

2014 ANNUAL REPORT



Glorifying God, Renewing the City

25th

Anniversary 1989-2014

Serving New York City for 25 years



1

3 LETTER

From Tim Keller

6 INTRODUCTION

“Rejoicing in Grace,
Grounded in Prayer,
Looking to the Future”



2

8 DOWNTOWN CONGREGATION

A Year of Serving Our City
Downtown Highlights

14 EAST SIDE CONGREGATION

A Year of Serving Our City
East Side Highlights

20 WEST SIDE CONGREGATION

A Year of Serving Our City
West Side Highlights



3

28 CITY-WIDE MINISTRIES

Redeemer Counseling Services
Family Ministries
Youth Ministry
Church Membership

30 MERCY AND JUSTICE

Diaconate
Hope for New York

34 CENTER FOR FAITH & WORK

36 REDEEMER CITY TO CITY



4

38 ADMINISTRATION AND FINANCE

Financial Overview
2014 Funding and Expenses



LETTER FROM OUR SENIOR PASTOR

Dear Friends of Redeemer:

I am amazed and grateful that every year when I write my annual report letter to you there genuinely is so much to celebrate. The first part of the year was the end of our Public Faith emphasis, and we saw a number of people find faith, especially through the Questioning Christianity course of meetings and the ongoing small groups of people who met to explore the Christian faith.

In the fall we observed the 25th anniversary of Redeemer's founding in New York City. I was struck by how many of our former members from all over the country and the world made the trip back to the city to spend time testifying to the great deeds of God among us over the years.

This fall we got the sad news that the East Side Lead pastor, Leo Schuster, was returning with his wife Ellen to minister in Texas. We expressed our thanks to him for helping us over this four years to establish Redeemer as a trio of collegiate churches. (For more on that see my article later in the report.) However, we are delighted that Abe Cho, a pastor on staff at the West Side, was named the new East Side Lead Pastor, to begin his work in the fall of 2015.

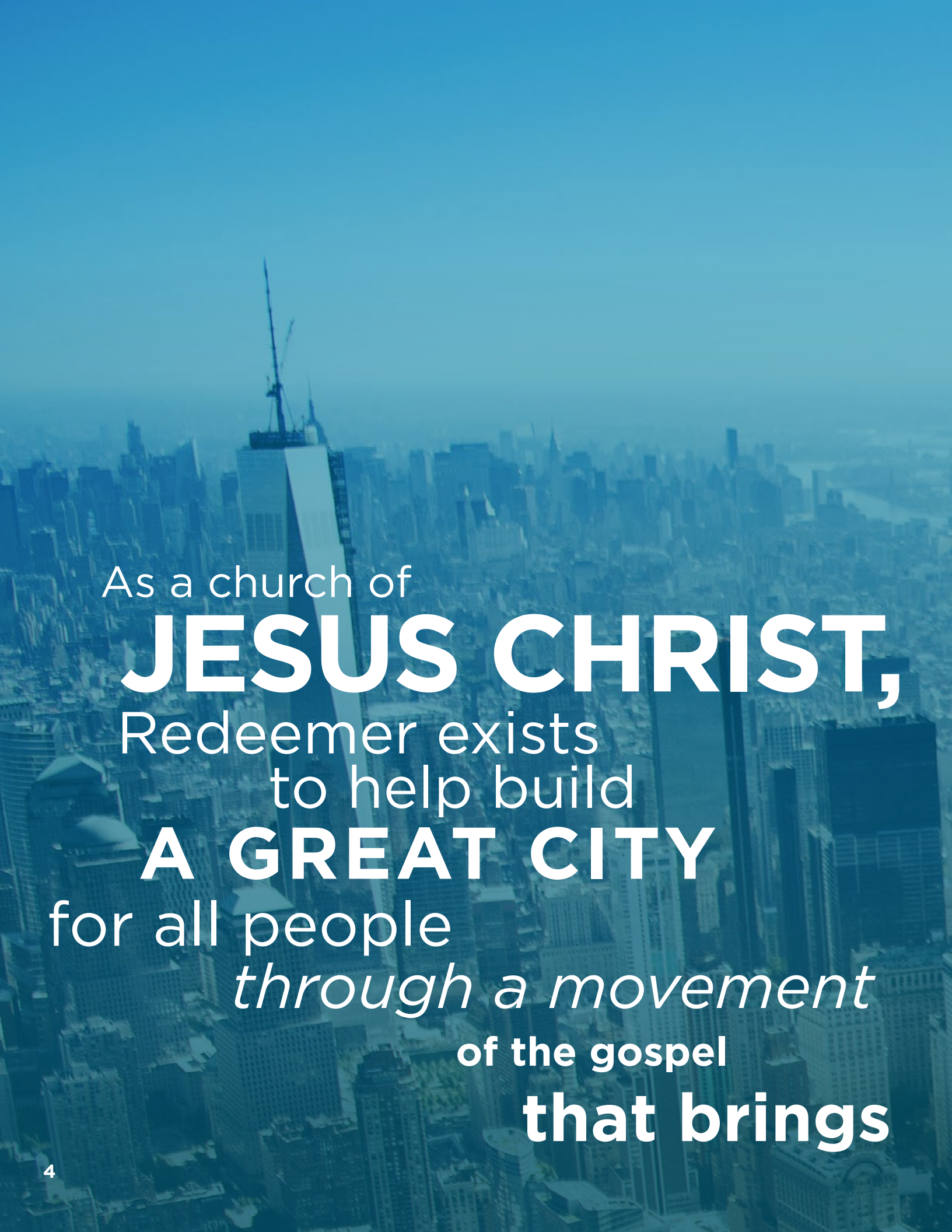
Last fall we also emphasized the importance of prayer in a series of sermons and studies across our Community Group system. Finally, the year-end giving showed wonderful support and enthusiasm for the gospel ministry of Redeemer. We exceeded even our stretch goal for the year, enabling us to begin many new ministry initiatives in the coming months. (For more on the annual giving, see the information later in the report.)

As I always do, 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 just come in to our community. Thank you for all your sacrificial love, work, and giving.

