ANNUAL REPORT
2013

SHARING THE HOPE THAT’S WITHIN
OUR VISION

As a church of Jesus Christ, Redeemer exists to help build a great city for all people through a movement of the gospel that brings personal conversion, community formation, social justice and cultural renewal to New York City and, through it, to the world.
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But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.

— 1 Peter 3:15
Dear Members and Friends,

The year 2014 marks the 25th anniversary of Redeemer’s ministry in New York City. In February of 1989, Kathy and I began to commute from Philadelphia on Sunday afternoons to meet with a little over a dozen people who were interested in seeing a new church established in Manhattan. In April we began a weekly Sunday evening service. Finally, the last Sunday in September, we launched our first morning worship service. Over the next three years we experienced a time of intense grace, in which we saw many hundreds of people find faith in Christ.

In 2013-14, the year leading up to our anniversary celebration, we had an emphasis on outreach and evangelism that we called “Public Faith: Sharing the Hope That’s Within.” Elsewhere in this Annual Report we recount many of the specific parts of the year, but here I would say that it was appropriately evocative of our early days in which so many believers and nonbelievers sat together listening, learning and discussing the gospel and the Christian faith. There could not have been a more fitting and important prelude to our anniversary than renewing our “outward face.” I want to thank all of you who have taken steps to be more public with your faith. I also want to thank the Public Faith team and Mai Harin-Powell personally for her inspired and effective leadership. Redeemer could not have received a better birthday present than our Public Faith year.

In the past year we have also seen our three Redeemer congregations continue to consolidate and thrive. Easter 2013 was the first year when all three congregations held services, increasing our Easter services from seven in 2012 to ten in 2013. With this we saw an increase of more than 1,300 people in attendance, for a total of nearly 9,700 attenders on Easter. This was a huge affirmation that our transition to the collegiate model is helping us to reach more of the city.

Redeemer continues its transition from being a single, centralized church to becoming three congregations, each with their own dedicated leadership, worshipping in and reaching their particular neighborhoods. And the goal goes beyond that, because the vision is for the three congregations to be “generative” mother churches themselves, launching other sites and worshipping communities until Redeemer is a united family of congregations and churches of all sizes, working together to love and serve our city.

I want to thank those of you who have been on this journey with us for years, some of you even from day one. And I welcome those of you who have just come into our community. Thanks for all your sacrificial love, work and giving,

In Him,

Tim Keller
As a college student I attended a campus Christian fellowship that always had a book table of Christian literature. There was a little booklet there called *Doubters Welcome*. I remember my surprise at the title, because as a young believer I thought that Christians frowned on doubters and wanted them to just take that leap and have faith. But I came to realize that the Bible had a more balanced view. While we want doubts to give way to faith (John 20:28; James 1:6), we should be merciful and patient with those who are still in their doubt-troubled period (Jude 1:22). On that campus the Christian fellowship was very inviting to skeptics and doubters, and there were always a lot of them mixed in with the believers. I always wanted to be part of a church that had that spirit.

Redeemer began its life in home meetings, then public worship, and finally our first Sunday morning worship service in September 1989. From the beginning, the “outward face” of Redeemer was part of why we existed. One of our “core values” is that we be a place where those who are not believers (or who are not sure what they believe) find their questions invited, their doubts and difficulties respected, and their struggles anticipated.

However, the natural tendency of any church is to become ingrown as the years go by, and Redeemer has not completely escaped that. So as we looked ahead to our 25th anniversary, we sought to renew our vision with the 2013-2014 ministry year theme, “Public Faith: Sharing the Hope That’s Within.” Our Public Faith year began in the fall of 2013 with a sermon series by the same name. It explored the difficulty of publicly identifying as a Christian believer in a secular age that pressures people to keep their religious beliefs private. The only faith that is approved by our culture is one that sees itself only producing comfort in one’s private world and not comprehensively shaping the entire life. A candid account of the gospel story that is a Christian’s deepest identity can be met with hostile reactions. So Christians in a place like New York City find themselves perplexed as to how to “go public” and talk to their friends, neighbors and colleagues about their faith.

In Redeemer’s early years the only way we were able to have a community filled with questioners was because believers at Redeemer were not afraid to identify themselves publicly as Christians to others that they worked with and lived near. In the years beyond our 25th anniversary, we want to continue renewing our outward face so that more of us are public with our faith.

Why be public with our faith? First, the joyful effects of the gospel in our own lives give us an enormous energy for witness. How can we keep our mouths closed about such a wonder? But second, the humbling nature of the gospel leads us to approach those who do not believe without superiority and with lots of respect. Since we are saved only by God’s grace and not our goodness, we expect to find wisdom and compassion in non-Christians that often may exceed our own. Third, the love that we experience in the gospel removes from us the fear of others’ disapproval. All this drains us of influences that can lead us to treat non-Christians as “evangelism cases” — people who we relate to, talk to and care for only in order to win them over to our side. This objectifies and dehumanizes them, and, ironically, isn’t winsome. We don’t love people in order to share our faith with them. Rather, we share our faith and ourselves with them in order to love them. The more these gospel dynamics are present in our lives, the more Redeemer will powerfully draw in new people like a magnet (Acts 2:47).
How do we do this? First, in sharing our faith, we take an intelligent, not an authoritarian approach. We remember what it is like not to believe, and we do not expect people to believe simply by being told what is true. People want to know why. Second, we take a “process,” not a “crisis,” approach. We provide for multiple exposures to the gospel. We afford people the opportunity for plenty of questions, so that they receive information about Christianity in an order and shape that addresses their situation. Third, we take a “presuppositional” approach to persuading people about Christianity. That means that we believe every person, even the skeptic, already does believe in God (Romans 1:18-25). Therefore, we find “clues of God” — insights into truth — that they have, and use these to show the way back to their creator and redeemer. Jesus responded positively to a man who was in “process,” who said, “I believe, help my unbelief!” (Mark 9:24), and at Redeemer we want to do the same.

