Working together to bring the hope of the gospel to every neighborhood

2018 ANNUAL REPORT
WORKING TOGETHER TO BRING THE HOPE OF THE GOSPEL TO EVERY NEIGHBORHOOD

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Working together to bring the hope of the gospel to every DOWNTOWN NEIGHBORHOOD.
This year marked one of expanding and deepening in many areas of Redeemer Downtown. It was a time of connecting with a new kind of New Yorker than we have in the past and a time of strengthening our life together. By focusing on our fall theme of being On Mission Together, we’ve been able to expand our ability to reach New Yorkers with the gospel and also deepen our communal commitment to being in the city for the city.

EXPANDING
After months of preparation throughout the year, as a direct expression of RISE, we launched Downtown LAB in November 2018! LAB was the culmination of months of planning and prayer, around the Madison Square Park and Baruch College area, and a new expression of gospel community. The combination of a diverse leadership team (led by Rev. Michael Smith), a more expressive worship style, and a midweek evening time on a college campus have all shaped a different kind of congregational culture at LAB. This has been a way to be true to the RISE vision of new churches and congregations while also experimenting with a new space (both physical and demographic) for gospel expression. In our early weeks of LAB, we’ve had feedback from many who were new to Redeemer who have connected to God in ways they never have before.

DEEPENING
While LAB marked a broadening and expanding of our gospel impact, various initiatives and events have deepened our community life and mission. This past year, we ordained Michael Smith, whose work is focused on LAB, and David Lee, whose work is focused on our 5 p.m. service. This year marks the second year of MarriageWorks and a Downtown cohort of the Gotham Fellowship, which have strengthened relationships within our congregation and focused congregants on being public about their faith throughout the city, particularly in the marketplace. For children and families, we hosted our first Downtown-specific Vacation Bible School, which served more Downtown families than we’ve been able to in years past. In the fall, during the 5 p.m. service, we hosted Catalyst, an eight-week communal study of the principles that define and animate the Redeemer vision, which deepened our sense of being On Mission Together.

As always, the health of our ministry and mission is dependent on our collective commitment to being On Mission Together. People have served, given time, opened up homes, and made significant financial commitments to Redeemer Downtown, for which we are deeply grateful. It’s our hope that we’ll see our vision come to fruition in months and years to come — namely that through our community, Downtown will become a place of gospel joy, relational peace, and flourishing for our neighborhoods and workplaces!

Warmly in Christ,

John Lin

ELDERS
Bruno Assante
David Hawkins
Wally Larson, Jr.
Henry Woo
Andrew Yong

DEACONESSES AND DEACONS
Steve Brown
Greg Buechele
Aryana Chan
Eunice Chang
Euree Chun
Daniel Clemens
Annabel Endean
Lana Kim
Esther Larson
Anita Lee
Joseph Lee

Susan Lee
Huy Lim
Carolina Llano
Valerie Ong
Cathy Park
Dave Pollicano
Janie Rhee
Denise Sohn
Jordan Tanksley
Jacob Thomas
Abigail Tseng
PARENTS MINISTRY

We continued our second year of MarriageWorks, a workshop series to help us understand, repair and strengthen our marriages. 68 Downtown congregants participated monthly for eight months in an interactive setting where Jeff White helped everyone consider how to share disappointment, fight well, and grow in connection, communication, forgiveness and hospitality — and grow in relationship with God, with our spouse and the Downtown community.

We even hosted a Parents’ Gatherings with Dr. Margaret Yoon to consider anxiety and depression in adolescents and how we can support our children. We pray often for our families, and our desire is to walk together as the gospel shapes our personal lives and our home lives, and transforms our parenting.

MEMBERSHIP

77 men and women became members and 19 children were baptized.

89 people attended our Intro to Redeemer Downtown and Christian Formation sessions in 2018.

On May 20, we held our first annual New Members Reception lunch for everyone who became a member in 2017 and the first part of 2018. 80 new members attended!

GENEROSITY

125 people gave for the first time to Redeemer Downtown.

We ended 2018 with 30.7% of our budget ($1.3 MM) coming from online recurring giving. Online recurring giving is integral to the financial health of our church because it helps us plan for current and future ministry initiatives throughout the year.

WORSHIP ARTS

The Worship Arts teams led weekly gathered worship in our morning and evening services, including special services during the liturgical seasons of Lent, Holy Week and Advent. The teams also helped launch Redeemer LAB’s Wednesday service, reworking the music style in fresh new ways.

The Downtown Folk Band played its third annual spring show at Mercury Lounge, promoted in partnership with our Community Group system. 200 Downtowners (and their seeker friends) attended.

SUNDAY SERVICE VOLUNTEERS

The Downtown community continued to be heavily involved by serving on Sundays for our morning and evening worship services. On average, approximately 20 people serve communion, usher and help at the book/info tables at each service. We also have a team of 10 operations workers who set up and break down tables, chairs, signage and the entire Children’s Ministry for 52 Sundays a year. This year, we also added a mid-week LAB service at Baruch College. A small team of congregants help greet and serve communion each Wednesday evening, and a team of six operations workers start from scratch to set up and break down the whole stage each week.

COMMUNITY GROUPS

COMMUNITY LIFE

Community Groups exist so that we might grow as disciples of Jesus by cultivating our relationship with God and our friendship with others. Approximately 70 Community Groups met on a weekly basis, creating space for spiritual formation and friendship in our church. We also continued to host quarterly CG socials throughout the year, which were attended by an average of 230 people. Socials are an opportunity not only for Downtowners to meet others in our church, but to invite friends, family, neighbors and colleagues.
NEW COMMUNITY GROUP RHYTHM
One of the most important elements of the Christian faith is to be a witness for the gospel in the lives of those who do not yet know Jesus. In order to create space for our Community Groups to practice public faith together, we recommended that groups take one week off from the CG guides each month and use that time to welcome in friends, family and colleagues who do not share our faith. We encouraged groups to try things like having dinner together, volunteering with Hope For New York or hosting a game night. We heard great stories of new friends being welcomed and friendships being cultivated.

CGS ATTENDED THE PUBLIC FAITH CONFERENCE TOGETHER
Community Groups were encouraged to attend the Public Faith Conference together because we recognized that sharing one’s faith effectively requires the prayers and partnership of community. Downtowners from 52 Community Groups were present for the sold-out, two-day conference at the Marriott Marquis in Times Square, while thousands more watched via Livestream. The conference was emceed by Downtown’s Susan Nacorda and featured training from Tim Keller and Sam Allberry, plus Michael Ramsen and Jo Vitale of RZIM International Ministries.

CG LEADERS RETREAT
62 leaders attended the third annual CG Leaders Retreat in Princeton, NJ. Leaders had the opportunity to worship, pray, play games, sing karaoke, and process what it looks like to be formed into individuals and a community that loves God, God’s people and God’s world.

DOWNTOWN FINANCIAL REPORT

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FORMATION CLASSES: RELATIONSHIPS; POWER, PRIVILEGE AND DIFFERENCE

The CG team piloted two new classes in partnership with the Formation initiative. In the spring, David Lee and Eunice Chang co-led the class “Relationships: A Mess Worth Making,” based on the book by Paul Tripp and Tim Lane of the same title. The class filled its capacity with 33 participants and received nothing but excellent reviews; many inquired when the class would be offered again. In the fall, Charles Chung, Jeff White and Peter Ong of Hope For New York instructed the class, “Power, Privilege and Difference,” which hosted 23 participants. The well-reviewed class not only offered a theological foundation for anyone in the church seeking to be formed in the area of compassion and justice, but the class also served as a prerequisite to the 12-week Neighborhood Advocate Cohort program facilitated by HFNY to equip congregants to take action in our Downtown neighborhoods.

CHILDREN’S MINISTRY

Children’s Ministry continues to thrive. In 2018, we saw growth in six of our nine classes.

It’s exciting to see growth in our elementary classes, as it shows that more families are committed to staying in the city. Our CLUB 45 class (4th and 5th grade) grew so large that we split it into two classes in October.

This past September, we began having two separate worship program for kids! We now have a time dedicated for Preschool worship, and a time dedicated to Elementary (K-3) worship.

In September, we welcomed Paige Gebert to staff. She first helped with early childhood when Annalisa Clemens (Elementary and Preschool Coordinator) was on maternity leave. Paige later became a permanent staff member as our new Children’s Ministry Administrative Coordinator. And, after five years of faithful service to the Downtown families, Annalisa is now spending time at home with her three children.

