Xenos Christian Fellowship

2013 Annual Report
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Missions Division
Dave Glover, Division Coordinator

The missions division at Xenos Christian Fellowship exists to advance cross-cultural indigenously led church planting movements.

We continue to make significant progress on existing fields. Each team is reaching non-Christians and either planting churches or developing strategies that will lead to active church planting. Our primary goal is to bring the Gospel to lost people and help them to establish indigenous church planting.

Our mission involves sending western missionaries to existing fields or new fields when we conclude national workers cannot succeed without the assistance of foreign personnel. For example, they might need theological training or special expertise not available among their people, or some fields may remain unreached.

We have long aimed at equipping and releasing native Christian missionaries and evangelists. While continuing to support the missionaries we have sent, we are also determined to increase financial support to national workers. Presently, we support national workers through our own mission operatives, and through other strategic partners. We plan to increase funding to these proven ministries and find others that will mobilize, support, and supervise effective national workers.

Praise God for His hand of blessing and protection.

We currently have 23 accredited missionaries serving in five countries (see chart). In addition, we have 20 people serving as well-wishers, 12 domestically and 8 on foreign fields. Through our missionaries on the field and strategic partners, we support over 100 indigenous workers.

To supplement the work God has called us to, we maintain partnerships with a dozen different organizations, ministries and local churches.

In 2013, approximately $2.7 million dollars was directed to missions or 34% of all donations to Xenos Christian Fellowship. We are incredibly grateful for this outpouring of generosity.

World Missions

In September, we sent two families to serve as full time missionaries. Bill and Amy Barson and their two boys, went to Cambodia. They started language school and plan to join the Geslers in Kampong Cham province in 2014.

Lou and Genet Kassa along with their three children returned to Ethiopia after being in the USA for close to 20 years. While young adults, they started a network of house churches that remains to this day. They rejoined their friends and developed a plan to reach all of Northern Ethiopia with the Gospel. In a matter of a few months, they saw a number of people come to faith and several house churches planted.

In the spring of 2013, we conducted a training seminar for over 30 leaders representing 11 house churches from Northern Ethiopia. We will return in 2014 to provide additional training in interpreting and teaching the Bible.

We had a record number of participants take part in a short-term trip; 46 people went to Cambodia, 16 to Taiwan and there were two...
trips to Haiti each with 15 participants. The demand for these trips continues to increase. Consequently, we will be looking to expand the opportunities available in 2014. In preparation for these trips we offered the missions class, which was well attended.

Once again, due to the generosity of many individuals, we were able to exceed our goal for the Humanitarian Aid and Development Fund (HADF) in 2013. In an unprecedented event, the fund was complete by the end of November.

There were 16 different fund options totaling $300,000. By the end of the year, we raised just over $356,000. The additional funds will carry over and provide a good start to the 2014 campaign. For more information about the specific funds, please refer to the HADF web page.

The HADF supported projects this year in Cambodia, Haiti, Southeast Asia, India, Thailand, and here at home. There are a wide variety of projects ranging from health education, school fees, feeding programs, refugee assistance, summer camp, and medical clinics. While supporting different ministries in several countries, they have one thing in common, each are sharing the Gospel as a central part of their work. Since the inception of the HADF in 2004, we have raised over 2 million dollars.

**Domestic Missions**

**Xenos Free Clinics**
The Xenos free clinics had another great year of service to the local community. The clinic served 800 patients and saw 13 decisions for Christ. In addition, to the medical, dental and optometry clinics a free legal clinic will open in 2014. Since the clinics opened in 2008, they have seen 2,268 patients.

**Bhutanese/Nepali Ministry**
It was a difficult year for the Bhutanese home church and central teachings. For the first half of the year the high school group attendance averaged approximately 28 students per week. However, the last half of the year saw a dramatic drop in attendance to about 11 students per week. The Sunday morning central teaching also experienced a dramatic decline. The first half of the year averaged 66 people in attendance, while the last half of year averaged 36. The main reason for the decline are families electing to fellowship in another church.

Danny and Cheryl Walker embarked on their first full year of ministry to the forward caste. For 2014, they will continue to build on the existing home church and discipleship relationships.

**Domestic Church Planting**
Joe and Erin McCallum continued their efforts to plant churches in the smaller communities surrounding Columbus. Currently there are small groups in Grove City, Groveport and Newark. The Newark group established a girl’s ministry house and also hope to start a guys house in the next year. The West Jefferson group folded in 2012, but was restarted in September of this year. There is a solid core of students in place. They hope to build on this foundation in the coming year.

**Urban Concern**
Effective July 1, Alex Steinman became the executive director of Urban Concern. He continues to serve as the Harambee Christian School principal as well. Alex has been involved in the ministry for many years in a variety of roles. He is a proven leader with a heart for Christ and the community. We look forward to seeing God work through him as he leads...
the ministry in the coming years. To assist with Alex’s school duties, Michael Harvin was promoted to middle school director.

We saw 26 students come to Christ as part of the weekly Lighthouse Bible Study. Attendance for this meeting averaged 60 students per week and is up 25 percent from 2012. Praise God for the growth in the lives of the students. In order for students to continue to grow spiritually, we partnered with Xenos Christian Fellowship student ministries to transition our eighth graders into high school home churches. As of the end of the year, 10 of 14 students made this transition.

Harambee Christian School had another excellent year. Enrollment continues to hold strong, with 134 students enrolled in Kindergarten through eighth grade. Once again, the students performed quite well academically. Our goal is to see students average above the 60th percentile for all subject areas and to realize 1.5 years of growth. While we did not meet our growth goal, the percentile scores remained strong.

Another measure of academic performance is the Ohio Achievement Assessment. Harambee students scored a 92.7. This surpassed the surrounding schools and the public school district. Congratulations to the students, teachers and staff!