At Redeemer we put out the Doubters Welcome Mat at every service and meeting . . .

Where do we do this? Everywhere. At Redeemer we put out the Doubters Welcome Mat at every service and meeting, always expecting and hoping to be overheard by those who don’t believe. First, we believe that worship must be done in such a way that those who are not Christian can understand and be included. Second, we provide classes and “after meetings” where people can be debriefed after services and given help in understanding the Christian faith. Third, we seek to have our Community Groups and ministry events be open and inclusive of people regardless of where they are on their spiritual journey.

Public Faith was a year-long effort to help people understand Christianity and find personal faith, but it also was intended to re-energize Redeemer to be a more outwardly facing community, one that habitually extends itself to those outside the Christian faith. To do this, our Community Groups focused on praying for and listening to our friends, our congregations hosted Open Forums, and we began inviting friends to the Questioning Christianity series — a seven-week series held in early 2014 for those exploring Christianity, addressing the question, “Does Christianity make sense emotionally, culturally and intellectually?” As we prepare for our 25th anniversary, the work we’ve done with Public Faith this past year will be vital to helping us keep a healthy outward face in the years ahead.

We are extremely fortunate to minister in a large city, where it is difficult for Christians to segregate themselves from those who don’t believe. Urban Christians will naturally have the opportunity to make many good friends who don’t believe. At Redeemer, we aim to create a climate where the Christian comes and quickly realizes, “If I bring my unbelieving friends here, they will be surprised to see how attractive and sensible Christianity is.” As long as we are having that thought and acting on it, Redeemer will continue to change many lives.
One of the core values of Redeemer is to be a church community where our friends who are not believers find their questions welcomed and addressed, their doubts and concerns respected. We want to be a community where there are always many doubters and spiritual inquirers in our midst — a church where anyone can enter Christian community and see the beauty of the gospel.

In April 2013, we asked our church attenders three questions related to being outward-faced with one’s faith:

**How often do you pray for non-Christians?**
51.6 percent said that they don’t at all.

**How often do you invite non-Christian friends to church events?**
43.4 percent said twice a year or less.

**How often do you share the gospel in a year?**
43.1 percent said none.

It was evident that our church community was less outward-faced than we desired to be.

We took that data to heart and made Public Faith the theme of our 2013-2014 ministry year. In the fall, through our group study material, our Community Groups began incorporating a discipline of praying every week for our friends who don’t yet believe. They also piloted the Listening Component, an exercise that had group members simply listen to the spiritual thoughts of two to three friends who were not Christian. These exercises began to re-energize more of our community to be public with their faith. Of those who did the Listening Component, 90 percent said it had a positive effect on their understanding of living out their faith publicly. Eighty-eight percent said the exercises helped them pray more for their friends. Seventy-eight percent said it helped them to be more willing to invite their friends to church or a church-related event.

Public Faith is much more than a theme for a ministry year — it is central to who we are as a church. We’ve only just begun to rediscover what many saw in the early days of Redeemer — to be faithfully outward-faced in all that we do. We want to be known as a community that embraces and welcomes those of different worldviews so that our friends experience the hope, love and joy of the gospel.

**Public Faith is about authentic relationships and getting out of our own social and spiritual comfort zones.** Ultimately, Public Faith is trusting the Holy Spirit to do the evangelistic work through us in our relationships. While many of us identify as secluded or private, our prayer and desire is that we all become more public with our faith.

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**PRIVATE**

Has many close friends of different beliefs.

Does not personally disclose faith openly with those friends.

**SECLUDED**

Has many Christian friends but few or no close friends of different beliefs.

Is open about faith within the Christian community, but their faith is rarely challenged by or shared with those outside it.

**PUBLIC**

Has many close friends of different beliefs as well as many Christian friends.

Is humble, loving and public about their Christian faith with everyone.

Seeks ways to integrate their various communities of friends.
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SHARING THE HOPE THAT’S WITHIN

**290+** people participated at one of The Well events — nights of worship and prayer for friends, co-workers, loved ones and the city.

**2,000+** people attended the Open Forum, Can Life Have Meaning Without God? — a conversation between authors, Greg Epstein (humanist chaplain) and Tim Keller.

**850+** people attended the Walking With God Through Pain and Suffering event — 35 percent had never attended a Redeemer event before.

**25,000+** unique visits to the Questioning Christianity web page in the first quarter of 2014, in response to the seven-week series led by Tim Keller for those exploring Christianity.
At the end of the Downtown morning Sunday worship service, there's a Prayer of Thanksgiving that reads, ‘Send us out now to love and serve you as faithful witnesses of your mercy.’ These words became real to me with opportunities during this Public Faith year to deepen friendships and to ‘go there’ with discussions about my faith.

— Ken Moy,
Downtown congregant
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— Ken Moy,
Downtown congregant
In late 2013, we celebrated our first anniversary as a congregation! It was a time to remember God’s faithfulness from our launch in 2012 — when we were constantly changing worship spaces — to our settling in with a consistent worship venue in 2013. Throughout the year, we’ve seen people connect to our congregation through a growing Community Group system, Children’s Ministry and Sunday Service Teams. We’ve also worked to include more city-facing emphases in our Sunday worship services, whether by praying for industries like finance, by hearing an update on the problem of homelessness in New York, or by engaging friends and neighbors with a public faith.