In Him,



Tim Keller

An aerial photograph of a city skyline, likely New York City, with the Freedom Tower prominently visible. The image is overlaid with a semi-transparent blue filter. The text is centered and reads:

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

- 
- 1 community
formation,
- 2 personal
conversion,
- 3 social
justice



cultural renewal to
NYC
and, through it,
to the world.

REJOICING IN GRACE, GROUNDED IN PRAYER, LOOKING TO THE FUTURE

By Tim Keller

In the fall of 2014, Redeemer celebrated our 25 years of ministry. When Kathy and I came to New York City with our three sons in 1989, we were not in any way drawn by a certainty of “great things” or success.

We came because of the need. Our hopes were nothing beyond the establishment of a local congregation that could reach New Yorkers with the gospel so that their lives were changed. Overwhelming our expectations, God brought more people to faith and into the church than we ever dreamed possible. Looking back it was all, all of grace. It was grace, of course, that opened people’s hearts to God. But Redeemer as a church also experienced grace institutionally.

Time after time God saved us from financial challenges or organizational problems by sending us timely generous gifts and unusually gifted leaders and workers. Week in and week out the faithful participation in ministry of thousands of members made the gospel accessible to people across the city.

Redeemer has had a great past, and we give God thanks for it. But Redeemer’s past is just the foundation for a great future.

Throughout its history Redeemer has learned a great deal about how to bring secular, late modern, urban people to Christ. Now we want to be good stewards of what we have learned by transitioning from one single church into a new, highly collaborative family of churches with the ability to launch new congregations every year. We want to give Redeemer a form that will generate and multiply new leaders and congregations at a rate we have never before seen. We want to see every single center-city neighborhood served and covered by at least one local church with gospel DNA.

After the 2009 RENEW campaign, Redeemer began this transition by multiplying from one centralized church with multiple worship venues into a collegiate model that includes three congregations—East Side, West Side, and Downtown—each with its own dedicated staff and leadership, served by a number of central staff and ministries such as the Counseling Center, Center for Faith and Work, Diaconate, and Administration and Finance.



Currently, each congregation has a Lead Pastor that reports to me, the Senior Pastor. However, our vision is to eventually transition from the collegiate model into an association of self-governing sister churches who share a common theological vision (our gospel DNA), who maintain close cooperation at many levels, and who are committed to give birth to new sites, satellites, or daughter congregations constantly—at least three from each congregation are envisioned over the next 10-15 years. With God's help we hope that within this time the network might grow to 10 to 15 congregations and triple the current combined attendance. The East Side, West Side, and Downtown congregations should serve as the anchor churches for the movement.

I said “with God's help” and that is no perfunctory formalism. We spent this year studying and deepening our prayer lives as a congregation. Redeemer was born in prayer—over 400 churches committed themselves

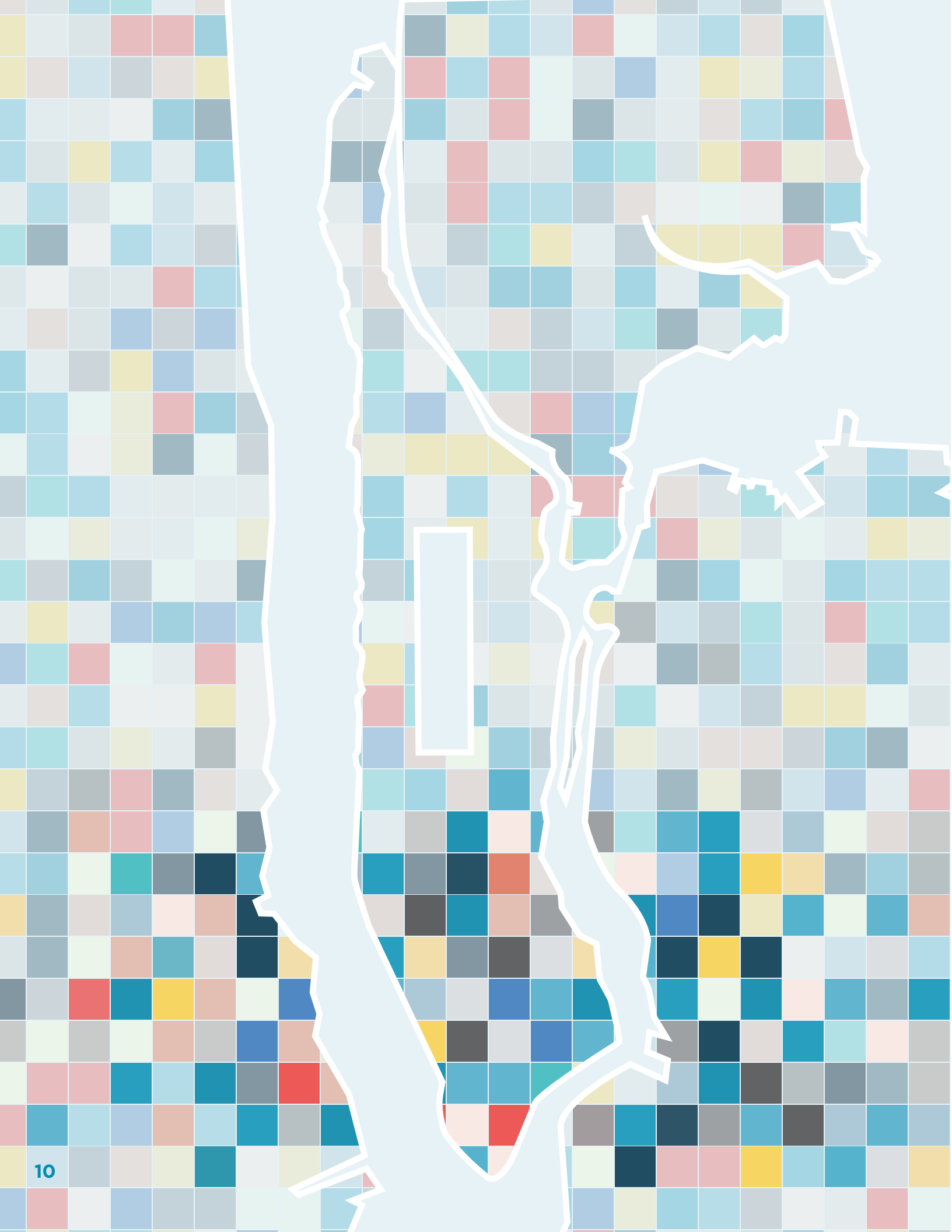
to pray for us when we came to plant the church. And the vision we believe God has put before us, again, is one that is completely beyond our abilities. We want the Redeemer churches to work in close partnership with Redeemer City to City and its leadership recruiting and training pathways, in order to help plant—in addition to the Redeemer churches—an additional 100 congregations in Center City as well as others across the NYC urban area. I hope to be deeply involved in theological and ministry training, through which we will raise up a larger and newer generation of leaders for all the new churches. We believe it would be possible to increase the percentage of central Manhattan residents in these gospel-believing churches from three to 12 percent.

