Annual Report 2009

Redeemer Presbyterian Church
Table of Contents

4 Letter from Tim
5 A Look Toward the Future
6 Administration, Finance & Media
7 Financial Tables

8 Vision
9 Vision Financial Tables

10 Worship & Evangelism

Worship & Music
Sunday Service Ministries & Operations
Sermons
Prayer
Evangelism
Stewardship & Generosity

12 Mercy & Justice

Diaconate
HFNY: Overview
HFNY: Programs

14 Community Formation

Fellowship Groups
Congregational Life
School of Gospel Foundations
Counseling Services
Family/Children’s Ministries
Jr. & Sr. High Student Ministries

16 Center for Faith & Work

Center for Faith & Work
Vocation Based Groups
Gotham Fellows
Arts Ministry
Entrepreneurship Initiative

18 Redeemer City to City

Content Resources
Church Planting
New York City & North America
Latin America
Europe
Asia

20 Ministry Contacts
Dear Friends of Redeemer,

The year 2009 marked the 20th anniversary of Redeemer’s ministry in New York City. In January of 1989 Kathy and I began to commute up from Philadelphia on Sunday afternoons to meet with a small group of people—never more than about 13 or 14—who were interested in seeing a new church established in Manhattan. In April we began a weekly Sunday evening service that met at the Seventh Day Adventist Church on East 87th street. In June our family moved to New York City, and the last Sunday in September we launched our first morning worship service. Over the next three years we experienced a season of intense grace in which we saw many hundreds of people find faith in Christ. From those beginnings grew the Redeemer of today with all its associated ministries.

In our 20th anniversary year we conducted the third capital campaign in our history, the RENEW Campaign, in order to complete the renovations on our West Side building and lease ministry space on the East Side and to move toward the establishment of ‘Three Redeemers’ (see my ‘A Look toward the Future’ article on the adjacent page.) To conduct such a campaign in our current economic environment was a formidable task. To our wonder and delight, the congregation was able to pledge $18.8 million dollars over the next three years, over and above regular giving to the Redeemer operating budget. That was just shy of what the congregation committed four years ago, when our economy was in far better shape. As your pastor, I stand in awe of the accomplishment. Nearly all of us are poorer than we were in 2005. Therefore, our members and friends gave more out of less, and that has always been one sign of the real grace of God in the heart. (Mark 12:44)

The response to the campaign has brought me deep encouragement. In May of this past year we studied the book of Habakkuk—“Living by Faith in Troubled Times.” The prophet Habakkuk had lived some of his life during very good times, and during such times people can come to believe that “peace and plenty are the rule in the world, and the right of all sensible folk.” But there are also prolonged periods of history in which everything goes wrong, dreams are shattered, social conditions are de-stabilized, and no one knows what is going to happen next. At the time he wrote, Habakkuk was facing such times and sought help from God on how to live well under desperate conditions. One of the lessons of the book is that during difficult times, believers must rejoice in the new opportunities for personal growth and for ministry in the world. Currently we are not sure whether the troubles of the past two years are passing away, are here to stay for a good while, or are about to get worse. But the RENEW Campaign is a significant sign that our church has begun to live by faith in troubled times. And for that I am grateful first to God and also to you. It’s a privilege to be your minister, friend, and partner in this great work.

In Him,

Timothy Keller
A Look Toward the Future

Redeemer has begun its third decade of ministry. Now what? Bigger and bigger? Stay the same? Or something else entirely?

The vision of Redeemer has always been founded on these three truths, that “the gospel changes everything,” that “the city is the most strategic place to do ministry,” and that “we want to be not just a church but a movement.” This last idea was the reason that Redeemer began the Church Planting Center over ten years ago. This is also the reason we have never believed that Redeemer alone can reach New York City. It will take a whole movement of gospel-centered churches, of many denominations and traditions, as well as gospel-centered institutions and businesses to renew this city and heal the brokenness of its people in need.

Twenty years ago when Redeemer began there were very few churches in Manhattan that could be considered orthodox Protestant churches that believed in the Biblical gospel. Today there are about 200 churches, and the number of believers who are Manhattan residents has tripled.

During the last two decades Redeemer has been a contributor to this growth in new churches, but the time has come for us to play an even bigger role. As I enter my third decade as Redeemer’s senior pastor, it is time for me, with the help of of the rest of our church leadership, to now make training, mentoring, and leadership development my greatest priority. We need to raise up a new generation of pastors and lay leaders to multiply and lead the churches of the city.

Redeemer itself will not merely plant other churches, but “re-plant” itself as a collegial network of gospel-centered congregations. Over the next three years we will create three Redeemer congregations—east, west, and south of Central Park. Each congregation will have its own dedicated pastors, staff, and lay leaders. They will be rooted in their neighborhoods around seven-day-a-week ministry space, and taking responsibility for ministry in their communities. Each of these ‘Three Redeemers’ will become a generative base, in turn spinning off other worship sites in the coming years so that, about a decade from now, we will have 7-9 congregations. Not too long thereafter, we hope that there will be a Redeemer worshipping community within walking distance of every neighborhood in Manhattan. That of course will not be enough to reach everyone. Even as Redeemer becomes a fellowship of churches, we will continue to strongly support the planting of many other new gospel-centered churches in New York City. For every new Redeemer congregation, we hope to help ten other churches begin reaching the diversity of Manhattan’s people.