While the Downtown congregation is the newest of the Redeemer congregations, we have worked hard to incorporate and further the ministry values that have animated Redeemer since its founding — whether community, compassion and justice, or cultural renewal. It’s our hope that the Redeemer movement that began over 20 years ago will take on new life as we serve and worship downtown.

In Christ,

Rev. John Lin
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To emphasize our Public Faith focus, monthly testimonies about Public Faith experiences were shared during our worship services throughout the fall and winter.

Twenty new Beta Groups began in the fall, for a total of 70 Community Groups meeting by the end of the year.

More volunteers joined us in regularly serving our congregation, for a total of 46 Children’s Ministry volunteers and 221 Sunday Service Teams volunteers.

An average of 60 children participated in our Children’s Ministry on Sundays, up from 45 last year.

We celebrated our one-year anniversary with a day of service in partnership with Hope for New York affiliates. Sixty congregants participated.

Forty-five people became church members and we baptized 11 infants.

Thirteen leader-coaches participated in a Leadership Intensive led by the Center for Faith & Work’s Gotham Fellowship alumni.

DOWNTOWN HIGHLIGHTS

2013 ELDERS
Bruno Asante | Larry Christensen | Jeffrey Rutledge | Steve Tan | Karl Wolf
Webster Younce

2013 DEACONESSES AND DEACONS
Steve Brown | Ashley Buechele | Greg Buechele | Deb Christensen
Drew Hammell | Huy Lim | Grace Monger | Mary Nam | Lisa Ortiz
Amy Peng | Janie Rhee | Adam Thiesen | Emily Thiesen | James Vanreusel
Christine Weible-Cruz
I've now been a Christian for nearly six years. I rarely shared my faith with anyone outside my Christian community. I thought I had to know more about the Bible first. … Then Public Faith came along, giving me the encouragement and tools to go public. First, I talked to my gym trainer. To my shock, I learned that people were much more open to talking than I ever expected. I had cool conversations with my doorman and my friend Cristina. … I found that these conversations deepened our friendship — or rather, my love for them.

— anonymous, East Side congregant
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— anonymous,
East Side congregant
This ministry year’s focus on Public Faith has been a stretch for most of us, but the early signs of fruit are extraordinary and very encouraging. Let me give you a snapshot. An East Side Community Group leader told me about a friend of hers she recently invited to one of our services. Though church-haunted due to negative experiences in her past, the friend reluctantly decided to join her at a 6 p.m. service. Toward the end of the sermon, the friend broke down into tears, said she’d heard things she knew she needed to hear, and said she wanted Jesus. That same day I met another woman who told me after the service that that was her first time to be at church — ever! She wanted to know more and come back. A friend had brought her. Another woman I met a few days later at Theology on Tap said she hadn’t been to church in 20 years and that she’d lost her faith. But her life was falling apart and someone had encouraged her to visit the East Side congregation. That was four months ago, and she’s now part of a Community Group and processing the possibility of belief. These are a small sampling of the many stories from this year that remind us that God is powerfully at work drawing people to himself and that he delights to use us to connect unbelievers to himself. What a privilege! Thank you for the courageous ways you are loving your unbelieving friends and inviting them to join you at our worship services and other ministry offerings.

To each of you who volunteer in one of our ministry areas, I want to thank you from the bottom of my heart. Not only is your sacrificial service invaluable, but it makes real the mystery that we who are many form one body. Thank you for exuding the warmth and grace of Jesus in all you do. What a privilege it is to serve as your pastor and join with you in declaring the praises of him who called us out of darkness into his wonderful light (1 Peter 1:9).

In Christ,

Leo

Rev. Leo Schuster
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In Christ,

Rev. Leo Schuster

For our year of Public Faith, we held five East Side Leaders gatherings to share testimonies and equip leaders. We also hosted creative events, such as Theology on Tap and Salon nights, for East Side congregants to bring their unbelieving friends. We introduced a newly redesigned welcome center and coffee hour to help people get connected on Sundays.

Ninety-five Community Groups, 6 Seeker Groups and 21 Beta Groups met regularly.

Over 320 Sunday Service Teams volunteers and over 80 Children’s Ministry volunteers served our congregation.

Our second cohort of leaders completed the Discipleship Intensive program.

An average of 200 children attended our Children’s Ministry programs during our Sunday worship service, and an average of 70 children attended our 9:15 Children’s Discipleship Hour before the Sunday worship service.

Eighteen East Side Classes were taught on Sunday mornings or afternoons.

We held Community Group Sundays once a month, Intro to Redeemer classes every other month, and East Side Socials every quarter.

2013 ELDERS
John Austin | Victor Chin | Alexander Chou | Gregory Clark | John Ellis
Bill Gough | James Herring | Carter Hinckley | Glen Kleinknecht | Arvin Soh
Eric Yoon

2013 DEACONESSES AND DEACONS
Rose-Marie Armstrong | Linda Brooke | Eileen Buck | Kay Cain | Abby Coutant
Peyton Jenkins | Jeff Kermah | Yvette Knight | Carol Labozetta | Anita Mani
Kathie McEwen | Greg Nance | Tom Palumbo | Bill Paparis | Jean Soo Park
Emmanuel Pizana | Carrie Robinson | Brandon Straub | Michelle Turner
Tony Vavroch | Diane Wenzler | Stella Yee
A friend and co-worker who I've known now for about nine years is a staunch and vocal atheist. … I invited him out to brunch and we discussed religion — and mostly his views — for two hours. The strong focus on only listening, and speaking mainly to prompt him to share or examine his own views, helped me to bite my tongue several times and also aided me in creating an environment of peace and respect. The encounter that I was afraid would create a schism did the exact opposite. It created a new bond and a deeper respect.

