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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 indigenous 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.

Overview

At the end of 2014, we have 19 fully accredited missionaries serving in four countries (see chart). In addition, we have 20 people serving as well-wishers (who don’t receive funding from the general fund), 12 domestically and 8 in foreign fields. Through our missionaries in 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 2014, approximately $2.8 million dollars was directed to missions, that’s 33% of all donations to Xenos Christian Fellowship. We are incredibly grateful for this outpouring of generosity.

World Ministries Support

Fountain of Hope

Several of our ministry partners from Cambodia made the decision to launch their own non-government organization (NGO) called the Fountain of Hope (FOH). We worked with Joke van Opstal, Nareth Penang and Bunnath Nop to assist them in this endeavor. By early March they had completed all the paperwork for the government and were approved to operate in several provinces. This was a significant administrative and financial effort and we are grateful for the progress made to date. We look forward to how God will continue to use the FOH in 2015. Please visit the FOH website (http://www.fohcambodia.org) for more information about this exciting ministry.

Short-term Trips

Once again we conducted short-term trips to both Cambodia and Haiti. Thirty-two people went to Cambodia, and there were two trips to Haiti, one in January and one in June, each with 15 participants. The demand for these trips continues to increase. At the same time we believe there is a unique opportunity to expand our partnerships with other individuals and groups interested in church planting.
To that end, we conducted two exploration trips, one to Mexico and one to Ecuador. In each country we met with leaders who expressed a strong interest in pursuing a partnership with us. We will return to each of these areas in 2015 to determine our next steps.

Humanitarian Aid and Development Fund

Due to the generosity of many individuals, we were able to exceed our goal for the Humanitarian Aid and Development Fund (HADF) in 2014.

There were 15 different fund options totaling $320,000. By the end of the year, we raised just over $357,000. The additional funds will carry over and provide us with a good start to the 2015 campaign. For more information about the specific funds, please refer to the HADF web page (http://www.xenos.org/aidfund).

The HADF supported projects this year in Cambodia, Haiti, SEAsia, 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.

World Missions

Cambodia

The Mercy Medical Center (MMC) had another excellent year. Along with the many physical needs met, there was an incredible spiritual impact as well; 120 people prayed to receive Christ. There are 11 house churches overseen by MMC staff and another 50 overseen by referring partners. Tim and Marjie Benadum serve as the director and partnership director respectively.

The Friendship School in Kampong Cham added sixth grade bringing the total enrollment of the school to 125 students. There are three house churches made up of parents from the school. We hope to see these groups grow and plant additional churches in the community. Several of the staff from the school also started a youth Bible study with over 25 students regularly attending.

Chris and Amy Gesler oversee the operation of the Friendship School. They also meet with the several of the teachers for discipleship. We are glad to report Bill and Amy Barson completed their language study and joined the Geslers in Kampong Cham.

Cristine Masters returned to the USA this fall after working for World Relief Cambodia for 4 years. We are grateful for her faithful service to the people of Cambodia and continue to pray for her transition to life and ministry in the USA.

Southeast Asia

2014 was another excellent year of ministry in Southeast Asia with the adult and youth ministry continuing to expand.

There are 23 key leaders of this movement and they are responsible for providing oversight of 147 leaders of 182 house churches with over 1,000 people in attendance.

Our team also developed and started a leadership training course this fall. The training course provides both vocational and biblical training. The course started with 12 students, each of whom has a personal mentor assigned to them to assist with their development. Praise God for this bountiful harvest in Southeast Asia!
Ethiopia
In the spring of 2014, we conducted a training seminar for over 40 leaders in Bahir Dar and 20 more in Addis Ababa. The Lord has brought about incredible growth since Lou and Genet’s arrival. There are a total of 26 house churches, an increase of 11 over last year. They also started a new youth ministry and plan to do the same in two other cities.

The leadership team has identified four new regions where they hope to plant adult home churches in 2015. The leaders continue to do extensive training of the home church members in evangelism, discipleship and church planting.

Eastern Europe
Mark and Laura completed a year-long home assignment and returned to Eastern Europe. There are two house churches and both are led by national workers. Upon Mark and Laura’s return, they will join two other couples to seek to plant a third house church in another area of the city. In addition, Mark serves as the country director and on the Europe leadership team. Laura assists in the development of leadership materials for their sending agency.

Haiti
As noted earlier we held two short-term trips to Haiti with 30 participants total. The two teams provided medical clinics, youth evangelism, and pastoral training programs to the house church movement in Jacmel and Port-au-Prince.

The medical clinics conducted in partnership with the Baraka church of Jacmel and Kings Clinic in Port-au-Prince provided medical care for 400 patients and evangelistic witness to more than 500.

A training course was attended by 30 pastors who understand the strategic and biblical priority of house church planting. They, along with the leaders of their denomination, are committed to developing a house church planting strategy. A follow-up training session is scheduled for January 2015.

Finally, in 2014 three house churches were planted in Port-au-Prince and one was planted in Jacmel.

Taiwan
Our team, consisting of Seann and Amy Gibson and Tim and Jennifer McCracken, has faithfully served for over 14 years. During that time they have struggled to see even small increments of growth among the working class people. Indigenous leadership development has been a particular challenge, not only for our team, but also for others who minister among the working class people.

As a result, the missions division and elders have decided to change the Taiwan team’s status from an accredited ministry to well-wisher status, effective January 2015. Their donors have already been notified of this change. Like other well-wishers, this means they will no longer receive funding from the general fund, which amounts to 10% of their annual support. This in turn allows us to direct our resources to areas where people are more responsive to the gospel.

Taiwan is a challenging field and the people are held in bondage by the ruler of this world. The Gibsons and McCrackens have faithfully served the working class people. They have an excellent understanding of the culture and have demonstrated creativity in evangelism. Their perseverance and labor of love is commendable and for that we are grateful.

Both couples will continue to minister in Taiwan and they believe this decision has been affirmed by God. We are still their sending church, and the leadership supports them in their decision to return to Taiwan.

We will continue to pray for the people of Taiwan and the Gibsons and McCrackens ministry.
Domestic Missions

Xenos Free Clinics
The Xenos free clinics had another great year of service to the local community. They served over 500 patients and saw seven decisions for Christ. In addition to the medical, dental and optometry clinics, a free legal clinic opened in January 2014. Coming this year, we will open another medical clinic at our Main Campus location in February 2015. Since the clinics opened in 2008, they have seen 2,523 patients and report over 80 decisions for Christ.

Bhutanese/Nepali Ministry
It was a difficult year for the Bhutanese home churches and central teaching. The Sunday morning central teaching experienced a decline. The average attendance was down 9.1% from last year to just over 47 people. However, there are 53 students involved in the junior high ministry and we hope to transition a large number of the eighth graders to high school groups in 2015.

