

REDEEMER

R E P O R T

FEBRUARY 2010

LAY LEADERSHIP AND REDEEMER'S FUTURE

BY TIM KELLER

In one of the most overlooked passages in the Bible, Jesus called John the Baptist the greatest prophet in history, and then added that every single believer is now greater in position and calling than him. (Matthew 11:9–11) *“The least in the kingdom of God is greater than he [John the Baptist.]”* What did Jesus mean? He couldn't mean that every Christian believer would be more courageous or more godly than John the Baptist. (I know that I'm not!)

What Jesus must have meant is that every Christian believer understands the gospel in a way John never could. John never saw Jesus' death or resurrection; he never saw how Jesus fulfilled all the rich Old Testament predictions of God's future salvation

of the world. Every believer understands the gospel better than John the Baptist and therefore we are 'greater.'

How? We have all been given the Holy Spirit and gifts to minister the gospel (1 Corinthians 12), and therefore we have more power to change lives than even the greatest of the Old Testament prophets had. That is why the New Testament calls *every* believer a 'royal priest' (1 Peter 2:9). Yes, in the New Testament there are evangelists, counselors, teachers, pastors, and preachers who are (one could say) 'full-time specialists.' And yet the Bible says that every believer must evangelize (Acts 8:4), and must admonish, counsel, nourish, and encourage others believers from the Scripture so they grow into

Christ-likeness (Colossians 3:16; Hebrews 3:13; 10:24–25).

So the Bible calls every Christian to be not just a recipient of gospel ministry, but also a practitioner of it. The reality is, however, that most believers in most churches live primarily as consumers. Only a minority recognize this calling. They are 'Lay Ministry Leaders.' Over the years Redeemer has been blessed with a great number such leaders, but in the future their numbers will have to increase. We are going to 'replant Redeemer,' first as three 'generative' Redeemer congregations that will grow into a network of sister congregations. One key to this will be a new generation of pastoral leaders, but just as important will be a tripling

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FEBRUARY IS ARTS MONTH!

Many more great events are still to come, including group outings to arts events, classes, and more. Visit www.faithandwork.org/artsmoonth for more information, and to sign up for email newsletters and reminders about these and other year-round arts events.

HOPE FOR NEW YORK VOLUNTEER FAIR

Hope for New York will be holding its semi-annual volunteer fair following worship services on Sunday, February 28. This event will provide you with an opportunity to meet the volunteers and staff of HFNY's affiliate organizations and find out how you shape the future of our city in 2010!

For more information about HFNY and how you can get involved, go to www.hfny.org



WORK & CULTURAL RENEWAL: AMILEE WATKINS JOINS CFW TEAM

“Coffee girl.” Once upon a time, I resented the phrase. I started working for Starbucks Coffee Company part-time while completing my degree in Instrumental Performance. I wanted to supplement my musician’s life with stability—pay, benefits, free coffee. Not being able to see seven years into the future, I had no idea that the Lord was about to use the world of coffee to re-define me.

The mission of Starbucks attracted me: “To create uplifting experiences that enrich people’s daily lives.” I loved that my work added value to both the community and the lives of my customers and co-workers. So I continued growing within a company that invested in my professional development and maintained a commitment to its people first. Soon, I was managing stores and taking on the development of others.

“Coffee girl” no longer aggravates me. The high-volume service work, while exhausting, tiresome, and crisis-laden, was physically pushing the gospel outward into the city as I saw lives renewed and

relationships restored. My role took on more than just profit making as I counseled a young employee through changing her decision to abort an unwanted child. Another employee had been forced to leave her young son in Indonesia for nearly 3 years while seeking asylum here in the United States. She now runs a Starbucks in Singapore where her entire family resides in safety. The Lord’s restoration process was evident and, by his grace, I participated. He deepened my reliance on him through times of burnout, and developed within me a firm understanding of the value of work itself.

I read about the inaugural Gotham Fellowship in the bright yellow insert during a West Side AM service. Interested applicants must be “young professionals in their mid 20’s who are currently employed full-time in NYC and have at least two years of working experience.” I was excited to engage in cultural renewal within a community of others likewise committed to the city. The

amount of course-work and depth therein inevitably spilled out into late night conversations with my husband and strengthened our theological foundation. The Fellowship provided close interactions with professionals in a wide range of fields much different than my own. As we grew in our understanding of the gospel as a community, we learned how God was using each of us in the renewal process of our respective industries.