— anonymous, West Side congregant
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— anonymous, West Side congregant
As the lead pastor of the West Side congregation, part of my responsibility includes being public about my faith on a regular basis — through preaching, worship leading and other activities. As wonderful as that is, a greater joy is seeing Jesus being made public through our community. The list of our year’s highlights is just a small snapshot of the incarnational way our community is living out our faith. In this year in which Redeemer as a whole has sought to recommit itself to being a community that intentionally and transparently makes Jesus known, I am grateful for all the people who continue to invite people to consider Jesus.

Just recently I had two conversations on a Sunday that reminded me how God is at work revealing himself through our congregation. There was the woman who started coming two years ago with very little understanding of Christianity, and through involvement with a Community Group, friends, and her own exploration of Scripture, she is now ready to become a member. That same day I spoke with a gentleman who has been coming to services for about six months, and through weekly worship, the Questioning Christianity series, and the wise counsel of a deacon in the midst of a tragedy, he has found hope in Christ. So I love publicly proclaiming the story and reality of Jesus to our congregation, but more than that I love to see how God’s Spirit is at work through all of you in making Jesus known.

In Christ,

Rev. David Bisgrove
WEST SIDE HIGHLIGHTS

Throughout our year of Public Faith, we mobilized volunteers, trained leaders, invited friends and prayed together, all working to share the hope of the gospel as a congregation and as individuals in our daily lives.

Approximately 300 children participated in our Children’s Ministry Sunday School each week.

Our lay-led West Side Men and West Side Women groups welcomed dozens of newcomers in weekly gatherings.

Over 90 Community Groups and 17 Beta Groups met regularly. Twenty-two leader-coaches supported our Community Groups and their leaders.

Dozens of new volunteers and leaders were trained, for a total of over 400 volunteers serving with our Sunday Service Teams and Children’s Ministry.

We worked with the Hope for New York staff to identify new affiliate partners and pilot new uses of the W83 Ministry Center to support mercy and justice activities in New York City.

Our first Christmas Eve service at the W83 Ministry Center had over 900 people come to celebrate and worship with us.

We continued the Leader-coach Intensive and launched Leader-coach Extension to build relationships and support for those who care for our dedicated Community Group leaders.

A volunteer committee of 20 parents partnered with Children’s Ministry staff to launch Kids’ Community Groups, where over 70 children are growing deeper in relationship with God and their peers in weekly study and fellowship.

2013 ELDERS
Max Anderson | Christian Becker | Cory Cates | Victor Clemente
Paul Gross | Tim Knapp | Dan Kramer | Ted Morgan | Demian Repucci
Ben Sanders | Kamal Sidhu | Bill Taylor

2013 DEACONESSES AND DEACONS
Cate Capozzi | Elizabeth Carr | Patricia Davis | Brendon Desrochers
Ellie Ellsworth | Kevin Feltes | Lisa Hertzog | Bob Highsmith | Daniela Lee
Christine Kim | Katie Kuperus | Chris Malynowski | Sharon McLean
Drew Melton | Sarah Newell | Lee Norwood | Monica Philippo
Ashley Phillips | Mary Jane Sobel | Allen Trew | Heather Trussell
REDEEMER FAMILY MINISTRIES

We believe New York City is a great place for all stages of family life — from single, engaged or married, to raising children and teens. Redeemer Family Ministries equips singles, couples, parents and children to love God, love each other and love the city.

FAMILY

More than 150 couples went through the Preparing for Marriage seminar.

Marriage Lab, a monthly class for couples in their first year of marriage, launched with 14 newlywed couples and 3 host couples as part of this charter class.

Support groups were formed for adoptive families and for parents with special needs children.

The Downtown, East Side and West Side congregations received continued support with classes on parenting, marriage renewal and education in NYC.

YOUTH

Middle and high school weekly meetings were attended on average by 100 students, many of whom were from outside the church and brought by friends.

We continued work to cultivate a movement of the gospel with teens in the city by partnering with Trinity Grace Church, Young Life, Focus, Jews for Jesus and other ministries on various community projects throughout the year and by praying collectively for the students of NYC on a monthly basis.

The high school short-term missions team spent a week in Broad Channel, New York City working to alleviate some of the effects of Hurricane Sandy.

CHURCH MEMBERSHIP

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REDEEMER COUNSELING SERVICES (RCS)
The mission of RCS is to restore lives with truth and grace through biblically-based, professional counseling. We are a staff of 38 part- and full-time counselors working out of five locations. We are an extension of the pastoral care of Redeemer, and approximately 20 other churches contract our counseling services for their members.

Highlights
Over $50,000 was donated to the Promise of Hope (financial assistance fund for counseling care), thanks to the help of Promise of Hope founder, Shujaat Islam.

Counselors maximized the available office space and increased the number of sessions by 6 percent, for a total of 15,097 sessions.

In addition to counseling sessions, our counselors offered 5 Career Direction Workshops and 10 Renewal Groups (group counseling).

