

Xenos Christian Fellowship

2009 Annual Report



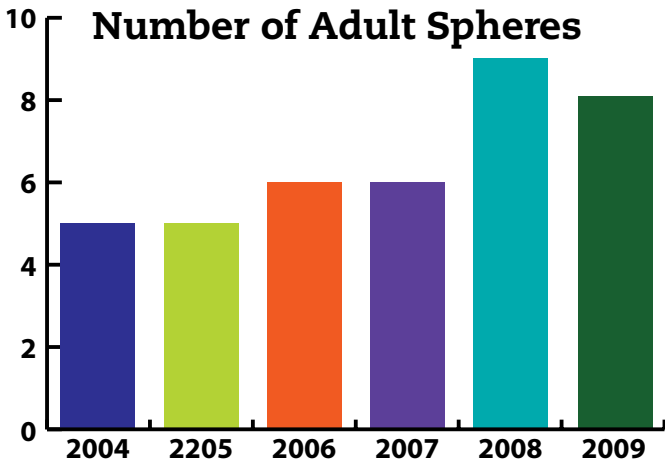
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Adult Ministries Division

John Rue, Division Coordinator

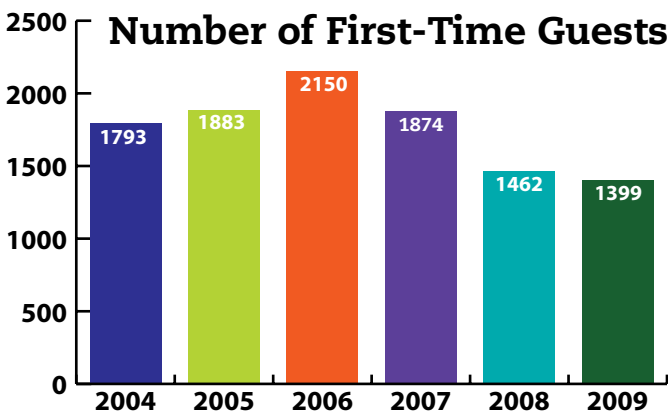
The Adult Ministries Division consists of “spheres” (i.e. congregations) of home groups that attend the same large weekend meeting, which we call Central Teachings. Each sphere is led by a “Senior Sphere Leader” who pastors the home groups in that sphere and oversees its Central Teaching (CT), often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



2009 in review

Despite an encouraging number of salvations, Adult Ministries experienced another attendance decline and its lowest number of first-time guests at home groups in the past decade. Overall this was another year of consolidation and re-vitalizing our core roots.

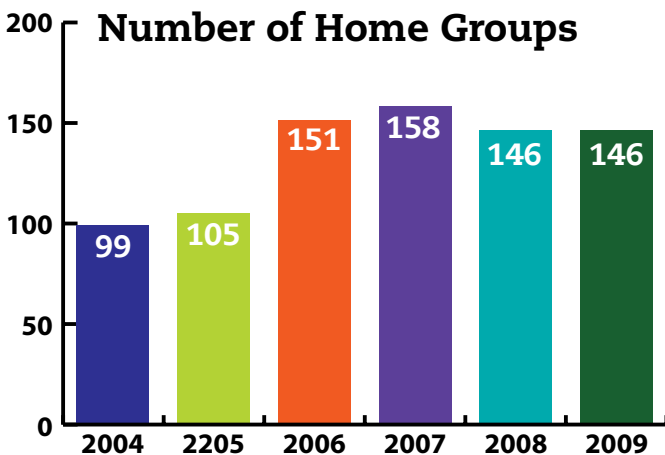
Adorning the gospel in our communities was a key theme across all spheres. Scores of Bhutanese refugees were reached for Christ and incorporated into new home bible studies, which led to planting a new Central Teaching in the Fall where they can hear the gospel in their own language. At our 4th Street Pavilion, a Saturday community Bible study was started for neighborhood kids and has attracted dozens of unchurched youth. Other examples included opening a second Free Medical Clinic at our 4th Street Pavilion location in addition to 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, the new job-networking ministry equipped those in transition to find new work. More examples are referenced in the highlights below.



Several adult couples answered the call of the college ministry (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.

Plans for 2010

We are staying on course with our core vision and are committed to quality over quantity; faithfulness over pragmatism. Creative initiatives to get into more responsive fields will be our focus in 2010. This has implications for having lots of different kinds of home groups, and diversity in home group structures is not a departure from our core vision; it is consistent with it. We believe our culture is still spiritually hungry for community, but that our traditional home group model with a focus on midweek evening meetings has become less effective, especially for reaching and incorporating parents. In 2010, we are encouraging home group leaders to pray about a charter for their group that will clearly outline the burden God has put on their hearts, and to carefully think through the “wineskin” or structure that will best accommodate reaching their field and building Christian community.



Senior Sphere Leader Highlights from 2009:

“2009 was a year of continuing to mobilize workers to use their gifts to reach our 4th Street community and adorn the gospel. Three new home groups planted, and we were able to deploy some veteran/empty-nesters to help with pre-family home groups. To stimulate prayer, we introduced prayer concerts on a monthly basis that have been very unifying & energizing for our sphere. The new medical clinic and youth Bible Study have been a spiritual blessing to our community. In the Fall, we integrated Lee Campbell’s Sunday evening sphere and began a second Sunday morning Central Teaching.”

