

A photograph of a church congregation in profile, clapping. The image is dimly lit, with warm ambient light and two bright, horizontal fluorescent light fixtures visible at the top. Large, white, stylized text is overlaid on the image. The text '2024' is positioned above the text '5', which is partially obscured by the '4'.

2024 5

“Do Far More.”

This year, that has been the prayer of our church. Time and again, we’ve seen God at work—drawing people to Himself, transforming hearts, and doing the quiet, patient work of discipleship and sanctification in our church.

Through story after story, we’ve witnessed lives changed: someone discovering hope in Jesus, a child learning about God’s love, a new member stepping into faith, a family experiencing restoration. And behind it all is the faithful generosity of this church—your giving, your prayers, your willingness to show up—that God has used to place His Word and His people in the right place at the right time.

This annual report is a glimpse of how God has answered our prayers. It’s an invitation to celebrate what God has done, to remember how He is moving among us, and to join Him in the next chapter of His story in our church and in our city. We hope these evidences of answered prayer encourage you to pray all the more boldly for God to do a work in us and through us.

Hey Redeemer!

What a year it has been in the life of our church! We've seen people come to faith, publicly proclaim their faith through baptism, take steps to grow deeper in God's Word, share the good news of Jesus near and far, and invite others into our community here at Redeemer. These are moments to celebrate, and they remind us of how faithfully God is at work in and through His people.

And yet, in the midst of all there is to celebrate, this past year has also brought unexpected and hard things—for me personally with my cancer diagnosis, and for so many in our church family facing challenges, loss, and uncertainty. Even in that, we've seen God's hand at work. He has sustained us, taught us, and drawn our hearts closer to Him. By His grace, the mission of Redeemer hasn't slowed. Our staff, elders, and volunteer leaders have stepped up to carry the work of ministry together, reminding us that the church is not built on one person's strength, but on Christ Himself. As we look to the year ahead, we do so with confidence and hope. God has many more stories to write through Redeemer, and I'm grateful for each of you walking alongside us—through prayer, faith, and generosity—as together we follow Jesus into the future He has prepared.

Grateful to be your pastor,
Dusty

THIS YEAR AT-A-GLANCE

70
Baptisms

> 116
New, First-Time Families

142
New Members

68
Gospel
Communities

48
Goers On The Field

481
Connect Cards

1,647
Average Weekly Sunday
Morning Attendance

366
Average Weekly College
Gathering Attendance

76
Average Weekly
Students Attendance

9,758
Total Podcast Downloads

AUGUST

610 Students at College Gathering Kickoff → **65%** got connected to a Gospel Community



Last summer, we began intentionally praying Ephesians 3:20-21, asking God to “do far more than we can ask or imagine.” This prayer initiative quickly grew beyond words, inspiring new practices throughout our ministry. Leaders were invited to pray at 3:20 pm daily, and we opened prayer rooms at College Gathering and in our offices, inviting students and staff to engage with God throughout the week. Additionally, adult partners were invited to pray before each service, fostering a culture of prayer across generations.

At College Gathering, we introduced intentional moments of silence for reflection after the sermon, encouraging students to sit with God’s Word and respond in prayer. Many students have taken this invitation to heart, actively praying with the prayer team during services. This integration of prayer and scripture is helping students connect more deeply with God, moving from listening to His Word to living it out in action.

We have also renewed our focus on outreach and evangelism. Gospel Communities now dedicate one week each month to outreach, and we have returned to campus on Tuesdays to invite students to College Gathering with coffee, donuts, and flyers in the free speech area.

This past year, we have emphasized three simple but powerful priorities: prayer, outreach, and engagement with scripture. By focusing on these, we are seeing our ministry grow in depth and impact, equipping students not only to encounter God but to actively share His love with those around them.

SEPTEMBER

376 people started attending a Gospel Community this year



We had been coming to Redeemer for quite awhile before we got involved with a GC. When we finally decided “we need to dive deeper” we got connected with the GC leaders and it turned into leading a new group. It has been quite frankly a totally life changing decision. To see God work through the fellowship of our group has been an awe inspiring experience. Studying the Bible together has brought an understanding unlike anything I have had before. We have formed life long friendships with the people in our group and there’s no other way to describe it other than God put this group of people together.

