign bride ministry and to provide schooling for their children. In addition to a men's and women's Bible study, the Gibsons launched a youth Bible study. The team continues to make good progress with evangelism and the discipleship of new believers. Finally, Seann and Amy were asked to be members of World Team's Global Vision Team.

It was an exciting summer with four couples in Columbus on home assignment. The quarterly prayer meetings were well attended and featured many of the missionary couples on home assignment. We held one short-term trip to Cambodia for 25 adults. In preparation for the trip, the Mobilization Director conducted the short-term missions class.

The Humanitarian Aid and Development Fund featured 10 different options for donors, including several new funds. There was a generous outpouring of support and we exceeded our goal of \$160,000. Since the inception of the Humanitarian Aid Fund in 2004, we have raised over \$725,000.

A team visited Haiti in February to determine opportunities to partner with World Relief. Based on our findings, we signed a 5-year partnership agreement with World Relief Haiti. In 2009, we will meet with the country director and pastors to determine how we can actively support the ministry of the local church.

## **Urban Concern**

The South Linden adult home group continues to make progress. James Brown and Mike Watson worked with the Xenos Equipping Division to develop an introduction to Christianity class. The class will be offered the first quarter of 2009 to members of the adult home group. We offered our first 5-week parenting class and had nine parents complete the course.

The middle and high school large meeting attendance was down again this year. We implemented several changes and hope to see a revitalized student ministry in 2009. The elementary Bible study meets on Sunday and is averaging 15 students per week. In June, the middle school large meeting joined the Xenos Blowout meeting at the 4th Street Building. Through the generous support of our church and donors, 20 students were able to attend Junior High Camp in August.

To assist with student transitions from one age group to another we hired a Youth Coordinator. The Youth Coordinator also oversees the middle school small group leaders. Transitions will continue to be a strategic focus for the staff and volunteers in 2009.

Harambee had an excellent year with the average low-income student scoring over the 50th percentile in both reading (55th) and math (66th). The total enrollment is 91 with 77% of the students coming from the target area. Our goal is to see the percentage of students from the target area continue to increase. We also provided scholarships for 19 HCS graduates to attend Calumet Christian School.

The after school program (ASP) had an average daily attendance of over 42 students with 94% of them completing their homework each day. The job club had 16 middle school students participate in the program. We also started a Summer Elementary Enrichment Program and registered 48 students. The summer program focused on math and reading. In September, we launched a middle school study table program to provide a safe and supportive environment for students to complete their homework.

Financially, we finished the year on budget and have \$90,000 remaining from the capital campaign to establish an endowment. Finally, the UC management team developed a 5-year plan, which will be published in early 2009.

## **2009 World Ministries**

The team in SEAsia will continue to train and deploy workers trained in evangelism, discipleship and community development to reach remote areas. A plan is in place to distribute Bible teachings in an mp3 format along with Bibles and other Christian literature.

In East Europe, we will continue to provide financial support for a student ministry house and meeting space. The team requested a micro printing press for small runs of Christian books and literature including six books by Xenos authors. Each of the books has been well received and assisted in the equipping of the national workers.

The Cambodia leadership team has two major initiatives for 2009. The Whites and Geslers have a plan in place to start a school in the September. Tim Benadum is working with the other medical clinic partners to determine the feasibility of establishing a more permanent location. In addition to these initiatives, the team will continue to seek opportunities to play an ongoing equipping role with the local church.

The Taiwan team will continue to build on the foundation of committed national workers. The foreign bride ministry, men's tea night, women's study group and new youth group are an important focus for 2009.

Once again, we have a short-term trip planned for Cambodia in August. We also are working with World Relief to schedule two trips to Haiti.

We anticipate recruiting at least two more couples to reinforce our foreign fields.

Finally, we hope to increase the Xenos Humanitarian Aid and Development Fund goal for 2009. "Investors" will have the opportunity to choose from a variety of funds. The missions division will announce the fund options for 2009 at the conclusion of the general fund pledge drive.

### **2009 Domestic Missions**

We will focus on rebuilding both the high and junior high school Bible studies this year. Student transitions will continue to be a high priority in 2009. We plan to implement a student advocate program starting with fourth and fifth grade students. The advocates will work with the students through their elementary, middle and high school years.