In July, we held our very first Downtown-specific VBS! We hosted over 60 children and had over 100 volunteers. It was a great week of learning about God’s love for us, and we saw our DT community grow even closer!

We continued to be blessed by amazing volunteers who serve our children and families each week. We wouldn’t be able to do what we do without them!

Each month, from September to June, we held family lunches. We saw growth in our number of attendees, and we’re excited to see how God will continue to use the lunches to grow us closer in community.

GOTHAM FELLOWS

Together with Scott Calgaro, and the return of Katherine Alsdorf, the Gotham Fellows program moved into a new era with church-specific leadership, with more fellows in Downtown and across other Redeemer congregations than ever before. While taking on the bulk of teaching, Rev. David Plant also helped groom the next generation of Gotham pastors and worked to bring new experiences to an already robust Gotham curriculum. Three highlights of the year included working and learning from the leaders of City Seminary to bring about a new Saturday retreat experience in Harlem. Gotham was also fortunate to have The New York Times bestselling author, Min Jin Lee, share how her faith in Christ and how her love
of God’s word has informed her daily work and writing. In Spring 2019, Gotham looks forward to adding a new Saturday session on human relationships to the curriculum. After a hard season, God is healing, restoring and inspiring our faith and work community, and there is much to be thankful for.

**YOUTH MINISTRY**

In 2018, the Youth Ministry grew from seven students to 15 students, with seven volunteers also helping each week.

The first Communicants Class also began, which resulted in seven students becoming members of Downtown!

In addition, monthly socials were launched along with specific weekend getaways, and the youth continued to participate in biannual weekend retreats at Lake Champion.

Together, 20 Downtowners (youth and adults) also attended the first-ever short-term missions trip to Colombia during the summer.

To help the youth continue growing in faith, Dr. Margaret Yoon was invited to speak about relevant topics to DT parents, and church members were also invited to share their stories of faith with the students.

In looking forward, the Youth Ministry aims to encourage regular students to bring friends who don’t identify as Christian.

**DOWNTOWN LAB**

Downtown LAB kicked off in early November with a Vision Night service where the core team shared their hopes for the new Wednesday congregation. LAB then had a soft launch event with R&B singer Liz Vice leading worship, before officially launching in late November with hip-hop artist Genaro Ortiz. LAB has continued developing its own unique voice, remixing the things that Redeemer has done well for years — like creating a liturgy that’s accessible to a broad range of people — and pressing into different ways of reaching new people through the gospel. In continuing Redeemer’s preaching series, LAB has also focused on monthly themes, such as art & faith, mercy & justice, faith & work, and integrated “Stories of Grace” (in-progress testimonies) and “Spotlights” (special guest performers and speakers). These elements help congregants see first hand the many ways that God has been moving in and through the lives of people and ministries. LAB went on hiatus briefly in December, but picked up where they left off in January 2019.
Working together to bring the hope of the gospel to every EAST SIDE NEIGHBORHOOD
Every once in a while, the word of God kindles into flame for me in a very personal and timely way. That happened for me in 2018 through the words of Isaiah the prophet in Isaiah 43:

18 Remember not the former things,nor consider the things of old.
19 Behold, I am doing a new thing;now it springs forth, do you not perceive it?
I will make a way in the wilderness and rivers in the desert.

These verses leapt off the page for me. It may be the only place that God commands Israel not to remember his saving work in the Exodus. Everywhere else God calls Israel to remember so they would not prove unfaithful. Here though, God says that ironically it was being too fixated on the past that caused them to be unfaithful. Trying to recapture a glorious past had put them in danger of missing the new thing that he was doing for them now.

This text became a powerful spiritual anchor for me in 2018. This was the year that I believe we began to turn our attention to the new thing God was doing in our midst. In November, we re-committed ourselves to Christ’s mission in the city at a covenant renewal service. And there, we noted that both the culture and the Redeemer churches were at an important inflection point.

In the culture, continued secularization has meant that fewer people have any connection to the church. This means that the locus of mission can no longer be seen as being at church, inviting friends to a service. The place of mission now had to be out in our everyday lives: in the places we live, the work we do, and the people we love.

In the church, we had enjoyed an astonishing season of God’s favor as a “Come and See” church. Countless people came to know Christ through individual inviting their friends to church. But during this transition to becoming a family of churches, we were at an inflection point that required us to move away from a “come and see” approach.

All this meant that the most important challenge today is whether we can go from a successful “Come and See” church to a dynamic “Go and Tell” movement. As you’ll see in these pages, we have begun to do just that. We are beginning focus more of what we do on equipping you, our congregants, to live as “informal missionaries” where God has sent you in the city. This, we believe, is the “new thing” that God began in 2018. And this new thing will be how God will accelerate the gospel movement in NYC.

God is doing a new thing. We just need to pay attention.

Warmly,
Abe Cho
COMMUNITY LIFE

NEIGHBORHOODS
Continuing with the vision of seeking to know, love and serve our neighborhoods, East Side Neighborhoods dove deeper into the three expressions of what it means to be a neighbor. Through the quarterly neighborhood gatherings over 350 Redeemerites and their neighbors, coworkers and friends engaged with each other on topics of mercy and justice, civic engagement, and food and culture. At the gatherings, we saw an increased number of new faces, including those new to Redeemer and friends that do not identify as Christians.

COMMUNITY GROUPS
Membership in Redeemer East Side Community Groups (CGs) grew to 61% of active congregants from 58% in 2017, forming 83 groups led by 189 leaders and 27 leader-coaches. CGs adopted a new vision statement, “CGs exist so that we might grow as disciples of Jesus by cultivating our relationship with God and friendship with others,” that clarifies the role of the leader and the purpose of groups in the hopes that they will grow more in the likeness of Jesus. The second year of Cultivate, quarterly Community Group leader trainings, saw over 150 participants. The CG team also emphasized individual coaching and a focus on spiritual practices to help equip groups to be formed in Christ’s character and mission.

MEMBERS COLLECTIVE
Through Members Collective — a forum designed to wrestle with key cultural themes as we progress toward the Rise vision of tripling the body of Christ in New York City — Redeemer East Side engaged with over 200 members on the personally challenging issues of gentrification and sabbath rest. In the fall, members were invited to participate in a special season of “Covenant Renewal,” a forty-day period of prayer to look back at God’s faithfulness, examine ourselves honestly and recommitt our lives fully to the vision of being a church in and for the city. The season culminated with a covenant renewal service where Pastor Abe Cho exhorted Redeemer East Side to change from a “Come and See” church to a “Go and Tell” movement.

EAST SIDE CLASSES
The goal of the Formation Team in 2018 was to see congregants grow as disciples of Jesus Christ — in the ordinary practices they engage in, the community they embrace and the callings God has given them, namely neighborhoods, relationships and work. With this mission as a guide, East Side Classes rolled out a wide array of Formation offerings, including topics ranging from tools to study the Bible, exploring themes of race through a gospel lens, love and marriage, gospel parenting and singleness-focused seminars among many others. Power, Privilege, Difference alone saw registration close to 100 individuals, and the newly formed singleness seminars drew in numbers surpassing 100 congregants.
CHILDREN’S MINISTRY
The Children’s Ministry was thrilled to welcome 12 new communicant members into our congregation in June, and hosted a second annual Christmas Discovery, a Christmas program for 250 children and parents. We had an average of 210 children attend our Sunday morning Children’s Ministry programs, and an average of 140 children attend the children’s Formation Classes, Dive Deep and Discover. We also saw an average of 40 adults attend the adult Formation Classes before the Sunday morning worship service.

YOUTH MINISTRY
Our youth ministry continued to deepen and grow over this year. With a large focus around community building, over 60 students grew in their relationships with the Lord and one another through three main programs: Dive Deep, High School Community Group and Middle School Friday Night Gatherings. Over the year we also hosted six grade-specific events, two youth retreats, the second year of our City Serve volunteer week, and 35+ students plugged into serving the larger body through Redeemer events and city missions. The Youth Ministry looks forward to continuing its growth and depth and hopes 2019 brings families throughout the Upper East Side into intentional gospel-centered community.

VOLUNTEERS
Each worship service, children and youth programming were made possible by over 300 Sunday volunteers. In 2018, there were 267 Sunday Service Team volunteers, including 49 captains and 9 coordinators, serving our congregation; 68 of these volunteers were new to ministry involvement this year. In Children’s Ministry, 69 volunteers faithfully served and cared for the children and families of the East Side.