-Gary DeLashmutt, The 4th Street Pavilion

“God continued to answer our prayers, and opened a door for a new ministry reaching scores of Bhutanese refugees who have resettled in Columbus Ohio. Dozens of workers have responded to minister to this largely unchurched people group, leading to several new home

groups and a new Central Teaching dedicated to this community. The sphere seems energized by service overall and has responded to serve in other ways, for example, at a food pantry, medical clinic, seniors home, middle school ministry. Building into leaders – especially our male leaders -- was another priority of 2009, which has been received very well. We had a net increase of four new home groups including 5 groups for the Bhoutanese, and sent our second adult couple in two years to help lead in the college ministry. Health in our overall sphere is better than the growth. We may be more unified than ever.”

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

“We have continued making disciples and leaders, including holding special sessions to help equip new teachers in inductive Bible study and preparing expository teachings & discussions. Our emphasis on service evangelism has been embraced and we have a

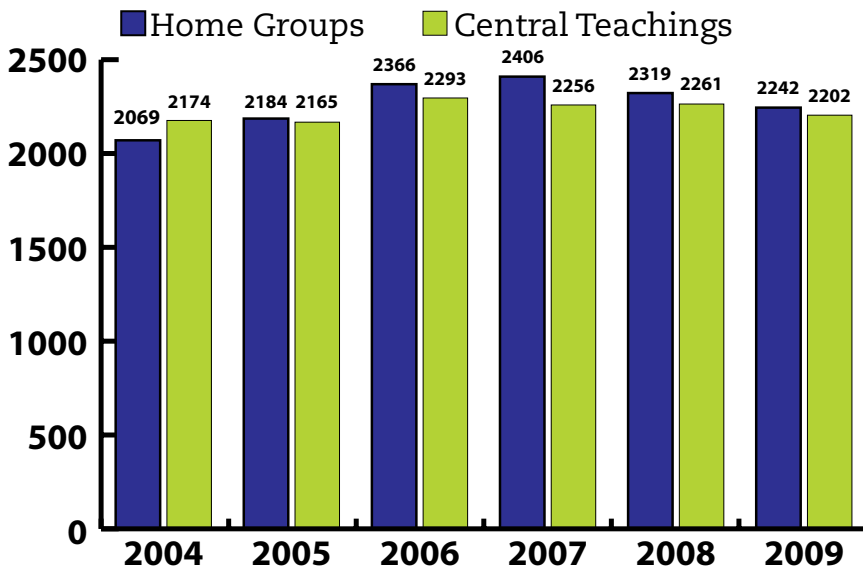
champion in each of our home groups and a coordinator for our sphere. Two key leadership couples from our sphere answered the call from God to serve in our college ministry. Our sphere continues to be generous and has led the way toward building a medical center in Cambodia. God has worked in an amazing way to make our CT young through high school students, with a loyal following of about 10-15 responsive students.”

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

“Last year we asked for prayer with and for us that Paul’s prayers for the Ephesians (1:15-23 and 3:14-21) would be fulfilled, that we would continue to emphasize growing in grace, especially our leaders, and also focus more on building a community that shares God’s love and expresses it in deed and word. Prayer concerts were a highlight of encouragement and inspiration. We began some new “adorn the gospel ministries” for our surrounding community to reach single-parents, local city schools, and a co-op with a county service to disabled children, and led the way with a new job search ministry to meet the needs of those displaced by the economic recession.”

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

Average Adult Attendance



“Our sphere had a steady year, including some growth at our Central Teaching and in our home groups. One of our goals was to make new bridges into the community around Xenos’ Main Campus this year, toward which we made good strides. As a sphere we mobilized workers to help reach the Bhutanese refugee community, to support poorer community families with fully-stocked backpacks for the new school year, and to start a local food pantry. I believe service has become an important part of our ethos.”

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

“We were pleased to see our Sunday night community of home groups used by God again to reach another 30-40 adults for Christ in the past year. Our churches also responded to the call to mobilize support for God’s work around the globe, including pioneer work in Haiti prior to and after the devastating earthquake. In 2009 we also continued grounding our leaders deeper in grace through mid-week evenings of equipping, discussion & fellowship.”

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

“2009 was a time of sifting and testing for the second year of our sphere. Although we experienced some decline from where we began after planting, our morale remains high, and guests regularly report that the ethos of our meetings reflects the aroma of Christ. I feel that most people in this small sphere have become more unified and galvanized than ever by going through the hard times together, while pressing on at the work. Overall they are a great group of folks to work with -- they still want to see God’s will done and they want to do their part.”

—Kendal Triplett, Sunday 10:30, Eastside Sphere

“2009 saw steady growth at our home groups and our Central Teachings, including 16 known salvations and a home group plant. Moving our CT to the morning time slot helped us accommodate a larger group with the same number of volunteers. We continue to be a light for Christ in our community through works of service, and reached 10-15 new neighborhood folks through the medical clinic, homeless outreach, semi-annual ServeFest days, and other outreach activities to parents of Youth For Christ kids. We also began a monthly equipping series to emphasize the spiritual maturity & development for our leaders & workers.”

