



REDEEMER
REDMOND

2020 Vision

Weaving community together in Jesus Christ



A LETTER FROM THE PASTOR

Redeemer's **2020 Vision** paints a picture of what we pray God will do in and through our community over the next three years.

It is a bold dream that was birthed through a long process that began with Redeemer's elders clarifying Redeemer's mission statement.

The mission statement provided the structure for the vision. Redeemer's elders wrote a first draft of the vision. Then they met with lay-leaders to set more specific goals. Finally, we took this vision draft to our community groups. The community groups gave us feedback, provided additions and even corrections to the vision. In short, the making of the **2020 Vision** has been a community process.

Redeemer's **2020 vision** is a comprehensive description of the kind of community we hope to become over the next three years. It begins by stating our priorities over the next three years: growing as a praying church, scaling our growth, and building gospel communities. We see these as essential to realizing our vision.

The structure of the vision is built on Redeemer's mission:

Redeemer Redmond is a church of Jesus Christ that gathers for worship, grows by community, and goes in mission.

I'm excited about working to achieve this bold vision with you because at its heart is *weaving community together in Jesus Christ*. I hope you find your place in helping us weave a community together that glorifies Jesus and brings much good to our friends and neighbors on the east side.

Grace,

Pastor Jason Dorsey



VISION PRIORITIES



GROWING AS A PRAYING CHURCH

Redeemer's congregation is growing in the conviction that our greatest need is for the presence and power of God accessed through prayer. Preaching, teaching and training in prayer has cultivated expectant, earnest prayer in all we do. Prayer is an essential part of our worship, business meetings, gatherings and groups. We offer prayer for the members of the congregation during communion, and regularly offer healing prayer for people. Congregation members are devoted to personal prayer, daily bringing their adoration, confession, thanksgiving, and supplication to their Heavenly Father. They have a growing burden to pray for our unsaved family, friends, neighbors and colleagues, asking God's Spirit to draw people to Christ. Our congregation rejoices as we see the trickle of conversions become more like a steady stream as God performs His mighty saving work as His people cry out to Him in prayer.

SCALING GROWTH

In the book *The Trellis and The Vine*, authors Marshall and Payne observe: "All Christian ministry is a mixture of trellis and vine. There is vine work: the prayerful preaching and teaching of the word of God to see people converted and grow to maturity as disciples of Christ. Vine work is the Great Commission. And there is trellis work: creating and maintaining the physical and organizational structures and programs that support vine work and its growth." (2009 Matthias Media, Kingsford NSW, Australia).

A church community will thrive best with a good balance of trellis and vine. Problems arise and opportunities are missed if the church is all vine and no trellis, or all trellis and no vine. Redeemer is committed to being a co-op Church

that utilizes the passions, gifts and experiences of the members of our congregation. This requires us to be well-organized (trellis) so that the organic life of the church (vine) may grow. By “scaling the organization” we mean that we determine to not overbuild or under-build the organization. We will build the trellis as the vine grows, so that we don’t have too high a percentage of our people running the organization, yet enough for the organic life of the church to flourish.

BUILDING GOSPEL COMMUNITIES

There is a great need for community in the Northwest. But building community here is difficult. Though many people in the Northwest are transplanted and are often lonely and lack ties or a sense of belonging, many things like cultural differences, rugged individualism, the introversion of our technology driven culture, a desire for independence, almost unlimited outdoor recreational possibilities, and people’s wanting to keep options open coupled with an aversion to commitment, makes building community here a challenge.

In spite of the challenges, the natural human design and longing for community is an incredible opportunity for the church, the community centered on the Gospel, or “good news” of Jesus. As a covenant community we call people to deep community, rich, life-changing relationships. As a global, spiritual family we joyfully welcome people from every nation, tribe, people group, and language. Over the next three years we will prayerfully work for the proliferation of many gospel communities among our congregation, of deep friendship – of real authentic relationships – that are warm and invitational to outsiders. Leaders will be trained to build deep community with the gospel at the center. And the groups they build will exist as little “support groups” and “spiritual families”. We believe that building such communities could have a huge impact in reaching the Northwest culture with Christ.