In addition to the Bible studies, 48 families received resettlement assistance in 2014. We look forward to how God will continue to work in this community in 2015.

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, Newark and Obetz (new this year). The Newark group anticipates establishing a boy’s ministry house in 2015. They also saw 10 students transition from these groups to the Xenos college ministry in 2014. Overall they have a solid core of students in place and hope to build on this foundation in the coming year.

Urban Concern
As we entered 2014, we agreed that God was calling us to focus on youth ministry and to partner with Xenos Student Ministries. This vision is even clearer 12 months later. We believe that we exist to lead urban youth out of a condition of poverty and hopelessness, and into the remarkable family and mission of Christ. We are excited to see generations of young people thrive spiritually in Christian community and influence others for Christ.

In 2014, God blessed the ministry with steady progress. The staff labored faithfully and there are positive results in each department. We are especially encouraged with the growth in the following areas of youth ministry:

- Even though the overall attendance at Lighthouse (an inner-city ministry serving ages K-8) did not increase, there was a greater percentage of Harambee students attending
Harambee Christian School continues to provide a high quality education and spiritual formation for each of our students.

Lighthouse.

- Over the past 12 months, there has been a **30% growth in middle school cell group attendance**. Over the past two years, there has been 48% growth.

- Perhaps most significantly, there are 12–15 Urban Concern students who are attending high school home groups regularly. This is three times the number of high school students as last year.

- Current middle school students are already eager to join the high school ministry. This trajectory is promising.

We will continue to labor by God’s power for the sake of the youth in 2015.

**Looking toward 2015**

**Ethiopia** We will hold a training conference for the leaders of the Bethel Church in Ethiopia focused on interpreting and teaching the Bible.

**Short-term Trips** We have short-term trips planned for Cambodia and Haiti. In addition, we will follow-up with our contacts in Ecuador and Mexico with a small short-term team.

**Fountain of Hope** The staff will firmly establish all the programs in four provinces. They will also seek additional strategic partners to provide prayer and financial support for the ministry.

**Mercy Medical Center (MMC)** MMC will seek to establish an independent, non-government organization. In order to facilitate church planting and follow-up they will restructure the outreach division. The outreach division is completely led by Khmer.

**Kampong Cham** The school will add a seventh grade. They will continue to expand the youth Bible study started in 2014. They also plan to initiate an English instruction class at a local university.

**Eastern Europe** Two of the leaders will launch a new house church. Mark and Laura will continue their leadership roles within the mission. In addition to Mark’s role in Eastern Europe, he will serve as field director for two other countries.

**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 and growing their adult house churches. To establish healthy house churches, they will seek to partner with local believers who are committed to reaching the working class people for Christ.

**Urban Concern** We want to see the average cell group attendance increase to 50. We will also focus on identifying and hiring a part-time female worker to lead our middle school girls group and oversee our female volunteers. We plan to transition 80% of our graduating eighth grade students 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. Finally, we will recruit 11 new mentors for our 4th-8th grade students.
What Are the Primary Departments of Administration & Operations?

The staff of Operations oversees a broad range of the business elements of Xenos—the ‘behind-the-scenes’ work. Our basic mission is, ‘To provide excellence in administrative support, communications and facilities, helping focus the ministries conducted by our church staff and members.’ **We serve those who serve on the front lines.** Key focal points by department include:

**Administration:** Our Senior 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 meets 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:** Our largest Operations department is challenged with ensuring our spaces - from Main Campus (off I-270) to 4th Street, Harambee in South Linden and Calumet Christian School (and now ‘The Warehouse’ on Oakland Park Ave.) - are maintained, cleaned, and equipped to meet incredibly diverse and always changing ministry needs. When more classes open and more people attend Central Teachings, this is the staff that must be there to make it work to God’s glory.

**Technical Services (Sound & Light):** With multiple large meetings at varied venues each week, and with high 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 a budget that we purposefully constrain to ensure we focus on what we’re supporting.

**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.

**Accounting & Finance:** God has entrusted amazing resources to us in Xenos, such as land and buildings, money, remarkable staff, and a sacrificial church. Our professional accounting staff is called 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! 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.

**Human Resources and Legal Services:** With a staff of over 300 across our organizations and dynamic ministry across the city and beyond, we run into issues related to employment and many other areas. Operations provides fundamental Human Resource support. We also oversee any consultation with legal advisers and follow-up with all matters related to the law and our church.
Overview
2014 was a year of high activity and change in the Administration & Operations division. **We worked to bring a new student-focused facility on line for early 2015.** oversaw a growing number of meetings and events, and continued to provide solid, varied support for staff, members, and visitors. We also attended to several legal issues that a growing, vibrant church seems to face when building God’s kingdom remains of paramount importance. The key for all of our Operations staff is to remember that in the details, **God can be glorified every day in our work.** That’s a great motivation from the Rewarder (Colossians 3:23-24).

Facilities
We started off 2014 working on design for enhanced meeting space at our school, Calumet Christian. It is close enough to The Ohio State University area for our students to get there easily and the property has space available to develop. There would be parking challenges with large groups, but we had good design plans to meet the needs of meeting space.

God chose to bring us to a new location in late January. We fell into a deal for a 3-acre site that was previously a fabrication center, along with a large office space. The site was on Oakland Park Avenue in the Clintonville area of Columbus, where many of our church families live and/or once came from. It is also very close to campus and is in an industrial area where challenges related to residential neighbors are eliminated.

We ceased work on the Calumet site. We were able to acquire the new site on March 12, 2014 (after snows finally melted in the area) and had already started design work. We moved quickly to consolidate design. The prior office space would become an auditorium, for almost 800, with 6 classrooms. The fabrication shop would house a gym and large lounge / classroom area, along with covered parking (this unique feature was a better use than knocking the already built space down). Parking is ample on the site.

As 2014 ends, **we are poised to deliver space for new CTs housing over 700 people, plus 6 classrooms and a large multi-purpose lounge area attached to a gym.** We hope to move into the space in the 1st quarter of 2015, and all efforts are focused on accomplishing that goal.

Accounting & Finance
Our Accounting & Finance area was kept incredibly busy this past year with a huge Building Fund campaign to raise funds for the new Oakland Park property. We oversaw a successful campaign to raise $4.9 million in commitment over the next 3 years, with pledges ending up exceeding $5.3 million! By the end of 2014 we had already collected over $2 million against those pledges. **This will allow us to be debt-free around the end of 2016.**

We also added new missionaries to our support functions, with Xenos growing as a “Missions Agency”, from an accounting standpoint. Importantly, we saw a long-term accounting employee move on toward the end of 2014, but have been able to transition this role to a newly hired college student (we figure this is part of an initial wave of the future for our whole church staff). 2015 will be a year of learning and we hope to catch up from an intense 2014.

