living in Gospel Community

Redeemer Presbyterian Church
Annual Report 2002
Dear Friends of Redeemer

‘It was the best of times – it was the worst of times’ seems an appropriate way to describe the ministry year of 2002 for Redeemer.

In many ways it was the ‘best of times.’ Redeemer ministered to more people in the midst of New York City than it ever has in its history. The sheer number of people listening to and finding faith in the gospel at Redeemer has never been greater. But despite our remarkable growth, Redeemer could not escape the effects of the severe economic downturn which has affected New York City more than the rest of the country. Hundreds within our community have lost their jobs. Responsible stewardship dictated that, for the first time in our history, we had to cut our 2003 budget in the face of increasing numbers, opportunities, and needs. The paradox of the situation is that both the unprecedented ministry growth and the unprecedented financial shortfall were caused by the events of September, 2001.

Another example of the ‘best-worst’ paradox was my own experience in 2002. I was diagnosed with thyroid cancer at the beginning of the summer and spent about three months having surgery and getting treatment for it. Of course this shook everyone in the church and in my family. But the support given to me from the Christian community both at Redeemer and elsewhere was indescribable. The treatment was successful and the depth of the spiritual strengthening of my walk with God, my wife, my family, and my friends was unique in my entire life.

Paul’s famous description of the ‘best-worst’ paradox is in 2 Corinthians 12:9-10. “Therefore I will boast all the more gladly about my weaknesses, so that Christ’s power may rest on me. That is why, for Christ’s sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong.”

How is it possible that the worst times can really be the best times for us? Because failures are turned to new humility and joy when we repent. Because insults and persecutions are turned to new exhibitions of gospel love when we turn the other cheek. Because difficulties are turned to new spiritual character when we endure them through faith.

Why is it possible that the worst times can really be the best times for us? Because the cross itself is the ultimate ‘best-worst’ paradox. The worst thing that could happen to Jesus became the best thing that ever happened to the world. Deep defeat and weakness became great triumph and strength. That Jesus had to die for us is the worst possible news (it means we are that lost and sinful) and the best possible news (it means we are that loved and valued.)

So Paul tells us to expect that we will routinely grow in grace and ministry effectiveness through experiences of weakness. I certainly hope that 2003 is not so obviously ‘best-worst’ as 2002 was! But we should not be surprised nor discouraged when we get seasons like that (1 Peter 4:12-13.) With the ‘worst’ will always, eventually, come the ‘best!’ That is how the cross works. It comes attached to the resurrection. So we look forward to a better-than-ever ministry year in 2003.

In Him,

Timothy J. Keller

Tim Keller
It is impossible to concisely express ‘what is happening in 2003’ in a movement as complex as Redeemer. There are a dozen major ‘departments’ within the congregation, each one of which is a major center of ministry, outreach, nurture, and service. The following pages tell you something about the vision, scope, and work of each. Immediately below I would like to highlight some of the exciting and challenging developments in a few ministry areas.

1 First, there is the area of training. Redeemer has a reputation for offering excellent teaching, and we have also developed some widely recognized training tools in certain areas. But we have never been very systematic about how we do basic discipleship for all our members, nor about how we develop people not only for church positions but also for distinctive Christian leadership in our society. We have never developed a full sequence of experiences for discipleship training and leadership development that we cyclically make available to everyone. That is the exciting challenge before us now. To begin with, we are working hard to develop a one-year series of experiences that will equip people to live effective, growing Christian lives in the city. This one-year sequence will include three conferences (in the city), a year-long discipleship curriculum done in a small group, and a series of Sunday classes. Topics will include everything from a basic survey of the Bible and Christian doctrine to training in spiritual growth disciplines, talking to others about our faith, being a Christian in the workplace, and understanding the city.

2 Second, there is the area of ministry we have often called “marketplace” or cultural renewal. Redeemer has always been supportive of Christians serving Christ in vocations other than church ministry. We have not said, “If you are truly committed you will leave your ‘secular’ jobs and take up the ‘sacred’ ministry.” Instead we have encouraged people to be the very best journalists, artists, actors, and business leaders possible, serving Kingdom priorities in those jobs. But this area is the most undeveloped part of our mission. We have given little specific training or practical hands-on guidance in this regard. It is inspiring to talk about ‘working in a distinctively Christian manner’ but how does one do that? What difference does Christianity really make to people working in the theater and film? in the academy? in politics? in other arts? in the media? We have always said that the ‘gospel changes everything,’ but exactly how does it do so in every arena of work? We are at last taking some major, concrete steps to develop our ministry in this area. First, in the new training system we mentioned above, we are creating a ‘cultural leadership’ track along with the traditional ‘congregational leadership’ track that prepares people for small group leadership, being officers, and so on. Second, we have hired our first staff member to oversee this work. Katherine Leary has come on staff as director of ‘Marketplace Ministries.’ She has an extensive background in business and management, yet has been active in Redeemer since the beginning and has also served on the staff of a church in California.
Third, we face a new phase in our ministry of church planting. From 1994 through 2000 Redeemer was involved in the planting of thirteen churches in the metro New York City area. However, in 2002 alone, Redeemer was involved with fourteen new church plants in metro NYC. Half of these were partnerships in which we helped churches from other denominations begin churches. This is all part of our vision to "fill the city with churches." This great increase in church planting activity occurred under the three year leadership of Dr. Osni Ferreira. At the end of 2002 he returned to his native country of Brazil. This means we will be searching for a new director who can continue and expand Osni's work.