<table>
<thead>
<tr>
<th>Subject</th>
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</tr>
<tr>
<td>Math</td>
<td>70</td>
<td>1.1</td>
</tr>
<tr>
<td>Language</td>
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</table>

Over 9,000 patients visited Mercy Medical Center in 2013

World Missions

Cambodia

The Mercy Medical Center (MMC) had another excellent year. Over 9,000 patients visited the facility. Along with the many physical needs met there was an incredible spiritual impact as well; 115 people prayed to receive Christ. There are 10 house churches overseen by MMC staff and another 13 overseen by referring partners.

Construction on the dorm and learning center was completed in October. The building includes two floors of rooms to house single national staff members as well as visiting partner volunteers. Tim and Marjie Benadum serve as the director and partnership director respectively.

The Friendship School in Kampong Cham added a fifth grade class, bringing the total enrollment of the school to 119 students. We anticipate these students will have an impact for the Kingdom. There are two house churches made up of parents from the school. We hope to see this group grow and plant additional churches in the community.

The Ministry of Education in Kampong Cham recognized the school as providing a valuable service to the poor. Chris and Amy Gesler oversee the operation of the Friendship School. They also meet with several of the teachers for discipleship. Once Bill and Amy Barson complete their language study, they will join the Geslers in Kampong Cham.

World Relief: Cristine Masters developed and implemented a basic first aid pilot program in Kampong Thom province. She continued to provide training to the cell churches in Kampong Thom province as well as English classes to the staff.

Eastern Europe

Mark and Laura continued in their leadership development role of the indigenous workers. The national leaders conducted a discipleship training series for each of the home churches. They also developed materials to assist new teachers. This year they saw eight salvations. We continue to pray for their protection and spiritual growth. Mark and Laura returned to the USA for a one-year home assignment. They will return to E. Europe
in July of next year and seek to establish additional house churches in their host city. In addition, Mark serves as the country director and on the Europe leadership team. Laura assists in the development of leadership materials for the mission’s agency.

**Taiwan**

The team in the south, lead by Seann and Amy hosted a short-term team this summer. The team along with the missionaries ran a youth retreat. The missionaries continued to meet with these students after the short-term trip. By the end of the year, 20 students were regularly attending. We are thankful for this development and hope to build on it in the coming year. Two national workers are also assisting with the planning and running of the youth meeting. Amy started a mom’s group and three women are regularly attending. They hope to include these women and their husbands in their weekly Bible study.

The Gibsons opened a coffee shop in late 2012. It has provided many opportunities to meet new people as well as a place for the students to gather after school. The coffee shop is an excellent place for members of the home church to engage customers in spiritual conversations.

Tim and Jennifer serve on the team in the north. They lead a small group of people from their neighborhood made up of six families and three singles. In August, a short-term team participated in a youth retreat. In addition, to the adult group they host a weekly youth group with over a dozen students. Finally, they established several clubs at a local high school in order to meet more students.

Also in Columbus, we started a monthly prayer meeting to pray for the ministry of our Taiwan team.

**Haiti**

As mentioned earlier we held two short-term trips to Haiti with 30 participants. In addition to the mobile clinics, the team conducted two training sessions in discipleship and church planting. By the end of the year, there were 25 active house churches in the Jacmel region with over 200 people attending.

Pastor Duplessy, our national church partner, conducted 10 training sessions with 15-20 house church leaders. He and his oversight team visited 20 house churches at least twice this year. We are excited about this progress and the vision the Beraka church has to continue to plant house churches. We hope to see similar results in Port-au-Prince in 2014.

**Southeast Asia**

2013 was another excellent year of ministry in Southeast Asia (see chart on next page). The youth ministry continues to expand; 15-20 youth were identified as leaders and two leadership teams were formed. They plan and run the large youth meetings and the outreach activities. They also are responsible to plan and run the youth retreats. The team had several combined youth meetings and saw over 140 students in attendance.

There are two youth groups with the one in the north averaging 70 students per week and the group in the south averaging 40 per week. The team continued to utilize the new facility north of their province to host the weekly youth and two adult meetings. This provides an excellent place for people to gather throughout the week.

Finally, one of the goals was for the team to live in closer proximity to one another. Three of the four couples now live in the same community. Already, this is having a profound effect on their ministry as they work together to reach their neighborhood for Christ.

Praise God for this bountiful harvest in Southeast Asia!
Looking Ahead to 2014

**Ethiopia:** A training conference will be held for the leaders of the Bethel Church in Ethiopia focused on interpreting and teaching the Bible.

**Short-term Trips:** Short-term trips are planned for Cambodia, SEAsia and Haiti. In order to expand short-term trip options, opportunities are being sought to partner with indigenous church planters in Central America.

**Domestic Medical Clinics:** In conjunction with the Xenos medical clinics, a free legal clinic will open.

**Mercy Medical Center:** They hope to see each home church plant at least once. The Training for Trainers (discipleship materials) will be expanded to at least one other province. They anticipate providing care for at least 10,000 patients.

**Kampong Cham:** The school will add a sixth grade and they will start a youth group made up of students from the school. The Barsons will join the Geslers by the end of the year.

**Eastern Europe:** Two of the leaders will launch a new house church. Mark and Laura will return in July.

**Southeast Asia:** The team will continue to provide discipleship training and materials for the national workers. They will also focus on training and equipping for the burgeoning youth movement.

**Taiwan:** Both the team in the north and the south will continue to focus on the youth Bible studies. Each team intends to plant at least one house church.

**Urban Concern:** Increase the active mentoring relationships from 25 to 40. The average attendance at the Lighthouse meeting will increase 15% and the average attendance at middle school cell group will increase by 40%. There is a focus on identifying and training five female workers to lead the middle school girls group. Graduating eighth grade students will continue to transition into Xenos Christian Fellowship high school groups. Harambee Christian School will continue to provide a high quality education and spiritual formation for each of our students.

### SE Asia Progress Chart

<table>
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<th>Category</th>
<th>2012</th>
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<th>+/-</th>
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<tr>
<td>Currently Active</td>
<td>618</td>
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<td>+232</td>
</tr>
<tr>
<td>Discipled</td>
<td>292</td>
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<td>+294</td>
</tr>
<tr>
<td>Groups</td>
<td>78</td>
<td>75</td>
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</tr>
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</table>
When looking back at a year of support work, we always strive to determine what we would have wanted to do better, what went well and should not be messed with and what remained undone that would move God’s ministry through our church forward. In 2013, we were able to see some strong moves made to position ourselves to meet growing needs in ministry, to cut costs and to think about future needs.

