



Annual report 2016/2017  
Oslo International Church

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## 1.0 Introduction

*“...like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither.” (Psalm 1.3)*

Trees bear fruit in the proper time, and trees planted by running water better sustain the changing weather. Biblical poetry expressing realities of life and faith, realities I believe OiC has experienced this past year. Land that was toiled and seed that was planted back in 2015 bore fruit in 2016. We saw growth in many senses. More people coming, more children, more commitment and joy in serving in many of our ministries. These are also mostly better organized, and the leaders more aware of their role and intent on learning more what it means to be a leader.

2016 also brought opportunity. What could have been a reason for uncertainty – the perspective of my extended leave due to the birth of little Benjamin – became a step of faith, a strategic approach to our resources. The process of planning the welcome of a new staff member made us take a good look at ourselves and tap into our potentials, perhaps also take a look at our fears and insecurities and pray that God would guide us.

We rejoice in what we’ve seen flourish in OiC. Yet we are fully aware of our deep and constant need for keeping our roots soaked in the waters of the Gospel, nourished daily by the Holy Spirit and warmed season after season in the grace of the Father. Weather changes, and we know that well. If we celebrate our leaders, we also recognize that as pastor and Board we need to remember our focus on them and keep our support and training of them. So much of our energy and time went towards administrative needs this past year and we are eager to set our attention back on our leadership gatherings and the welcoming of our new members. We also know that people come and go, and know how hard it is to see people go from us every year. People we’ve learned to love and serve with. We pray that our love may be rekindled day by day to continue to insist, bravely and stubbornly, to receive new brothers and sisters with open arms, open hearts, open homes; to continue to celebrate that the world, God’s world, goes through Oslo International Church year after year, till our Christ comes again and we can all worship together, finally together for eternity, having followed Jesus in all areas of life, everyday of our lives.

Pr. Maicon Steuernagel

### 1.1 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. The first two years the church used the locations 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.

Since the start, OiC has kept close ties to NMS. The organization has, among other things, supported the church by acting as employer for the pastor and contributing part of his salary. The Pastors and the Board also use their venues for office and meetings. NMS is a Lutheran Mission organization unofficially organized under Dnk. 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 spiritually.

OiC has established a partnership with a local Dnk congregation, Bakkehaugen Kirke, whose building OiC rents for Sunday services. We are in the process of formalizing our relationship with Bakkehaugen, and have found it mutually beneficial to continue sharing this space with them.

Most recently, the need to find solutions concerning Pastor Maicon's parental leave has given OiC the opportunity for a strategic step. We have expanded the scope of our staff by hiring a new pastor to work alongside Pastor Maicon. This allows OiC a greater flexibility in the short-term, and possibility of greater stability in the long-term, with an overall greater capacity to enable leaders and volunteers to engage at OiC with the support of the staff.

OiC has roots in NMS and Dnk, but is a non-denominational 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."

## 1.2 Ongoing process on OiC's partnership agreements

The moving of OiC's place of worship from Gamlebyen Church to Bakkehaugen Church, in the summer 2014, highlighted the need for clarification and further development of OiC's relation to its supporters and partners. There is an ongoing process involving OiC's Board, representatives from NMS and DnK's Dioceses of Oslo, aiming towards improving mutual relations and establishing a formal agreement. NMS has set forth a proposal for discussion, and we are currently waiting for DnK to evaluate and reply to this so that we can continue this process. In the meanwhile, our relation to Bakkehaugen, Vestre Aker and Majorstuen Congregation – our hosts in Bakkehaugen Church – has been mainly positive and of mutual benefit.

## 2.0 Organization and strategy

### 2.1 Board

As of March 2016, the Board has consisted of the following members:

- Jesse Ophoff (Leader)
- Michael Yarwood (Vice-Leader)
- Hans Knot (Treasurer)
- Isaac Prenevost (Growth Group and Membership Coordinator)
- Abigail Turinayo (Leadership Coordinator, Resigned November 2016)
- Helen Desta (Deputy, Resigned October 2016)

We had 11 meetings in 2016, each meeting lasting for about 3 hours. Pastor Maicon Steuernagel has participated as a staff member with observational status, and Pastor Etelney Barbosa Júnior has also participated as a staff member with the same status since his arrival in Norway.

The leaders of each of OiC's ministries have been invited to participate in a Board meeting, briefing the Board on the status of their ministries and receiving support and feedback from the Board.