As the proverb goes, however, “a journey of a thousand miles begins...” with specific steps. Over the next 24 months we will take the first steps toward this vision. We will begin our new emphasis on lay ministry and training with our “Gospel in Life” curriculum this year. Also this year we will search for seven-day-a-week ministry space on the Upper East Side. In addition, we are in the midst of a diligent assessment process to select the pastoral leaders. For each of the three Redeemers, we anticipate that, as pastors and lay leader teams take ownership for the spiritual and missional growth of their congregations, these congregations will grow in size to the point that we’ll need to expand to 6, 7 and 8 Sunday services. In the next 12 months we will begin weekly training of the pastors in the “pipeline” —the cadre of NYC pastors, church planters, and instructors who seek to hone their skills, deepen their understanding of Scripture, and forge spiritual and theological unity. By the end of 2011 we will be near the completion of our building on the West Side, after which we will go to six Sunday services and begin preparations for our “Redeemer South” congregation. Exciting times, to say the least!
2009 was a year full of challenges and celebrations. We began 2009 in a very difficult economic climate. By the end of March our Operating Giving was down $350,000 against our annual goal of $10.8M. In April, 2009, we made the difficult decision to cut our ministry and annual Operating Expenses by 7%, or $700,000. There was concern at this time that we might need to cut more, if Operating Giving did not increase throughout the year.

Operating Giving picked up in the summer and the fall. We ended the year with 2009 Operating Revenue of $10.37M. And even though our Operating Giving was down year over year by just over 7%, we did not run a deficit – as we consciously cut expenses earlier in the year. In addition, the congregation rallied around our 10-year vision, and pledged more than $18.8 M over a three year period to the RENEW Campaign.

In October 2008 we were able to purchase a garage property on the Upper West Side through the generosity of our congregation in the 2005 Vision Campaign. With the additional pledges to the RENEW Campaign, we were able to begin construction late in 2009 to convert the West 83rd Street garage to our first Worship and Community Center (W83). We expect to complete construction on W83 by January 1, 2012. The RENEW Campaign will enable us to open an additional, rented Ministry Center on the East Side (location to be determined) to serve our Hunter College based congregation throughout the week. We will continue to hold worship services at Hunter College for the 3400-person (morning and evening services) congregation.