This will require Gospel tools and training of our leaders. This requires seeing not only our Community Groups but our Women’s Groups, our Men’s Prayer, our Ministry Teams, etc. as being “Communities of the Gospel.” It requires building bridges from these communities to those who are outside, lonely, and longing for community.



And it will require many Gospel Community Builders who see the building of these communities as their mission field.



GATHER FOR WORSHIP

WORSHIP SERVICES

Redeemer's weekly worship centers on God – His glory, sovereignty, holiness, justice, love, grace and mercy - Regularly giving congregation members a renewed sense of the attributes of God, the love of Christ and the power of the Holy Spirit.

They describe it to their families, friends, neighbors and associates as wonderful, transforming, renewing, compelling, persuasive, enriching, edifying, humbling, attractive, informing, enlightening, humbling, uplifting, reverent and convicting. Lives have been changed because of liturgical choices made by the designers and the skills and compassion of those who lead the liturgy. Art, architecture, light, color, projections, videos, sound, and worship folders are used to help gain the experience of meeting with God.

Redeemer's pastor, music director, liturgy leaders and worship leads partner together to craft and conduct a liturgy based on the sermon theme which is balanced between regular liturgical rhythms and creative adaptation, that is rich in Scripture, that is cohesive, personal and engaging. Sermons are Bible-based Christ-centered, clear, interesting and engaging, addressing Christians, seekers and skeptics. Congregation members download sermons after a Sunday when they're absent and link friends to sermons they find particularly helpful to them.

Redeemer's worship is welcoming but not watered down. Those leading the announcements, liturgy and preaching avoid using Christian jargon and explain Christian terms in simple language because they expect that seekers and unbelievers are with us each Sunday.



They connect deeply with our congregation, knowing them as the hopeful and hurting, passionate and depressed, scared and strong, lonely and longing, selfish and sacrificial people that they are. When we acknowledge the seekers and skeptics among us, we do so with respect, affirming places of common ground, challenging their faith assumptions, and explaining “church” elements of our service and language. While we show honor to all, the clear focus of worship is on glorifying and enjoying the God of grace, and calling all people to worship Him.

Because our services are welcoming and engaging to non-Christians, congregation members regularly bring their friends, neighbors and colleagues to our worship service, using worship and our community as an introduction to the Christian faith. Newcomers and visitors feel relaxed because they see clear signage; they aren't worried about attire because they see a variety of attire; they encounter greeters who are friendly but not pushy; they're able to be as visible or invisible as they want, and they can get clear and informative material about Redeemer, the PCA and the gospel from our tables. Newcomer Connectors introduce them to friendly members of our congregation, hopefully a person with some shared interest or experience (ages of children, home location, etc.).



WORSHIP TEAM

Redeemer is becoming known as a church that is passionate about worship. We have attracted many gifted musicians and worship leaders.

Four worship bands lead excellent, unique, emotionally holistic worship that mines the riches of the church's God-centered hymnody as well as the best of contemporary and indigenous songs and hymns. A catalogue of songs has been developed that includes hymns, rewritten hymns, contemporary songs and original music from our own community. Our congregation is marked by our robust and energetic singing on Sunday morning, enriched by music available on-line, and gatherings for hymn sings.

The four worship bands are growing both relationally and musically. The Director of Music encourages the team leads through an annual worship retreat as well as monthly supervision. Worship team leads oversee weekly rehearsals, and recruit and inspire musicians to join their bands. Worship leads are empowered to run the band and work closely with the pastor in planning the set lists and liturgical flow. Younger musicians and others interested in joining a band regularly meet with the Director of Music for

assessment of their skill and heart. If gifted, they are added to a band and given resources on how to hone their craft with the ultimate goal of joining the band.