### Overview of Cases in Board Meetings 2016

- The Board, and especially the Treasurer, worked to make donating to the church more accessible, easier to understand, and ensure that tax deductions be made available to donors. This included:
  - Coordinating changes to NMS's giving system, and responding accordingly.
  - Making bank transfer easier to set up through OiC and NMS websites.
  - Ordering the hardware necessary to make giving by bank card possible at every service.
  - Making it possible to give to OiC via the smartphone app VIPPS.
- The Board oversaw the Pastor, the Service Planning Group, and a special committee as they worked to establish a new rotation for Sunday services.
- The Membership Coordinator has worked to revamp OiC's membership process, and bring as many people as possible through the process. (See also Membership and Goals for the Board in 2017.)
- The Leader has worked to reformat the agendas used in Board Meetings to focus on one Priority Case and one Ministry each meeting, in addition to issues which would be touched upon at every meeting.
- The Board worked to close a large number of open and ongoing cases in order to streamline focus and provide space for new cases.
- The Board has tried to continue holding Leaders Gatherings once per semester, but failed to host such a gathering in the Fall Semester due to fluctuating board membership.
- The Board has organized social events on a monthly basis, delegating a different Board member as a point person for each event.
- The Board worked in conjunction with NMS to design a job description for an Operations Pastor to assist the Teaching Pastor, find, review, and interview candidates for the new position, and ultimately hire Etelney Junior for the position.
- The Board has mobilized the congregation to help cover as much parental leave as Pastor Maicon Steuernagel was able to take in 2016 and 2017.
- The Vice Leader has continued to work with NMS to attempt to improve our communication with our Mission Project. Without seeing progress on this, the Board has decided to re-evaluate our Mission Project. (See also Mission Project.)
- The Board has reviewed the budget from 2016, and led by the Treasurer has drafted a new budget for 2017. (See also Economy)
- The Leader has assembled a new Board Member Nomination Committee, comprised of Johanna Strikwerda and Gjertrud Meyer to present 2-3 new members for nomination at the 2017 Annual Meeting.

#### Goals for the Board in 2016

- Get more of the congregation involved in Growth Groups, and help Growth Groups become a higher priority for OiC with greater support, structure, and stability.
- Encourage the congregation to be more involved in the details of OiC, especially coordinating Sunday services.
- Make OiC more self-sustaining and stable in the long term.

#### Goals for the Board 2017

- Continue to pursue the goals put forth in 2016.
- Incorporate focused, coordinated prayer in a more intentional way throughout OiC, its ministries, functions, and services.
- Expand OiC's capacity for growth and outreach locally.
- Renew our focus on Leaders in the church, and their growth and support.

#### New Board Nominees for the 2017 Annual Meeting

These are the prospective Board members who have been selected according to the OiC statutes by the Nomination Committee. The Nomination Committee is an independent group of 2-3 people, this year Johanna Strikwerda and Gjertrud Meyer, who assist the Board by selecting new members to be voted on by the congregation. This year the nominees are:

- Inswati Cahyani (better known at OiC as Ninin)
- Maria Hjelset Barbosa
- Marit Moi

If they are voted in by the congregation, they will begin serving on the Board in April 2017. If anybody has a specific concern about one of the nominees that they would like to bring forward before the meeting, they should contact the Leader of the Board directly.

## **2.2 Pastors**

### Pr. Maicon Steuernagel

2016 was a year of experiencing God's grace, especially in our family life and in the life of the church. That is not to say that it was an easy year, or that it was void of difficulties and struggle. On the contrary, considering the developments in the world stage, in pretty much every area from politics and economy to religion and entertainment, it would be hard to describe 2016 as anything less than a very difficult and heavy year. Still, God's grace is such that it can reveal itself no matter the season, and often in unexpected ways and peculiar places.

It was the year in which our youngest son Benjamin was born. The week in which this happened, culminating on the Sunday Service just two days after his birth, became a new landmark in my experience of God's grace and loving kindness. The semester before that had been a challenging one. Carolina finished her Masters degree and found herself without a job. She was one among many in OiC who were struggling to find work, and as time went by and the baby grew in the womb our expectations on getting a job and on what sort of job she would get went lower and lower. Our access to parental leave, our ability to pay the bills, Carol's professional life, all seemed at stake. Finally, we were told our baby wasn't growing any more and needed to come out sooner than expected. Then, in the space of less than 3 days, it all went upside down. Wednesday, Carol got a PhD position we had long given up on. Thursday, we left an ultra-sound appointment thinking the birth would be induced, only to be surprised by labor starting on it's own, then picking up Carol's mother at the airport and, less than 2 hours later, rushing to the maternity ward. Friday was only 3 minutes old when Benjamin was born. Sunday, we were at church, all of us, and I found myself with the feeling that I had received a gift so much beyond me that I felt almost shy, not knowing exactly how to thank properly. Grace. Undeserved, unexpected and wonderfully close.

Also in OiC, it was a year of grace. This is partly connected, of course. The process around Benjamin's birth and my paternal leave gave us the chance to dream and take strategic steps of faith in our church. It also gave me the blessing of being cared for by my brothers and sisters in Christ, who stepped in to allow me to start taking part of my leave already last year. But there is more to celebrate. I could share the Word often and serve as God has called me to. Yet I was blessed to also hear and be ministered to by others in OiC whom God has also gifted to preach and teach. In some places we have struggled with establishing new leadership, while in some ministries leadership flourished and has been strengthened. I see people finding more opportunity to share life, with it's joys and struggles. Yet there is much space to grow in that as well. Much focus and energy in the second semester was used towards the planning and development of the new pastor position, though the hope all along has been that this will free more time and resources for counseling, relationship building and follow up. I start this year eager to serve OiC, to meet you all for coffee, prayer, tears, laughter and worship. We're still figuring out the balance with family life due to my leave, and how to work together with Junior. But these things we'll do together, as God's people under God's grace.