EAST SIDE FINANCIAL REPORT

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REDEEMER EAST HARLEM
This year Redeemer East Side announced its first site launch in the beautiful and vibrant community of East Harlem. With a real love for the neighborhood, we desire to both know and show the great love of Christ in East Harlem. To that end, 2018 marked the beginning stages of presenting a vision for what it means to be a church in and for the neighborhood. This site will officially launch in October 2019.
Working together to bring the hope of the gospel to every WEST SIDE NEIGHBORHOOD
This past ministry year Redeemer West Side continued its mission, embodied in our vision statement, to be a Christ-centered gospel community that actively participates in the Spirit’s transformation of our neighborhood, New York City and the world.

At the heart of our mission are hundreds of volunteers whose faithfulness, prayer, and selfless service are the embodiment of the Spirit’s transformation. I am genuinely humbled and in awe of all the men, women, and young people who serve communion, usher, serve on the Diaconate, host and lead Community Groups, volunteer with Hope for New York, teach ESL, greet visitors as they walk through the doors and serve our children.

We continued to provide multiple opportunities for our congregation to reflect Christ-centered lives through pastoral care and spiritual formation. The sermons, classes, worship, Community Groups, youth and children’s ministry, parenting groups, Faith and Work classes, womens’ and mens’ groups, marriage seminars, pastoral care training, and conversations on racial reconciliation and justice are some of the ways we sought to challenge one another to follow Jesus. In addition, this year we added a group for Dads and a more extensive year-long mentoring experience for women.

The W83 Ministry Center continues to be a hub for welcoming our congregation and the broader Redeemer Family of Ministries, plus the community at-large. Along with an expanded offering of our Agora programming with guests like Rachael Denhollander and Mako Fujumura, our building continues to serve NYC neighbors by providing hospitable space to families celebrating bar mitzvahs and weddings, local non-profit organizations holding meetings, and orchestras and choral groups rehearsing and performing, among many others.

Looking ahead we are humbled and excited about what the Spirit will continue to do in and through our church. Thank you again for your partnership, prayers and friendship.

Warmly,

David Bisgrove
HIGHLIGHTS

We hosted 1,220 congregants at our evening Good Friday services and about 2,270 on Easter Sunday. We continued our afternoon tradition for quiet reflection and prayer at W83 on Good Friday.

This year we said goodbye to Children’s Ministry Director Meagan Lloyd. We welcomed Community Group (CG) Director Milla Nieminen and CG Intern Terry Stokes as new members of our team.

WEST SIDE CLASSES

The content of our West Side classes expanded this year.

- In addition to our standard classes, including How to Read the Bible, Sharing Your Faith, and Relationships, we’ve included new topics that covered parenting, marriage, singleness, and politics.

- We expanded our Marriage Renewal Series for couples married over two years to seven monthly classes. Over 30 couples participated and engaged in topics like communication & conflict, building intimacy, and how to share disappointments.

- Offering our membership classes every month allowed more congregants to take advantage of them. 55 new members joined Redeemer West Side in 2018.

BUILDING COMMUNITY

We held our second annual Leaders Retreat in Princeton, NJ, during that memorable Nor'Easter weekend in March, with 64 ministry leaders and 13 children.

- David Bisgrove, Bijan Mirtolooi, and Joseph Yu expounded on the riches found in the Christian doctrines of justification, sanctification, and adoption and related them to everyday faith.

- It was a weekend of equipping for our leaders as well as a time to practice rest and building community.

Opportunities for women to come together as a community and grow in faith continued to increase and diversity.

- In addition to the Monday and Wednesday Moms Groups, we added a Thursday option. The Tuesday night West Side Women group re-launched in the spring while the Friday morning group continued to meet weekly.

- Kathy Keller kicked off a new speaker series for women, drawing nearly 200 people to come dialogue on “The Value of a Woman.”

- A mentoring program launched for women to grow in their faith on a more intimate level. 70 women were matched into groups of 3 to 4 people and have been meeting monthly to go through a unique Redeemer curriculum.

The men’s ministry also grew due to the passion of a few members.

- The mid-size West Side Men ministry had over 15 discussion leaders for the 70+ men who regularly attend the Tuesday morning group. 150 men subscribed to the weekly emails for a copy of the handout.

- In the spring, West Side Dads launched as a monthly gathering, with childcare available, to experience fellowship and support one another in the spiritual formation of their families. Over 70 fathers participated over the course of this first year.

The CG ministry, the core of community life at Redeemer West Side, went through significant changes.

- We restructured our CGs so group leaders received care and oversight directly from their CG Director instead of a leader-coach. The goal was to improve pastoral care for our valuable leaders. Seasonal leader huddles with their CG Director were to foster community building and learning amongst peer leaders.

- In the fall we launched 15 new Beta Groups, including one Questioning Christianity group for people to explore the claims of Christianity with others who may share the same questions.

- We ended 2018 with nearly 80 community groups meeting weekly mostly on the West Side and had over 600 individuals joining a mid-size or smaller group this year.
LEADERSHIP

We continued our West Side Leaders Summits as a training series for leaders in the church.

• In the spring, we had guest speakers give pastoral care training.

• In the fall, we began focusing on Redeemer West Side’s five core values which we hope will define the culture of our church for years to come: welcoming to others, rooted in the city, hopeful about the future, serving the whole city in ministry, and faithful to God’s word.

• Attendance at each gathering averaged nearly 80 volunteer leaders in our church.

The West Side Prayer Team hosted five Prayer & Worship Nights to coincide with the life of the church.

• These West Side Members continue to be an integral part of our church as they offered classes in cultivating your prayer life, communing with God, and interceding for others.

• Before the fall Justice Conference, the West Side Prayer team joined with the Downtown, East Side, and Lincoln Square prayer teams to do a prayer walk of the building before the conference began.

• Additionally each week they interceded for our congregation and community.

We also began laying plans for a new initiative to connect more meaningfully with our Members that will launch in 2019.

WEST SIDE AND LINCOLN SQUARE FINANCIAL REPORT

OPERATING FUND

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2017</th>
<th>2018</th>
<th>YTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Giving</td>
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<tr>
<td>W83 Building Fund 1</td>
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<td>Other Contributions</td>
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EXPENSES:

Churches

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<td>Community Formation</td>
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<td>Community Renewal Grants</td>
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<td>W83 Ministry Center</td>
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Shared Ministries & Central Services

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<td>General Unallocated</td>
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**NOTES**

1. W83 Building Fund grants to the Operating Fund used to pay down mortgage principal.
CHILDREN’S MINISTRY

Children’s Ministry explored how we could impact the entire life of a “Redeemerite,” from birth until death. In partnership with families, our Children’s Ministry is able to make a gospel-impact for the first decade of a Redeemerite’s life.

We revamped our curriculum by streamlining lesson plans and increasing consistency between age-levels.

- All children are able to share in the same concepts together.
- Elementary-aged students learn the most advanced version of a lesson, while the same concepts are adapted into age-appropriate lessons for preschool and nursery-aged children.
- Our hope is that throughout the week a family with children of all ages can discuss and engage with the same gospel-centered lessons.

We were actively seeking to engage our community in new ways. One of the key ways we engaged with our community is with Vacation Bible School (VBS).

- 2018 was the first year we hosted the LSQ Kids and West Side Children’s Ministry VBS.
- This allowed us to have a much greater focus on our community and welcoming families who do not typically attend Redeemer.

We also sought to engage our community through service projects that involved the entire family. Two of the service projects we participated in were Boxes of Love and Kits of Care.

- At Boxes of Love we had families decorate boxes and pack them with non-perishable food items which are then distributed to families in need.
- Kits of Care is in partnership with Hope for New York. This year, families packed over 900 care kits that were later distributed during Don’t Walk By, an annual outreach to the homeless in Manhattan.
- It was amazing to see hundreds of children and families coming together to share Christ’s love through these projects. We are excited to continue these and add additional service projects in 2019.

