

Oslo International Church

Annual Report 2015/2016



**Together, following Jesus in all
areas of life, every day of the
week.**

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1.0 Introduction, history and background

Again we have reached the time of the year where we write our annual report. We look back to remember what we experienced over the past year, and evaluate what went well or not so well. We look forward to ask for what plans God has for us, and to set new goals.

In November, the board had a day to reflect on the subject; where are we now, and what are we heading for. We saw that OiC as a church has many strengths; being a small community makes it easier to be seen and to be a part of the good fellowship. We have dedicated and ambitious leaders and people at all levels that are eager to contribute with their time, energy and gifts. We are a learning church where it is easy to get involved, and we are multicultural, which in itself reflects God's kingdom in a beautiful way.

We also agreed that being a small community can be both a weakness and a threat, as there can be too few people to do the various tasks and there is a risk of overloading leaders and volunteers. Being an international church often means that there is a constant turnover as "international" people tend to travel a lot and many of our church-goers come to OiC for a limited time. This can make it challenging for a church to have continuity in its activities. There is also a risk of being too task oriented, but also a great opportunity to constantly remember to trust in God and to put our future in His hands.

We see that we have some important tasks where we can grow much more. Reaching out to non-Christians is a challenge for most churches and also for OiC. Are there ways in which we as a congregation could develop our activities so that we become more visible for non-Christians? This would be interesting to discuss more around the church coffee tables. As the board, we also want to give direction for the church to move towards that which we believe is important:

We would like to see OiC as a church:

- where members have a passion to reach out and to serve
- where members grow and get equipped and challenged for Christian faith and life
- where members meet in weekly groups outside the Sunday Services
- with structure that is prepared to receive new people

In relation to this, we suggest to continue the focus on leadership of ministries, develop liturgy, strengthen growth groups and maintain the membership-process that was started last year. You will find more information about these focus areas further in the report.

History and Background of Oslo International Church:

Oslo International Church was started through a cooperation project between The Norwegian Missionary Society (NMS) and The Church of Norway (Dnk) in 2004. NMS is a Lutheran Mission organization unofficially organised under Dnk. The first two years, the church used the facilities at Grønland church. The first pastor was Ole Jacob Grønvold, followed shortly after by Yohannes Mekonen. In 2006 the congregation moved to Gamlebyen church. Former missionary to South America, Bjørn Willoch, was the pastor of the church from 2008 to December 2010. Carolina and Maicon Steuernagel started working in the church from September 2010, and Maicon was officially appointed as pastor by the end of 2011. In the spring 2014 the congregation moved to Bakkehaugen church.

OiC has kept close ties to NMS from the beginning. Among other things, the organization has supported the church by acting as employer for the pastor and contributing with part of his salary. The pastor and the board also use their venues for office space and meetings. OiC has also been supported by Missão Zero, a Brazilian missionary organization that partners with NMS. They are the sending organization for Maicon and Carolina, and have through their engagement and ministry supported OiC both economically and in prayers.

OiC has roots in NMS and Dnk, but is not a denominational Lutheran church. We draw our theological basis from the Reformation and seek to be cross-denominational. The vision of OiC is *"together, following Jesus in all areas of life, every day of the week"*.

A new direction:

During summer 2014 we began having our Sunday services in Bakkehaugen church after several years of worship in Gamlebyen church. The process of finding and moving to a new location has highlighted some issues concerning OiC's relation to its supporters and partners. The church council in OiC, representatives from NMS and DnK's Dioceses of Oslo have been and are still working together on clarifying and further developing the mutual relations, as well as a formal agreement. Questions being discussed are: if and how OiC should be related to DnK organizationally; what consequences would this have for OiC's congregational structure and theological and liturgical guidelines; what responsibilities should each part have in OiC's support (economy, location, reporting...); among others. The goal is to have an agreement in place by the end of 2016, in addition to a clear picture of the steps ahead.

2.0 Organization and strategy

2.1 The Board

The board has had these members from March 2015:

- Silje Strand (Leader)
- Heidi Vego Majeed (Vice-leader and secretary)
- Hans Knot (Treasurer)
- Gunnar Vatnar (Mission project responsible)
- Sunniva Vikan (Resigned in summer 2015)
- John Brenne (Replaced Sunniva from September)

We have had 11 meetings in 2015, each meeting lasting for about 3 hours. In addition we had an extra-meeting, 28th of November, to focus on goals and plan for the coming years. Pastor Maicon Steuernagel has participated in all meetings, except for the regular and extra meetings in November, when he was on holiday

Leaders of the different ministries have each participated in one meeting to evaluate the ministry together with the board, except from Sunday School.

Rolf Arne Tjøstheim, coach for NMS (Norwegian Missionary Society) participated in one board meeting as well as the extra meeting to help with church development; making a yearly wheel and SWOT analysis (strength, weaknesses, opportunities, threats).

Goals for the board in 2015

Administrational:

- Make more people engaged and involved in OiC.
- Clearer allocation of responsibilities and being more visible.
- Leadership within the board, ministry teams and growth groups.
- Introduce membership and establish routines for monitoring.

Visional focus: Living together in God's multicultural kingdom as a blessing

Overview of cases in board meetings 2015

- Election Committee: Marit Sjølie and Gjertrud Meyer was in the committee, 2 candidates were nominated.
- Constitution and defining tasks for the new board:
 - Suggested to make change about the board in the agreement document between OiC, NMS and OBDM (Oslo Bispedømmeråd), so that the board would consist of a leader, vice-leader and treasurer, with the total number of board members varying according to the need from year to year.