Undeserved, unexpected and wonderfully close. The gospel is a gift beyond us, yet given to us in whichever season. May it bear fruit in us.

#### Pr. Etelney Barbosa Junior

I started at OIC on the 29<sup>th</sup> of January. This beginning has been days to get to know people better, spending time with them, as well as knowing how the ministries of church function together. It has been a great time and I love serving at OIC. First, because it is the church my wife attends since she lived in Oslo and she as well feels home here. Secondly, it is a church of friends, new and old ones. We are happy God has called us to be here. It is important to mention that OIC is a Biblical Christ centered church, run by the Holy Spirit and depending all the time in God. That is so important to us. So far, I have been able to help at services planning, leading, preaching and setting the church for our meetings. Also, growth groups gathering every week and praying for the health of OIC ministry in Oslo. I am looking forward to serve OIC better and hoping for a blessed year ahead working together for the growth and maturity of our community in all aspects. It is a blessing to be part of this whole movement that God is doing.

#### Evaluation By The Board- Vice Leader Michael Yarwood

We feel Maicon has made a strong contribution this year to OIC. Maicon has really encouraged the Board to take the lead as we continue to develop OIC into a strong and vibrant Church. Maicon has given us the freedom to challenge how things work today, to explore new opportunities whilst holding us accountable to our mission statement. This was really evident in the recruitment process of our Operations Pastor, where Maicon stood back, and only giving input when he felt necessary.

This has been a challenging year for Maicon and the family with the birth of their youngest son in regards to church life/home life balance. Maicon challenged the Church to support him to give the time he deserves, where collectively we feel a good balance and solution has been achieved. The next step for Maicon is to consider how we take the next step in the journey of OIC with the assistance of our Operations Pastor, first through the short-term, to assist Maicon through his paternity leave, and then the long-term approach.

OIC is really growing through the different groups, whereupon Maicon has helped identify the key people within these groups and has welcomed their input to make things work better. As a Board we feel it is important that this momentum continues.

### **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. We encourage the congregation to check out the membership booklet, sign up for official membership and encourage others to do so. We have had several members join us in 2016 and hope to see more throughout 2017. We have been presenting the membership information on a simple booklet, which we hand out to people who express interest in becoming members. OiC is an international congregation, which means we have short term members and more stable members, and as we gain new members, we also send some. The majority of OiC members have been presented to the congregation, but we have yet to present a few members. In 2017 we hope to have a presentation of new members once a month.

### **2.4 Leadership**

Over the past few years we have increased our focus and efforts in forming and developing leadership within OiC. We believe this is important both for the growth and maturity of the church with its ministries, and for the responsible stewardship of the gifts and talents that the Spirit has given each and every one of us. Yet leadership in church is not meant to be a lonely or individual-

centered task. We need each other and benefit most from mutual support, encouragement and training. With this in mind the Board initiated, a couple of years ago, our leadership gatherings, aiming at having at least one gathering each semester. In 2016 we have only managed to arrange one such gathering. Though that one gathering was very good, the Board feels it has not managed to put enough resources into this. So we have set this as a priority for 2017.

In addition to the leadership gatherings, the Board has invited each ministry leader in turn to join a Board meeting where they might get focused attention on the issues concerning their particular ministry. This has worked well and improved the quality of communication between the Board and Ministries.

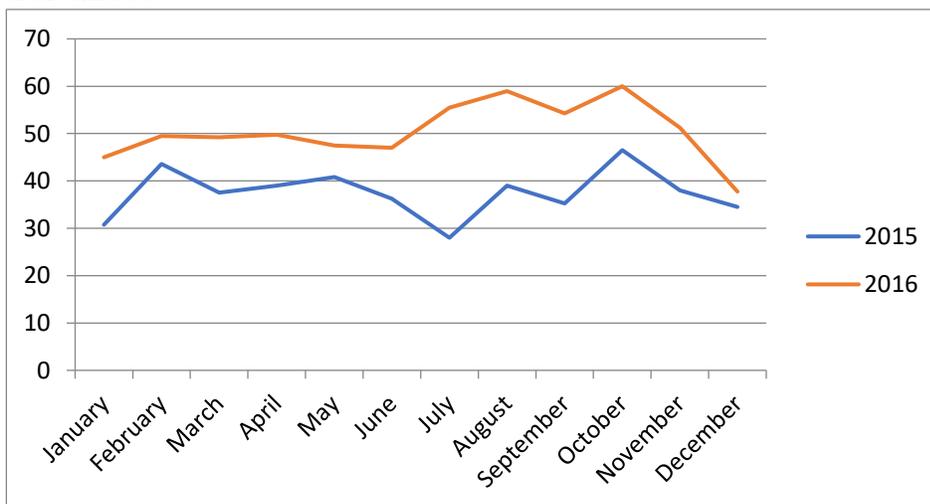
Also the pastors want to be close to the leaders and give them proper support. Some of the leaders have had regular meetings with Maicon, but we would like to extend this to all. With Junior now in the staff, we would like to divide our focus in such a way that ministry leaders can come to Junior with issues concerning the organization of their ministries, engagement of members and so on. Maicon, on the other hand, will focus on following the leaders in more personal issues (challenges, struggles that they may face in their lives and ministries, personal conflicts within the group and so on). Both Maicon and Junior, however, are available and willing to talk to any of the leaders about whatever issue may arrive.