—Scott Arnold, Sunday 5:30 p.m. West

Equipping Division

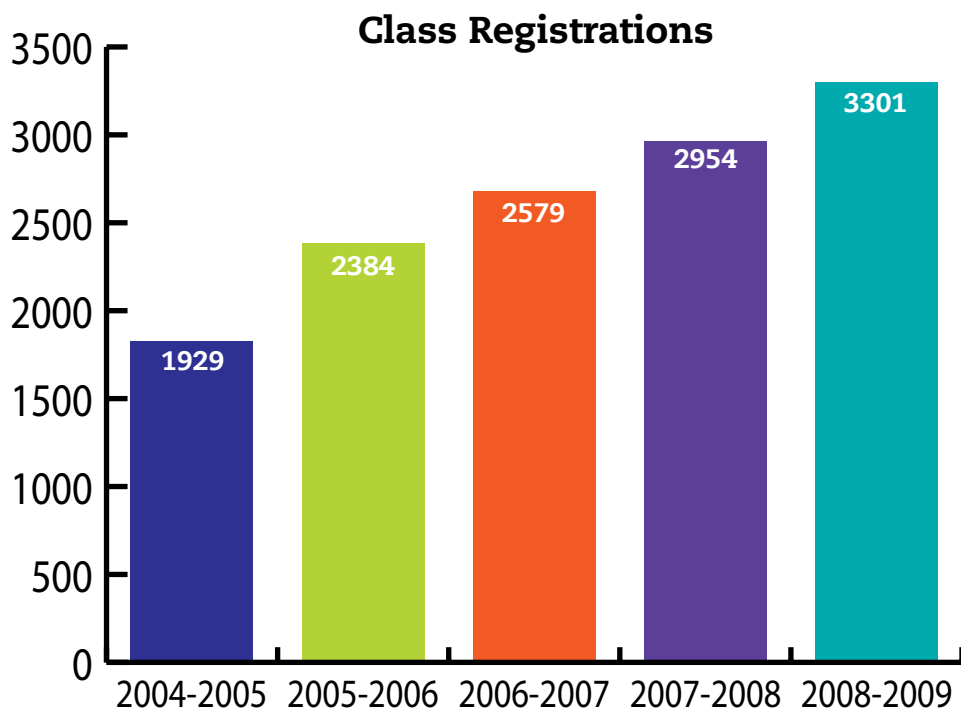
Mike Sullivan, Division Coordinator

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

2009 Review

Preservation

In the winter of 2009, the Equipping division took on the responsibility of processing audio recordings generated by our weekend central teachings, classes, and special events. To accomplish this with minimal staff time, we implemented several changes to more efficiently process our digital media. We also pressed ahead with the task of digitizing 30+ years of cassette teachings which we make accessible to staff and Study Center patrons. By the end of 2009, nearly 9,000 of 12,000 recordings had been digitized.



Education

Adult education class registrations continued to grow, up 10.5% over the prior year. This healthy trend for our church was boosted by rapid growth in leadership training classes that were offered for Xenos college students at our 4th street facility near the OSU campus.

Our Trinity masters degree program continued to attract students from Ohio and surrounding states. We offer low cost courses taught by the outstanding faculty of Trinity Evangelical Divinity School based in Deerfield, Illinois.

The 2009 Xenos Summer Institute, held each year in July, drew people from all over the U.S. and many points overseas. Our main speakers were Ajith Fernando and Joni Eareckson Tada. Over 2500 people attended.

Innovation

Volunteers and paid staff in Xenos have served for years in several urban neighborhoods around Columbus. Workers in these fields recognized that the training we offer in our north campus wasn't well suited for people in low-income areas. New approaches were needed. After a year of design and planning in 2008, we launched two new courses. Leaders at Urban Concern taught Basic Christianity from an Urban Perspective at "Word in the Hood," a Bible study that meets in the South Linden area. We also

offered a new version of Introduction to the Bible for urban youth on the West Side that integrates Bible teaching with video clips in a meal/discussion format. It's too early to tell how effective these new approaches will be, but we're committed to do whatever it takes to offer quality training for Christians all over the city.

Improvement

Xenos teachers began the extensive project of rewriting and streamlining our core curriculum to better fit the life situation of students in adult home groups. In 2009 they offered a new version of Christian Growth and will begin revision of Christian Ministry in 2010. Initial response to the new version of Christian Growth has been very positive. We also continued with the long-term project of increasing the number of courses we offer on Bible books. New classes in 2009 included Daniel and Deuteronomy.

2010 Plans

Master's Degree Program

The Association of Theological Schools recently renewed the 10-year accreditation of our master's degree program. We look forward to offering outstanding masters-level training through Trinity Evangelical Divinity School for another decade to students in the Midwest.

New Classes

Amy Moreno and John Cleary will work together to offer a new course, Intro to Christian Counseling. This class is designed to equip people in Xenos to counsel others through difficult emotional problems. In a healthy church, each member is mobilized to serve, and we hope this course will give Christian workers the tools they need to counsel effectively. We will also continue to expand our selection of courses on Bible books. New for 2010 are: Jonah, 1 & 2 Chronicles, and James.

2010 Summer Institute

The 2010 Summer Institute, featuring Kay Arthur and Stewart Briscoe, will focus on "Rediscovering the Word." Mike Bullmore, senior pastor of Crossway Community Church, will offer a course for our Master's Degree program built around the conference that focuses on the theology and practice of the spiritual life.

Domestic Church Planting

We are laying the groundwork to send individuals and couples out from Xenos to plant new churches in the United States. To stimulate interest and raise awareness, we offered our first course on domestic church planting in the fall of 2009. Another church planting class is planned for 2010. We have also established a monthly prayer meeting for folks who are interested in starting a work in a new place. Down the road we hope to celebrate the birth of new churches!