Media & Communication

Our media and communication team’s primary focus in 2009 was the planning design and implementation of the RENEW Campaign. Our staff, elders and lay volunteers worked together throughout the year to name the campaign, develop the themes, design the identity and publish the various promotional pieces and on-line presence. In addition our team coordinated and executed all their regular communication responsibilities including: 2 Congregational Meetings, the Annual Report, website improvements / updates, and design/production support of ministry projects like the New Birth portrait Series, CFW’s EI conference and the release of 150 free sermons for download.
<table>
<thead>
<tr>
<th>All Funding Sources</th>
<th>2008 Operating Actuals</th>
<th>2009 Operating Actuals</th>
<th>Change</th>
<th>2008 Total Actuals</th>
<th>2009 Total Actuals</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Fund Giving</td>
<td>$10,637,100</td>
<td>$10,104,300</td>
<td>-5%</td>
<td>$10,637,100</td>
<td>$10,104,300</td>
<td>-5%</td>
</tr>
<tr>
<td>Vision Campaign 2006 - 2008</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>$2,602,100</td>
<td>$483,800</td>
<td>-81%</td>
</tr>
<tr>
<td>Renew</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>$2,449,100</td>
<td>$2,449,100</td>
<td>100%</td>
</tr>
<tr>
<td>Mercy &amp; Justice</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>$780,100</td>
<td>$690,700</td>
<td>-11%</td>
</tr>
<tr>
<td>Church Planting</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>$2,096,300</td>
<td>$2,454,900</td>
<td>17%</td>
</tr>
<tr>
<td>Real Estate Purchase</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>$1,048,000</td>
<td>$25,100</td>
<td>-98%</td>
</tr>
<tr>
<td>All Other Donor Restricted Giving</td>
<td>$385,000</td>
<td>$185,900</td>
<td>-52%</td>
<td>$520,400</td>
<td>$305,100</td>
<td>-41%</td>
</tr>
<tr>
<td>Net Investment Income</td>
<td>$134,600</td>
<td>$75,100</td>
<td>-44%</td>
<td>$630,100</td>
<td>$192,800</td>
<td>-69%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$11,156,700</td>
<td>$10,365,300</td>
<td>-7%</td>
<td>$18,314,100</td>
<td>$16,705,800</td>
<td>-9%</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Formation</td>
<td>$2,386,100</td>
<td>$2,368,300</td>
<td>-1%</td>
<td>$2,714,700</td>
<td>$2,600,200</td>
<td>-4%</td>
</tr>
<tr>
<td>Fellowship Groups</td>
<td>$896,500</td>
<td>$897,300</td>
<td>0%</td>
<td>$1,031,100</td>
<td>$1,036,300</td>
<td>1%</td>
</tr>
<tr>
<td>Family Ministry</td>
<td>$702,300</td>
<td>$792,700</td>
<td>13%</td>
<td>$865,000</td>
<td>$876,900</td>
<td>1%</td>
</tr>
<tr>
<td>Congregational Life</td>
<td>$438,600</td>
<td>$396,400</td>
<td>-10%</td>
<td>$457,400</td>
<td>$403,700</td>
<td>-12%</td>
</tr>
<tr>
<td>Counseling Center</td>
<td>$348,700</td>
<td>$281,900</td>
<td>-19%</td>
<td>$361,200</td>
<td>$283,300</td>
<td>-22%</td>
</tr>
<tr>
<td>Worship &amp; Evangelism</td>
<td>$3,752,900</td>
<td>$3,684,300</td>
<td>-2%</td>
<td>$3,895,600</td>
<td>$3,902,200</td>
<td>0%</td>
</tr>
<tr>
<td>Worship &amp; Music</td>
<td>$816,200</td>
<td>$773,900</td>
<td>-5%</td>
<td>$820,700</td>
<td>$773,900</td>
<td>-6%</td>
</tr>
<tr>
<td>Sunday Service Ministry &amp; Operations</td>
<td>$1,490,900</td>
<td>$1,330,000</td>
<td>-11%</td>
<td>$1,490,900</td>
<td>$1,330,000</td>
<td>-11%</td>
</tr>
<tr>
<td>Worship Site Rent</td>
<td>$1,308,000</td>
<td>$1,464,800</td>
<td>12%</td>
<td>$1,308,000</td>
<td>$1,464,800</td>
<td>12%</td>
</tr>
<tr>
<td>Evangelism &amp; Prayer</td>
<td>$137,800</td>
<td>$115,600</td>
<td>-16%</td>
<td>$276,000</td>
<td>$333,500</td>
<td>21%</td>
</tr>
<tr>
<td>Mercy &amp; Justice</td>
<td>$564,100</td>
<td>$571,300</td>
<td>1%</td>
<td>$1,420,400</td>
<td>$1,176,700</td>
<td>-17%</td>
</tr>
<tr>
<td>Diacorate</td>
<td>$269,500</td>
<td>$245,300</td>
<td>-9%</td>
<td>$596,100</td>
<td>$580,600</td>
<td>-3%</td>
</tr>
<tr>
<td>Counseling Center</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>$27,400</td>
<td>$34,300</td>
<td>25%</td>
</tr>
<tr>
<td>Hope for New York</td>
<td>$143,400</td>
<td>$143,400</td>
<td>0%</td>
<td>$335,100</td>
<td>$327,800</td>
<td>-2%</td>
</tr>
<tr>
<td>Community Renewal Grants</td>
<td>$151,200</td>
<td>$182,600</td>
<td>21%</td>
<td>$461,800</td>
<td>$234,000</td>
<td>-49%</td>
</tr>
<tr>
<td>Center for Faith &amp; Work</td>
<td>$381,700</td>
<td>$480,100</td>
<td>26%</td>
<td>$920,800</td>
<td>$932,300</td>
<td>1%</td>
</tr>
<tr>
<td>Gotham Institute</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>$92,400</td>
<td>$156,100</td>
<td>69%</td>
</tr>
<tr>
<td>Entrepreneurship Initiative</td>
<td>$0</td>
<td>$58,900</td>
<td>100%</td>
<td>$133,000</td>
<td>$143,300</td>
<td>7%</td>
</tr>
<tr>
<td>General</td>
<td>$381,700</td>
<td>$421,200</td>
<td>10%</td>
<td>$695,400</td>
<td>$633,900</td>
<td>-9%</td>
</tr>
<tr>
<td>Redeemer City to City</td>
<td>$290,800</td>
<td>$240,800</td>
<td>-17%</td>
<td>$3,897,900</td>
<td>$3,865,200</td>
<td>-1%</td>
</tr>
<tr>
<td>Church Planting Center</td>
<td>$290,800</td>
<td>$240,800</td>
<td>-17%</td>
<td>$3,446,600</td>
<td>$3,135,800</td>
<td>-9%</td>
</tr>
<tr>
<td>City Missions Link</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>$21,900</td>
<td>$123,800</td>
<td>465%</td>
</tr>
<tr>
<td>Redeemer Labs &amp; Executive Leadership</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>$429,400</td>
<td>$605,600</td>
<td>41%</td>
</tr>
<tr>
<td>Real Estate Purchase</td>
<td>$0</td>
<td>$0</td>
<td>0%</td>
<td>$5,157,300</td>
<td>$4,924,000</td>
<td>-5%</td>
</tr>
<tr>
<td>Leadership &amp; Administration</td>
<td>$2,642,400</td>
<td>$2,415,700</td>
<td>-9%</td>
<td>$2,642,400</td>
<td>$2,415,700</td>
<td>-9%</td>
</tr>
<tr>
<td>Administration &amp; Finance</td>
<td>$1,401,900</td>
<td>$1,272,700</td>
<td>-9%</td>
<td>$1,401,900</td>
<td>$1,272,700</td>
<td>-9%</td>
</tr>
<tr>
<td>Media &amp; Communications</td>
<td>$590,300</td>
<td>$487,800</td>
<td>-17%</td>
<td>$590,300</td>
<td>$487,800</td>
<td>-17%</td>
</tr>
<tr>
<td>Executive Leadership</td>
<td>$650,200</td>
<td>$655,200</td>
<td>1%</td>
<td>$650,200</td>
<td>$655,200</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$10,018,000</td>
<td>$9,760,500</td>
<td>-3%</td>
<td>$20,649,100</td>
<td>$19,816,300</td>
<td>-4%</td>
</tr>
<tr>
<td><strong>Reserve Build Up/Reserve Draw Down</strong></td>
<td>$1,138,700</td>
<td>$604,800</td>
<td>-47%</td>
<td>$-2,335,000</td>
<td>$-3,110,500</td>
<td>-33%</td>
</tr>
</tbody>
</table>

**Note 1** - All Funding Sources include tithes and offerings restricted by the donor for purposes outside of the operating budget and spending thereof.

**Note 2** - Hope for New York (HFNY), an independent 501(c)(3), is Redeemer’s Mercy Ministry. HFNY raises substantial revenue on their own. Redeemer’s contribution is a portion of the overall budget of HFNY.

