
HILLSONG CHURCH Q1 REPORT



JANUARY – MARCH 2024





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DENMARK LOCATION REPORT

Dear Church

In 2023 we set out to change a number of systems & processes in order to not only be healthier but also ensure that we are not just a church with good intentions but also follow through. I believe that we are already starting to see the fruit of many of these changes across the life of church.

As you read through this first quarterly report, I hope you see the evidence of much new life springing forth across the departments. From leadership initiatives & live worship in Hillsong Kids, to youth & young adults taking significant steps of maturity & community forming more & more in new Connect Groups & various ways of connecting like the "Girls who" initiatives.



Thomas and Katherine Hansen
Lead Pastors Hillsong Denmark

We finished 2023 with a bit of turbulence, which also meant, we took a hit in our finances. As a staff & team I believe, we have all taken responsibility to correct the course of church & as you will see in the financial section, we have been able to cut our expenses significantly. While this has obviously meant that we have had to say no to many things, we have done in the past, we have by the grace of God & faithfulness of people, still seen church continue to grow & new initiatives starting. Jesus is truly building his church. On behalf of the board, let me also thank everyone, who have chosen this year to help carry the burdens of church by offering up their time, talent & treasure.

The 7 Chapters of 2024 form a sentence that describe, who we are as a church:

We are a contemporary Christian charismatic conservative church community.

Ephesians 1:23 MSG says, "The church, you see, is not peripheral to the world; the world is peripheral to the church." This might sound lofty for a small local church to quote but we have already seen this year many opportunities come our way in order to share the Good News of Jesus with many people across Denmark & our prayer is not only that it will continue but that it will reach into OUR families & friends' lives.

Of all the things we pray we will celebrate this year, may the salvation of loved ones rank the highest.

God bless you & much love, Thomas & Kat





WHO WE ARE

Our Vision

A healthy church, changing lives through Christ

Our Mission

Building healthy church communities

Purpose-filled Jesus followers

Significant and sustainable social impact

Our Values

We are Jesus followers

We are a Generational church

Culture of Welcome Home

Generosity

We have fun

Servanthood

Worship

Our Objectives

Reach the lost

Serve the found

Mobilise the called

Strategic Priorities 2023 - 2024

Discipleship

Life
Seasons

Generations

All
Age groups

Care

Provide Help
Church & City

Home

Enable
Midweek & Care

Creative

Live a life of
Worship





KEY METRICS UPDATE

Baptisms			
Copenhagen		Aarhus	
8		2	
Visitors		Decisions	
Total Q1 '24 7990		Total Q1 '24 328	
CPH 7154	AAR 836	CPH 304	AAR 24
Total Growth ↑ 769		Growth ↑ 57	
↑ CPH 547	↑ AAR 222	↑ CPH 44	↑ AAR 13
Wk % Growth ↑ 9.6%		% Growth ↑ 21%	
↑ CPH 9%	↑ AAR 30%	↑ CPH 17%	↑ AAR 118%





COPENHAGEN

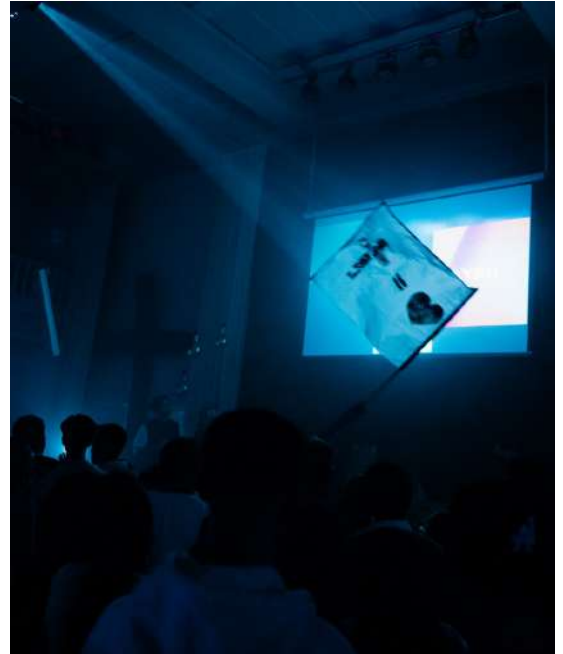
Q1 2024





COPENHAGEN LOCATION REPORT

It is such a blessing to do life and build church alongside so many great people here in Copenhagen. It wouldn't be the same without you! It has especially been incredible to hear stories from people who have come to faith in Jesus this year and who have entrusted us as a church family to do the journey with them. Our need to focus on discipleship is getting increasingly relevant and we are expectant to see what God will do in us and through us as we go down this path together. A lot of work, especially behind the scenes, has already been done and a lot more is to come when it comes to how we can help one another follow Jesus (discipleship). More will be said at a different time, but here is a bit of an update of some of the things that we can share now.