### 3.0 Church life

#### 3.1 Sunday Service

The Sunday Services have mainly been held in Bakkehaugen Kirke, starting at 16:00 and lasting for 1 to 1,5 hours. Maicon Steuernagel, our pastor, has held most of the sermons. Some of OiC members have also preached number of times, as well as a few guest preachers. Holy Communion has been held regularly, usually the last Sunday of each month. We have held 2-3 “Worship Services” per semester, with a focus on worship, prayer and testimony, and we have celebrated a child baptism.

The attendees are mostly families and young people between 20-50 years. The diversity is great, with many countries represented. Attendance has varied from 16 to 78, with an average attendance of around 50.



### **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.

A process was started in 2015, as an initiative 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 focus on different services, providing also variations; adding new parts (liturgical elements). We wish to work on the overall experience of OiC's Sunday services, while retaining worship and opening and reflecting on the Scriptures as central parts.

This work has been on a partial standby during 2016 fall semester, but should be continued in 2017.

### **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 concerning Sundays. A good cooperation and communication between the group and other ministries is essential to this task. Improving this has been a point of focus also in 2016. We organized 'semester kickoffs' as to inform the other ministries beforehand about the planning and semester themes, so they in turn can incorporate the semester theme in the activities of their ministry. In 2016 Mirthe once again took over the leadership from Maicon. Besides Maicon and Mirthe, Åsgeir, Michael, Jesse, Rebekah, and Junior form the SPG. We thank God for providing so many talented and enthusiastic new members for this group. Besides concerning itself with organizing the themes and guest preachers all in the Service Planning Group are alternating in leading services. Further developing the leader role for the Sunday Service is a focus also for this year (2017).

In the beginning of 2016 our theme was 'On the way' where our focus was us as Christians being pilgrims in this world. We studied several 'Pilgrims' in the Old Testament. The Summer theme was elaborating on the 'fruits of the spirit'. 'Super[natural]' was the theme of the autumn semester, which focused on Jesus' ministry. John was the main Bible book we studied. The spring Semester theme of 2017 is 'By Faith' where we challenge the congregation to pray more, witness more, commit more – to live their faith out integrally in their lives.

### **3.4 Children's Ministry - Sunday School**

Our main goal in the children's ministry is to nurture our children's relationship with God and their fellowship with the church. The team currently consists of Carolina Steuernagel, Brooke Ophoff, Mirthe Knot, Frauke Schürman, Ashley Coffman, Thyda Ros, Mia French and Mathilde Prenevost (leader). Carolina was leading the team in 2016, Mathilde took over as a leader in February 2017. We are engaged in providing weekly activities to the children in OiC (a total of 20 regulars by February 2017), including worship, praying and exploring the Word of God. The ministry has grown over the past year, both with new families joining OiC and with new kids being born. The ages of the children currently ranges from 0-11 years old. The past year the children have been mostly kindergarteners and we have had one big group each Sunday. Now, however, as there is a growing group of both babies and school-aged children, we see the need to separate the kids again. We started up with a baby group in February and we are working on a solution for our school-aged children.

The past year our team has met monthly to pray and plan our activities. It has been a blessing for the team to meet so frequently, as it gives us a chance to support one another in planning the details for each Sunday and praying together. 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 spring we followed the same series as the adults. We named the children's version of the series 'Travelers'. Following the same series as the adults was positive and something we would like to do again. Our autumn series was called 'Super Jesus', and this series is running until Easter. With this series we have been exploring concepts of good and evil in the gospels, in a context the children are familiar with. After Easter, we plan to start a new series.

We are grateful to the Lord for all the children of OiC. It is a privilege to follow the children as they grow, and as new children are added to the group. Serving in the children's ministry is also a huge responsibility as we get to be part of shaping the foundation for their relationship with the Lord. We appreciate the congregation's prayers for the ministry and for the children!

### 3.5 Worship Ministry

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

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

The worship during service is led by the Worship Ministry. The ministry is currently headed by Ragnhild (since April 2015), and has about 10-15 members, of which usually 3-5 people are taking part of the service 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.

In this ministry there is a wish to work more on worship in OIC, in the service and in the Church as a whole through three main tasks:

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

We have been very happy with having a new sound system since winter 2015. A handful of people know how to mix it. Sound and projection is organized as a part of the Worship ministry as the fourth team, with Lars Woodhouse as their team leader.

In March 2017 the three teams are as follows:

Team Ragnhild: Ragnhild H. Bommen, Carli D'Alebout, Carl-Fredrik Bommen and Richard France.

Team Sunniva: Sunniva Vikan, Isaac Prenevost, Zöe Lee and Pedro Velez.