**Note 3** - To provide a more accurate picture of spending by ministry front, expenses include an allocation of office rent.

**Note 4** - In October 2008 Redeemer purchased its first worship and community center on the Upper West Side.

**Note 5** - All 2005 Vision Campaign revenues received in 2008 & 2009, net OT. Campaign overhead.

**Note 6** - Revenues include the annual special offerings for HFNY and Diacorate Mercy Fund.

**Note 7** - Non-Operating Reserves are high primarily due to the timing of Vision Campaign gifts versus expenses. It is expected that Vision Campaign expenses will draw down the remaining reserves related to the Vision Campaign by the end of 2010.

**Note 8** - Community Renewal Grants are funds Redeemer has designated from its Operating Budget to support independent community ministries such as New Song.

**Note 9** - 2008 revenues include $260,000 which was donated for Redeemer’s 6th Service.
2005 Vision Campaign Pledge Fulfillment

By December 31, 2009, we had received $18 million toward the $19.2 million pledged to the 2005 Vision Campaign, reflecting a 94% fulfillment rate. This is well above the average for non-profits (which typically run at 85%) and high even for churches (which run over 90%). We are grateful to our congregants who continue to honor promises as well as take on new pledges in order to move our vision forward.

The 2005 Vision Campaign was responsible for establishing our pioneering Center for Faith and Work (CFW), significantly expanding the number of church plants we have been able to support, and enabling the purchase of the W. 83rd Street property. In addition, we were able to expand our programs in Community Formation, Evangelism, and Mercy & Justice. Our congregation has both honored their past pledges as well as pledged new commitments to the 2009 RENEW Campaign and we are grateful for their continuing commitment.

2009 RENEW Campaign

From September until early December 2009, the church conducted a capital campaign, called “RENEW.” We started with a time of covenant renewal, heard a series of sermons on “Hope and the Gospel,” and received nearly eight hundred sacrificial pledges totaling $18.8 million as of December 31, 2009. More than 160 volunteers led the campaign team and Beta Groups.

In addition, our Fellowship Groups engaged in a study in early 2010 to go into more depth about Redeemer’s vision for gospel renewal in NYC. The RENEW Campaign set Redeemer on a new 10-year plan to become more firmly planted in the city and to become “generative”—expanding from one congregation to three congregations and then six plus congregations during the next 10 years. This includes localizing more congregational leadership to lead pastors and lay leadership teams. It involves completing the W. 83rd Street building and securing mid-week ministry space for the Upper East Side neighborhood. It also involves beginning a new congregation south of Central Park.
## 2005-2009 Campaign Update Financials

<table>
<thead>
<tr>
<th>2005 VISION CAMPAIGN</th>
<th>FINAL REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2005 to 2009 Actual</td>
</tr>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
</tr>
<tr>
<td>Gifts</td>
<td>$18,047,900</td>
</tr>
<tr>
<td>Campaign Expenses¹</td>
<td>($1,560,700)</td>
</tr>
<tr>
<td>Net Investment Income</td>
<td>$727,500</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$17,214,700</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
</tr>
<tr>
<td>Community Formation Total</td>
<td>$797,800</td>
</tr>
<tr>
<td>Fellowship Groups</td>
<td>$357,900</td>
</tr>
<tr>
<td>Family Ministry</td>
<td>$413,900</td>
</tr>
<tr>
<td>Congregational Life</td>
<td>$26,000</td>
</tr>
<tr>
<td>Evangelism Total</td>
<td>$506,100</td>
</tr>
<tr>
<td>Mercy &amp; Justice Total</td>
<td>$375,000</td>
</tr>
<tr>
<td>Diaconate</td>
<td>$101,400</td>
</tr>
<tr>
<td>Counseling Center</td>
<td>$79,700</td>
</tr>
<tr>
<td>Hope for New York</td>
<td>$193,900</td>
</tr>
<tr>
<td>Center for Faith &amp; Work Total</td>
<td>$1,287,100</td>
</tr>
<tr>
<td>Gotham Institute</td>
<td>$248,500</td>
</tr>
<tr>
<td>Entrepreneurship Initiative</td>
<td>$216,400</td>
</tr>
<tr>
<td>General</td>
<td>$822,200</td>
</tr>
<tr>
<td>Church Planting Total²</td>
<td>$3,125,300</td>
</tr>
<tr>
<td>Real Estate Purchase Total</td>
<td>$8,607,400</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$14,698,700</td>
</tr>
<tr>
<td><strong>Reserve Build Up/(Reserve Draw Down)</strong></td>
<td>$2,516,000</td>
</tr>
</tbody>
</table>

1 - Campaign expenses include fundraising costs and an allocation for administration.

2 - Church Planting funds cover multiple–year commitments.
Worship & Evangelism

The Gospel is the good news that through the perfect life and sacrificial death of Christ, we have been restored, forgiven and adopted into God’s family when we trust in Christ’s record by faith instead of relying on our own. When we believe, the power of the Holy Spirit comes upon us and begins to work through us to establish God’s kingdom.

Worship & Music

Over 400 professional musicians and conservatory students attend Redeemer, seeking to serve the city, build community, and develop their gifts. In 2009, we conducted 265 worship services, two evangelistic Open Forums, and a concert. We expanded to seven weekly musician fellowship groups, in addition to five monthly vocational groups. Our singer-songwriter group released a new CD, “In the City” to raise funds for Hope for New York.