Information Systems
The Information Systems (IS) department underwent a year of continued implementation of core technology using “VMWare” as our foundation. This tool-set has given us greater flexibility for maintaining multiple sites (like managing over 200 laptops / desktops at our schools) without increasing staffing levels. We carefully use resources in this area, making the most of every investment and not using technology for technology’s sake.

Along with planning for our new facility at Oakland Park, the department was integral to our implementation of “simulcast” technology from Main Campus to our 4th Street site for the Xenos Summer Institute. That was a massive undertaking, but **we have technology in place now that allows us to stream video and audio between sites.** We will be making more-and-more use of this capability as time goes on. We also transitioned our department leadership onto new shoulders, which is a great step toward the future. Andy Ault remains
on staff after 20 years as director of all-things-technical, but he’s now freed to focus on our systems development and reporting with Greg Lawless taking the helm in IS starting in 2015. We’re blessed to retain such great resources when they could clearly move to secular work with great effect.

**Technical Services**

Our Technical Services staff oversaw a large project (mentioned above) – bringing in the ability to stream our meetings between our geographically dispersed locations. This was a huge “win”, since we had to attend to 12 weekly Central Teachings and many other recurring meetings, plus one-time events that pack our calendar. In addition, planning for the new Oakland Park venue is a complicated effort and consumed many weeks of planning, with implementation in early 2015 by this group of diligent professionals. This area faces weekly challenges related to relying on an outstanding group of volunteers, who need support and who sometimes cannot meet their commitments, on a moment’s notice. This staff epitomizes flexibility and cohesiveness, all with true, servant hearts.

**Office Services; Master Scheduling & Event Support**

Office Services and Master Scheduling & Event Support round out our “back office” functions. Without a productive and supportive office behind our work, we’d be in deep trouble. We have staff who focus on the details of keeping our enterprise running smoothly, with materials and equipment needed day-in-and-day-out to minister to God’s church and the world. Our office has long-time warriors manning the helm and we’re blessed to know that both the normal operations of the church and the “white spaces” between staff functions that would otherwise be missed are addressed with grace and professional focus every single day.

The Human Resource functions are overseen by the Division Coordinator for Administration & Operations, with solid staff to assist in the details, along with addressing legal matters as they arise. As we grow and get involved in the lives of people more-and-more, the latter area takes more attention and greater expertise to navigate. God is good and has seen our church through a hard year of some thorny issues. We know He is in charge and without His “sign-off”, nothing happens. We take great comfort in that knowledge and move ahead knowing He will lead us.

**2014 Summary**

We are pretty stunned thinking all the above was accomplished in 2014 by our division staff. Work abounds and it is for such a great purpose. We implemented a lot of new support capabilities this year, from increases to Missions work to broadcasting our teachings to planning for new spaces, all while meeting the needs of a growing church doing new ministry for Christ in central Ohio and around the world. It was a sweet, packed year.

**Looking Briefly to 2015**

It is hard to think about much more in the coming year than the looming preparation and move into a new space at Oakland Park. This is a massive effort to execute plans we already have, while remaining very flexible as things change. Change is inevitable and we need to prayerfully approach the work to keep proper perspective. Outfitting the space is a big part of what the whole division will be about, and then we take on a new space and all that comes with it.

**2015 Budget**

We added a whole new facility to our 2015 budget. That alone constitutes a $125,000 increase over prior year budget. At the same time, like every other church area, we experienced increases in staff costs related to health care. We always see some increase in insurance, banking fees, service contracts and utilities. However, we were able to remove debt service from our budget based on the successful funding campaign we underwent, so our overall Administration & Operations budget for 2015 is below 2014. God covers us.
Looking at history, from 2010 to 2012, the division had virtually no increases in budget. In 2013 and 2014 we increased budget less than 4% each year. So over the past 5 years we’ve been able to maintain a stable budget, allowing other ministry areas of the church to grow. That’s a good pattern.

A Final Word
We appreciate all prayers sent our way in 2015. It will be a very challenging year start, with the Oakland Park project reaching its wonderful conclusion – ready to serve both God’s saints and those who do not know their Savior. But challenges abound as we have more work than we can really handle for a period of time. Entering God’s rest, knowing He is in charge, will be key for our whole staff group as tensions rise.

We hope to resolve some lingering legal issues in 2015. We’re sure that God has a plan and we want to see our parts through with confidence and in humility. We also know that many new challenges will arise for our ministries in 2015 and we will be ready with the incredible staff group that God has brought together in this division.

The brand new Oakland Park “Warehouse” facility will be opening just in time for our spring quarter. There will be six new classrooms, the five largest of which will be equipped for multimedia presentations and laptop plug-in.
Support Services
Phil Franck, Division Coordinator

External Relations
Kim Van Keuls

In 2014 the External Relations Department experienced many changes. Kim Van Keuls became the department director in late winter and Keira Williamson was hired in November to take Kim’s old position as administrative coordinator. Sarah Branscum filled in as a temporary hire from March through September and played a major role in the success of the Summer Institute. The Xenos Online Bookstore has been doing poorly for a few years and in September the store was removed from the Xenos website.

Xenos Summer Institute

The Summer Institute continues to see record attendance every year! In 2014 there was a 15% increase over 2013, with approximately 4,200 people attending. The main source of growth in attendance is attributed to college-aged individuals. Ten-percent of the growth is related to guest attendees, who do not call Xenos Christian Fellowship their church (426 guests attended this year).

The Wednesday night plenary session with key speaker, Lee Strobel, was free to attend for those who would consider themselves “spiritual seekers” and was enthusiastically received. The Thursday night plenary speaker was Mark Mittelberg and Friday was Dr. Randy Newman. The 4th Street facility was utilized to simulcast evening plenary sessions. There were some technical difficulties, but all seemed to get resolved.

Once again, space for breakout sessions was limited. Seventy workshops with 43 different topics were offered. Rooms were overcrowded and External Relations plans to make progress on this issue in 2015.

The Square credit card processing system was incorporated for quicker walk-in registration. This was a success and has lower processing fees. Next year we hope to incorporate group texting software to quickly communicate with our attendees. Group texting would allow us to communicate information about workshop changes, traffic problems and offsite communication at simulcast locations.