If we really intend to see hundreds of new churches developed in the city it will take some radical commitments. 1) We must put a high percentage of our church budget into starting new congregations. 2) We must have numbers of Redeemer's members and attenders willing to leave the security and comfort of a large, established church to venture out with a smaller group in order to serve Christ in a particular neighborhood. 3) Finally, there must be a willingness to work with Christians of other traditions and denominations. None of this is easy, but since the days of manna, believers have gotten nothing through hoarding their resources.
Lastly, we will continue to move toward our long-term goal of becoming first a multi-site church and then a network of center city churches. We continue to seek a West Side morning site for congregational worship, and we have some real possibilities on which we are currently working. Our West Side evening congregation is moving locations again this year to First Baptist Church at West 79th and Broadway. Our experience with this congregation confirms our vision for the ‘multi-site’ model, since this congregation clearly reflects the West Side community. But we have also discovered during the past four years that because of our size and the nature of the city, finding rental space is very difficult. Thus our progress has been slow — but it has been sure, because we continue our commitment eventually to make Redeemer into a network of city-center churches.

It is important to remember that all these ‘initiatives’ and ‘developments’ are really just different ways we are building city-serving Christian community. Experiencing Christ in the gospel changes us and puts us into community with everyone else who has been through the same encounter. This gospel-shaped community turns us into servants of the city and its citizens. Our training programs are really just ways of making sure that our community is more distinctive and deeply gospel-shaped. Our church planting and multi-site efforts are really just ways of multiplying the number of city-healing Christian communities in the metro area. It is wonderful to partner with you in such a work!
Redeemer’s Vision

We are committed to

1. The centrality of the gospel to direct every aspect of our church’s life.

2. An outward face of evangelism in every facet of our church’s ministry.

3. A love for and a positive view of the city.

4. The commitment to be part of a movement, not just a single congregation.

5. A commitment to changed lives completely shaped by the gospel.

6. Community Life which is the main practical vehicle the gospel uses to change lives.

7. Church planting in every neighborhood and people group in the city.

8. Deeds of service and justice that embody the gospel of the kingdom.

9. Cultural renewal through gospel distinctiveness in all our vocations.
2002 Financial Update  Redeemer Presbyterian Church relies on the generosity of individuals and the broader community of faith to fund its vision. In 2002 this generosity was demonstrated through the support of church planting, Diaconate support, and WTC Disaster Relief, along with the ongoing operations of the church. We are grateful to the members and friends of Redeemer who have faithfully supported its programs and ministries this past year. Below is information to assist you in understanding how the financial resources made available to Redeemer in 2002 were spent, as well as projected spending in 2003.

* These ministries raise substantial funds on their own (for example, counseling fees, the Easter Sacrificial Offering, partnerships, etc.) which finance their ministry spending. Amount shown is Redeemer’s net contribution excluding outside funds.

** Approximately 85% of the investment made by the Church Planting Center in 2002 is underwritten by funds outside Redeemer Operating budget. This includes monies donated to the Capital Campaign.

Annual Budget  Planning and forecasting Redeemer’s finances is an annual process overseen by the Executive Pastor, trustees, and elders. The fiscal year is January 1 through December 31. In the fall, each Director submits a budget request within the established guidelines, and detailed analyses of giving trends are reviewed. The budget is then finalized, presented to the members, and approved by the Board of Elders and Trustees. Below you will find information for the 2002 and 2003 fiscal years.

Partner with Us  
- Pray that God would work in the hearts of our congregation and friends to continue to support the 2003 Vision.
- Consider how you might financially support Redeemer in 2003.
- Access the Stewardship section at www.redeemer.com for resources to help you plan your giving to God’s Kingdom.