Baptism

We believe that the first act of a follower of Jesus is to be baptised in water. This is not the finish line at the end of a race, it's the beginning of the journey with Jesus. In baptism, we are united with Him in His death and raised up to a new life with Him. We have had the privilege of celebrating with 8 people in the first quarter of the year as they did just that!



COPENHAGEN LOCATION REPORT



Baby Dedication

Over the last few months, we have seen five children dedicated to the Lord. As a church we bless the babies, pray for the parents and believe for the best for them as a family as they move into the future. It is not just the cutest moment in the life of our church, it is also such a powerful example of what it means to be a church family.

The Alpha Course

Alpha is a place to explore the Christian faith with others. This time, we are doing the course in person, which seems to be a success. Our focus is mainly to help the people within our church who have recently come to faith in Jesus. The course is not finished yet, but already there are great stories being told about the impact it has had in people's lives. 17 people are currently enrolled in CPH.



Connect Groups

Connect Groups are our way of providing smaller settings where people can get to know one another and grow in faith together. Although we have seen a slight decline in the number of groups (we have 16), we currently have more people in groups than we had last year. This also means that we are running out of space.



COPENHAGEN LOCATION REPORT



Young Adults

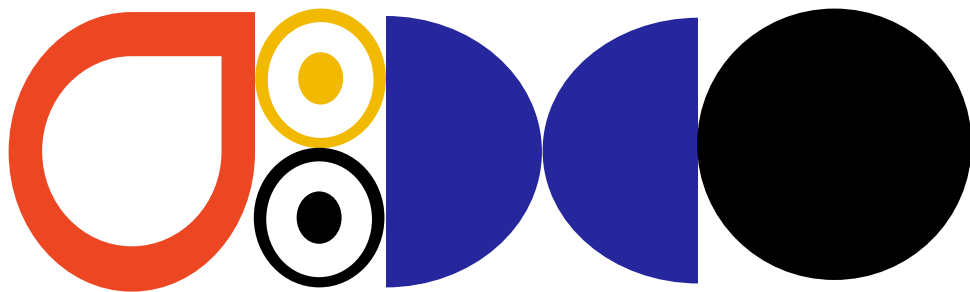
Our young adult's community started the year with reading "the purpose driven life" together. In addition to that they have met every other Thursday to study the Bible in a group setting. They continue to be an important part of our Sunday evening service both through volunteering in different teams and focusing on building community.



Youth

In addition to the weekly pre-service hangouts, we have started "Last Lunch". This is an extended time for the teenagers to get to know one another and grow in faith together on the last Sunday of the month. For those being youth dedicated in April, we went through a biweekly program that takes them through foundational aspects of faith. We want to bless them as they enter the next season of life. It is for anyone in 7th or 8th grade. This is often done at the same time as their classmates are being confirmed. Throughout these first three months we have seen an increase in numbers of teenagers joining our church, as well as seeing them get plugged in and involved. The youth band continues to be a contributor to this as well.





KIDS REPORT

Hillsong Kids has had a great start to the year! We have focused on cleaning up in our systems and getting all the right information so we can have easy and clear communication with all families about upcoming events and playdates.

As a team, we are seeing a great community and friendships taking place. I am happy to say that though it's a team of hard workers, we have a lot of fun, so don't miss the chance to follow our Instagram @hillsongkidsdk for info and a good laugh.



KIDS DEPARTMENT REPORT



Junior Leadership Program

In the beginning of this year, we started our JLP – Junior Leadership Program again. It is a 6-month program, with 1 class a month followed by a graduation. The purpose of JLP is to speak and teach biblical principles and leadership keys into the kids, to help them serve and lead in all spheres of life. We have a good group in the program right now and we are seeing them grow weekly. They are also finding fellowship and team spirit in the JLP. Come summer, when they graduate, all of them are interested in serving as Junior Leaders in Kids



Events in Kids

So far, we have had our annual Fastelavn celebration, and it was a fun afterparty for the whole family with an award show and the kids getting to hit the barrel. For Easter, we had the annual Easter Egg Hunt with around 250 adults and kids gathering for fellowship and community. What a great day that was! We have had our first "Tribe playdate". Every 3 months, a tribe in kids can win a playdate to a 'trampoline land'. The kids and kids' leaders have so much fun while the parents have a chance to connect as well. We believe these playdates will be key in building strong friendships within church.