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

The summer months can be a challenging time for both middle and high school students and they need to have a positive outlet. To that end, we will hire three high school interns to assist with the summer elementary enrichment program. In addition, middle school students from South Linden have the opportunity to participate in the summer job club. They also are eligible to receive a subsidy so they can attend Blowout Camp.

During the first quarter, the staff will begin recruiting students for the 2009-10 school year. We will continue to provide scholarships for Harambee Christian School graduates to attend Calumet for middle school. Finally, we will continue the summer elementary enrichment program.

# Operations & Administration Division

Steve Bauer, Division Coordinator

2008 in the Operations and Administration Division was marked primarily by consolidation of our facilities and technical services organizations to support new properties from our 2004-2007 facility and ministry expansion projects in central Ohio. This was the first year in five years that did not include property searches, acquisitions, renovation activities or large building projects for our Operations staff. Our Ohio State University campus area facilities, the “4th Street Coffee Bar & Study Center” and the “4th Street Pavilion”, were both put into full service. The “Harambee Christian School and Community Center” in South Linden kicked off its second school year in August, in a modern facility with room for expansion.

Ministry in our inner-city settings is thriving. God-centered activities at our Main Campus facilities, off of the Columbus I-270 outer-belt, remain robust and energizing. We were able to readjust and focus our division resources in new ways to meet church-planting and ministry expansion opportunities as the year unfolded. New church spheres were planted in 2008 and support needs grew as the year progressed.

Dave Bucklew, Xenos’ Facility Superintendent, is the focal point of facility use across our city. In 2008, we had over 202,000 square feet under management, across 5 central Ohio locations, on ~76 acres of land. We supported hundreds of uses from our school system to Central Teachings, and from adult equipping classes to a myriad of sphere-based and community events every week. We want to maximize use our facilities, while meeting real needs in each of our communities.

A 2nd major element of work for Operations in 2008 involved responding to unfolding economic news and challenges as the year progressed, and planning for coming years under more austere economic assumptions than we’ve seen in 20 years. This division has a role to support analysis and modeling for planning, and communicating current issues, trends and decision needs.

The accounting & finance department - with our controller Alan Burkholder, CPA, at the helm, and Catherine Gilbert, one of our longest term employees enmeshed in the details - helped steer us through news and the reporting needed to coalesce a picture our managers could act on. We reported on specifics related to what was happening with spending and church income, so each division could plan cuts to whatever was possible in our budgets.

Operations established a solid 2009 division budget, reducing planned expenditures under the 2008 budget by over \$200,000 (one-quarter of the church-wide year-to-year budget reduction planned). Key impacts to the support we will be able to provide in the coming year include:

- Facilities Support staff was reduced by 3 full-time equivalents (FTE). We will provide lower levels of support for church events and spend less time on maintaining and enhancing our grounds. No new projects will be undertaken in 2009 as we look to make the best use of the outstanding staff and material resources we have retained.
- Technical audio development staff was reduced by 1 FTE. Mark Grover, a key employee and manager for the last 19 years, who helped shape our audio-visual systems and maintained an ethic of “doing more with less”, has gone on to new work opportunities. We will feel this loss as he was involved in many key elements of what it takes to deliver media to our Study Center and for our web-site. Jeremy Myers is now head of the Technical Services Dept.

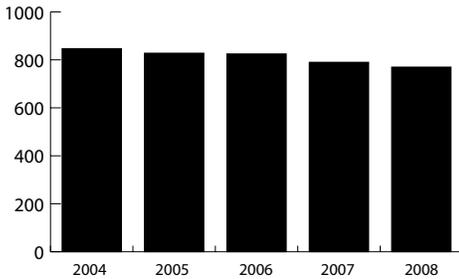
- We will not provide new computers for most staff or other purposes unless existing computers fail or are inadequate to mission-critical tasks. We'll make our typical 4 year 'roll-down' cycle extend one extra year. We still retain a solid budget to support core needs in technology.
- We will do without a host of miscellaneous items and 'good-to-have' items in the office and other facilities, and we will focus on the 'best-to-have' items and true needs we face. Cathy Kaiser is faced with the job of squeezing every bit of productivity and life from our office equipment and supplies, with less to spend than we had last year.
- Michelle Houston will continue to oversee scheduling and food provision for our meetings, working to make the most with less. And she faces increasing requests for facility use, such as 28 weddings already scheduled for 2009... before the year is even underway.