WORSHIP SPACE

We have worked with Redeemer Middle School to incorporate elements that make the school cafeteria more like a church. Our Worship space feels more warm and welcoming like a living room and more sacred like a cathedral, than a school cafeteria or performance venue. We have worked with the school to install a light bar to change the aesthetic and warm up the space. We have created hangings reminiscent of stained glass windows and use floor lights to create a "living room setting" sort of feel. Mixed media used throughout the service, both projected and real, and physical pieces that are unique to our church, make the worship experience more seamless, including song transitions, videos embedded in worship, and the use of Scripture and liturgical text displayed on the screen. A creative team regularly produces visual content for Redeemer that is used on Sunday mornings, as well as on the website and other media platforms.





HOSPITALITY

A fully staffed hospitality team leads our congregation in modeling God’s hospitality – the holy God welcoming broken people, embracing them and inviting them into his heart, family, shelter, and healing. And God’s hospitality to us through Jesus is more and more embodied by our congregation.

From a video on our web site that welcomes and introduces visitors to our worship services to clear signage, that looks very welcoming - not just informative, to the smiling faces that greet them at the door, visitors to Redeemer feel a warm welcome.

The Director of Hospitality has worked with the Newcomer Connector and Greeter Coordinator to create a plan of effectively welcoming newcomers and connecting them to others. This plan has been implemented. Redeemer’s Greeters and Newcomer Connector (s) regularly make connections with visitors and members of our congregation who share something in common. Our congregation members also go out of the way to welcome visitors to our community. Interior signage makes it easy for visitors to find bathrooms, nursery,

classrooms, worship folders, Redeemer Redmond info, people who can answer questions, etc. At the same time, we are sensitive that there are sometimes, perhaps often times, visitors who would rather stay relatively incognito for a few weeks. Our Greeters and Newcomer Connector learn how to recognize such folks and to be sensitive and respectful of that choice or desire. A system of low-key follow-up with visitors has been designed. This might include the gift of a book, or an invitation to a monthly Visitor Dinner at the home of a Redeemer member, attended and hosted by the pastor, etc. And a process has been created whereby Church leadership is notified of newcomers.



SUNDAY REFRESHMENTS, SUNDAY SUPPERS, AND SEASONAL FEASTS

Hospitality is shown through the weekly sharing of coffee and light refreshments, monthly Sunday suppers, and seasonal feasts.

Each Sunday a gathering space is created around the coffee table and light refreshments are offered where people can visit comfortably. Sunday Suppers are offered on a monthly basis. Some like the October Chili feed are hosted at the church. Others like the June Church Picnic happen off site. And some Sunday Suppers are coordinated in Redeemerites' homes and apartments as they welcome people on Sunday afternoons for a meal. The Hospitality Team monitors the success of these Suppers, evaluates their success and modifies according to the findings. From the information gained, other hospitality events may be added. A progressive dinner or a quarterly wine social may be arranged to welcome the newcomers and pair them with others who have attended Redeemer Redmond for a longer period of time.



Three seasonal feasts are hosted by the Hospitality Team. The *Covenant Renewal Service* is a time of both reflecting on what God has done in the life of the church the previous year, as well as a look forward at the plans, hopes, and future of our church. The *Easter Brunch* is a meal shared just before our Easter morning service and will be a time to fellowship with regular and new church attendees. Members are encouraged to invite friends and neighbors to celebrate the Risen Lord. And The *Christmas Eve Dessert Potluck* is a special holiday event when we gather to eat special desserts together and celebrate the birth of Jesus and the hope that He brings us as believers.





SUNDAY MORNING LOGISTICS

Five well-led, motivated, and committed teams set up our Sunday morning worship and educational space each week. They collaborate closely with the Worship, Hospitality, Next Generation and Adult Discipleship team to make the spaces those teams use more and more functional and even beautiful. While they enjoy serving behind the scenes, their contribution is honored, valued and respected in many ways. The Pastor and Elders regularly thank these volunteers for their service. These teams are clear about their objectives because the Sunday Logistics Director communicates them to the coordinators regularly.