What would God do here in the city if the Body of Christ would be that vital, that engaged, that dynamic? I don't know, but I want to find out.









A YEAR OF SERVING OUR CITY: DOWNTOWN

This past year was an exciting one for the Downtown congregation. At the beginning of the year our church wide emphasis on Public Faith triggered a renewed commitment in our community to share the hope we have with friends, colleagues and neighbors. We created new opportunities for people in the city to process their questions and doubts about Christianity. In February, we hosted a Shakespearean Improv Open Forum followed by a talk and Q&A with Tim Keller that was attended by 600 people. We helped to host the 7-week Questioning Christianity lecture series and started new Questioning Christianity groups where friendships were formed and many learned more about Jesus. Several people from these groups came to faith in our congregation and were baptized this year!

In the fall, our Prayer year began, which was a great way to build on Public Faith. Our congregation helped host a Redeemer-wide prayer event and began monthly congregational prayer meetings. Our year of prayer has not so much been one of programs and events, but of deepening and strengthening our sense of mission and community. By the end of the year, there were close to 80 Community Groups meeting regularly and almost 200 Community Group leaders who are all working to build a prayerful Downtown community. To better support our growing and deepening community, this year we hired the Reverend David Plant as our second Community Group Director and Kate Rhodes as our Community Group Coordinator, both of whom have been invaluable additions to our team. As a result of the faithful prayers by many, our congregation continues to flourish and it is our vision and hope that the city will be renewed through our presence Downtown.

Blessings,



Rev. John Lin
Downtown Lead Pastor

DOWNTOWN HIGHLIGHTS

This summer, Rev. David Plant and Kate Rhodes joined our Downtown staff. David is our second Community Group Director and Kate is our Community Group Coordinator. They are both tremendous additions to our team and will work to care for our community groups and support and develop our community group leaders.

As part of our emphasis on Public Faith, we hosted our first Downtown Open Forum with over 600 people in attendance. The Improvised Shakespeare Company performed, which was followed by a talk and Q&A by Tim Keller and the company.

A Meaning of Marriage book club began for mixed couples (Christian and non-Christian). The group met regularly to have dinner and discuss each chapter. The couples are in various stages of relationship (dating, engaged, married with two married Christian couples) and a great deal of clarity, trust and appreciation for biblical marriage has been discovered. Each couple is now openly and freely discussing Christianity and all have attended at least one Redeemer service.

2014 ELDERS

Bruno Assante
Larry Christensen
James Gregory
Jeffrey Rutledge
Steve Tan
Karl Wolf

2014 DEACONESSES AND DEACONS

Steve Brown
Greg Buechele
Deb Christensen
Euree Chun
Drew Hammell
Lia Kim
Huy Lim
Andrew McMahan
Grace Monger
Lisa Ortiz
Amy Peng
Janie Rhee
Adam Thiesen
Emily Thiesen
James Vanreusel
Christine Weible-Cruzz

For our year of Prayer, we began monthly congregational prayer meetings on the third and fourth Sundays of the month.

14 new Beta Groups began in the fall, for a total of 78 Community Groups meeting by the end of the year. We finished 2014 with 193 CG leaders.

Our monthly CG Leaders meetings continued with an average of 50 leaders attending.

We had five CG socials during the year with an average of 250 people attending.

More volunteers joined us in regularly serving our congregation, for a total of 47 Children's Ministry volunteers and 250 Sunday Service Teams volunteers.

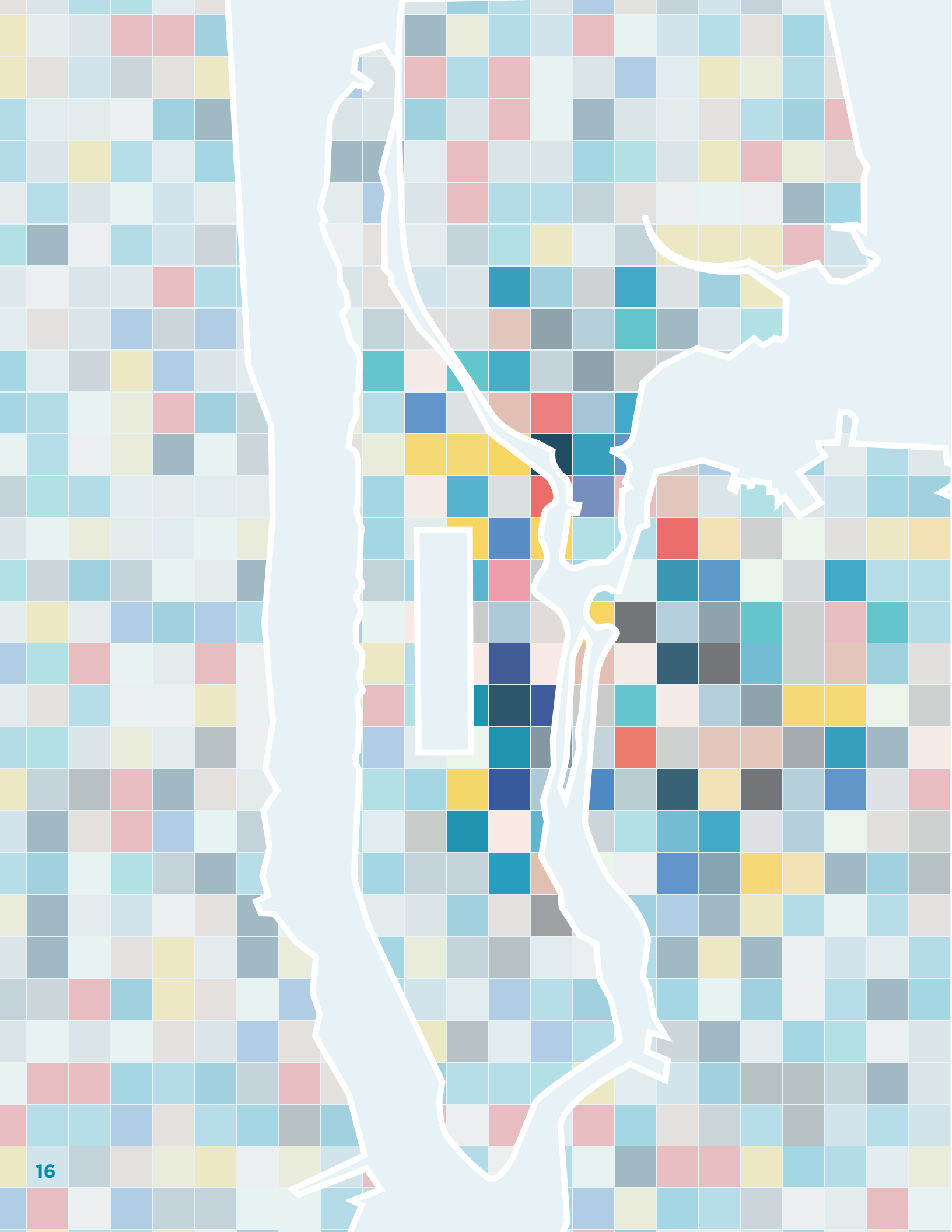
Our Children's Ministry average attendance grew by 19% on Sundays.

