



HILLSONG CHURCH GLOBAL

MISSION IMPACT

END-OF-YEAR UPDATE

DECEMBER 2024





A LETTER FROM PHIL & LUCINDA

GLOBAL SENIOR PASTORS

First and foremost, we'd like to extend the biggest THANK YOU to each of our church communities, and to every volunteer and staff member for your vital part in building His church, your steadfast commitment to serving His people, and your faithful love for Him.

Welcome to the second Mission Impact update of the year! This is so much more than a report. It's a faith-stirring testimony of God's goodness across Hillsong Church globally. We hope these pages will inspire and inform you in equal measure. Since our last update in June, we've witnessed a fresh awakening of God's presence through gatherings like Hillsong Conference in Sydney and London, the Sisterhood One Days, Men's Nights and Conferences, and, of course, our weekly church services held across 124 locations worldwide.

Following our Hillsong Conference in Sydney, we gathered for our Lead Pastors Day – a meaningful time to deepen our conversation around our evolving identity as a church. Together, we reflected on our new values and the heart behind the behaviours that will help shape who we are becoming as a community. It was a privilege to introduce new Regional Support roles and our Head of Ordination. These are key appointments that will provide additional support to our lead pastors and their churches. You'll find more details on these roles in this update. Since then, we have had another Lead Pastors Gathering following Hillsong Conference in London, where we spent meaningful time together and provided valuable input on our global strategy.

A highlight of building church is gathering each Sunday and seeing all the incredible people in our congregations worshipping Jesus, growing in their faith, and connecting with each other. It was pure joy to visit many of our global locations in the latter half of this year. We spent a truly memorable time with our church family in Europe, including our teams and pastors in Milan and Amsterdam. During a visit to Cape Town in July, we had the honour of announcing Scott (Sanga) and Kety Samways as the new Lead Pastors of Hillsong Africa, first to our staff team and then to our church. These were incredibly special and Spirit-filled moments (and quite emotional for us) as we prayed for them and passed on the leadership mantle for the church we planted back in 2008.

Returning to Australia, we were blown away by the faith-filled atmosphere of our first-ever Sisterhood One Day. We were equally encouraged by the praise reports that started pouring in from our global locations about how the Sisterhood One Days had blessed and refreshed the women of our church.

In September and October, I (Phil) travelled to Los Angeles, Toronto, and New York. It was really wonderful to be with our church in Canada as they celebrated their fifteenth anniversary and incredibly fruitful to join our New York staff in valuable team health workshops.



A LETTER FROM PHIL & LUCINDA – CONT.

The blessing of belonging to a global church family means we can rally to support each other and pray for each other. Some of our lead pastors and their church communities are facing extreme trials and challenges in parts of the world that are in the grips of armed conflict, war-torn, or have been hit by disaster. We are especially mindful of Damon and Emily in Israel, Yuri and Natasha in Ukraine, Vadik and Anya in Moscow, and Juan and Damsy in Spain. They are faithful leaders who are courageously serving their communities and bringing the hope of Jesus amidst great challenges. Let’s keep lifting them up in prayer and finding practical ways to help them however we can.

It’s been a pivotal few years for our church as we’ve navigated a journey of transition and change. This season has required us to recalibrate, focusing on healthy governance, vision, and mission. Galatians 6:9 (NIV) has become a guiding verse for us: *“Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.”*

Together, we’ve persevered and are beginning to see the fruits of this journey—growing church health, increasing attendance, and more lives being transformed by Jesus. This year, we’ve also made meaningful progress in supporting our global church through the establishment of the Global Support Team and Global Support Framework. Looking ahead, we believe we’re stepping into a new season of building the church with fresh joy, faith, and courage.

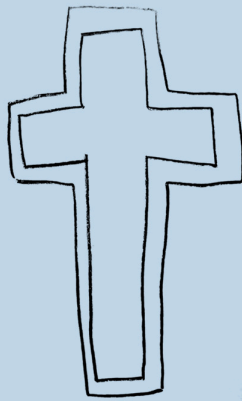
As you read through this Mission Impact update, we hope you feel a sense of what we’ve achieved together through His Spirit. Our vision is to keep building a healthy church that changes lives through Christ. We pray that every person who walks through our doors – now and in the future – will find a place they can call home, where they can build lifelong friendships and share the journey of faith in close community.