Contact  
David Bisgrove
Director of Finance & Administration
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david@redeemer.com

Redeemer Budget – 2002 to 2003

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<tr>
<th></th>
<th>2002E</th>
<th>2003B</th>
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*See page 7, note 1*
Balance Sheet  The figures show a significant increase in reserves at the beginning of 2002. This is primarily due to the funds donated for WTC Disaster Relief. Individuals, churches, and foundations from all over the world donated these unsolicited funds. The funds were dispersed to individuals and organizations affected by the tragedy of September 11th. The majority of those funds were given to individuals through our Diaconate and Counseling ministries. It is expected that a small balance will be available in 2003 for ongoing needs in our congregation and City, but the overall cash balance beginning 1/1/03 will be approximately $300K less than that of 1/1/02.

Notes

- **Note 1** Please also note that Redeemer Presbyterian Church is audited each year end by an independent accounting firm.
- **Note 2** This represents the total cash/liquid assets on hand at the end of the fiscal years. Subtracted from this figure are funds donated to Redeemer Presbyterian Church specifically for other church planting projects. Those funds are distributed to those churches as requested.
- **Note 3** These funds are set aside for the start up costs of the multi-site Redeemer services, and for the Redeemer Urban Church Planting Center.
- **Note 4** These donated funds are set aside within Redeemer Presbyterian Church for specific ministries and programs.
- **Note 5** This balance represents the funds available for the general operating budget of Redeemer Presbyterian Church.

<table>
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<tr>
<th>Balance Sheet 2002 – Redeemer Presbyterian Church (Note 1)</th>
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<td><strong>Year End Balance (Note 2)</strong></td>
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Fellowship Groups  Community Formation

2003 Vision  Redeemer’s Fellowship Group system remains committed to expanding the number and quality of our groups as Redeemer experiences rapid numerical growth and expands its presence throughout the Metro New York Area.

- **Partner with the Urban Church Planting Center (UCPC)** Work with our groups to develop leadership with a vision and commitment to participating in neighborhood church plants.
- **Leadership development** Increase the current number of 35 coordinators by at least 30% through training and mentoring.
- **Coordinator training** Develop a Pastoral Care training program for Coordinators.
- **Growth of groups** Sustain group growth at 20% (130 groups increase to 156).

2002 Highlights

- **Two new directors were hired** The Rev. John Lin & Scott Crosby have joined us to help keep up with the approximately 1,000 new attendees in 2002.
- **Church core groups in the Bronx** Coordinators for Redeemer’s Bronx groups have built the foundation for a new church plant to begin in early 2003.
- **Mothers groups increased to eleven** Mothers groups support young families in their commitment to the city, providing meals, child support and community.
- **Lord’s Supper** Supporting our commitment to Fellowship Groups as a full expression of the Church, we began sending pastors to groups that request a celebration of the Lord’s Supper.
- **Total number of groups grew to 149**

Partner with Us

- Pray for God to continue to call new people into our groups and into leadership roles.
- Join a fellowship group this year!
- Volunteer as a Leader, Co-leader or Host.
- Invite somebody new to your group this year.
- Consider devoting your Christian life for one year to a new church-planting project.

Contact

Kari Jo Cates
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Redeemer Budget  Community Formation

<table>
<thead>
<tr>
<th>2002</th>
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<tr>
<td>$6.32 M</td>
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<td>$563K</td>
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Note  This figure represents the combined budgets for leadership training, fellowship groups, and family ministry.
2003 Vision  Redeemer’s Leadership Training seeks to build mature leaders who are equipped to serve the growing movement of the gospel in the city and around the world by participating in church leadership, church planting and in cultural renewal. This year we will be designing and implementing an integrated approach to leadership training and development. Highlights in this development in 2003 will be:

► Develop a one year discipleship curriculum that will be offered through conferences, fellowship groups and School of Christian Community courses.
► Partner with the Redeemer Church Planting Center in offering church planting internships and fellowships.
► Partner with Redeemer’s Marketplace Ministries in training leaders for cultural leadership.

2002 Highlights
► This year Redeemer’s School of Christian Community (SOCC) began developing courses that will become part of Redeemer’s core discipleship curriculum, as well as continuing to offer current courses.
► A revised and shorter version of our Galatians study was introduced for Fellowship Groups. A new Gospel of Mark study is scheduled to be introduced in early 2003.
► In 2002 we began refining a broad leadership training strategy that we plan to implement in fall 2003.
► Fellowship Group Study Material is now available online at www.redeemer.com.

Partner with Us
► Pray for the leadership training team as we refine and implement a strategy for leadership development.
► Become involved in Redeemer’s Leadership Training by: joining a fellowship group, attending The Gospel and the Heart Conference in the fall, and taking the core discipleship courses through SOCC in the fall.