Sixty-one people became members of Redeemer (nine were baptized) and twenty-one infants were baptized.









A YEAR OF SERVING OUR CITY: EAST SIDE

The prayer ministry theme has been especially meaningful for the East Side congregation. Going through the year without a lead pastor has not only grown and deepened our reliance on God, but also has highlighted that the core strength of the East Side has been the many lay ministry leaders who have stepped up to lead, serve and pray for our congregation.

There are so many things to celebrate! We had great participation at all of our leader meetings as we focused on renewing the vision of Redeemer. We held our first ever East Side congregational retreat in the fall and a Community Group leader retreat in the spring, which were both well attended. To date, we have over 84 Community Groups supported by 192 leaders, 24 leader-coaches and countless others who host, cook and tirelessly work to care for their groups. We currently have five Questioning Christianity groups, more than we have ever had, to welcome people wrestling with faith and doubts. In addition, we have over 300 Sunday Service Team volunteers, 110 Children's Ministry volunteers, 40 prayer team members, 49 officers and staff, and countless other people serving with HFNY, CFW, short-term missions and many other ways.

I have been especially encouraged to see the amazing and unexpected ways God has answered our prayers. It has been a privilege and joy to participate through prayer in the renewing work of the Spirit on the Upper East Side. I thank God for the remarkable year that has strengthened our lay ministry and helped prepare us for an exciting year to come!

In Christ,



Ed Sirya
East Side Director of Ministry

EAST SIDE HIGHLIGHTS

During the year of Prayer, we held five East Side Leaders meetings where we focused on renewing the vision of Redeemer and building up lay ministers. We equipped our Community Group leaders through a Beyond the Basics seminar in December which highlighted topics such as leading a seeker friendly group and the re-thinking quiet times. We also held a CG Leader Retreat in March 2015 to help build community amongst our leaders.

84 Community Groups, 5 Questioning Christianity Groups and 16 Beta Groups met regularly over the course of the past year with 190 leaders and 24 leader-coaches. Two cohorts of leaders also completed the Discipleship Intensives program, a 3-month intensive to bring about growth in the areas of discipleship and community formation.

Over 305 Sunday Service Team volunteers with 47 captains and 8 coordinators served our congregation on Sundays, as well as over 100 Children's Ministry volunteers who faithfully served and cared for the children and families of the East Side.

2014 ELDERS

Victor Chin
Alexander Chou
Gregory Clark
John Ellis
Bill Gough
James Herring
Carter Hinckley
Glen Kleinknecht
Arvin Soh

2014 DEACONESSES AND DEACONS

Rose-Marie Armstrong
Linda Brooke
Eileen Buck
Kay Cain
Peyton Jenkins
Yvette Knight
Carol Labozzetta
Anita Mani
Kathie McEwen
Greg Nance
Tom Palumbo
Bill Paparis
Jean Soo Park
Susie Park
Emmanuel Pizana
Andrew Protain
Carrie Robinson
Brandon Straub
Michelle Turner
Tony Vavroch
Diane Wenzler
Stella Yee

An average of 210 children attended our Sunday worship service Children's Ministry programs, and an average of 120 children attended our 9:15 Children's Discipleship Hour. We also saw an average of 35 parents attend the Marriage and Family 9:15 hour class before Sunday worship service.