The staff of Operations oversees a broad range of the business elements of Xenos, or the behind-the-scenes elements of the church’s work. Some focal points include:

**Administration:** Our lead pastors and elders have budget in the department to oversee the work of the divisions to meet strategic goals.

**Office Services:** Professional staff in our Community Park office meet a diverse array of needs for systems, supplies and service required to pull off weekly events and classes, to meet member and visitor needs and to ensure our staff remains efficient in their work.

**Facilities:** The largest department in Operations makes sure our spaces, from Main Campus off I-270 to 4th Street, Harambee in South Linden and Calumet Christian School are maintained, clean and equipped to meet diverse and changing ministry needs. When more classes open and more people attend Central Teachings, this is the staff that is there to make it glorify God.

**Information Systems:** Our technical group ensures communications between and within our offices, venues and schools remain available 24/7 to meet user needs. Phones, office equipment and computer systems have all converged as technology has blurred lines between these functions, and our IS professionals must keep up-to-date on what is happening in a widening number of areas.

**Technical Services (Sound & Light):** With meetings at multiple venues each week and excellence needed at each venue, our sound and light experts are kept among the busiest of all Operations staff. We squeeze every bit of productivity out of our systems, and this department is called on to stretch every resource until it is time to move on. They do amazing things with little budget.

**Accounting & Finance:** God has entrusted amazing resources to us in Xenos. He has given us land and buildings, money, remarkable staff and a sacrificial church. Our professional accounting staff is called on to steward our financial resources, and to protect our assets with a diligent eye to things like insurance, so the rest of the church does not need to worry about these things.

**Master Scheduling and Event Services:** With a church of over 5,000, we have an incredibly complex calendar of uses. To make sure that God remains both in clear focus and glorified by the events we host, this department pays attention to the many details that meet these goals. From the actual scheduling of all key functions, to providing for needs of each user, this area serves internal users and many outside users of facilities.

We are looking forward to ministry needs that will need to covered in years to come. Our facility acquisition and expansion programs have always borne great fruit for ministry growth and community outreach. We are poised for adding space in 2014.

**Key 2013 Efforts, Projects and Findings**

**Space for the Future**

From late 2012 into 2013, we focused on looking across central Ohio locations for new space to meet growth needs. We visited over 30 sites that were either for sale or the owners had an interest in talking about options for us gaining room to grow. Some of these discussions went further to actual purchase offers and negotiations, but none ended with a deal.
What we found as we focused attention around The Ohio State University district and areas just contiguous to the district is that properties were all tied up by OSU, or in complicated intertwined relationships between private and governmental development agencies, or owned by the large medical groups that dominate the industry in central Ohio. We would get very positive feedback about our church and our ministry impact in the communities we serve, but ultimately no deals.

Our search broadened to areas in north Columbus, with a premium for just-off-the-highway locations. After several weeks of trying to get a contract on a great site just off of I-71, we were unable to get the owner to part with the site, which they felt was given to them by an act of God. Hard to argue with that view, but we are back on the look-out as 2013 closes.

We hope to find a suitable space. We need meeting space and classrooms, plus enough space to park. One adequate alternative is to expand somewhere in our existing facilities, but the options are limited. We wait on God’s timing and look toward 2014 as a year where we have to address the need already on us.

New Management in Technical Services
We experienced a pretty huge changing-of-the-guard in our Sound & Light function in 2013. Gale Flowers moved from his long-term position as director over our Central Teachings and large event administrative functions and on-site support, to take over a complex department. It was a very rough half-year charging up a steep learning curve, by all admissions. The result has been outstanding, with a different approach to providing service across our venues and a renewed vision for delivering excellent service with a servant’s attitude.

Changes in Facilities and the Office
The decision to close the K-5 grade school at our Main Campus location meant letting go of over 1.5 full-time equivalent staff members from Facilities. This change in resources means that we cannot pull staff to address efforts the way we used to, so it has been up to Dave Bucklew to shuffle remaining resources and make decisions about contracted help to meet site needs. The result was a reduction in costs beyond what we would have reduced due to the school closing alone. This showed us that when we have such big shifts in our focus, it consistently proves to be a time that God uses to hone our skills and tighten up on our budget to great effect.

We poured some needed resources into our 4th St. site to support the exploding ministry in that venue. It is our most highly used facility. Since 2008 we have seen meeting frequency and size grow there, with many new uses and a daily presence unlike anywhere else we operate. We added tables and seating for more intimate settings for discipleship meetings, enhanced our system to support a better teaching dynamic and staffed to cover growing needs for set-up, cleaning and maintenance needs.

At the office, we had a big year of replacing our copiers. This points to great planning and also optimal use of resources to accomplish a solid result. We were able to continue using our prior copiers over 1 year beyond the life that was quoted to us. This means that lease payments ended in mid-2012, allowing us to ‘bank’ those payments until we were forced to acquire new copiers in mid-2013. The result was a lower overall cost in lease and maintenance for basic necessities of ministry.

We follow a “squeeze every ounce of productivity” ethic in our use of and replacement of infrastructure we use. We are confident when we proclaim that we make the most of what we have been given, we take our stewardship very seriously, even down to our office copiers.

Overall 2013 View
We had a productive and busy year of ministry support. Operations exists because of the hands-on ministry being done with and through our peer divisions. We made solid steps to improve our servant view of our work, wanting to glorify God with our actions. Being busy is a great thing since it means people are out making an impact in a broken world, sharing their faith by word and deed and seeing people reconciled to God.
Looking Ahead to 2014

We have to address the need for more space for our thriving college ministry in the coming year. We remain confident that God will steer us to the right solution, in His timing. Of course it is a test of faith to feel a strong strain on how this will happen, what is our role in hunting down leads and visiting more sites. That is how the work unfolds and how His will is made known.

