



ICF Annual Report 2016

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This Report aims to give a general overview of the ICF and information about different ministries and activities. We hope that you are encouraged as you read about God being at work in a lot of different ways!

We continue to be grateful for God's faithfulness to us. Despite being busy, often tired, very fluid and very diverse. God is at work in us and through us. This is wonderful!

Over the past year we have aimed to put our three Priorities into practice:

- **Being Deeply Rooted in the One True God**
- **Living Together in Unity and Connectedness**
- **Reaching Out through Natural Connections**

We are very mindful that God uses us despite our weaknesses and we must continue to rely on His grace.

PEOPLE

ICF Staff Members

Pastor: Peter Warren

Peter, from the UK, came as a Co-pastor in 2009 and became Pastor in 2011. His present contract runs until February 2019.

Peter's responsibilities include: Responsibility for preaching and teaching, Sunday services, pastoral care, support and encouragement for others in ministry, and leadership and strategic planning with the Council of Elders.

Peter is presently on Ministry Sabbatical, returning in early April 2017.

Administrator: Christina Leong

Christina, from Malaysia, began working as full time church Administrator in May 2011.

Her present contract runs until December 2016.

Christina's responsibilities include: all general church and Sunday School administration, organizing rosters, preparing the weekly bulletin, InfoFlow, Council meeting minutes, website maintenance, and liaising with leaders in ensuring arrangements for Sunday services. She is often the initial point of contact for people.

ICF Youth Pastor: Ashley Harte

Ashley, from Northern Ireland, began this full time post in August 2014 and her present contract runs until August 31st 2017.

The main purpose of our Youth Pastor is to facilitate the on-going development of youth within the international community based in Phnom Penh, with special emphasis on the youth within the ICF church family: ICF & ICF North.

Ashley's key responsibilities include:

- Mentoring students
- Organizing mid week meetings and Sunday activities
- Creatively teaching Christian truth
- Encouraging and helping the ICF youth to integrate into the ICF body
- Recruiting and training leaders
- Networking with other youth leaders in the international churches
- Helping develop student leadership
- Communicating the vision of the youth ministry to the ICF church community

Annual Appraisals

Each ICF salaried staff has an annual appraisal.

The Pastor plus representative(s) from the ICF Council of Elders see the staff member for the appraisal.

Feedback is encouraged from the ICF body prior to the appraisal. This is done through the Staff Comment Forms and email feedback.

The usual process is for the staff member and those doing the appraisal to score on different parts of the Job Description, as well as each giving feedback. This year the staff were also asked to complete a workload survey.

3 representatives of the ICF Council normally conduct the Pastor's annual appraisal, with feedback from the whole Council.

ICF Volunteers

There is a small staff base, but a large number of people, who serve willingly in the different areas of our church. Some are named in this report, many are not. We are thankful for the different ways in which many people serve faithfully and often sacrificially.

❖ ICF Council of Elders

Present Elders are:

Gilbert Appleby (Chairperson), Sarah Chhin, Vana Eliezer, Tim Gallant, Yong Lim (Vice-chairperson), Julieta Concepcion and Peter Warren.

Nini Barachina and Cathy Macqueen stepped down as Elders during this year. We are very thankful for their faithful service and distinctive contribution to the ICF.

❖ Other volunteers include

- Mary Lüthy, ICF Treasurer. We are very grateful to Mary for being willing to serve in this way.
- Todd Bequette who has spent much time doing the financial book keeping for the ICF. Todd left for a year's furlough in June 2016. Chris Naing now does the book keeping.
- Julieta Concepcion who faithfully coordinates the ushers for both services every Sunday.

ICF SUNDAY SERVICES

Each Sunday we come together as God's people in the morning, afternoon and at ICF North.

We praise God, ask for his forgiveness and grace, listen to His Word, pray in dependence, and seek to encourage and build one another up in Christ together.

We are grateful for the many different people that are involved in making our services happen each Sunday. Apart from those leading and participating 'up front', many others do important things in the 'background' including ushering, running the computer, preparing and serving communion, prayer corner ministry, welcoming newcomers and setting up and tidying up. We are very grateful for their often 'unseen' but vital contribution. New members are always welcome to use their gifts in serving one another - there are many opportunities to serve! Please contact our Administrator if you would like to get involved in church.

This year our preaching themes have included

- A series on 'Proverbs for Life'.
- 'The Resurrection': a deeper look at the significance of the resurrection.
- 'Suicidal Saints': a look at the very real and down-to-earth lives of some Bible characters who thought life was bad enough to end it!
- 'The Surprising Jesus': we focused on some lesser known aspects of Jesus' life and ministry.
- 'Nehemiah – God's People in a Time of Change': how God worked in and through his servant Nehemiah and through his people.

For the remainder of 2016 we will be exploring the Gospel of Mark, learning about who Jesus is and what it means to follow him.

On occasion there have been special services where youth and children have participated. We also conducted two Asaph Assemblies this year where church members who are musically inclined gathered for a time of praise and worship together.

We have appreciated a variety of speakers supporting the regular preaching of Pastor Peter, including Gilbert Appleby, Warwick Browne, Graham Chipps, Andrew Collins, Joel Copple, Tim Gallant, Rolf Lepelaar, David Painter, Susan Smith and Eric Wolthuis. Visiting speakers have included Sherry Lile and Joyce Suh. We are very thankful for our musicians and singers who faithfully help the church family to sing in praise to God and to build one another up through song.

At present Christina Leong coordinates both the morning and afternoon music teams.