Team Oskar: Oskar Landgren (on a break since Dec. 2016), Maicon Steuernagel (helping out spring 2017), Johanna Strikwerda, Andreas Köhler, Christina Hopgood and Charles Martin.

Thanks a lot to those who have been part of the ministry in 2016 and have left us.

During the last year, there have been many changes in the worship ministry. The musical and spiritual quality has improved. The result of having visions and goals has been very clear: there has been better worship. The members of the Worship Ministry seem more dedicated, inspiring the congregation in worshipping the Lord. There are more comments and compliments given to this Ministry than before, and we who lead the congregation in worship notice that the congregation is more involved, using their voices and bodies. Glory to God!

More people are involved in this ministry than ever before (5 more than last year). In March 2017 there is percussion in all three teams for the first time. In Februar 2017 we had a small choir for the first time, doing Taize-songs as part of the worship service.

In 2016 there have been 5 worship services. These services have a more personal touch, with testimonies, more music and time for prayer and reflection, and shorter sermons. This has been a good thing and we will continue with the worship services in 2017.

In March 2016 there was a vocal seminar for the members of the ministry, held by Anna Britt Bjørlykhaug, a Norwegian singer and teacher. We learned about vocal techniques and warming up.

Since autumn 2016, the team leaders have met regularly (monthly) together with Pr. Maicon to pray and to discuss various topics within the ministry.

Since autumn OIC has been registered in the CCLI, Christian Copyright Licensing International.

For 2017 we are planning:

- Being more rooted in prayer and fellowship, as a ministry.
- Continue leader training. As people come and go in OIC it is important to keep up functions and roles, keep the structure going.
- Continue with organizing 5 Worship services in 2017. Forming a choir.
- If possible, arranging a seminar within the ministry, to get inspired.

### **3.6 Projection and Sound**

The projection team is responsible for programming and running the slides for Sunday services. We currently have four members, and we're always looking for more people to help out. Projection is an easy way to contribute to OiC's services. You don't need to be a computer wiz to learn - we can teach you everything you need to know in an hour before a service! Let one of us know if you're interested in helping out.

Sound at OiC has undergone some big changes in the past couple years with our most recent addition: a digital mixer. This allows us to mix from anywhere in the sanctuary with a laptop or tablet, and it gives us a lot more control over the quality of the sound. We can also plug in more instruments, and send special mixes to each of the musicians so they can hear themselves better. This new flexibility means that you can hear the music or preacher a lot better than before. We currently have three members and would like to bring more people on board. You don't need to have prior experience - as long as you like music we can teach you what you need to know!

The overall goal of the sound and projection teams is to seamlessly support the service, so you can focus on the message and give glory to God without distraction.

Both of these teams are led by Lars Woodhouse. Please contact him if you'd like to help out, learn more about these ministries, or make suggestions to improve.

### **3.7 Church Coffee**

The Church Coffee is a place where people are coming directly after the service. It is a low key way to feel welcome and a part of the church for new people. It is a place to get to know new people and to socialize with old and new friends.

People can sign up for helping with the practical part only, or also for bringing food.

The practical part is to make coffee and tea, and clean up after. It takes around 30 minutes to prepare, and 30 minutes to clean up. For food people can bring whatever they want: fruit, cakes, biscuits, soup, spring roll etc. We would like to encourage people to sometimes bring elements from their own traditions so that also in that way we can feel that we are a worldwide church. Last year we had, f.ex., mooncake for the Chinese Mid-Autumn festival, (Mooncake festival/thanksgiving) and local food from Syria and Indonesia.

There are some people who are responsible on a regular base, but we need more people to join. People can sign up on a paper list on the Church Coffee table or tell it to someone who is already joining, or you can sign up online.

All information/instructions are very detailed, so it is easy for everyone to do the work.

### **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. The 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. The process of designing a new logo for the church has proven to be a time-consuming task, in which feedback has been asked from the congregation. A final logo has been decided and approved by the board. The new logo will be presented at this year's annual meeting. The next steps update our online presence by implementing a more modern and attractive webpage.

The newsletters are sent according to special events and announcements in the church rather than at a regular interval. This means that there is a higher frequency emails that are shorter and easier to read with only one or two themes.

In 2016 the team consisted of Lars Woodhouse, Arnoud Jochemsen and Sunniva Vikan. From this year, Lars has transferred his leadership position to Arnoud. Sunniva remains in charge of handling messages that get sent to the OiC Facebook account.

### **3.9 Social Events**

The Board has directly overseen the organization of social events in 2016, often with the help of a committee of volunteers with a Board member as point person. These have included: Easter celebrations, 17<sup>th</sup> of May celebrations, Summer BBQ, River Walk, Fall Biking Trip, Game Night, Advent Celebration, and Winter Activity Day.

### **3.9.1 Church Camp**

OiC chose not to hold our usual summer camp in 2016 because this social event is normally coordinated by the pastor, who was unavailable during this time. However, we will be having it again in 2017, June 9-11. We hope for at least 30 adults attending, in addition to children. More details will be released as we get closer.