We have focused our search criteria on areas close to The Ohio State University district, with some allowance for being further from ideal if it is close to the major highways that bisect central Ohio. We have always had a strong presence in one central city area, Clintonville, which includes the site of our Pre- thru 8th grade Calumet Christian School. That is a likely area in which to look for the future.

We have wonderful ministry spaces available to us:

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

Comments on Budget

We had an increase in the division's base budget to cover needed staffing support for increasing uses at all the sites we service, especially at 4th St., which has become our most highly used location, with 7 days-a-week activity. Along with all the other operating divisions, we experienced budget pressure for staff health care increases. We also saw small increases in mundane but needed things like banking fees, insurance, utilities (although such growth has been minimal for 4 years) and some service contracts. One area that has been shored up is our venue support for sound & light, with an increased budget for replacement of aging projectors and other systems that need to move up as digital technology becomes the norm.

Overall, we had to bump our base budget up 2.4% or $46,800. From 2010 to 2012 the division had virtually no increases in budget. 2013 ministry support required only a small budget increase, so over a 5-year view, we are quite pleased with the capacity we have shown to absorb new ministry and meet needs without commensurate increases to division budget.

A Final Word

We look forward to where God will take our ministry in 2014. There are rarely dull moments in such a dynamic church. We need to learn greater reliance on God to point us to the most productive path. We desire our efforts to count, and in Operations we know that each day we walk into our workplaces that we can make an impact. We count that a great gift.
The Summer Institute had its highest overall attendance in 2013 with over 3,300 registrations and a record number of 72 workshops. For the first time Building X and the main office opened their doors to hold breakout sessions. Kim Van Keuls and Julie Beal along with 270 trained volunteers helped make the Institute a success again this year. 2014 will feature simulcast at Xenos 4th St. facility.

The Main Campus Central Teaching Bookstore net profit was $1,373. The webstore’s net loss was $3,142. The Bookstore supported satellite Xenos bookstores at 4th Street and Main Campus Study Center, along with the Welcome Booth and the Online Bookstore. This past fall the bookstore opened its doors for Wednesday classes to help serve teachers and students. Restructuring book sales will occur in 2014.

Jay Reilly resigned as Department Head in December. Arrangements to fill that role will be made in early 2014.

Website traffic continues to grow at about 20% over 2012

New mobile website (m.xenos.org) accounts for about 10% of all web traffic (currently teachings only)

New web server for Xenos, Urban Concern, and Xenos Schools, from Windows to Linux improves stability, compatibility, and maintenance. This cut hosting costs over 50%.

Developed prototype of new HTML5 XPlayer slideshow player (by Kevin Carpenter) to provide mobile support

Upgraded to Drupal 7

Over 300 additions to the teaching archive

Improved missions, ministry team, and calendar pages

Beth Filippi and Nicole Scott produced quality graphics and artistic support for church communication and the website.

Servant Team (church leaders and deacons); We ended 2013 with 728 Servant Team members.

Access Ministry (Serving and integrating people with disabilities into fellowship):

ASL interpreting was provided consistently for 8 major events (including church-wide meetings, classes, Bible studies, CT, and Nepali CT). There are currently 10 ASL interpreters (up 25% from 2012) and 6 recipients, plus up to 7 Nepali (down 14% from 2012).
Access Oasis: up to 10 children with disabilities receive individual care each week via the HUB (special low-stimulation room) or in-class volunteers.

Saturday Night Bible Study fluctuated in numbers, but average is down 16% from 2012.

Hardship Fund: 30 individuals or families received funds for counseling or assistance paying bills. The elders approved doubling the benevolence fund for 2014 in order to aid more Xenos folks.

Evangelism Impact Ministries

**Sherri Fojas**

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

- **International Friendships**: Almost 1000 international students were helped by Xenos members this year, with 20 new helpers from Xenos being added to the already sizable group of Xenos volunteers. Dozens of foreign students discovered faith in Christ this year. However, 155 of the students requesting a conversation partner did not receive one.

- **Community Social Ministry**: Practically adorning the Gospel saw at least 848 adult members involved in community outreach.

- **CARE (Childraising, A Rewarding Experience)**: This is a monthly meeting for parents to learn how the Gospel makes a positive difference in parenting. Attendance averages over 50, but there are more new faces showing up. This year we hired college students to help with the childcare so more parents could be a part of the meeting. Teachings are online. We anticipate a growing number of young parents discovering the value of these meetings.

- **Grow Your Marriage groups (GYM)**: 5 home groups used this 4-week outreach materials which is centered on improving marriages, they had over 30 guests between them. More home groups are planning on presenting this material as part of their home group meetings in 2014.

- **High School Open Houses**: Most of the Xenos high school groups partnered with adult home groups to do open houses for parents to come check out Xenos.

- **Conversation & Cuisine**: Six events helped stimulate spiritual interest with good results, as did the two live music Pub-nights.

- **Final Hope** serves the terminally ill who frequently request bedside Bible reading, and at least 4 people came to faith in Christ this year.

- In 2013, Phil Franck played an additional role of evangelism promoter to 19 home churches who needed some extra attention, planning, and awareness of tools. Many of these groups are eager to improve and take greater steps of faith in outreach.

Counseling

**Katey Downs**

- Katey Downs, Bev DeLashmutt, Lee Campbell, Connie Rue, Bryan Jones, Nick Hetrick and Brian Gardner conducted 1,982 sessions coaching people spiritually.

- Ministry Teams: DivorceCare completed two workshops. GriefShare conducted two workshops. GRACE (child-abuse) and HEART (post-abortion help) each did one workshop. Never Alone (substance abuse help) continues to meet every Friday night.

- In 2014, Katey will give the leadership of the department over to Phil Franck. She’ll continue counseling but without administrative duties.

- Also in 2014, the Counseling Dept will start accepting payment by credit cards.
Adult Central Teaching (CT) Administration

Ann Augur

This Department provides programming support, hundreds of recruited and trained volunteers, music, literature, welcome booths, teacher support, quality assurance and technical support for Adult Central Teachings each week.