Contact
Dr. Tuck Bartholomew
Director of Community Formation
(212) 808-4460 x171
tuck@redeemer.com

“Prepare God’s people for works of service so that the body of Christ may be built up ...”
EPHESIANS 4:12

Redeemer Budget
Leadership Training

Note: This figure represents the combined budgets for leadership training, fellowship groups, and family ministry.
2003 Vision  Redeemer Family Ministry seeks to encourage and support married couples and families in their commitment to live in the city, offering practical support to them as they apply the gospel to their lives. We do this by building community through fellowship groups, family and married couple Getaways, the Children’s Ministry, the Jr. High and High School ministry and Mom’s Groups. This year we will:

- Work with supporting ministries to develop a comprehensive strategy for family ministries that fits Redeemer’s values and beliefs.
- Develop a plan for staffing to build a broader ministry to families.

Children’s Ministry  In 2003 we plan to hold our first communicants class. Children in the fifth grade and older who demonstrate an interest and readiness to become members will be encouraged to participate in a series of classes that will run concurrently with the first three cycles of School of Christian Community beginning in January. During this coming summer, we hope to partner with one or more churches on Manhattan’s East side to provide at least two weeks of summer day-camp programs for the children of families who stay in the city.

Jr & Sr High Ministry  In 2003, CLAY (Christ Loves All Youth, our Jr. and Sr. High ministry) hopes to send Sr. High students on CLAY’s 5th short term mission team project. We plan to take Jr. and Sr. High students to Young Life camp both for outreach to friends and a volunteer work-weekend. There will also be monthly activity nights including activities like: NHL & NBA game nights, movie nights, bowling and ice skating. Our volunteer leaders will also continue to develop challenging new curriculum for Sunday classes.

2002 Highlights  Our growing baby population made it necessary to reorganize our morning nursery and open up a fifth nursery room – Busy Buddies – in September of 2002. Kids in grades one through five have enjoyed exploring the lives of Adam, Noah, and Abraham this past fall while learning how God communicates his plan for mankind through his covenants.

- Family retreats  Families spent a weekend in mid-April at Tamiment Retreat Center. It was such a huge success that they repeated the adventure in October.
- Handbell Choir  In mid-October, we started our Children’s Handbell Choir. For their first performance, they enthusiastically played two numbers for the residents of the DeWitt Nursing Home on December 8.
- Jr. High and High School Ministry  A part-time coordinator was hired. Jr. High attendance increased to an average of 12 students per Sunday. Sr. High students attended two Young Life work weekends, and participated in the launch of the Manhattan chapter of Young Life.

Partner with Us

- Pray for the couples and families of the Redeemer Community.
- Volunteer with nursery, pre-school, elementary, Jr. & Sr. High ministries.
- Build community with other couples and families in a fellowship group.
- Serve by coordinating or starting new family ministries.

Contact Us

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Junior High Volunteer Leader
Peggy Lo
peggyklo@hotmail.com

Senior High Volunteer Leader
Cregan Cooke
cregan@redeemer.com

Note  This figure represents the combined budgets for leadership training, fellowship groups, and family ministry.
2003 Vision  After one weekend Getaway, Jennifer Worrell said, “I met so many new friends. Today was the first day I actually woke up feeling at peace and ‘at home’ in New York, and I’ve lived here for ten years!” Like Jennifer, many people connect best in what we call a “mid-sized” group of 20 to 120 people. That is where Church Life will pour its time and energy in 2003. In a mid-sized group, you can quickly get to know people who, in turn, can invite you to join their fellowship group, ministry project or social gathering. At least half of the people on our Getaways are newcomers to Redeemer!

In the new year, we will hold eleven weekend getaways that are designed to help you relax, have fun and make new friends, while also experiencing life-changing worship and spiritual teaching. In addition, our mid-sized-group strategy will also be seen in these areas:

► Our Women’s Ministry will offer seminars, “zip code parties,” social gatherings and a women’s weekend Getaway.
►Citilights, our ministry to people in their twenties and early thirties, will offer a monthly Praise Night, featuring contemporary worship, and also a variety of mercy projects and social gatherings.
► The Redeemer Sports Network will allow you to create your own sports event or simply join in someone else’s activity.
► The Racial Unity Ministry will sponsor small groups in apartments, seminars, luncheons and a weekend retreat to help you create friendships across racial and cultural lines.

2002 Highlights  Our eleven getaways attracted about 900 people, many of whom found themselves invited to fellowship groups and ministry projects as a result. For the first time we offered two, one-night family weekends to make Getaways accessible to families.

►The Redeemer Sports Network offered hiking, biking, picnics in Central Park, soccer, volleyball, football, dance and other events every month to the 700 people on its email list.
►Citilights revamped its Praise Night, changing it to once-a-month and offering a variety of social activities afterward.
►Our Women’s Ministry had discussions and focus groups to determine how to make it more accessible to single, professional women. Look for its new programs in 2003!