YOUTH MINISTRY

MIDDLE SCHOOL

- Our Middle School numbers have nearly doubled in the last year (from 20 to 40).
- We’re ranging between 30 to 60 students with 12 dedicated volunteer leaders at any given Friday night.
- We are hoping to partner with local organizations for a continual monthly outreach. These will give our students opportunities to serve and also allow us to develop deep roots in our community.
- As we continue to grow and stabilize, join us as we praise God for all the work He is doing with us and through us.
HIGH SCHOOL
• We brought over 20 high school students and leaders to serve with Praying Pelican Missions in Puerto Rico. We partnered with a local church and worked on furthering hurricane relief through demolition projects, food distribution, and leading activities for kids.

• Friday nights included teaching on the Gospel of Mark and Genesis. We examined a variety of topics including God as Creator, Faith and Science, Calling, Image of God, Idolatry, Caring for Creation, Culture Making, The Mission and Commitment of Marriage, Sex, and the Fall.

VOLUNTEERS
Sunday Service volunteers make up the largest lay-lead ministry. Through having a team to serve with on a consistent monthly basis, it’s become a core way for Redeemerites to build community and develop a deeper relationship with the church.

• We have about 200 Sunday Service volunteers. Believe it or not, these numbers make up a skeleton crew. These volunteers are longtime team members and new members who join us seasonally for school or work residencies.

• Longtime volunteers who took time off for a variety of reasons have found value in service and rejoined their teams once they adjusted to their new normal.

• This state of flux keeps us on our toes and in a state of need of new team members.

W83 MINISTRY CENTER
W83 Ministry Center is home for Redeemer West Side and also serves the community by providing affordable event space and enriching public programming. In 2018, W83 hosted hundreds of events and thousands of guests.

• We worked with neighborhood partners including schools and universities like the King’s College, Syracuse University, CUNY School of Law, the Dwight School and Rudolph Steiner School; houses of worship like Congregation Habonim and Romemu; UWS based nonprofits that focus on everything from music to welcoming new immigrants.

• We also provided space for community partners like Council Member Helen Rosenthal’s office and the 20th precinct of the NYPD.

• We served as a venue for community-serving events such as literacy programs, school graduations, craft fairs, nonprofit meetings and celebrations, and films and book talks.

• We’ve been honored to be part of important life events including birthday parties, bar and bat mitzvahs, weddings and memorial services.

• We’ve worked with dancers and musicians to put on rehearsals and concerts, and with artists to put on art exhibitions throughout the year in our gallery, one of the few public art spaces on the Upper West Side.
Working together to bring the hope of the gospel to the LINCOLN SQUARE NEIGHBORHOOD
Year two at Redeemer Lincoln Square has been one of growth and refining as we shifted our priorities past the phase of getting “up and running,” and towards public faith, community and service amongst our growing congregation, all the while maintaining our core values.

PUBLIC FAITH – “WE VALUE QUESTIONS AND THOSE WHO ASK THEM”

Our goal through Rise was to reach new people, and this past year we’ve been thrilled to find that of the 1,200 people affiliated with Lincoln Square, almost 60% of them are new to the Redeemer network. As we get to know these new people, learn about their faith journeys, and hear their questions, we decided to update our worship bulletin to include margin notes that share more about each aspect of our worship service, why we do it and how it relates to our relationship with God and with others in our church community.

Furthermore, as we’ve challenged our congregants to live missionally both where they live and where they work, we wanted to provide spaces, outside of Sunday service, for them to bring friend. In February 2018, we hosted an Open Forum about “The Role of Religion Today,” which featured an American Folk concert and talk by Rev. Michael Keller followed by a short time of Question and Response.

COMMUNITY – “A PLACE TO BE KNOWN, LOVED AND CARED FOR”

One of the major priorities at Redeemer LSQ this past year was to expand upon our value of being a place to be known, loved and cared for. In order to care for our church family we not only increased our staff from 4 to 7 full-time team members, but also took time developing a pastoral care system and refining existing programs such as 2Q to better care and follow-up with congregants and members. We were also thrilled to welcome close to 80 new members into the Lincoln Square family.

SERVICE – “A CHURCH NOT FOR OURSELVES BUT FOR OTHERS”

Finally, in fall 2018 we focused on the topic of justice both through our sermon series with the other Redeemer churches and through events specific to Redeemer Lincoln Square. Not only did we have congregants in attendance at the Redeemer Formation Conference entitled “Formed for Justice”, but Redeemer LSQ also hosted a follow-up event looking at the topic of mass incarceration by learning from and discussing alongside two New York-based university professors, who are experts in the topic. We plan to continue putting attention to the topics of mercy and justice as we seek to be a church that serves our neighborhood and city.

Redeemer Lincoln Square is the first Redeemer church to have a specific neighborhood in its name and as the first Redeemer church plant established in part through the Rise Campaign. We are grateful for the help you and your prayers have offered us over the past two years as we seek to bring the hope of the gospel to this particular square of the city. We look forward to many years of ministry ahead as we continue to humbly trust in God’s faithfulness and remember the privilege it is to participate in the gospel movement happening in New York City.

Grace and peace,

Michael Keller
HIGHLIGHTS

• Average weekly attendance was 569, with an additional 75 children participating in our LSQ Kids programming.

• Almost 60% of those who have affiliated with our church since launch were not involved in the Redeemer network before the launch.

• Over the course of the year, our staff grew to seven full-time and three part-time members.

PUBLIC FAITH – WE VALUE QUESTIONS AND THE PEOPLE WHO ASK THEM

• We held a time of Question and Response (Q&R) after every service during the ministry year, and encouraged attendees to text in questions anonymously during service. Common questions include: (1) I believe in God I just don’t feel his presence. What do I do? (2) You say we are saved by grace, but I know there is something I must do—how do I live in that tension?

• In February, we held an Open Forum entitled, “The Role of Religion Today: The Intersection of our Public and Private Identities.” The evening featured an American Folk concert and talk by Rev. Michael Keller followed by a short time of Question and Response. Over 250 people were in attendance.

• As of September 2018, we permanently changed our bulletin to include worship notes in the margins to explain and provide context for each component of service. The hope that this helps those who do not typically attend church to better understand the worship service and its elements.

• Our LSQ Kids partnered with the West Side Children’s Ministry to hold two events in 2018 designed as opportunities for Redeemer West Side and LSQ children to invite their friends. Vacation Bible School, which happened in July, provided kids and their friends with incredible Bible-learning experiences that engage all five senses, and there were 40 unchurched families who attended. Then, in early December, West Side and LSQ threw a Birthday Party for Jesus, and 180 families were in attendance.

WAYS TO PRAY:

(1) That Christians will bring their non-Christians friends to church, and (2) That more non-Christians feel comfortable coming to Q&R and asking questions.

LINCOLN SQUARE FINANCIAL SUMMARY*

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>YTY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE:</strong></td>
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<tr>
<td><strong>EXPENSES:</strong></td>
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</tr>
<tr>
<td>Churches</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff</td>
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<tr>
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<td>$1,137,178</td>
<td>$2,321,303</td>
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</table>

*The Lincoln Square financial summary is a subset of the West Side Financial Report on pg 17.
COMMUNITY – WE ARE A PLACE TO BE KNOWN, LOVED AND CARED FOR

• The LSQ Community Group system had 35 active CGs at the end of 2018. We encourage our groups to follow a paradigm where they participate in the study together, but also engage in service and gather for social events monthly as a group.

• In 2018, we saw 65 congregants take membership vows at Lincoln Square, as well as 12 adults and children get baptized. We also continued our 2Q initiative, which is a way to love and care for our Lincoln Square members by offering to meet up with each of them and ask two questions: (1) How are you doing, and (2) How can we pray for you?

• We had over 53 people participate in the third iteration of our Catalyst 101 class in Fall 2018. This eight-week series was taught by our pastors — Michael, Joe and Chuck — and was designed to build community and equip participants for ministry at LSQ through the Gospel in Life materials. We also launched a Catalyst 101 follow-up, Catalyst 201, in January 2018 and had 68 people participate.

• In the fall, we launched LSQ Family Night as part of our LSQ Kids programming. Our vision for these nights is to build community amongst our families here at LSQ and to grow in discipleship together as we incorporate gospel truths into our families. We have 26 families registered for the 2018-19 ministry year.

• We hosted our second LSQ Annual Christmas Party in December. We had over 225 attendees, and together heard a reciting of the Christmas story from Luke 2, sang Christmas carols, and enjoyed a festive feast.

• We continued our after-service Brunch Bunch, and we have 10 incredible volunteers leading it each week. Their mission is to form a deeper and more inviting community by intentionally welcoming and plugging in newcomers and visitors along with regular LSQ attendees over a shared meal. Over the summer, they also hosted three church-wide picnics to continue to foster belonging within our church community.