- New board elected and constituted with the roles described above, registered in Brønnøysund Registeret. Hans Knot was given the right to sign official documents. John Brenne replaced Sunniva Vikan.
- Contract agreement with Bakkehaugen: Signed temporary contract with Bakkehaugen Kirke. Silje Strand signed as attorney. The rental cost was 60 000 until December 2015.
- Agreement document for OiC, NMS and OBDM: For defining our relation and responsibilities between us and NMS and OBDM. Still in process.
- Employment contract for Maicon: Maicon Steuernagel was offered permanent employment from July 1, 2015. 80% as pastor in OiC, 20% as missionary in EM (evangelizing and church building, NMS).
- Evaluation of Pastor: the pastor was asked to do time-tracking and a self-evaluation of his role. The board came with feedback. See 2.2.
- Church Development:
 - Arranged a summit in January-15
 - Defined goals for the board for 2015
 - Annual wheel for OiC in general was developed by Silje Strand and Maicon Steuernagel, with help from Rolf Arne Tjøstheim, to improve the church structure. Will start using it from January 2016.
 - Evaluation of Sunday Services was discussed in the board. Difficult to agree and conclude how it should be done. Might be implemented as a part of the liturgy process.
- Statutes for OiC: There is an ongoing process to update OiC's Statutes. Attached is a version with drafts of textual changes and issues for discussion (attachment 1). These are issues raised for discussion at this point, though others may arise. It is a work in progress, and the changes are to be approved by the congregation in general assembly (either extraordinary or in a annual meeting)
- Coaching of OiC: Rolf Arne Tjøstheim, consultant for church development in NMS, is established as a coach when needed. Have used him for 2 meetings, and has been in contact with Silje Strand and Maicon Steuernagel in addition to this.
- Membership: Maicon Steuernagel and the board has established this, see 2.3.
- Strategy for promoting OiC to newcomers: Have made welcome folders for newcomers. Media Group has promoted OiC on Facebook using paid ads.
- Follow-up of leaders in ministry teams: Silje Strand and Heidi Vego Majeed have been responsible. See 2.4.
- Evaluation and development of Sunday Services: Maicon Steuernagel, Ragnhild Bommen and Carl-Fredrik Bommen started to work with liturgy in the Sunday Service. See 3.2.
- Pakistan project: ended the support for this project in June 2015. Selected new project, see 4.0.

- New Mission Project: 3 projects within NMS were presented to the church, and the project “Egypt Ministries of Mercy” was elected by the church in the spring. Have made one transaction in December for the period July to December.

Focus for 2016

Based on evaluation and discussion in the board, we consider this to be the focus areas for OiC for the coming year. See elaboration of these points later in the report

- Growth groups (3.10)
- Leadership (2.4)
- Membership (2.3)
- Liturgy (3.2)

2.2 Pastor

2014 had been a rather unusual and demanding year, with many changes (especially with the move from Gamlebyen to Bakkehaugen church) and challenges connected to them. 2015 on the other hand, was a year that allowed things to slowly settle, and then give space for new developments. Looking back at the expectations for 2015, it is good to see that though things did not happen instantly, there is a positive trend that grows through the course of the year.

Maicon has taken responsibility for preaching on most Sundays, but was more balanced with guest preachers during the second semester. Similarly, there has been new people involved in leading the services, some of whom can continue serving in this way in 2016. There is still a fair amount of administrative and organizational work that Maicon is involved in, but it has been more evenly distributed throughout the year. This meant more time and energy to meet people for counseling and relationship building. A major improvement has also been the focus and development of leadership within OiC as a whole. The possibility to cooperate with committed leaders in different ministries has been very positive and promising, and can have a ripple effect towards the whole congregation. Another positive development towards the end of the year has been the creation of a small group to discuss and work on issues related to liturgy. Discussions in this group have been very encouraging and enriching.

The hope for 2016 remains similar: a good balance with other preachers (both guests and members of OiC) and service leaders, less administration tasks and more time for counselling, leadership training and relationship building, as well as

a good cooperation with the board. In other words, that the good trends of 2015 may grow even stronger in this new year, with the blessing of God, the presence of Christ and in the strength of the Holy Spirit.

Evaluation by the board

Maicon Steuernagel has been a pastor for OiC since 2010 and it is normal to evaluate job descriptions and the focus of the pastor role from time to time. The OiC board asked Maicon to give a report of the time he spent on different tasks for a specified period of time during the summer/fall of 2015. Maicon himself wished to spend less time on administrative tasks. The board shared this view and wanted to see more of the pastors time spent on counseling for members and newcomers as well as outreach. The pastor's role as a counsellor for members and visitors to OiC is to be emphasized more.

- It was agreed that the pastor would allocate a special time/day of the week day where churchgoers could reach him for counselling and intercessory prayer.
- It was agreed that OiC should strengthen its bond to other Christian fellowships/ groups in Oslo such as KIA (Kristent Interkulturelt Arbeid) and Christian Union. This is to make OiC more known to international people in Oslo as well as to connect OiC to the larger Body of Christ.
- It was also a wish from the Board, and from Maicon himself, that the pastor should have a personal mentor, which has now been arranged within NMS network.

2.3 Membership

The process for implementing official membership in OiC had been launched by the board in 2014. By the time of the OiC Summit in the beginning of 2015, the base document and sign up form were presented to the congregation. However, we lacked a proper way of presenting this information. This was addressed by creating a booklet containing basic information about OiC and explaining what it means to become a member. The development of this material took more time than expected, and the implementation of the membership process was somewhat slower than hoped for. We still had a number of people filling out the forms and officially expressing their interest in becoming members or knowing more. 14 of these people declared themselves ready to become members, 5 of which were presented to the congregation in the end of October. The remainder, as well as other new sign ups, will be presented in services throughout the year.

Though the process last year took more time than we had hoped, we start 2016 with good material available, and a more clear strategy on how to proceed. We encourage the congregation to check out the booklet, sign up for official membership and encourage others to do so.

2.4 Leadership

One of our goals for 2015 was leadership. OiC is blessed with good people willing to take on this responsibility, and see the importance of helping, training and equipping for healthy leadership.

Heidi Vego Majeed and Silje Strand started planning for how to follow up the ministry and growth group leaders on a regular basis in the spring. Two leader meetings were arranged, one in May and one in October, where most of the ministry and growth group leaders attended. The agenda for these meetings have been for the leaders to meet, get to know each other, and talk and discuss relevant topics. Topics include communication, guidelines and being part of one body. In addition, the ministry leaders were offered an individual talk prior to the meeting in the fall, and a leader from each ministry has been invited to a church board meeting. A document with general guidelines for leaders has been made to clarify what is expected from a leader in OiC, follow-up of them and the board in relation to the leaders, and a google drive folder for the leaders for sharing this and other resources for leadership.

Maicon Steuernagel has been responsible for following up the growth group leaders, and they had a separate session in the first meeting.

The plan for 2016 is to continue with the regular meetings at least once a semester, offer individual talks, and invite the leaders to church board meetings. To continue to build more relations both between the leaders and the leaders and the board, so that we work together as one body, and for equipping and training the leaders for good leadership.