Finally, we want to extend our deepest appreciation to our Global Board and Spiritual Advisory Team for their ongoing support, encouragement, guidance, and prayer.

May God continue to bless and refresh you, Church.

Love and blessings,
Phil and Lucinda
Global Senior Pastors

“We’d like to extend the biggest THANK YOU to each of our church communities, and to every volunteer and staff member for your vital part in building His church.”



OUR VISION STATEMENT

A Healthy Church Changing Lives Through Christ

OUR MISSION

Developing purpose-filled Jesus followers

Building healthy church communities

Creating significant and sustainable social impact





OUR GLOBAL CHURCH LOCATIONS



HILLSONG GLOBAL

In March 2023, we introduced a new Global Structure designed to better serve and support our church communities across the world. This structure transcends geographical boundaries and focuses on five key areas: Church, Creative, College, Communications, and Conferences.

Creative

Creative encompasses music, publishing, and resources. Hillsong Music captures the sound of our house and shares it globally, inspiring others to worship Jesus in Spirit and truth.

College

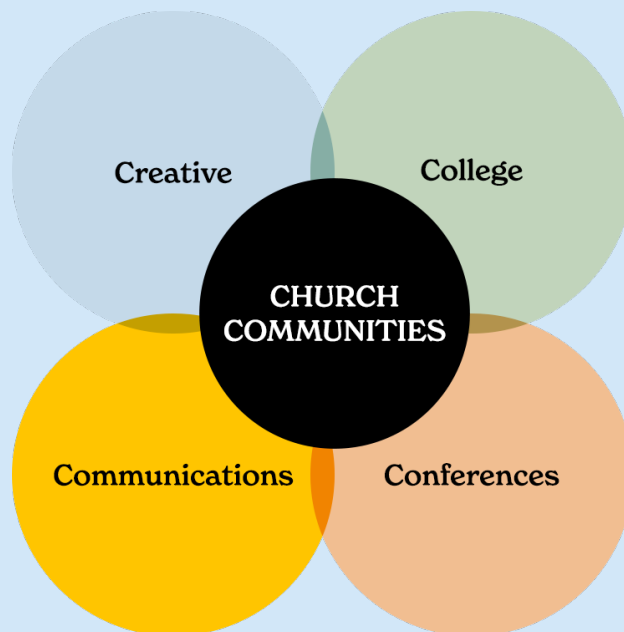
Hillsong College, based in Australia and online, aims to “disciple believers and raise leaders” by providing higher and vocational education. As part of Hillsong Church, the College is committed to building a healthy church and transforming lives through Christ.

Conferences

Hillsong Conferences – currently hosted in both Sydney and London – are the global expression of the Hillsong Church family in a highly relational setting. These conferences serve as a gathering point for our body of churches and are ecumenical in heart and approach. They exist to strengthen believers from around the world in their faith in Jesus and their love for His bride, the Church.

Communications

Our Communications team is dedicated to innovating ways to share the message of Jesus with the world. Through Christ-centred content, online engagement, and digital strategies, we aim to build the church, empower mission, and foster discipleship both online and in-person.



GLOBAL SUPPORT TEAM

HILLSONG GLOBAL

As part of our commitment to strengthening our global structure, we are excited to share some key updates regarding our Global Support Team. The role of this leadership team is to support all our global locations while overseeing and operating Hillsong Global in the areas outlined in the structure on the previous page.

In July 2023, we introduced Tolu Badders as our Global Chief Operating Officer, providing strategic leadership for our global operations, and Jonathon "JD" Douglass as Creative Pastor, serving both the Global and Australia regions while contributing to the creative vision of our church. Lee Burns, the Executive Vice President of Hillsong College, has also joined this team to further enhance the College's mission and global impact.

During our Lead Pastors Day in July, we announced the appointment of new Regional Support leaders to all our Lead Pastors. Their role is to oversee key regions and better serve and support our lead pastors worldwide. These pastoral leaders — Gary Clarke, Mário Boto, Richard van der Kolk, and Steve Dixon — bring a wealth of experience and passion to their roles, working closely with the Global Support Team to strengthen the support provided to all our lead pastors and their locations. Their bios and the regions they oversee are available here on our website. [Click here.](#)

Additionally, we announced the Head of Ordination. More updates on our Ordination Team can be found on the following page.