WAYS TO PRAY:
(1) For those in our church family to continue to seek ways to know, love and care for one another, and (2) For those processing what it means to commit to our local church through membership.
SERVICE – WE ARE A CHURCH NOT FOR OURSELVES, BUT FOR OTHERS

• In 2018, we had over one-third of our congregation serving on a LSQ service team in some capacity, with many more serving through Hope for New York affiliates in the neighborhood.

• Starting in Fall 2018, we changed our special offerings to CTC, the Diaconate, and Hope for New York to mimic what we did at our launch Sunday on Easter 2017. Instead of taking a separate offering for these ministry partners, during those designated Sundays we give every gift received that day to support their ministry efforts.

• LSQ Kids cared for the city through five service projects throughout the year, including a food drive, two packing projects in collaboration with Hope for New York and Redeemer West Side and two additional packing projects for LSQ elementary kids and their families.

• Our fall sermon series “What Does It Mean to Be the Church?” went through the book of Acts, and it was specifically designed around the themes of mercy and justice. As a practical tie-in with the series, congregants were encouraged to attend the Redeemer-wide “Formed for Justice” conference, which took place in November.

• As a follow up to the conference, we hosted “Mass Incarceration: A conversation with Dr. Anthony Bradley and Dr. John Pfaff.” We had 250 people in attendance, and we gave $1,200 (half of the ticket sales) to Open Hands, an affiliate of Hope for York that works to uphold the cause of the poor and the oppressed in New York. Our church also gave an additional $1,000 to them at year’s end.

WAYS TO PRAY:
(1) For social healing and cultural renewal to take place in our neighborhood and across the city, and (2) For our congregation to continue to seek ways to serve those around us.
Our vision at Redeemer Counseling Services (RCS), to transform people from all walks of life through the redemptive power of the gospel, continues to move forward, serving more than 450 people each week. We are now equipping ministry leaders as well as counselors with our distinct approach to counseling, the Gospel-Centered Psychotherapy, and conducting research to help validate the connection between mental health and faith.
HIGHLIGHTS
• In 2018 we had 41 counselors on staff and 13 counselors-in-training.

COUNSELING SERVICES FOR INDIVIDUALS, COUPLES AND FAMILIES
• Counseling sessions increased in number by 4% for a total of 23,445 sessions in 2018.

GROUPS AND WORKSHOPS
• Nine Renewal Groups (group counseling) on topics of anxiety, sexual integrity, emotion regulation, boundaries in relationships, grief and healing for sexual abuse and infidelity in marriage.

• Two training workshops for ministry leaders integrating the gospel into topics that included depression and skills for marriage counseling.

PROMISE OF HOPE
• 26 people received our counseling services in 2018 through the Promise of Hope fund that subsidizes low income families, couples and individuals. The fund sponsored a total of 173 sessions.

The Facing Grief & Loss workshop helped to normalize the messiness and layered nature of grief. It helped to have a vocabulary for what I was experiencing in grief, and it was a relief to hold sorrow as a group too and not be alone in it.

—Participant quote from the Facing Grief & Loss Workshop

TRAINING AND EQUIPPING OTHERS
• We started our first Fellows Program to equip twelve pastoral leaders in gospel-centered counseling skills that met monthly for nine months.

• This year Redeemer Counseling Services was approved to offer Continuing Education Units to other professionals in the field.

• Our training resources and consultations were sought by church leaders, pastors and counselors throughout the U.S. and abroad.

• We trained eight new counselors in the gospel-centered approach to counseling. Counselor training included regular supervision for case oversight, guidance in the application of the Redeemer Counseling framework for gospel relevance in the counseling process and best practices in adherence to ethical and professional standards.

• Along with our main Manhattan location, we also offered our counseling services from six satellite locations and partnered with approximately 93 churches extending our services to hundreds of congregants area-wide.
EMBODYING GOD’S MERCY TO THOSE IN NEED

Redeemer’s Diaconate is committed to filling the biblical mandate originating in Acts 6 which is to care for the overlooked ones in our church community. 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. The deacons and deaconesses at each of our four churches are chosen and trained to do just that! Our officers are fully committed to embodying God’s mercy to those in need within our faith family.
DOWNTOWN
The deacons and deaconesses that comprise our Downtown Diaconate are continuing to provide care and assistance to a number of individuals in their church community. Much of the downtown demographic is comprised of singles, young professionals, and students, many of whom have come to the Diaconate seeking assistance during transitional periods in their lives. Our 22 downtown deeks joyfully serve these individuals with the ultimate goal of helping them achieve a state of self-sufficiency and overall well-being once again.

EAST SIDE
The long-standing and steady East Side church is anchored by an equally strong and established Diaconate made up of 22 devoted deeks. In 2018 these officers were able to care for clients dealing with serious illness, struggling with prolonged unemployment, or facing challenges due to disability. Our East Side deeks, like those at each of the other three churches, also weekly provided congregants with the opportunity to receive support and prayer up front after every service.

LINCOLN SQUARE
In its first full year of life, the Lincoln Square church saw amazing growth in its Diaconate and was therefore equipped to extend quality care to a number of individuals and families in need. We saw our number of LSQ deeks grow to an impressive 20. These officers had the privilege of walking alongside families dealing with illness and loss, freelancers struggling to make ends meet, and divorcees reestablishing themselves after a difficult and discouraging season. We are thankful to have such a vibrant and thriving Diaconate at Lincoln Square!

WEST SIDE
In addition to having 11 deeks assisting single parents, families under financial stress, and single individuals in and out of employment, our West Side church also served as the home base for a number of our auxiliary Diaconate ministries. The Free Indeed Community Cupboard (food pantry) provided free fresh groceries and spiritual nourishment to an average of 50 individuals and families weekly, and the OWLS (a gospel-centered group for adults 60+) gathered weekly for bible study, mutual spiritual encouragement, and service. They ministered year-round to 20-30 low-income seniors from the Upper West Side neighborhood.

ADDITIONAL HIGHLIGHTS
• Close to 200 meals were delivered to those with short-term needs while recovering from surgery, illness, or childbirth through our Meals Ministry.
• The Divorce Care Group encouraged 15 women in a safe place where they came to share their brokenness and experience God’s grace through scripture reading, prayer, and friendship.
• Across all four churches, about 450 individuals and families were assisted by the Diaconate and $133K in direct financial assistance was provided, resulting in greater physical, spiritual, emotional, and financial stability. Additional $378K was incurred in ministry expenses and programming costs.
Hope for New York’s (HFNY) vision is a New York City in which all people experience spiritual, social, and economic flourishing through the demonstration of Christ’s love. Our mission is to provide volunteer and financial resources to organizations serving the poor and marginalized of New York City.

HFNY partners with over 50 affiliate organizations to serve populations in need, including the homeless, the elderly, at-risk youth, new immigrants, and the chronically ill. Redeemer’s partner for mercy and justice outreach, HFNY is a separate 501(c)(3) organization from Redeemer, and partners with 10 other churches across the city.

Our hope is to see even more organizations and churches loving and serving the poor of our city. That’s why we’re excited about our vision for growth across New York City. By 2026, we want to grow to 90 affiliate partners and 30 church partners, including strengthening and growing engagement at all Redeemer congregations.
ACTIVATING CONGREGANTS TO ADVANCE JUSTICE, COMPASSION, AND MERCY AS VOLUNTEERS*

As part of the Formation initiative, Redeemer congregants have been invited to see where they live as a place to root themselves and invest — to be neighbors advancing justice, compassion, and mercy. We mobilized over 3,200 unique volunteers across the city to give more than 43,000 hours in service — including over 1,200 volunteers from across the Redeemer congregations. We have been especially encouraged by the HFNY Reps from Redeemer who are dedicated to leading their community groups in praying for those in need across our city, and who have taken the lead on efforts such as His Toy Store and Don’t Walk By. Here are just a few Redeemer congregants who are engaging with HFNY to do justice and love mercy:

“I am so glad to be a part of a community here at Redeemer Downtown and HFNY that takes seriously how Jesus calls us to go out into the world, so that we can be a part of his mission for it.” - Emily Davidson, HFNY Rep and volunteer with His Toy Store and Don’t Walk By, Redeemer Downtown