### **3.10 Growth Groups**

At OiC, the growth groups have been an important part of the way we are church, not only meeting on Sundays, but also taking time out of our busy weeks to encourage one another, pray together, laugh together and grow in our relationship with God. We have three growth groups, Tuesday night group (undergoing a leadership change and currently coordinated by Johanna), Wednesday group led by Mathilde & Isaac, and the West side growth group which is not meeting regularly now, but is in repair. The hope is to have the three locations fully operational by summer, but we are in need of growth group leaders.

In 2016 our growth groups were following a Bible guide made by Maicon, which was very useful for new group leaders. Yet this also demanded more of Maicon and we have had to put the guide on hold for the time being. The plan is to return to the Bible guides, especially for the summer growth groups. OiC growth groups have been following very closely to our Sunday preaching's, which is a great way to develop our own understanding of Scripture, and getting follow up from our pastors on Sundays.

In 2016 OiC has gained an additional growth group, which we are very excited about! There has been an increase in growth group members in the beginning of 2017 and we are still seeing an increase. The growth groups have been relatively stable this year. The board and pastors still believe the growth groups play an essential role in a Christian's life and completes the church as a community.

## **4.0 Mission Project**

OiC has a principle of dedicating 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.

Our partnership agreement with NMS as a supported church planning project entails that we take part in supporting an NMS project. With this background, OiC began channeling it's 10% mission support to NMS's Ministries of Mercy project in Cairo, Egypt. One of the challenges we have had since donating to this project is the information flow, whereupon we have not been able to update the congregation as much as we would have liked to and create the sort of engagement we desire. There have been several reasons behind this, including an administration error that kept us out of NMS's database. However, this has taken a long time to identify and rectify, and we have been unable to contact the mission project directly. As a result this has not been the kind of mission project engagement OiC would like to have.

The Board has therefore decided that it is time to re-evaluate our mission project commitment, and present the congregation with a few options to be voted on in a special meeting on April 23, 2017:

1. Continue with the existing Ministries of Mercy Project in Cairo, and with the database error being identified we can keep you more updated on developments.

2. Support a different project within NMS, looking into supporting an organization closer to home (maybe something in Europe) which we can build a stronger partnership with. Several options will be presented.