Sunday Service Ministries

Sunday Service Ministries continues to experience God’s blessing with 300 new volunteers in 2009, a 40% increase from 2008. We are encouraged by how the leaders are taking more initiative, accomplishing tasks, and building fellowship among their teams. To strengthen leadership development, we conducted three training and five leadership events; promoted 23 new leaders, and held 45 strategy meetings. In addition, there were 22 community-building events--most initiated by the Captains or Volunteer Coordinators. Our main challenge is the transitory nature of our volunteers, so we again hosted our annual Ministry Fair to raise awareness of the opportunities to serve within the church.
Stewardship & Generosity

In a challenging economic climate, our congregation gave $10.3 million toward the $10.8 million goal for the Operating Fund in 2009, resulting in a 4% shortfall (the national church average was 9% below budgeting 2009). Average giving per person decreased from $2,244 in 2008 to $2,147 last year. Among households that gave, the average yearly total was $4,812. In 2008, 2,223 households made a gift to Redeemer. In 2009, that number decreased to 2,117, or approximately 47% of all households. Lay leaders conducted our Budgeting class four times, the fourth time during the RENEW Campaign with a re-written curriculum stressing the biblical aspects of stewardship. We also offered Debt Reduction and Tax seminars once each in March.

Prayer

Prayer is central to everything we do, both as individuals and as a community. The volunteer led Redeemer Prayer Ministry is vital to the congregation as it encourages Kingdom-centered prayer – prayer which is focused on seeing the prayer of Jesus realized in NYC and the world – that his Kingdom would come on earth as it is in heaven. We do this through prayer teams that are assigned to each of Redeemer ministry; pre-service prayer on Sundays, and classes such as “Quiet Times in a Noisy City”. The monthly “Well” events that take place on Friday nights, which combine evangelistic prayer and worship, are regularly over-subscribed and have been a source of encouragement because of the stories of changed lives and renewal in and among the Redeemer community.

Evangelism

Evangelism is also central to everything we do at Redeemer. For those who are exploring the claims of Christianity, we continued our midweek Christianity Uncorked events, which include short talks on topics such as – “Isn’t the Bible Just another Book”? We also launched several small groups exclusively for those who are wrestling with the claims of Christianity. In addition, the New Birth Portraits Series (an exhibit featuring video stories of conversions to Christianity) was showcased in a midtown art gallery in September to rave reviews. Finally, work has begun to launch a more extensive web presence that will help people navigate their questions about the Christian faith.

Sermons

The major change during the year was the increase of free sermon downloads made available on the Redeemer store. In September, the Free Sermon Resource was launched, offering 150 classic sermons covering a broad range of topics, searchable and organized along three major divisions; Discovery, Growth and Mission. Secondly, we received a generous grant which allowed us to produce CD’s and a companion website www.QuestionGod.info to present the gospel to skeptical college students in the United States and Europe. Work also began for the January 2010 launch of monthly podcasts of Tim Keller sermons on iTunes.
Mercy & Justice

Redeemer works to bring the changing power of the gospel to bear on the world by using our gifts and resources for the needs of others, especially the poor. And more than merely meeting individual needs, we work for justice for the powerless.

Diaconate

$245.3 K

51 deacons and deaconesses served more than 180 individuals and families with financial and spiritual resources. Many were un/underemployed due to the recession. Others were experiencing physical or mental illness, difficult relationships and other life challenges. Because of the congregation’s generosity through the Mercy Fund offering, the Diaconate provided about $285K in financial assistance.

The Diaconate’s Job Search Ministry and Meals Ministry also provided care to congregants in need. A weekly Job-Search Roundtable, launched in collaboration with CFW and Redeemer Counseling Services.

HFNY: Overview

$143.4 K

Hope for New York (HFNY) is Redeemer’s mercy outreach to the city. HFNY’s mission is to provide volunteer and financial resources to organizations serving the poor and marginalized in New York City. Our vision is to create a city in which individuals and communities experience spiritual, personal, social and economic well-being through the demonstration of Christ’s love.
HFNY: Overview (continued)

Since 1992, HFNY has been incorporated as a separate 501(c)(3) nonprofit, charitable organization HFNY has provided funds to start, expand and strengthen non-profit organizations throughout New York City. HFNY volunteers invest their time and also offer their pro-bono services to make a difference in the lives of the poor. By mobilizing resources in the form of grants and volunteers, we believe we can make an impact on the individuals and communities we serve. We currently support organizations that serve various populations including inner-city youth, low-income families, homeless, the elderly, immigrants and those living with HIV/AIDS.

HFNY: Impact

We are grateful for all who have responded to the gospel call to offer their time, talents and financial resources to serve the poor and marginalized especially in this economically challenging time. Largely as a result of Redeemer congregants’ personal donations through the annual Easter Sacrificial Offering, HFNY distributed $894,454 in grants. In 2009, HFNY volunteers served 41,000+ hours with 30+ affiliates.

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>GRANTS DISTRIBUTED</th>
<th>VOLUNTEER HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Recovery</td>
<td>$265,750</td>
<td>7,402</td>
</tr>
<tr>
<td>Community Development</td>
<td>$218,159</td>
<td>5,159</td>
</tr>
<tr>
<td>Youth and Children</td>
<td>$212,085</td>
<td>13,359</td>
</tr>
<tr>
<td>Other Targeted Populations</td>
<td>$146,860</td>
<td>10,801</td>
</tr>
<tr>
<td>Other</td>
<td>$51,600</td>
<td>4,665</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$894,454</td>
<td>41,386</td>
</tr>
</tbody>
</table>

Compared to last year, HFNY increased its grant distribution by 31% – which included over $100,000 in supplemental/emergency grants to affiliates meeting critical food and shelter needs in the city. The total volunteer hours served was equivalent to $1.18m in labor(1).