- 293 CT Volunteers were recruited, trained, and did ministry at our Adult Central Teachings weekly or every other week.
- All CT advertisements and brochures at CT are processed through this department.
- Weekly bulletin update, produced and distributed at CT.
- The department distributed 899 free books at CT to first-time guests.

Almost 300 volunteers kept our Central Teachings running smoothly
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.

2013 in review

Dennis McCallum and Gary DeLashmutt, Elders who are directly in charge of the Adult Ministry, enhanced unity amongst the senior sphere leaders by meeting together more regularly for fellowship, support, and discussing issues.

Home Group attendance decreased by 1.8% in 2013. About half of our homes groups grew by about 21%. Unfortunately, half of the groups declined by about 26%, resulting in the overall decline in attendance. Central Teaching attendance was down by about 100 persons over the previous year.

The number of First-Time guests to adult home churches also decreased by about 100 people from the prior year. 2013 showed continued emphasis on the need for home groups to prioritize a high commitment to biblical fellowship. Home groups increased their fellowship opportunities with one another by switching from meeting bi-monthly, to meeting weekly. Others added prayer groups or service ministry nights or meals shared together as ways to spend more time in fellowship with one another. Increased focus on discipleship has also furthered this priority. Discipleship consists of groups of two or more people meeting regularly for Bible study, prayer and relationship-building, either among peers or in a men-

![Number of First-Time Guests](chart.png)
toring situation. Raising the bar on maintaining a healthy biblical standard for fellowship has had some polarizing effect, as evidenced in lower attendance, however, overall this has had a good affect on our home group health.

We discovered that larger home groups (14 people minimum), with at least 3 leaders, are having greater success than those without these features. 15 home groups were closed down this year, many due to combining smaller groups together. Health and vitality was brought to these groups by merging them together. This created more energy in the group to have the kind of high commitment home church described above. This also met the need of shoring up smaller home group leadership teams by bringing teams together to form larger ones. We will continue to emphasize all of these things in 2014.

A total of 104 people successfully transitioned from a college Home Group to a post college Home Group in 2013. Of these 104, there were 2 large groups that came up in mass to form new home groups. One of the groups joined in with some older people from the adult sphere to form a multi generation group. Coming in groups is a healthy and more natural way for these students to make this sometimes difficult transition. We believe there will be a growing trend towards this type of home group transplant into the adult ranks.

2013 saw continued emphasis on the need to adorn the Gospel by encouraging people to find ways to provide for and care for the needs in their communities. Food pantries, retirement homes, neighborhood schools, International Friendships, and medical clinics are some of the types of places we have been able to meet needs. We added the emphasis for Christians in Xenos to speak of Christ's love with people, in addition to showing Christ's love.

Currently we have 6 adult spheres led by Scott Arnold on Columbus’s west side; Kendall Triplett on the east side; Doug Patch, Jim Leffel, and Ryan Lowery on the north side; and Gary DeLashmutt at 4th street near OSU campus. In December, Jeff Gordon’s sphere was absorbed into Ryan Lowery’s sphere. Jeff and Laura Gordon, along with Tad and Jenny Hale are making an exciting move to Pittsburgh, PA to join with Pete and Kate Hale in the planting of home groups in that area. New sphere leaders are being trained to work alongside Ryan.

Here are a few words from each of the current adult senior sphere leaders on progress in 2013:

During 2013, the 4th street sphere continued to work on improving personal discipleship. We held 3 workshops on practical matters related to discipleship, and about 200 leaders and workers attended these workshops. We also made progress on increasing overall home group size, home group leadership team size, and meeting frequency for home groups. We argued for the need for home groups to work together to plant new home groups, and we saw two new home groups planted collaboratively. We are grateful that our Central Teachings have grown steadily throughout 2013. We are seeing new people return regularly to CT, and we are working and praying to help them into home groups. We continue to reach into our diverse community through Renegade, the 4th St. Clinic, Hope Ministry (for substance abuse & dependence problems), and outreach to international students. In 2014, we hope to see several more collaborative home group plants, and to continue to see overall improvement in the quality of body-life in our home groups.

—Gary DeLashmutt, 4th Street

The past year has been a whirlwind for the fellowship of home churches on Sunday night. I’m very encouraged by significant growth in three areas that increasingly set the tone for the sphere. First, we’re seeing an edifying influx of young adults, including four home churches formed by people migrating from the college ministry. These groups are lively and remind me of the great potential for reaching a new generation of young people today just as we saw decades ago when our church doubled in size primarily through twenty- and thirty-somethings. Second, we’re seeing a lot of creativity in and focus on evangelism.
In 2013, 68 people came to faith in Christ through the outreach of Sunday night sphere home churches. Several initiatives were fruitful, like the parents that started “back yard Bible clubs” for families in their neighborhood. Finally, we remain deeply involved with the world Christian movement. Last year we opened a second work in Haiti through our partnership with Dr. Morquette and his public health program, funded by the HADF. This opened the door to fruitful work with indigenous church leaders in Port-au-Prince, who are now planting home churches. It turns out that short-term missions are really mission-critical for planting sustainable indigenous churches! We mobilized and sent Lou and Genet Kassa to Ethiopia, who are leading a substantial work of church planting among unreached peoples. Bill and Amy Baron went to Cambodia last year to continue the great work in Kampong Cham. We are all very grateful for all the Lord is doing among us!

—Jim Leffel, Sunday Night Main Campus

In 2013, the west side sphere focused on strengthening the leadership development efforts within our sphere, as well as continuing our 2012 emphasis of facilitating greater home group health. Our home group leaders have faithfully led in this effort, which put a greater emphasis on discipleship in existing churches and class work for emerging leaders in our sphere. In the fall of 2013, we launched a Leadership Development Class for west side workers and had 35 students enroll. On the home group health front, we combined several groups that had suffered some leadership setbacks and were therefore lacking momentum. These changes have resulted in a short term decrease in overall attendance. At the same time, the effect has been to increase enthusiasm and momentum that we believe God will use to generate strong growth in 2014.