CARE DEPARTMENT REPORT



Our desire is that everyone in church knows that they can receive care and support, no matter what they are navigating in life. We want to celebrate the wins and come alongside during the challenging times.

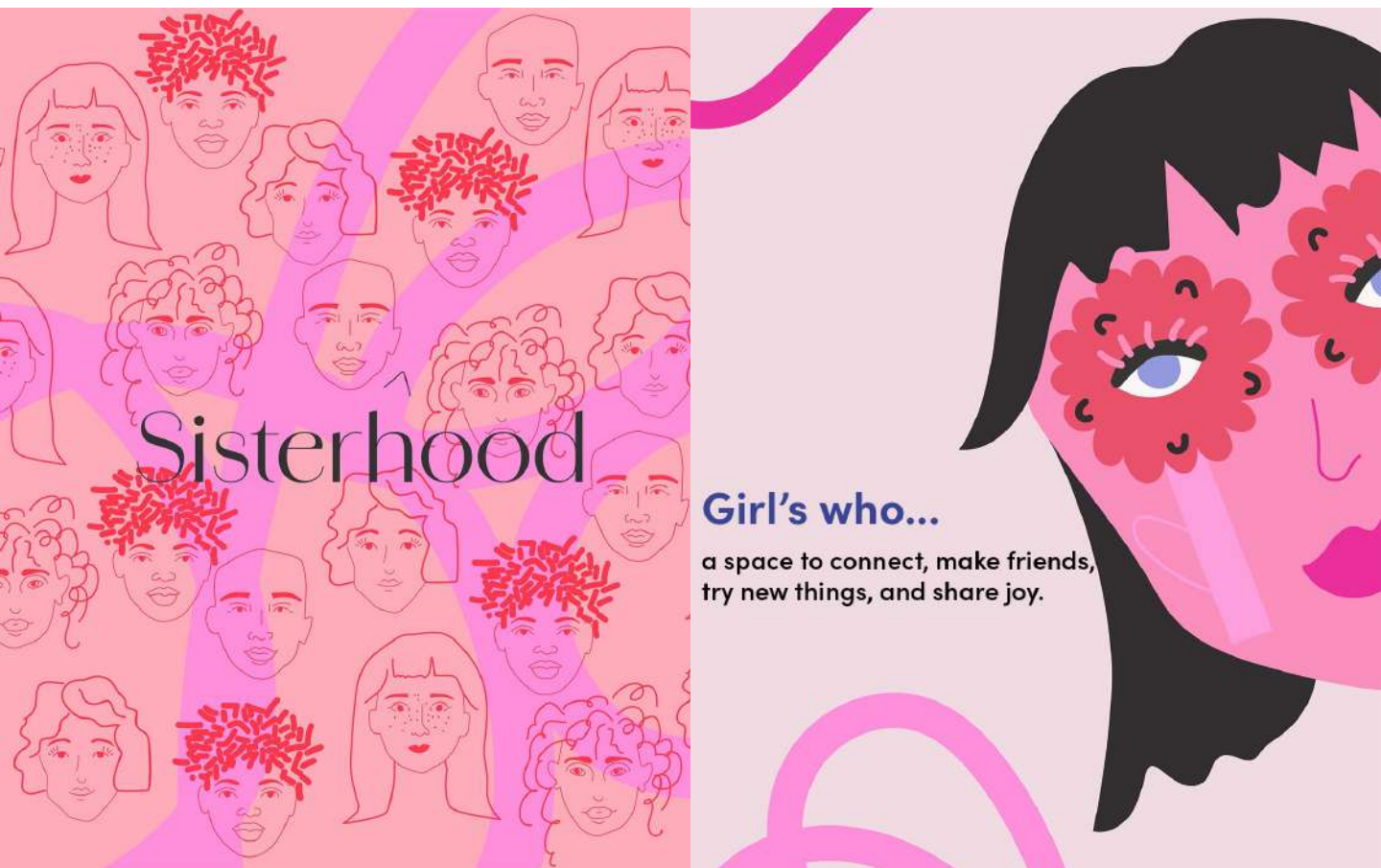
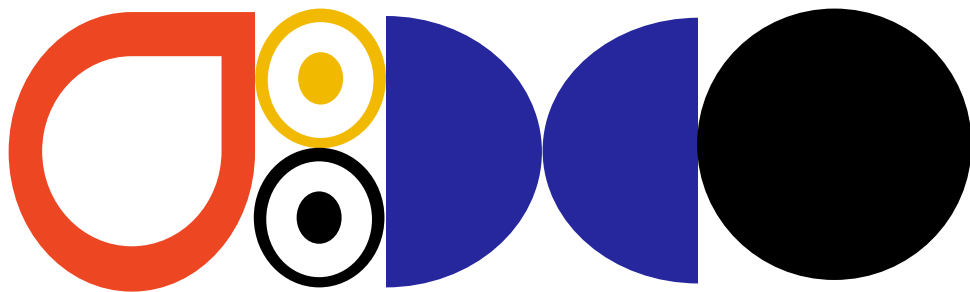
Every Sunday, we have a prayer team available at each of our services in Copenhagen, ready to pray for the congregation.