- Matthew & Emma, Gospel Community Leaders

We were a couple years removed from our most difficult season of marriage, and even though there had been a lot of healing in that time, there was scar tissue and residual pain we knew hadn't been properly addressed. Not for lack of trying, but trying to deal with it alone felt like spinning our wheels—conversations went to the same dead ends out of reflex. ReEngage gave us the space to talk openly with other couples who were displaying the same commitment by showing up, and the accountability of talking with each other in front of some of the quickest friends we've ever made.

- Savannah & Austin, Fall 2024 participants



Re|engage is a discipleship-based enrichment for every marriage – the healthy, the struggling, and the broken. In its third year at Redeemer, **44 couples** had a safe place to move toward oneness through small groups, teaching, and hearing stories of hope.

OCTOBER



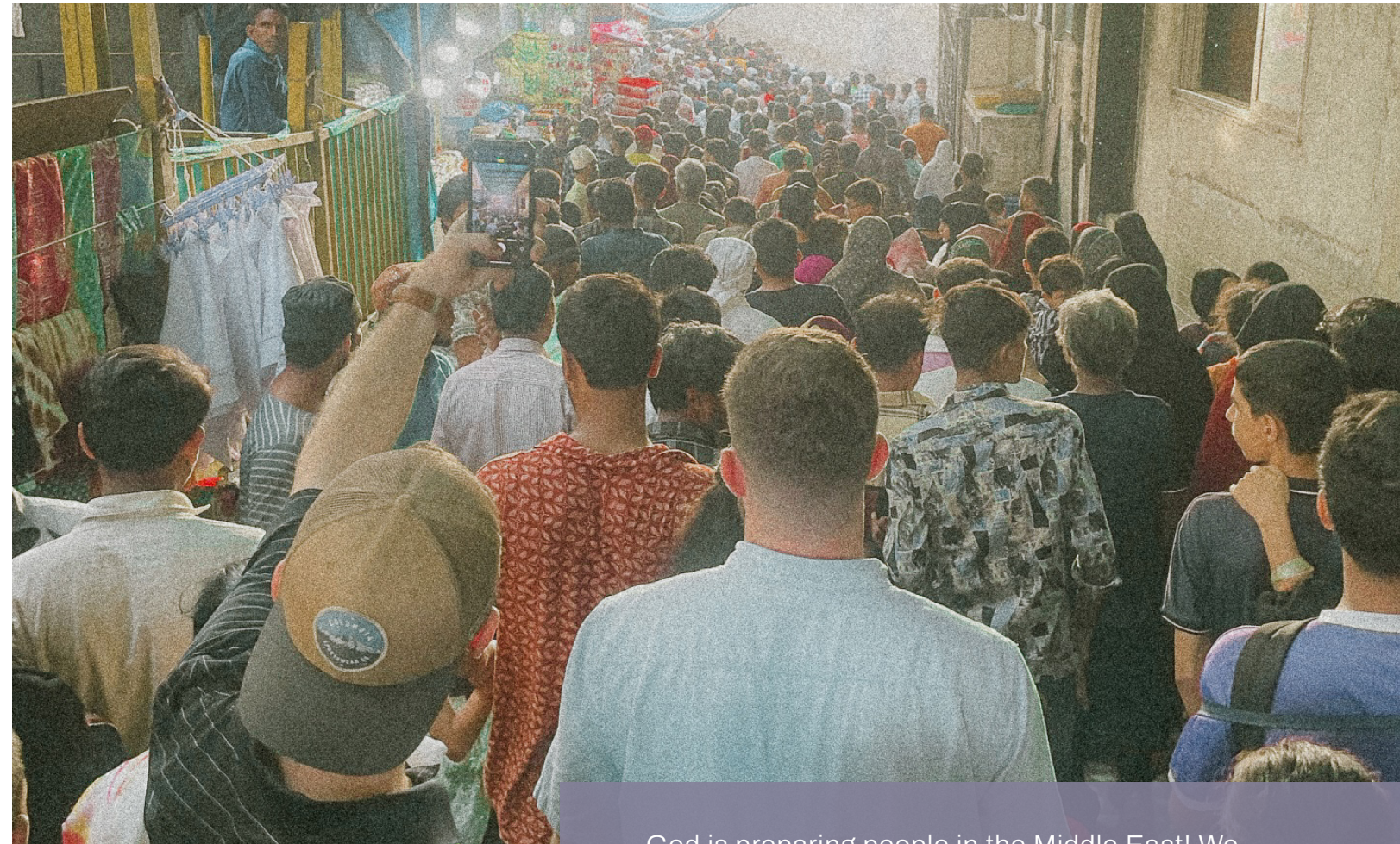
There were so many aspects that stand out—the “homework” that created space for personal repentance and then rich conversation with my spouse. The relationships in our group as we all, though each in different marital seasons, had a common ground of wanting more for our marriage. Hearing the testimonies of leaders as they let us in on their darkest days and how God got them through it. Each week we were left thinking, “We don’t have to just cruise through marriage. We get to choose to have a thriving relationship.” ReEngage taught us the building blocks of how that could be done. ReEngage has brought us closer by teaching us that each relationship comes with baggage and sin (we’re broken people after all!) and therefore a deep need of humility and forgiveness. Whatever struggle you might be experiencing in your relationship, you’re not alone. Opening up with other couples weekly was such a blessing and reinstated the need for community that spurs on our unity in marriage.

