is a culturally relevant, non-traditional and non-denominational church with mainstream biblical doctrines. We develop community through home groups led by volunteers.

Xenos is known for its equipping ministries to develop Christian workers and leaders. Our multimedia Bible teachings, class materials, and essays are excellent resources to browse and download at no charge. We also offer books and other resources from Xenos leaders, many of which are available at our study center.

Xenos is organized by divisions. The six divisions each have their own coordinator and staff department heads. The coordinators meet with the lead elders to form the management team. They are in turn responsible to the board of elders.
In 2018, we conducted interviews of missions pastors and other missions experts and developed a report of our findings. We were encouraged in many areas and at the same time saw areas that require development.

As of the end of 2018, we have 19 commissioned missionaries serving in four countries. There are ten people serving as strategic partners, and nine serving as well-wishers. Three couples are in the process of being considered for deployment.

We visited Cambodia, Côte d’Ivoire, Ecuador, and Haiti. These visits provide a unique opportunity to encourage our ministry partners, provide training, and to observe the work God is doing.

Through our missionaries in the field and strategic partners, we support 176 indigenous workers. Our Global Partners are responsible for the ongoing oversight of over 1,200 house churches and more than 13,200 members who attend weekly.

In 2018, we directed approximately 3.1 million dollars to Xenos Christian Fellowship missions initiatives. We are incredibly grateful for this outpouring of generosity.

We conducted four short-term trips; two to Haiti, one to Cambodia, and one to Ecuador. 95 Xenos members participated and served over 2,800 people. More than 800 people heard the gospel and came to Christ!

In Ecuador, we worked with a local church in Santa Rosa to conduct a medical clinic. During the four-day clinic, we saw almost 2,000 people. After the patients received medical attention, the leaders in the local church shared the gospel with each of the 1,992 patients. Our partners reported that over 700 people prayed to receive Christ. The leaders of Arco Santa Rosa are working to incorporate these new believers into home churches.

The Cambodia trip continues to work closely with the Fountain of Hope (FOH). The team members provided Bible training for new believers and the FOH staff, worked on service projects, and conducted programs for children.

The Haiti team worked with Beraka Church in Jacmel. The team, alongside our national partners, provided medical clinics, youth evangelism, and pastoral training programs. In Haiti there were over 600 patients seen and over 90 people came to Christ.

We plan to conduct four short-term trips in 2019. Each will provide unique opportunities to expand our partnerships with other individuals and groups interested in church planting.
**Indigenous Leadership Development**

Our Global Partners are gifted leaders who are multiplying churches that integrate social services for the poor and reach the lost through home church planting. These partners represent 176 indigenous workers and 1,291 house churches with over 13,480 people attending.

**Cambodia**

The Mercy Medical Center (MMC) based in Phnom Penh had over 15,000 patients visit the facility. Along with the physical needs met there was a spiritual impact as well. 389 people received Christ. 15 house churches are overseen by MMC staff and there are over 100 referring partners working to plant house churches in Cambodia. Tim and Marjie Benadum serve as the director and partnership director respectively. Scott and Jeanne Arter joined the Benadums as strategic partners in August.

The Fountain of Hope completed their fourth full year of operation. Each of their programs operates in five provinces. Their programs include the Life of Hope, Joy of Our Children, Life with Value, and Our Strong Village. More information about these programs is available on their website. There are 99 cell churches with 910 adults attending.

**Friendship Ministries (Cambodia)**

Friendship Ministries (Chris and Amy Geider, Bill and Amy Barson) in Kampong Cham, Cambodia reach the underprivileged for Christ through health and education. The Friendship School is committed to church planting by creating lifelong disciples for Christ who win and disciple others. Currently, The Friendship School educates 240 underprivileged children in grades 1-9 and 120 more students participate in the recently started after school English outreach program. All of the students read and study God’s Word daily. In 2018, more than 30 people started a new relationship with Christ through the nine different Bible studies they oversee. Join with us in praying for the area high schools and villages as they expand their community development outreach plan.

**Indonesia (SEAsia)**

2018 was another excellent year of ministry in Southeast Asia with the adult and youth ministry continuing to expand. Today there is a network of 187 house churches planted with nearly 1,700 people in attendance. The team finished its fourth year of the training school. The course of study provides both vocational and Biblical training. Finally, 119 came to faith this year. Please pray for these new believers and the many workers God has mobilized for the harvest.

**Ethiopia**

The Lord has brought about incredible growth since Lou and Genet arrived in the fall of 2013. Currently, there is a network of 54 house churches with over 800 people attending. Lou and his team trained many new workers and leaders. The training covered topics such as evangelism, home church leadership, church planting, and Christian growth. There continues to be many open doors for the Gospel and opportunities to mobilize a large workforce to reach the North for Christ.

**Haiti**

In 2018, we took two short-term trips to work alongside our partners at Beraka church; facilitating mobile medical clinics and providing equipping to church planters and youth. Our Haitian partners have been able to lead hundreds to Christ through medical care and have started new remote house churches through these clinics. There are over 50 house churches and over 800 people attending regularly. This house church movement has doubled in the last year! We pray for the sustaining of this movement as our partners begin to invest in the next generation.

**India Gospel League (IGL)**

We completed the fourth year of our partnership with IGL. IGL hopes to plant 200 churches, train 70 pastors, and alleviate poverty through community development projects. Over 50 pastors have been trained and 92 churches have been planted with over 1,900 members in attendance. IGL constructed a community center in October to meet the needs of the nearby villages. They installed a water pump in one rural community in July. We have financially supported 34 “barefoot pastors”. There are now 20 of these pastors who are fully supported by the churches they started. We look forward to seeing God build on this foundation as we enter the fifth year of our partnership.
DOMESTIC MISSIONS

Bhutanese/ Nepali Ministry

The biggest news for 2018 Bhutanese/Nepali ministry was the end of their Central Teaching. A new church has started as a result of a painful division. Most of the Nepali people are still following Jesus. The Nepali youth ministry continues to be strong. We have been able to add more fellowship (like combined retreats) and discipleship opportunities for the youth. Danny and Cheryl added a new aspect to their outreach among a traditionally hard to reach part of the Hindu community. In May they sold their house and now live in a large apartment community with many Nepali people as well as people from many other nations.