To learn more about volunteering your time or making a tax-deductible donation to support HFNY’s work in the city, visit www.hfny.org or call 212.871.1808.


2010

Identify prospective Hope for New York (HFNY) Affiliates in the area surrounding each of Redeemer’s 3 congregations East, West and South of Central Park.

Raise the congregation’s awareness regarding issues of mercy and justice in New York City through forums and events.

Increase the number of volunteers from the congregation by 20% over 2009 participation in these areas of service: Children & Youth, Adult Recovery, Community Development and other targeted populations.

In 2010, the Diaconate will collaborate with Redeemer Counseling Services to offer life issue workshops for the congregation.
Community Formation

The gospel creates a new community which not only nurtures individuals but serves as a sign of God’s coming kingdom. Here we see classes of people loving one another who could not have gotten along without the healing power of the gospel. Here we see sex, money, and power used in unique, non-destructive and life-giving ways.

Congregational Life

2009 was a year of development for Congregational Life. In addition to supporting ongoing ministries such as citilights, we filmed a video series to improve the process of becoming a member (to be released late 2010) and completed production of “Gospel in Life” an eight-week course that presents the major theological concepts that ground us as a church. Released in spring 2010, “Gospel in Life” will become the foundation of our discipleship pathway, designed to develop lay leaders and further our congregation’s understanding of how to live out the gospel in New York City.

School of Gospel Foundations

Redeemer’s School of Gospel Foundations sponsored classes to strengthen Redeemer’s congregation through education and its staff devoted significant attention towards developing the new “Gospel in Life” curriculum and a revised membership class with video supplemented teaching. As we begin to add layers to our nascent discipleship pathway, we plan to add more classes in new formats to help people mature as Christians in every area of life.
Fellowship Groups  $897.3 K\text{\textsuperscript{2}}

The past year saw another rise in the number of Fellowship Groups. Over 3500 people experience gospel community in these small groups. Over 585 people joined Groups for the first time through the fall beta initiative, which started 118 new short-term groups. 71% of these short-term groups became permanent Fellowship Groups. To support the growing number of communities, we equipped 274 new Group Leaders with our New Leader Basics training. We were able to develop several Group Leaders into coaching roles, ending the year with 55 Leader-Coaches. We also published a pocket-sized Leader-Coach Handbook and web resource, which address common issues for group leaders.

Counseling Services  $281.9 K\text{\textsuperscript{2}}

Redeemer Counseling Services (RCS) provided over 7000 sessions in 2009, a 19% increase from last year. Thanks to generous contributions from the Promise of Hope fund, many were given financial assistance for their care. Despite the transition in leadership for Redeemer’s support group ministry, three cycles of 12 groups were offered and over 300 people participated. In response to the economic downturn, RCS launched the Financial Counseling Services and Career Direction Services. In addition to 70 financial counseling sessions, RCS trained leaders of two churches to develop their own financial counseling ministries. The nine career direction workshops were full-to-capacity.

Family/Children/Youth Ministries  $792.7 K\text{\textsuperscript{2}}

Family Ministries saw continued growth in our Sunday attendance in both children and youth areas, with our largest numbers being in the nursery and toddler classes. We conducted our first annual Family Retreat in February with approximately 20 families gathering at Skytop Lodge in Pennsylvania. We also began a yearly Communicants Class for 5th-8th graders interested in church membership. Seven students completed this first class and five took vows of membership. September marked the rollout of our new children’s curriculum (3-Kindergarten) based on “The Jesus Storybook Bible,” by Sally Lloyd Jones. We also reorganized our staff, placing Bethany Griffith as Nursery and Childcare Coordinator, and Bijan Mirtolooi as Youth Intern.

The Youth Group saw growth in our lay leader team, who we mentor to effectively disciple our Jr. & Sr. High youth. We updated our curriculum, basing our teachings on both sermons from Redeemer pastors and Fellowship Group study material. The students served together and enjoyed fellowship during our two Young Life camps at Lake Champion, as well as activities like “Fun Nights” and community projects here in the city. A team of Sr. High students traveled to New Orleans for a short-term mission trip during the summer and we also continued our support of the TAOST (The Aids Orphans Support Trust) school for orphans in Jinja, Uganda, through quarterly fundraising events like restaurant night and the “Angel Tree for Orphans.”

2010

We will seek to maintain a 65% participation level, while further enhancing quality and breadth of Leader resources.

Begin organizing congregants to cover the city with outward-facing, neighborhood-based Mid-Sized Groups.

The Diaconate will seek to add 20 new Deacons and Deaconesses by securing nominations for 40 or more new candidates.

The Counseling Center will open its fourth satellite location, collaborating with Tenth Presbyterian and six other churches in Philadelphia.

In partnership with the diaconate, RCS will expand the Financial Counseling Services to include up to eight workshops.

2. Partially funded by Vision Campaign (see charts on pgs 3 & 5)
Center for Faith & Work

The gospel can have a deep, vital, and healthy impact on the arts, business, government, media, and academy of any society. We are committed to support each other’s engagement with culture, so that we work with excellence, distinctiveness, and accountability in our professions.

CFW: General

With the continued support of funds from the 2005 Vision Campaign, CFW’s ministries grew in all four areas: Arts & Culture, Entrepreneurship Initiative, Gotham Fellowship, and Vocation Groups. Our 70+ leaders have stepped up their commitment to theological training and team leadership. Both the Ei Forum and the CFW Retreat explored the theme of “gospel hope” and its power in a time of economic uncertainty. And we are building momentum toward a year-long Redeemer focus on the “Gospel and the World” in the 2010-2011 academic year.