A record number of CDs and books were sold at this year’s Summer Institute. Julie Beal and Stephanie Conklin did a fantastic job keeping up with the demands. Margaret Lux, the volunteer coordinator, organized a total of 264 volunteers to help make the Summer Institute run efficiently and effectively.
CT Bookstore

The CT bookstore, for the first time in years, will surpass its 2014 income goal after years of doing poorly. In 2014, we downsized our inventory, focused on Christian classics, and opened up the bookstore for 2 nights per quarter during Wednesday classes. We have lowered the cost of many of the books and are continuing to investigate lowering the costs on the remaining inventory. Bookstore Manager Stephanie Conklin continues to look for new ways to improve the bookstore and support the Study Center, teachers, sphere leaders, and counselors. In 2014, 65% of the bookstore sales were to new customers and 35% to repeat customers.

Internal Services (SSD)

Kathy Hoffer

Servant Team

Our Servant Team is made up of our church leaders and deacons. Our Servant Team saw a 2% increase in membership, from 728 members at the end of 2013 to 742 members at the end of 2014.

Access Ministry

Our Access Ministry is focused on serving and integrating people with disabilities into fellowship. This year, ASL (American Sign Language) interpreting was provided consistently for 11 major events (including church-wide meetings, XSI, classes, Bible studies, and CT’s). There are currently 11 ASL interpreters (up 10% from 2013) and 9 deaf recipients (up 50% from 2013).

Also, Access Oasis (focused on school-aged children) ended 2014 with 19 volunteers providing individual care for up to 10 children each week via the HUB (special low-stimulation room) or in-class volunteers.

Our Saturday Night Bible Study averaged 20-25 people (a very slight increase from 2013), and one person became a believer. We also began male and female cell groups, and we had a baptism where 6 people were baptized.

Finishing Well

Our Finishing Well program mobilizes people 55 years and older for ministry. Finishing Well hosted one seminar this year on the topic of serving internationals via International Friendships, Inc.

Hardship Fund

Our hardship fund provides financial assistance to Xenos individuals or families in need of funds for counseling or assistance paying bills. This year, the hardship fund provided for 54 individuals or families.

Evangelism Impact Ministries

Sherri Fojas

Evangelism Impact offers ideas and venues for adult home groups to reach out to friends and community with the Good News of Christ and helps home group leaders to address the heart issues about evangelism.

Evangelism Consultations

We met with 25 home group leadership teams to discuss practical tools for evangelism as well as heart issues that hinder evangelism. Several leaders reported significant improve-
ment of attitudes and actions in their home church toward outreach.

**International Friendships**

There are over 500 Xenos members involved in this ministry. There is an incredible need for volunteers to help with hosting, airport pick-ups, conversation partners, etc. At least a dozen foreign students placed their faith in Christ this year, and there are opportunities to reach many more. A number of students are still waiting for a conversation partner.

**CARE (Childraising, A Rewarding Experience)**

This is a monthly meeting for parents to learn how the Gospel makes a positive difference in parenting. This year, we changed the schedule to rotate between Wednesday mornings, Wednesday nights and Saturday mornings to allow more working parents to participate. We’re taking winter quarter off and offering it again in the spring and summer quarters. Previous teachings are online at [www.xenos.org/care-group](http://www.xenos.org/care-group).

**Grow Your Marriage Groups (GYM)**

There were 6 home groups that used this program. Each of these groups had guests show up to the GYM group, and some of these guests came out to home groups and Central Teaching.

**High School Open Houses**

About two thirds of the high school groups hosted a Parent’s Night. This helped promote trust with parents and give them a vision for how Christ changes people’s lives. This encourages strong parental support for their students’ involvement in the high school and college ministries. At least 9 parents checked out an adult home group or Central Teaching and some got incorporated.

**Additional Efforts**

Conversation and Cuisine groups provide an environment to stimulate group discussion over dinner, leading to spiritual interest. There were 5 Conversation and Cuisine events that helped stimulate spiritual interest with good results, as well as Pub-night’s live music. **Final Hope**, which serves the terminally ill with bedside reading of the Good News, had at least 10 folks who responded in faith this year.

**For 2015**

We are working on promoting a Parenting Outreach Series for home group leaders to do in their home group and accrediting a Prison Ministry that offers discipleship to the incarcerated who will in turn disciple those that are incarcerated.

**Adult Central Teaching (CT) Administration**

**Ann Augur**

Adult CT Administration provides programming support, hundreds of recruited and trained volunteers, literature, welcome booths, teacher support, quality assurance, CT attendance reports, and web and technical support for Adult Central Teachings each week.

Nearly 350 CT Volunteers were recruited and trained, helping at our Adult Central Teachings weekly or every other week.

All Xenos ministry advertisements and brochures are processed through this department for CTs.

Seven weekly bulletin updates are produced and distributed for adult CTs.

The department distributed 870 free books at CT to first-time guests.
Counseling Department

Coming and Going
Nick Hetrick has left the counseling department in 2014 in order to focus his full efforts on student ministries. Lindsay Matthews was added to the counseling department. Phil Franck is now the manager of the counseling department.

Counseling
We had a record high of Xenos counseling sessions this past year, with 2,511 sessions conducted. In 2013, there were 1,982 sessions. That’s an increase of 27%! In addition to counseling being offered at our Main Campus location, there are now counseling sessions being offered at the 4th Street Pavilion.

Ministry Teams
We established VICTORY, an accredited new ministry team serving victims of rape.

Marriage Mentoring
Our Marriage Mentoring program is seeing success, with 32 couples being mentored by the end of this past year. Kim Geiser is now in charge of intake.

2015
We plan on adding Tim Feeney to the counseling department in 2015. Also, we hope to see 40 couples being mentored through our Marriage Mentoring program by the end of 2015. This upcoming year, the counseling department is seeking FST funding for counselor training initiatives. These initiatives will allow our current counselors to receive additional training from Trinity Evangelical Divinity School, along with other forms of internal training. We also have plans to redo the counseling page on the Xenos website this year.

Communications

Diane McGuire
Diane McGuire was hired in the spring of 2014 to replace Jay Reilly.

The website saw a small increase in the amount of traffic while the mobile version of the website had an increase of over 15%. We implemented a new tracking feature to our site search so that we can know what people are searching for and work on ways to make it easier to find that content.

In the fall, we launched a free Xenos app containing thousands of teachings and some additional church information (including teachings times and locations, news and information on classes). Over 2,500 downloads of the app occurred in 2014.

Portions of the website are being updated. The essays section has a new look and many other sections are underway. As the sections are updated, old content is reviewed and outdated information is removed. When possible, new features are being added to improve the user experience.

The newsletter continues to go out on Fridays and has seen an increase in readership of over 20% in the past 12 months.

Hundreds of graphics—including signs, book and program covers, website imagery, etc. are produced each year by the graphics team.

2015
More of the website will be updated/upgraded in 2015. We will be redesigning the home page to make it easier to use while updating the look. The app will continue to have new teachings added, as well as features added as they become available.