Urban Concern

The mission of Urban Concern & Harambee Christian School is to help youth overcome the challenges in their lives and to prepare them to thrive. Our vision is that 50 Urban Concern alumni would graduate from high school and be in a Xenos home church by the year 2025. In 2018, the leadership team at Urban Concern participated in organizational training from Entrepreneurial Operation System (EOS). The training has helped the team to refine our shared vision and planning processes. From an operational standpoint, they also formed a new governing board and conducted the first meeting.

Staff and volunteers made headway incorporating Harambee students in the Renegade Bible study. ⅔ of Harambee students in Grades 3-5 attend and ⅔ attend at least one Renegade meeting. Middle school participation was especially strong, 82% of the middle school students at Harambee attended a cell group. We are focused on alumni tracking, outreach, and incorporation in the body of Christ as we seek to fulfill the vision of the Fantastic 50.

2017-2018 was also another strong year academically for Harambee students and staff. The overall performance index on the Ohio Achievement Tests was 93.1, which was comparable with the suburban district of Worthington Schools. On the NWEA MAP Assessment, students finished the year in the 70th percentile in Reading and the 65th percentile in Math, achieving over one year’s worth of growth in all subjects.

NEPALI MINISTRY

While we had a setback with the adult ministry in 2018, the five student groups remain intact and we will continue to build on this strong foundation in 2019.

URBAN CONCERN

We hope to see 50% of the unchurched K-5 students attending the Renegade Bible study and 75% of HCS middle school students attending cell group.

By 2025 at least 50 HCS alumni will be thriving in the body of Christ in the college/adult ministries at XCF. Recruit at least 4 Renegade students to enroll at HCS for the 2019-20 school year.

THE CHURCH IN CÔTE D’IVOIRE HAS ALMOST 800 HOUSE CHURCHES WITH OVER 7,000 ATTENDING.

Côte d’Ivoire

The Gospel continues to reach more people in Côte d’Ivoire through Victor and his network of pastors. The church now includes almost 800 house churches with over 7,000 people in attendance. Our partners began to self-fund several of their own pastors. We visited to share training materials and provide equipping to the church planters. Additionally, our partners have begun to reach new areas for Christ. We are praying for their protection and safety as they come up against hostility from religious groups and the government.

Ecuador

We completed the third year of our partnership with Arco Church in Ecuador. We funded two church planters in Santa Rosa and Huaquillas. There are 8 house churches in Santa Rosa with over 200 people. Each church works with Compassion International to serve the students in their communities. We conducted a short-term trip in September to Santa Rosa. During the medical clinics, we served over 2,000 patients and 700 prayed to receive Christ. The church leadership is following up with these individuals and hope to incorporate them into a home church. We plan to return in 2019 in addition to conducting the medical and dental clinic, we will also have an opportunity to provide training to the local leadership.

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The Equipping Division provides resources that help Christians learn about God and serve effectively.

**EQUIPPING**

Pat Reeder, Division Coordinator

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**WHAT WE DO**

We offer dozens of classes to prepare our members for leadership and Christian service. Our members can access a wide variety of resources through both our Study Center (a full-service lending library) and four separate sites that sell recommended Christian literature. To equip the wider Christian community, we offer both an annual conference, the Xenos Summer Institute, as well as advanced training through our Master’s Degree program.

**2018 REVIEW**

**XENOS SUMMER INSTITUTE**

The 2018 Xenos Summer Institute theme was *The God Who Is There*. The conference featured keynotes from J. Warner Wallace and Sean McDowell. J. Warner Wallace is an LAPD cold-case homicide detective who writes apologetics literature from the standpoint of criminal evidence. His books include the popular *Cold Case Christianity* and *Forensic Faith*. Sean McDowell is a tenured Professor at Biola University and the adult son of Josh McDowell, also a well-known Christian apologist. Xenos staff members and other pastors from around the country presented workshops to over 3,000 attendees. We’re as eager as ever to host such an enriching and vital training opportunity for churches in the United States and beyond.

**TRINITY MASTER’S DEGREE PROGRAM**

Between 2018 and 2019, we will see 8 Xenos staff graduate, the largest ever. This is bittersweet news. On the positive side, this means many members of our top staff have advanced theological training. On the negative side, the registration in our classes has dropped due to people completing their course work.

During the 2018 Summer Institute, Pat Reeder taught the Master’s level wrap-around course, *Scripture and the Problem of Evil*. This marks the first time a Xenos staff member was authorized by Trinity to teach.

**CLASSES**

From 2014-2017 our class registrations declined. This was almost entirely due to a shift in priorities for our leadership training. In response, in 2018, we encouraged our members to take more of our elective courses. While there was not an earth-shattering recovery, we were encouraged by an increase in registrations. Scott and Chris Risley’s offering of *Sharing Your Faith* accounted for no small amount of that increase: enrollment exceeded 300 students! We hope to see this positive trend continue by introducing a number of new courses in 2019.

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**CLASS REGISTRATIONS**

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**OVERDRIVE, A DIGITAL LENDING LIBRARY, HAS VIRTUALLY DOUBLED STUDY CENTER CHECKOUTS.**

**THE 2018 XENOS SUMMER INSTITUTE HAD OVER 3,000 ATTENDEES.**
STUDY CENTER
The biggest news for the Study Center was the exit of assistant director John Ross. For five years, he has worked hard on the unglamorous task of preparing books for circulation and the unglamorous task of preparing books for circulation and ensuring that the catalogue exhibited a clean, rigid format. Before his tenure, the catalogue was not kept up with the greatest care. John was not only skilled in ensuring that new entries were free of error, but capably unearthed old ones. His sharp attention to detail will be missed. 2018 was a record year for OverDrive, a digital lending library to which our Study Center subscribes. 2018 was the first year where digital checkouts exceeded physical checkouts. Of special note: OverDrive didn’t simply replace old-fashioned checkouts. Since OverDrive was introduced there has been a 96% increase in checkouts! 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Our church has been entrusted with thousands of young people who enjoy large fellowship gatherings (Central Teachings, or CTs) and smaller home group fellowship (home churches & cell groups). Overall attendance in Student Ministries declined by 1.2% (3,438 to 3,398) during the calendar year. Most of this decline was realized from the High School ministry and the changing conditions there. However, we are grateful to God for the hundreds who began a personal relationship with Jesus Christ in 2018.