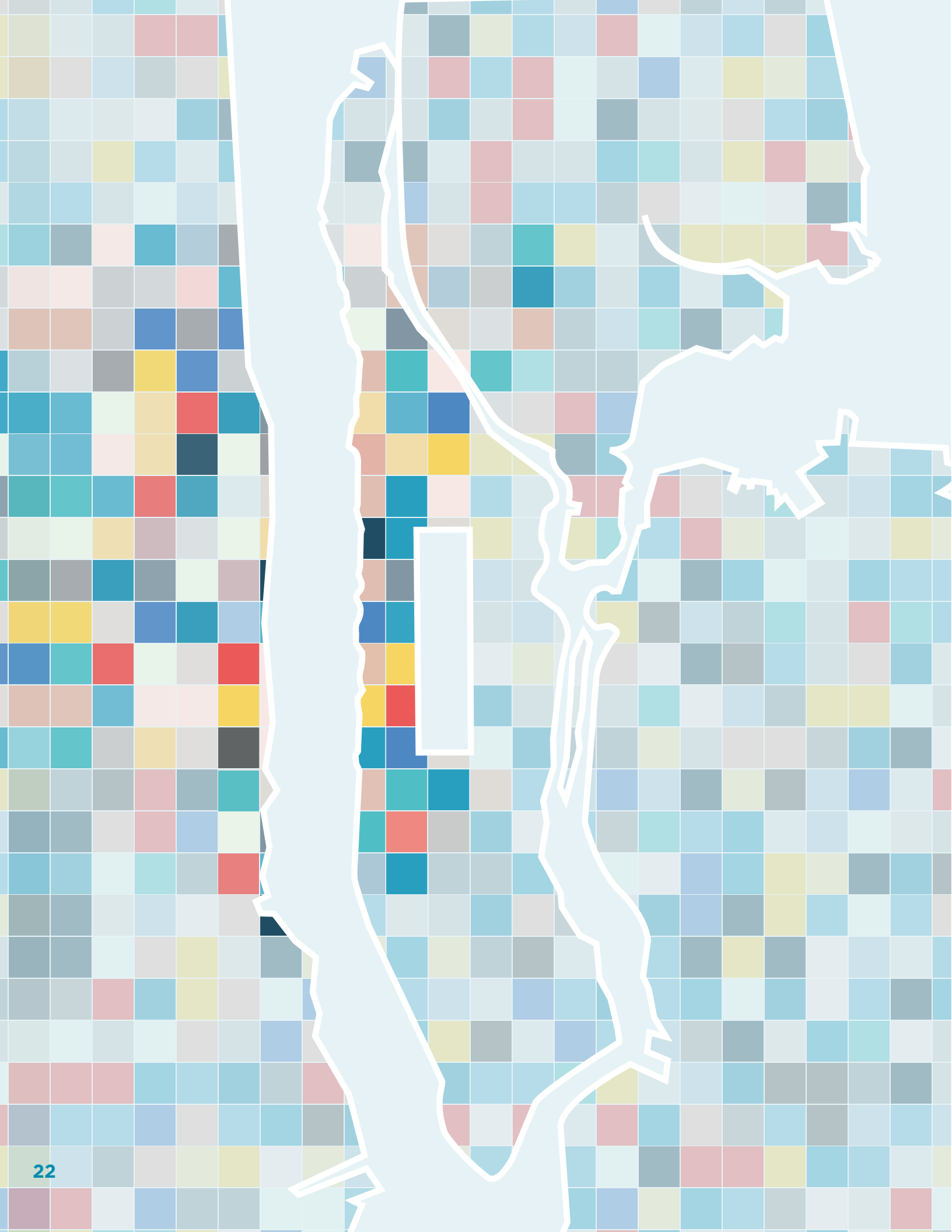
East Side classes continued this year to provide an opportunity for congregants to grow and learn in a variety of topics. Twelve East Side Classes were taught on Sunday mornings or afternoons, and included Personal Evangelism, Survey of the New Testament, Spiritual Gifts, and Christian Apologetics.

To help newcomers get involved and connected, we held Community Group Sundays once a month, Intro to Redeemer classes every other month, and East Side socials every quarter. We also had seventy-nine East Siders attend our first East Side Congregational Retreat in Long Branch, NJ.









A YEAR OF SERVING OUR CITY: WEST SIDE

Looking back on the past ministry year I am struck by how God used the opportunity we had to look back at the past to encourage me in the present and motivate me for the future. The year began with a weekend long celebration of Redeemer's 25th Anniversary. As many of you know I had the privilege of being part of those early days, long before we had any idea of the magnitude of what God had planned. One of things a group of us did during those first couple of years was get together every Friday morning at 7AM on East 56th Street at Redeemer's first office and pray for the church and the people we knew who were attending who didn't know Christ. All these years later, having spent the past year reflecting and focusing on our ministry theme of prayer, I am reminded of the role prayer played in shaping Redeemer's ministry, and how critical it is as we look at the challenges and opportunities we face in the next 25. During those moments when I am feeling anxious or overwhelmed by the task at hand, I remember the resource and power of prayer, and the words of Arthur Pink who wrote:

"Prayer is not so much an act as it is an attitude -- an attitude of dependency, dependency upon God."

Dependency in prayer is a good place to end another ministry year, and will be the best place to begin as we look ahead to the next 25 years. Thank you for being part of the story God is writing through our congregation.

In Christ,

A handwritten signature in blue ink, appearing to read "David", with a stylized flourish extending from the end.

Rev. David Bisgrove
West Side Lead Pastor

WEST SIDE HIGHLIGHTS

Our year of Prayer kicked off with our West Side Prayer team leading a Saturday night of prayer renewal at W83, praying for God's transforming presence, peace and provision in the year ahead. Throughout the year, this dedicated group of volunteers also led classes, created new tools for daily and small group prayer, interceded for our congregation and city, and led weekly Sunday prayer gatherings at W83

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

More than 90 West Side Community Groups and 23 Beta Groups gathered regularly to study, pray and deepen friendships. These groups were supported by twenty-two volunteer leader-coaches who care and pray for our groups and their leaders, and who also gather regularly for discipleship, accountability and encouragement in our Leader Coach Intensive and Extensive programs.

2014 ELDERS

Max Anderson
Christian Becker
Cory Cates
Victor Clemente
Paul Gross
Tim Knapp
Dan Kramer
Ted Morgan
Ben Sanders
Bill Taylor

2014 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

More than 350 children participated in our Children's Ministry Sunday School each week including our weekly Club 56 gatherings.

Dozens of new volunteers and leaders joined over 500 volunteers serving with our Sunday Service Teams and Children's Ministry.

Hundreds of our West Side volunteers and leaders gathered at our five West Side Ministry Summits to grow in our understanding, habits and hunger for life-giving prayer without ceasing. Our West Side staff and congregation continued to work with Hope for New York staff, volunteers and affiliates to expand the uses of the W83 Ministry Center to support mercy and justice activities in New York City.

Led by 20+ parent volunteers and our Children's Ministry staff, our weekly Kids Community Groups expanded to almost 100 children.

During Holy Week, we continued the tradition of opening up W83 for quiet meditation and prayer on Good Friday afternoon and hosted 1600 congregants at our two evening Good Friday services, and close to 4000 on Easter.