As my Gotham year came to a close, I continued mulling over what the city could look like if we, as Christians, all saw ourselves in our current vocations as agents of restoration for the common good. In October I accepted a position with Redeemer’s Center for Faith & Work to bring my leadership development experience from Starbucks to our vocation-based groups and help others better understand how our work becomes a subset of God’s. So in that sense, my work hasn’t changed all that much. I just do it without wearing an apron.

“DON’T WALK BY” HOMELESS OUTREACH

For the second year in a row Hope for New York participated in the “Don’t Walk By Campaign,” sponsored by The Rescue Alliance, a partnership of faith-based organizations focusing on offering homeless men and women an alternative to living on

the streets. The Alliance’s goal is to educate and mobilize New Yorkers of faith to compassionately engage homeless men and women throughout the city.

In January hundreds of Hope for New York volunteers canvassed the streets of Manhattan

offering every homeless person food, blankets and an opportunity to enroll in a holistic residential recovery program that offers them a new life in Christ along with educational, vocational and housing solutions. Learn more about serving the city at www.hfnny.org.

REDEEMER REPORT

Kathy Keller
Heather Klein

HUNTER COLLEGE AUDITORIUM
East 69TH (Between Park & Lexington)
services at 10:30AM • 6:00PM

ETHICAL CULTURE
West 64TH and CPW
service at 9:15AM

FIRST BAPTIST CHURCH
Corner of West 79TH and Broadway
service at 5:00PM & 7:15PM

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OFFICE • 1359 BROADWAY (BETWEEN W. 36/37TH STREETS) • FOURTH FLOOR • NY, NY 10018-7102
(212) 808-4460 (PHONE) (212) 808-4465 (FAX) www.redeemer.com

RENEW CAMPAIGN SEGUES TO REPLANTING

BY HOWARD FREEMAN, SR. DIRECTOR OF GENEROSITY

As of December 6, 2009, the RENEW Campaign had received 744 pledges totaling \$17.5 million. This total comprises countless stories of sacrificial giving in a difficult economic time.

We realize that our plans for the future are more complicated than when we held the Vision Campaign in 2005. On the chart you can see that while we had a significant total of larger gifts, we had fewer smaller gifts toward the RENEW Campaign. Four years ago the campaign focused on expanding all our ministries and acquiring a property for building our first worship & community center. This year's campaign was about "replanting" Redeemer into three flourishing sister congregations on the East Side, West Side, and south of Central Park to increase the impact of a gospel movement in NYC over the next decade.

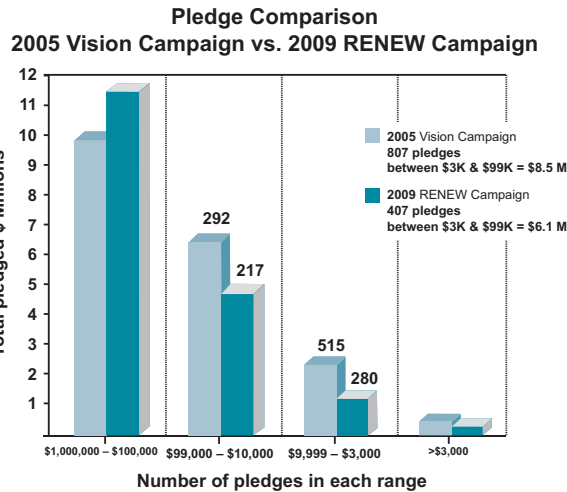
You may have already gone through a 1-week study that

Fellowship Groups and others have discussed. In it, we are able to encourage one another both to understand our direction as a church in New York City and to pray about how God would use each of us. If you haven't seen this study your group may be looking at it soon. If you're not in a group,

on the RENEW website at <http://renew.redeemer.com/>.

As we embark on this plan to become three flourishing congregations, more lay leaders are needed now than ever before. We will need more elders, more deacons, more Sunday service volunteers and SOGF teachers, more vocational group leaders and those involved with Fellowship Groups. Furthermore, lay leaders who have been solidly trained in Redeemer's DNA will be needed. Therefore, programs like "Gospel in Life"—launching next month—demonstrate how the RENEW campaign is helping to fund initiatives that will develop leaders for the three future Redeemers.