**COLLEGE-HIGH SCHOOL MINISTRY**

Dennis McCallum, Department Director
Scott Risley, Conrad Hilario, James Rochford, Bret McCallum, and Chris Hearty
Sphere Leaders

2018 REVIEW

The slow-down in growth continues, as per the previous few years. Combined home church attendance declined by 10 people or 0.4% (from 2,544 to 2,534), this last calendar year. College ministry grew by 1.6% (from 1,845 to 1,874) while high school ministry declined by 5.6% (699 to 660). Most of this decline is due to demographic changes. We have fewer incoming freshman from our Junior High ministry. College CTs actually declined slightly by 0.6% (from 1,421 to 1,413); thus, plans for expanding to a fifth college CT were not realized. We are fortunate to have additional space at the facilities we purchased from RDP in 2017, if needed.

In college and high school combined, 572 students reported coming to faith in Christ this year! Of course, not all of them were incorporated into the life of the church, but hundreds have been. Unfortunately, hundreds have also dropped out during this time. Although retention has been an issue over the years, we see signs of improvement, especially in High School ministry, where the percentage lost declined compared to last year.

Due to age demographics in our church, the decline in the number of Junior High ministry students will have a ripple effect in high school now and later, in our college ministry. One major goal for 2018 was to start groups comprised of junior high siblings of our non-Xenos high schoolers along with their junior high friends. Four new groups were started with over 20 junior high kids attending. This should eventually result in larger incoming high school freshman classes. We hope to do more of this in 2019.

This year, extra attention was given to mobilizing our students towards community service events. In 2018, over 175 people from our college ministry participated in 13 different community service events. From feeding the homeless downtown and on the south side; to neighborhood cleanups in the SoiHud, OSU, and Old North communities; to cleaning up alley ways; and renovating the gardens at Whetstone Park—hundreds of Columbus residents were served. We feel good about this and expect even more in 2019.
JUNIOR HIGH MINISTRY
Brian Runk, Director
Brad DuFauld, Assistant Director

2018 REVIEW

Junior High attendance grew by 1% (from 290 to 293). This is the first time in years this ministry has shown net growth. We are happy about this. Previous declines had nothing to do with the health of the ministry but rather with church age demographics. We have fewer students coming out of 5th grade Oasis. As we have mentioned in earlier reports, the Junior High ministry has been one of the best growing ministries in Xenos when accounting for the smaller incoming 6th grade classes which eventually grow to 50-100% of their original size. Our junior high students are excited to bring their friends and introduce them to Christ. They brought 380 first time guests to their small groups this year (up from 319 last year). This demonstrates that our middle school students are growing in confidence in their faith while knowing their friends will be welcomed and loved by their group. 46 students reported coming to faith in Christ; most of them from unchurched homes. Follow-up on first time guests also improved. This is a very healthy ministry.

Junior High consists of two well established and working models for small group meetings: home church and cell group. The home church model is co-ed and multisage, whereas the cell group is same sex and usually the same grade. We now have 3 strong home churches, and the students involved love it! The leadership doesn’t feel strongly that home church is a “superior” model, but just another kind of wineskin, depending on what’s best for leaders, students, the geographic area, and opportunity.

Internet pornography and overuse of technology is plaguing junior high culture; therefore, the leadership sponsored a meeting with parents to equip them with talking points for their kids. Unfortunately, fewer parents attended than we hoped.

One of the great features of the Junior High Ministry is the intergenerational leadership team. Some of our best groups are those with both college and adult ministry leaders working together: A larger percentage of students were mentored (18% to 37%), 43 to 99 students. Mentoring is a leader meeting with one or two students to study the Bible, pray, have fun, and discuss ways to bring quality into the cell group or home church. Because mentoring was on the decline, extra focus was devoted to this important area and God did much more than we expected! Mentoring students will pay strong dividends in the future.

In 2018, a team of twenty 8th graders went to Wise County in western Virginia to put on a free day-camp for underprivileged kids. The 8th graders planned and ran all the activities, led the discussion groups, and taught the daily Bible lesson. They served dozens of children, helping them have fun and learn about the life of Jesus. We are thankful that some of the children started a relationship with Christ.

Quest Shannan began as Director as of January 1, 2019, replacing Brian Runk. He is off to a great start and we are happy to have him on board. Brian Runk will be leading an adult ministry sphere alongside Ryan Lowery.

2019 GOALS

Dennis McCallum will transition out of Eldership and Sphere Leadership and move towards retirement. Dennis will still teach college CT, the college ministry Leadership Training Class, and lead a college home church. Thanks to Dennis for the decades of servant leadership. Josh Renadum and John Ross will become sphere leaders, along with current leader, Brett McCallum. They will lead the Trident Sphere, which is the old Den-Bret Sphere.

Our college ministry participated in the 2019 Spring Student Involvement Fair. Thousands of OSU students flocked to this event, with dozens expressing interest in checking out our ministry. We plan to participate in OSU’s Fall Student Involvement Fair.

John Ross and Doug O’Malley will develop shorter classes for newer believers in our college ministry: As of now, newer believers only have one core class option, Intro to the Bible. We think newer students will be interested in short classes on the different ways Christians grow.

We will start preparing for an urban high school. Research shows that parents are interested, the cost isn’t prohibitive, and that many high school teachers in our church would be interested in teaching at the school. We need to find the right person (Principal) to lead the school. They will be hired in 2019 and tasked to have the school open by August, 2020.

RENEGADE
Mike Sullivan, Director

2018 REVIEW

Renegade introduces urban students to Christ through Bible teachings, fellowship, and fun activities. In light of our director, Mike Sullivan, transitioning over to lead an adult ministry sphere, we transitioned both Renegade high school groups into the Den-Bret Sphere. The junior high cell groups transitioned into the Junior High Ministry. As a result of these moves, Renegade is solely focused on elementary students. Attendance declined by 29.6% (115 to 81). This is due to the moves of the junior and senior high groups to the other departments.

Thank God for the wonderful work Mike and his team have done. We will miss him. In his place, Bob Fisher became the new Renegade director effective January 1, 2019.

Although the high school groups transitioned into another sphere in early 2018, Mike and other high school leaders assisted in helping the areas that have plagued the urban high school groups for years. This year, retention from high school to college ministry improved by 21%. Discipleship relationships expanded (from 10 to 14). Our leadership offered two important seminars for high school students. These seminars were designed to help counteract the broken value system surrounding them. In one seminar, Brandon and Tika Grant spoke...
Good news, everyone: 32 students made a decision for Christ! One of our long-term goals is to bring graduated Renegade students back to serve in the junior high and high school groups. Two of the three Renegade graduates who began serving in junior high three years ago continue to do so, thanks, in part, to support from their college home churches and life coaches.