CITY-WIDE MINISTRIES

REDEEMER COUNSELING SERVICES

The mission of RCS is to restore lives with truth and grace through biblically-based, professional counseling. We are a staff of 42 part- and full-time counselors working out of five locations. We are an extension of the pastoral care of Redeemer, and approximately 40 other churches send some of their congregants to RCS for their counseling care.

HIGHLIGHTS

Counselors maximized the available office space and increased the number of sessions by seven and a half percent, for a total of 16,256 sessions.

In addition to counseling sessions, our counselors offered four Career Direction Workshops and 12 Renewal Groups (group counseling).

We expanded the Residency Program. This training is a six month long formalized program for newly hired counselors that focuses on the RCS Gospel-Centered Counseling approach.

We partnered with the Diaconate to offer two Gospel and Stewardship Workshops and completed a written curriculum.

CHURCH MEMBERSHIP

	New members	Total members
2011	203	1,905
2012	224	2,127
2013	204	2,258
2014	209	1760*

*adjusted from 2014 report to reconcile church membership database profile updates.

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 (PARENTS, MARRIED, SINGLES)

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

Marriage Lab, a monthly class for couples in their first year of marriage, started its second year with a great retreat and 23 newly-married couples. Six mentor couples are also leading table discussions and developing community with these couples.

Our “Thinking About Kids” and Education Forum seminars continue to support couples and families as they seek to thrive in New York City.

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 other youth 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 Ethiopia working with a children’s program in Addis Ababa.



Mercy & Justice

DIACONATE

The Diaconate is Redeemer's ministry of mercy and our deacons and deaconesses provide holistic care to our congregants.

HIGHLIGHTS

Over 500 individuals and families within the Redeemer community received holistic care from the Diaconate to address their various needs.

We were able to provide over \$278,175 in direct financial assistance to 168 individuals and families in crisis

The deaconesses, deacons and elders gather every fall to kick off the ministry year with a weekend of prayer and fasting. Last September in anticipation of the year of prayer, all Redeemer community groups were invited to join in prayer and fasting along with the church officers.

Four new deaconesses and three new deacons were trained and installed.

As a response to God's mercy and modeled after Acts 6, the Diaconate was established in 1991 to support 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.

The Job Search Ministry brought renewal and alleviated isolation by providing spiritual support, career coaching and skills training to 289 job seekers.

The Beyond Abuse Seminar drew 65 participants to learn gospel hope and spiritual tools to start healing from deep wounds that resulted from childhood sexual abuse.

Free Indeed Community Cupboard (food pantry) continued to grow. On average 51 individuals and families, an increase of 28 percent from last year, received free fresh groceries and spiritual nourishment each week in a ministry led by a deaconess and her team.

70 volunteers served with the Meals Ministry by delivering meals to those with short term needs while ill or having just given birth.

OWLS (Older, Wiser, Loving Servants, a gospel-centered group for adults 60+) has 20 individuals in East and West Side attendance. They weekly served 20 low income seniors from the Upper West Side neighborhood through our Free Indeed Community Cupboard.

Divorce Care Group ministered to and encouraged 20 women and provided a safe place for them to experience God's healing.



Mercy & Justice

HOPE FOR NEW YORK (HFNY)

HFNY is Redeemer's partner for mercy and justice outreach to the city and a separate 501(c)(3) nonprofit organization.

Our vision is a New York City in which all people experience spiritual, social, and economic flourishing through the demonstration of Christ's love.

We provide volunteer and financial resources to over 40 nonprofit organizations (affiliates) that 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.

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

Ross Barrett, Esq. | Calvin Chin | Rev. John Lin | Irene Zelnick, Esq.

AFFILIATES

A House On Beekman
All Angels' Church
Avail
Back on My Feet
The Bowery Mission
Bowery Mission Medical Clinic
Bowery Mission Transitional Center
Bowery Mission Women's Center
The Bridge
Brooklyn Arab American Friendship Center
Brooklyn Jubilee
Brooklyn Teen Challenge
Chinese Christian Herald Crusades
Citymeals-on-Wheels
Defy Ventures
DeWitt Nursing Home
Don't Walk By
Exodus Transitional Community
The Father's Heart Ministries
Gifted Hands
Graffiti
Habitat for Humanity
His Toy Store
The Inner City Ministry of Cru
Inwood House
Isaiah 58
KnitTogether
Living Waters Fellowship
MAPC-SJ Shelter
Mont Lawn City Camp
Morris Academy Mentoring Program
Neighborhood Coalition for Shelter
New York City Relief
New York City Rescue Mission
The Open Door
Open Hands Legal Services
Operation Exodus
Project FIND
Restore NYC
The Salvation Army
Shiloh NYC
St. Paul's House
StreetSquash
World Vision
Young Life

HIGHLIGHTS

Mobilizing thousands of Christians to love their neighbors.

We mobilized over 52,000 volunteer hours through our affiliates, averaging 142 hours served each day.

Making grants to fund non-profit programs across the city.

We distributed over \$1.3 million in direct grants to support programs like emergency food pantries, job training programs and after-school mentoring.

Providing training and resources so non-profits can do excellent and sustainable work.

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 fundraising projects.

Expanding our network to serve more people in need.

In order to serve more populations and neighborhoods across the city, we added three nonprofit affiliates to our affiliate network: Citymeals-on-Wheels, StreetSquash, and Back on My Feet.



CENTER FOR FAITH & WORK (CFW)

CFW is the cultural engagement arm of the Redeemer movement. We hope 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 a greater flourishing in New York City.

Vocational Courses and Intensives

CFW launched 3-Month Vocational Intensives which allowed for over 120 participants across 10 cohorts to experience an in-depth look at their particular field through the lens of the gospel.

A total of 75 artists participated in our 7-week Faith & Art Course. The Downtown, East Side and West Side congregations each hosted one iteration of the program.

We continued offering an 8-week Faith & Finance class twice a year, engaging 40 to 50 professionals in the financial services industry, culminating in our 9th Annual Leaders Retreat. This course and retreat have continued to foster a dynamic community of finance leaders seeking to develop a gospel vision for renewal in their field.