This year we launched a free app containing thousands of teachings.
Adult Ministries Division

Phil Franck, Administrative 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.

2014 in Review

Dennis McCallum and Gary DeLashmutt, elders who are directly in charge of Adult Ministries, continued to promote unity amongst the senior sphere leaders by meeting together more regularly for fellowship, support, and discussing issues. They report that there has been an unprecedented level of unity among them.

Home Group attendance remained about the same as in 2013. Central Teaching attendance was down by about 40 persons over the previous year.

Over 600 members left Xenos in 2014. We know many of these were not in agreement with the direction of Xenos. Others left for different reasons, and we will pray for their return.

The number of First-Time guests to adult home churches increased by about 10% over the prior year. **There were approximately 75 adult salutations reported in 2014,** which means there are probably many more that have not been reported.

In 2014 we continued to emphasize the need for home groups to prioritize a high commitment to biblical fellowship. Home group leaders led the charge and members followed their leadership. Home groups did this by increasing their amount of fellowship opportunities. Groups averaged 3.3 fellowship times per week. These groups are showing stronger growth over those that fellowship less frequently. Increased focus on discipleship has also furthered this priority. Adult groups (on average) have 67% of their members in this kind of life transforming relationship where groups of two or more people meeting regularly for Bible study, prayer and relationship-building.

We will continue to fight for biblical body life because God calls us on for this kind of church community and we see it is possible.

We discovered that larger home groups, with at least 3 leaders, are having greater success than those without this feature.

Our 2013 goal for increasing group and leadership team size has been exceeded. In 2014 the average size of our home groups is 21 people attending with at least 4 leaders in each group. There are many others being trained for future leadership.

A total of 129 people transitioned from a college home group to a post college home group in 2014. Of these, there were 3 groups that came together to form new adult home groups. This trend will continue as the college ministry expands and ages.

The adult spheres are making plans for how to incorporate these younger people into their spheres.

In 2014 we continued to emphasize the need to adorn the Gospel by encouraging people to find ways to provide for and care for the needs in their communities. People have enjoyed serving together with their home groups and families and have been able to share Christ with those they have ministered to. Food pantries, retirement homes, neighborhood schools,
International Friendships and medical clinics are some of the types of places we have been able to meet needs. An index of volunteer opportunities is on the Xenos website.

A new program that was started in 2014 was the Home Oasis Program (HOP) ministry. There was a roadblock when people invite parents with young children to attend home group. HOP brings in screened babysitters to watch people’s children during a home group meeting. The sitters bring crafts, snacks and spiritual materials to the home group location. They oversee the kids during the teaching and an hour of fellowship time and then the children join their parents for the rest of the evening. HOP has attributed to home group growth within this demographic. Therefore, we anticipate expanding this program in 2015.

Currently we have 6 adult spheres led by: Scott Arnold, Kendall Triplett, Doug Patch, Jim Leffel, Ryan Lowery, and Gary Delashmutt.

**Sphere Progress in 2014**

2014 has been a good year for the east side sphere. We experienced slow, but good growth in attendance. Our people have a great desire to find ways to adorn the Gospel in the east side communities. We have a good relationship with the staff of the school we meet in and have found many ways to serve the families that attend the school. We 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. We also have established a Bible study ministry in a local retirement center. Many people are receiving God’s gift of salvation through this ministry. Many, if not most, of the people in the sphere are personally involved in a ministry role and working to see that our 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 experiencing great body life.

**First-Time Guests to Adult Home Groups**
2014 has been a continuation of last year's focus on leadership development and increasing the health of existing home groups. On the leadership development front, we continue to advance our first cohort of LTC students who are entering their 5th class in January. On the home group health side, we are seeing positive long term trends in service, giving and percentage in discipleship. We believe last year's downward trends in attendance following some home group recombinations and a push for a higher commitment culture have slowed. While maintaining the current home group health plan, we are praying for a year of strong evangelism in 2015. We expect to see positive attendance growth following the other health indicators in our sphere this next year.

During 2014, the 4th St. sphere continued to emphasize improving overall home group health. At our annual baptism, 33 people from very different backgrounds testified to their new lives in Christ. We planted 3 new home groups, including a collaborative plant by 3 different home groups. We led 3 workshops on the importance of the Holy Spirit in home group ministry; our home group leaders and over 150 home group workers attended. Our monthly prayer concert remains strong, with 80-100 workers gathering to pray for our sphere's home groups and ministry teams, and for Xenos missions efforts. While our 2 Central teachings are well-attended and spiritually impactful, we are working to convince more of our people to take personal ownership of these meetings. We continue to reach into our diverse community through Renegade, the 4th St. Clinic, Hope Ministry (for substance abuse & dependence problems), and outreach to international students. We started a Challenge Group for men home group leaders and leaders-in-training to complement our excellent women’s Challenge Group. In 2015, we will continue to focus on strengthening our home group leaders to lead healthy, multiplying home groups.

During 2014, the 11:30 Main Campus sphere continued to work on improving personal discipleship while not losing sight of the other side of the Great Commission—evangelism. The Lord worked in and through us to make gains in both. We continued efforts to increase home group and leadership team size by combining two smaller groups. This combination has produced a good season of evangelism. We also continued to make the case that home groups need to collaborate in their efforts to plant new groups. The leaders of four groups worked together and a plant plan was agreed on late fall; the plant will occur in January 2015. The plant will include two couples stepping into leadership for the first time and at least two more returning to leadership years after their prior groups dissolved. The latter is a special victory because it represents that a group dissolving did not daunt the perseverance of these leaders to learn from the past, continue to faithfully serve the Lord, and be willing to return to leadership. We will continue to reach into our diverse community through Renegade, outreach to international students, and community service. In 2015, we hope to see at least one more collaborative home group plant and greater attention to leadership development. We grieved with and for the Burton family, as Don, one of our most passionate leaders, gave his last "Victory in Christ" fist pump - at least on this side of heaven - in November. Throughout his fight with ALS, Don maintained his evangelistic fervor and kept his focus on the Lord and His grace. May we keep Susan and the girls in our prayers and beg the Lord to strengthen us all in His grace so that He will bear fruit through us as He did through Don.
2014 was a very significant year for the fellowship of home churches on Sunday night. Three areas have been particularly encouraging to us. First, the growing diversity of effective ministry. Dozens of people from many home churches are doing outstanding work with refugee and immigrant communities, evangelism to at-risk youth, neighborhood outreach initiatives, international students, and other groups that are showing eagerness to hear the Gospel. Our connection to world mission also reflects the broad lens of our sphere’s vision, with several families serving on foreign fields and ongoing work with indigenous partners in short-term missions.