“Without HFNY, I would lack so many wonderful sisters in the Lord that He has given me through the Bowery Mission.” - Terrie Wheeler, Volunteer with The Bowery Mission Women’s Center, Redeemer East Side

“I’ve learned that moments like these, where I found surprising progress, encouragement and meaningful community, cannot be forced or orchestrated by my own efforts. Instead they take me just showing up consistently and being present in the moment, while patiently trusting God’s amazing grace to provide.” - Jennifer Wu, Volunteer with Center for All Abilities, Redeemer Lincoln Square

“God reminded me what truly mattered in life was being obedient to the convictions that God had placed on my heart. Because in the end, when people are obedient to God, lives are forever changed for the better.” - Johnny Chen, volunteer with Operation Exodus, Redeemer West Side

LAUNCHING THE NEIGHBORHOOD ADVOCATE COHORT PROGRAM

We launched the Neighborhood Advocate Cohort (NAC) in partnership with Redeemer as a learning community to equip lay people with a gospel-driven vision for the flourishing of communities and neighborhoods. Twenty-eight lay leaders from across the congregations met to worship, reflect, and learn about building mutual relationships, serving justly, and sharing the hope of Christ with their neighbors. Through the spiritual practices of listening, lamenting, and leveraging resources, the group also began brainstorming neighborhood initiatives they will spearhead for the flourishing of people in need in their communities.

CO-HOSTING THE "FORMED FOR JUSTICE CONFERENCE"

HFNY was a co-sponsor for Redeemer’s Formed for Justice Conference, and, as part of the two-day conference, 27 of our non-profit affiliate staff hosted workshops to give attendees an opportunity to dive into an issue related to justice in NYC. You can hear audio from the affiliate workshops at hfny.org/justiceconference.

DISTRIBUTING OVER $2.1 MILLION IN GRANTS TO FUND NON-PROFIT PROGRAMS ACROSS THE CITY*

Because of the generosity of our supporters, we were able to give more than $2.1 million in financial support to our non-profit affiliates. Our grantmaking supports programs that catalyze flourishing for New Yorkers in need—programs like emergency food pantries, job training programs and after-school mentoring—as well as capacity building and volunteer impact grants to increase the effectiveness of our non-profit affiliates.

ADDING 3 NEW NON-PROFIT PARTNERS TO SERVE MORE NEW YORKERS IN NEED*

We added three new non-profit partners who are holistically serving our neighbors in need. Our new affiliates are Global Empowerment Services (Queens), Recovery House of Worship (Brooklyn), and Viva Uptown (Washington Heights & Inwood).

*These numbers reflect HFNY’s 2018 fiscal year ending 6/30/2018.
Redeemer’s Center for Faith & Work (CFW) exists to explore and investigate the gospel’s unique power to renew hearts, communities and the world, in and through our day-to-day work. CFW equips, connects and mobilizes the church as it is scattered, living and working out in the city, beyond the walls of any one gathered place of worship. CFW’s programming, classes and events focus upon three different areas of emphasis: 1) theological and discipleship training, 2) community formation and 3) exploring and fostering innovation and imagination in all fields of work.

A YEAR OF TRANSITIONS

In 2018, the Center for Faith & Work began to establish expressions of faith and work ministry in each Redeemer congregation. CFW’s Program Director, Scott Calgaro, is leading these efforts as well as organizing a variety of centralized programs to serve the whole. Each congregation has a designated leader for their Faith & Work ministries: Milla Nieminen (West Side), Mark Ro (East Side), David Plant (Downtown) and Chuck Armstrong (LSQ). They will shepherd the Gotham Fellowship cohorts in their congregations, as well as coordinate classes and other opportunities to grow in ways that help us more faithfully follow Christ in every aspect of our work.

Katherine Leary Alsdorf, CFW’s founder and director for the first decade, agreed to step back into a leadership role in the fall following the departure of David Kim and Amilee Watkins. We are appreciative of both David and Amilee for their years of stewarding the faith and work ministry at Redeemer and for Katherine’s efforts in re-thinking the structure of CFW into the Redeemer Family of Churches. Also, she has guided our efforts to support Redeemer City to City (CTC) by providing an exclusive license to all CFW materials for distribution and re-purposing throughout the global CTC network of churches.

EQUIPPING

A critical part of CFW’s vision is to equip people theologically and spiritually for work through five major offerings: a Work & Rest Retreat, the introductory Faith & Work Class, the intermediate Vocational Faith & Work Intensive, the nine-month Gotham Fellowship Program and the Faith & Work Conference.

In Redeemer’s third year of emphasis on Formation, over 130 participants took part in the six-week courses, 12-week courses, and annual Work & Rest Retreat. Our tenth Gotham class graduated in May, completing a rigorous nine-month intensive and adding 54 new theologically trained lay-leaders to our growing alumni community. Over 350 alumni continue to grow as leaders throughout the city, serving in their industries and workplaces as cultural leaders and holding leadership positions inside their churches – as elders, deacons and leaders of various church initiatives.

On April 13-14, CFW held the Formed to Work for the Glory of God Conference as the third event in Redeemer’s Formation Conference Series. The two-day conference featured Tim Keller, Katherine Leary Alsdorf, and Elizabeth Barlow Rogers, founder of the Central Park Conservancy, as well as over 20 Glimpse opportunities throughout NYC centered around work, culture and Sabbath. Over 700 attended the conference.
CONNECTING

Our churches are committed to the formation of a diverse, gospel-centered community that is missionally focused on cultural renewal.

Vocational initiatives gather Christians by industry in order to highlight and discuss the unique challenges of faith and work integration in specific fields. The Soulful Work Lunch Series is one example of a vocational initiative highlighting professionals from various industries who can identify the inherent goodness of work, its outcomes and the deeper questions it asks of us. The series last year highlighted practitioners from six fields including Tony-nominated actress Elizabeth Davis, entrepreneur James Tufenkian, world-renowned artist Mako Fujimura, and CEO and co-founder of the Investors Exchange, Brad Katsuyama. These events served over 225 participants.

CFW also offers individual workshops to provide practical tools that serve our work in the areas of spiritual rhythms, discipline, creativity, imagination and innovation. This year, two workshops took place including Writing with the Freedom to Create taught by Jakki Kerubo and A Theology of the Creative Process led by Kyle Werner.

In addition, the Writers Group, led by Stephanie Nikolopoulos and Nana Brew-Hammond, continued to hold monthly gatherings to foster rich conversations among writers and to provide space for writing, personal feedback and prayer. The group produced collaborative projects, readings, write-ins, social gatherings and prayer nights.

MOBILIZING

CFW continued its innovative Faith & Art Lecture series to foster rich conversation among artists, art-lovers and creative types. In February, Pulitzer Prize-winning author Marilynne Robinson (Gilead, Lila and Housekeeping) read from her latest non-fiction collection What Are We Doing Here?, a collection of essays that explore the mysteries of faith and the climate of American cultural and political life. The event was held at Redeemer’s W83 Ministry Center with 740 people in attendance.

A collective of Gotham Alumni, representing the industries of architecture, design, business, marketing, legal and finance, pulled together their skills to help HFNY affiliate The Father’s Heart Ministries relaunch their Alphabet Scoop ministry. Alphabet Scoop is an ice cream shop and job training program that invests in the future of local youth by teaching them business and retail skills. The ministry was successfully relaunched in April.

Learn more about the Center for Faith & Work at faithandwork.com.
More than half the world’s population lives in urban areas. Tokyo has 38 million people. Shanghai has 23 million. Lagos has grown by nearly 10 million in less than a decade.

The world’s cities will only continue to grow — it’s estimated that two-thirds of people will live in cities by 2050, and 90% of this growth will happen in Asia and across Africa.

As cities grow, Redeemer City to City’s (CTC) work is more crucial with each passing year.

What if the gospel captured the hearts of people living in these cities? What if the love of Christ shaped local city leaders, law enforcement, business owners, teachers, artists and baristas?

When the gospel is at work, leaders advocate for marginalized populations, immigrants and refugees are treated with dignity, at-risk teens are seen as God’s image-bearers and people of influence are generous with their resources. There is civility extended between people of different backgrounds. The gospel brings renewal and flourishing.