- Karissa & Hunter, Fall 2024 participants

NOVEMBER

The other day I was in a village sitting in a park with men who I had just met. One of them asked, “How’s life? Have you lived?” I responded “How does someone know if they’ve lived?” He said “I don’t know, you tell me. I asked you the question.” I then told him that I have lived because I know the purpose of my life and have been able to live it out: to glorify God for the free gift of grace he’s given us through the death and resurrection from the dead. The whole group just stared at me before one asked what I meant by that. I was then able to share the full truth with all of the men there. Starting with sin, God in the Old Testament and his covenant with his people, then explaining the sacrificial process for the Israelites, and finally how Christ is the fulfillment of what so many prophets spoke of: a savior who has once and for all taken our sin and made us righteous by faith through him because he was the perfect sacrifice. The conversation flowed on from there with some reading of passages which I was referring to and answering different questions. Two men from the group asked if we could discuss it further on a later date, and one has followed up since then and we’ve continued to look at the scripture and talk through its legitimacy. I am thankful that a group of men heard the truth for the first time that night, and I pray God waters the seed which was scattered.

- Guthrie, Redeemer Goer



After two years of investment in a local church in Southeast Asia, the leaders have opened the doors for us to invest in two house groups that meet weekly in as much capacity as possible. We are now attending with them, training weekly with these two groups of 10-15 people, and they are responding in great faith to God’s vision for them to be used for the expanse of His glory. At one of these house groups last week, there was a boy, probably 8-10 years old, who wrote all the verses about abiding from the training on his hands. He forgot his paper, but wanted to remember what the Bible said about abiding. Even this young child was focused and wanted to apply the teaching to his life.

- Carson, Redeemer Goer

God is preparing people in the Middle East! We wanted to buy floor cushions for a sitting room in our house. One of the men selling them was in his early 20s. We struck up a friendship and met a few times after for coffee and a workout. I quickly identified myself as a person of faith and told him that he was always welcome to ask me any questions. After a few hangouts, he was showing immense interest in spiritual things. Come to find out, this guy had been reading the Bible secretly on his own for two years, and after only a few meetings, decided to give his life to Christ. Only God’s work could’ve prepared this man’s heart.

- Seth, Redeemer Goer



This year we launched a brand-new initiative: a Good News Club at the elementary school just down the street from Redeemer. Every week, **more than 30 kids** gather to hear the gospel, build friendships, and experience the love of Christ in a place they already know and trust. What's even more encouraging is how this reach has extended beyond the classroom—through the kids, we've connected with families in our neighborhood, and some have even attended Redeemer. It's been a beautiful reminder that when we step into the spaces where our community already is, the good news of Jesus makes its way into homes and hearts in ways we couldn't plan on our own.