Missions Division

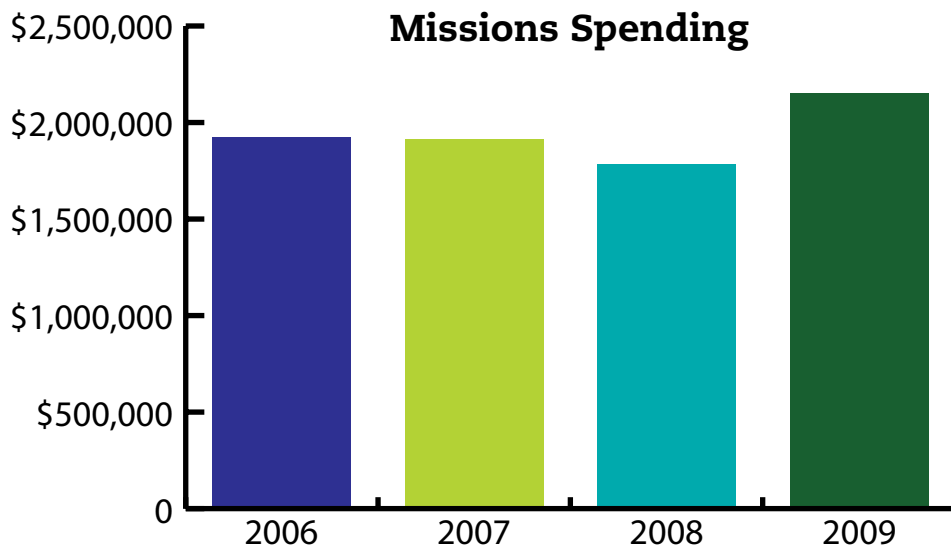
Dave Glover, Division Coordinator

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 four indigenously led house churches in place. Two retreats were held this year on the topics of “Spiritual Warfare” and “The Role of Trials”. Again, these retreats were led by national leaders. We look forward to God working through these home groups to further His Kingdom. Finally, Mark and Laura continue to play a role in researching 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. One of the indigenous leaders, continues to make progress among his peers and now reports over 450 converts. Bible study attendance, that can be confirmed, is 180 for this year. There were 12 baptisms in 2009. 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 2009, 249 children participated in our after school programs.

76 students received school sponsorships. There are 37 believers participating in discipleship relationships with the SEAsia national staff.



In Cambodia, Chris Gesler and Mekara successfully oversaw the opening of the Kampong Cham School on October 5, 2009 with 23 students and two part time teachers. The short-term trip team assisted in cleaning, painting and preparing the building for the start of school. Tim transferred the Mercy Medical Center from the Ministry of Defense to the Ministry of Foreign Affairs. A 70-year lease was signed and plans are in process to build a new clinic. In the last 6 months of 2009, over 50 people received Christ at the Mercy Medical Center.

The Taiwan team started an outreach ministry to vocational college students and high school students in Tai-Ping. Jen McCracken serves as the New Team Member Orientation Coordinator for OMF Taiwan. OMF has 7 new missionaries in Taiwan and 6 to 8 more in the pipeline for 2010. Seann and Amy along with their OMF teammates continue their ministry in Chai-yi including the discipleship of national believers. They plan to see two of their disciples, Sam and Dora leading their own group in 2010. Seann and Amy are researching potential rural areas for a new OMF team in 2011. Seann and Amy also serve on the World Team Global Task Force.

We attended the World Relief Cambodia partnership meetings in December. 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 28 adults. In preparation for the trip, the Mobilization Director conducted the short-term missions class.

The Humanitarian Aid and Development Fund featured 11 different options for donors, including several new funds. There was a generous outpouring of support and we exceeded our goal of \$203,000. Since the inception of the Humanitarian Aid Fund in 2004, we have raised over \$920,000.

We continue to partner with World Relief Haiti and plan to conduct several short-term trips in 2010.



Urban Concern

James Brown and Mike Watson worked with the Xenos Equipping Division to develop an introduction to Christianity class. The class was offered the second quarter of 2009 to members of the adult home group.

We averaged 41 students attending the high school and middle school cell groups plus the elementary large meeting. The elementary program averaged 13 students at their weekly meeting.

Our monthly small group attendance through September is averaging 23 students per week. It is slightly down from last year due to a shortage of workers for the sixth grade boys. 83% (10/12) of the elementary students transitioned into middle school small groups. Maintaining contact with the sixth grade students is more challenging this year since several are attending the KIPP School. There were 10 eighth graders and they all transitioned into high school small groups. 9 of the 10 are attending Xenos home groups and one is attending the UC girls small group.

The high school group continues to struggle. The high school groups averaged just over 4 students attending per week. The contact with the students is sporadic. We need to evaluate different options for keeping the high school students involved. We are hopeful the students participating in the XCF high school groups stay involved and walking with Christ. 12 South Linden students attended Blowout camp this year. We hope to see these students become the foundation of the middle and high school ministry.

Harambee had an excellent year with the average low-income student scoring over the 50th percentile in both reading (60th) and math (60th). The total enrollment is 94 with 65% of the students coming from the target area. We were able to enroll 56 EdChoice students (8 – kindergarten, 15 – first graders, 13 – second and 11 – third graders, 5 fourth graders and 4 – fifth graders). This fall there are 12 HCS graduates attending Calumet Christian School. 55% of the families attending HCS this fall are not currently attending a church. This is a great source of outreach for the South Linden home group.

The after school program (ASP) had an average daily attendance of over 51 students with 95% of them completing their homework each day. The job club had 16 middle school students participate in the program this summer. We continued the Summer Elementary Enrichment Program and registered 40 students. The tutoring focused on math and reading. Five, (3 with the Summer Elementary program and 2 with the Summer Job Club), high school students participated in the summer intern program.

Financially, we finished the year on budget and have \$90,000 remaining from the capital campaign to establish an endowment. We also made a number of updates to our website including an option to donate through PayPal and subscribe to our e-news.

2010 World Ministries

The team in SEAsia will continue to train and deploy workers trained in evangelism, discipleship and community development to reach remote areas. We plan to recruit 1-2 couples to assist in training national workers.

In East Europe, the Robinsons will continue to meet with one leader from each of the four home church groups for “sphere leader” oversight, leadership training, and to continue to promote a vision for a combined citywide ministry. The team will also conduct a Christian Growth class as well as train the national leaders to teach the class. The team is also working on translating Dennis McCallum’s book “Satan and His Kingdom”.