GLOBAL CHURCH COMMUNITIES

Regional Support



**Gary
Clarke**

Regional Support



**Mário
Boto**

Regional Support



**Richard van
der Kolk**

Regional Support



**Steve
Dixon**

Global Chief
Operating Officer



**Tolu
Badders**

Global Creative
Pastor



**Jonathon 'JD'
Douglass**

Executive
Vice-President
Hillsong College



**Lee
Burns**

Global Senior
Pastors



**Phil & Lucinda
Dooley**

[Click here](#) to view bios.

AN UPDATE FROM TOLU BADDERS

GLOBAL CHIEF OPERATING OFFICER



In our last [Mission Update](#) we introduced the Global Support Framework, designed to help us achieve our mission, grow sustainably, equip our lead pastors, and cultivate a healthy leadership culture, while ensuring effective accountability. This framework is built around four key components: accountability, care, development, and resources. The goal is to empower our lead pastors to lead effectively, build healthy churches, and change lives through Christ.

This quarter, we've made significant progress in care and accountability. Key developments include the appointment of Regional Support Oversight leaders: Gary Clarke, Mário Boto, Richard van der Kolk, and Steve Dixon. Their leadership will play a vital role in providing guidance and support to our lead pastors across different regions.

In addition, we've made strides in the area of Credentialing, which is now called Ordination, to better reflect its spiritual and leadership significance. Duncan Corby has been appointed as the Head of Ordination. With 28 years of experience as a Senior Lecturer and key leadership team member at Hillsong College, Duncan brings invaluable expertise. He has also been a dedicated member of our church for over 40 years. Joining Duncan on the Ordination Team is Margaret Aghajanian, who will

focus on wellness. Margaret has faithfully served as Head of Pastoral Care in Australia for many years and brings a deep understanding of the care needs within our pastoral teams. Their full bios can be viewed on our [website here](#).

Together, Duncan and Margaret will work collaboratively with our global church to strengthen the ordination and wellness processes. Their work will focus on developing frameworks and initiatives that enhance the quality, development, and support of our pastoral teams. Supporting them on the Ordination Team are Lisa Moore, helping design a new approach to ordination; Charissa Maloungila, helping administer our system; and Cathy Clarke and Joyce Dixon, helping pastor our pastors around the world.

We are grateful for the dedication and expertise of all those stepping into these roles and look forward to seeing how these changes will help us grow and thrive as a healthy global church.

Finally, I am pleased to share that Hillsong Church has engaged Tod Bolsinger's consultancy, AE Sloan Leadership, to develop a Global Strategic Plan in collaboration with leaders across our global church. Updates will follow as the initiative progresses.

GLOBAL SUPPORT FRAMEWORK

Lead Pastors Receive Support Through





PRAISE REPORTS FROM AROUND THE WORLD



20 Years of Hillsong DACH*

15TH SEPT

Hillsong DACH celebrated 20 years of ministry in Germany, Austria, and Switzerland. It was a day to celebrate the timeless message and experience of “welcome home.” Pastors Friemut and Joanna Haverkamp, along with their team, took time to honour individual stories, including generations who have grown up in the church and discovered their God-given gifts and calling. Gratitude was expressed for lessons learned on the journey so far, with faith and anticipation for the next chapter of ministry in the region.

*DACH refers to some Hillsong churches in Germany, Austria, and Switzerland, representing the German-speaking region: "D" for Deutschland (Germany), "A" for Austria, and "CH" for Schweiz (Switzerland).



15 Years of Hillsong Canada

29TH SEPT

Hillsong Canada marked 15 years of ministry with a special celebration in Toronto. The day honoured God’s faithfulness and the commitment of Lead Pastors Damian and Julie Bassett, their team, and the church family. The anniversary was enriched by the presence of Pastor Phil Dooley, making it a meaningful time to reflect on the past and anticipate the future with faith.



15 Years of Hillsong Berlin

6TH OCT

Hillsong Berlin celebrated 15 years, thankful for the faithfulness of God, the overcoming stories of lives changed, and encouraged by the devotion and resilience of those who have been part of the journey. Pastors Mark and Joyce Wilkinson, together with the church, celebrated ‘forward’ with a deep desire to create an inheritance for the future.