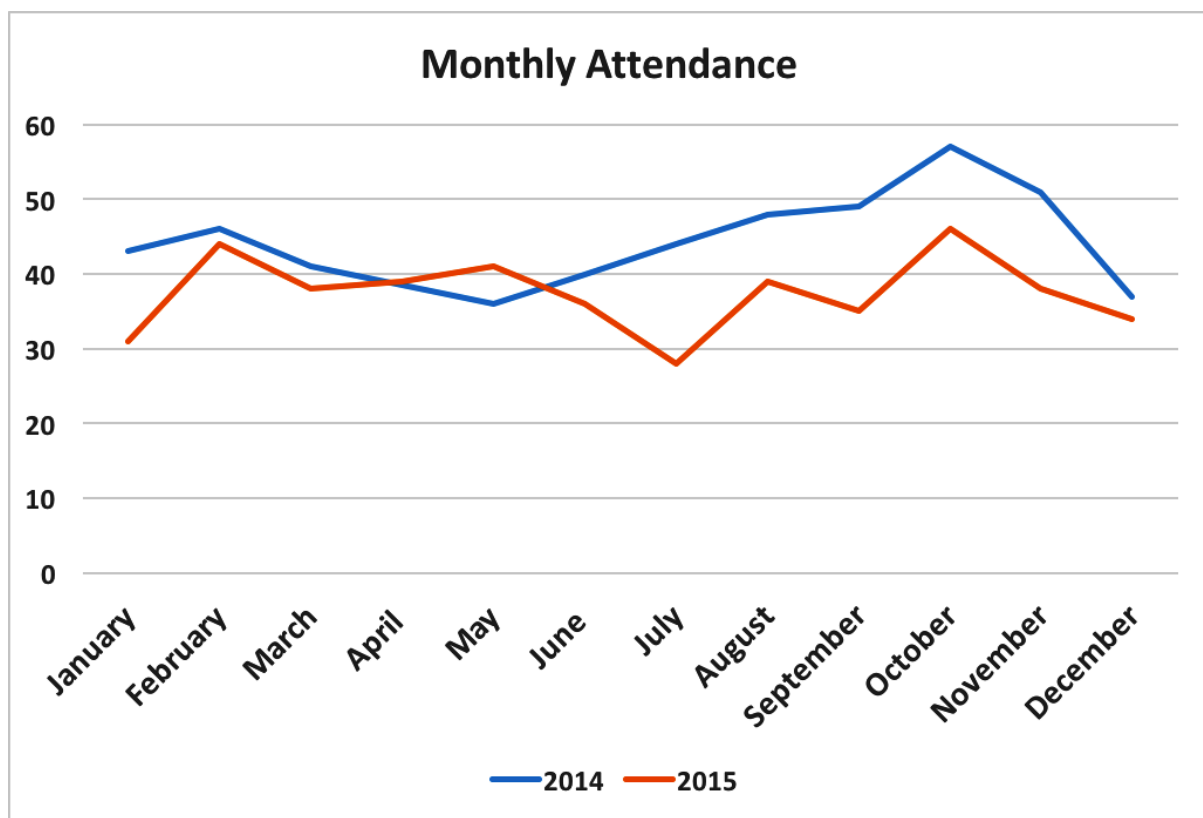
Heidi Vego Majeed and Silje Strand are both resigning from the board, and will hand over this responsibility to one or two persons in the new elected board. They will help the new people responsible in the transition and arranging a meeting in spring 2016.

3.0 Church life

3.1 Sunday Service

The Sunday Services have mainly been held in Bakkehaugen Kirke, starting at 16:00 and lasting from 1 to 1,5 hours. Our pastor Maicon Steuernagel has held most sermons, and there has also been various guest preachers. Holy Communion has been held once a month, usually the first Sunday of the month. We have had one "Children of God" service, with more focus on the children, one worship service, and one "Flexible Sunday" (when the theme is not within our usual series). We have celebrated New Year, Easter, Advent and Christmas, with extended programs for some of these Sundays. We also had the joy of having an adult baptism in one service, and in so receiving a new brother into the family of Christ.

The attendees are mostly families and young people between 20-40 years. There is great diversity, with many countries represented. Attendance has varied from 24 to 61, with an average of 37 people. By comparison the average was 47 in 2014. The low seasons are around summer and Christmas.



3.2 Liturgy

The Sunday Service is a highlight of the week in OiC. It is when the congregation meets to worship the true God and enjoy the fellowship we believers have together.

An initiative was started in 2015 from the Service Planning Group and Worship Ministry, with the goal of evaluating, rethinking and renewing the Sunday services in OIC. We are working on issues such as: improving the flow and order of the service; allowing for different focuses in services, providing variation; as well as adding new liturgical elements. We wish to work on the overall experience of OiC's Sunday services, while retaining worship, opening and reflecting on the Scriptures as central parts.

This work continues in 2016, led by Pr. Maicon Steuernagel, Carl-Fredrik Bommen and Ragnhild H. Bommen (from worship ministry). More people will be involved during the coming year.

3.3 Service Planning Group

The Service Planning Group has the main responsibility of planning Sunday Services in regards to defining themes (semester themes and series), organizing preachers and service leaders, and defining calendar issues. A good cooperation and communication between the group and the children and worship ministries is essential to this task. Improving this has been one of the wishes and focus.

At the beginning of 2015 the group was comprised of Pr. Maicon Steuernagel and Mirthe Knot, with Mirthe functioning as leader. Åsgeir Almås joined the group during the first semester. Michael Yarwood joined towards the end of the year, and Jesse Ophoff in the beginning of 2016, when leadership returned to Maicon as Mirthe has been blessed with the birth of her son.

Concerning the past year, we achieved an earlier planning of the next semester theme and better communication with other ministries. We especially celebrate a meeting with children and worship ministries, which happened in the beginning of the year, to discuss and plan ahead for the current semester. We have also launched a Liturgy process in partnership with the worship ministry (see 3.2). Things we still struggle with are: a good and early process for inviting guest preachers; how to get more feedback from the congregation for planning themes (through growth groups and ministries); a good system for organizing service leading. However, we have plans and hope for addressing most of these issues during this year, and would love having more people joining us in the task!

The spring semester theme for 2015 was "Get up and follow". It focused on discipleship and what it means to follow Jesus, learning from the experience of Matthew (we worked through the Gospel of Matthew throughout the semester). Sub-themes dealt with subjects such as: who is Jesus that we should follow him; prayer; the new covenant; money, trust and idolatry; active learning and discipleship.

The summer semester dealt with the Psalms. The autumn semester had the theme "Mustard Seed Kingdom", with a focus on what is the Kingdom of God and how we as christians are a part of it. Sub-themes dealt with subjects such as: who belongs and is welcome to the Kingdom?; christian growth and maturity; 2 Corinthians; Christ as King. We have also had a "worship service", with a focus on worship and testimony, which is a concept we want to have more often and are bringing into 2016.