DECEMBER

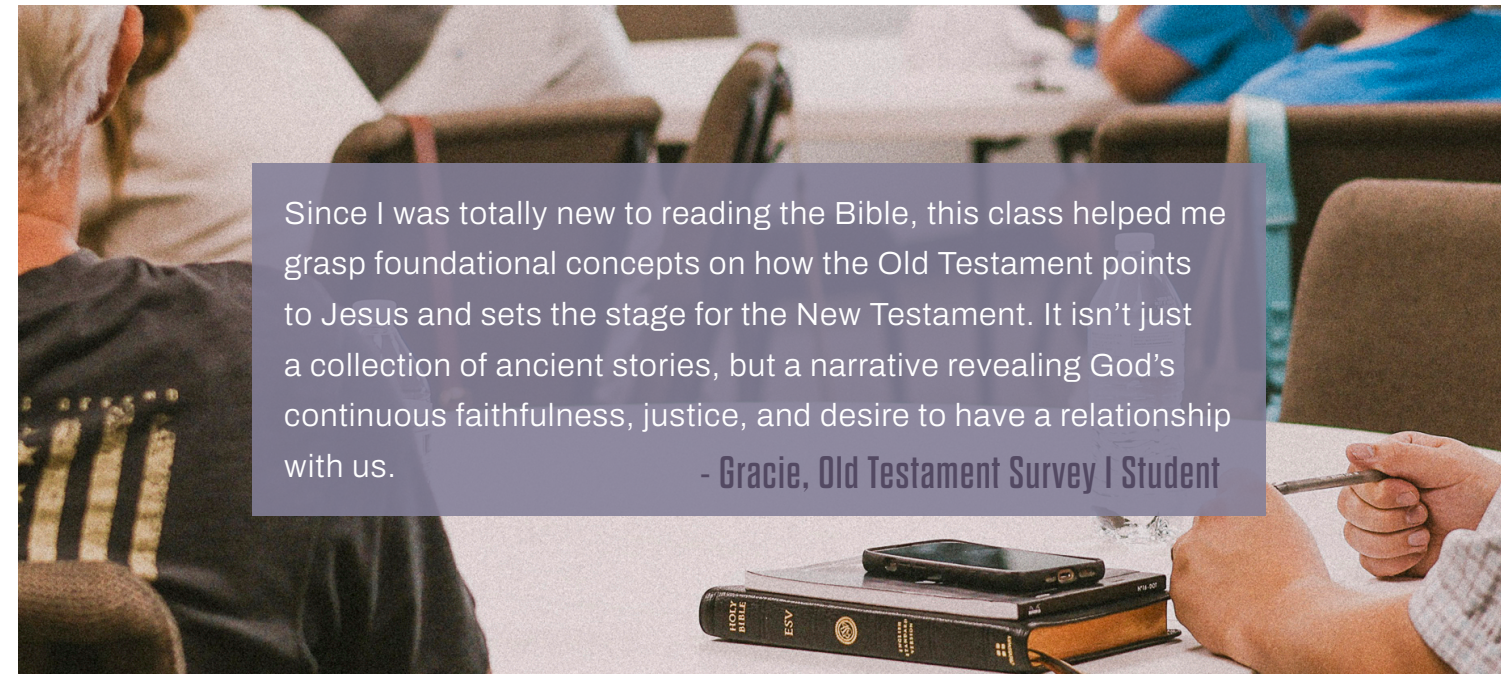


Every year, Redeemer is able to bless families and kids with toys, clothes, and groceries for Christmas to continue building relationships and reaching our neighbors. Together we served **36 families, representing 117 kids, at Parsons Elementary and 75 kids from Texas Boys and Girls Ranch.** In addition to the gifts, each family received a box of groceries for them to have a Christmas dinner!



JANUARY

222,354 minutes of the Bible listened to on the Dwell App



Since I was totally new to reading the Bible, this class helped me grasp foundational concepts on how the Old Testament points to Jesus and sets the stage for the New Testament. It isn't just a collection of ancient stories, but a narrative revealing God's continuous faithfulness, justice, and desire to have a relationship with us.

- Gracie, Old Testament Survey I Student



The Redeemer Institute launched this spring, an exciting new step in equipping our church family for deeper discipleship. Over **135 students of all ages** participated in these eight-week courses—Old Testament Survey 1 and 2, and Christian Doctrine—with many even receiving seminary credit. These classes have created space for people to grow in their understanding of God's Word and strengthen their faith and theology. The Redeemer Institute has already become a place where belief is deepened, questions are welcomed, and disciples are better equipped to follow Jesus in every area of life.