Our care email, care@hillsong.dk is available for anyone to reach out to, if they need support or prayer, & one of our care team will be in contact.

As we move forward, we are committed to;

- Continuing to build the care team.
- Finding the right pathways for people in need, through professional care.
- Training for our connect groups and care team, so we can care for our congregation best.





Sisterhood

Girl's who...

a space to connect, make friends,
try new things, and share joy.

SISTERHOOD REPORT

If you are a woman in our church, then you are part of sisterhood! Our desire is that every woman feels connected no matter what season of life you are in. To help create this fellowship and connection amongst the women in our church, we launched 'Girls Who...'! 'Girls Who...' is an opportunity to gather around one another's passions and hobbies, to build connection and fellowship with each other. Each event is on our church centre app, and you can also email sisterhood@hillsong.dk if you would like to create your own 'Girls Who...' group. As we move forward, we want to continue strengthening the sisterhood community through sisterhood connect groups, 'Girls Who...' gatherings and sisterhood nights, with worship and bible teaching.



CREATIVE TEAM REPORT



Creative Intro

The Creative Team's main job on a Sunday, is to lead our church in Worship, which is so much more than singing a couple of songs together. We know that we can't lead anyone where we haven't been ourselves. Therefore, we make sure we all seek Jesus personally before any service. We ask the Holy Spirit for guidance and ask God what he is doing today. With lights, images and excellence, we want to demonstrate God's beauty. We seek to take you all on the journey of Living a Life of Worship.

KIDS worship

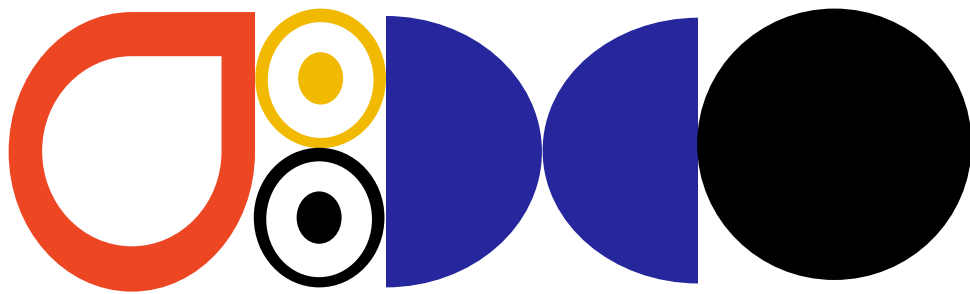
This quarter, we have had a big focus on live worship within our KIDS ministry. We have a team of both Creatives and KIDS volunteers. This team will be the focus this next quarter, so we can have live worship in kids more than every 3rd Sunday.



Volunteer

We see a continued growth within the team, but still welcome more. We will continue to look at our onboarding process and volunteer journey within the team. Particularly looking at putting on masterclasses for the different teams and positions, starting with drummers, MDs and worship leaders.





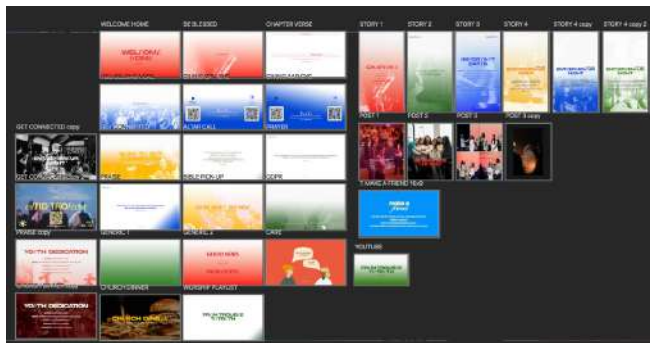
CREATIVE TEAM REPORT

Easter

The creative team pulled off 3 different Easter services, that all tied together. Good Friday was a presentation of the Easter story from Jesus on the donkey on his way to Jerusalem, to the time of his death on the cross. Sunday morning was a big celebration of the fact that the grave didn't hold Jesus, but he rose again and made eternal life for us possible. Sunday Night, we did the second worship night of the year - a full night of prayer and worship celebrating Easter.