3.4 Children's Ministry

Our main goal in the children's ministry is to nurture our children's relationship with God and their fellowship with the church. During the past year our team consisted of Carolina Steuernagel, Marit Sjølie, Silje Strand, Zoë Lee and Liz Sladeczek. Marit was the leader of the team until December/2015, when she moved to Copenhagen. The new team for 2016 consists of Silje Strand, Zoë Lee, Liz Sladeczek, Mathilde Prenevost, Brooke Tiley and Carolina Steuernagel (leader). We are engaged in providing weekly activities to the children in OiC (a total of 13 by february 2016), including worship, praying and listening to the Word of God through suitable, fun and creative ways. As our kids grow, and more are being born, the ages of the children varies from 0-5 years old. Every Sunday we divide the kids in two groups: from 0-3 and from 3-5.

The leader team has met with a frequency of 3 times per semester to pray and plan our activities. We have worked with planned series or projects with the kids as a valuable didactic tool, and have done so for the past several years. Last year we have followed four main series: 'Those who have heard about Jesus', 'Easter series', 'Following Jesus' and 'Christmas Series'. In addition to preparing weekly meetings for the kids on Sundays, we have also organized meetings and activities during OiC's summer camp, two family services and a Christmas video by the end of year. For the upcoming year we have increased the frequency of our meetings to every month. This is to contemplate our need of helping each other to plan in advance our Sunday gatherings, and support each other in our challenges through prayer. Our aim for this year is to follow the same series the adults are having, so the children can share in OiC's walking with Christ.

We are very grateful to God for each person taking the responsibility of serving the Lord through being with the kids. We express also our immense gratitude to Him for the children born in OiC this past year. Although not yet part of our weekly gatherings, they have already their share in our hearts and prayers.

3.5 Worship Ministry

So whether you eat or drink or whatever you do, do it all for the glory of God.
1. Cor 10:31

Worship is a way of life, thanking and praising the Lord in everything we do.

The worship during service is lead by the Worship Ministry, which currently has about 10 members, with usually 2-4 taking leading the congregation each Sunday. There is a mix of traditional hymns, contemporary hymns as well as modern worship songs and some "ethnic" songs. The choice of songs is being done by the Worship responsible each Sunday according to rules and routines of the Worship Ministry, and approved by the pastor.

During the last year there have been many changes in the worship ministry. We have been very happy with having a new sound system since winter 2015. A handful of people know how to mix the sound system.

Oskar Landgren who was the coordinator of the Worship ministry, stepped down during the winter, and in April the following people took over the leadership: Ragnild - Worship coordinator, Carl- Fredrik -Music director (especially engaged in musical development and liturgy), and Jenny - Creative leader (especially engaged in creative development and creative nights).

The "leader trio" wishes to see how worship will make changes in OiC releasing creativity, bringing people closer to the Lord, as we are opening up for the Holy Spirit to move among us. The leaders wish to work more on worship in OiC, in the service and in the Church as a whole through three main tasks:

1. Leader training. Dividing the ministry into three teams that are responsible every third Sunday in order to have better structure and predictability. Having fixed teams makes better fellowship and worship.
2. Having a better structure. Practice during the week before Sunday, and also Sunday before service.

3. Introducing creativity as part of worshipping. Creativity is understood by artistic and creative expression being closely connected to worship, and believe that the Holy Spirit can move us to bring out artistic beauty and thus bring glory to God.

In February 2016 the three teams are as follows:

- Team Oskar: Oskar Landgren, Abigail Nayo, Johanna Strikwerda.
- Team Carl: Carl-Fredrik Bommen, Carli D'Alebout, Sunniva Vikan, Zöe Lee.
- Team Ragnhild: Ragnhild H. Bommen, Jenny Tellefsen, Isaac Prenevost, Huifang Chen.
- New members not yet part of teams: Morgan Wang.

In April 2015 there was a Worship gathering in which members of the Worship ministry and Projection team gathered to pray, talk and hang out socially. Together they worked on stating a vision of the worship ministry through words and drawings. They had a 20 minutes session in which they sat down and made a drawing on the nature of worship. Many good aspects of worship were revealed.

The goal of OiC ministry is *"lifting the ceiling of the church in worship"*. This is something that can be tested in the experience of and feedback from the congregation.

The result of having found visions and goals has been very clear: there has been better worship during 2015. The members of the Worship Ministry seem more dedicated, inspiring the congregation in worshipping the Lord. There are more comments and compliments given to the Ministry than before, and those who lead the congregation in worship notice that the congregation is more involved, using their voices and bodies.

Having a "leader trio" has been beneficial for the Worship Ministry. Ragnhild is the main leader. Carl has been involved in a liturgy group in OiC, evaluating the liturgy in OiC and trying to make better and more varied services. This work continues in 2016. Jenny has not been well in the autumn semester, which is the reason why there has been less focus on creativity.

For 2016 we plan:

- 3 Worship services during the spring semester. The first worship service in February was successful and is being evaluated, as the first service of this kind.
- Arranging a vocal seminar in March mainly for the ministry members, to learn basic vocal technique.
- Continue leader training. As people come and go in OiC it is important to keep up functions and roles.

Praise God!

3.6 Projection and Sound

The projection team is responsible for programming and running the slides shown during Sunday services. This past year the team consisted of Lars Woodhouse, Hans Knot, Arthur Sz, Quintin Pan, John Lee, and Morgan Wang.

The sound ministry started on Feb 14, 2016 to support the worship team by balancing the live mix during our services and practices, and to set-up and disassemble our equipment.

Contact person for both projection and sound is Lars Woodhouse.

3.7 Church Coffee

The church coffee is a place where people are coming directly after the service. It is a place to feel welcome and feel as a part of the church for new people, and for all people to socialize even if they have a busy week and do not meet each other during the week. The practical part of it is to make coffee and tea, and clean up after. People need 30 minutes before the service, and 30 minutes to clean after. People can bring fruit, a cake and/or biscuits. Every Sunday there is a list where people can sign up for Sundays they want to be responsible of. Sad to say almost none sign up before they are asked directly. Maybe a better way to do it is that people who can join once every second month can write their name on a list and they can be put on different Sundays. That means that if 8-16 people sign up, they do not need to be responsible for more than one Sunday every second month.