I have never read the Old Testament this fast, but it has helped me to make connections between books that I've never seen before. For example, in the book of Leviticus Moses gives instructions about how a kinsman redeemer is to care for a less fortunate family member. Boaz carries out these instructions in the Book of Ruth when he redeems Naomi and Ruth. There were instructions for everything, and while God's people failed time and time again at carrying them out, they knew the Law in the depths of their souls. I have been forced to ask myself if I know my Bible that well? Maybe most powerfully, I have been reminded these last 8 weeks about the vastness of the God we serve and the importance of approaching Him with holiness. It is only because of the righteousness and atonement of Jesus, that I am worthy to come before Him.

- Kristen, Old Testament Survey I Student

FEBRUARY

ALL IN MIDPOINT INITIATIVE

122 New Commitments
at the Midpoint

523 Commitments in Total
to the All In Initiative

317 First-Time Givers Since the
Start of the All In Initiative

\$9,995,760

New Total Commitments and Expected Gifts

This is incredible! Scripture encourages us to grow in every facet of our walk with Christ, including the grace of giving (2 Corinthians 8:7), so when someone decides to give for the first time, out of a response to God's Word about giving, we celebrate this step of faith, trust, and surrender to the Lord!



MARCH

In high school, I started dabbling in witchcraft—tarot cards and all that stuff—constantly looking for something to tell me I was on the right track, that I was worthy. I was looking for something bigger than myself. When I came to college at Tech, I did a reading on my best friend, and a few nights later, I remember having a dream that God spoke to me. And in the most calm voice, He was like, “You just need to focus on me.” And I woke up the next day freaking out. Because at that point, I believed in one higher power—whether that was the universe or the spirits or the water—but I think having that dream was like a wake-up call: God is God. Period. Point blank. And His voice, because there was no like, “You’re a bad person and you’re all these things,” but was just like “I love you and you need to focus on me,” it was really freaky to experience when all I had been wanting my whole life was for someone to say that—you’re loved and you’re valuable. After that, I started reading through Hebrews and realized that Jesus knows my pain and understands my pain, but also has walked through pain. More pain than I think anyone on this earth can imagine. That type of love that He had in order to die on the cross for me is so beautiful. I can never repay Him for that. Like I have nothing to give except for just saying, “I love you and I want to praise you and worship you every single day.”

-Lindi



So funny enough, I used to race against one of the guys here, Ricky, in high school. At the start of this semester, Ricky was in the lobby of my hall, and they were talking about Redeemer and inviting people on Tuesday nights and giving out hot chocolate. So I was like, “yeah, I’ll go.” I hadn’t really been to church since I got to college. I think I was so low, and in my head, I was like, “I need some kind of redemption.” So I started coming, and Johnny hooked me up with a free Bible and was talking to me about the Prodigal Son. That story really resonated because I was telling him about how I used to be. I told him I didn’t believe that Jesus would forgive sins that bad, but Johnny told me about that story, how it represents how forgiving Jesus is and how he died for us. I guess it kind of opened my eyes. Baptism is a statement more than anything that you’re giving yourself to Jesus. You’re dedicating yourself to following His word and continuing down that path. And that’s what I want to do.