Partner with Us:

► Pray that newcomers to Redeemer will use our mid-sized-group events to create new friendships.
► Volunteer to help with a citilights, Racial Unity Ministry or Women’s Ministry event.
► Participate in the Redeemer Sports Network.
► Consider joining our leadership team.

Contact
Rev. Timothy Pettit
Director of Church Life
(212) 808-4460 x141
timp@redeemer.com
2003 Vision  Equip the Redeemer movement through preventative and interventional means of counseling.
- Plant a satellite counseling office in Queens.
- Develop and present a series of workshops.
- Initiate a partnership with the Alliance Graduate School of Counseling to provide testing for new applicants.
- Develop premarital/marital counseling training prototype to be implemented as a resource at Redeemer and its affiliated churches.
- Provide training for lay counselors.
- Provide specialized care for cases with post-traumatic stress disorder.

* This ministry raises substantial funds on their own which finance their ministry spending. Amount shown is Redeemer’s net contribution excluding outside funds.

2002 Highlights
- Due to growth of approximately 50% in the total number of visits, Redeemer Counseling Services expanded its staff to better serve the growing needs of our community. Four additional therapists were added to our staff during the year.
- A Satellite office at Northshore Community Church in Long Island was established.

Partner with Us
- Pray for our counseling team that we will be faithful to Christ in his counseling ministry for the church and the city.
- Pray for Redeemer attendees to realize the strategic role of Redeemer Counseling Services in preventive and remedial soul care.

Contact
Dr. Hannibal Silver
Director of Counseling
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hannibal@redeemer.com
2003 Vision  Hope for New York (HFNY) will be celebrating its 10th anniversary in 2003. For ten years we have been connecting individuals to volunteer opportunities at faith-based organizations located throughout the New York City area. We have also been making direct cash grants to these organizations, supporting new program initiatives in, among other things, housing, HIV and AIDS, education, homelessness, food pantries, mentoring, and job training. In 2003, we will:

- Expand our outreach to Redeemer church plants, NYC area churches and churches around the country interested in the mercy model of Redeemer’s Diaconate and Hope for New York. There are currently three seminars scheduled.
- Launch a new and more effective database-driven website to enable individuals and fellowship group leaders to more easily identify volunteer opportunities.
- Develop more volunteer opportunities for groups of friends or fellowship groups to engage in mercy ministry.
- Identify new affiliates and volunteer opportunities, specifically targeting underserved populations and organizations located in areas of Brooklyn and Queens where a growing number of Redeemer members and/or church plants are located.

* This ministry raises substantial funds on their own which finance their ministry spending. Amount shown is Redeemer’s net contribution excluding outside funds.

2002 Highlights

- Redeemer's Diaconate and HFNY partnered to create a Mercy Ministry Seminar for four of Redeemer’s church plants. The seminar helped each church think through the foundational steps of establishing their own inward and outward faced mercy ministry.
- In response to World Trade Center related relief efforts HFNY connected volunteers to several initiatives through new and existing affiliates. With support from Redeemer and HFNY donors, we supported food pantries, job training programs, substance abuse counseling, assistance for the homeless, emergency shelter and grief counseling.
- A volunteer orientation program was designed to communicate our mission. It is held weekly in our midtown office and monthly at Redeemer church.

Partner with Us:

- If you would like to become a volunteer with Hope for New York please check our new, re-designed web site at www.hfny.org or contact the Volunteer Manager at volunteer@hfny.org.
- If you would like to attend our weekly orientation class, held on Friday during lunch in midtown, or the third Sunday of the month at Redeemer Church, please contact the Volunteer Manager at volunteer@hfny.org for a reservation.

Contact

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Deborah Lieu  
Office Manager  
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deborah@hfny.org  

“Everything comes from you, and we have given you only what comes from your hand.”  
1 CHRONICLES 29:14  

Redeemer Budget  
Hope for New York  

$6.32 M  
$6.02 M  

$160K*  
$133K*  

2002  
2003
2003 Vision  This year promises new challenges with our worship facilities. The West Side evening service is moving locations after two years at St. Paul and St. Andrew Methodist to First Baptist Church at West 79th and Broadway. The move will require new schedules, new sound equipment, and new instruments as we adjust to the acoustics. In addition, we continue to search for a West Side morning worship site.

In order to make the hundreds of compositions and arrangements created at Redeemer available to churches around the country, Redeemer Music Publishing will open its online store at www.redeemer.com this year. In addition to providing income to support Redeemer’s worship activities, we are hoping that the music publishing venture will inspire the creation of new music at a faster pace.

Redeemer’s musicians are seeking ways to become more involved in the church’s ministries of mercy. In the past year, Redeemer musicians have volunteered for Hope for New York fundraisers, and performed at events sponsored by the Bowery Mission, Operation Exodus and other HFNY ministries. A new CD by Steve Sacks was donated to the Diaconate as a fundraiser. In 2003, we hope to deepen our ties with other ministries in and around Redeemer to serve the needs of the city.