—Scott Arnold, West side

Average Adult Attendance

<table>
<thead>
<tr>
<th>Year</th>
<th>Home Groups</th>
<th>Central Teachings</th>
</tr>
</thead>
<tbody>
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<td>2293</td>
</tr>
<tr>
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</tr>
<tr>
<td>2013</td>
<td>2181</td>
<td>2097</td>
</tr>
</tbody>
</table>
2013 has been a very good year for the east side sphere. We experienced good growth in attendance last year plus 15 known salvations. Our people have also established a free legal clinic, which promises to be a real benefit for many in need and has been receiving a hearty welcome by several aware of the need.

Many, if not most of the people in the sphere are personally involved in a ministry role and working to see that meetings and events are well done. That means lots of our folks are used to working together and getting to know each other better and the result is a tight knit community of people who enjoy relating to each other and are fun to be with. Plus, many of our people have a passionate desire to reach the lost.

—Kendal Triplett, East side

2013 was a year of change for the 9:30 Main Campus Auditorium Sphere. We became the new 9:30 Main Campus Sphere, including both the Café and Main Auditorium CTs. We’re thrilled to have joined up with groups that were a part of Jeff Gordon’s sphere. Please pray that we can continue to build unity, and learn from each other in a wider spectrum of life circumstances and ministry backgrounds.

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

Our sphere continued to work on both sides of the Great Commission in 2013—evangelism and discipleship. Some groups saw advances in both areas. More folks were baptized in September than in previous years, including one who came to the Lord during Phil Franck’s Spirit-led teaching, then got baptized! We continued efforts to increase home group and leadership team size by combining smaller groups. The flexibility of leaders and their commitment to the Great Commission is seen in their willingness to do this. The Fisher-Yund-Jiang and Hunter-Riggs-Rader home churches are the results of four groups becoming two. These groups are now pressing the battle on multiple fronts. Renegade 29 continues to flourish and grow in serving and reaching kids in the Maple Canyon area. Several have come to know the Lord in just the past month! In 2014, we look for a few more groups to combine, will continue to work with leaders to improve discipleship, and are looking to have at least one cooperative plant of a new home group.

—Doug Patch, Sunday 11:30 a.m. Main Campus Auditorium
Mission: The Equipping Division provides educational resources that help Christians learn about God and serve Him more effectively.

What We Do
We offer dozens of classes to prepare adults for leadership and other forms of Christian service. Advanced training is available through our Master’s Degree program. Home group teachers can access a wide variety of resources in our Study Center, a full-service lending library. Smaller libraries at 4th street and on the west side make similar resources available to folks in other parts of the city.

2013 Review

Xenos Summer Institute
3,300 people attended the 2013 Summer Institute—22 percent more than our best years! The theme was Explaining our Hope. Internationally recognized speakers John Lennox, William Lane Craig, and Mark Mittelberg offered plenary sessions. A growing number of churches around the US who put a high premium on authentic Christian community and multiplying disciples make it a regular habit to attend the Institute each year. We are excited to host such an enriching and vital training opportunity for churches all over the country.

Classes
More people took classes than ever before during the last academic year. We saw 4,341 unique registrations for our adult classes. Registrations in the college ministry’s Leadership Training Class registrations were up by almost 300 people.

For the first time we provided childcare for parents with young children who want to take classes but find it difficult to do so on Wednesday nights. Making classes accessible in this way will hopefully encourage more adults to get the training needed to lead home groups effectively.

Lisa Gintz and Scott Arnold also began offering Leadership Training Class on the west side.

Trinity Master’s Degree Program
Registrations to take seminary classes at our extension site of Trinity Evangelical Divinity School continued to grow.

Dr. John Lennox taught a wrap-around course on apologetics during the 2013 Summer Institute. John is a professor of mathematics at Oxford University, the author of several books, and an excellent defender of the faith. Recruiting well-known professors like Dr. Lennox to teach in our Master’s program provides excellent exposure for our Trinity Extension site.

Study Center
The Study Center welcomed a new director, Caitlin Seabrook. Caitlin and her assistant John Ross are already making an impact on our library, aggressively promoting it. We have the largest lending library of evangelical books and resources in Columbus and a robust journal collection to support seminary-level research.
Renegade
Our desire to plant our large high school Bible study into two different groups was realized in April. We now have two high school groups that meet in houses near the OSU campus. Both groups attend the high school Central Teaching at 4th Street and participate in college connection, an annual event that helps high school seniors transition to college homes churches.

Renegade’s junior high ministry and one of our high school groups began using the Park House, an excellent facility in one of Columbus’ poorest neighborhoods. This base of operations moves our work much closer to the students we are trying to serve.

Our two week long Renegade summer camps at 4th Street served 115 students. Twenty two students began a relationship with Christ. Some of these now attend Renegade on a regular basis.

2014 Goals
Equipping Department
After serving as Division Coordinator for 15 years, Mike Sullivan is stepping down in order to serve low-income youth in Renegade, a ministry to over 160 urban students that he helped to start in 2008. Mike will continue to teach adult classes and serve in Gary DeLashmutt’s sphere as a CT teacher in training. Pat Reeder is a seasoned home group leader and teacher with a PhD in Philosophy. He has the academic background and ministry experience to do an excellent job leading the Equipping Division. We look forward to seeing him develop his vision for this ministry.

Xenos Summer Institute
The 2014 Summer Institute will focus on evangelism, featuring Lee Strobel, Mark Mittelberg and Dr. Randy Newman. Facilities at our north campus at Cleveland Avenue and I-270 may no longer be adequate to host the number of people who plan to attend. We will explore renting space in nearby hotels for workshops and spill-over seating for plenary sessions.

Classes
Dennis McCallum will offer a young parenting course—material he hasn’t taught in over 20 years. Dennis and his wife Holly have three grown children who are actively engaged in various ministries in Xenos.

Several adult sphere leaders will begin teaching Christian Leadership courses so that they can offer our entire series of core classes to members of their sphere.

Jim Leffel will offer his popular Hermeneutics class. This course helps students conduct in-depth studies of different genres in Scripture.