The replanting of Redeemer into three distinct, generative sister congregations means that each of us must step up and find a way to be part of the vision God has entrusted to us. Now is the time for us to more deeply love and serve the city together.



the best way to process this information is in community. Consider signing up to get into a group where you can discuss this study and other facets of Redeemer's vision. Details and sign-up are at www.redeemer.com/findgroup. There is additional information

OFFICER NOMINATIONS UPDATE

As Redeemer members, you have the privilege and important responsibility to nominate and elect your fellow members to serve on the Session and the Diaconate. This past November 2009 the Session and Diaconate accepted nominations for the roles of elder, deacon and deaconess. Thank you for sending in your nominations! The following members have been nominated and have begun the process of training and evaluation.

Elder Nominees

- Will Haas
- Tae Kang
- Max Mclean
- Demian Repucci
- Jeff Rutledge
- Benjamin Sanders
- Arvin Soh
- Steve Tan
- Eric Yoon

Deacon Nominees

- James Farrat
- Andrew Hill
- Kris Jacob
- Hansen Law

Deaconess Nominees

- Ana Cifuentes
- Jana Van Singel

Please pray for these nominees as they go through training in theology and ministry skills and prepare for their final interviews. They will be evaluated on their character, Christian life and experience, theological understanding, and giftedness and readiness to serve our church in the capacity for which they have been nominated. The current elders will then determine which individuals will be presented for election at the congregational meeting on May 16, 2010. If you have questions about the nomination, evaluation and training process, please contact Jenny Chang at (212) 808-4460 ext 1407 or jenny@redeemer.com.



1359 BROADWAY
4TH FLOOR
NEW YORK, NY 10018

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NEW YORK NY
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*****AUTO**5-DIGIT 10023

Jean-Claude Boissier
57 W 75TH ST APT 5F
NEW YORK, NY 10023-2008

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LAY LEADERS AND... (CONT'D FROM PAGE 1)

of the percentage of our membership that understand themselves to be Lay Ministry Leaders.

It is natural as churches grow larger for many people to feel 'this church doesn't need my gifts.' The congregation seems to be a well-resourced, well-oiled machine. There seem to be no lack of talented leaders. The reality is almost the opposite. I've been the pastor of a small church and a very large one, and it is the small church that is better resourced by leaders. Often half of its attendance is involved in some kind of ministry, while in large churches that percentage drops (because of the false perception of being 'leader-rich.')

So large churches run on an increasingly over-burdened and small population of lay ministers.

What kinds of lay leaders will we need in the future? First, we will continue to need a greater number of Fellowship Group leaders, as well as coaches and wise elders and shepherds who support FG leaders in giving loving pastoral care and guidance to all in the groups.

Second, we will need neighborhood community leaders, who help believers and Fellowship Groups in a particular neighborhood gather together to do outreach to their neighbors in evangelism and service.

Third, we will need more volunteers than ever to make Sunday worship happen. We will be multiplying worship services and sites and each will require teams working in Sunday service ministry, as well as musicians and those who work in family, youth, and children's ministry.

Fourth, we will need increasing numbers of leaders who gather believers together within their vocation, helping people disciple one another in the integration of faith and work.

Of course, each congregation will need not only a strong body of deacons and deaconesses, but also other supporters who work with them to provide practical love and help to people with needs.

Next, we will need more people than ever who seek the peace of the city through ministries

of mercy and justice.

Lastly, if we are going to become a church that attracts and equips lay Christians to do ministry, we have to develop a 'training culture.' In short, we will need not just lay ministers, but 'leaders of leaders,' people who are disciplers, mentors, and supervisors to newer lay leaders and lay ministers.

If you are a member or regular attender of Redeemer, please examine your own heart and life. Lay ministers are those who see themselves as *providers* of the ministry of the church, not just consumers of that ministry. They are those who feel responsible for the achievement of the ministry goals of the church—its outreach, cultural engagement, ministry to the needs of the city, and its discipling and edification of believers. They see those jobs not as belonging to "them" but to "us." Once you move from thinking of the church as 'them' to thinking of it as 'us'—you are getting a leadership mindset and becoming a lay minister, which is what the Bible calls every believer to be.