The breadth of support this division provides to keep this vibrant church equipped with information, facilities, reporting, office services, meeting support and food services is often hard to communicate. When we share that a single item like our utilities (e.g., electric, gas, etc.) costs over \$271,000, the intention is to provide some basis for understanding how financial gifts further God's plans – in the gritty details. The information systems budget Andy Ault directs is \$250,000; but it is not until I understand that the budget covers over 300 work-stations at multiple locations, along with a sophisticated communications infrastructure (much like a medium-sized corporation), that I really sense how frugal our staff is. We have to be exemplary stewards of the limited resources put into our care by our members. Our view of Christ-focused stewardship is integrated into our mission as a shared ethic we have developed and will continue to foster, all the more in today's economic climate.

God will help us meet the challenges of the coming years and beyond. Our mantra for 2009 is "Doing the Best Things, Not Just Good Things" – there are so many "good things" vying for our time and money, we need to focus on the best things. So we endeavor to "work heartily as for our Lord" (Colossians 3:23). Knowing He has great plans for us and this amazing local and global church.

# Student Ministries Division

Joe Botti, Division Coordinator

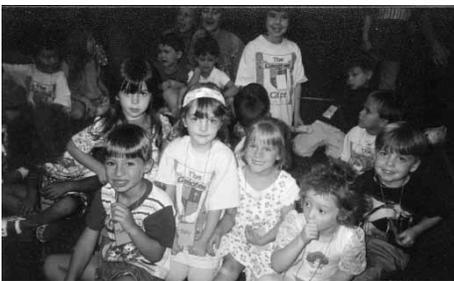


The Student Ministries Division includes ministries for infants through young adult. Kids and students enjoy large fellowship gatherings (Central Teachings) as well as smaller ones which meet in homes (Cell Groups or Home Churches).

2008 was a year of mixed results. As in the previous few years, attendance and enrollment declined with our younger students—Oasis (children’s ministry), Jr. High, and Xenos Schools. However, we attribute these declines to aging family demographics rather than decreases in program quality. Our high school and college ministries showed promising trends including practical answers to retaining strong leadership.

## Oasis Children’s Program

Kathy Steinman, Director



### 2008

Oasis facilitated three adult Central Teaching plants by recruiting, reallocating and mobilizing volunteers for this important children’s ministry. The leadership also put up on-line web training materials to help train and motivate our volunteers. Thus far, we’ve received good feedback from this measure. The Oasis leadership also hoped to recruit several young parents to volunteer, but that goal was largely unrealized.

### 2009

The directors will spend several weeks determining creative ways to teach kids about prayer. This should be a fruitful exercise that works its way into the curriculum. Again, we plan on making special appeals to our young parents, asking them to volunteer in their children’s classrooms. Finally, we’ll take measures to have 90% of our team leaders placed by March 1.

## Xenos Christian Schools

Dave Glover, Superintendent

### 2008

Because of declining enrollment, two classrooms at our north location were closed. The school continues to function well on a tight administrative budget. Our schools continue strong academic performance while being a great benefit to the dozens of Ed Choice students who have recently enrolled. This chart shows strong standardized testing results. Last year, 25 eighth graders journeyed to Mexico and built construction projects and personal relationships with impoverished and orphaned children. The middle school also raised more than \$6,500 for overseas humanitarian aid projects.

### 2009

If enrollment declines again, we anticipate closing more classrooms. Academic excellence and spiritual growth remain a priority. Again, many opportunities will be given for servant leadership including another Mexico missions trip, a fundraiser for the Xenos Humanitarian Aid, and opportunities for dozens of eighth graders to mentor younger students.

Year	Math	Reading	Overall
2004-05	83%	80%	82%
2005-06	82%	82%	79%
2006-07	87%	84%	80%
2007-08	82%	80%	78%

## **Jr. High**

*Travis Henderson, Director*

### **2008**

Jr. High Cell Group and Central Teaching attendance is down by 10% and 11% respectively. Again, we attribute most of this to aging family demographics. However, some is due to a decrease in outreach to non-Christian students. As a percentage of attendance, fewer non-Xenos students attended our program this year, which concerns us. Intentional effort went into promoting student leadership and involvement in “Life Transformation Groups” (LTGs are small groups of students who gather to read the bible and pray without the involvement of adults). In addition, our leadership recruited, reallocated and mobilized jr. high volunteers for the 4th Street church plant.