We are in the process of converting our music library, consisting of thousands of worship songs, hymns, jazz arrangements, choral and orchestral pieces onto Sibelius, a music publishing software. Boring, but important work in keeping our files readable, accessible and flexible.

2002 Highlights  The Worship Arts department had several key developments in 2002:

- The four highest attended Open Forums in Redeemer’s history – The Journey of Marriage (Bach cantatas), The Journey of Love (Porgy and Bess), Surprised by Joy (R&B tunes), Sex and the City Opera.
- The expansion of our marketplace ministry from two to four weekly fellowship groups, with the addition of groups for dancers and actors to the existing groups for professional musicians.
- A sold-out IAM (International Arts Movement) conference.
- Ongoing partnerships with Hope for New York and the Diaconate.

Partner with Us

- Pray for the formation of deep, spiritual friendships among Redeemer’s artists, primarily though the arts fellowship groups.
- Pray for a seamless transition to the new West Side evening worship site.
- Pray for a West Side morning worship site.

Contact
Dr. Tom Jennings
Director of Worship Arts
(212) 808-4460 x125
tom@redeemer.com

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**Redeemer Budget**

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**I CORINTHIANS 14:15**

“I will sing with my spirit, but I will also sing with my mind.”
2003 Vision  This year we anticipate starting a new West Side morning site. Once a contract is confirmed, we will begin strategic plans to ensure church-wide ministry and operational success.

For Operations The morning West Side building/facility will dictate how we implement the set up and breakdown for this worship service and other programs as they relate to the time constraints of our contract. This operational process will be a challenge for Redeemer Operations staff and our Sunday crew.

For Sunday Service Ministries We will need to fill approximately 100 volunteer positions to oversee and manage all the aspects of Sunday Service Ministry that create each worship service. Each area of this ministry — Books, Communion, Information Center, Ushers, and the Welcome Center — all play a part in helping people connect to Christ and to Redeemer.

This year we plan to add a Newcomers’ Orientation for people who are new to Redeemer or find it difficult to connect to the many ministry areas in the church. Our goals will be to:
1. Create a welcoming atmosphere for visitors.
2. Use Redeemer’s vision video to educate attendees about Redeemer.
3. Communicate how a person can become involved with Redeemer (fellowship groups, membership, adult classes, etc.) or one of our ministries to the New York City community. (Hope for New York, Church Planting, Marketplace Ministry, etc.)

2002 Highlights

- On August 17, we held our Annual Volunteer BBQ on Roosevelt Island. Find photos of this BBQ on our web site at www.redeemer.com/about/redeemer/Sunday Service Ministries and see if you recognize anyone.
- We reinstated the “Dear Vern” (or as some of you may remember – “Dear Cosmo”) column that appears periodically in the “Redeemer Report” newsletter. Feel free to submit your comments about Sunday worship to dearvern@earthlink.net.
- ID Badges Color-coded tags were created for each Sunday service volunteer area as a way to identify ministry volunteers for those who need help or specific information at one of our services.
- Over 400 people volunteered their time and energy to provide ushering, to serve communion, and to staff the welcome table, book table and info center each Sunday during the past year.

Partner with Us

- Pray for a West Side morning service site to open.
- Pray for approximately 100 volunteers to fill ministry positions when a West Side morning site is confirmed.
- Pray for the development and implementation of Newcomers’ Orientation.
- Consider joining our Sunday Service Ministries leadership team — your commitment would only be one Sunday per month.

Contact
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2003 Vision  Many of us at Redeemer have come to New York for our work. Most of us allow our entire lives to revolve around it: the schedule demands, the people we know, the financial means it provides, and often our perspective on life. But when we make the decision to commit our lives to Christ, we find ourselves asking, “How does this change the way I work?”

Beyond the potential effect on the way we spend Sunday, being a Christian changes our relationship to work in three ways:

► Who we are at work. As the gospel transforms us from the inside out, we want to live lives of greater integrity and become people of higher character. We desire to work with excellence and accountability, using the unique gifts that God has given us.

► How we interact with others in our work. To live out the radical message of the gospel we are challenged to place high priority on relationships with other people – all people – and in the process to be a blessing.

► How we join in God’s plan for cultural renewal. God isn’t done with us; he is still at work renewing his creation. Our part is to create things that glorify God, to extend mercy and grace to those who need it, to overcome injustice, and to speak the truth of who he is to the world in which we live.

Redeemer is developing Marketplace Ministries to support us as we seek to live distinctive Christian lives. In 2003 we will launch a series of educational discovery classes to explore the biblical foundations of work, leadership, and vocational decision-making. We will be focused on finding and nurturing ministry leaders who can creatively launch a variety of new ministries serving the Redeemer community and the marketplace of New York City.