-Trevin

While I grew up Catholic and had a basic understanding of who Jesus was, it was more about being a certain way than having a connection with God and I walked away from the church around middle school. Looking back, I spent most of my life just running from bad feelings and doing anything to feel good or even just numb in the moment. I know now everything I was doing was just making it worse and eventually I hit my lowest point. I felt so empty, like all of who I was had died and I just knew the only place I had left to turn to was God. He was the only option. I believe God was leading me towards Him because there are so many instances leading up to me coming to Redeemer that surely aren’t coincidences. For example, my home inspector was listening to the Bible on his phone and when we were casually talking about religion, he mentioned he went to Redeemer and I kept a tab open in my phone for nearly a year. I was so terrified to come to church because of all I was involved in, that I filled out a connect card online and asked to speak to a pastor. I met with Keenan and immediately started crying and I poured out my heart and told him everything I had been doing up to that point. Through all of it, he didn’t bat an eye and the very first thing he asked me was if I was safe. That moment brought me so much comfort it’s unbelievable to think about because all he knew about me was my wrongs and he chose to care about me. I realized that I wanted that. He connected me with Miss Christy and we started a Bible study together which was the first time that I’d actually read the Bible. At one point, we looked back at all we had read and she asked me what I got from it. I realized I needed to change the way I was living, that God loves me and he cared about me even if I was doing those things, but that’s not the life he wants for me. I needed to get to the lowest point of myself to give up control and say: God this is all you, you’ve kept me safe this whole time, I need you. Without him, I wouldn’t have made it out and I don’t know if I’d be alive. I didn’t think I’d ever feel a moment of peace again, but now I can finally breathe because there’s not a weight over me 24/7. I’m not just chasing that peace though, I’m chasing after God every single day. There’s nothing I can do to earn God’s love, but because he loves me so much I’m building a relationship that I didn’t even know was a possibility.

-Anjelique



154

APRIL

MAY

62

participants
in DMTs

This year, 62 people participated in Disciple-Making Teams (DMTs), 10-week groups designed to help believers abide in Christ while being equipped with practical tools to make disciples. Among them were three international believers who stepped out in faith to begin spiritual conversations, pray for neighbors, share the Gospel, and invite others to discover Jesus through His Word which led to 931 spiritual conversations and 10 professions of faith. They were able to see God at work as Jesus continues His mission to “seek and save the lost” (Luke 19:10). We believe these habits of actively and expectantly seeking the lost will continue to bear fruit—both here in our city and among the unreached around the world.



I was out sharing with two buddies on campus when we came across a guy who seemed a little off—his energy was low, and he looked sad. I approached him and offered to pray. He opened up and said he'd been feeling depressed because while his friends go out and party, he's stuck with homework all the time. I shared my 15-second testimony about battling depression myself. He said he really related to my story, but admitted he was still in the thick of it. I then shared the story of the Gospel using the 3 Circles tool and explained that Jesus is the only way to truly find freedom from depression. As I elaborated on how Jesus delivered me from depression, his heart was moved and said he wanted to accept Jesus. We prayed together through that decision, and right there he put his faith and trust in Jesus.

- Sam



45

college seniors sent

45 college seniors were commissioned and sent out from Redeemer to make disciples. While these students are part of the college ministry, it's impossible to see them without thinking of how every member at our church has contributed to their discipleship and sending! These students have led worship, served in Kids and Students, gone on trips, learned to share their faith, practiced generosity, and led GCs because of your investment in them!



JUNE

171

kids at Explore



79

students at camp

I regularly serve at 8:30 service with 4/5th graders and then I attend the 9:45 service. RedeemerKids has the privilege of welcoming in a family at the 11:00 service who have 2 girls with disabilities that shift the way they engage in a classroom setting. We believe the Gospel is for everyone so, for me, this means getting to show up as a buddy to help create a space where they can hear about who Jesus is. It is often simple acts like going into a quieter space or sitting next to them while they individually play, offering affirmation when spoken to. And not only with the girls, but being able to give their mom the comfort of knowing that they are being loved and enjoying themselves while she worships and also serves! It has been a regular reminder of the Lord's intentionality in how He cares and provides for us and I can evidently see qualities of Jesus like His nearness, gentleness and care in these environments. He gives me the opportunity to gain those characteristics through serving!

- Dylan, RedeemerKids Volunteer



JULY

Redeemer summer students were a huge blessing to our national partners and the work in South Asia this past summer. One local friend said that the summer students were critical to her friend, who is from an extremely unreached people group, coming to faith. Their presence in that South Asian megacity and faithful witness showed this young woman that the gospel wasn't some crazy story her friend made up, but real, life-changing truth about who Jesus is and what he has done!