Renegade continues to improve in overall quality. To that end, Renegade again offered a weekend training retreat for 132 urban ministry leaders in Xenos. Because it has been difficult to engage urban students in discipleship, for a second year we provided high school adult leaders with training focused on improving discipleship. We continue to maintain high standards for student participation in both in Blowout Camp (Junior High) and Epic (High School).

32 RENEGADE STUDENTS MADE A DECISION FOR CHRIST IN 2018

2019 GOALS

- Our elementary Bible studies will strive to send spiritually-minded students into cell groups in Xenos’ Jr. High ministry. We aim to transition 80% of our 5th graders into Jr. High cell groups. We also hope to mentor eight of our 4-5th grade students.
- Renegade will offer a one week-long day camp for low-income elementary students at our 4th Street Facility.
- Bob Fisher, the new Renegade director, will provide oversight at our three Renegade locations and work to ensure that our Bible studies are safe, engaging, and well-led.
- We hope to enroll four new Renegade elementary students at Harambee Christian School for the 2019-2020 academic year.

2018 REVIEW

Calumet Christian School enrollment was 249 and Xenos Christian Preschool enrollment was 22 for a total enrollment of 271. Average classroom size of K-8 was 23, which enabled Calumet to financially break-even. This school made a much-needed capital improvement by replacing the exterior steps on the east side of the Calumet building. The schools will also have enough cash buffer to install a new roof at Calumet when needed.

The Ed Choice programs (voucher program) have enabled many Xenos families to attend our schools as an alternative to Columbus City Schools. For 2018-19, voucher students comprised 59% of total enrollment (see chart). Even apart from Ed Choice vouchers, Calumet tuition is still much more affordable than similarly sized private schools in the Columbus area.

Curriculum enhancements have kept aggregate standardized test scores high. MAF* (Measures in Academic Progress) scores: math = 70th percentile; reading = 80th percentile; language usage = 75th percentile; and science = 79th percentile. These are strong scores and, with the exception of math, compare favorably to previous years. [See chart on next page]. When comparing Calumet school aggregate scores to other school aggregate scores, Calumet ranked in the top 90+ percentile.

The school hired a new 7th/8th grade Spanish teacher (Katie Mustacchio) and a new 6th/7th/8th grade math teacher (Alan Dill). Both are doing a good job.

ANNUAL REPORT 2018

WWW.XENOS.ORG
OASIS CHILDREN’S MINISTRY
Jeff Risley, Director

2018 REVIEW

Oasis attendance continues to hold steady, neither making large gains nor losses. The ministry shrank by 1.8% (489 to 480) in 2018 after growing slightly in 2017. We continue to see growth in young married couples (4% growth in 2018) which leads us to believe that more kids will eventually come into our ministry. However, the older ministries in Student Ministries will need to wait quite a bit longer before they see this impact.

Oasis undertook a huge transition in our check-in procedures, implementing a new digital method for volunteers and children at each of the central CT locations. This transition has enabled us to update significant portions of unreliable old data, streamline our check in process, and provide fast and accurate reporting.

ANNUAL REPORT 2018
Vacation Bible School was a success, with every spot filled! 342 children enjoyed this annual summer camp for preschool through third grade students, with an additional 52 kids attending our nursery classrooms. Of those who attended, 100 were guests! VBS also hosted a follow-up family day later in the summer, including a water slide, balloon animals, and free food for all kids. This event was well attended and received by all.

Finally TNT held its ninth annual daytime Mission’s camp for 87 fourth and fifth graders. This represents a 27.9% increase in participation from last year. At this five day camp, students discovered what life is like in southeast Asia.

2019 GOALS

- Make additional security enhancements at our 4th St and Warehouse locations. Additional improvements will be made to the Active Shooter protocols at all locations.
- Expand database and check-in systems for Oasis for all satellite venues (East and West Side locations). Evaluate procedures and make changes as necessary.
- Add more child care paid staff to the Discipleship Cafe (DC) so that no one gets turned away. DC has child care at our Main Campus and 4th St locations. It is designed to give parents uninterrupted time with their disciples. Some parents use the service to prep for a teaching or get alone time with God. Adding more staff should enable us to keep up with demand.
- Add four HOP groups, from 13 to 17. HOP is a program where Oasis provides care givers at the home church location. Oasis was only able to add one HOP group in 2018. It was difficult recruiting workers for open positions. Camp scholarships for Blowout and Epic have been helpful tools to expand our worker base, which will need to expand further to facilitate future growth.
- Our church hopes to continue to enhance adult CT fellowship by expanding our volunteer-attended playground initiative to two additional locations. We hope to provide options at both 4th St and Warehouse locations in 2019. Oasis will oversee part of the infrastructure and staffing.
- Monitor upcoming child populations. Oasis will continue to monitor young family demographics in order to adequately prepare for higher children populations.
**ADULT MINISTRIES**

Keegan Hale, **Division Coordinator**

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### 2018 REVIEW

In 2018, we saw more change. Gary DeLashmutt stepped down as senior sphere leader and senior elder. The quarterly CT rotation has been a great success, and groups report really enjoying getting to hear from all 5 of our excellent teachers. Starting in 2019, we re-organized some of our spheres to accommodate the changes in leadership personnel. Mike Sullivan took over leadership of Gary's sphere and sent a number of home groups to the new Runk/Lowery sphere. Brian Runk stepped up to co-lead a new sphere with Ryan Lowery. The Conrad/Kate composite sphere got off to a great start, showing that having a sphere that spans both adult and student ministries is a viable model we will continue to watch closely as a possible template for future transitions. Mike Woods had a strong year of leadership in his new role as Senior Sphere Leader having replaced Jim Leffel. Doug Patch continues to coach for Conrad/Kate and has taken on a role helping to get new ministry initiatives in motion with internationals and veterans. Phil Franck changed his role as the Adult Ministry Division Coordinator and did an excellent job taking on the new initiative with Adult CT hospitality. Food options at CT’s were greatly improved. The new playground equipment at Main Campus was a big success, and all venues got major upgrades in post-CT planning and activities.

In 2019, we will be looking at how to improve our ministry support for the over 65 crowd (a burgeoning demographic in our church). We will also be looking at how to better serve single professionals.