Hillsong sisterhood ONE DAY



Sisterhood is the women's movement of Hillsong Church, uniting women of all ages and backgrounds. It is a community where women can belong, a place to grow, and a movement committed to serving others. At its heart, Sisterhood is about women being set apart for Kingdom purposes and embracing their unique roles in God's plan.

This year, Hillsong Sisterhood One Day Gatherings have been a powerful expression of this movement, bringing together women from across the globe to celebrate, connect, and be empowered. These special gatherings are designed to inspire women to embrace their God-given potential and influence in their homes, workplaces, and communities.



The One Day Gatherings feature worship, teaching, and practical sessions that focus on faith, personal growth, and making an impact in the world. Together, we hosted ten Sisterhood conferences across ten countries and six continents, each filled with vibrant worship, heartfelt moments, and encouraging messages. Feedback has been overwhelmingly positive, with countless stories of lives impacted. Women are already looking forward to gathering again in 2025!

Whether you've been part of Sisterhood for years or are just discovering it, we invite you to join this movement. [Click here](#) to learn more about Sisterhood and be part of the community.

Sydney, AUSTRALIA . Barcelona, SPAIN
Paris, FRANCE . London, UNITED KINGDOM
Lisboa, PORTUGAL . Buenos Aires, ARGENTINA
California, UNITED STATES OF AMERICA
Madrid, SPAIN . Toronto, CANADA . Bali, INDONESIA
Century City, Somerset West & Pretoria, SOUTH AFRICA

SISTERHOOD ONE DAY GATHERINGS FROM AROUND THE WORLD





BUILDING HEALTHY CHURCH COMMUNITIES

HILLSONG CONFERENCE SYDNEY

9-11 JULY | HILLS CAMPUS, SYDNEY



ALWAYS-JOY

4,240 people gathered. 39 countries represented.

Hillsong Conference 2024 held in Sydney was a significant gathering where God moved uniquely and profoundly within us individually and our church community. The three days we spent together under the name of Jesus were filled with countless testimonies of God working through His people, stories of spiritual growth, new friendships, miraculous healing, restoration, joy and so much more. To our delegates, we want to thank you all for being a part of it and making Hillsong Conference so special. It would not have been the same without you! To our volunteer teams and staff – thank you for all your hard work, prayer, and commitment to make this year’s Hillsong Conference a strong, memorable and powerful experience for the delegates. A sincere thank you to Pastors Darrell Johnson, Chris Mathebula, Mark Sayers, and Trudi Sayers! Your presence and wisdom have enriched this year’s Hillsong Conference beyond measure. Your revelations and teachings have inspired and empowered us to walk closer with God and each other. We are deeply grateful for your contribution to building His kingdom.

You are invited to Hillsong Conference Sydney 2025. Visit our [website](#) to find out more.



BUILDING HEALTHY CHURCH COMMUNITIES

HILLSONG CONFERENCE LONDON

30 OCTOBER - 1 NOVEMBER | THE EXCEL, LONDON



ALWAYS-JOY

4,700 people gathered. 50 countries represented.

For the first time in five years, we gathered our UK church alongside believers from across Europe, with hundreds of churches represented, for three days of Hillsong Conference London. These days were filled with powerful and inspiring testimonies of God working in and through the lives of His people, stories of a deepening understanding of His love and purpose, new connections, renewed spirits, healings, and, of course, joy. It was truly an impactful and transformative time, where God moved in extraordinary ways. We want to express our deepest gratitude to our wonderful delegates – thank you for leaning in with expectant and prayerful hearts. Your presence made the Conference truly special! To our incredible volunteers and staff, we are so grateful for you and your contribution across so many areas, seen and unseen. Thank you for your heartfelt dedication in making this year's Conference memorable for all. A special thank you to Martin Smith, Agu Irukwu, Stephen Foster, Jon and Chantal Norman, and our whole team of contributors. Your insight, wisdom, and teaching have greatly enriched us at this year's Conference and blessed our church and the greater body, particularly across Europe.

You are invited to Hillsong Conference London 2025. Visit our [website](#) to find out more.