In the winter of 2014, our up-and-coming sphere leaders will participate in a 3-week crash course on Koine Greek, the dialect of ancient Greek used by the writers of the New Testament.

Josh Benadum and Chris Hearty will complete their training to teach new sections of the Leadership Training Class at 4th Street.

Trinity Master’s Degree Program
We hope to enroll four new students in our Trinity program to prepare them for future leadership roles in Xenos. As the church grows, we need a growing number of highly trained servants who can teach classes and central teachings, and lead spheres.

During the 2014 Summer Institute, Dr. Randy Newman will offer a Trinity course on evangelism. Randy has authored several books including Questioning Evangelism, has a strong apologetics ministry, and 30 years of experience witnessing to faculty and students on college campuses all over the US.
Study Center
The goal for 2014 is to increase availability and usage of our vast resources. To realize this goal, we have a few strategies. The most significant one will be shifting to a new cataloguing system that will allow users to search our collection online. Secondly, to specifically increase availability, we intend to build further connections with the 4th Street Coffee Bar and Study Center. We are also compiling a document that catalogues all article titles in our Journals Room. This will place an otherwise unknown but voluminous literature at our patrons fingertips. Finally, our strategies for increasing Study Center usage include (i) placing Study Center signage at different Xenos sites around Columbus and (ii) increasing the Study Center’s presence on social media outlets.

Renegade
Mike Sullivan will work closely with Urban Concern and Xenos’ Student Ministries division to develop and implement an urban ministry leadership development strategy. The goal is to equip low-income students who graduate from Renegade and Urban Concern to come back and serve in our various urban ministries. To make this possible, we will help our students finish high school, get jobs, start attending college, and develop the life skills necessary to live in a ministry house in the college ministry. Once in the ministry house, we hope to see continued progress in character development and learning to develop ministry skills. Eventually we would love to see dozens kids emerge from low-income backgrounds to become powerful leaders in our urban ministries.

Renegade summer camps saw 115 students and 22 students made a decision for Christ
Student Ministries Division
Joe Botti, Division Coordinator

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

Hundreds of students came into a relationship with Christ through this ministry!

God has blessed us again as hundreds came into a living relationship with Jesus Christ through this ministry! Most of these students came through the college and high school groups. We feel blessed to be a part of a thriving ministry where so many are learning the Bible and becoming true followers of Christ. In light of the many rich opportunities our students have for Biblical Christian fellowship, we continue to challenge our culture’s over focus on academics and extra-curricular activities. We will continue promoting Biblical body life in our ministries. Another major challenge is raising up enough qualified leaders for our thriving college and high school ministries.

Oasis Children’s Program
Jeff Risley, Director

2013

Oasis attendance continues declining. As previously stated, this decline doesn’t necessarily speak to a lack of quality in our program. We simply have fewer kids in our church than in years past. However, due to the strong growth in our college ministry and the many marriages forming, we see another large wave of kids coming through in the next five to 10 years. This year, we hired new director, Jeff Risley. Jeff loves kids and has taken well to his leadership role. Jeff and his wife, Beth, are experienced home church leaders in the college ministry.

At Vacation Bible School (VBS) 403 children (176 guests) learned about God’s love through the comic theme: Pirates of Blandpants. At VBS, we know of 42 children who responded to Christ’s invitation for a personal relationship with Him. Although these kids are young and don’t fully understand everything about this relationship, they have opened the door for Christ while availing themselves to the Holy Spirit’s work in their lives. We thank God for the precious seeds He sowed and we pray these kids will continue in the faith.

This summer several adults lead outdoor Bible clubs in North Linden, Walden Park and Devonshire Park. 47 guests attended while 5 or 6 prayed to have a relationship with Christ.

Caitlin Seabrook led TNT’s fourth annual missions camp for 51 fourth and fifth graders. At this three day camp, located near Columbus, students discovered what life is like in Indonesia and gained more understanding of Islam and God’s love for Muslims.
Finally, Oasis developed HOP (Homegroup Oasis Program). HOP provides onsite child care for adult home churches. Parents enjoy their home church gathering while the children are invested into by trained child care workers in another room of the house. This could facilitate improved outreach efforts with our adult ministry while helping members towards a high commitment ethos. We are running six trial groups and will know more about their effectiveness sometime later in 2014.

2014

We want to take a discerning look at quality. Are the classrooms effective? What about the curriculum? Are the volunteers trained well enough? Are the kids learning about Christ in a fun and relevant way? These are questions we hope to explore in a deeper way for 2014.

Xenos Christian Schools

2013

Due to declining enrollment, we consolidated the north campus location into our Clintonville location at Calumet Christian School. All Xenos families were accommodated! Consolidating to one school filled classrooms and places the school in a better financial position. Instead of losing tens of thousands of dollars each year, the school will be saving enough for needed capital improvements while contributing additional tuition subsidies to needier families.

In 2013, the administration offered a full day kindergarten option for needier folks, like single parents and low income families. However, very few took advantage of this program; thus, we might cancel this option, depending on how many qualified families apply for the 2014-15 school year.

We were pleased with improved aggregate standardized test scores. These scores had previously been dropping; however, this year, Math and Science improved from 73% to 74% while Language Arts remained at 72%. In response to the prior declines, our administration piloted and implemented a new Language Arts curriculum for 2013-14 school year.

The new curriculum aligns closer with the new state standards, which are even more rigorous than before.

2014

• With an improved financial footing, we can afford to install air conditioning for the second floor. This is a much needed aid to students and teachers who endured 100 degree temperatures at the start of school. Also, the roof is past it’s warrenty and will most likely need replaced within a few years.

• The Math curriculum will be reviewed. Through this and other curriculum changes, we anticipate another increase in standardized test scores.
Junior High
Brian Runk, Director

2013

The jr. high attendance declined by 5.8% from 2012; however, this decline is due to fewer Oasis kids transitioning into the ministry than those transitioning out to the high school ministry. This is a result of fewer kids in our church. When discounting this disparity, the actual numeric growth, with the kids we start with, is more like 15%, which shows us that outreach is strong. We also know of 29 students who prayed to receive Christ as their Savior.