Morning musicians and singers have included:

Pauline Ahn, Hideaki Aoyama, Micah Bergen, Nini Barachina, Nicole Butcher, Daniel Chadder, Shema Dizon, Jason, Sabina and Johannes Evans, Maria Frio, Claire Gadiant, Ashley Harte, Trudy James, Sunsodany Keo, Nam Joo Lee, Ben and Serene Lee, Christoph Lüthy, Magali Nicolas, Elsa Paredes, Fery and Hena Pasang, Esther Pastores, Tony and Margaret Posnett, T. Kham Seng, Kim Shumlansky, Yoshua Situmorang, Elmie Tamparong, Karen Taylor, Maggie Ting, Peter and Hwee Ping Warren, Mike Woodward and Sumantha Yee.

Afternoon musicians and singers have included:

Eddie Anderson, Ruth and Joanna Appleby, Micah, Kelsi and Della Bergen, Sarah Chhin, Chris Douma, Claire Gadiant, Ashley Harte, Tim and Trudy James, Nam Joo Lee, Christina Leong, Chris Macqueen, Jennifer Moore, Magali Nicolas, Joy Ong, Grace Painter, Mark Smith, Peter and Hwee Ping Warren, Angela and Gabe Wolthuis.

A number of different people have led services and this has helped maintain variety within a God-centred framework.

Morning service leaders have included Micah Bergen, Erika Boak, Leonie de Groen, Samantha Fraser, Trudy James, Imelda Ochavillo, Fery Pasang, Esther and Jojo Pastores, Tony and Margaret Posnett, Kim Shumlansky and Peter Warren.

Afternoon services leaders have included Christina Anderson, Gilbert and Ruth Appleby, Micah Bergen, Andrew and Janice Collins, Joel Copple, Tim Gallant, Ashley Harte, Trudy James, Susan Smith and Peter Warren.

The Morning and Afternoon Service Music Teams

In the past, ICF had a dedicated part-time Music Coordinator who coordinated the music teams of both ICF South's morning and afternoon services. Eventually this evolved to Christina Leong coordinating the morning service team and Micah Bergen coordinating the afternoon service team. Micah contributed greatly to developing our music teams and he and his wife Kelsi recently updated our music resources, making them more user-friendly to musicians and singers alike. Micah left Cambodia last July and Christina now coordinates the music teams for both services.

It has been a joy working with our music team members, and to witness some of our pianists, guitarists and singers really grow in their involvement with the team. This summer a large number of our long term music team members finished their term in Cambodia. However, God has been gracious and there has not been one Sunday where there was a shortage of musicians or singers.

Everyone on our music teams has been a blessing to our church in their willingness and commitment to use their musical talents for the glory of God. It is especially encouraging to see new people come forward and offer to join the team. Please pray for more pianists, guitarists and singers to step up in the near future. Pray also for the members of our music team that they may continually find joy in leading God's people into worship each Sunday.

Christina Leong

ICF North

The congregation of ICF North meets at alternate times on a Sunday: 9.30am morning service one week, 4.00pm evening service the next. The morning service is a family time with kids and youth staying in for a more participatory worship experience. Occasionally the youth of the congregation will run nearly the whole service. In the evening service there is a youth and kids program. This service is followed by a fellowship meal. For both services there are almost equal numbers of adults to youth/kids totaling usually between 60-70 people. Many of the families are associated with HOPE International School.

The service itself is shared responsibility of all tasks by volunteers and the roster system is such that there are very few who have regular responsibilities more than once-a-month. There are a lot of shared talents and gifts and the music and teaching have always been of a high standard. More importantly, people are getting an opportunity to exercise their gifts and it is encouraging to see people grow in confidence and enjoy the dynamic functioning of fellowship. The teaching program over the past year has included the Book of Micah, the 40 days of Easter, the book of Nehemiah and now moving on to a long series around the book of Mark.

The times of worship and tea/coffee and fellowship meals have built a close community. People enjoy being together, sharing their lives, and worshipping their God. The challenge is that in many ways ICFN is still in experimental times with an assessment of its direction and purpose needed to be undertaken in late October. This is timely as the ICFN Facilitator will be stepping down and the congregation will have to find new models of working to be able to continue to work in the way it has. God has been faithful and many people from ICFN can attest the blessing of being part of the community of ICF north.

Warwick Browne, ICF North Facilitator

Ushering

I cannot imagine I have been in this ministry for 6 or 7 years now. I have seen the coming and going of ICF membership and attendees all these years. This year's farewell made a big impact on the ICF attendance. Many of those who had been here for years have left the country, yet their dedication and faithfulness in serving is a witness to their own faith. It encourages me and I think even to others too.

You may think ushering is just a small task in serving God, but without our team of ushers, our service would not be the way it should be. The greetings, the direction and assistance they provide is a great help in welcoming people to the sanctuary. The collection of the offering is a way of worship. Our Yearly Boat Trip is also an exciting event and an encouragement to many involved in ushering. Thank you to those who committed themselves to this ministry. You know who you are, I cannot name you one by one. Your service is not hidden in God's sight. He knows you by name. ...your service in the Lord is not in vain... (Gal. 6:9).

Please pray that there will be more volunteers in the next season. Also pray that the joy of serving will not fade away that even in such a small task we can share our witness to Him.

Julieta Concepcion

ICF Attendance (October 2015-October 2016)

There are distinct attendance patterns at ICF with, on average, 51.7% of the church attending the morning service, 26.2% attending the afternoon service and 22.1% attending the ICF North service (Table 1). Combined (morning, afternoon and ICF North congregations) services do attract more people than on average (Table 2). Service attendance (Graphs 1, 2 and 3) is reduced during public holidays such as Khmer New Year, Pchum Ben and Water Festival as well as the summer school break.