Second, the rapid pace of growth we’re seeing. This past year has been the strongest year of growth in recent memory. Most of our home churches are posting solid gains in outreach and we’re on a three-year pace for averaging at least a person each week coming to personal faith in Christ! Our real challenge in the coming months will be to ground and disciple these people who have found Christ through our witness.

Finally, the dynamic, energetic feel of our Sunday night scene. This has been fueled, in part, by the transition of the sphere to a substantially younger fellowship of home churches. We now have eight home churches that are either majority or entirely composed of 20- and early 30-somethings. We are very grateful for the partnership with the college leadership in transitioning young adults to vital and effective ministry for this stage of life. The Sunday night sphere truly reflects the social and age diversity of Xenos as a whole. All of our groups experience an additional evening of fellowship that is part of the Sunday night meeting—gathering for the teaching and Oasis, followed by dinner together—all 500 of us, including the kids! What a blast and what an impact! It’s very much like having a second home church every week, but one that also involves our children. So we are very blessed by God and thankful for the ministry He has given us.
Equipping Division
Pat Reeder, Division Coordinator

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 people in other parts of the city.

2014 Review

Xenos Summer Institute
Over 4,000 people attended the 2014 Xenos Summer Institute. The theme was *Evangelism: the Unexpected Adventure*. Internationally recognized authors Lee Strobel, Mark Mittelberg and Dr. Randy Newman offered plenary sessions. A growing number 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
Registration remains high in our courses as the church continues to grow steadily. We saw 4,439 unique registrations in 2014; indeed, the college ministry’s Leadership Training Class has nearly outgrown its current 4th Street facility with enrollments of over 350 each quarter.

In 2014, our Senior Pastors both offered very popular courses. In the winter, Dennis McCallum offered his brand new 21st Century Parenting course. This course swelled to 272 students! In the summer, Gary DeLashmutt offered Homiletics, a course on how to teach others the Bible. Homiletics enrolled 150 students—five times its previous running size of 30.

Guest speaker Dr. Randy Newman (not the singer) taught at both this year’s Summer Institute and Trinity’s Wrap-around course.

Trinity Enrollment

Trinity Master’s Degree Program
Registrations continued to grow this year. The chart at left shows that we are especially growing in our non-Xenos attendance. This means that our site is a popular destination for people outside Xenos seeking deeper study.

During the 2014 Summer Institute, Dr. Randy Newman taught our wrap-around course on how to reach the post-modern people with the good news of Jesus Christ. 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**

*We have the largest lending library of evangelical books and resources in Columbus* and a robust journal collection to support seminary-level research. Our Study Center team, Caitlin (Seabrook) Kleinpaste and John Ross, have skillfully utilized their first full year managing the Study Center. They have recatalogued thousands of titles, making them easier to find; they have digitized tons of resources from old out-dated formats (VHS, cassette tapes, etc.).

The most significant change in the Study Center this year is the introduction of Koha, a publicly available, searchable database of our collection. One obvious advantage is that this enables people to search our collection from home, reserve resources and then pick them up. Koha also enables patrons to pick up their resources at multiple sites.

**2015 Goals**

**Xenos Summer Institute**

The 2015 Xenos Summer Institute theme is *Things to Come*, featuring Paul Tripp and Dr. Gary Habermas. Facilities at our North Campus at Cleveland Avenue and I-270 have proved inadequate for the size. In 2015, we will have simulcast to both our 4th St. facility and our new "Warehouse" facility on Oakland Park.

**Classes**

Each year, there are hundreds of weddings in Xenos. In 2015, Equipping will offer "Men in Marriage" and "Women in Marriage," taught in same-sex classes by Lee Campbell and Mary-Beth Gladwell. These companion classes have been successfully offered before; however, in light of our many young marriages, we will now run them on a semiannual cycle. This way, if a couple wants a course on marriage, they will not have to wait an indefinite amount of time before it is taught again.

Jim Leffel is currently designing a new course on Intercontextualization. This course is on the important, but often confusing, question of how does the Old Testament relate to the New Testament; in particular, how do the authors of the New Testament cite and argue from the Old Testament?

As the college ministry grows, so does its classes. The brand new Oakland Park “Warehouse" facility will be opening just in time for our spring quarter. There will be six new classrooms, the five largest of which will be equipped for multimedia presentations and laptop plug-in.

Two new teachers, Ben Foust and Paul Alexander, will begin teaching our Adult Ministry leadership development classes this year. Ben and Paul both come to us with experience from the world of education and are excellent teachers.

**Trinity Master’s Degree Program**

During the 2015 Summer Institute, the world-class Dr. Gary Habermas will offer our wrap-around course. Habermas is Distinguished Research Professor and Department Chair of Philosophy at Liberty University. He will teach our students on the topic of bodily resurrection, one of his principal research areas.

**Study Center**

The goal for 2015 is to explore electronic avenues for disseminating the Study Center’s resources. This will take two forms. First, we want to see church members learn about and begin using our new Koha system, a web-searchable database of the Study Center’s collection. Users will be able to browse our collection from any computer or mobile device as well as reserve those resources for pick up at either our North Campus site or our 4th St. location. We are also hoping to introduce this option at our Warehouse facility when it opens. Second, 2015 will also see a trial run of OverDrive, an electronic library. This will enable our users to access their favorite Christian authors and books directly from their e-readers.
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).

Overview

God continues to bring hundreds into a living relationship with Jesus Christ through this ministry. Most of these converts come through our college and high school groups. While this is a major victory, the work has only begun with them. It remains a major challenge to help these young Christians become authentic life-long followers of Christ, which is completely counter-cultural. We will continue making disciples, one at a time, by equipping them towards Biblical literacy and promoting active Christian body life. Our chief challenge involves raising up qualified leaders for our thriving college and high school ministries.

Oasis Children’s Program
Jeff Risley, Director

2014

Oasis attendance continues declining. This decline doesn’t necessarily speak to a lack of quality in our program; we simply have fewer kids in our church than before. 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 ten years. This year, we hired new volunteer coordinator, Kelsey Shannan. Kelsey’s main responsibility is to fill our classrooms with capable and excited classroom leaders. She and her husband, Quest, are experienced home church leaders in the college and high school ministries. Regarding VBS, 385 children (156 guests) learned about God’s love through the comic theme: Sir Finn: Dude of Pismo Beach. Fifteen fewer kids attended VBS this year. Maybe that’s a function of a smaller pool of young children in our church. At VBS, we know of 35 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. Let’s pray these kids continue in the faith!