- Madison, Redeemer Goer

From the start, I felt a conviction that this trip was about more than just teaching English. I began praying for boldness and confidence from the Lord to guide me in sharing the Gospel, even as the weight of the potential consequences pressed on my heart. On the third day of class, I turned to write on the board—and there it was: a Bible, sitting on the table. From that day on, the last 45 minutes of class were spent reading Bible stories like Daniel, Jonah, the Samaritan Woman, the Lost Sheep, and the Prodigal Son. The children took turns reading, circling unfamiliar words, and we'd discuss them together before reflecting on the question: "What did you learn about God?" And on the final day, we shared the Gospel using the "3 Circles" illustration and a hands-on activity about God's light. Saying yes to this opportunity felt wild, especially when I arrived and realized the "mission field" before me was six children, but we are praying that they would be vessels in changing the trajectory of Christianity in this country where atheism is the official religion.

-Lili, trip participant

On our first-ever family mission trip, we took a group to Guatemala. Kids, teens, parents, and college students served side by side—sharing the Gospel, encouraging local believers, and learning together what it means to be on mission as a family of faith. The trip not only gave us the opportunity to bring the good news of Jesus to communities in Guatemala, but also deepened relationships across generations within Redeemer. We came home with a bigger vision for how God can use whole families, together, to take the gospel to the nations.