Table 1: Average number of adults and children/youth attending ICF services:

Year	Morning service		Afternoon service		ICF North
	2014-2015	2015-2016	2014-2015	2015-2016	2015-2016
Adults	138	111	72	55	33
Children/Youth	40	27	21	15	26
TOTAL	178	138	93	70	59

Table 2: Combined service attendance:

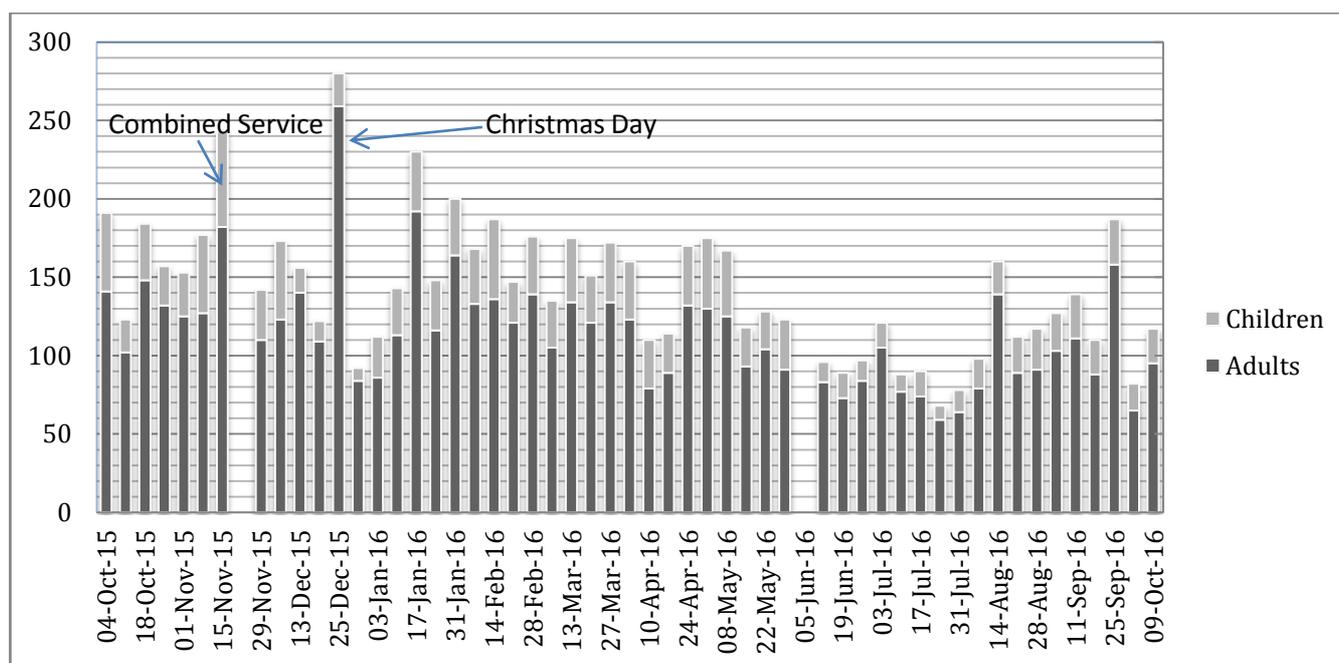
Year	November 15 th , morning		Christmas Day		June 5 th , afternoon	
	2014-2015	2015-2016	2014-2015	2015-2016	2014-2015	2015-2016
Adults	238	182	276	259	165	174
Children/Youth	65	61	76	21	63	46
TOTAL	303	243	352	280	228	220

This year we saw a number of long term church members leave Cambodia either for good or for an extended furlough. This is reflected in our attendance data compared to the previous year. There was a marked decrease in the number of adults and children across both the morning and afternoon services in ICF South compared to data from 2014-2015. For the morning service, the adult attendance decreased by 19.6% and the children/youth attendance decreased by 32.5% this year. For the afternoon service the adult attendance decreased by 23.6% and the children/youth attendance decreased by 28.6% this year.

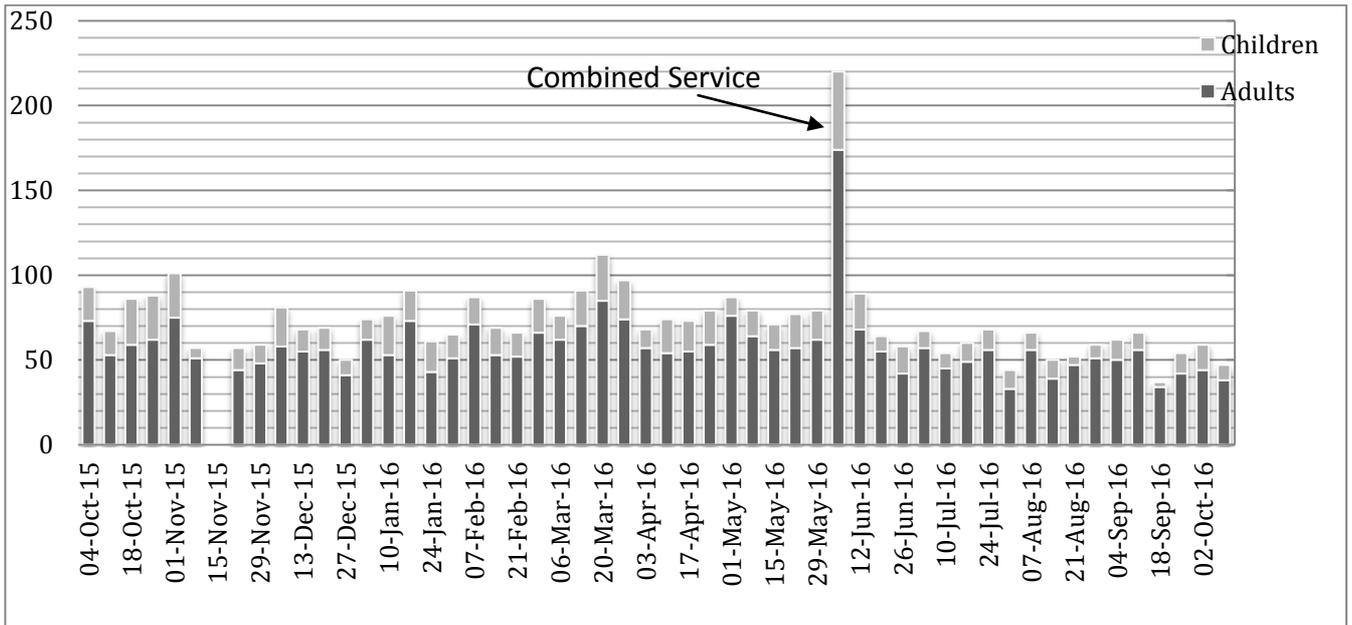
For ICF North, there has not been much fluctuation in attendance numbers, and there is still an almost equal ratio of adults to children/youth. ICF North took a break for June and July when many families went home for the summer.