3.8 Media Ministry

The media ministry is responsible for digital communication with the church and public. They maintain the church website and Facebook activity, and send out newsletters. Their goals are to regularly publish content to these channels to engage the church.

Long-term goals of the ministry have been to overhaul the website and visual identity of OiC, as well as to improve communication. So far the team has held a few design sessions and have several draft logo ideas. They plan to deliver final results this spring.

This year the team has experimented with Facebook advertising some of our church's posts, which has improved our reach.

Newsletters are no longer sent monthly but instead according to special events and announcements in the church. This means that the frequency has increased (18 newsletters were sent in 2015), yet editions became shorter and easier to read with only one or two themes.

In 2015 the team consisted of Lars Woodhouse, Arnoud Jochemsen and Sunniva Vikan.

3.9 Social Events

Although we have not established a team or group to organize the social events in OiC this year, the following main events throughout the year were arranged: Winter day, Easter celebration, 17th of May barbecue, Summer camp, Hiking Day, Boy's/girl's gathering, Advent celebration, New Year service. The events were announced and people volunteered to help with specific tasks.

After the summer, there was a new attempt to establish a team. However, the demand for having an organized group to arrange events in the church remained a question and a new approach to plan social gatherings for OiC has been suggested. For the upcoming year the board will set the dates and find volunteers to engage in organizing our traditional events.

Church Camp

The summer camp was at Sjøglimt Camp, from the 12th to the 14th of June 2015. 30 people attended (22 adults and 8 children). Pr. Martin Weingaertner, director of the Faculty of Evangelical Theology in Curitiba - Brazil, was the guest speaker

After much discussion and consideration, the board decided not to have a summer camp in 2016. This is because it will not be possible to arrange it in June as previous years, and the camp site is not available in September/October.

3.10 Growth Groups

At OiC, the growth groups have been a wonderful way that we strengthen and reach out to one another as a church, and challenge and grow in our faith. We have gathered in our homes every week, sharing food, praying and reading the Bible together. The group that meets on Monday is led by Hans Knot and the Tuesday-group led by Abigail Turinayo. 2015 allowed us to get understand how God is alive and present in our daily lives and even in our struggles through what it means to be a Christian living in a predominantly secularised society. The book of Daniel taught us undivided devotion and reliance on God no matter what and

God's call to us to step out in nonconformity to the norms of this our secular world, workplace, schools etc. A study in Corinthians was also a great reminder of just how much we need each other as parts of the body of Christ. One part is no more important than the other, but each unique in purpose, for strengthening of the body. No part is standing alone, and when one part is missing, it affects the entire body. Our growth groups have enjoyed this oneness through sharing in joys and laughters, blessings of smiles and sharing of our homes and lives, not forgetting food of course and learning to continue to stand with each other to comfort in the pains and struggles of life. This has challenged us to put to use all that God has put in us; to bless, serve, encourage and simply to be there for one another in this walk of faith. The goal for the coming year is to keep the momentum in our relationships with one another, being equipped through God's word and together in our groups purposefully reaching out to our community.

The growth groups have been relatively stable this year, but have low participation relative to total church attendance. The board and pastor believe the growth groups play an essential role in a christian's life and completes the church as a community. Hans Knot and Maicon Steuernagel have been taking opportunities to talk to church members about reasons and constraints on not joining growth groups. There is not one single reason, but several for why some members did not attend growth groups. Most members voiced their interest to join a growth group and we see some new groups starting up beginning 2016.

4.0 Mission Project

OiC dedicates 10% of its income to support missions beyond our congregation. This means that 10% of everything you give is shared forward to bless God's work somewhere else. Besides giving financial help, we also want to give support through prayer and awareness. On June the 7th 2015, the congregation chose between three projects presented by Ivar Smedsrød from the Norwegian Missionary Society (NMS):

- SAT 7 Christian Satellite Channel
- Egypt Ministries of Mercy
- Equipping lay people in Noth-Eastern Thailand

After being presented with the three projects the congregation voted and decided to support the Egypt Ministries of Mercy.

Egypt Ministry of Mercy

This centre is in one of the poorest parts of Cairo, and the only of its kind among tens of thousands of people. It is supported by several volunteer doctors. It supports the community with:

- A health clinic with a ward, x-ray unit and mobile eye-clinic.
- A kindergarten and an orphanage.
- Vocational training for adults.
- A social meeting place.

A mobile eye-clinic visits villages in poor areas of the country and performs minor eye surgeries. Bigger surgeries have to be performed at the clinic in Cairo. Several thousand patients are treated every year. There is a small medical ward, and 40-60 patients are treated every week. The kindergarten receives 50 kids every day, and six orphans live here. Adults without education receive training to become weavers or carpenters, and this helps some of them to find work.

Updates from the projects recent activities are published on this webpage:

<http://www.nms.no/diakonalt-senter-i-egypt/category2368.html>

5.0 Economy

5.1 Financial report 2015

Maria Hjelset has done a tremendous job in creating the budget and keeping the books for OiC. Hans Knot took over the treasury responsibility in June 2015. The budget was set to reflect the responsibility we have for the salary of the pastor and congregation realistically. An increase of an expected 100.000 NOK more income was budgeted. Around September we were behind on income and communicated in 2 services the financial situation of the church. This caused the "regular bank donations" to increase. It was great to see the ownership of the members in this area.

Looking at the expenses, what stands out is that expenses claimed amount to less than budgeted. Reasons for this might be that ministries cover some of the costs themselves, that there are less expenses than budgeted or communication issues concerning the budget. Music equipment was bought in 2015.

Overall we had around 50.000 NOK more income than last year and almost 10.000 NOK less expenses. However we did not reach our budget income and ended up with a loss of 78.430 NOK. We need to keep at least one year of pastor salary and rent as banked money which would amount to $260.000 + 60.000 = 320.000$ NOK. At the time of writing (09-01-2016) we have an amount of 384.345,60 NOK in bank and 21.000 NOK still to be paid. This makes 361.345,50 NOK. If the "loss" trend we have had continues, we will be below 320.000 NOK next year and will not be able to meet our responsibilities.

5.2 Budgeting 2016

Very little has changed for the coming year. In terms of the income the budget has remained the same. We would have needed to increase it by 10.000 NOK primarily because of the salary adjustment (inflation correction) of the Pastor, but we have no summer camp this year so that compensated for those expenses. Rent has been set at 60.000 NOK

For expenses there are also no big changes. Worship ministry wants to invest in seminars for it's members, and the projection might need to replace the laptop. The Sunday school budget has increased by 1000 NOK because of the growth of the amount of children and last year showed there was need for more resources.