Caitlin Kleinpaste led TNT’s fifth annual mission’s camp for 45 fourth and fifth graders. At this three day camp, located near Columbus, students discovered what life is like in China and gained more understanding of Buddhism and Hinduism. The kids loved it.
Finally, Oasis implemented the HOP (Homegroup Oasis Program). HOP provides onsite child care for adult home churches. Parents enjoy their home church gathering while screened and trained child care workers invest in the children in another part of the house. HOP has facilitated improved outreach efforts with our adult ministry while helping members towards a high commitment ethos. Data clearly shows that groups utilizing HOP have increased outreach and improved attendance. We plan to expand HOP to at least another six adult home churches in 2015, totaling twelve groups that use HOP.

2015
We want to continue our focus on qualitative growth. To that end, we will explore a few areas.

- Gender differences! Oasis will continue studying how gender differences impact learning. In fact, we plan on experimenting with a few gender specific classrooms this year. If it goes well, we may try to do this in other classrooms.

- Curriculum. Does our curriculum present a clear message throughout the activities, crafts and lesson? We are presently looking at this question and editing as we go.

- Fun! Do the kids learn about Christ and are they having fun while doing it? Our directors will continue putting a high value on conducting and reviewing our classroom evaluations.

Xenos Christian Schools
Jim Fulford, Superintendent

2014
At the end of the 2012-13 school year, both elementary schools consolidated at the Calumet location in Clintonville. Since that time, classrooms have been full, and the school is on sound financial footing. Because of our fiscal position, the schools were able to add air conditioning to all classrooms. Now, the classroom environment is much more conducive for learning on hot weather days. After one year (2013-14) of offering full-day kindergarten to single-parent and low-income families, we canceled this option due to insufficient interest. We continue to be pleased with aggregate standardized test scores. Spring 2014 results showed improvement in all subjects: reading = 78th percentile; math = 77th percentile; language usage = 78th percentile; and science = 75th percentile. These results represent improvements over the previous year. We believe the new elementary school language arts curriculum has supported academic growth. The school is currently piloting new math curriculum in kindergarten, first, and sixth grades. In addition, the school has added technology as one of the specials classes in grades three through five.

2015
We are considering many curriculum enhancements for 2015. Based on the results of our math curriculum pilot, changes will be determined and implemented for the 2015-16 school year. An innovative measure, Formal Technology, is being added in grades four through eight. The school also plans on conducting reviews of Social Studies (grades K-5) and Science (grades K-8). In addition to that, an extra eighth grade Bible class will be offered during study hall to those students interested in a deeper study of the Bible and apologetics. The initial results have been good. In addition to the curriculum enhancements, our administration will review the Emergency Operation Plan to ensure it is aligned with new state standards. The school also needs to make a few more capital improvements in the coming years. Fortunately, the school is in a solid financial position to do so. These improvements include:

35 children made a decision for Christ at Vacation Bible School
- Renovation of the exterior elevated porch and walkway on the east side of the building.
- New roof. The roof is old and beyond it’s warranty. Experts tell us it may begin leaking anytime.
- New energy efficient classroom lighting.

**Junior High**
*Brian Runk, Director*

**2014**

As you can see by the chart, junior high attendance declined again this year, this time by 1.8%. However, we don’t believe this is a sign of ill health. The decline is due to fewer Oasis kids transitioning into the ministry than eighth graders transitioning out to the high school ministry. In fact, 72 more students transitioned out of junior high than into junior high from Oasis. This trend is simply a result of church demographics. When discounting this disparity, the actual numeric growth is about 20-25%. This shows us that outreach is still strong and the cell groups are doing well. **We also know of at least 25 students who prayed to receive Christ as their savior!** Because incoming classes have and will be smaller over the next several years, there will be fewer groups to oversee. In light of this, Joe Botti will be transitioning out of his pastoral role in junior high, but will continue to guide the current directors in this ministry. Joe will continue his role as Division Coordinator of Student Ministries.

**Additional Points of Interest:**
- Central Teaching Participation: Unfortunately, participation in junior high Central Teachings was still low, declining from 57% to 55% in 2014. One explanation for low participation is that cell group outreach is high. And, most of these non-Xenos students aren’t likely to attend junior high CTs because their parents are not involved in the church. Still, we feel our CT participation should be closer to 65 or 70%. We definitely want our students experiencing normative Christian body life and hearing quality CT Bible teachings. We have plans in 2015 to rectify this situation.
- Mentoring: This year, 83 students were mentored by 48 leaders. This represents an increase (from 22% to 25%) over last year (from 77 students to 83 and 43 leaders to 48). Mentoring is simply when a leader meets with one or two students to study the Bible, pray, have fun, and discuss ways to bring quality into the cell group. **It’s fantastic to see so many students being mentored!**

**2015**

- Restructure! Our main goal for 2015 is to restructure our ministry. All cell groups are offered on a bi-weekly basis while the main CT, “Blow Out,” meets each week. Yet, because cell groups are growing well and bearing more fruit, we should give cell groups the opportunity to meet weekly while moving our Blow Out meeting to bi-weekly. We believe the smaller friendship and neighborhood based meetings are more organic and better fit the heartbeat of our church.

Weekly cells should enable Jr. High students to experience deeper fellowship and more consistent spiritual growth, while enabling them to more easily bring their friends. In June, our goal is to have 50% of our cell groups meeting weekly instead of bi-weekly. The Blow Out meeting will switch to Friday nights and only meet bi-weekly. Essentially, we don’t want to change the amount of time students are involved (1.5 nights/week), but move the emphasis away from large meetings towards cell groups.

- Quality work force: Recruiting new quality leaders for the Friday night Blowout will be essential.
Resources: Offering weekly cell groups will be more challenging for our volunteer leaders than every other weekly meetings. It will take more thought and energy to develop weekly activities, a teaching series and a teaching rotation. Therefore, we must assist our leaders with adequate support and resources.

Renegade
Mike Sullivan, Director

2014
In January of 2014, Student Ministries began overseeing Renegade, which was formerly tied to the DeLashmutt sphere. Renegade has been drawing low-income students towards Christ for the last five years. Overall, things have gone well in this ministry, especially from the younger ages through the early high school years. However, we need improvement in helping students make the transition from Renegade’s high school ministry to the college ministry. Only 44% have made that transition (4 of 9). We are aware that Renegade young adults have struggled living independently in ministry houses.

In light of this, a life coaching program was launched to help graduating seniors learn how to successfully master life skills, such as: securing a driver’s license, getting a job, purchasing a car, etc. Life coaching makes a big difference in whether spiritually minded students will live successfully in ministry houses. So far, 10 students are currently benefiting from life coaching with some of them living successfully in ministry houses. Today, we are excited that most Renegade high schoolers are fully participating in Xenos’ high school events and meetings, such as Central Teachings, College Connection weekends and summer camps.