Vocational Groups

In October 2009, we welcomed Amilee Watkins to the CFW staff team to provide leadership development and support for the leaders of our 10 Vocation Groups. These leaders work in teams to develop speaker programs and discussion groups that will engage the people in their professions and draw them into spiritually renewing thought and conversation about contemporary issues in their field. The vocation groups engage between 25 and 500 people each on an annual basis. Our prayer is that the leaders grow in their leadership skills and theological foundations and establish vocational communities that influence their industries and work places with the gospel.
Gotham Fellowship

The Gotham Fellowship is an intensive, nine-month theological discipleship program for young professionals working full-time in New York City. The goal of Gotham is to raise up a generation who yearn to see the gospel transform the world around us. In May 2009, Gotham graduated its inaugural class of 22 Fellows and a few months later began our second class with 25 Fellows. The first year Gotham alumni continued to meet weekly to further develop their relationships and theological training. Gotham has been a remarkable success as our Fellows have learned in committed community how the gospel transforms hearts, communities, and the world.

Arts Ministry

The Arts Ministry started 2009 with the second annual Arts Month, involving hundreds of Redeemerites in thinking more deeply about the arts and cultural renewal. Throughout the year, attendance at ongoing programs like InterArts Fellowship, Arts Vocation Groups, Artists Fellowship Groups, and the Culture Club continued to build because of creative programming and increased communications efforts. Perichoresis held several sold-out dance performances in April, and the RedeemerWrites literary magazine published its second edition. In fall 2009, the Arts Ministry launched a new way of talking about its ministry goals – “Be Known/Create/Engage” – which will develop further in 2010.

Entrepreneurship Initiative

In April the Entrepreneurship Forum’s theme of “A Reason for Hope” encouraged and challenged our 152 participants to join in a movement of gospel entrepreneurship with a day of speakers, panel discussions, and networking. The monthly Entrepreneurs Fellowship grew by 25% in program value and size, averaging 50+ regular participants. We launched a new coaching initiative to help entrepreneurs develop sound business ideas and create redemptive ventures. Our third business plan competition awarded three winners out of 48 entries: Working Proof, Tegu, and Alphabet Scoop. Winners receive coaching from senior leaders within the Redeemer community and present at the annual Ei Forum.

In 2010, CFW will kick-off a year-long “Gospel in the World” lecture series with a talk by Bishop NT Wright in April, 2010. The Gospel in the World focus will peak with a weekend Faith & Work Conference in May, 2010.

CFW will pilot an intensive 8-week theology basic training program for the Financial Services Ministry leaders.

Expand vocation groups in areas including fashion, international affairs, and education.

Develop the curriculum and program for a Senior Fellows Program (40+).

Expand the annual Ei Forum in breadth and depth, as well as including 10 churches from other cities.

We will seek to mobilize the Redeemer congregation to serve as advisors to our entrepreneurs, so that we can continue to be a community of change.
Redeemer City to City

Redeemer City to City is a new sister organization to Redeemer Presbyterian Church. City to City now carries on the work of what was formerly called Redeemer Church Planting Center and also oversees a division called Redeemer Labs, which develops content and curriculum for distribution to new and existing churches as well as individuals. With a focus on church planting for the renewal of global cities and content resources for leaders, City to City seeks to catalyze and serve a global movement of leaders who start new churches, ventures and expressions of the gospel of Jesus Christ.

Redeemer Labs

Redeemer Labs is a provider of resources designed to help people grow in, and live out, the gospel in the 21st century. The Redeemer Labs team works with Redeemer Church, Zondervan, Dutton and other partners to create books, curricula, and a growing library of audio, video, articles and other digital content. The film based on Tim Keller’s book, “The Prodigal God” was produced along with a discussion guide. The film had its official launch at the Willow Creek Leadership Summit in August 2009. Work also began on the “Gospel in Life” curriculum – an 8 week discipleship and study course on how the gospel changes everything. “Gospel in Life” will pilot at Redeemer in 2010 and then be available online and in Christian bookstores everywhere.

Church Planting

For 10 years, Redeemer Church Planting Center – now Redeemer City to City – has been working with young leaders to start new church movements in key global cities of the world. To date, over 65 churches have been launched in New York City and over 75 churches have been launched in other global cities. The hope is for each of these churches to be part of a series – or movement – of other new churches in these urban centers.
New York City & North America

In New York City and the greater New York City area ten new church plants started public worship in 2009. City to City hosted several major events in New York, including: the Global Cities Initiative conference which brought together over 400 church planting leaders from all over the world to discuss and strategize church planting in their cities; the Network Leaders Forum attended by 23 network leaders from key global cities; and the Church Planting Fall Intensive – a 6 week training course for pastors in the beginning stages of a church plant project.

Latin America

Redeemer City to City continues to train church planters, support the launch of new churches and network with pastors in the 12 major cities of Brazil. In Sao Paolo there is extensive work happening in a relatively un-churched region called “the area between two rivers.” Comprised of 10 affluent neighborhoods, this region is the financial, academic and cultural center of Brazil. Redeemer City to City – along with a network in Sao Paolo – has been laying the groundwork to start 10 new churches there. In Argentina, City to City formed a relationship last year with the Pastor’s Counsel of Buenos Aires – which means that City to City will be interacting with 300 churches in that city to promote gospel-centered ministry and also starting new churches.