The Cambodia leadership team has two major initiatives for 2010. The Benadums along with the other Mercy Medical Center staff will need to raise funds and complete the paperwork necessary to build the new clinic. The Geslers will work with their national contact to add second grade to the Kompong Cham School. In addition, the team will continue to seek opportunities to play equipping roles with the local church.

The Taiwan team will continue to build on the foundation of committed national workers. The men’s tea night, women’s study group and new youth group are an important focus for 2010.

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 one to two more couples to reinforce our foreign fields.

Finally, we hope to increase the Xenos Humanitarian Aid and Development Fund goal for 2010. “Investors” will have the opportunity to choose from a variety of funds. The missions division will announce the fund options for 2010 at the conclusion of the general fund pledge drive.

2010 Domestic Missions

We will focus on rebuilding both the high and junior high school Bible studies this year. Student transitions will continue to be a high priority. We plan to 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 2010-11 school year. We will continue to provide scholarships for Harambee graduates to attend Calumet for middle school. Finally, we will continue the summer elementary enrichment program.

Joe and Erinn McCallum will continue to oversee the Newark group and seek to plant new groups in the communities surrounding Central Ohio.

Operations & Administration Division

Steve Bauer, Division Coordinator

2009 was a challenging but great year for the Operations and Administration Division. As part of a church-wide reduction in budget, planned in 2008 for the coming year, the division reduced budget over \$200,000. So 2009 started with the need to redistribute work to staff and to determine what specific work would no longer be needed. The latter category was driven by necessity, but also the determination to really rethink what we have been doing and restructure support of ministry. We entered the year focusing on “doing the best things, not just good things”.

In 2008 much of our work involved establishing support structures for facilities we built and starting using from our 2005-2008 facility and ministry expansion projects in central Ohio. So it was good timing to see where support had grown to meet needs, but where that support could be effectively handled by less staff and also volunteers, and where technology could help us meet needs.

Our primary facilities across central Ohio comprise over 200,000 square feet on 76 acres of land, including:

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

Dave Bucklew is Xenos’ Facility Superintendent, responsible to make sense of contending facility uses across all of these sites. From our regular meetings and events, to schools and equipping classes, we strive to maximize use of our resources for God’s kingdom. We support a remarkable range of community uses along with church ministry, and see ourselves as an asset to each of our communities, matching that with an ethic to serve.

Jeremy Myers continues to lead our Technical Services team, providing AV / sound & light support for all of our venues. This remarkable dept. helps steer over 100 volunteers dedicated to all of our meetings and sphere events. Xenos members are the back-bone of service in the church, and we know we’re blessed to have such resources to direct.

Andy Ault has been our Information Systems leader for 16 years, and brings a wealth of experience in both technology and ministry to bear on our support roles. We maintain a complex network tying all of our facilities together, with over 300 workstations managed, along with advanced telecommunications elements. Our IS team is a remarkable one, with skill-sets that would clearly command much higher compensation in for-profit roles. We are blessed to have these resources, as we do in our other areas, to serve Christ’s name and seek after His rewards.

Alan Burkholder, CPA, leads our accounting services dept. We steered through the economic tumults of the past 2+ years with a great team in the ‘corner office’, dedicated to safe-guarding our assets and reporting our status consistently. Transaction levels grow each year, reporting becomes more complicated, and yet our accounting staff continues to tackle what is needed and find ways to be more efficient, keeping a cap on expenses.

Cathy Kaiser underwent big changes in her office management position, splitting her time to support our senior pastors and elders as their administrative assistant. We were able to shift support to make this happen, while reducing overall administrative costs substantially. Cathy is such a key element of all that happens in our office environment, and she is known to handle all that comes at her with commendable grace and a heart to serve.

Michelle Houston is the focal point of facility usage. She takes all calls for scheduling our main facilities, makes sense of needs and schedules needed resources to make each event special. Each year our requests for internal and external facility uses grow. Weddings alone cover over half of weekends each year at our main facilities. We seek to provide excellent service in our scheduling while balancing costs, and Michelle makes sense of that process.

In summary, Operations exists to serve the ministry of the church. We strive to be very flexible and highly responsive to needs. Change is a norm for our support in a church that thrives on adapting and remaining a cohesive force for God's work. We contend behind-the-scenes, but know that our work is critical to what the community sees in Xenos. We look forward to a year of enhancing our support of ministry in 2010, and seeking to be a witness in all we do.

- 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.