We partnered with the Diaconate to offer three Gospel and Stewardship Workshops.

GENEROSITY
At Redeemer we want to model a community of Christians who live sacrificially across many aspects of their lives. To offer a more generous life for God and for others, we encourage our congregants to consider a holistic approach that includes being generous through service to ministries, through relationships, through hospitality, through the privileges and power we hold, and lastly, through our wealth.

Generosity through service
304 Redeemer congregants volunteered with Hope for New York in the Don’t Walk By outreach over four Saturdays in February and March, canvassing Manhattan to engage homeless men and women and offer them emergency resources and information on long-term recovery programs.

111 Redeemer congregants served on one of nine short-term missions trips.

Generosity through hospitality and relationships
743 Redeemer congregants provided hospitality by hosting and/or leading or co-leading a Community Group.

Generosity through financial resources
71,531 dollars were donated to the Diaconate Relief Fund by Redeemer congregants and others in order to aid the battered regions from Typhoon Haiyan in the Philippines.

70 Redeemer congregants joined The Hope Exchange, Hope for New York’s monthly giving program committed to helping the poor and marginalized of our city. At the end of 2013, the program had 122 members total, including 107 Redeemer congregants.

345,935 dollars were distributed by Redeemer’s Diaconate Relief Fund for the continued rebuilding efforts in the tri-state area post Hurricane Sandy.
MERCY AND JUSTICE

**DIACONATE**
As a response to God’s mercy, the Diaconate supports those in need in our midst. Our deacons and deaconesses are trained to help Redeemer members and regular attenders who face challenging situations. We believe that God’s mercy moves him to relieve suffering, and this makes us sensitive to others’ pain and gives us a desire to alleviate it.

**Highlights**
We served nearly 500 individuals and families who had various needs and provided over $395,000 in financial assistance to 185 individuals and families in crisis.

Hurricane Sandy relief efforts continued. An additional $349,000 was given to victims and to local churches providing relief throughout Brooklyn, Staten Island and parts of New Jersey.

Over 200 individuals benefitted from the Job Search Skills Training (workshops on interviewing, resume writing and networking), the Job Search Round Table (weekly meetings for spiritual encouragement, networking and accountability), and/or one-on-one career coaching (for Diaconate care recipients).

More than 850 people came to the Walking With God Through Pain and Suffering event, co-hosted with Redeemer Counseling Services and Hope for New York. About 35 percent were first-time attenders to a Redeemer event. Thousands of online viewers joined to hear that there is meaning behind pain and that this experience can be transformed by our relationship with God.

OWLS (Older Wiser Loving Servants), a gospel-centered group for adults 60 and over, had more than 30 participants from the East Side and West Side congregations. Together they weekly served over 20 seniors living in poverty in the UWS neighborhood through the Free Indeed Community Cupboard.

The Divorce Care Group ministered to and encouraged 23 women, providing a safe place for them to experience God’s healing.

Participation in the Free Indeed Community Cupboard increased by 38 percent. An average of 40 individuals and families received free groceries and spiritual nourishment weekly.

Six new deacons and seven new deaconesses were trained and installed. Two stellar staff members were hired: a service manager and a career coach.

Over 70 volunteers served on the Meals Ministry by delivering meals on a short-term basis to those at Redeemer who were ill or who just had a baby.
Hope for New York (HFNY) is a separate 501(c)(3) nonprofit organization and Redeemer’s partner for mercy and justice outreach to the city. We provide volunteer and financial resources to over 40 nonprofit organizations (affiliates) who serve the poor and marginalized in New York City. HFNY affiliates serve populations including at-risk youth, low-income families, immigrants, the homeless and the elderly.

Mobilizing volunteers to serve
We mobilized over 55,600 volunteer hours through our affiliates, averaging 152 hours served each day.

Making grants to support programs
Over $1.3 million in direct grants was distributed to support affiliate programs like emergency food pantries, job training programs and after-school mentoring.

Strengthening nonprofit affiliates
We offered consulting and capacity-building support to our nonprofit affiliates so that they can do their work even better. Our capacity-building projects included program evaluation, board development and communications projects.

Expanding our affiliate network
In order to serve more populations and neighborhoods across the city, we added three nonprofit affiliates to our affiliate network: Defy Ventures, The Salvation Army, and A House on Beekman.

Serving families in need
Redeemer congregants helped contribute more than 3,800 toys for His Toy Store, which provides Christmas toys for families in need across NYC.

Engaging Redeemer families
We collaborated with Redeemer’s Children’s Ministry to pack 260 Thanksgiving Boxes of Love for low-income families, 375 pencil packs of school supplies for children in after-school and mentoring programs, and 1,310 homeless care kits for our neighbors in need.

BOARD OF DIRECTORS
Dan Bitar | Frank Bruni | Stephanie Chang | Elise Chong
Katherine J. Chou, M.D. | Jeff Eberwein | Carol Herring | Paul Horrocks
In Seon Hwang | Meredith McGinn | Doug Monticciolo | Hee-Jung Moon, Esq.
Rev. Scott Strickman | Neal Winterhof | Rochelle Yu, M.D.

ADVISORY BOARD
Center for Faith & Work (CFW) is the cultural engagement arm of the Redeemer movement. We hope to grow in our understanding of the city and to bring to life the gospel’s unique power to renew people’s motivations for work, the workplace communities they serve, and the work itself, in order to bring about the flourishing of New York City. Our programs are aimed at connecting, equipping and mobilizing the scattered church to effectively engage the world, emphasizing the importance of meaningful faith and work integration.