### **2009**

Because most jr. high volunteers are fairly inexperienced in youth work, we plan on increasing pastoral coaching and beefing up volunteer resources on the jr. high website. Some of this coaching will focus on training volunteers how to teach and motivate kids to venture out of their comfort zone by sharing the love and message of Jesus Christ. Secondly, we intend to increase student involvement in activity planning and Bible teachings. Students need relevance by contributing and exercising their abilities and spiritual gifts. Finally, the jr. high web site has been renovated for easier navigation, a goal already achieved in early February, 2009. Let's keep praying for our middle schoolers and their spiritual growth.

## **College-High School**

*Dennis McCallum, Director/Sphere Leader*

### **2008**

Although we still have concerns with our high school ministry, things have improved. The number of old member losses have subsided and our ministry has stabilized after being rocked in 2007 when dozens of leaders transitioned to our adult ministry. Also, more resources were poured into some deficient leaders, which bore fruit. Helpful measures were taken to improve our high school Central Teachings but we're not seeing as much fruit as we had hoped. Other positive news: Our College Central Teachings grew well. Many aspiring leaders are motivated by the extra training they are receiving from the newly established Leadership Training Class (LTC). This class has grown and divided into two classes, thus filling some gaps in our training of future leaders. Finally, Adult and Student ministries have seen the need to work in closer cooperation with each other. Adult ministries has agreed to help our inexperienced leadership by importing several qualified adults into leadership roles within our College-High ministry groups.

### **2009**

More students are signing up for LTC than we have room for, thus, a third class will be offered. How wonderful to be in a church where so many young people aspire to leadership roles. We also hope to beef up our pastoral coaching, but this is dependent on funding. Our ministry will continue improving collaboration with adult ministries by improving our communication with parents, increasing our promotion of ministry houses, importing more qualified adults into college and high school leadership roles, and by having adult Sphere Leaders teach our campus CT.

# Support Services Division

Phil Franck, Division Coordinator

## Evangelism Impact Ministries

Sherrí Fojas

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

- Use of Conversation and Cuisine continues on downward slide, though it has been effective in past years for reaching out to guests. 2008 had 9 events with 34 guests attending.
- Though under-used Playgroup Network reaches out through mothers and their young children getting together informally to play and talk about issues that matter; and exchange ideas, support and friendship. We had 7 known playgroups in 2008.
- CARE Group is a monthly meeting for parents (mostly moms) to get good biblical ideas on how to be a better parent. Attendance averaged around 50; lower than it should be.
- Live-music Pub Nights at Xenos were effective though slightly fewer due to impending budget constraints. 618 people attended (104 being guests).
- Father-Son Buckeye Breakfast enjoyed defensive ends James Laurinaitis and his father “The Animal.” The gospel was given to 455 attendees, 261 of whom were guests.
- All About Xenos class had 38 guests.
- Serve Fest Community Service Day. Xenos and several area churches served in the community in the fall (295 adults and kids)

## Communications

Jay Reilly

- Central Teachings are posted on Xenos’ website a week or two after each CT, in RealMedia, MP3, outlines, PowerPoints, and Podcasting. Late in the year, we completed phase one of converting Real Media into Flash technology shows of for the web. We’re now aiming for phase two posting of Flash shows of CT teachings by late March 2009.
- More people than ever are using Xenos’ website – we had almost 5 million pages accessed in 2008.
- Xenos News is now published online with a reduction of staff.
- The video department lost Chris Lang through organizational downsizing of video.

## External Relations

*Jay Reilly*

- The Xenos Summer Institute was the biggest ever with more than 2500 registrants and almost 750 non-Xenos registrants.
- Book and CD sales ended the year down due to declining Bookstore sales, especially CDs.
- Xenos re-published Dennis McCallum's book *Walking in Victory*.

## Counseling

*Katey Downs*

- Katey Downs, Bev DeLashmutt, Ryan Lowery and Amy Moreno conducted 2002 counseling sessions.
- 21 couples successfully completed the new Marriage Mentoring program for pre-married and newly married couples.

## Internal Services

*Kathy Hoffer*

- We have 791 Servant Team members. This number is down 3 percent from 2007.
- Access ministry expanded by 50% the scope of work with disabled folks.

## Central Teaching Administration

*Gale Flowers*

- We raised up 6 new musical acts to play at CTs.
- We helped organize the planting of three new adult spheres at the new Fourth Street facility near OSU and on the east side of Columbus.
- 712 CT volunteers were recruited, trained and did ministry. (Does not include EAST & WEST spheres or any OASIS volunteers.)