The total attendance for our Christmas service in 2015 was 20.5% lower compared to our Christmas service in 2014. Similarly, the total attendance for our AGM Combined Service on 15th November 2015 was 19.8% lower compared to our AGM November Combined Service in 2014. The total attendance for our June Combined Service which we typically have at the start of summer, has remained relatively unchanged.

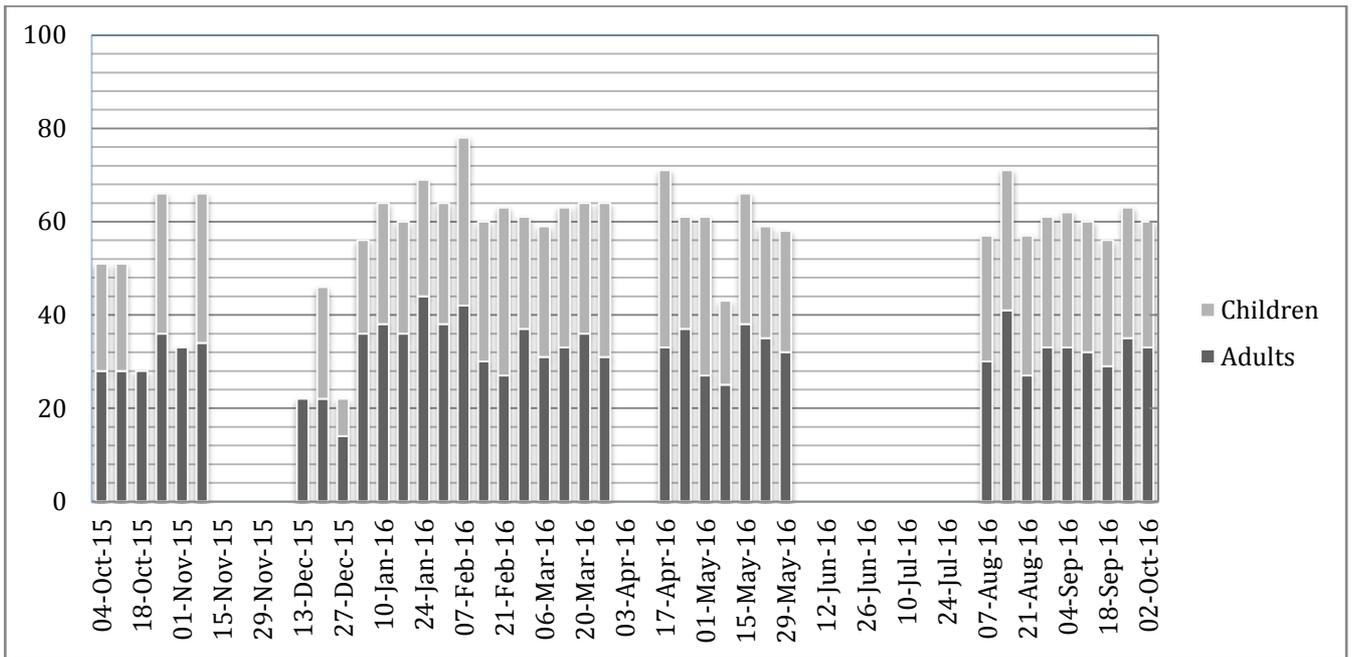
Graph 1: MORNING service attendance by date



Graph 2: AFTERNOON service attendance by date



Graph 3: ICF NORTH service attendance by date



SPECIAL EVENTS - HIGHLIGHTS

This year we witnessed the **Baptisms** of two of our church members: Samantha Fraser and Maria Frio. We are grateful to KSSA for allowing us to hold the baptisms on the top floor of the ICF. Many ICF members, friends and family attended. It was a wonderful celebration together of God's grace in peoples' lives.

We have also enjoyed a number of **potluck meals** together and are grateful for Cathy Macqueen, Maria Frio, Jean Guittap and Samantha Fraser for helping to oversee them.

Our second **ICF Church Weekend Retreat** was held at the Bronze Lake Resort, Kompong Speu last November. It was well attended, was great fun and enjoyed by everyone who went. It was a great way to connect with others across our three services. Many thanks to the Church Retreat Committee and for those who organized the different activities. We are looking forward to our next Church Day Retreat coming up soon!

Easter Early Morning Service. This year we enjoyed an early morning Easter celebration service on the roof terrace followed by breakfast together. It was very well attended and appreciated by all who came.

ICF COUNCIL OF ELDERS

It is a special privilege and joy to serve with our very faithful and godly team of Elders. The Council normally meets every two weeks over lunch, with longer breaks at Christmas and the main school holidays.

We begin our meetings with a season of prayer, bringing before God the matters before us that day, along with the wider concerns of the Body. Items we then discuss are varied and reflect the diversity of church life. We try to keep the big picture in view and focus on the priorities we believe that God is calling us to, as well as practical issues. In making decisions we endeavour to come to one mind – listening and sharing until consensus is reached. Voting is never needed!