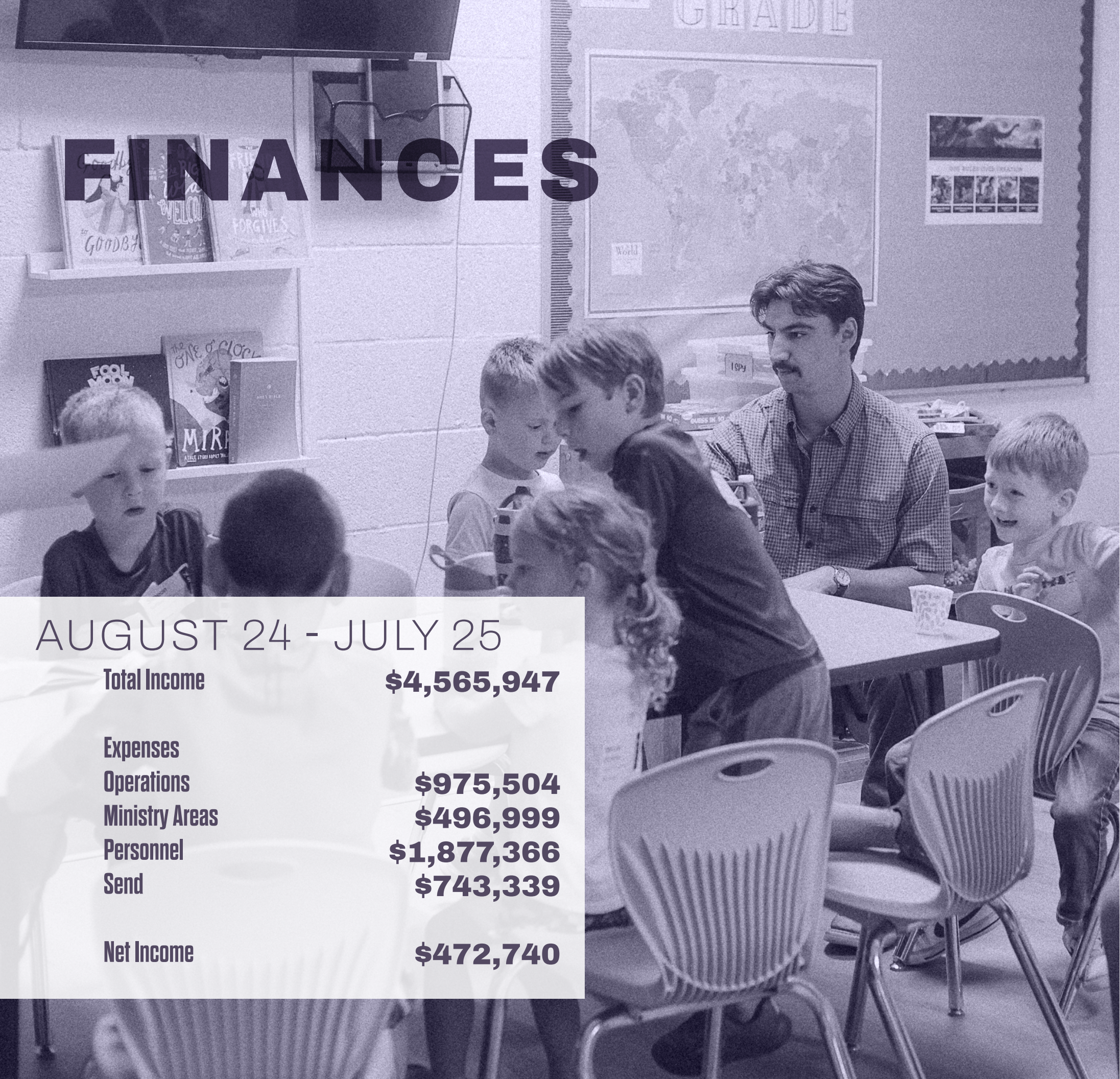


We got to share alongside local believers who ranged from pastors, seminary students, and faithful church members. We learned a ton from them on how to engage their culture effectively and we also got to train them in Gospel sharing tools over the week. At the end of the week, one of the local women we went out with told us that she almost didn't come on our trek because previous experiences with short-term trips led her to be convinced that Americans were not passionate Gospel sharers. She said our group changed her perspective and that we challenged her to share even more than she wanted to or was willing to because we were adamant about going to every house in these villages! She walked away feeling excited to share more in the actual city where she lives and invest more time developing other leaders in her church to do the same. This was a huge win! We may never be the most effective Gospel proclaimers when compared to near-culture believers, but we can encourage and empower others as we seek to be obedient to the call to go and make disciples.

- Miranda, trip participant

68
participants on
short-term trips





FINANCES

AUGUST 24 - JULY 25

Total Income **\$4,565,947**

Expenses
Operations **\$975,504**
Ministry Areas **\$496,999**
Personnel **\$1,877,366**
Send **\$743,339**

Net Income **\$472,740**

FAQs

How are budgets created, approved, and managed?

With direction from the Executive Pastors, each ministry builds its budget from the ground up every year. Directors create plans and goals aligned with our overall vision, evaluating what to continue, start, and stop doing. Our Finance Team (a lay-led advisory team) reviews proposed budgets, providing leadership in budget planning and implementation. Then, the Full Council of Elders reviews and approves the final budget before it is operationalized.

We have rigorous processes to track every dollar in and out of Redeemer, with monthly reporting for each department. Additionally, the Finance Team reviews our monthly financials and provides insight and recommendations throughout the year.

How does Redeemer prepare for the unexpected?

We maintain a balanced level of reserves to manage liquidity in all seasons. At the direction of our Finance Team and in accordance with industry best practices, we maintain cash reserves to cover a minimum of three months of operating expenses. We believe this enables us to allocate resources effectively to accomplish our mission while safeguarding against “rainy day” scenarios. In addition to our minimum reserves, we often build up additional reserves ahead of major planned projects and expenses.

Does Redeemer have any debt?

The south campus land note is \$1.2mm.

Why don't we “pass the plate” for giving at Redeemer?

We believe the best way to facilitate joyful giving (2 Corinthians 9:7, Matthew 6:4) is to make it as easy and secure as possible. We provide opportunities to give as the Lord leads. Anyone can give online at redeemerlubbock.org/give, send checks by mail, place gifts in the secure giving boxes in the worship center, or drop off gifts in person at our offices.

How do I get more information?

Any of our Executive Elders or Finance Team members would be glad to meet with you to discuss our budget and answer questions. Please email marci@redeemerlubbock.org to set up a meeting.

THANK YOU!

Behind every statistic is a story of a person whose life has been impacted by the grace and mercy of Jesus. Your giving is more than just a number; your giving impacts real people.

As we look back on our 2024-2025 fiscal year, the only correct response is one of thankfulness to our faithful God who has allowed us to be a part of His work here in our city and around the world. He alone is worthy to be praised.

Written by Redeemer Music, captures the longing and desire of our church on this All In generosity and discipleship initiative. This is our prayer: that God would move in us and through us to make His name known.

Would you do far more
Than our hearts are asking for
Let your power be made known
Would you do far more

Let your kingdom come
Let your will be done
In your church and in this world
Would you do far more

Thank you for partnering with us to make Jesus' name known to the ends of the earth.