## 2009

Evangelism Dept is renewing emphasis on 'Conversation and Cuisine' recruiting new facilitators and topics on marriage, which is a huge area of interest in our culture.

Communications will seek to maintain productivity in crucial areas of communication even with decreased staff as we no longer have employees Chris Lang (video), Laura Avers (publications) due to budget cuts. The department seeks skilled volunteers in graphics, writing, and video. The website should have Flash versions of all Real Media.

External Relations will slightly raise fees to the Xenos Summer Institute, which has not been done in several years. The Radio program was cut due to budget restraints.

# Church Finances 2008 Report

## 2008

2008 proved to be a year of substantial upheaval for many people and organizations in America and around the world. God proved yet again that He has plans and that He will see His church stand and thrive through all circumstances. We feel positioned very well for 2009 as we took broad and concrete steps in 2008 to solidify Xenos' financial position under God's direction.

In the 1st quarter of the year, we started to see increased evidence of deep-set problems in the national and local economy. As the year progressed, it became clear these were long-term problems, not to be addressed or overcome in weeks or even months. By the 3rd quarter, we were seeing affects in church contributions, while starting to hear increasingly bad news from our members on the job-loss front. By the time we went into our annual planning and budget cycle in late August, we knew we needed austerity plans for the rest of 2008, and into 2009 and beyond.

For 2008, we had already called in our staff to look for ways to avoid spending as early as June, as signs of concern were becoming clearer. Through reduced spending in key discretionary areas our staff was able save (not spend), church-wide, over \$370,000 from authorized spending by the end of the year. We were positioned to weather at least the 2008 part of this economic storm.

At the same time, those who call Xenos their home stepped up to the challenge of stewardship in an incredibly faith-building way. At the start of December we faced an estimated shortage on budgeted contributions of over \$500,000, if giving trends remained as they were through year-end. We were faced with digging into the cash

reserves built up over years of attentive stewardship for such a time as this. God had other plans... to awe us. By the end of the year, that projected deficit was reversed. Through the combination of aforementioned under-spending from all divisions, coupled with sacrificial contributions from our membership, we added money to our cash reserves! That was a great report to give, after several of us had voiced anxiety and concern within our management team as the early weeks of December unfolded.

For 2009, funding and spending issues still needed to be addressed. During the annual Planning and Budget Retreats in October and November, we

developed a model for the coming year that included various levels of budget reductions and specific plans to reduce expenditures. The idea is to be able to implement incremental reductions if needed, as the economic picture becomes clearer in coming months. At the end of the November retreat, we were prepared with a starting pro-

### 2008 and 2009 Budget Summary

Division	2008 Authorized Spending	2009 Spending Budget
Student Ministries	1,165,257	1,001,324
Adult Ministries	1,067,545	950,536
Missions	735,900	685,910
Equipping	509,734	415,764
Support Services	668,376	481,608
Operations & Administration	2,003,310	1,799,922
Debt Service	250,000	250,000
<b>Total All Divisions</b>	<b>\$ 6,400,122</b>	<b>\$ 5,585,064</b>

posed church-wide budget for 2009 that was ~13% below the 2008 authorized spending budget, or a reduction of over \$800,000 year-to-year.

Every division's 2009 budget was cut from 2008 levels, as all staff shared in the painful process of establishing an achievable annual plan. Critical programs within our outstanding Student, Adult and Equipping programs were cut back. Our domestic and overseas Missions budgets were reduced. Operations and the Support Services divisions were focused on to dig as deeply as possible to cut support roles and related costs. One global area we felt we could do without for a period of time, at least, was video and audio development. We also put off staff-wide funding for retirement accounts, as a discretionary item. We reached the point where we believe our first round of reductions should allow us to weather the storm in 2009 and come out stronger and more responsive to God's leading.

The most painful part of this budget contraction was the need to lay off several key and long-term employees, both full-time and part-time. The exciting part is waiting on the Lord to glorify Himself in and through these actions.

At the same time, we see that God has really moved in people to give sacrificially and see His purposes move forward. The graph below shows how giving to the General Fund and Building Fund has progressed to new levels in the last few years. This is an incredible picture to share and celebrate! Yes, times have changed, but we're well-positioned to take new ground for Christ.