The developing plan for Peter and Hwee Ping's sabbatical is a good example of the way God has graciously led the Council. The process of discerning how we best care for our Pastor took us on a journey which considered many aspects of the life and future of ICF. The end result was rather different to what we originally discussed, but clearly the direction which God has prepared in advance.

After many years of considering a satellite congregation, ICF North is now a functioning reality. A distinctive feature of ICFN is the very high rate of involvement by members. The Council is deeply grateful to Warwick Browne for the energy he has invested this past year in facilitating this growth. Phnom Penh continues to expand and change rapidly, which will have a significant impact on the way the ICF meets together in the future. One aspect of God's leading was the availability of Steve and Deb Wise during the latter part of the sabbatical period. They will help us think prayerfully and carefully about how we can best serve the expatriate community with the greatest message ever.

This year Cathy Macqueen and Nini Barachina concluded service as Elders. We miss Cathy's exceptional organising ability and gifts in hospitality, and Nini for her finance skills and long experience in and care for the ICF community. Tim Gallant joined us in June and has already made significant contributions. Warwick Browne, as ICF North Facilitator and an invited member of the Council, brought a refreshing and forward thinking perspective during this season of change. We are delighted to recommend Marco Wagenaar as a new Elder, and are currently talking with others. Ideally we would like to see one more Elder from each congregation in coming months, please pray with us and nominate those who God places on your heart!

Part of functioning as a body is caring for and serving one another. Many in the ICF have assisted others, met together in small groups, prayed for each other, and practically served during the church services. Thank you to those who have helped usher, read Scripture, pray, sing, teach Sunday School, serve Communion, preach,

and many other things during these past months. Your willingness to serve is greatly appreciated. May God continue to work in and through us in the year ahead, that we would both recognize his Glory and communicate it to others.

Gilbert Appleby (ICF Council Chair)

PRAYER

Prayer Corner, morning service

There is the opportunity to be supported in prayer after our services most Sundays. We have a small but dedicated team of prayer ministers that have included Nini Barachina, Leonie de Groen, Kathleen Lauder, Esther Pastores, Tony Posnett, Nicky Sanders, Karen Taylor, Hwee Ping Warren and Claire Willard. As a number of our prayer corner team members have left Cambodia this year, please pray for new people to serve in this way. The prayer corner ministry is an often 'unseen' ministry but one that really impacts the lives of people in need of a listening ear. We are grateful for the compassion, encouragement and care that those involved have shown towards others, and trust that God is answering their needs in His time.

Christina Leong

Prayer Corner, afternoon service

After the afternoon service, several caring and compassionate people have ministered to people wanting prayer. Burdens are shared, hearts are listened to and together brought before the Lord. Many people have been helped. Thanks to all those who have been willing to serve in this ministry over the past year. Due to turnover in our community there are always openings to serve and if you are interested in being one of us who pray with people, contact Joel.Copple@gmail.com.

Joel Copple

ICF Monthly Prayer Meeting

The commitment of ICF to the ministry of prayer is demonstrated by the gathering on the first Saturday of each month for an hour or so. Prayer is one of the pillars of any church and eternal transformation is dependent on it. Held at 10am in the ICF office, the informal time of prayer has taken several different forms and followed the scripture... "I urge, then, first of all, that petitions, prayers, intercession and thanksgiving be made for all people" - 1 Timothy 2:1. Everyone is welcome.

Joel Copple

Pastoral Care

Pastoral care as we understand, is a ministry committed to the well being of people just as a shepherd is to his flock - nurturing, teaching, protecting, guiding and praying. We are privileged as a church to have this ministry so that in times of need we have a shoulder to cry on, a heart to share our hurts with, a voice to shout with and a listening ear, so we may encourage each other and grow together as a body.

Our Sunday Sermons are carefully planned for the spiritual nurture of individuals and the body as a whole. Other forms of pastoral care include pastoral counselling to individuals and couples through the Monday pastoral care hours and special appointments, hospital visits and conducting the occasional wedding or funeral.

Two of the three ICF priorities are, *Living Together in Unity and Connectedness* and *Reaching Out Through Natural Connections*. Home Groups play a vital role in ICF pastoral care as a place where many people not

only feel supported and cared for but are also able to deepen their faith through group Bible study and prayer. Therefore we encourage all members to join a home group in their neighbourhood. These groups are not limited to ICF members only. You can invite your friends too, if appropriate. Information on each group is available on the table at the back of the church, on our website (www.icfpp.org), or ask an Elder or our Administrator Christina Leong.

Thank you to Geoff and Shirley Capon, Sumantha Yee and Esther Pastores who served on the Pastoral Care Team alongside Pastor Peter and Hwee Ping, to look into the wider care and support for the different groups of people within ICF. The Elders may also be contacted for emergencies. As the Capons and Pastoreses have now left Cambodia, please pray that we may identify new members who could join the Pastoral Care Team.

Prayer ministry is available on Sundays and throughout the week via ICF PrayerNet. Where appropriate, members are followed up after prayer. Our Sunday bulletin gives the contact details.

Join us in prayer as we continue to love, care and support one another in the ICF Community - united and shining for His praise and glory.

Julieta Concepcion & Vana Eliezer

CHILDREN'S AND YOUTH WORK

Child Protection

We are very aware of this issue in today's world. We have a good and thorough ICF Child and Youth Protection Policy in place and we aim to implement it fully. This Policy can be found on the ICF website. Our Child Protection Officer Margaret Posnett is also happy to talk with you about any Child Protection related issues.