SIGNIFICANT & SUSTAINABLE SOCIAL IMPACT



For more than 70 years, Compassion's mission has been to release children from poverty in Jesus' name. Today, Compassion partners with more than 8,500 local churches in 29 countries to provide holistic care for more than 2.3 million children living in poverty.

Hillsong has been blessed to partner with Compassion for over 20 years, supporting local churches and witnessing the transformative power of Jesus in children's lives. Together, we've had the privilege of seeing nearly 130,000 children and their families break free from poverty through the generosity of sponsors, many of who were connected through Hillsong's advocacy at worship gatherings and conferences.

As a church, we remain focused on Uganda, where we're grateful to be part of positive change in the lives of children, their families, communities, and the nation as a whole. The following page highlights three key areas of the Hillsong and Compassion partnership.

- 38,862 children are currently sponsored through Hillsong.
- 129,249 children have been sponsored throughout the history of Hillsong's partnership with Compassion.



In September, some of Hillsong's lead pastors and key team members travelled to Uganda with Compassion to witness their work firsthand. They visited the front lines of Compassion's ministry, experiencing the beauty and resilience of local churches amidst poverty. It was an incredible opportunity to broaden their perspective and see God's love at work, transforming children, families, and entire communities. The experience was truly special and highlighted the impactful work Compassion is doing alongside local churches and communities.



"The Uganda trip was truly a blessing for our team, revealing the other side of our sacrifices and the long-term impact of our partnership with Compassion. We witnessed countless stories of personal impact and community transformation."

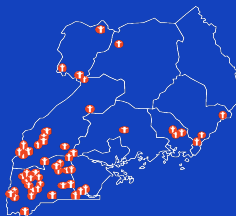
CHRIS MENDEZ, LEAD PASTOR OF LATIN AMERICA, WITH CHILDREN SPONSORED BY HILLSONG LATIN AMERICA CHURCH



Vicky receives holistic care and is known, loved and protected by the staff and volunteers at the Compassion project based at her local church in Karamoja, Uganda.

HILLSONG HAVE ENGAGED IN 3 ASPECTS OF COMPASSION'S WORK

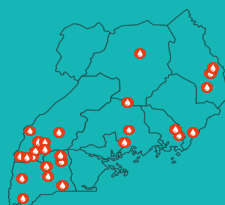
1. Holistic Child Development



Compassion is the leading authority in Holistic Child Development in partnership with local churches. Since 2002, Hillsong has supported this work through child sponsorship.

- Holistic Child Development addresses the physical, spiritual, social and cognitive development needs of a child living in poverty.
- 12,205 children in Uganda are currently sponsored through Hillsong.
- Hillsong supports 51 Compassion projects at local churches to deliver Holistic Child Development (see map).

2. Hillsong UK / Europe Water Interventions: 'Since The Water Came' Impact



Compassion partners with thousands of local churches to bring safe water and improved sanitation to the children in their care. Since 2009, Hillsong has helped provide access to safe water through boreholes, wells and rainwater catchment systems, safe and hygienic toilet facilities and hygiene training to minimise health risks.



17 Water Interventions delivered by 29 local church partners



£669,800 Donated by Hillsong



11 bore holes



107 tap stands



13 water tanks

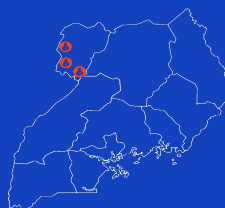


1 toilet block



359,573 people now accessing safe water and sanitation

3. Child Survival Interventions



For babies born into poverty, the first 1,000 days of life are critical to survival. Compassion's Child Survival interventions keep mums safe during their pregnancy by providing pre-natal and post-natal care, including check-ups, vaccinations and the presence of a medical professional during childbirth.

What's more, they help babies reach their first birthday by ensuring they receive vaccinations, vitamins, nutritional supplements and growth checks.

Compassion Survival Interventions reach thousands of babies and mothers around the world and help ensure their critical needs are met immediately.

Hillsong UK has:

- Donated £51,368.
- Supported Child Survival Interventions at 3 centres (see map).



A LETTER FROM DR STEPHEN CROUCH

GLOBAL BOARD CHAIR

Dear Church,

“For unto us a Child is born,
Unto us a Son is given;
And the government will be upon His shoulder” — Isaiah 9:6 (NKJV).