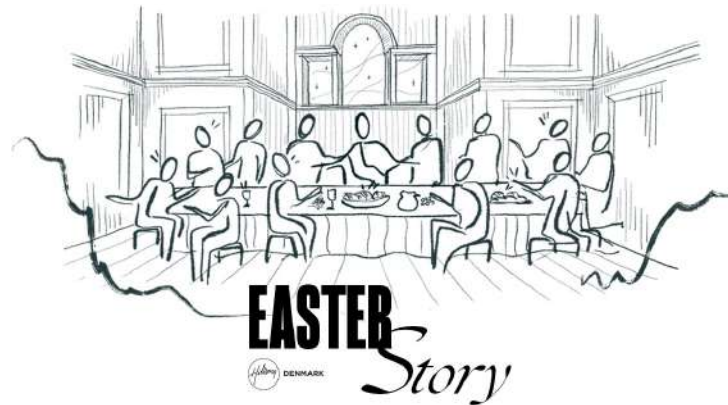
COMMUNICATIONS TEAM REPORT



Over the past 3 months, our team has been able to create 4 different chapter designs including:

- We are
- Contemporary
- Christian (Easter)
- Charismatic

Besides the chapter designs, we have been able to create several campaigns such as 'Girls Who..', Youth Night, Winter School and more. We've also been able to create special moments such as the animated Easter Story, and stage design within the same theme.



During the next 3 months, we are working on the Summer, Mother's Day, and Father's Day campaigns. We are hoping to be able to launch a new Merch campaign, and rebranding of our website.





COMING UP

APRIL – JUNE 2024





COPENHAGEN COMING UP APRIL - JUNE

Youth

On 19th April, we had our first Youth Night of the year. This was a night of fun, worship and the Word, and seeing teenagers have encounters with Jesus.

In relation to this, we launched our youth parent community. The first gathering happened simultaneously with the youth night.

In the next few months, we will also be starting a youth program every second Friday night, which will also include the youth-band rehearsal.



VALUES, MISSION, THEOLOGY, HISTORY, STRUCTURE, FINANCES

YOU
HERE

BASECAMP

07 APRIL - 14 APRIL - 21 APRIL

13:00-14:00

Basecamp

Basecamp is an introduction to our church for anyone who would like to learn more about who we are, what we believe and how we operate. The first round in April was live over three Sundays, directly after our morning services. We are looking to see if we can put on an online version as well to enable more people to participate.





COPENHAGEN COMING UP APRIL - JUNE



Connect Groups

In this next quarter we are set to launch a few new connect groups. One of these will be for mums with young children, which will be an addition to the monthly mums and bubs hangout. We are also looking into how to multiply two groups that have reached 20-30 members. As we are working through that we are trying to document our learnings so that we can use the lessons learnt to improve how we can help leaders launch, grow and multiply groups in the future.

Young Adults

A new initiative that has recently started, (also) within Young Adults, is the “girls who...” events. In addition, there will also be “guys who...” events happening. The aim is to bring young adults together outside of the regular Bible study and church services to strengthen community and make it easier for new people to get connected.





KIDS COMING UP APRIL - JUNE



Events coming up

We have 2 more Tribe Playdates planned in May and June, where we hope to see many kids and parents attend. OBS, please make sure your contact info is on your profile in church center so we can reach out.

In June, we have our first Junior Leaders Graduating from JLP, so we are excited to celebrate with them.



CREATIVE COMING UP APRIL - JUNE



Touching Heaven Night

Our next Touching heaven night is coming up on Pentecost Sunday, May 19. We are blessed to have Hillsong Stockholm's Creative Pastor – Eric Liljero with us, leading us all in worship, together with our local team. We know it will be a blessing for our church, but definitely for our creative team, as we get to lean in and learn from a legend when it comes to leading church worship.

Creative Team Night

As always – every last Thursday of the month, we gather the whole Creative Team, where we have fun, eat something delicious, and get spiritually filled as well. We pour into the team, the way they pour into church on any given Sunday.