Sunday School, Morning Service

The ICF Sunday School program has been tasked with helping children to know and experience the love of God through Jesus Christ and to develop our children's understanding of the Bible and Christian principles. Despite several changes in our Sunday School program this past year, those goals remain at the centre of everything we do.

The biggest change to our program this past year was when Esther Pastores and Margaret Posnett stepped down as Sunday School Coordinators. Kim Shumlansky was asked to become the new Coordinator and accepted that responsibility starting in August. Another change that was explored this past year was trying out a new online curriculum during the month of May. Although there were several features of the trial curriculum the teachers liked, most felt that the new curriculum was too complicated and so we returned to the Scripture Union curriculum that we have been using for many years.

A few aspects we liked from the new curriculum we have tried to carry over to our lessons. The older students now pick and introduce Christian songs which we sing in our large group gatherings once a month. This music is available for teachers to play in their classes for the rest of the month. The Grid (ages 11-14) and Grad (ages 14-18) students help prepare and lead the large group gatherings so more games and drama are incorporated into the Sunday School program. This allows opportunities for student leadership, encourages children to be more connected with each other and grows a sense of community and belonging.

Five of our regular teachers left in June but God graciously raised up new teachers so that we almost have a full roster. We still need a second teacher for the X-Stream class and someone to take over for one of our Splash teachers when she moves away in December. Please pray that we may find two more teachers and also pray for our current teachers that they will faithfully serve our God and the children of ICF.

Kim Shumlansky

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Sunday School, Afternoon Service

Until June 2016, the afternoon service was blessed with enough teachers, assistants, children and young people to run two classes. One class was for 4-7 year olds and used the Bubbles and Splash resources, and the other class was for 8-13 year olds, and used the GRID resources.

Thanks go to Becky Bequette, Susan Smith, Kelsi Bergen, Susan Park and Sarah Chhin for teaching those classes and providing assistance to ensure we met our child protection obligations.

The children and young people had a lot of fun through discussions, drawing, crafting and playing and learnt about the Good News of Jesus, Paul, Jeremiah, Ruth, God's big plan, Daniel, Esther, the Holy Spirit and the followers of Jesus.

Unfortunately in June, the ICF afternoon service lost most of the teachers and many of the children and young people due to families leaving or going on extended furlough. This meant that we did not have enough volunteers to provide a safe, ongoing Sunday School service, and we sadly had to make the decision not to reopen Sunday School in August.

It was clear that the children and young people attending the ICF afternoon service deserved so much better than that, but it was also clear that we needed to look away from the traditional Sunday School set up. Therefore, at the beginning of October, we started the Craft Corner.

The Craft Corner is set up in the corner of the main auditorium, by the side of the piano. The objective is that children, young people and also adults are able to engage in some way with the message of the Bible verse the sermon is based on through craft. Each week, a leader prepares a craft that is in some way linked to the Bible verses and then those who wish to can move to the Craft Corner to make something during the sermon. Children under 5 bring someone with them to help them do cutting and sticking. We are having a trial period of 6 months.

Remarkably, within a month of the original idea being presented to Council, 5 volunteers to be craft leaders had come forward, the rota had been filled until the end of January and the Craft Corner had started! Thanks to Rachel Hurley, Tiffany Gallant, Christina Anderson, Susan Smith and Sarah Chhin for their enthusiasm to get this new idea off the ground!

We are excited to see where God takes us as we craft His Word with our children over the next year!

Sarah Chhin

International Youth Ministry

Reflecting on the past year at youth group it is hard to believe I have been the Youth Pastor for two years! It has been yet another exciting, challenging and enjoyable year.

We have continued to have two key events each week - Solar and Cross Culture - both have been very successful in providing a safe and open environment for the young people to grow in their own faith and form strong friendships. Locations to hold youth group have been a challenge in the past, however we have now managed to find good locations for both groups with Solar meeting at the Elim Church and Cross Culture has moved from being very kindly hosted by the Posnett family to using Phnom Climb Community Gym. There has also been continued work to ensure that ICFN are included in all events and youth activities. Thanks go to Warwick Browne and others who have organised transport for the young people in the North to help them attend Solar and Cross Culture.

One of the biggest events EPIC youth conference (an 'all youth in Phnom Penh' event) is scheduled to run the 5th -7th January 2017. This is a great event that is a joint initiative with ICA and allows for strong

partnerships not only in Phnom Penh, but country wide as TCKs from Siem Reap, Kep and Kampot also plan to attend this coming year.

A continuing challenge this year has been having enough leaders to come alongside our young people. We have had some fantastic leaders over this last year who have had to return to their home countries. They were an essential part of our team and they will be missed. Our leaders aim is to provide spiritual and practical support and friendship - and good fun as well! We also realise that many of our young people have to deal with a lot of change and might only be here for a short time. So it is our job as a youth team to give them 'tools' to deal with a fast changing and sometimes difficult world.

I would also like to thank the fantastic group of student and adult leaders who help run the youth events. No matter how long or short their time is with the youth group it is always very valuable and important to our young people. Thank you also to our church and Council who continue to support and have a great interest in the young people, it is so encouraging to myself and the youth!

As we look forward to another exciting year, please continue to pray for the youth leadership team that we are able to get some more permanent leaders and for the young people who face many daily challenges of living in Cambodia and an often difficult world.

Ashley Harte

HOME GROUPS

Ladies International Bible Study

Over the past year we have had studies happening in 3 locations, one in the South (daytime) and 2 in the North (1 daytime and 1 nighttime that commenced earlier this year).

Our groups include women from: America, Australia, Britain, Cameroon, Canada, Finland, France, Hong Kong, Korea, Malaysia, New Zealand, Singapore and the Philippines.

We have all been studying Beth Moore's Bible Studies. Last August we studied "Children of the Day" based on 1 and 11 Thessalonians. We would watch a DVD one week followed by discussion the next week, which involved sharing what we had discovered through our homework (via a study guide).