ARTS MINISTRY
A total of 75 artists participated in our 7-week discipleship program, In The Living Room. The Downtown, East Side and West Side congregations each hosted one iteration of the program.

The Artist-In-Residence program was inaugurated to support and encourage emerging and established local artists through the commissioning of new work.

We hosted an immersive installation in a Soho gallery featuring the work of our first Artist-In-Residence: visual artist Rebecca Locke.

ENTREPRENEURSHIP AND INNOVATION (EI)
More than 300 participants (entrepreneurs, pastors and investors) gathered from across the country for the 2013 EI Forum, Risk: Faith or Folly, to equip and inspire toward gospel-centered entrepreneurship.

We piloted an Applied Case Studies series to provide a combination of practical, tactical, theological and pastoral advice on common issues faced by entrepreneurs.

Our eighth annual Business Plan Competition received over 30 entries and awarded 3 winners: Firebone Theater, Gigzolo and Manhattan Valley Mosaic. Winners received management consulting, financial planning and legal services through partner organizations, along with coaching and financial grants or investments ranging from $5,000 to $25,000.

GOTHAM FELLOWSHIP
Our fifth Gotham class graduated, adding 41 to the alumni community of theologically trained lay-leaders.

The inaugural Gotham class of 2009 hosted the fifth annual Alumni Retreat, reconnecting and mobilizing the alumni community toward a renewed vision for their calling as participation in God’s redemptive work.

In conjunction with the Artist-In-Residence immersive exhibition, we initiated an end-of-year Gotham Celebration event, celebrating five years of alumni service in both the church and the city.

The Gotham Teaching Assistant program was further developed to be another avenue for alumni to strengthen and serve the Gotham Fellowship.
VOCATIONAL INITIATIVES

We transitioned the CFW monthly Faith & Work event to become City Rhythms, a series focused on engaging key industries and sectors to re-imagine our own work through the lens of what God is doing in the whole of New York City. During the fall, we highlighted the following fields through the work of people from the Redeemer community: fashion, finance, art and architecture.

A new six-week Faith & Law class was launched to provide theological equipping and gospel integration for those practicing law.

We continued offering an 8-week Faith & Finance class twice a year, engaging 40 to 50 professionals in the financial services industry and culminating in our annual Leaders Retreat. This course and retreat has continued creating a dynamic community of finance leaders who are developing a gospel vision for the renewal of their field.

A three-week Intro to Faith & Work class was initiated for the East Side and West Side congregations in order to provide a theological and biblical foundation for work.

A vocationally focused segment was integrated into the Downtown congregation’s Sunday liturgy, allowing professionals to share how the gospel transforms the particular area of work they do and to lead the congregation in prayer for the industry as a whole.

CFW CONFERENCE AND EXPANDING INITIATIVES

The third annual CFW conference, Humanizing Work, had over 550 participants. The conference featured practitioners, theologians, workshops and Glimpses (lay-led cultural events out in the city, engaged through a theological lens), with the goal of exploring how Christianity provides a unique perspective and power to humanize our workplaces.

We launched the first week-long Summer Intensive in July 2013, with over 40 pastors and lay-leaders from 5 continents in attendance, in order to more efficiently and effectively serve the increasing demands of churches worldwide who wish to develop faith and work discipleship programs.

“When we see Christ’s work restoring ours, we are free to take responsibility for the errors of our direct reports while pushing praise down to those below us in an organization. And we shouldn’t do it with our own selfish interest at heart, so that we might be praised as being selfless, but we should do it while being reminded of the one who took on our ultimate errors while pushing his much-deserved praise and glory down upon us. The motivations of our hearts matter and can be transformed by the gospel.”

— Ben Davis, Gotham alumnus
In 2013, Redeemer’s sister organization Redeemer City to City (CTC) helped launch 41 new churches in global cities and trained 1,500 leaders in programs delivered around the world.

**CHURCH PLANTING**

**New York City**
We helped launch 10 new churches in NYC.

Thirty-eight local church planters participated in one of three Incubator cadres (a two-year training program for church planters).

Four leaders completed the CTC Fellows Program and are on track to start new churches in NYC in 2014 or 2015.

City Lab launched — a bimonthly leadership development workshop on church-based evangelism for NYC-area pastors and church planters.

**Europe**
We helped launch 24 new churches.

Over 200 church planters and leaders attended the City to City Europe network meeting in Prague.

Four leaders completed the International Church Planting Intensive (a five-week residency program held in New York City) and went on to start new churches in Toulouse, Basel and Amsterdam.

Teresa and Bobby Ladage joined the CTC team as Church Planting Catalysts for Eastern and Central Europe.

**Africa**
We helped launch two new churches.

One leader from Pretoria completed the International Church Planting Intensive and is on track to start a new church in September 2014.

We facilitated the development of a church planting training center in Pretoria, where 25 church planters were trained.

**Middle East**
We helped launch two new churches in the United Arab Emirates.

We continued to develop a church planting training center in Dubai that will be fully operational in 2015.
Asia Pacific
We helped launch eight new churches in Taipei, Tokyo, Melbourne, Sydney, MacKay and East Asia.

Twelve leaders completed the International Church Planting Intensive, held both in Asia and New York, and will start new churches by 2015.

We hosted a training in Hong Kong and Singapore with a focus on preaching; 520 Asian pastors attended.

The CTC Asia Pacific Board and the CTC Australia Board were organized and received legal recognition by the governments of China, Hong Kong and Australia.