We have split the "music" budget into "worship ministry" and "projection and music equipment". This post has 6000 NOK for new equipment needed.

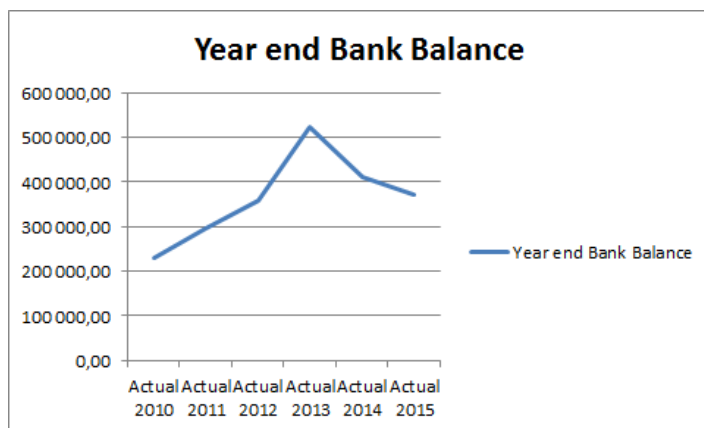
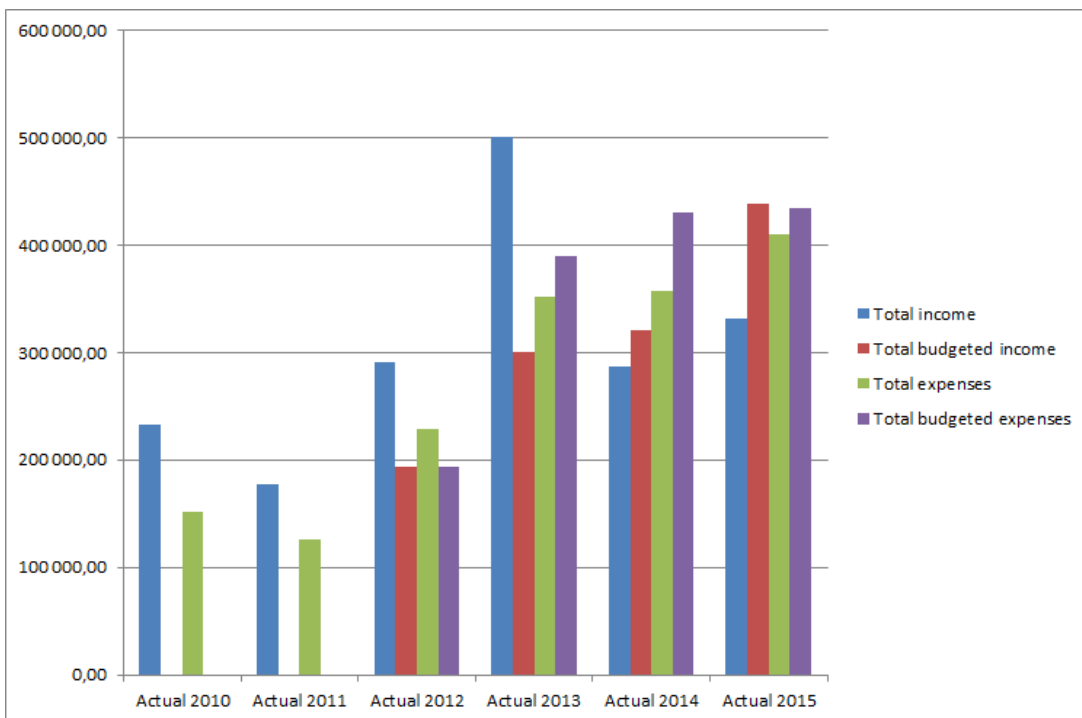
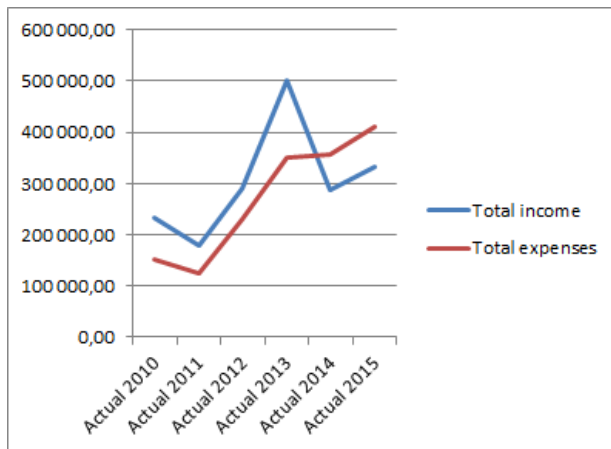
Accounting 2015/2016 and Budget 2016