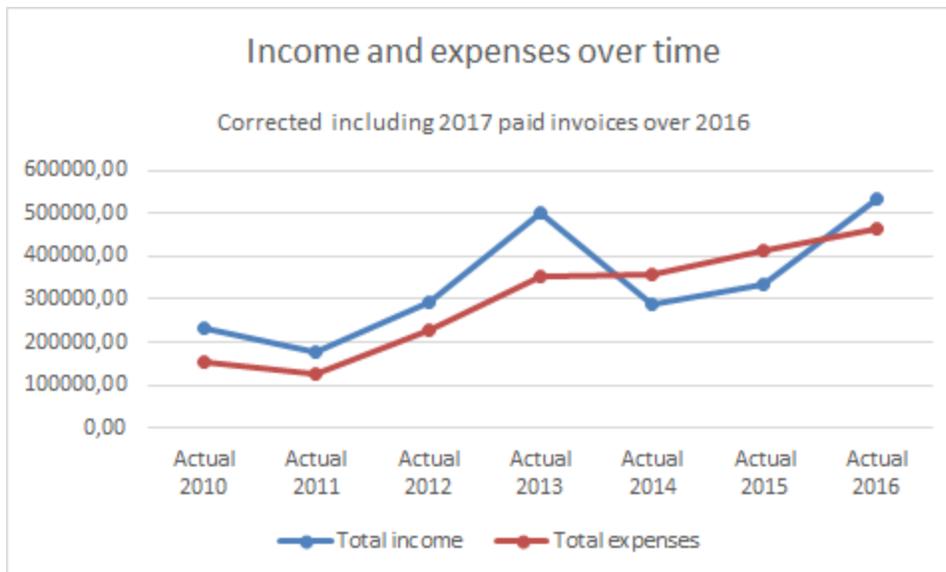
## 5.0 Economy

### 5.1 Financial report 2016

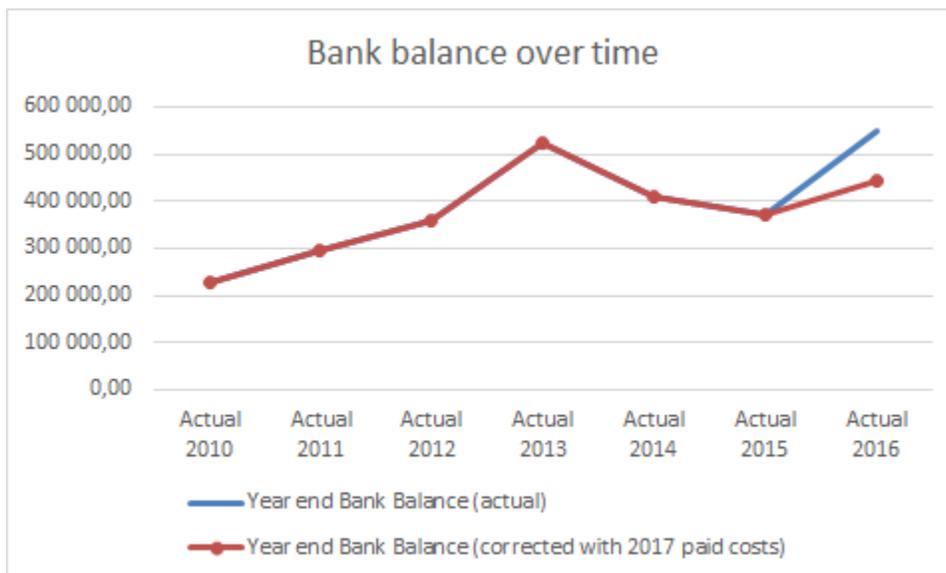
2 years ago we decided to change the way we drew our budget. Before that our income budget had been drafted based on the actual income of the former years, which in practice meant the budgeted balance was negative. This reflected the way the budget had been set in the early years of OiC, when being still a project in the first stage we were much dependent on external donations and the support of NMS. While still relying on the organizational and financial support of NMS, we decided the congregation had grown and matured enough to be challenged towards a more responsible budget that would set a path towards self-sustainability. So for 2015 and 2016 we drew budgets that asked for an income that was equivalent to the expected expenses that we are responsible for (meaning that the support for the pastor's salary coming from NMS and Brazil would not be included in the budget, but we would strive towards meeting our expected share fully).

This approach is directly linked to a desire to increase our awareness and responsibility towards the economical needs of our own congregation. With that in mind, we have communicated the current financial status regarding budgeted and actual income 3 times during the year. Last time this was done, around August, we were on target with the income. This is an improvement compared to last year. While we know everyone has different life situations and income, it is relevant to note that the distribution of the income this year is relying on a very small number of people. I pray we can have a more even distribution so that if members leave we won't be impacted too significantly. Also this would make our budgeting more reliable. From the Board we did our best to facilitate the ways of donating by investing in better equipment for bank card offerings and initiating 2 new ways for contributing, through the smartphone app VIPPS and through NMS with the added tax benefits.

When looking at the expenses, a few posts call attention. There were some important expenses with sound equipment in 2016, including a new digital mixer. We also went over the budget in our fellowship events by 933 NOK. This, however was balanced by less (claimed) expenses by other ministries. The donations to our Mission Project also often look at odds with the budget, since the amount is often transferred after the closure of the former year (so that expenses from different years are dislocated in that particular post). Finally, a number of invoices from 2016 were only paid in 2017, and there is an attached spreadsheet beneath the expenses one clarifying this.



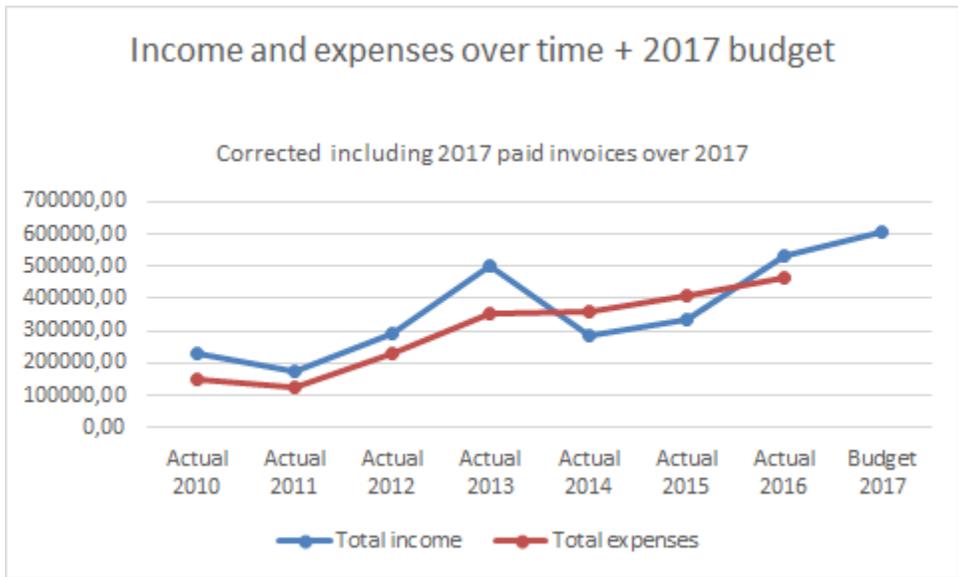
Overall we had around 202.143,00 NOK more income than last year and, corrected for the costs that we made in 2016 but paid in 2017, almost 52.677,00 NOK more expenses. We're thankful to note that we therefore reached more than our budget income and ended up with a surplus of 70.925,00 NOK, compared to a loss of almost exactly that amount in 2015.