### ADULT SPHERES

**Ryan Lowery**

In 2018, we began work in earnest to help with college ministry transitions. The Lowery Sphere took in over 30 college students wanting to tackle the challenges of adult ministry. We had great men’s and women’s retreats and instituted new HC leadership socials. For 2019, we are again making a major change. We will be going from being the smallest adult sphere to the largest, by taking in several groups from all the other adult spheres. We are raising up Brian Runk to co-lead the new sphere with Ryan in what will be known as the Runk/Low sphere. This will enable Ryan, in his new role as Senior elder, to focus on those new responsibilities while sharing the leadership of the new larger sphere. 2019 will be a year to focus on getting to know the new groups while leading a focus on follow-up and peer discipleship.

**Kate Mizelle and Conrad Hilario**

The last year has shown some wonderful growth for our sphere! People continue to faithfully serve in secondary ministries such as HOPE and IFI as well as trying their...
We continued to support ministries we have started over the last 10 years: Renegade (low-income elementary students), Hope (addiction ministry), Redemption (pornography), Faith (mental illness), and our medical clinic. We also provided 19 cell group leaders for the Junior High ministry and hosted 9 high school home churches.

Individuals in our sphere supported work overseas including a medical relief trip to Haiti that saw 75 people pray to receive Christ and 262 patients receive medical care. We also continued to provide training for leaders in the Collective, a church in Northern Ireland that has Xenos-style home churches.

We are grateful for the ministry opportunities God has given to us!

Mike Woods
Like 2017, 2018 was a year of continued transition. Restructuring in adult ministry resulted in a number of our Home Groups transitioning into other spheres or members being redeployed to strengthen the ministry of other Home Groups in our sphere. Unity remains high through this transitional period, and we have seen average attendance increasing over all for the last half of 2018. Our younger groups continue strong with evangelism and many of our older groups continued to expand their service in important community and global ministries. Hundreds of people came to faith in Christ locally and globally through the faithful service of hundreds of ordinary people.

Ben Foust
Our sphere has had a great second year out since planting off of the Lowery sphere. We are 16 home churches covering a wide range of demographics. We have groups with average ages ranging from 34 to 74 years old. Paul Alexander, Sarah Foust, and Liz Sweet serve as coaches on our staff. We have had an awesome year of ministry, as people in our home groups serve and volunteer and minister in countless ways. Our focus this year has been evangelism, and our focus for the next year will be discipleship. Looking forward to seeing how God uses this incredible workforce this year!

East
The East Side has gone through a lot of transition this year. There has been a change in leadership and some new initiatives started. Despite all these changes, the East Side people are as hard working as ever! This group of people has led 16 people to Christ this year and are serving in the church and the community. Part of the change that has occurred means that we have some new student groups involved out on the East Side. The East Side network now oversees a high school and college group. There is also a Jr. High bush group and an adult bush group that are overseen by this sphere. On top of that, various members of the East Side lead Bible studies in retirement communities. We are hoping to see some more exciting initiatives, but at the core the mission remains the same; the East Side is committed to taking the Good News out into the community.

Gary DeLashmutt
We saw significant changes in our sphere in 2018. Gary trained Mike Sullivan to replace him as sphere leader. Mike has been on staff at Xenos in a variety of roles since 1998. He will begin overseeing our sphere January 1, 2019. We also sent eight of our home churches into the Lowery/Runk sphere.

We believe growing, healthy home churches are the heart of our ministry. To that end, we raised up three new Servant Team members, saw 45 people make a decision for Christ, and 181 individuals completed a Xenos class to become better equipped to serve. We did not increase the net number of groups in our sphere. One group folded and a new one was planted in a collaborative effort with one of the college spheres. Financial giving, the number of people involved in discipleship, and engagement in home church community remained stable in 2018.

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We are grateful for the ministry opportunities God has given to us!
2018 was a year of significant change. The Pastoral Support Division took the place of what was formerly Support Services. This renaming was accompanied by a shift of responsibility to Keegan Hale as the new Division Coordinator. Additionally, 2018 was the first year for the newly formed CT Hospitality Department, headed by Phil Franck, which enhanced Central Teaching (CT) atmosphere for all adult CTs.

PASTORAL SERVICES

Keegan Hale, Division Coordinator

2018 REVIEW

PASTORAL COUNSELING

2,410 paid counseling sessions were conducted in the planning cycle of September 2017 through August 2018. The Pastoral Counseling Department has 11 part-time counselors. Cindy Botti was hired at the end of 2018 to round out the counseling team. Extensive time was spent researching and standardizing a counseling training track to provide a foundation of equipping to our future counselors.

Our Pastoral Counseling department offered four enhancement workshops for home church leaders. The topics were:

- Helping Others Navigate Depression by Amy Moreno LPCC-S
- Counseling in Community by Bev Delashmutt
- The Case for Humility by Lee Campbell
- Navigating Emotions by Bryan Jones

Audio recording and handouts can be found on the Workshops page in the counseling section of the Xenos website.

2019 GOALS

- Hire 2 more part-time female counselors to meet our ongoing need.
- Solidify training track for future pastoral counselors.
- Launch new marriage mentoring initiative which incorporates Prepare & Enrich’s marriage assessment. This initiative requires a new position for oversight of mentors and materials. This would meet a crucial need as the amount of young marriages continues to rise in fellowship.
MINISTRY TEAMS

- **Gracehaven**: seeks through Christian love to provide shelter and rehabilitation to girls under the age of 18 who have been victims of commercial sexual exploitation. Also works to raise awareness among young women about the issues of domestic minor sex trafficking (DMST) in order to educate and equip them so that they can avoid being victims themselves.

- **Access**: creates and improves accessibility to the Gospel for people with disabilities by providing specific support to adults, students and children with disabilities, and their families in several distinctive ways.

- **Free Clinics**: provides free basic healthcare, dental, and legal services to the working poor and homeless as an expression of the love of Jesus Christ.

- **Freedom (CATCH Court)**: Provides support services by assisting CATCH Court and adult survivors of human trafficking.

- **GIFT**: Through individual counseling, classes, and seminars, GIFT’s goal is to deepen the Christian’s understanding of biblical and financial principles on a practical basis.

- **GriefShare**: offers seminars and support groups for people grieving the loss of a loved one. It features biblical perspectives on grief and recovery topics.

- **Hope**: Christ-centered recovery group whose goal is to reach persons who struggle with alcohol and/or drug addiction.