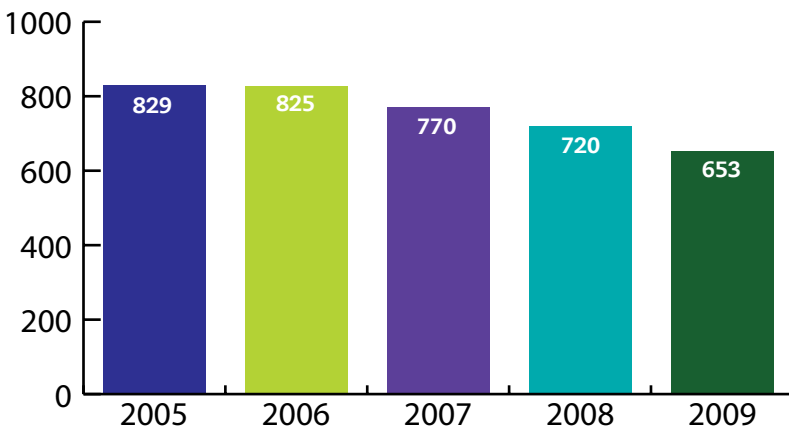
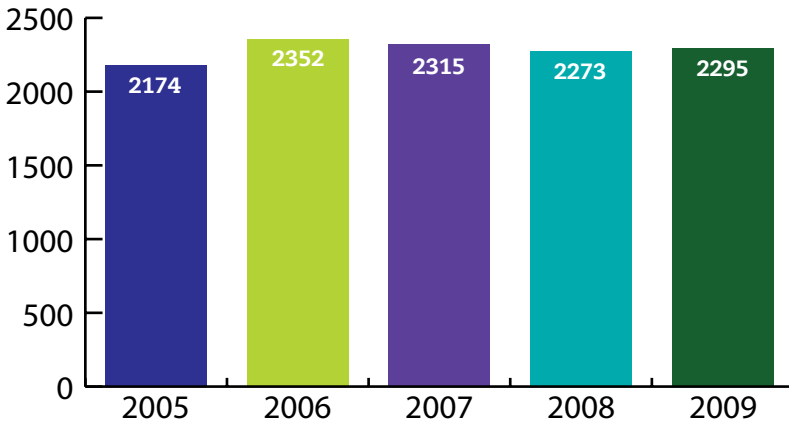
God will help us meet the challenges of the coming years and beyond. Our mantra for 2009 is "Doing the Best Things, Not Just Good Things" – there are so many "good things" vying for our time and money, we need to focus on the best things. So we endeavor to "work heartily as for our Lord" (Colossians 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 college age. Kids and students enjoy large fellowship gatherings (Central Teachings) as well as smaller ones which meet in homes (Cell Groups or Home Churches).

2009 was a remarkable year for our college ministry. Dozens came into a relationship with Christ. As per recent history, Oasis (children's ministry) attendance declined



as well as Xenos School enrollment. These declines are probably due to aging family demographics in our church. Our Jr. high ministry grew slightly but our high school ministry declined in attendance. The bible continues to be taught and preached along with ample opportunities for body life; however, extra-curricular school activities compete for time.

Oasis Children's Program

Kathy Steinman, Director

2009

Some quality initiatives were successful. For instance, the annual fall training evening for directors and team leaders was well attended. We continued to focus on communication between directors and team leaders while working with team leaders to embrace ownership of their teams. Also, prayer journals were created and made available for toddlers, preschoolers and elementary students to work on at home. Due to budget cuts, no centralized VBS was offered; however, special neighborhood vbs curriculum and activity resources were promoted and made available on the Oasis web site. Unfortunately, few families took advantage of this ministry opportunity. Because of declining attendance, Oasis did not need as much money to operate, so they reduced their budget accordingly. 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.

2010

The main goals for 2010 are to offer assistance to adult ministries in providing parent/child activities, such as special movie nights, sports clinics after CT, and Backyard Bible Clubs. We will update the elementary curriculum while continuing to move team leaders towards classroom ownership and stronger communication with their teams.



Xenos Christian Schools

Dave Glover, Superintendent

2009



Special efforts were made to bolster enrollment, yet enrollment declined again. Two additional classrooms at our north location were closed. The school continues to function well on a balanced, but tight budget. Results from standardized tests results declined some in 2008-09, but rose again this past school year. See chart. The school continues to be a great benefit to the dozens of Ed Choice students. 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 \$6,000 for overseas humanitarian aid projects, including Haiti relief.

2010

After 16 years of excellent service, Dave Glover will be stepping down as superintendent to focus on his other role as Missions Division Coordinator. Dave has done an incredible job with our school system, making it fiscally sound and spiritually fit. Jim Fulford (current middle school principal) will replace Dave as the principle of Calumet. Instead of hiring another superintendent, a management team will be established to make regular global

Year	Math	Reading	Overall
2005-06	82%	82%	79%
2006-07	87%	84%	80%
2007-08	82%	80%	78%
2008-09	76%	70%	70%
2009-10	81%	78%	80%

decisions. The management team will be comprised of Joe Botti (Student Ministries Coordinator) our three school principals (Jim Fulford, Carole Bucklew, Alex Steinman) and other high level administrators. Academic excellence and spiritual growth will continue being the top priority this year. Opportunities will be given for servant leadership including another missions trip, a fundraiser for the Xenos Humanitarian Aid, and opportunities for dozens of middle schoolers to mentor younger students.



Jr. High

Travis Henderson, Director

2009

The year showed signs of a turnaround for the Jr. High ministry! Jr. High Cell Group and Central Teaching attendance are up from several years of decline (1% and 3.5% respectively). It is encouraging to see students excited about the CTs, specifically Sunday night Blow Out. However, more work needs accomplished in our outreach to non-church kids. The number of first time guests at CT declined again, from 281 to 268 or -4.6%. One great addition to our ministry is a monthly grade based leadership meeting. These meetings are jelling the spiritual students together enabling Joe, Marc & Travis to influence the influencers. Mike Sullivan and Patty Young (Gary's 4th St. adult sphere) began a Saturday ministry to neighbor students. It's called Renegade and has grown into an awesome ministry. A couple dozen Jr. high and high school students attend each week, many of whom have come to know the Lord.

2010

Our plan is to capitalize on the growing excitement surrounding our CTs and cell groups. We have and will continue planning more relevant and fun meetings, which God has already been blessing. Secondly, we need to give our volunteers adequate motivation, training, and resources. Most of our volunteers are parents who need help leading fun, spiritual, and relevant cell groups. More resources will be made available on the web along with regular email tips. Lastly, we intend on developing our monthly student leadership meetings. These have been vital to the health of our ministry. The

students are grasping their role in the ministry and God has been using their efforts. Maybe these meetings will give God a platform to burden our students to share their faith. Please continue to pray with us, for our students to become workers and leaders for Christ's church.