Description	Budget 2012	Actual 2012	Budget 2013	Actual 2013	Budget 2014	Actual 2014	Budget 2015	Actual 2015	Budget 2016
Income									
Sunday service offerings	55 000,00	95 213,00	100 000,00	115 289,00	110 000,00	58 765,00	100000	49768,59	100000,00
Regular bank donations	124 000,00	183 122,00	195 000,00	252 949,00	200 000,00	215 835,00	320000	266477,77	320000,00
Other income	15 000,00	2 159,00	-	1 16 000,00	-	-	-	0	-
Sunday school	-	5 000,00	-	-	-	3 033,00	3000	0	-
Summer trip	-	3 900,00	4 000,00	12 701,00	10 000,00	8 300,00	15000	16071,00	-
Bank interest	300,00	915,00	1 000,00	561,00	500,00	490,23	500	0	500,00
Social events ¹	-	1 416,00	-	3 414,00	-	-	-	0	-
Mission project gifts	-	-	-	-	-	-	-	0	-
Total income	194 300,00	291 725,00	300 000,00	500 914,00	320 500,00	286 424,00	438500	332317,36	kr 420 500,00
Expenses									
Contribution pastor salary	133 000,00	180 000,00	252 000,00	252 000,00	255 000,00	248 496,00	260 000,00	252 000,00	270 000,00
Youth and Sunday school	2 000,00	3 526,00	4 000,00	2 764,00	4 000,00	2 481,00	4 000,00	2 206,50	5 000,00
Mission project	19 430,00	29 172,00	30 000,00	48 424,00	32 000,00	23 600,00	43 350,00	34 662,00	42 050,00
Summer trip	-	9 417,00	10 000,00	29 670,00	30 000,00	24 015,00	30 000,00	25 695,70	0,00
Bankkostnader	300,00	320,00	400,00	2 000,00	2 000,00	1 550,00	2 000,00	1 609,50	2 000,00
Sunday service	4 500,00	1 105,00	2 000,00	3 637,00	4 000,00	3 188,00	4 000,00	3 915,97	4 000,00
Public relations	3 500,00	834,00	2 000,00	369,00	2 000,00	623,00	1 500,00	442,50	1 500,00
Fellowship events	8 000,00	3 570,00	5 000,00	4 259,00	6 000,00	4 642,00	5 000,00	3 306,08	5 000,00
worship ministry	13 570,00	-	20 000,00	-	15 000,00	0,00	15 000,00	10 589,00	7 000,00
Gifts	4 000,00	378,00	1 000,00	646,00	1 000,00	0,00	4 000,00	359,60	4 000,00
Seminar for pastor/board	6 000,00	645,00	4 000,00	3 776,00	5 000,00	296,00	4 000,00	0,00	4 000,00
Renting venue	-	-	60 000,00	-	72 000,00	48 500,00	60 000,00	75 000,00	60 000,00
Other expenses ²	-	-	-	3 858,00	2 000,00	118,00	2 000,00	0,00	2 000,00
Board and administration	-	-	-	-	-	-	2000	1070,96	1 000,00
Administration	-	-	-	-	-	-	-	-	1 000,00
projection & music equipment	-	-	-	-	-	-	-	-	6 000,00
Total expenses	194 300,00	228 967,00	390 400,00	351 403,00	430 000,00	357 509,00	434 850,00	410 857,81	kr 416 350,00
Net income	0,00	62 758,00	-90 400,00	149 511,00	-109 500,00	-71 869,00	3 650,00	-78 540,45	4150,00
Extraordinary Expenditures ³	-	-	-	-	130 000,00	-	-	-	-
Year end Bank Balance	-	358 823,00	295 423,00	523 617,00	284 117,00	411 696,00	-	372287,52	376437,52

Special Notes:

1. Including Pakistan fundraising event's income in 2013
2. The value for 2013 concerns the new projector
- 3a. Might include. Missions support (internal, local or abroad), Church Growth projects, Church moving costs
- 3b. A donation of Kr 36250,00 was made in March 2014 in support of the Pakistan Church Building Project
4. Objective of one year of pastors salary (255.000) + 10% is to be kept as reserve

Below a few graphs to see how the budgeting and expenses have been the past 5 years:



Attachment 1

NOTE: Texts **highlighted** indicate additions or changes to the original text. Text in **(blue)** indicate text to be removed. Text in **red** indicates issues in ongoing or for further discussion.

Minor changes:

- *OIC* → *OiC*
- *cell group* → *growth group*
- *president* → *leader*
- *vice-president* → *vice-leader*

Constitution of Oslo International Church

Article I. Definition

Oslo International Church (OiC) is an open and inclusive congregation that embraces both Norwegians (ethnic) and immigrant community of all walks of life and ages in the greater Oslo and surrounding areas, organized within the Church of Norway **and the Norwegian Missionary Society (NMS)**.

This needs to be updated/reformulated to better reflect the relationship/partnership with both NMS and DnK. Any reformulation should be in accordance with the ongoing process on the partnership agreement.

Article II. Name.

This congregation shall be known as Oslo International Church (OiC).

Article III. Purpose

The purpose of OiC is to make Christ known, believed, loved and followed among all in the greater Oslo and its surrounding area through providing worship, studying of God's word, **(cell) growth** group fellowships, outreach and other activities.

ARTICLE VI: Covenant

In a spirit of unity, which by God's blessing has guided and controlled our discussions, we affirm that differences in OiC order, polity, and ritual may be very wide and still not cause disunity. We celebrate our common beliefs, not in our differences. Our shared faith is expressed in ecumenical confessions such as the Apostles' Creed.

ARTICLE V: Sacraments

We recognize all modes of Christian Baptism performed in the name of Triune God. The minister shall determine an appropriate location and insure the presence of witnesses. Adults not previously baptized who apply for admission into OiC shall demonstrate to the minister their knowledge as a basis of preparation towards baptism.

We regularly celebrate Holy Communion within the context of the Sunday Service. The sacrament is established by the words of institution, in accordance to the Scriptures, and open to all who recognize Jesus Christ as Savior in his death and resurrection.

Article VI. Oversight

As a congregation within the Church of Norway, OiC is a Lutheran orientated, but an ecumenical congregation under the oversight of the Bishop of Oslo Diocese.

Again, this should reflect the ongoing process on the partnership agreement, as well as the way we present ourselves as a cross-denominational congregation in other documents.

Article VII. Membership

Membership is open for regardless of ages, national and church backgrounds. All baptized members over 15 years of age who profess their faith in Jesus Christ as their Lord and Savior, participate in "new member orientation", and desire to participate in the life and mission of the congregation have voting rights. Membership in OiC is local and irrespective of membership in the Church of Norway or other denominations.

This needs to be considered/changed when the membership is implemented fully.

ARTICLE VIII -- THE CONGREGATION

A. Administrative Authority of the Church:

1. The yearly assembly of the congregation is the highest governing body of Oslo International Church (OiC). All members of OiC have the rights in decision-making.
2. Regular yearly meetings of the Church Assembly shall be held in (February) March or at times and places determined by the Council. Special meetings may be called by the (President or Vice-President) Leader or Vice-Leader or on request of any three members of the Council.
3. A majority of the Council voting members then in office shall constitute a quorum for the conduct of business. Actions of the Council shall be approved by majority vote when a quorum is present. The presiding officer at any meeting shall be entitled to vote at all times.
4. There is a limit of serving of 6 consecutive (a 6) years, which means three consecutive terms on the Church Council. One term of service consists of two years. All registered members of OiC are eligible for election to the Church Council. The Church Council constitutes itself.

B. OFFICERS OF THE CHURCH

1. Officers of the church shall be:
 - a. The Minister (and Associate Minister, if any)
 - b. The (President) Leader of the Church Council
 - c. The (Vice-President) Vice-Leader of the Church Council
 - d. The Secretary

e. The Treasurer

(f. The Christian Education Director)

The Church Council should minimum consist of 5 people and fill the roles of Leader, Vice-Leader, Secretary and Treasurer.

The Minister attends the Church Council meetings. The Minister can give a recommendation of a case after discussion, but has no voting rights.