CTC’S VISION IS TO SEE THE GOSPEL OF JESUS CHRIST TRANSFORM LIVES AND IMPACT CITIES. WE PRAYERFULLY HELP LEADERS START AND STRENGTHEN CHURCHES TO ADVANCE THE GOSPEL TOGETHER IN THEIR CITY.
HIGHLIGHTS

IN 2018, CTC HELPED START 137 CHURCHES AND IMPACTED 8,681 LEADERS.
TO DATE, CTC HAS HELPED START 632 CHURCHES AND IMPACTED 24,681 LEADERS.

CONTENT

Launched five new online courses, contributed to the publication of three books, produced an e-book written by European church planters about ministering in a post-Christian culture and launched an online publication on Medium.

FAITH AND WORK

Under the leadership of Katherine Leary Alsdorf, initiative launched to embed faith and work into CTC’s city renewal efforts. This includes the support and growth of the Gotham Fellowship Network, which now encompasses programs in 13 cities around the country.

NEW REGIONAL AFFILIATE

Launched CTC North America to work in the U.S., Canada and the Caribbean.

PARTNERSHIP PROGRAM

Initiated the third cohort with 25 churches, the largest number in the program to date and the first one to include a Canadian church. Partnership churches funded church plants in Bangalore, Lima, Nairobi, Santiago, Hyderabad, Vina del Mar, Tokyo, Perugia, Manchester, London, Lagos, Madrid, Mumbai and Edinburgh, and, for the first time, networks in Seattle, London, Tokyo, Monterrey and Kuala Lumpur.

PRAYER

Initiative launched to mobilize a culture of kingdom-centered prayer for CTC and its partners. Monthly prayer groups established in two North American cities with the desire to develop additional opportunities in 2019 for partners to gather and pray for CTC’s global family.

We are grateful for all that God has done, and we are excited to see all that he will do in the coming year. If you are interested in learning more about CTC and how you can be a part of this mission, reach out to Clay Cook at clay@redeemercitytocity.com or Doug Thorson at doug@redeemercitytocity.com.

REGIONAL UPDATES

AFRICA & THE MIDDLE EAST

70+ leaders participated in seven new Incubator trainings in Johannesburg, Durban, Cape Town, Nairobi, Antananarivo, Lilongwe and Accra. Leaders from Dubai spoke to more than 500 people considering church planting in the Middle East and North Africa at a conference in Egypt.

ASIA PACIFIC

4,000 people gathered in Seoul to hear Tim Keller speak on the gospel and suffering, and 1,200 pastors met for two days to hear about gospel, city and movement. Leaders from 12 cities attended the Intensive in Taipei.

EUROPE

650 leaders from 32 countries gathered in Krakow for CTC Europe’s largest conference. Incubator training was offered in Frankfurt, Hamburg, Budapest and Birmingham.

LATIN AMERICA

Gathered a diverse group of 22 church planters from Bolivia, Brazil, Chile, Colombia, Guatemala, Mexico and Peru for the first Intensive in Latin America—the first non-English Intensive.

NORTH AMERICA

More than 2,000 pastors, church planters and ministry leaders attended The Gospel and Our Cities in Chicago resulting in hundreds desiring to connect with CTC. 53 Spanish-speaking Caribbean leaders gathered in the Dominican Republic to discuss church planting and to launch a network.

NYC

105 pastors participating in NYC’s church-planting programs. New training cohorts launched in Brooklyn, the Bronx and Jersey City. A new Residency Program provided funding for 10 future church planters to gain practical ministry experience in churches around the city. 91 young adult leaders were trained in the Apprentice Program. The NYC programs are funded by the Rise Campaign and the NY Project, which is a joint venture of CTC and Redeemer Churches & Ministries.
FORMATION

In 2018, our family of Redeemer churches continued to integrate this new initiative to help deepen our spiritual formation as people called to Christ, strengthened in community, and sent into the city. Here are some of the ways the initiative took shape in 2018.

PRACTICE-BASED APPROACH TO DISCIPLESHIP
We have sought to equip people in practices that form a stronger gospel identity and missional living including things like sabbath rest, devotion (scripture reading and prayer) and hospitality.

SPIRITUAL HEALTH SURVEY WITH BARNA
The 2018 Barna survey found that the proportion of Redeemer congregants who reported "very often" practicing devotions or studying the Bible rose from 35% to 61% (from 2017); intentional rest rose from 15% to 26%; and service to the poor and marginalized of rose from 11% to 15%. In terms of living missionaly, respondents reported feeling extremely or very well equipped to engage in praying for non-believing friends. Fewer felt equipped or engaged in service and evangelism.

To that end, we held a Public Faith Conference in February with nearly 1,000 people in person and more than 1,000 tuning in via Livestream. Here’s what some participants had to say about their experience:

“I was constantly reminded that my identity is in Christ and we should share the good news and live out our lives as a child of God and not to shy away.”

“The speakers were excellent and gave practical ways to dialogue with others. I really liked what Michael said about active listening and trying to understand the reason behind the questions being asked. I also liked how Tim broke down the different levels of sharing about what it means to be a Christian.”

“I learned the ways in which public faith is about two-way dialogue, friendship, love, and transformed lives, not just talking to someone.”

*Rise Campaign is funded by the Rise Campaign.*
With the intention to deepen engagement in Sabbath rest, we held the Faith & Work Conference with CFW in the spring. More than 700 attended, with another 250 on Livestream. The conference was designed as an experiential “show and tell” of living out Sabbath rest in the city.

“I’ve been struggling about feeling frustrated about things and people I can’t change at work, focusing on what is wrong. God used the speakers to speak to my heart to focus on where he is at work and where I need to recognize that there is brokenness, but rest in the fact that God is at work. That healing may not happen in my lifetime but it doesn’t mean that God is not at work. These are things I know (I’ve done Gotham, am a church officer), but somehow God spoke truth and love to me about work in a new way this weekend.”

“It made me realize that I need to pray more regularly and that my rest often tends to be superficial instead of the deeper spiritual rest that we need.”

FALL 2018
Deepening engagement in our callings In the fall of 2018, building on findings from our work with Barna that showed gaps between knowledge of and day-to-day practice of outward facing callings, we sought to further equip people to make disciples and bring renewal to the places they live, the work they do and the people God has called them to love.

CLASSES
Each church held various classes to deepen engagement in the call to live missionally. More than 700 people participated in classes and cohorts like: Relationships: A Mess Worth Making; Gospel Principles for Parenting; MarriageWorks; and Singleness, Sex and Boundaries.

PURSUING JUSTICE IN OUR NEIGHBORHOODS
We also rolled out a pathway for equipping congregants to seek justice in their neighborhoods, and across the city. The first step in the pathway is the Power Privilege and Difference Class offered by all churches. The class is built on the question: how does the reality of God’s Kingdom transforms and renews neighborhoods like the Lower East Side, Lenox Hill, or Harlem? Participants reported learning: “Privilege is blinding. Just realizing this made me a better listener and more aware of the struggles of those with
less privilege and power” and becoming “aware of the power we have, and its impact on those around us…” as well as becoming more “mindful of the opportunities I have available every day. God placed in my home and my job for a reason. I am a Christian in my home, at work, on the subway…”

We presented the Formed for Justice Conference in partnership with Hope for New York (HFNY) in November with about 500 attendees and an additional 400 on Livestream.

“I am so thankful for this conference. As a person of color in Redeemer, I felt like my church was saying, ‘I hear you. I see you.’ I have loved Redeemer as my church for many years but their silence on these issues has hurt and I’ve felt like I was gasping for air for a long time. Sometimes I wondered if they cared. Today I felt cared for by my church.” —Congregant

“I’m a white woman who has cared about and researched these topics for a long time. I felt like Redeemer punctuated and articulated everything I’ve been trying to convince my white friends and family of for years. MORE OF THIS, PLEASE!” —Congregant

“Challenged to think, repent and cry out to God for ways to stand in the places of injustice and for justice. Thank you to all who are speaking into us.” —Livestreamer

“I needed this...I can’t stop crying, but that’s good.” —Congregant

Out of the conference, we launched the Neighborhood Advocate Cohort in partnership with HFNY. As the next step for those who completed the class, Power, Privilege, and Difference, the Neighborhood Advocate Cohort is a learning community designed to help you understand the assets and needs of your community, and equip you to live generously. Through worship, reflection, and hands-on engagement in NYC neighborhoods, participants practiced building mutual relationships, serving justly and sharing Christ with neighbors through words and deeds.
In 2018 we continued to grow our number of worship sites; however for the first time, adding new sites did not lead to overall growth in attendance and giving. In October 2018, Redeemer Downtown Lab began worshiping in the Madison Square Park neighborhood as the fifth Redeemer site in Manhattan. And in the Fall of 2019, Redeemer East Side plans to launch Redeemer East Harlem as our sixth Manhattan site. We remain confident that God is working, and that our strategy of launching new Redeemer sites will be fruitful in the years ahead.