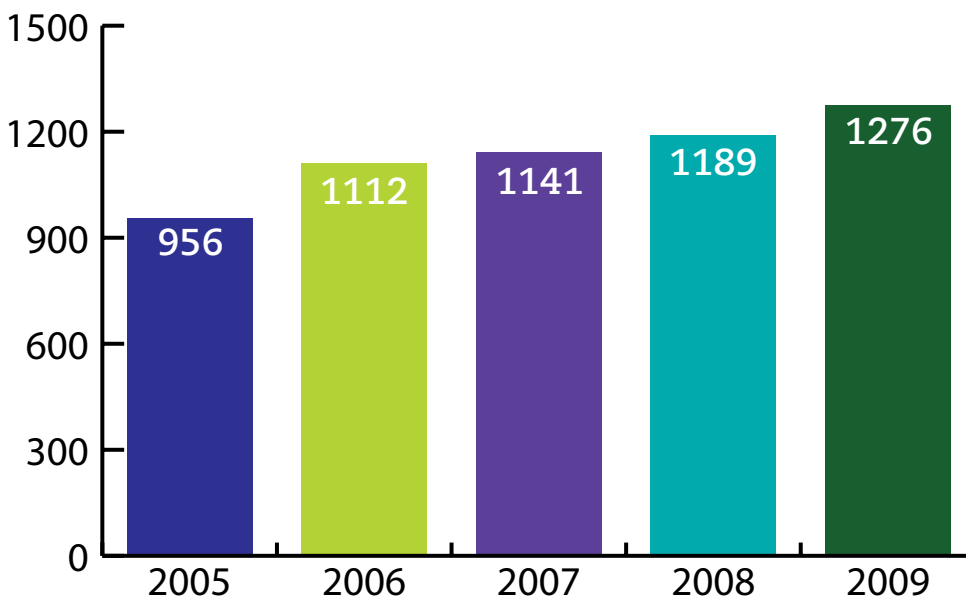


College-High School

Dennis McCallum, Director/Sphere Leader.

2009

As you can see, the ministry is growing well, yet all of the growth comes from the college ministry as high school attendance declined by 5%. College home churches grew by 17% and their CTs almost 15%! Dozens if not hundreds, met Christ in 2009. Beginning in Fall of 2009, it seems God began a revival. Since that time, not a week has passed when several students did not meet Christ! God is doing an incredible work here.



In terms of goals, we determined to improve collaboration with adult ministries and increase our communication with parents. To that end, we sponsored a class for high school students, giving instruction on how to improve their relationships with their parents. Secondly, several parents attended an informational meeting about college life and took tours of our college ministry houses. We also worked with the adult ministry sphere leaders to mobilize needed adult couples for college and high school work.

One of the most important challenges in Christian work is raising up leaders. Scott Risley and Conrad Hilario were raised up to teach their own Leadership

Training Classes. Because of increasing enrollment, this class expanded from one to four classes with almost 200 students.

2010

First, this department needs to make tentative sphere arrangements to handle this robust growth. This will be no easy task. Planting another college CT will be another consideration, along with a potential parking shortage. We must continue training potential college leaders through the Leadership Training Class. Our high school leaders will also receive more training with issues germane to high school students. Many are inexperienced but willing to learn. However, there's no better teacher than experience. It just might be that while our new leaders are gaining experience, we will need to suffer through slow periods of growth until God delivers these groups in victory. Recently, we've noticed a few weak groups with new leaders eventually turn around and gain robust growth.

Support Services Division

Phil Franck, Division Coordinator

Evangelism Impact Ministries

Sherri Fojas

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



- Use of Conversation and Cuisine is still low, though it has been effective in past years for reaching out to guests. 2009 had 11 events with 82 guests attending and 1 known salvation.
- 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 budget constraints. 420 people attended (50 being guests).
- Father-Son Buckeye Breakfast – the gospel was given to 200 attendees, 30 of whom were guests and 20 from the Harambee community.
- All About Xenos class had 35 guests.
- Serve Fest Community Service Day. Xenos and several area churches served in the community in the fall (110 adults and 30 kids)
- Hosted a neighborhood Soccer Clinic in Worthington and had ~100 kids come out and hear the gospel

Communications

Jay Reilly

- Central Teachings are posted on Xenos' website a week or two after each CT, in Flash, MP3, outlines, PowerPoints, and Podcasting. All but a few of the existing teachings were converted from Real Media to Flash and the links updated. Continuing improvements were made to the custom Flash slideshow player.
- More people than ever are using Xenos' website
- Xenos News is now available online with updates available by RSS feed, Twitter and IGoogle.
- Although the video department was cut in 2008, we were able to produce videos using contract and volunteer help

External Relations

Jay Reilly



- Despite a 2/3 reduction in budget, the 2009 Summer Institute nearly matched the record attendance for 2008, partly due to increased use of lower cost web and email promotions.
- Book and CD sales decline was reversed – 2009 sales improved over 2008.
- Xenos re-published Gary DeLashmutt's book, Loving God's Way using a new print on demand service.
- Xenos re-published Dennis McCallum's book Walking in Victory.

Counseling

Katey Downs



- Katey Downs, Bev DeLashmutt, Lee Campbell and Amy Moreno conducted 2090 counseling sessions.
- 25 couples involved in Marriage Mentoring program for pre-married and newly married couples.
- Classes – Conducted Love Ethics Class. Amy Moreno & John Cleary taught counseling class.
- Ministry Teams -- DivorceCare completed two workshops. GriefShare completed 1 workshop. HEART did two workshops; GRACE did two workshops. Never Alone continues to meet every Friday night and Sunday afternoon.

Internal Services

Kathy Hoffer

- We have 728 Servant Team members at the end of 2009. This number is down 9 percent from 2008 due to greater definition of requirements.
- Access special needs ministry expanded the number of people served by 25% through ASL interpreting, the Young Adult Adapted Bible Study, and Oasis.