- **IFS**: serves OSU’s international students through social events, meeting practical needs, and Bible studies.

- **Urban Concern**: helping inner city youth overcome challenges and thrive in the body of Christ. Recognized in 1991 as one of George H. Bush’s “Thousand Points of Light”.

- **Helping Hands**: provides general home maintenance and repairs for Xenos members or their families within the greater Columbus area who are single parents, have physical impairments, have unusual circumstances, or are senior citizens.

- **Divorce Care**: helps people reflect on reasons for the divorce, and to consider a biblical perspective for building a new life in the Christian community. Sharing about the difficulties of divorce with others who are going through the same thing can bring resolution and hope for the future.

- **Never Alone**: helps people struggling with drugs and alcohol discover and experience the hope God offers.

- **GRACE**: workshop that helps women resolve the damage of sexual abuse. The process involves honesty, a change of mind, yielding to God, and restoring trust in God.

- **HEART**: those who chose abortion need help to resolve the shame and guilt. It is the privilege of the community of believers to serve them in love and to help reconcile them to God and others.

- **Promise**: Bible-oriented support group for people who have or had relationships with a loved one who is an addict, alcoholic, or substance-dependent. Our mission is to provide tools and encouragement to be God-dependent rather than co-dependent.

- **VICTORY**: ministry to help women who have been raped begin to understand how their rape has affected their relationship with God and others, to encourage healing, to move them toward freedom to love others, and to serve the Lord more effectively.

- **Faith**: Bible-oriented support group for people with mental illness to offer hope, encouragement, growth, community, and progress.

- **Renegade**: provides students pre-K - 5th grade a place to learn and to follow God. Specifically, those who live in low-income neighborhoods in Columbus

Additionally, we partner with many local organizations for community service. For a list of these organizations, refer to this link:

https://www.xenos.org/ministry/community

INTERNAL SERVICE DEPT

**SERVANT TEAM (church deacons)**

We ended 2018 with 872 Servant Team members, up from 847 in 2017. Our annual retreat was held at Sawmill Creek, in northern Ohio.

**2018 REVIEW**

**Access Ministry** (serving people with disabilities and integrating them into fellowship):

- Saturday Night Bible Study averaged 21 people this year (slightly more than the past two years): A number of new students have been referred, and new volunteers have stepped up. For the first time ever, they had a woman’s retreat!

- Student Liaison Dani Shaffer consulted with 7 groups (either via email, phone call, or home group visit).

- Access Oasis ended 2018 with about 20 volunteers, providing individual care for up to 18 students each week (similar to 2017 numbers) via the HUB (special low-stimulation room) or in-class volunteers.

- ASL Interpreting was provided for XSI, the State-of-the-Church meeting, the Adult Harvest Meeting, one Christmas five service, and even a wedding. There are currently 8 ASL interpreters (same as 2016, 2017)—all female. There are around 12 deaf or hearing-impaired people regularly attending interpreted meetings (6 of whom attended Nepali meetings)—also about the same as 2017.

**Hardship Fund**:

- 27 individuals or couples received funds for counseling or assistance paying bills (the same number as last year).

**Finishing Well** (mobilizing people 55 years and older):

- The new approach to this ministry received accreditation, and we are slated to launch the first meetings in April 2019.

**GriefShare**:

- 28 people attended the “Offering Support to the Grieving” class hosted by the Equipping Division. The grief ministry also provided information and counsel to 92 people regarding grief matters and led discussions in multiple home groups or cell groups.

- In September 2018, John Montgomery attended a week-long comprehensive bereavement skills training at the Center for Loss and Life Transition in Fort Collins, Colorado, obtaining valuable information to enhance all aspects of the grief ministry.

**Free Clinics**:

- In 2018, there were a total of 59 clinic sessions.

- There are a total of 624 registered volunteers, of which 102 are active (there were 117 active in 2017). Volunteers frequently ask to become inactive, but subsequently reactivate when their schedules permit.

- Patient visit stats for the dental clinics are not included here, as they are processed via Vineyard’s system, not ours. In 2018, there were a total of 290 total patient visits, up from 276 last year. Of these, 67 were at the legal clinic—the remainder at Fourth Street Medical Clinic. There were 45 prayer sessions actually recorded (though many happen in an impromptu way in the waiting area). Five patients have indicated to us that they received Christ during these sessions.

**2019 GOALS**

**Start a HOPE-like meeting for those involved (currently or previously) in the military.**
This was a new feature added to Adult CT’s in 2018, led by Phil Franck and Sherri Fojas. The goal is to have activities that foster improved outreach, and improved fellowship for families. Many of the events were big hits.

### 2018 Review

A significant upgrade at Main Campus occurred in the form of 3 new fun areas for kids; 2 indoors and 1 outdoor. A large wood-fired meat smoker that can feed up to 900 people at a time was procured and put to great use after CT.

Google Calendars were set up for each CT to improve awareness of these events. Many of these efforts resulted in individuals being inspired to rally and create their own smaller scale events after CT.

CT HOSPITALITY

This was a new feature added to Adult CT’s in 2018, led by Phil Franck and Sherri Fojas. The goal is to have activities that foster improved outreach, and improved fellowship for families. Many of the events were big hits.

### 2019 Goals

- Establish volunteer teams for each CT to provide on the ground support for events
- Repeat successful events such as Touch a Truck, zoo demos, Farmers Market, etc.
- February 2019 will have a “Beast Feast” of smoked wild game culled by hunters in Xenos.
- Host Xenos Community/Family Festival, complete with carnival games, live music, beer, community booths, big inflatables, cornhole, and contests.
- Improvements to play areas at Warehouse and 4th street which were voted in by the FST.

### Communications

- We worked on sharing more good news stories about the work Xenos is doing around the world and in Central Ohio.
- The website and teaching app remain popular and offer thousands of quality Bible teachings for free.
- We increased postings to social media and saw our Facebook followers grow from 760 to 1,274.
- Several video projects were completed in 2018 including the annual giving campaign video.
- We began collecting summaries and keywords for our online teachings. About 742 were completed.

### 2019 Goals

- Add a web developer to improve the functionality and security of our web site.
- Launch new teachings interface to make it even easier for people to find the Bible teachings they are looking for.
- Expand our presence on social media, including launching a new YouTube channel and an Instagram account.