## 5.2 Budgeting 2017

On previous years we have communicated to the congregation that as it grows, it is natural that it should cover more responsibility for the salary of the pastor. We want to repeat this message now and take steps further on our path towards self-sustainability. Currently we pay 50% of our pastor's salary to the Norwegian Missionary Society (NMS). NMS and Missão Zero (Maicon's Brazilian

sending organization) are paying the other 30%, while Maicon has 20% dedication to NMS. We want to budget this year for paying a larger percentage to NMS. Currently we have budgeted for the whole 80%. We believe with God's blessing and the growth in membership we have been seeing, this is a feasible plan. However NMS has not initiated this and are willing to keep contributing to the salary as it has been. Some posts have a little extra budgeted, for example children's ministry has seen big growth so will need extra funds. Also, the investments in sound and projection have proven worthwhile and we want to support the ministry to continue improving. Overall we feel that we are in a strong position to start covering more than the minimum that is expected of us, and begin to take greater steps towards long-term financial independence and stability. Our hope is the congregation will also see this as a feasible and worthwhile goal for OiC, and support us in reaching for it.



### 5.3 Accounting 2016 and budget 2017

<i>Description</i>	<i>Budget 2014</i>	<i>Actual 2014</i>	<i>Budget 2015</i>	<i>Actual 2015</i>	<i>Budget 2016</i>	<i>Actual 2016</i>	<i>Budget 2017</i>
<b>Income</b>							
Sunday service offerings	110 000,00	58 765,00	100000	49768,59	100000,00	64799,54	kr 160 000,--
Regular bank donations	200 000,00	215 835,00	320000	266477,77	320000,00	469288,62	kr 428 990,--
Other income	-	-	-	-	-	-	-
Sunday school	-	3 033,00	3000	-	-	-	-
Summer trip	10 000,00	8 300,00	15000	16071	-	-	kr 18 000,--
Bank interest	500,00	490,23	500	-	500,00	372,99	kr 500,--
Social events <sup>1</sup>	-	-	-	-	-	-	-
Mission project gifts	-	-	-	-	-	-	-
<b>Total income</b>	<b>320 500,00</b>	<b>286 424,00</b>	<b>438500</b>	<b>332317,36</b>	<b>kr 420 500,--</b>	<b>kr 534 461,--</b>	<b>kr 607 490,--</b>

Expenses last 3 years and budgeted expenses 2017

Description	Budget 2014	Actual 2014	Budget 2015	Actual 2015	Budget 2016	Actual 2016	Budget 2017
<b>Expenses</b>							
Contribution pastor salary	255 000,00	248 496,00	260 000,00	252 000,00	270 000,00	kr 232 232,--	kr 416 640,--
Youth and Sunday schoo	4 000,00	2 481,00	4 000,00	2 206,50	5 000,00	kr 3 691,--	kr 10 000,--
Mission project	32 000,00	23 600,00	43 350,00	34 662,00	42 050,00	kr 23 822,--	kr 43 350,--
Summer trip	30 000,00	24 015,00	30 000,00	25 695,70	0,00	kr 0,--	kr 30 000,--
Bankkostnader	2 000,00	1 550,00	2 000,00	1 609,50	2 000,00	kr 879,--	kr 2 000,--
Sunday service	4 000,00	3 188,00	4 000,00	3 915,97	4 000,00	kr 802,--	kr 2 000,--
Public relations	2 000,00	623,00	1 500,00	442,50	1 500,00	kr 511,--	kr 1 500,--
Fellowship events	6 000,00	4 642,00	5 000,00	3 306,08	5 000,00	kr 5 933,--	kr 7 000,--
worship ministry	15 000,00	0,00	15 000,00	10 589,00	7 000,00	kr 1 602,--	kr 7 000,--
Gifts	1 000,00	0,00	4 000,00	359,60	4 000,00	kr 0,--	kr 4 000,--
Seminar for pastor/board	5 000,00	296,00	4 000,00	0,00	4 000,00	kr 3 000,--	kr 4 000,--
Renting venue	72 000,00	48 500,00	60 000,00	75 000,00	60 000,00	kr 30 000,--	kr 60 000,--
Other expenses <sup>2</sup>	2 000,00	118,00	2 000,00	0,00	2 000,00	kr 1 692,--	kr 2 000,--
Board and administration			2000	1070,96	1 000,00	kr 1 209,--	kr 1 000,--
Administration					1 000,00	kr 0,--	kr 2 000,--
projection & music equipment					kr 6 000,--	kr 7 450,--	kr 15 000,--
Refund to donaters to donate thru NMS						kr 45 450,--	kr 0,--
<b>Total expenses</b>	<b>430 000,00</b>	<b>357 509,00</b>	<b>434 850,00</b>	<b>410 857,81</b>	<b>kr 416 350,--</b>	<b>358273,17</b>	<b>607490,00</b>
	<b>358 000,00</b>	<b>309 008,00</b>					
<b>Net income</b>	<b>-109 500,00</b>	<b>-71 869,00</b>	<b>3 650,00</b>			176187,98	
						<b>70925,38</b>	Net income after in
Extraordinary Expenditur	130 000,00						2017 paid invoices
							over 2016
Year end Bank Balance	284 117,00	411 696,00		372287,52	376437,52	548398,50	

Invoices paid in 2017 over cost in 2016	
54150,60	10% to mission
30000,00	Rent second half of 2016
21112,00	Pastor salary December
105262,60	Total