2002 Highlights

► MCM at Redeemer (leadership training) focused on the need to live a distinctively Christian life – not apart from the culture of our city and times, but in the middle of it.

► In mid-2002 we hired Katherine Leary who moved from Silicon Valley to NYC to head up our efforts in marketplace ministry. Katherine is an experienced business leader and entrepreneur who, more importantly, became a Christian at Redeemer in the early 90’s.

► We saw stability and growth in The Wall Street Ministry, which John and Judith Mason began in April 2001. They have been meeting weekly at downtown and midtown locations for more than 18 months. In addition the Masons are leading a ministry venture in conjunction with Calvary/St. Georges Episcopal Church (Park Ave. South & 21st St.) called Calvary @ 6.

Partner with Us

► Pray. Join the ministry prayer team, which prays for both our programs and for the larger movement of the gospel in the marketplaces of this city.

► Be an Entrepreneur. The goal of this ministry is to incubate new ministries and programs. If you have an idea and the motivation to turn it into a new program, we’re here to help you.

► Teach. Help teach one of the many planned classes and seminars. The best way to learn something is to teach it to others.

► Attend & Engage. Expand your understanding of how the gospel can transform your life – particularly your work life.

Contact

Katherine Leary
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2003 Vision
- **Using Media to extend the Gospel** Technology continues to change and enhance our ability to bring the Gospel and Redeemer’s Vision to individuals, fellowship groups, classes and seminars across the city and beyond. In the coming year Redeemer’s mission will be carried through the internet, new print materials, CDs, MP3 files, and video on VHS & DVD.

- **Online store expansion** In the sermon section of the website store the primary goal is to connect people with sermons that help them understand the Gospel and Redeemer’s vision, how the vision relates to the gospel and how both can be lived out. Improvements to the sermon section of the store will include more sample sermons, an expanded topical Q & A listening page, and a PDF version of the new sermon catalog. In addition, sections for music and curriculum will be expanded in the next year.

- **Media development** We plan to offer several popular sermon series on CD in 2003, along with an option for weekly sermon subscribers to receive their subscriptions on CD. As digital transfer is completed, new MP3 versions of archived cassette sermons from 2000-2001 will also be made available in the online store.

- **Video Team** The volunteer video team will support Redeemer ministries via video filming, and will continue to film and develop training materials for VHS and CD. The video volunteer team will also create short video introductions for the ministries of Redeemer to provide an overview of each ministry on the web site.

- **New database** At the beginning of the year the database will be connected to a new section of the website which will enable individuals to update their personal records online. This will allow Redeemer to keep up-to-date records for everyone wishing to receive the Redeemer Report Newsletter and other periodic communications. It will also enable the administrative staff to provide the newsletter and other communication pieces by e-mail to those who would prefer electronic to printed communication.

2002 Highlights
- **Online store** This year we opened the first phase of our online store at redeemer.com, making the entire Redeemer catalog of sermons available. We also posted on the site several free MP3 sample sermons corresponding to Redeemer’s Core Values, a Vision Message, and various instructional audio clips. Subscribers to Redeemer sermons also now have the choice of receiving the weekly messages via cassette tape or MP3 download. An additional online store now features music CDs, sheet music arrangements, and fellowship group curricula.

- **Tape ministry expansion** We continued to expand as a worldwide audio ministry, distributing an estimated 80,000 sermon tapes throughout the United States and over 40 countries around the globe.

- **Video Projects** Video production helped to “flesh out” Redeemer’s vision by spotlighting the work of Redeemer’s ministries. In the past year the Redeemer Video Team produced a Redeemer Vision Video, a Stewardship Video, and a video of Redeemer’s Covenant Renewal Service.

- **Volunteers** A volunteer staff of over 40 people from the congregation assisted us in video projects, and with tapes at the Media Table during Redeemer’s four worship services and at our bi-weekly mailing nights.

Partner with Us
- Join the Video Volunteer Team (contact Cregan Cooke)
- Join the Tape Mailing Team (contact Ryan Bailer)
- Join the Sunday Tape Ministry staff (contact Helena Choo: helena@redeemer.com)

Pray for this ministry, that it would provide the best forms of communication to meet the needs of Redeemer’s congregation and ministries, now and in the future.

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- Ryan Bailer
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He said to them, “Go into all the world and preach the good news to all creation.”