Latin America
We continued to guide and counsel seven new churches in Santiago, Chile.

Seven church planters completed Incubator (a two-year training program) in Buenos Aires. Thirty-five leaders and church planters completed Incubator in Santiago, Chile.

We developed Spanish training materials — on gospel renewal, new churches and ministry leadership — in order to serve the ministry communities in Latin America, especially in Mexico and Chile.

The Santiago network invited us to train leaders in coaching, assessment and pastor training.

CONTENT
We launched Encounters with Jesus, an e-book series and hardcover book based on evangelistic talks by Tim Keller.

We began a multiyear project to redevelop our church planter training for use by planters and pastors, first for regional networks and then in wider release.

We added 20 international versions of Tim Keller’s resources.

Social media reach increased by 10 times and giving engagement increased by 140 percent.

FAITH, WORK AND LEADERSHIP INITIATIVE
We began the Faith, Work and Leadership Initiative under the direction of Katherine Leary Alsdorf. This initiative hopes to equip church planters and other churches to bring the hope of the gospel into the global city workplace.

BOARD OF DIRECTORS
Christian Hempell | James Herring | Carter Hinckley | Dr. Timothy J. Keller
Bruce Terrell | Mary Beth Vogelzang
ADMINISTRATION AND FINANCE

Thanks to your generosity, we exceeded many of our goals in 2013, receiving over $14.4 million in Operating Fund giving, with an additional $1.34 million in gifts to RENEW and Downtown Challenge combined. Our Operating Fund giving was 5 percent above our goal in 2013 and 19 percent above 2012 giving. However, RENEW giving was behind our goal, totaling $14.7 million through 2013. We still need just over $4 million in RENEW giving to meet our goal of $18.8 million. We are pleased to report that the number of giving households grew by 6 percent in 2013 to 3,970 households and that all Redeemer giving and income, including Redeemer City to City, totaled $22.9 million in 2013.

Due to Redeemer’s growth to eight services and three collegiate congregations, and our expected 2014 mortgage refinance, the church’s annual operating budget is increasing from $15.7 million to $17.7 million in 2014. Our $17.7 million budget in 2014 includes a one-time payment to reduce our mortgage principal by $1 million. Also, 2014 will mark the last year that our budget receives help from the RENEW and Downtown Challenge campaigns, and in 2015 our Operating Fund giving will need to fully support all the needs of the church. We are so very thankful for your continued prayers, service and financial support as we move forward together to serve our city as one church in three congregations.

DOWNTOWN CHALLENGE

<table>
<thead>
<tr>
<th></th>
<th>2012 Cumulative Actual</th>
<th>2013 Cumulative Actual</th>
<th>2014 and Beyond Projection</th>
<th>Total Projected</th>
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<tbody>
<tr>
<td>Revenues¹</td>
<td>$1,742,700</td>
<td>$2,514,097</td>
<td>$650,000</td>
<td>$3,164,097</td>
</tr>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Downtown Launch²</td>
<td>$1,000,874</td>
<td>$2,200,874</td>
<td>$963,223</td>
<td>$3,164,097</td>
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</table>

1: Revenues are shown net of campaign expenses.  
2: The Board approved $1.2 million in Downtown Challenge spending in 2013.

RENEW CAMPAIGN

<table>
<thead>
<tr>
<th></th>
<th>2011 Cumulative Actual</th>
<th>2012 Cumulative Actual</th>
<th>2013 Cumulative Actual</th>
<th>2014 and Beyond Projection</th>
<th>Total Projected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues¹</td>
<td>$11,727,688</td>
<td>$14,082,666</td>
<td>$14,653,838</td>
<td>$4,146,162</td>
<td>18,800,000</td>
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<tr>
<td>Expenses</td>
<td></td>
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</tr>
<tr>
<td>24/7 Ministry Space (W83)</td>
<td>$10,000,000</td>
<td>$10,000,000</td>
<td>-</td>
<td>-</td>
<td>$10,000,000</td>
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<tr>
<td>Pastoral Leadership &amp; Lay Leadership</td>
<td>$1,308,436</td>
<td>$4,312,642</td>
<td>$4,312,642</td>
<td>$4,487,358</td>
<td>$8,800,000</td>
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</tbody>
</table>