Europe

New churches started public worship in Athens, Prague, Rome, London and Berlin. From these cities and other European cities that are also catching a vision for church planting, an official church planting network has begun called CityNet Europe. This network will maintain close partnership with City to City in terms of training, coaching, funding, assessment and events and a trust is being established to fund this and other church planting work. In particular, the cities of the Netherlands, Germany and also London have experienced near exponential church plant growth with new church plants being launched as well as participation in and hosting of church planting events.

Asia

Redeemer City to City entered into church planting projects in the Indian cities of Mumbai, Dehli and Bangalore. Brand new churches began public worship in Seoul, Korea and Taipei, Taiwan. Notably, the new church in downtown Taipei – called Taipei 101 – meets in the tallest skyscraper in the world. In Hong Kong, a new board was established to assist church planting in Asia and partner closely with Redeemer City to City.

---

2. Partially funded by Vision Campaign (see charts on pgs. 3 & 5)
PARTNER WITH US If you would like to participate in our ministry, be involved as a volunteer, or get more information about our ministry, please visit www.redeemer.com or contact a departmental liaison.
Community Formation

Rev. John Lin, Sr. Director
Congregational Life
johnlin@redeemer.com | 917.206.1395

Whitney Kirk, Administrative Coordinator
whitney@redeemer.com | 917.206.1397

Sam Shammas, Curriculum Manager
sam.shammas@redeemer.com | 917.206.1396

Judy Cha, Director
Counseling
judyc@redeemer.com | 212.370.0475 x1366

Missy Terrell, Services Coordinator
missy@redeemer.com | 212.370.0475 x1365

Olimpio Wen, Assessment Center
olimpio@redeemer.com | 212.370.0475 x1374

Support Groups
supportgroups@redeemer.com | 212.370.0475 x1370

Rev. Scott Sauls, Sr. Director
Community Formation
ssauls@redeemer.com | 917.206.1410

Susana Gough, Coordinator
fg@redeemer.com | 917.206.1417

Dr. Pamela Brown-Peterside - Director
pamela.brownpeterside@redeemer.com

Rev. Matthew Paul Buccheri - Director
matthewpaul@redeemer.com | 917.206.1411

Rev. Abraham Cho - Director
abe@redeemer.com | 917.206.1413

Rev. Scott Crosby - Director
scottcrosby@redeemer.com | 917.206.1415

Steve Shaffer-Director
steve@redeemer.com | 971.206.1414

Dr. Brent Bounds, Director
Family Ministries
brent@redeemer.com | 917.206.1350

Tracy Thornton, Director
Children’s Ministries
tracy@redeemer.com | 917.206.1354

Liane Hill, Coordinator
Liane.Hill@redeemer.com | 917.206.1363

Center for Faith & Work

Katherine Leary, Executive Director
kleary@redeemer.com | 917.206.1340

Kenyon Adams, Arts Coordinator
kenyon@redeemer.com | 917.206.1344

Sonja Lee Chen, Program Coordinator
sonja@redeemer.com | 917.206.1341

Calvin Chin, Ei Director
calvin@redeemer.com | 917.206.1346

Maria Fee, Arts Program Manager
maria@redeemer.com | 917.206.1345

Luann Jennings, Arts Director
luann@redeemer.com | 917.206.1343

Rev. David Kim, Gotham Fellowship Director
davidkim@redeemer.com | 917.206.1342

Amilee Watkins, Leader Development Manager
amilee@redeemer.com | 917.206.

Elders

John Austin
Cory Cates
Alexander Chou
Larry Christensen
Gregory Clark
Victor Clemente
Stephen Fung
Bill Gough
Paul Gross
James Herring
Carter Hinckley
Glen Kleinknecht
Dan Kramer
Rob Maimone
Ted Morgan
Charles Osewalt
Bill Taylor
Bruce Terrell
Karl Wolf

Redeemer City to City

Rev. Terry Gygier, Executive Director
chris.koepke@rcpc.com | 917.206.1465

Rev. Mark Reynolds, Associate Director
mark.reynolds@rcpc.com | 917.206.1456

Rev. Al Barth, Int’l Director for Europe & Africa
al@rcpc.com | 917.206.1462

Melanie Penn, Administrative Coordinator
melanie.penn@rcpc.com | 917.206.1462

Chris Koepke, Assistant to Terry Gygier
chris.koepke@rcpc.com | 917.206.1465

Jay Kyle, Int’l Director for Asia
jay.kyle@rcpc.com | 917.206.1457

Kris Jacob, Project Manager
kris.jacob@rcpc.com | 917.206.1466

Executive & Pastoral Staff

Rev. Dr. Tim Keller, Sr. Pastor
andi@redeemer.com | 917.206.1405

Rev. David Bisgrove, Assistant Pastor
david@redeemer.com | 917.206.1404

Rev. Abraham Cho, Assistant Pastor
abe@redeemer.com | 917.206.1413

Rev. John Lin, Assistant Pastor
johnlin@redeemer.com | 917.206.1395

Rev. Scott Sauls, Assistant Pastor
ssauls@redeemer.com | 917.206.1410

Rev. Terry Gygier, Assistant Pastor
chris.koepke@rcpc.com | 917.206.1465

Rev. Dr. Mark Reynolds, Assistant Pastor
mark.reynolds@rcpc.com | 917.206.1456

Rev. Matthew Paul Buccheri
matthewpaul@redeemer.com | 917.206.1411

Rev. Scott Crosby
scottcrosby@redeemer.com | 917.206.1415

Bruce Terrell, Executive Director
bruce@redeemer.com | 917.206.1402