"The Inheritance" was our first study for this year; this had no homework so discussion was more limited. The theme verse for this was Psalm 16:6 "The boundary lines have fallen for me in pleasant places; surely I have a delightful **inheritance.**" We explored our inheritance in Christ.

This August has found us considering "David: Seeking a Heart like His". We are only a few weeks in but I think we are all finding it very worthwhile.

In each of these series we have had many occasions to pause and soak in truths that the Lord has impressed upon us.

With so many different languages involved we would appreciate prayer that communication would be clear amongst us in our discussion time and in listening to the DVDs that God's Word would be both understood and applied. Continuity is also difficult at times as many of us are often away due to ministry responsibilities.

Robin Ware

Boeung Tumpun Home Group

Our home group (formerly the Russian Market Wednesday 1 Home Group) faced many challenges this year. Steve and Julie Vincent only joined when they arrived in February this year, and by August, everyone besides Julieta Concepcion, had left. Veasna, Gunilla and Naomi Bun left for Sweden, Geoff and Shirley Capon, and Andrew and Janice Collins left for Australia. We were encouraged by the friendliness of our compatriots when we joined and got to know a wonderful bunch of people, at a deep level. Their leaving has left us bereft. We are currently in the process of regrouping. We meet together for a meal and Bible study each Wednesday, and have put out a welcome to new members. Please pray for new members that we can love and bless and encourage in the Lord, and each of us Steve, Julie and Julieta as we serve Him.

Julie Vincent

Russian Market Wednesday Home Group

Our Home Group meets at Maria's apartment weekly at 7pm and for those who want dinner first, to meet at 5.45pm at one of the local cafes not far from her home, before gathering for the study. This allows time to catch up on each other's week and learn any life changes or difficulties being faced. Many of the group are in high stress work environments, so it is always good to meet and encourage each other as Christians.

We still enjoy transparent relationships, good Bible study material, prayerful support, social evenings and great suppers or food evenings. Members sometimes share outings of mutual interest and holidays together. The major issue for our group is that people keep returning home, and we lose the joy of their fellowship with us! Facebook helps keep us in touch. To date there has been a consistent group of about 7-8 people, but being part of a transient population has its down sides. Our group has had the joy of Peter and Hwee Ping Warren as members, and we miss their input while they are on sabbatical.

This year we have enjoyed videos, including:

- * "What's so Amazing about Grace?" by Philip Yancey.
- * "Your Walk with God is a Community Project" by Paul Tripp, on living as Christians in community. By taking verses of scripture, Tripp develops his argument for living as community once we become a Christian.
- * We are currently doing a series on "The Screwtape Letters", by C S Lewis that is challenging. This has been good to make us conscious of the temptations we all face on a daily basis, and gives opportunity to see what the Bible says to empower us for the battle. It has also helped us to be 'real' with each other, and so be supportive in prayer.
- * Other suggestions for later in the year are to watch some sermons on You Tube by Timothy Keller.

One reason our group has staying power, is because prayer is a key factor. We pray for each other during the study time, as well as get prayer points emailed to us for use in caring for each other across the week, and folk are genuinely concerned for one another. It is a lovely, caring group. There have been many wonderful answers to prayer from within the group, and it is very encouraging to be a part of God's family sharing our lives together.

Leonie de Groen

Boeung Keng Kang Home Group

Our home group meets every Thursday in BKK 1, composed of around 6-7 core members although the group tends to get bigger to about a dozen people from time to time. Most of us are involved in development work, aged between 20s-40s and come from different countries. A few members have come and gone who were on short-term missions in Cambodia.

This year we read Tim Keller's "Every Good Endeavor" which opened up our thinking about God's appointment of work and the joys, responsibilities and pitfalls of work. We also studied CS Lewis' "Mere Christianity" which was a "back to basics" kind of learning for all of us. More recently we discussed the book of Hebrews which brought us back to studying the Word directly.

We tend to keep a healthy, open and lively discussion where we encourage a safe space for sharing opinions and experiences. Over time, we have cultivated friendships with one another through social gatherings or traveling together in smaller groups. We also set up a Facebook group where we can share prayers and updates.

The latter half of the year saw around 5-6 new people joining the group, although a few long-attending members will be leaving Cambodia by the end of the year. We ask for prayers for members who will be moving on to the next season of their lives and for those who will continue their work or ministry in Cambodia.

Maria Frio

Russian Market Thursday Group

Our group feels like a close family made up of very distinct personalities. One of our newest members summarized this well by saying, "We have a great time of fellowship and spiritual growth! I like the diversity of the group maybe not so much in terms of nationality, but in background and ideas." Our host each week shows kind, warm hospitality to all. We take time to pray for each other every week, often including past members who have moved back to their home countries (who will still keep in contact with). We are a smaller group; this proves to be both a blessing and a challenge. The blessing is that we can have much deeper intimacy and understanding than if we only joined the ICF Sunday services. The challenge is that we currently only have 5 members in country and work travel sometimes hinders us from having a quorum to meet. We have a mix of newcomers and people who have lived in Cambodia for many years. Home group allows us an opportunity to get to know people who we otherwise might not meet if we were limited to our work circles. We feel that we could call on any of the home group members to ask for help and they would respond.

Rachel Hurley

Tuol Kork Home Group

The Tuol Kork Home Group meets on Wednesdays from 6.30-8.30pm. We tend to meet in different homes each week and have different members leading. At present we are doing a 6 week study through 1 Timothy.

Some members of the group attend ICF but we also have a number who come from different churches: eg ICA, Anglican etc. We are a group that really specializes in member care and praying for one another. We also meet on a fairly regular basis for coffee on a Saturday morning at different coffee shops.