AARHUS

Q1 2024

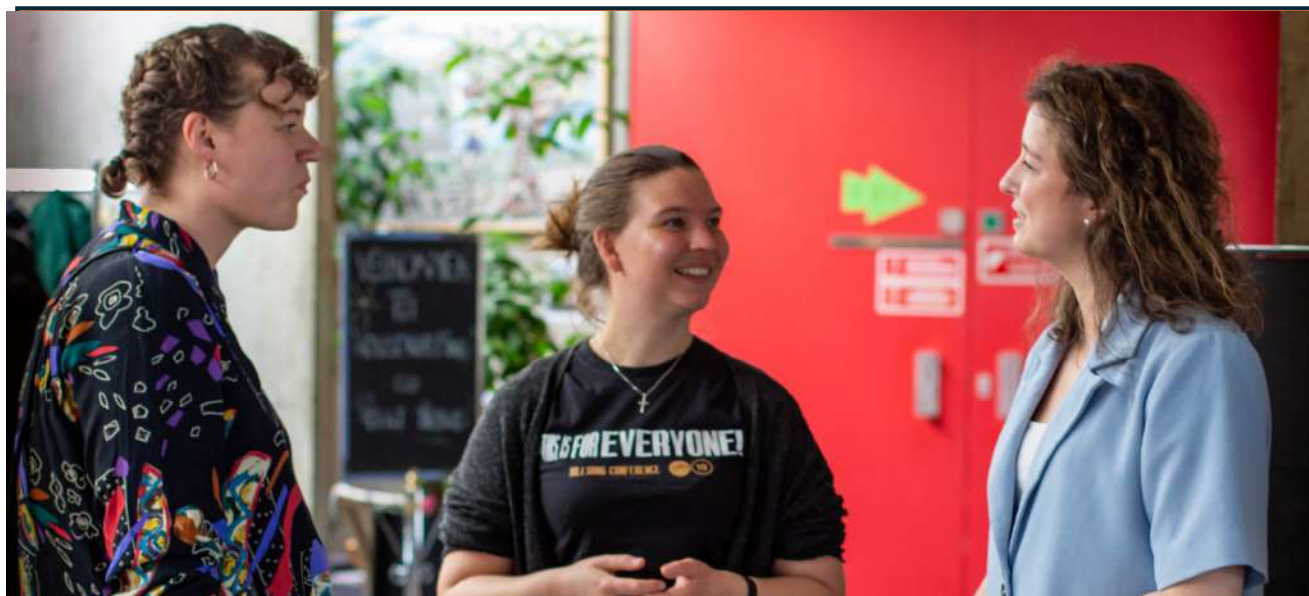




AARHUS LOCATION REPORT



First, just a big thank you to everyone who makes Church happen in Aarhus, week in and week out. It's an honour serving alongside everyone. Because of what you do – we are part of building his Church and we serve a bigger purpose. We've heard amazing stories of what's happening in Aarhus - from people who have been healed from cancer, to friends and family who have found Jesus. We're excited to see what God is doing in this city - and we just want to see more of him. And with all that said and the flow of people who are finding Jesus right now in Aarhus, our focus is on discipleship. Like previously mentioned in the Copenhagen section, the team across locations has been working on plans about how we help people, and one another, to follow Jesus. This is an ongoing process.





AARHUS LOCATION REPORT

Collaboration with Kultarhus Bunkeren at Fastelavn:

Our collaboration with Kultarhus Bunkeren for the Fastelavn celebration was met with enthusiasm from the local community of Aarhus N. The event not only fostered a sense of community but also attracted individuals who then joined our church service. People who usually don't go to Church came. It also strengthened and connected our relationship with the owners of the venue, which is Kultarhus Bunkeren and their team. Shout out to all the kids in Church, who helped in colouring the "Fastelavns tønde"!



Local Alpha Launch:

Excitingly, we launched the Alpha program locally here in March, providing an enriching opportunity for people to discover faith. This initiative aims to create a space for meaningful conversations, fostering spiritual growth and understanding - but also just talking about simple questions regarding faith. Last year, Alpha was online across locations, but we're happy that we can now do this locally - because we believe that eating together and having fellowship is also an essential part of Alpha. Hanna and Helge Jarness lead this area in Aarhus.





AARHUS LOCATION REPORT



Creative Storage in the Auditorium

We've been carrying gear up and down every Sunday for a year. But, from March 2024, storage inside the auditorium has finally been built. This means a lot to our amazing volunteers. We now carry less on Sundays, and we save time that can be used on other things, like growing our community in Aarhus.

Sunday Service time adjustment

The decision to change our service times from 13:00 to 11:00 has proven to be a success. We decided on changing the service times after a big response from our Church, and for now, we have just one service in Aarhus. From a practical point of view, it also works well that preachers visiting from Copenhagen can make it back for the 17.00 service in Copenhagen.



CityCare Christmas Initiative with Women's Shelter

The recent Christmas initiative brought immense joy to 12 women and 20 children at the local women's shelter in Aarhus. The personal and emotional impact of receiving individualized gifts on Christmas Eve resonated deeply with the women and kids, eliciting tears of gratitude. This initiative stands as a testament to the generosity and compassion of our church. So, thank you – and a special thanks to the team of Lynn Madsen, Diege and Andrew Ferenbach.