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

Lay-led Vocational Initiatives continue to regularly gather people by industry in order to highlight and discuss the unique challenges of faith and work integration in specific fields including: Academia, Acting, Fashion, Finance, Healthcare, Higher Ed, and Writing.

Arts

Coinciding with Redeemer's 25th Anniversary, CFW hosted a weekend of celebratory arts programming that included an art gallery with works from 25 CFW visual artists, a children's play by former EI Business Plan Competition winner Firebone Theatre, a Broadway concert, and a performance by Max McLean of C.S. Lewis' *Weight of Glory*.

CFW focuses on equipping individuals spiritually, theologically, and culturally to create intentional community that brings flourishing to the city around us.

Arts (continued)

The Artist-in-Residence program continued to support and encourage established local artists. This year CFW commissioned five short films from filmmaker Ben Stamper, a choral piece composed by Julia Easterlin, a photography exhibit by Sasha Arutyunova, and written works by Kamilah Aisha Moon and Carey Wallace.

Entrepreneurship & Innovation (EI)

More than 150 participants (entrepreneurs, pastors and investors) gathered from across the country for the 2014 EI Forum on the theme of Disruption, highlighting the disruptive power of the gospel to drive innovation.

Our ninth annual Business Plan Competition received over 42 entries and awarded 3 winners: China Vision, Student Dream and Mud Puddle Productions. 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 sixth Gotham class graduated, adding 41 to this growing alumni community of theologically trained lay-leaders.

The Gotham class of 2010 hosted the sixth annual Alumni Retreat, reconnecting and mobilizing the alumni community toward a renewed vision for their calling as participation in God's redemptive work.

The Gotham Teaching Assistant program provided another avenue for alumni to strengthen and serve the Gotham Fellowship.

Gotham Alumni continue to serve as leaders throughout the city -- in their industries and workplaces, as intra- and entrepreneurs -- and to hold leadership positions in the church not only as elders and deacons, but as leaders of discipleship and vocational intensives and new innovative initiatives.

Monthly Events

City Rhythms, a series focused on engaging key industries and sectors in New York City to consider how God might be working in and through these areas continued in Spring 2014. Industries highlighted included the food industry, advertising and marketing, theater, film and city planning.

CFW launched Faith & Work Prayer Nights —evenings of worship and prayer to seek God for spiritual strength in the workplace. In addition to these monthly large events, a 6-month course entitled Real Life Prayer was facilitated by Lourine Clark and David Kim engaging over 75 participants.

CFW Conference and Expanding Initiatives

The fourth annual CFW conference, Making All Things New: Imagination and Innovation Required, drew over 700 participants across a 2-day experience. The conference featured practitioners, theologians, workshops and our first-ever expo, with the goal of exploring the critical role of imagination and innovation as expressions of God's grace in our world. Artists and educators, designers and technicians, home-makers, engineers, managers, entrepreneurs, doctors, and everyone in between were invited to experience the remarkable reality that work matters.

In January, all three congregations hosted a CFW Sunday including special faith & work testimonies and commissioned our congregants to serve God as instruments of grace, bringing forth a flourishing newness in their work.

We held our second week-long CFW Summer Ministry Leaders Intensive in July 2014, with over 30 pastors and lay-leaders from around the world 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.

REDEEMER CITY TO CITY (CTC)

In 2014, CTC helped launch 46 new churches in global cities and trained 1,500 leaders in programs delivered around the world.

Along with church planting and creating new content to help the global church, CTC is equipping the next generation of entrepreneurial ministry leaders, church-planting spouses, and whole ministry teams.

CHURCH PLANTING

New York City

We helped launch 10 new churches in New York City.

We trained 30 local New York City church planters in one of three Incubator cadres. Incubator is CTC's two-year training program for local church planters.

We graduated five local leaders from the CTC Fellows Program. These leaders are on track to start new churches in NYC in 2015 or 2016.

We continued a signature workshop series to develop New York City ministry leaders, called City Lab. The 2014 workshops focused on preaching and was attended by local area pastors and church planters.

We gained accreditation to start Redeemer City Ministry, a Manhattan-based seminary program in partnership with Reformed Theological Seminary.

Europe

We convened more than 500 church planters and leaders in Paris for the City to City Europe conference. In total, CTC has helped to start 167 new churches in the cities of Europe.

We directly helped establish regional networks in the UK, Francophone Europe, the German speaking countries, Netherlands and Southern Europe.

We brought Bobby and Teresa Ladage on board as CTC Catalysts to help get networks going in Poland, Finland and a combination of Eastern European countries.

CONTENT

We supported the development and launch of Tim Keller's best-selling book, *Prayer*.

We continued a multiyear project to redevelop our church planter training for use by planters and pastors; it launches in 2015.

We began three publishing projects that will be released in 2015 and another that will be released in early 2016.

We added 20+ international versions and translations of resources by Tim Keller.

We started the City to City Partnership, a program through which 15 American churches committed to give \$750,000 in grants to start new churches in global cities.

We launched new websites for City to City, City to City Asia Pacific, and City to City Australia.

We tripled our online donors and doubled the amount of money raised online.

We increased Tim Keller's online fans and followers by 90 percent to 330,000.

Africa

We have, up to this point, helped establish four new churches in Cape Town, eight in Pretoria and Johannesburg, one in Durban, one in Antananarivo, Madagascar, and one in Bukavu in the DRC.

We are now helping more than two dozen apprentices get trained to start new churches in the Pretoria and Johannesburg area.

Middle East

We helped establish a lead church in Dubai in 2011. That church is now involved in planting four other churches in the other Emirates as well as a Farsi-speaking church in Dubai.

We helped facilitate a church planting training center in Dubai that is now training church planters and should be fully operational by January 2016.

We helped start a new church in Tel Aviv and plans are being made to start new churches in Beirut and Kuwait City.

We came alongside a regional network in North Africa and the Middle East that is being launched under the name "Vision 10/40."

Asia Pacific

We helped start 15 new churches in cities such as Delhi, Bangalore, Mumbai, Manila, Melbourne, Taichung, Taipei, Tokyo and other cities throughout East Asia.

We trained 11 leaders in the International Church Planting Intensive in Asia and will start new churches over the next two years.