It was Isaiah who foretold the birth of Jesus over 700 years before the first Christmas. It is our tradition to sing Christmas Carols at Hillsong Church and around our nation over 2,000 years after the first Christmas. The Christmas period provides us all with a great time to stop, reflect and express our gratitude. Christmas is a great time to consider the generous gift of Christ.

As we celebrate Christ over Christmas, please stay mindful of and pray for our brothers and sisters who are serving our Hillsong churches in Israel, Ukraine, and Moscow. Our community in these places has suffered for Christ but their faithfulness is like that light on the hill, carrying His light, no matter the circumstances.

I am especially grateful for you, the people who make up the church, serving with your talent, your time and your gift. You really do embody “A healthy church changing lives through Christ”.

This year we have seen our church grow, as each of you have grown, building healthy church communities and developing purposeful-filled followers of Jesus.

Thank you, Church, for your generosity through Heart for the Mission, and your invaluable support for social impact initiatives with CityCare and partners like Compassion.

To our Hillsong Volunteers, you are an inspiration. Thank you for your faithful service and dedication — your selfless efforts truly embody the heart of our church.

Finally, my gratitude extends to our Global Support Team and to Phil and Lucinda who have provided exceptional leadership. You have faithfully led our church toward greater health, credibility, and spiritual strength, guiding us into God’s purpose for His church.

Be blessed this Christmas!

Dr Stephen Crouch
Global Board Chair

GLOBAL BOARD UPDATE

As the Global Board, our commitment remains steadfast in placing a greater focus on trust, culture, and health within our church. In this spirit, we are pleased to provide an update on recent developments regarding our governance and strategy.

Ordination Update

We are encouraged by the progress in the area of credentialing, now referred to as Ordination. We are pleased to announce the appointment of Duncan Corby as Head of Ordination and Margaret Aghajanian in a Wellness role, which will sit within the Ordination Team.



Duncan Corby



Margaret Aghajanian

The full team has now settled into their roles and is collaborating globally on initiatives to strengthen credentialing and wellness across our church. Further details on these developments can be found on page 8.

Global Strategy

To support Hillsong Church's long-term operational strategy, we have approved and initiated the development of a comprehensive global strategic plan. The team are seeking God's heart and purpose for the years to come. We are filled with faith that our best years are ahead of us.

As we move toward 2025, we thank you for your continued prayers and support. Together, we seek God's wisdom as we plan for the future potential of Hillsong Church.

Global Board Progress Report

- In progress
- Action completed
- To be commenced
- Progress delayed

Pastor Credentialing Process

- | | Progression |
|--|-------------|
| 1. Reframe the process away from being a discipline and restoration for pastors to being an inquiry into the fitness of a pastor | ● |
| 2. Form a new body within church to handle complaints relating to a credentialed pastor | ● |
| 3. Complaints about the Global Senior Pastor be outsourced to an external, independent investigator | ● |
| 4. Form a single credentialing body and provide psychological assessment for future candidates for ministry | ● |
| 5. Develop a program of providing ongoing accountability and support for credentialed pastors. | ● |

Hillsong Global Board

Click [here](#) to view bios.



Tolu Badders

Global COO
B.S., B.A.,
M.A., M.S



Dr Stephen Crouch

GAICD, FCA,
B.Bus,
MEc, DBA
Chair



Russell Dacre

MBE, MBA
Deputy Chair



Phil Dooley

Global Senior Pastor
B.Bus



Ana Loback

CBP,
MBPsS,
MSc, MRes,
DrOP



Louise Markus

GAICD,
BSocWk



Siboniso Nxumalo

BCom,
MBA



Fadzi Whande

MSc, EMBA,
GradCertSoc
mp



Andreas Nielsen

Lead Pastor
Sweden



Mário Rui Boto

Lead Pastor
Portugal
Regional Support

THANKYOU!

To all our campuses and church communities across the world.

As we reflect on this past year, we are deeply grateful for each of you. Your commitment, generosity, and faith have been instrumental in strengthening our church family and extending our reach into communities.

Thank you for being the heart and hands of our mission.

Let's continue to build on this incredible foundation as we look forward to the new year with anticipation and faith.

Blessings,
Hillsong Church



Contact: governance@hillsong.com