This year, **36 Renegade students attended Epic and Blow Out Camps** (summer camps for high school and junior high students)! This was a big jump from the previous years. In addition, **over 130 children** from some of the poorest neighborhoods in Columbus **had a blast at our Art and Music elementary camps.**

2015
This coming year, we hope to more than double the number of students benefiting from life coaching (from 10 to 22). Secondly, we need to improve transition rates! We’d like to see 80% of our students transition from one Bible study age bracket to the next. It is important to keep students from falling through the cracks during these vulnerable transition times. Thirdly, we want more than 140 kids to enjoy learning about Christ at our 4th St. summer camps. Finally, we hope to boost the number of Renegade students attending Epic and Blow Out Camp (from 36 to 45). One day, we hope to see hundreds of young adults from Renegade become fully committed disciples of Christ, with some returning as leaders in this ministry.

Renegade has been drawing low-income students towards Christ for the last five years.
College-High School

Dennis McCallum, Director and Sphere Leader
Other sphere leaders: Scott Risley, Bret McCallum, Conrad Hilario, Ryan Weingartner, and James Rochford

2014

The college and high school ministry grew by 6.2%, which represents a slow down in the rapid growth from previous years. The college ministry grew by 6.5% (from 1,454 to 1,555) while high school ministry grew by 5.5% (701 to 742). We think this slow down can be a good thing, allowing our leadership time to catch up with growth. We are extremely thankful that God delivered a new facility, The Ware-house, enabling the ministry to expand. As you will recall, we found this site in early 2014 and the church came through with adequate funding! This facility will enable the college CT ministry to expand by another 1,600 people with adequate classroom space for additional leadership training. This comes at a good time too, as room for CT growth has reached capacity. Completion and move in dates are estimated to be late February or early March.

Other accomplishments in 2014

- Almost 700 students attended Epic, our high school summer camp. This is a real mark of quality when you consider the many students enjoying devotional readings, teachings, and fellowship.

- Although church growth slowed, CT growth did not. **High School CTs grew by 13.3%** (491 to 566) and **College CTs grew by 8.3%** (1,112 to 1,213). This is a healthy sign as it shows an increasing percentage of students under quality teaching, while being incorporated into the life of the whole church.

- Although a number of college home churches planted, other home churches folded and still more were planted into the adult ministry. In terms of net college home church growth, there was not much of an increase - only one (52 to 53). Overall, a total of nine home churches were planted. A number of high school groups planted, yet more folded for a net decline of one home church (37 to 36). Yet, because the high school ministry grew by 5.9%, home church size must be getting larger, which will probably result in more home church plants in 2015. Another intriguing development is that Xenos and Fellowship of Christian Athletes (FCA) have partnered to spread the Gospel in multiple area high schools. The initial results have been positive.

- 40 college leaders were raised up this year, but the actual net growth of college leaders was only eight because 32 leaders transitioned to the adult ministry.

- Ministry houses multiplied by an additional six, from 117 to 123. We expect many more in 2015.

- Over 350 students received theological and leadership training through the college Leadership Training Class (LTC).

- The non-Xenos portion of attendance is still strong and growing. This is an important area to study, because it shows our church is reaching out to un-churched people. In high school, the percentage of non-Xenos students grew from 51% to 57%. In college, the percentage grew slightly, from 72% to 73%.
Plans for 2015

- Expansion! The college CT ministry will continue meeting at the cafe auditorium but will begin using the The Warehouse as a concurrent venue. A second coffee bar will open to accommodate this new location.

- We plan on raising up a fifth CT teacher, but not expand to a fifth CT until a later date.

- A few more promising leaders will begin apprenticeship training in order to teach the Leadership Training Class.

- We hope to reduce the number of losses in the college and high school home churches. We feel we can do a better job retaining students.

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.**

We are thankful that God delivered a new facility, *The Warehouse.* This building will enable the college CT ministry to expand by another 1,600 people.
God continues bless the financial ministry of the church and to grow it all-the-more.

We see the steps forward in the area of stewardship over God’s money as a clear sign of health and unity in Xenos. Over the last 5 years, we have exceeded our giving budget by at least $200,000. In 2014, we received over $300,000 more than budgeted. 2,474 households chose to pledge to Xenos' General Fund and this committed group is the back-bone of giving in the church.

What is truly faith-building is that this General Fund largesse came at a time when we funded a new building campaign, with the 2014 ‘Securing Our Future’ Fund taking in $2.3 million. Add to that the $350,000 collected for the Humanitarian Aid & Development Fund, plus the $900,000 reported giving to Xenos missionaries from those who call Xenos their church home, and we see an incredible force at work for God’s kingdom, providing over $10.5 million of the money God has given us, back into ministry He is directing us to-ward! And we know many families who also give all-the-more to other Christian ministries outside of Xenos, which we rightfully encourage and celebrate.
So we not only met the pressing needs of far-reaching ministry in Xenos, we added to church coffers. Funds in excess of budget provide for much-needed flexibility in responding to God’s lead. We are especially excited about new Missions opportunities being brought to us and funds that allow for quick response to open doors are a great blessing. In addition, extra funds allow us to finish our new facility without taking on any added construction debt; such “borrowed” funds can then be paid back to the General Fund as gifts pledged to the ‘Securing Our Future’ campaign are received.

The bottom line? There is a “wow!” involved here. We feel not only blessed, but spoken to from God in our finances. We will remain diligent to follow His lead and come alongside work He is already doing and pioneering work He leads us into. The vote of confidence He and His people have shown in our church is both faith-building and motivating for the future.

### Pledging and Contributions to Securing Our Future Building Fund 2014-2017

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We’re off to a fantastic start with our funding to open a new facility in early 2015. Pledging to the Building Fund was asked for over a 3 year period. We exceeded our goal of $4.9 million by over $700,000 in commitments. We received a solid $2.3 million in gifts in the first year of the campaign. This bodes well for the future as we need the funds to come in as pledged to both cover all the costs of our renovation project and eliminate all of our existing debt in 2017.

### 2015 Finances Overview

We are seeking to grow our budget by a total of no more than 4.5% in 2015. We feel that God is calling us to continue to take new ground, but also continue to focus on only expanding ministry as it is proven and cutting costs wherever we can. We’re thankful for the ethic He has embedded in our church’s DNA for frugality coupled with clarity in taking new ground for Christ.

Details on Strategic Initiatives and direction that each church division aims to take in 2015 are covered in each division’s section of this report. We will also seek a church-wide staff wage increase, hoping to provide a raise for the 3rd time in 5 years.

As our budget grows higher each year, every percent increase is higher too, of course. So now a 4.5% increase in budget amounts to a $300,000 increase in contributions. We’re blessed to be able to see such an increase in expectations as a very achievable goal for the coming year, given the solid financial shape we are in and the clear generosity exhibited by those who call Xenos their church.