Brad Dufault transitioned as the new assistant director of Jr. High, replacing Marc Johnson, who is pursuing youth ministry on the mission field. Brad has done very well acclimating to this ministry. Besides chasing after middle school kids and dodging all their antics, Brad and his wife, Amy, are home church leaders in the college ministry.

Other qualitative areas we measure each year:

- Central Teaching Participation: Unfortunately, participation in junior high Central Teachings declined again, this time from 65% to 56%! This several year decline is unhealthy. It means a decreasing percentage of students are experiencing normative Christian body life. Cell group attendance is not enough since they are only offered every other week. Students need to sit under the word much more regularly. Because Central Teachings are offered weekly, we encourage parents to get their kids out to these vital meetings.

- Mentoring: 77 students are mentored by 43 leaders. Mentoring is when a leader meets with one or two students to study the Bible, pray, have fun and discuss ways to bring quality into the cell group. Our goal of mentoring 91 students was too lofty. The number of students being mentored this year from last year did not change.

- Leadership: Not everyone qualifies to be a leader in the jr. high ministry. We used higher standards in selecting the new sixth grade leaders. We feel this measure added quality to our leadership team and will better serve the ministry.

2014

- Improving quality is our main emphasis in 2014. Not only must we keep and recruit quality leaders for this ministry, we must also improve our training. Additional and improved website training material will be made available. Also, we have plans to improve face to face training.

- As per the 2013 review above, we must rectify our declining CT participation. Brian and Brad will conduct an in-depth study of this problem and offer solutions.

- In another effort to improve quality, two rounds of student Bible courses will be offered instead of one. Examples of such classes could be Christian growth, prophecy, friendship building, and sharing your faith.
As you can see, God has blessed this ministry with another year of strong growth, 11.7%. The college ministry grew by 13.2% (1284 to 1454) while high school ministry grew by 11.5% (628 to 701). Again, through our students, hundreds met Jesus Christ in 2013. God continues doing an incredible work in this city.

**Other accomplishments in 2013**

- Almost 600 students attended Epic, our high school summer camp. This is a real mark of quality when you consider so many students enjoying devotional readings, teachings, and fellowship.
- High school CT growth was strong (13.5%. 432 to 491). It wasn’t that long ago that high school CTs endured several years of sluggish growth.
- Seven college home churches planted, but two of them were sent as adult groups, for a net growth of five college home churches (84 to 89). Although a handful of high school groups planted, the same number folded (37 to 37). Several groups are looking to plant in 2014.
- A net of 24 new home church leaders were raised up; (219 to 243). 22 older leaders were sent into adult home churches.
- Ministry houses multiplied by an additional six, from 105 to 111.
- Over 200 students received theological and leadership training through the college Leadership Training Class (LTC).
- Our non-Xenos portion of attendance is still strong, yet it declined slightly. In high school, the percentage of non-Xenos attendance declined from 53% to 51%. The College ministry also experienced a decline, from 74% to 72%.

**Plans for 2014**

- Expansion! We need an additional venue for the growing college Central Teachings. A fifth CT needs to be added soon, but our space and available nights are running out. Good news though! We found a site early in 2014 which should be great. At this point, we are praying that preliminary approvals and inspections go well.
- Another 10 to 20 ministry houses should plant this year along with a handful of home churches.
- With the horrific scourge of pornography and rampant sexual immorality in our culture, additional sexual integrity classes will be offered to both guys and girls.

Please pray for this dynamic ministry. Pray for God to raise up many more leaders this year. We also need our current leadership to grow in maturity, depth, and ministry competence. Pray that God will reach hundreds more through Xenos Student Ministries.
As with the prior 4 years, Xenos donors exceeded the General Fund budget by over $200,000. The chart below shows that we have seen an excess of giving over budget for 5 years (and it is actually even longer than that), even including the economically challenged year of 2009.

This great result in the General Fund was accomplished even as we exceeded our target of $300,000 for the separate Humanitarian Aid & Development Fund. In addition, over $800,000 came from Xenos households to our own domestic and foreign-based missionaries, plus another $52,000 in Building Fund gifts.

Our division management under-spent 2013 authorized budget, allowing us to put over $100,000 into our cash reserves (a “war-chest” available to address urgent needs as they arise during a year, to take advantage of unique opportunities that present themselves in ministry and/or to support flex-
ibility in planning for the future). We do not follow an ethic to spend all we have when we don’t need to, and it is always a good sign to see that ministry goals have been met frugally and creatively within and under budget.

In total, the sacrificial families of Xenos provided close to $8 million in funding for God’s purposes around the world through Xenos programs in 2013. Many families also give to other ministries outside this church (which is encouraged and celebrated). This stewardship points to a healthy and robust church, focused on a common purpose and goals.

In 2013 we had 2,395 pledging families/households, up 165 from 2012. 2,631 known households (this would not include those who only gave unnamed by cash at our office or meetings) gave to Xenos in 2013, up 125 donors from 2012.

Looking Toward 2014

We are seeking to increase our General Fund budget to cover several key Strategic Initiatives. These are discussed within each Division section in this Annual report, but overall they account for close to $300,000 in hoped for ministry funding. With church attendance growth exceeding 5%, we hope to match that growth with a similar budget increase.

We also will be starting a Building Fund pledge program once the specific solution to our facility needs is known. Before we go to the church we will need to have our location and enough design complete to have a solid grasp on costs. We expect to spend over $2.5 million to acquire property and build or renovate space to meet our needs for years to come. We have a solid war-chest because of prior years’ giving, but we also have current debt of $1.62 million. We will likely start a capital campaign to both raise funds for a new facility and to address existing debt, over a 3-4 year period. Details will unfold when we find the space God has for us.

We move ahead in God’s work, confident that our church is united. This is not evidenced just by the strength shown in giving, but that sacrificial ethic certainly supports our confidence. 2014 will be a very challenging, exciting and fruitful year of work for the whole church.

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