Their first objective is *upward*. They look up to God first, worshipping and serving God in all they do. They see Sunday logistics as a chance to build fellowship between the teammates through their work together; to know each other better, grow together in Christ, and support each other. This upward objective includes providing a place to institute discipleship. The teams use their Sunday morning service and team involvement as an opportunity to exercise their work ethic, attitude and wholehearted service so that we can bring that into our workplace. They want to build character through doing the work together, and use it to serve Christ and His church.

Their second objective is *forward*. This objective is to create our church as a welcoming and hospitable

place to worship God and enjoy community in Christ. There are three different stages to this second objective. We expect to be in stage one over the next three years (2018-2020). However, we want to begin to lay the groundwork for the “Dress Up” stage through a building fund and generosity campaign (see below).

Stage One

This is the *Functional* stage. We aim to get the most out of little. Working within the parameters of worshipping at Redmond Middle School, using the church van, and striving on a tight budget we have mobilized the congregation, built strong Coordinators and big volunteer teams, and focused on operations: setting up systematic processes, getting the procedures on autopilot, and growing more and more seamless. We will also work with the Pastor and elders to establish a building fund and capital campaign.

Stage Two

This is the *Dress Up* stage. We would like to have laid the groundwork to possibly lease a warehouse or a more permanent place where we can worship and from which we can minister 24/7. We anticipate that this space is culturally relevant, contemporary in appearance, multi-functional, the-place-to-be on Sunday and not extravagant. The Sunday Logistics team has worked with the Pastors and elders to communicate the building fund and generosity campaign.

Stage Three

This is the *Glorify* stage. While the fulfilment may be years in the future, our congregation is earnestly praying about this stage now. In this stage we have bought/built/renovated our own building. This building would

declare both the glory of God and yet be welcoming; it would be a community center, a hub of ministry and outreach. It would be a place that would serve as a Christian icon in Redmond, a testimony of today's Christian church.



CONGREGATIONAL SIZE AND MAKE UP

Redeemer is, by the grace of God, slowly and steadily growing through conversions, attracting visitors and retaining regulars and members. Our growth reflects the larger Redmond and east-side demographic:

- 34.5 median age (three years younger than the national average)
- 51.5% male (slightly higher than the national average)
- 62% married (vs. 55% national average)
- 63% Caucasian
- 30% Asian
- < 2% African-American
- 8% Spanish speaking (v. 13% national average)
- 95,000 to 112,000 median household income (several sources vary)

We have grown to a congregation of over 200 regular attendees and members. Because we are filling the Redmond Middle School cafeteria, we have piloted worship in the Redmond Middle School gym and tried two services in the cafeteria to gauge congregational preference. A facility team has been created to look for a permanent space where our congregation can gather for worship, and regularly calling our congregation to pray for God to do a miracle in this regard.

WORSHIP LOCATION, BUILDING FUND, AND GENEROSITY CAMPAIGN

We expect to remain at Redmond Middle School (RMS) in three years. We will have worked hard at being good guests, finding creative ways to serve and support the school. Because RMS provides space for our congregation to grow, we have been able to set aside significant money each month towards creating a "war chest" for a future facility. Our monthly and annual budget will be prepped for the anticipated cost increase of a permanent facility.

At the same time as we gracefully share space with RMS, our congregation is growing in our passion for, theology of, and capacity for a permanent space of our own. Our need for such a space is becoming evident as our ministry identity and impact grow. As we have grown in our organization for ministry and as our congregation's ministry bears fruit, we have seen more clearly the need for a functional ministry "center." Furthermore, the theology of "sacred space" and a vision for a physical presence in Redmond has grown. We have pursued creative solutions to the challenges of a physical space in Redmond; for example, like a worship and community and cultural center on the bottom floor of an apartment building with many low-income apartments as part of our church's commitment to justice.

Our congregation waits and watches in eager anticipation for what miracle God will do in regard to a physical space for our congregation.