Central Teaching Administration

Gale Flowers

- We raised up 4 new musical acts to play at CTs.
- We helped organize the planting of 1 new adult sphere
- 725 CT volunteers were recruited, trained and did ministry. (Does not include EAST & WEST spheres or any OASIS volunteers.)

Church Finances 2009 Report

The overall American economy continued to struggle into 2009, from a year of upheaval in 2008. We were very excited to see God's hand on our finances as the year went

on. We ended the year in solid shape, having put money into the bank, while supporting many worthwhile ministries and expanding humanitarian aid, especially in light of the disaster in Haiti.

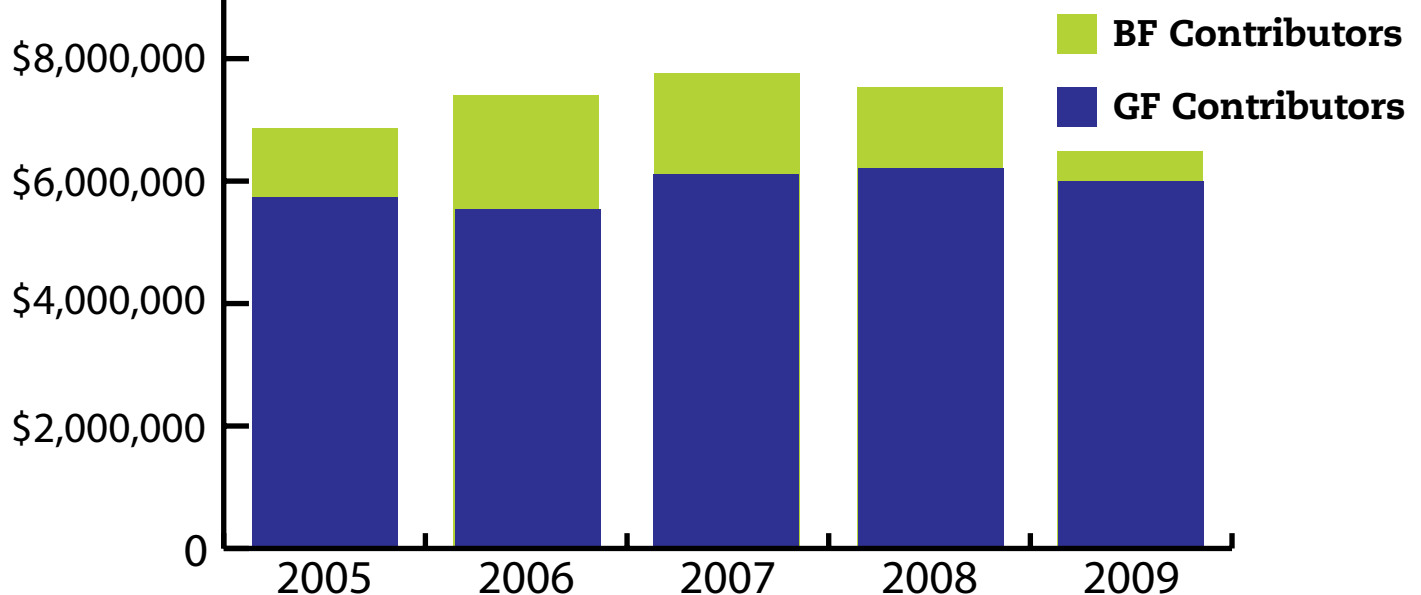
We implemented an austerity plan at the end of 2008 that served us very well in 2009. We reduced staffing, making very hard choices to lay-off some full-time and long-serving staff. We cut many other discretionary expenses, some permanently, some for a time as we watched for signs of recovery. Every division reduced its budget. Overall, we reduced the church-wide 2009 budget by over \$750,000 compared to 2008.

2009 and 2010 Budget Summary

Division	2009 Authorized Spending	2010 Spending Budget
Student Ministries	1,017,858	1,075,886
Adult Ministries	955,357	1,037,576
Missions	706,103	740,715
Equipping	435,915	452,586
Support Services	483,810	531,964
Operations & Administration	1,808,625	1,936,672
Debt Service	250,000	350,000
Total All Divisions	\$ 5,657,668	\$ 6,125,399

We have always been conservative in our financial goals, but given the depth of US and Ohio economic issues, we were not sure if we had done enough. As the year progressed, we never fell behind giving budget! People gave to the church and its work and we were able to move ahead and implement plans without great concern.

5 Year Total Giving—General & Building Funds



In planning for 2010, we allowed for budget growth, to bring back some items and give ministries greater flexibility to respond to God's leading. Key items that were returned to budget or enhanced in 2010 compared to the 2009 budget include:

- Staff retirement account [403(b)] contribution matching (3%) for full-time staff
- Staff retirement account additions based on staff grade and tenure
- Staff wage increase, after freezing wages in 2008
- Discretionary spending for church sphere work
- Debt /mortgage service increase, due to the end of our Building Fund campaign

We feel well-positioned to have a solid financial year, as the economy recovers at least a bit, and with a good spending plan in place. With God clearly behind our work, we move ahead in well-placed confidence. The following comparison shows the increased budget, by Division, planned for the 2010 fiscal year.

Giving to our General Fund and Building Fund is down now compared to prior years, but we more than met our needs as we underwent major facilities expansion from 2004-2009. Our members have shown incredible faith and diligence in meeting needs, even through tough times.

In total, we remain convinced that Xenos will gain new ground in our mission in coming months and years. God wants to reach people with His words of grace, forgiveness and new life, and we intend to be a church that follows His will.

Please see www.xenos.org/budget for current information on annual giving and spending.