COMING UP

APRIL – JUNE 2024



AARHUS COMING UP APRIL - JUNE



Y&F in Aarhus

Looking forward, we are actively exploring avenues for the development of our teenage ministry. Currently, the recent couple who was leading this are on maternity leave, and efforts are underway to identify a suitable solution. Your prayers and support during this transitional period are deeply appreciated. We are working on to continue driving youth from Aarhus to Youth Nights in Copenhagen.

Summer hangouts and Welcome to Church dinners

As we slowly are heading into summer, we will do summer hangouts during the summer. We simply just want to gather and have community in our Church – and we're looking forward to some of those BBQ-nights! Furthermore, we are continuing with our Welcome to Church dinners, which is for everyone who has been to our Church for their very first time – and would like to know more about us and get connected.

Growing Creative Team

The creative team is a very important part of our church. And since we reestablished the team after Covid, we've been having live worship once a month. However, we would love to see this area grow in the future, because we dream about having live worship every Sunday. But to do that, we would need more talented people to serve as volunteers and leaders.





QUARTERLY FINANCIAL REPORT

QUARTER 1 2024





QUARTERLY FINANCIAL REPORT

Q1 2024						
DKK (thousands)		ACT	BUD	Δ	PY	Δ
Income						
	T&O	1.221	1.547	-326	1.546	-325
	Foundation	27	10	17	11	16
	Other donations	24	1.130	-1.106	150	-127
	Other income	19	1	18	26	-7
	Income, total	1.290	2.688	-1.398	1.733	-443
Expenses						
	Global Contribution, 5%	-61	-77	16	-81	20
	Venue	-736	-712	-23	-747	11
	Personnel	-1.301	-1.110	-191	-1.222	-78
	OPEX	-355	-436	80	-656	301
	Expenses, total	-2.453	-2.335	-118	-2.707	254
Profit for church activities		-1.162	353	-1.516	-973	-189

We are pleased to provide a comprehensive review of our financial performance for the first quarter of 2024. This period has presented both challenges and opportunities for the organization, as reflected in our financial results. We are committed to maintaining transparency and providing detailed insights into our financial health as we continue to navigate through a dynamic environment.

Financial Overview

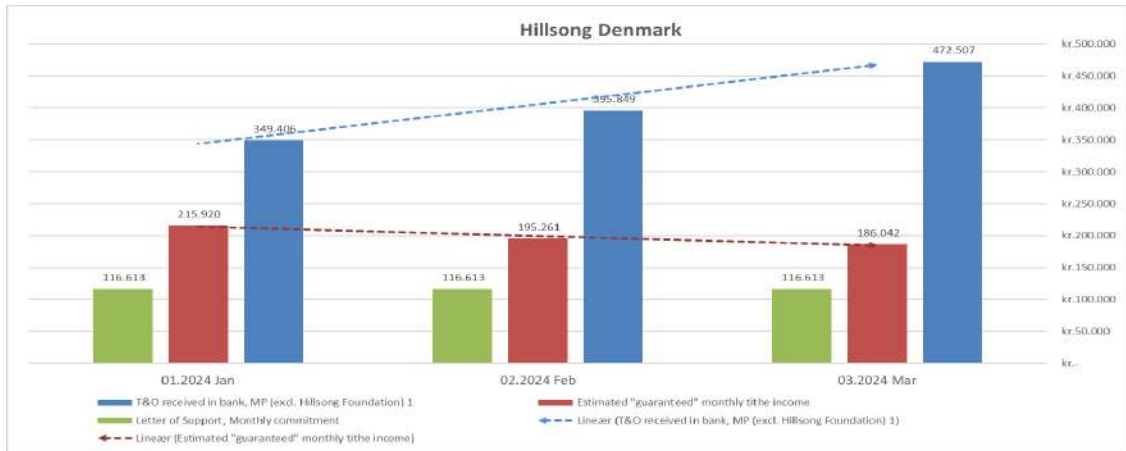
Income Our total income for the quarter stood at 1,290 thousand DKK, reflecting a decrease from both the budgeted 2,688 thousand DKK and the previous year's figure of 1,733 thousand DKK. This variance from the budget is primarily due to lower-than-expected donations and general income, influenced significantly by a timing shift in receiving donations which we anticipate will be realized in Q2.

- **T&O** income was significantly below expectations, impacting our overall financial position.
- **Foundation** (Faith Mission Partners & Heart for the House) contributions slightly exceeded our budget, due to timing (showing some positive developments.)
- **Other Donations** were notably below budget due to a timing shift, with these funds expected to be received in Q2.
- **Other Income** also contributed positively against the budget, although it was less than the previous year.