1: Revenues are shown net of campaign expenses.
## ALL FUNDING SOURCES

<table>
<thead>
<tr>
<th></th>
<th>2012 Total Actuals</th>
<th>2013 Total Actuals</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating Fund Giving</td>
<td>$12,196,448</td>
<td>$14,464,126</td>
<td>19%</td>
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<tr>
<td>RENEW Campaign¹</td>
<td>$2,354,978</td>
<td>$571,172</td>
<td>-74%</td>
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<tr>
<td>Downtown Challenge²</td>
<td>$1,742,700</td>
<td>$771,397</td>
<td>-55%</td>
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<tr>
<td>Mercy and Justice³</td>
<td>$1,010,833</td>
<td>$672,864</td>
<td>-34%</td>
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<tr>
<td>Church Planting</td>
<td>$4,076,695</td>
<td>$4,826,715</td>
<td>19%</td>
</tr>
<tr>
<td>All Other Donor Restricted Giving</td>
<td>$407,753</td>
<td>$704,730</td>
<td>72%</td>
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<tr>
<td>Net Investment Income</td>
<td>$41,122</td>
<td>$41,813</td>
<td>17%</td>
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<tr>
<td>Royalty Income</td>
<td>$421,102</td>
<td>$502,063</td>
<td>19%</td>
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<tr>
<td>W83 License Fee Income</td>
<td>$140,995</td>
<td>$517,205</td>
<td>267%</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$22,392,626</td>
<td>$22,872,087</td>
<td>2%</td>
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<tr>
<td><strong>Expenses</strong></td>
<td></td>
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<tr>
<td>Redeemer West</td>
<td>$3,066,539</td>
<td>$3,588,741</td>
<td>17%</td>
</tr>
<tr>
<td>Pastoral Staff and Community Groups</td>
<td>$860,416</td>
<td>$1,333,642</td>
<td>56%</td>
</tr>
<tr>
<td>Worship and Children's Ministry and Sunday Service Teams</td>
<td>$1,249,222</td>
<td>$1,238,472</td>
<td>0.8%</td>
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<tr>
<td>Worship Site Rent Allocation</td>
<td>$956,901</td>
<td>$1,016,627</td>
<td>6.2%</td>
</tr>
<tr>
<td>Redeemer East</td>
<td>$3,415,824</td>
<td>$3,690,803</td>
<td>8%</td>
</tr>
<tr>
<td>Pastoral Staff and Community Groups</td>
<td>$1,030,879</td>
<td>$1,266,526</td>
<td>23%</td>
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<tr>
<td>Worship and Children's Ministry and Sunday Service Teams</td>
<td>$1,450,407</td>
<td>$1,388,956</td>
<td>4.0%</td>
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<tr>
<td>Worship Site Rent</td>
<td>$934,537</td>
<td>$1,035,321</td>
<td>11%</td>
</tr>
<tr>
<td>Redeemer Downtown⁴</td>
<td>$1,000,874</td>
<td>$2,044,186</td>
<td>104%</td>
</tr>
<tr>
<td>Pastoral Staff and Community Groups</td>
<td>$660,525</td>
<td>$822,364</td>
<td>24%</td>
</tr>
<tr>
<td>Worship and Children's Ministry and Sunday Service Teams</td>
<td>$127,649</td>
<td>$672,271</td>
<td>349%</td>
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<tr>
<td>Worship Site Rent</td>
<td>$212,699</td>
<td>$672,271</td>
<td>-69%</td>
</tr>
<tr>
<td>Centralized Ministries</td>
<td>$4,385,113</td>
<td>$3,795,758</td>
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<tr>
<td>Family and Youth Ministry</td>
<td>$374,535</td>
<td>$417,427</td>
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<tr>
<td>Counseling Services</td>
<td>$246,412</td>
<td>$235,577</td>
<td>-4%</td>
</tr>
<tr>
<td>Administration and Finance</td>
<td>$1,863,673</td>
<td>$1,597,353</td>
<td>-13%</td>
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<tr>
<td>Media and Communications</td>
<td>$351,456</td>
<td>$353,835</td>
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<tr>
<td>Executive Leadership and Citywide Ministries</td>
<td>$870,916</td>
<td>$806,960</td>
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<tr>
<td>General Unallocated</td>
<td>$678,121</td>
<td>$584,605</td>
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</tr>
<tr>
<td>Mercy and Justice</td>
<td>$956,778</td>
<td>$1,428,768</td>
<td>49%</td>
</tr>
<tr>
<td>Diaconate⁵</td>
<td>$675,145</td>
<td>$1,119,628</td>
<td>65%</td>
</tr>
<tr>
<td>Hope for New York⁶</td>
<td>$154,376</td>
<td>$138,876</td>
<td>-10%</td>
</tr>
<tr>
<td>Community Renewal Grants⁷</td>
<td>$127,057</td>
<td>$170,040</td>
<td>33%</td>
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<tr>
<td>Center for Faith &amp; Work</td>
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<td>$987,781</td>
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<tr>
<td>Redeemer City to City⁸</td>
<td>$4,450,915</td>
<td>$4,981,614</td>
<td>12%</td>
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<tr>
<td>W83 Ministry Center</td>
<td>$2,896,185</td>
<td>$2,233,746</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$21,189,795</td>
<td>$22,751,397</td>
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<tr>
<td><strong>Reserve Build Up/(Reserve Draw Down)</strong></td>
<td>$1,202,831</td>
<td>$120,689</td>
<td>-92%</td>
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<tr>
<td>Cash Reserve Actuals as of December 31, 2013</td>
<td>$8,020,279</td>
<td></td>
<td></td>
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</tbody>
</table>

1: 2010 RENEW Campaign revenues received in 2012 and 2013, net of Campaign overhead.
2: 2012 and 2013 Downtown Challenge revenues received for launch of Downtown congregation, services beginning Fall 2012.
3: Revenues include gifts to the Diaconate Mercy Fund and gifts designated to Hope for New York. 2012 revenue includes disaster relief funds of $458,000 received for Hurricane Sandy.
4: Redeemer Downtown’s worship services began in October 2012 and operated for a partial year.
5: 2013 Diaconate expenses include $349,000 in one-time disaster relief spending for Hurricane Sandy, donated in 2012.
6: Hope for New York (HFNY), an independent 501(c)(3), is Redeemer’s Mercy Ministry. HFNY raises substantial revenue on its own. Redeemer’s contribution is a portion of the overall budget of HFNY.
7: Community Renewal Grants are funds Redeemer has designated from its Operating Budget to support independent community ministries.
8: Redeemer City to City 2013 spending included approximately $43,000 of spending against a Redeemer Vision Campaign grant.
9: To provide a more accurate picture of spending by ministry front, expenses include an allocation of office rent.