### 2018 Review

- Superbowl party
- Easter program with Resurrection teachings, flyers, music and free donuts
- Every other week waffles at Main Campus
- Chicken and waffles
- Farmers Market
- Cleveland Browns smoked wings events
- Beer-making demo
- Trick or Treat at CT
- Teachings are online at http://www.xenos.org/parenting

### 2019 Goals

- Add a third Pub night with an additional band, The Kells
- Develop 3 new Conversation & Cuisine topics

### Evangelism

Phil Franck and Sherri Fojas met with 19 home group leadership teams and worker teams for Evangelism Consultations that addressed practical tools for evangelism as well as heart issues that affect evangelism. Response was resoundingly positive from many leaders and home church members saying they are committed to trying again to reach out to and pray for friends. Additionally, consultations served to encourage home churches to utilize Conversation & Cuisines in a powerful way. 2018 saw 8 C&Cs occur with 53 guests in attendance. This was more than double the C&Cs of the 3 previous years.

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### International Friendships

There are at least 520 Xenos members who served hundreds of international students. This ministry has an incredible need for volunteers to help with hosting, airport pickups, conversation partners, etc. There are at least 16 foreign students who discovered faith in Christ this year. There are still many more students who are waiting for a conversation partner.

### Pub Nights

Pub Night, Jan 27th - The Drowsy Lads played to full house and raised $2,000 toward Epic (summer camp for high school students). Pub Night, Sept 22, the Drowsy Lads played and raised $1,682 to send Nepali kids to camp.
The Operations Division provides support for ministry and plans for the future

OPERATIONS
Steve Bauer, Division Coordinator

2018 REVIEW

In 2018 we supported the move of our founders and senior co-pastors, Dennis McCallum and Gary DeLashmutt into revised roles. After over 45 years of ministry, they passed the baton to new leadership for decades to come. This was a huge effort, with Dennis and Gary moving into teaching and writing roles and away from day-to-day administration.

Conrad Hilario and Ryan Lowery will take over on January 1, 2019, as our new co-lead pastors, senior pastors, and senior elders (several terms apply to their critical positions). This shift brings part of their work into this division, which provides for their hours running our organization and provides funding for our annual planning retreat (spring and fall) and budget retreat.

Gary and Dennis will remain on staff in their new roles for at least 2-3 years and likely longer. We will continue to have access to their ministry experience and gifting, but they have stepped aside to pass our movement on to a new generation.

In addition, our core work carried on. Our division’s departments had a packed year of work to support today’s needs while looking to the future.

ADMINISTRATION

Success in overseeing the breadth of support we provide in the Administration & Operations Division is made possible by our gifted, sacrificial and experienced staff. Our staff go the extra mile to ensure needs are met and expectations are exceeded. Much of our work goes unnoticed and unheralded and we only hear when things do not go smoothly.

Every year we have challenges in legal areas, such as property related issues and insurance items, as well as ministry related concerns. We provide support and programs in central Ohio communities and issues arise through our efforts and sometime despite our best intentions.

In 2018, a team successfully fought to regain tax exemption for two of our main church properties. We were faced with what would have been a debilitating expense for church buildings, based on revised application of what constitutes church use and church functions. Legal code written long ago does not take into account the way churches make use of their facilities. We use our spaces all week, with study and counseling, in its many forms, taking place at all hours. We did get the authorities to understand our approach to ministry and won the day. We received our tax exemptions back and have assurances that we will not face scrutiny and change of rules again.

Human Resources strives to keep on top of what we must address while supporting our many departments as they navigate employment issues. Dawn Burkholder makes it possible for managers to know what needs to be addressed gets addressed.

FACILITIES SUPPORT SERVICES

When the public and our members come to our venues, they see the work of our Sound & Light, Facilities, and Hospitality & Master Scheduling departments in making ministry happen. In 2018, we also took steps to enhance our venue safety and security with a new Safety Services Department. Our leaders and workers in these areas operate under an ethic to support user needs with excellence, with grace and with a can-do approach.

The staff of Sound & Light (Technical Services) are a great example of what this division does. This department provides support directly through staff and also through volunteers for all of our meetings at events in all of our venues. We operate in 5 different communities, supporting 12 Central Teachings every week. Gale Flowers has been at the helm of the group for a decade, with support from Charlie Lancaster, Scott Malone and JP Otero-Meacham, true servants who have been called to serve in calming the chaos
that can surround church activities. This technical team is a great example of our ethos of service provision, doing outstanding work with limited resources. In 2018 we were able to convert all of our primary meeting spaces to 16:9 / 16:10 digital projection. We also added flexibility to “simulcast” meetings from-and-to any venue.

The Facilities Department has to make sense of multiple uses and keep over 260,000 square feet, and over 80 acres of land, ready for church functions. This daunting task is undertaken by a group of gifted staff who aren’t afraid to get dirty, work hard, sweat and jump in wherever there is need. Dave Bucklew came to his role as Facilities Superintendent when we had a few buildings and a school to support, and he has overseen additions and new sites with professional capability and experience. Conner Martin has become a key support to Dave and we are confident of the future when we have staff like him. Many others are needed to make our spaces work for users, and staff like Tyler Weisent. Mike Houston has a critical role at our most used Main Campus facilities, as he provides support for events and the many unscheduled things that come up.

In 2019, we will start to use a property we bought in 2016 that was “an offer we couldn’t refuse”. The site contiguous to The Warehouse allowed whoever owned it to pass through our property (with large trucks) and limited our parking. Now we have plenty of future parking but also over 40,000 square feet of wide open warehouse space to consider for future needs.

The first use will be a Study Center, replacing the one at the Main Campus Office. This move will position the Study Center more centrally to more of our users. At the same time, it frees up much needed space for offices at the Main Campus Office.

We will develop a large part of the Main Office building into senior leader office space in 2019. We have not added office space since our 1996 opening, when we built more space than we needed at the time. We have filled every part of the existing office and need more. Several of our most senior pastors have no work space, and they must find open conference rooms or common areas to do their work, or not come to the office. We need to address that, to provide adequate spaces for all of our leadership to share and to build camaraderie. This project will have a huge impact on the unity we are called to pursue.

A big job in our church involves staff ministry to our many visitors and other church users. Master Scheduling of events falls to the diligent staff headed by Michelle Houston, along with hospitality functions. We hosted almost 50 weddings in 2018, and there is no reason to think 2019 and coming years will not see the same number of nuptials. We also host non-profit community groups with a focus on service, education, and health care. Laura Mayner and Tess Meeker provide critical support in the details of what it takes to provide excellent service for users of our spaces.