We facilitated some of Tim Keller's ministry in this international field. In March, he addressed 1,500 Chinese house-church leaders in Hong Kong and then an additional 840 church leaders in Sydney.

We also implemented practical church planter training in addition to these catalytic gatherings. Field training happened throughout the Asia Pacific in more than nine cities with more than 650 leaders participating.

Latin America

We trained church planters from Monterrey, Mexico, and Lima, Peru, in a residency program here in New York City.

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

We trained seven church planters through the Incubator, delivering it in the ministry field in Buenos Aires.

We trained 35 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.

We came alongside the Santiago network to train ministry leaders in coaching, assessment and pastor training.

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 our goals in 2014, receiving over \$20 million in Operating Fund giving for the first time ever, with an additional \$317 thousand in gifts to RENEW and Downtown Challenge combined. Our Operating Fund giving was 19 percent above our goal in 2014, and 39 percent above 2013 giving. Giving to all of Redeemer's ministries, including Redeemer City to City, totaled \$30.9 million in 2014. Because our giving exceeded our goal in 2014, we were able to make an additional payment to our W83 mortgage principal of \$1.8 million from our regular giving. Our year-end 2013 mortgage balance was \$30.3 million, and thanks to your generosity, we have been able to reduce this balance by over \$4 million to \$26.15 million at present.

Due to Redeemer's growth, the church's annual operating budget in 2015 is increasing to \$19.7 million from \$17.7 million in 2014. Our 2015 budget includes another \$1.65 million allocated to payments against our W83 mortgage principal. Also, 2014 marked the last year that our budget receives help from the RENEW and Downtown Challenge campaigns, and our 2015 Operating Fund giving will need to fully support our ministry without the help of campaign giving. Based on our strong 2014 year-end results, we are well positioned to meet this challenge. We are so very thankful for your continued prayers, service and generous financial support as we move forward together to serve our city.

Thanks to your generosity,
we exceeded our goals in
2014, receiving over \$20
million in Operating Fund
giving for the first time ever...

ALL FUNDING SOURCES

	2013 Total Actuals	2014 Total Actuals	Change
Revenues			
Operating Fund Giving	\$14,464,126	\$20,098,140	39%
RENEW Campaign ¹	\$571,172	\$49,117	
Downtown Challenge ²	\$771,397	\$268,278	
Mercy and Justice ³	\$672,864	\$679,864	
W83 Building Fund	\$73,241	\$934,541	
Redeemer City to City ⁴	\$4,826,715	\$7,442,659	
All other donor restricted giving	\$631,489	\$480,024	
Net Investment Income	\$41,813	\$29,965	
Royalty Income	\$302,063	\$155,915	
W83 License Fee Income	\$517,205	\$718,959	
Total Revenues	\$22,872,087	\$30,857,462	35%
Expenses			
Redeemer West	\$3,588,741	\$3,914,314	9%
Pastoral Staff and Community Groups	\$1,333,642	\$1,531,718	
Worship and Children's Ministry and Sunday Service Teams	\$1,238,472	\$1,306,469	
Worship Site Rent	\$1,016,627	\$1,076,127	
Redeemer East	\$3,690,803	\$3,729,402	1%
Pastoral Staff and Community Groups	\$1,266,526	\$1,366,190	
Worship and Children's Ministry and Sunday Service Teams	\$1,388,956	\$1,346,084	
Worship Site Rent	\$1,035,321	\$1,017,128	
Redeemer Downtown	\$2,044,186	\$2,147,633	5%
Pastoral Staff and Community Groups	\$725,388	\$857,446	
Worship and Children's Ministry and Sunday Service Teams	\$646,528	\$650,505	
Worship Site Rent	\$672,271	\$639,682	
Redeemer-Wide Ministries	\$3,411,153	\$3,613,289	6%
Family and Youth Ministry	\$417,427	\$421,258	
Counseling Center	\$235,577	\$205,133	
Administration and Finance	\$1,597,353	\$1,622,806	
Media and Communications	\$353,835	\$457,688	
Executive Leadership	\$806,960	\$906,403	
Mercy and Justice	\$1,428,768	\$1,024,668	-28%
Diaconate ⁵	\$1,119,852	\$694,880	
Hope for New York ⁶	\$138,876	\$109,411	
Community Renewal Grants ⁷	\$170,040	\$220,377	
Center for Faith & Work	\$987,781	\$959,404	-3%
Redeemer City to City	\$4,981,614	\$5,665,987	14%
W83 Ministry Center	\$2,233,746	\$3,645,159	63%
W83 Ministry Center	\$1,884,826	\$1,420,571	
Mortgage Principal Paydown ⁸	\$348,920	\$1,993,003	
Mortgage Refinance Costs	-	\$231,585	
1166 6th Avenue Office Relocation⁹	-	\$548,391	
General Unallocated	\$384,605	\$562,429	46%
Total Expenses¹⁰	\$22,751,397	\$25,810,676	13%
Reserve Build Up/(Reserve Draw Down)	\$120,689	\$5,046,786	4082%
Cash Reserve as of December 31, 2014		\$13,164,644	
General Fund Cash Reserve as of December 31, 2014		\$5,118,737	

1 - RENEW Campaign revenues received in 2013 & 2014, net of Campaign overhead.

2 - 2013 & 2014 Downtown Challenge revenues received for launch of Downtown congregation, services beginning fall 2012.

3 - Revenues include the annual special offerings for HFNY and Diaconate Mercy Fund.

4 - Redeemer City to City (CTC), an independent 501(c)(3), is Redeemer's Church Planting & Mission Ministry. CTC raises substantial revenue on its own which is reported above. Redeemer's contribution is a portion of the overall budget of CTC.

5 - 2013 Diaconate expenses include \$349K in one-time Disaster Relief spending for Hurricane Sandy.

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 started collecting designated gifts toward mortgage principal in 2013, and the board designated significant funding during a spring 2014 refinance.

9 - 2014 costs related to Redeemer's office relocation will be reimbursed in 2015 via a tenant improvement allowance of up to \$1.6M.

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



PHOTOS:
Godwell Andrew Chan (pgs. 4, 8-9, 10-11, 14-15,
16-17, 20-21, 22-23, 26-27, 29, 33, 38-39)
DESIGN:
Lee Marcum