At the present time we have 12 folk who are members of the group. We have a mix of folk attending as well as a mix of nationalities. A challenge we do face is that our members are often travelling out of town so we seldom are all able to make it to a meeting each week.

Pray that God would continue to bond us together; that we would be an encouragement to one another. Pray also for others to join the group.

Carol Waddell

The Saturday Home Group for Parents with Small Children

The Home Group for Parents with Small Children had a very productive year of meeting and sharing in Bible study and fellowship. The name of the group is intentionally specific, as we focus on sharing the joys and struggles of parenting our children in the context of living and working in Cambodia. The schedule for meetings has been two meetings per month with the actual schedule of this Saturday afternoons and the times fitting to the schedule of the members of the group. The structure of our time together has been to

begin our time with a Bible study which then leads into fellowship over a meal. We have focused on the book of Philippians and other topical studies that were determined by the individual members and leaders of the group. We have members who attend ICF and other international churches here in Phnom Penh. This gives us a good sense of community and varied perspectives as we discuss the Scriptures and what it means to live them out in the context of our families and our work.

We want to say thank you to Micah and Kelsi Bergen who originally started the group and have facilitated it over the past years. With their upcoming transition back to the United States, we have taken on the privilege of facilitating this group and setting the schedule for the meetings which we are changing to Saturday mornings at 9:30 to 11:00 with occasional carry in lunches. We are planning to begin a study of the book of Ephesians in the coming months, with a special emphasis on the topic of Christian worship. If you have questions or would like to hear more about the group, please contact us at tntgallant@hotmail.com or give Tiffany a call at 011 326 073.

Tim and Tiffany Gallant

MEN'S MONTHLY BREAKFAST

The International Men's Breakfast continues to be a key, monthly interdenominational gathering between the various international churches in Phnom Penh. We have had several very good speakers and we make sure all the men have plenty of time to fellowship and get to know each other. All attending are given the contact information of the others at that meeting in order to facilitate the development of friendships, partnerships for prayer, business contacts and accountability partners. A new venue was tried but it proved to be too small, so our group has returned to meeting at Hagar Restaurant on the third Saturday of each month at 8am. New men, comments and questions are welcome. If you know of men you would like invited let Joel Copple know so they can be put on the e-mail invitation list. Joel.Copple@gmail.com

Joel Copple

REEL ISSUES

Reel Issues originally came out of an idea from the UK Bible Society. Film is a powerful medium to help our thinking and feeling - and watching films seems to fit expatriate life in Phnom Penh!

Reel Issues

- Is an enjoyable and relaxing activity for church members and their friends.
- Is a good way of exploring some important life issues together.
- Is also an easy 'pre-evangelism' event, where people can begin to gently explore and engage with Christian perspectives on life.

We ran Reel Issues most months this year, and we hired the Flicks Movie House, close to the ICF Centre. We enjoyed watching a good film together and then we had a short discussion and explored the issues raised.

Films this year have included 'The King's Speech', 'Inside Out', 'Selma', 'Room' and 'Snow Cake'.

Reel Issues provides a low cringe, enjoyable and relevant means of making some bridges with the wider international community. Pastor Peter has coordinated Reel Issues and with him currently being away on sabbatical, we are taking a break from having film showings. However, we expect to resume Reel Issues again by the middle of next year once Pastor Peter returns.

Christina Leong

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DONATIONS AND GIVING COMMITTEE

The Donations and Giving Committee is chaired by Kathleen Lauder and includes Bud Hattaway, Mark Smith, Mark Sinclair and Nini Barachina. In response to God's calling to care for the poor and the vulnerable, ICF provides 10% of its revenues to support organizations and projects which meet the following criteria:

- that proclaim God's kingdom in word and/or deed
- that promote lasting change in strategic areas
- that build national capacity in the way they operate
- that support, promote and advocate for justice
- that build unity and partnership between different organisations and churches
- that reduce spiritual, physical and emotional poverty

This year the Donations and Giving Committee provided \$2,000 to each of three strategic partners: Peace Bridges, TEEAC and Evangelical Christian Fellowship (EFC). These are organizations which are closely aligned to our criteria and whom we have supported for several years. We provided our funding to these partners for their use where it was most needed. They will all share their annual reports with us. In order to identify recipients for our remaining funds we called for short proposals. Based on the proposals that were submitted we were able to provide \$2,000 to *DOVE* to support their training for 120 youth on spiritual formation and \$1,500 to *Real Good Men* to support 6 seminars for 20 men to live lives of integrity, responsibility and love.

Kathleen Lauder

FINANCE COMMITTEE

The Finance Committee currently consists of Mary Lüthy (Treasurer), Finn Payne, Yong Lim (Council representative) and Tony Posnett. Todd Bequette was also serving as a member and our book-keeper until he went on home leave; both he and Mary contribute their time consistently to ensure our books are in order and our bills paid, and we are hugely grateful for their faithful service. Our accounts were successfully audited in early 2016; the audit report is available at the back of the church for review. This will take place again in early 2017.

As you will be aware this year has been a challenging one for our giving; although thanks to generous giving in previous years we still have enough to cover all our expenses. However, bringing our spending and giving in line is a priority for the remainder of the year. Please consider giving by standing order if possible, as this fixed commitment is a helpful way to plan your giving through the year.

The purpose of the Committee is *'to ensure church finance is managed well by*

- *reviewing the church's financial status and providing recommendations to the Council on church financial matters*
- *engaging the wider church congregation on church financial matters*
- *overseeing practical elements of church finance'* (Finance Committee terms of reference)

If you have a familiarity with budgets and a heart to be faithfully managing and using what God provides for the ICF, do consider joining the Finance Committee. We meet about 6 times a year and would value an extra member. Talk to any member of the Committee if you would like to know more.

Tony Posnett