‘Xenos’ in the Greek of the New Testament is used to denote hospitality, and we work hard to provide open, inviting spaces, especially with special events and activities at the church. In 2018 our team worked closely with our Pastoral Services division to enhance our provision of events at especially our Adult church venues. With a new meat smoker, breakfast-making equipment and the support for events using fellowship spaces, we took great steps forward in providing a truly hospitable environment.

A growing area of focus for all churches (and really for all organizations) is security and safety. In 2018 we established a new area with a largely volunteer led and staffed Xenos Safety Team. We are blessed to have officers-of-the-law in the church, along with other individuals trained in security through their work and/or military experience. We worked in 2017 with church leadership to define parameters for this important but also potentially difficult area and how we would approach provision of safety features across the church. Then during 2018 we established vetting processes and procedures for adding team members, team members attended training related to safety policies, and we added infrastructure like on-site radios and smart phone apps that help our people communicate. This effort is led by retired Columbus Police Department (CPD) officer Del Allen. The expertise and experience Del brings to this role is a real gift from God. We augment Del’s time with some staff hours of oversight from Gale Flowers, plus the help of other officers from various local, county and state police agencies, especially CPD officer Keith Conner.

In the book of Nehemiah, the prophet is called back to Jerusalem for the great work of securing the city from its many enemies. Nehemiah takes many steps to review the conditions of the city, noting where is has weaknesses and where he can build on solid foundations. In chapter 4, the people are called to greater vigilance in protecting themselves and their work as their adversaries take more-and-more malevolent steps toward harming them. While they rely on God for His protection, and they pray, they also know that they have roles to keep their swords close by and be ready to defend their families from the forces aligned against them.

This model is at the heart of the Xenos Safety Team. We will continue to gather men and women who have a heart to defend and are committed to taking action, whether it is to help when someone is hurt, or to step in to diffuse a tough situation. We know that God is our protector, but He uses people to carry out His purposes, and that solemn charge applies to all the work He calls us to.

The back office work of the Operations departments of Accounting & Finance, Information Services, Office Services, and Human Resource Management are all areas which serve with little fanfare, but require solid execution to support all the other work done in the church. It is not hyperbole to say there would be chaos without our staff in these areas, and we know we are deeply blessed to have remarkable servants at work in these areas.

Accounting & Finance, our asset guardians, is charged with handling more-and-more complex and numerous transactions and detailed reporting for the way we minister. We work in diverse environments across the globe. We account for work done in our communities domestically while operating essentially as a mission agency in finances related to several foreign missions. Alan Burkholder, CPA, is our director, supported for over 25 years by Catherine Gilbert, an integral part of the heart and soul of our ministry. After over 2 years learning the work of the
In 2018 we established a new department with the recognition that the data we control is an asset to our work that needs to be focused on with great diligence and with focus on how to best use it for God’s kingdom purposes. To that end, Greg Lawless has the majority of his time allocated to the new Data Services Department, along with Andy Ault. Data is owned by the divisions responsible for that data, but this area is charged with safe-guarding it and making it available for reporting to meet management needs. Breaking this function out from Information Systems also recognizes the lines that are blurring more-and-more between the ways we get, warehouse, and use data. We now use the web and cloud services, and provide to real-time analytics with tools that have radically changed over the past decade, and will change much more in the future.

We will implement a new church data capture, management, and reporting system in 2019. The “Rock” system will change the way we do things in ways we don’t even grasp today. Other churches that have adopted this system have found innovative ways to support their ministry. Greg Lawless is the lead, getting us converted from our old system which was kept productive by Andy Ault, to this new dynamic architecture. We look forward to system supported functions that will make it easier to communicate to the church, that will put data into users hands rather than passing through channels, and that will take our reporting to a new level of management responsiveness.

Our main office is ministered to and provides ministry through the servants led by Cathy Kaiser. When we brought on Joyce Weeks in 2014, we wouldn’t know what a great resource we would have at our front desk. Joyce is cut from the same cloth as Cathy—servants who make work flow easier and for whom visitors are seen as the main job to support. We have many volunteers and other staff who join in to the Office Services Department to make our work a joy even as we deal with natural chaos that surrounds vital ministry.
We finished another year of strong ministry with solid final giving. We sought a 5% increase in budget for the year over 2017 and had pledges to cover the entire budget before the end of January – an exciting historic note as we have never had a pledge campaign finished before February. And then we exceeded our giving budget by over $85,000 as almost $8 million was donated, just to the General Fund. Even as the church faced challenges and growth has slowed, the generosity of God’s people remains faith-building.

As always, we tell the church that we need to take care of the church at home before expanding ministry around the world. Our General Fund budget (church income that covers expenditures related to administration of programs such as all staff costs, local ministry materials costs, and church property related expenses) must be covered before we allocate additional funds in missions work. We see year-after-year that we have not been hampered in funding enhanced missions work as we have covered basic “core” needs with room to spare.

Our managers are charged with making the most of the financial resources we are stewards over, but also to make calls on whether spending is needed if alternatives to completing work are available. We saw divisions under-spend their budgets by a cumulative ~$100,000. This amount then goes “in the bank”, where we are able to maintain a cash reserve that can be allocated to meet needs that come up or to follow direction God places on us, with flexibility.

As a next generation of leaders and managers takes the reins on the “business” of the church and the budgets necessary to achieve our goals, we feel very confident that we are passing on the proper ethics of stewardship and good business practices to our future staff leaders. We will never take for granted the people who make the work possible through their stewardship, while standing before God above reproach and responsive to His leading.

**2019 FINANCES OVERVIEW**

We seek an increase to our annual General Fund budget above the 2018 increase. We plan to ask the church for over an 8% increase, if everything we have in mind is funded. This is a greater increase than we have sought in many years, but we felt we should put this opportunity to grow before the church and see how God moves us together.

In 2016 a 1% increase in the General Fund equaled $70,000, we now need $80,000 for each 1% increase we seek. This seems aggressive, but then we leave it in God’s hands and let Him change our minds about what ministry should look like in the coming year. In any case, we will have great work to do.

Behind any talk of dollars in the church are all of the people those financial resources will serve. We want to be a light in our communities for God’s grace, and our funding allows that to happen.

We look forward to the details God will bring out as we all step forward together in faith, with all of the resources God has asked us to steward.