MARK 16:15
2003 Vision

- We plan to connect more people to our resources by increasing our visibility and capacity to meet needs. In 2002 we assisted 79% more people than the year before. In 2003, we expect to maintain or slightly increase our assistance.
- The difficulties that our clients are faced with include (but are not limited to) long-term unemployment, long-term depression, recovery from childhood abuse, and large accumulated debt/financial troubles. We plan to continue to address these issues in the care we provide.
- We hope to increase the number of deacons and deaconesses serving. We will be opening nominations in the fall, however if needed we will also open them in May.
- We plan to hold our annual prayer and fasting day with the Session.
- The Diaconate, Counseling Center & Stewardship ministries will co-sponsor a church wide Crown Financial Seminar in March.
- We plan to offer mercy ministry training to other churches and church plants in NYC and the nation.

* This ministry raises substantial funds on their own which finance their ministry spending. Amount shown is Redeemer’s net contribution excluding outside funds.

2002 Highlights

- The Diaconate has experienced tremendous growth in 2002. We have been able to help over 215 individuals and families in the first 10 months of 2002. We are helping 79% more people than last year and our spending has increased by 106%. We focused our assistance on the neediest in our congregation.
- In December, 2001 (Special Offering) over $122,000 in designated gifts were donated for use in 2002. 100% of all donated funds go to help people in need.
- The struggles and brokenness of the many Redeemerites whom we relate with have reminded us of our own brokenness and utter need to depend on Christ to transform and heal all of us by His power (2 Corinthians 12: 9-10.)

Partner with Us

- Pray for wisdom and grace as we relate to and help those under our care.
- If you are a member, please identify other members you know who may be willing and qualified to serve as a deacon or deaconess.
- If you or someone you know needs assistance, please contact our Message Helpline number at (212) 726-1334.
- Consider giving monthly to the Diaconate.

Contact

Andrea Clark
Director of the Diaconate
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andrea@redeemer.com
2003 Vision

- Volunteers The great question facing the session and entire staff is how we can continue to build and expand Redeemer’s vision during financial times. There must be greater reliance upon prayer and a challenge to all Redeemerites to volunteer in large and small places of ministry. Frances Schaeffer wrote a little pamphlet entitled, “No Little People and No Little Places.” In Gospel humility and service, we must challenge all who are part of Redeemer to become involved in this great work.

- Resource Development Our stewardship department, headed by David Bisgrove, has launched a more systematic program of stewardship to challenge us to be more thoughtful about our gifts, treasures and talents. The elders believe there is an even greater potential for increased service and giving than what we have known in the past.

- Leadership Development With an expanding ministry there is a need for more and better trained leaders. This year will see some interesting and we hope effective new approaches to recruitment, assessment and training of leaders for all aspects of the work. Dr. Tuck Bartholomew will provide guidance, curriculum and teaching in this new effort along with his staff and a series of special courses written by Tim Keller. The elders are praying that many will take advantage of these new leadership development tracks.

- Church Planting The way to change the city is by starting and growing many new churches in many areas of the city, reaching different people in different ways, with the Gospel at the center of all these projects. We are seeing more and more the necessity of combining the resources of the fellowship groups. HFNY and the Diaconate with the Church Planting Center to launch and sustain church planting. We will continue to work with other churches in greater New York to assist them in starting churches.

2002 Highlights

- Pastoral Care Elders are primarily shepherds. According to Acts 20 they are to watch over the flock, counseling, pastoring and teaching. During this year elders have met with numerous individuals and families to nurture and sustain the spiritual growth of our community.

- Leading in a time of crisis God has blessed Redeemer with new individuals and families and with unusual opportunities for ministry, both on a local and national level. At the same time the aftermath of 9/11 has placed special challenges upon the elders – to manage in a time of frustration and fear and lead the church in a time of growth, but with fewer resources.

- Planning for the future This year the elders identified and began dealing with these strategic needs: 1) expanded ministry to families, 2) a market-place emphasis, 3) future office and ministry space 4) greater stewardship among the congregation 5) building a comprehensive leadership program. These needs have been addressed during 2002 or will be developed in 2003 and 2004.

- New Ministry Five major program ministries exist. Worship that has meaning for believers and those examining the faith, small groups that build community, a holistic ministry mobilizing Redeemer people to serve the needs of the city, church planting that expands our base and a marketplace ministry that equips us to live Christianly in our vocations. Katherine Leary has been added to the staff to define and develop this last piece of our strategy. We are thankful to God for bringing Katherine back to New York.

Partner with Us

- Pray for our elders as they lead Redeemer and make decisions which affect our church community.

Contact

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“Our goal is not just to create a great church, but to build a great city.”

DR. TIMOTHY KELLER

Elders

David Bisgrove
David Garcia
Terry Gyger
Mark Henderson
Carter Hinckley
Tim Keller
Tom C. Kim
Glen Kleiknecht
Dan Kramer
Steve Liu
Andrew Mininger
Ryan Myers
Charles Osewalt
Randy Owen
Ellison Scudder
Bill Taylor
Douglas Turner