Our total income was $33.4MM in 2018, down 9% from from 2017. The decrease in income was primarily driven by a decrease in Rise Campaign giving. Rise Campaign giving decreased from $15.4MM in 2017 to $11.8MM in 2018 — as many of our Rise contributors completed their pledges. Our Operating Fund giving was $17.9MM in 2018, down 1% from 2017.

In planning the 2019 Operating Fund budget, we are projecting flat giving overall, with the one exception that our Redeemer Lincoln Square location is planning growth in operating giving. In addition, we plan to spend just over $3MM of Rise funds in 2019. We remain confident that God will provide a new location for our future East Side building. In 2019 we will be continuing our Formation program through our spring Questioning Christianity series where our members and attenders will invite friends to hear and process questions on the gospel. We are also expanding our Gotham Fellows program for ministry year 2019-2020, and plan to add a new cohort of Redeemer pastoral residents this fall. Thank you so much for your generosity to Redeemer and for being a part of the gospel movement that God is growing in the city.

NEW YORK PROJECT

What is the New York Project (NYP) and how does the Rise Campaign fit into it?

The New York Project is a 10-year joint strategy of Redeemer City to City and Redeemer Churches & Ministries. This 10-year strategy is divided into three phases. The first phase, from 2016 to 2019, is estimated to cost $80MM.

Through the Rise Campaign, in the spring of 2016, Redeemer congregants committed $32.5MM towards phase one of this vision of gospel renewal in our city. A community of donors, outside of Redeemer, have come together to commit an additional $41.5MM totalling $73MM in overall commitments to the Rise Campaign. We hope to raise the remaining funds from this external community to reach our goal of $80MM by year-end 2019.

### RISE

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>2018 CUMULATIVE ACTUALS</th>
<th>TOTAL PROJECTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Giving</td>
<td>$53,700,000</td>
<td>$73,000,000</td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
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</tr>
</thead>
<tbody>
<tr>
<td>New Churches</td>
<td>$4,774,000</td>
<td>$14,500,000</td>
</tr>
<tr>
<td>New Leaders</td>
<td>$4,897,000</td>
<td>$19,900,000</td>
</tr>
<tr>
<td>New Buildings</td>
<td>$508,000</td>
<td>$45,000,000</td>
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<tr>
<td>Total Expenses</td>
<td>$10,179,000</td>
<td>$79,400,000</td>
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</tbody>
</table>

Notes: 2018 Cumulative Actuals represents all funds spent to date through 12/31/2018. It includes giving and expenses for both Redeemer Presbyterian Church and Redeemer City to City. Total Projected Giving includes all Rise Campaign commitments through 12/31/2018. Our Rise Goal remains at $80MM.
ALL FUNDING SOURCES

<table>
<thead>
<tr>
<th>REVENUE:</th>
<th>2017 Total Actuals</th>
<th>2018 Total Actuals</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Giving</td>
<td>$18,120,292</td>
<td>$17,920,973</td>
<td>-1%</td>
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<tr>
<td>Rise Campaign</td>
<td>$15,350,943</td>
<td>$11,778,092</td>
<td>-23%</td>
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<tr>
<td>Mercy and Justice</td>
<td>$898,203</td>
<td>$1,031,939</td>
<td>15%</td>
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<tr>
<td>W83 Building Fund</td>
<td>$57,995</td>
<td>$179,872</td>
<td>210%</td>
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<tr>
<td>Other Contributions</td>
<td>$1,037,857</td>
<td>$924,203</td>
<td>-11%</td>
</tr>
<tr>
<td>Net Investment Income</td>
<td>$54,361</td>
<td>$348,854</td>
<td>542%</td>
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<tr>
<td>Royalty Income</td>
<td>$95,186</td>
<td>$102,686</td>
<td>8%</td>
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<tr>
<td>W83 License Fee Income</td>
<td>$957,288</td>
<td>$1,110,629</td>
<td>16%</td>
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<tr>
<td><strong>TOTAL REVENUE:</strong></td>
<td><strong>$36,572,125</strong></td>
<td><strong>$33,397,248</strong></td>
<td><strong>-9%</strong></td>
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<thead>
<tr>
<th>EXPENSES:</th>
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<tbody>
<tr>
<td><strong>Churches</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Pastoral Leadership</td>
<td>$3,564,392</td>
<td>$3,375,045</td>
<td>-5%</td>
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<tr>
<td>Sunday Worship</td>
<td>$5,150,512</td>
<td>$5,742,248</td>
<td>11%</td>
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<tr>
<td>Community Formation</td>
<td>$1,677,872</td>
<td>$1,968,577</td>
<td>17%</td>
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<tr>
<td>Family, Youth and Children Ministries</td>
<td>$1,851,338</td>
<td>$2,127,495</td>
<td>15%</td>
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<tr>
<td>Community Renewal Grants</td>
<td>$1,505,278</td>
<td>$1,271,092</td>
<td>2%</td>
</tr>
<tr>
<td>W83 Ministry Center</td>
<td>$2,399,933</td>
<td>$2,467,229</td>
<td>4%</td>
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<tr>
<td>Mortgage Principal Paydown</td>
<td>$1,480,784</td>
<td>$966,811</td>
<td>-35%</td>
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<tr>
<td><strong>TOTAL CHURCHES</strong></td>
<td><strong>$17,600,049</strong></td>
<td><strong>$18,189,497</strong></td>
<td><strong>3%</strong></td>
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<tr>
<td><strong>Shared Ministries and Central Services</strong></td>
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<tr>
<td>Counseling Center</td>
<td>$618,156</td>
<td>$660,879</td>
<td>7%</td>
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<tr>
<td>CFW/Diaconate/Other Shared Ministries</td>
<td>$1,461,311</td>
<td>$928,360</td>
<td>-36%</td>
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<tr>
<td>Executive Leadership</td>
<td>$505,716</td>
<td>$0</td>
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<tr>
<td>Communication/HR/IT/Finance</td>
<td>$1,169,280</td>
<td>$1,294,624</td>
<td>11%</td>
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<tr>
<td>General Unallocated</td>
<td>$624,097</td>
<td>$1,114,155</td>
<td>79%</td>
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<tr>
<td><strong>TOTAL SHARED MINISTRIES AND CENTRAL SERVICES</strong></td>
<td><strong>$4,378,560</strong></td>
<td><strong>$3,998,018</strong></td>
<td><strong>-9%</strong></td>
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<tr>
<td><strong>Rise</strong></td>
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<tr>
<td>$2,528,768</td>
<td>$2,814,912</td>
<td>11%</td>
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<tr>
<td><strong>Ministry Opportunity Fund</strong></td>
<td>$24,274</td>
<td>$0</td>
<td>-100%</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$24,531,651</strong></td>
<td><strong>$25,002,427</strong></td>
<td><strong>2%</strong></td>
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<tbody>
<tr>
<td><strong>Beginning Balance 1/1/2018</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Surplus/(Deficit)</strong></td>
<td>$32,758,384</td>
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<tr>
<td><strong>Ending Balance 12/31/2018</strong></td>
<td></td>
<td>$3,394,821</td>
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<tr>
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</tr>
<tr>
<td>1. Rise Campaign giving received by Redeemer Presbyterian Church. This does not include giving received by Redeemer City to City for the New York Project.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2. In 2018, giving to Redeemer that was designated to Redeemer City to City or Hope for New York has been recorded first as income in Other Contributions, and then released as a grant payment expense in Community Renewal Grants.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>4. Community Renewal Grants are designated from Redeemer’s Operating Budget to support independent ministries, HFNY and Redeemer City to City.</td>
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<tr>
<td>5. Since 2017, West Side has assumed all financial obligation for W83 Ministry Center (mortgage payments, W83 expenses, and licensing fee income).</td>
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</tr>
<tr>
<td>6. Mortgage Principal Paydown includes regular payments, W83 Building fund payments and additional payments to mortgage principal.</td>
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<td></td>
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</tr>
<tr>
<td>7. To provide a more accurate picture of spending by ministry, expenses include an allocation of office rent.</td>
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</table>