QUARTERLY FINANCIAL REPORT



Income:

Despite the slow start to the year, we are seeing a rally in collections as we move deeper into Q1. The graph above illustrates the growth in total collections. It is encouraging to note the momentum gained over the past two months, which we will endeavour to maintain. However, it must be acknowledged that we are still tracking behind targeted budget goals.

Expenses

Total expenses amounted to 2,453 thousand DKK, which is higher than the budgeted 2,335 thousand DKK but lower than last year's 2,707 thousand DKK. Efficient management of operational expenditures helped mitigate some financial pressures.

- **Global Contribution** and **Venue** expenses were slightly higher than budgeted, but came in lower than PY, reflecting our ongoing efforts to control costs.
- **Personnel** costs were higher than budgeted, **impacted by** personnel costs no longer covered by foundation support, and we experienced further application declines.
- **OPEX**, despite challenges, we successfully mitigated some expense increases by reducing operational costs, resulting in a 18% savings compared to the budget and a 46% reduction in OPEX versus same period in 2023.

Profit for Church Activities The profit outcome for this quarter was significantly below our expectations, posting a loss of 1,162 thousand DKK against a budgeted profit of 353 thousand DKK. This represents a considerable deviation from our planned financial path, largely driven by lower income due to the deferred donations, partially offset by controlled spending.





FINANCIAL SUPPORT OPPORTUNITIES

As we continue our journey together in faith and fellowship, we are presented with opportunities to support our church financially through two distinct methods. We want to share these options with you, along with their unique benefits, so that each of you can prayerfully consider how you would like to contribute.

Method One: Tithing

- **Regular Tithing** - Your consistent contributions help sustain our worship services, outreach programs, and community initiatives. Through your faithful giving, you become partners in advancing God's kingdom here on earth. You can transfer gifts to our Danish bank accounts (international bank details listed below). If you wish to give a fixed amount regularly, such as each month, an easy solution is to set up a recurring monthly transfer via your Internet banking.
- **Letter of Support** - For those who tithe with a letter of support, additional benefits are available. In Denmark, tithing with a letter of support allows individuals to give up to 15% of their income to the Church and receive approximately 30% tax deductions on their contributions. This means that your giving not only supports the church but also provides you with a tangible financial benefit.
- **Tax Deduction of Your Gift** - Hillsong Denmark is approved as a non-profit organization (Almen velgørende forening) under the Tax Assessment Act (Ligningsloven). Therefore, gifts can be deducted on your annual tax return. The right to deduct your gift is capped at 18,300 DKK (2024 level) annually. However, by signing a Letter of Support (Gavebrev), your gift is instead capped at 15% of your personal income, plus net income from capital.





FINANCIAL SUPPORT OPPORTUNITIES

Method Two: - Hillsong's Faith Mission Partners Program

Another way to contribute to the work of the church is through Hillsong's Faith Mission Partners Program. This program offers a unique opportunity to partner with Hillsong in our local mission endeavours. Becoming a Faith Mission Partner also provides you with exclusive benefits. One such benefit is access to entrepreneur guest speakers and networking opportunities. Through breakfasts, seminars, and other events, you'll have the chance to connect with like-minded individuals, learn from experienced entrepreneurs, and grow both personally and professionally.

In conclusion, we invite you to prayerfully consider these two methods of financial contribution and how you can play a part in advancing God's kingdom. Whether through tithing and Hillsong's Faith Mission Partners Program, your generosity makes a difference in the lives of others and brings glory to God.

Hillsong Copenhagen Bank Account

Bank	Nordea Bank Danmark A/S
Registration and account no.	0111-0716552780
IBAN	DK1620000716552780
BIC	NDEADKKK

Hillsong Aarhus Bank Account

Bank	Nordea Bank Danmark A/S
Account no.	2226-4396665625
IBAN	DK7720004396665625
BIC	NDEADKKK



For more detailed information contact regarding gifting options: Finance@hillsong.dk





MEET THE TEAM



Thomas Hansen
Lead Pastor



Katherine Hansen
Lead Pastor



George Eidem
CPH Location Pastor



Malene Kusk
Creative Pastor



George Camara
General Manager



Samuel Sommers
Aar Location Pastor



Nanna Rygaard
Kids Pastor



Dorte Larsen
Finance Manager



Naomi Axinte
Communications Manager



Leslea Peterson
Events Manager



Rouven Link
Technical Creative

Meet the Team - Board



Simon Kusk
Chairman of the Board



Thomas Hansen
Board Member



Lene Hultén
Board Member



Philip Dueholm
Board Member



Bodil Kornbek
Board Member



George Aghajanian
Board Member