2. There will be one yearly meeting (general assembly) of OiC each calendar year in (February) March to elect leadership team (menighetsråd/church council) from its membership by majority vote, approve yearly report and to transact other business.

3. The (President) Leader of the Church Council or, in his /her absence, the (Vice-President) Vice-Leader, or any four members of the Church Council, or any ten members of the congregation may call a congregational meeting.

4. At any meeting of the congregation, the majority of its voting members present shall constitute a quorum.

5. Notice of congregational meetings shall be given in the church newsletter and be announced at the Sunday worship services for at least two Sundays prior to such meeting, stating the time and place of such meeting.

C. Removal from the Church Council:

Any member of the Church Council may be removed from office for sufficient cause by majority vote of a congregational meeting or by a 3/4 vote of the Council. Determination of the Council as to the sufficiency of the cause shall be final.

D. Resignation:

Any member of the Church Council may resign by advising the (President) Leader or (Vice-President) Vice-Leader or Secretary of such resignation.

E. Duties of Church council:

The Church Council shall be responsible to the membership of the church and shall promulgate and implement policies it considers appropriate toward the objectives of this church. The Council shall act on behalf of the congregation as follows:

1 To confirm as members of this church those who have been admitted into membership by the Minister or Associate Minister in the regular scope of their duties.

2 To inform the congregation when members withdraw from the church and to confirm the issuance of letters of transfer when requested.

3 To provide for and have supervision over worship and teaching.

4 To receive and administer tithes/gifts and offerings required; provided, however, that the congregation shall be consulted prior to selection of the Minister.

5 To secure a Minister and such replacements as may from time to time be required; provided, however, that the congregation shall be consulted prior to selection of the Minister.

6 To secure the services of an Associate Minister or other employees necessary for effective operation of the church.

7 To agree with individual employees as to compensation for any service rendered.

8 To convene meetings of the congregation as provided in these By-Laws, and to execute actions agreed upon at such meetings.

9 To assist the Minister in service to the people.

10 To act as representative of the church in its dealings with other entities, individual, corporate, or governmental.

11 To submit to the congregational meeting a budget for the ensuing church year.

12 To elect, when necessary, Council members to fill vacancies created by removal or withdrawal of previous Council members, or to fill newly created Council offices. Council members elected by the Council shall hold office until their successors are duly elected and assume duties.

13 To provide suitable church facilities for regular Sunday services and other uses as required. The Council is directly charged with all matters pertaining to the building or buildings of this church.

14 To select a Nominating Committee which shall, from among the members of the church, nominate candidates for election to the Church Council.

15 To perform any other acts necessary for the successful operation of the church.

F. Committees

1. There may be established, at the discretion of the Council, standing or special committees with duties to be specified by the Council.

2. Each committee established by the Council shall make regular reports of its activities to the Council, and any standing committee shall furnish a written annual report at the congregational meeting.

3. Each standing committee shall be chaired by a member of the Council. All committee assignments terminate at the end of the church year, or when the assignment of the committee is completed, whichever first occurs.

It has no longer been our policy that a member of the Council should chair all committees

4. In addition to committees of the Council, the Council may appoint from among the congregation other committees, either permanent or temporary, with powers, duties and functions specified in the appointing resolution. The organization of such committees and their procedures shall be determined by the committees themselves.

G. Duties of church minister.

1. The Minister shall be an individual ordained by a bishop or similar high ecclesiastical official of the Christian church. The Minister shall be responsible for the spiritual guidance and welfare of the congregation. The Minister's duties shall include, but not be limited to, preaching the Word of God, parish visitation, administration of the sacraments of Baptism

and Holy Communion, performing marriage ceremonies, and burial of the dead. The Minister shall be the principal administrative officer of the church.

There are some legal aspects related to the functions of marriage and burial which may limit the minister from performing them.

2. The Associate Minister shall assist the Minister in the performance of designated and implied duties and such other duties as the Minister may request. The Associate Minister shall perform all duties of the Minister in the event of the absence or disability of the Minister.

3. The (President) **Leader** of the Church Council shall preside at all meetings of the Church Council. He or she, together with the Secretary, shall sign all deeds.

Article IX. Amendments of the constitution

Amendments can be made by a 2/3 majority vote at the Annual Meeting.

Article X. Property ownership

In case of dissolution, property will be given to a cause fitting the purpose of the congregation, decided by 2/3rds of members at the concluding Annual Meeting.

[\(Oslo Internasjonale Menighets Vedtekter\)](#)

[Hva er Oslo Internasjonale Menighet?](#)

Oslo Internasjonale Menighet (OIM) er en menighet åpen for alle både etniske nordmenn og immigranter som bor i Oslo og omegn som ønsker å bli med i det internasjonale fellesskapet. Menigheten er organisert som en medlemsforening innenfor rammene av Den norske kirke.

[Formål](#)

Formålet for OIM er å gjøre Kristus kjent, trodd, elsket og etterfulgt i det internasjonale fellesskapet i Oslo- og omegn.

[Tilsyn](#)

Som en menighet innenfor rammene av Den norske kirke er OIM en luthersk preget, men økumenisk menighet som står under tilsyn av Biskopen i Oslo.

[Medlemskap](#)

Menigheten er åpen for alle aldersgrupper, kulturelle og kirkelige bakgrunner. Medlemskap med stemmerett gis til alle døpte kristne over 15 år som bekjenner troen på Jesus Kristus som Herre og Frelser, som gjennomgår en medlemskapsorientering, og som deltar i menighetens liv og støtter dens formål. Medlemskap i OIM er kun lokalt, og uavhengig av medlemskap i Den norske kirke eller andre kirkesamfunn.

[Årsmøte](#)

Årsmøtet holdes i februar. Årsmøtet godkjenner regnskap og budsjett og velger nye medlemmer til menighetsrådet (menighetsledergruppe).

[Menighetsrådet](#)

Menigheten ledes av menighetsrådet. Dette består av presten og minst fem valgte medlemmer, samt to varamedlemmer som velges av årsmøtet for en periode på 2 år. Ingen av de valgte medlemmene kan sitte i menighetsrådet sammenhengende mer enn seks år. Alle registrerte medlemmer i OIM er valgbare til menighetsrådet. Menighetsrådet konstituerer seg selv.

Endring av vedtektene

Vedtektene kan endres av et to tredelers flertall på årsmøtet.

Menighetens verdieierskap

Ved oppløsning tilfaller menighetens verdier et formål som er i tråd med menighetens formål, bestemt av to tredeler av medlemmene på det avsluttende årsmøtet.)