



# 2022 ANNUAL REPORT

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# 01 EXECUTIVE REPORTS



# Lead Pastor's Report

We are so proud of the people of our church. 2022 has been a year of challenges and change and yet the people of our church have stood fast, resilient and faithful.

The year started in covid lockdown in the Netherlands for the first two weeks, with us only being able to physically host church services in Brussels. At an international level, Brian Houston handed in his resignation as Global Senior Pastor in March with Phil and Lucinda Dooley having already stepped in as Interim Global Senior Pastors in January.

We would like to acknowledge the incredible job that Phil and Lucinda have done, stepping into such a massive role in difficult circumstances and the blessing that they have been to our church globally as they have lead us through various storms throughout the year. Together we are embracing the vision of a 'Healthy Church Changing Lives Through Christ.'

Throughout the year, we've seen God continue to transform people's lives. We've seen 1189 decisions for Jesus through the year and many baptisms. Our summer camps saw God do incredible things in the lives of the children and the youth of our church and we heard so many great reports from both the young people who

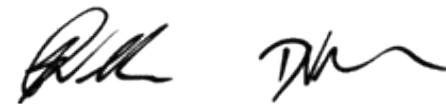
attended and their parents. Thanks so much to the amazing team of volunteers who contributed to make it such a special week!

Another highlight of 2022 was our ten year celebration. Having started as a Connect Group of Hillsong London in Amsterdam at the end of 2009, it was 2012 that we became Hillsong Church Amsterdam. It was such an honour to have Ps. Gary Clarke with us for that special day as we celebrated the past and looked forward to the future.

In our Rotterdam campus we moved from the Van Nelle Fabriek to the Schiecentrale, which gave us much more consistency, reduced rent and a more central location. This has been a great win for the team with better children's facilities and a greater sense of ease for the team there. Robert and Danaë Schnörr continue to do a great job in leading the campus.

In our Brussels campus we have seen the congregation build a strength and consistency in White Cinema throughout the year. In September the campus pastor moved back to Amsterdam and the leadership team have done a fantastic job in leading the campus together as we look for a replacement campus pastor.

Overall, it has been incredible to see the church respond to a difficult year and to see what God has continued to do in our midst. Our staff and our teams have responded in an outstanding way to the challenges and we look forward to a year of rebuilding in 2023 and with a great sense of expectation for our future!



Richard and Debbie van der Kolk





# Management Report



In some ways the pandemic already seems a while ago, but at the beginning of 2022 it was still very much a reality in our day-to-day lives. The first three Sundays of the year we still streamed our services due to a lockdown in the Netherlands and it was only late March that almost all governmental restrictions were lifted.

We still see the effect of the pandemic being a reality in today's world, society seems to have changed and we see the effects of this in our Sunday attendance and engagement. As a church we are

doing our best to understand new realities and adapt, with a focus on the health of the congregation including our amazing volunteers.

Besides this, 2022 held more challenges such as the war in Ukraine leading to high inflation and an uncertain economic outlook. Some people are struggling to make ends meet with the increasing prices for groceries and energy. We also faced challenges in our global organization, leading to a change in senior leadership.

These events coloured our financial results, which led to a negative financial result due to lower income and increased expenses, coming out of the pandemic. Because we have been building an operational reserve, we could come out of this season in a good financial position.

In our attempt to bring expenses down for a positive result in 2023, we successfully agreed a contract for a venue move in Rotterdam late 2022 and around that time started negotiations for a new venue in Amsterdam. Both resulted in moving into great locations with significant cost savings.

Despite the challenges, we have been able to contribute financially to international charities (A21,

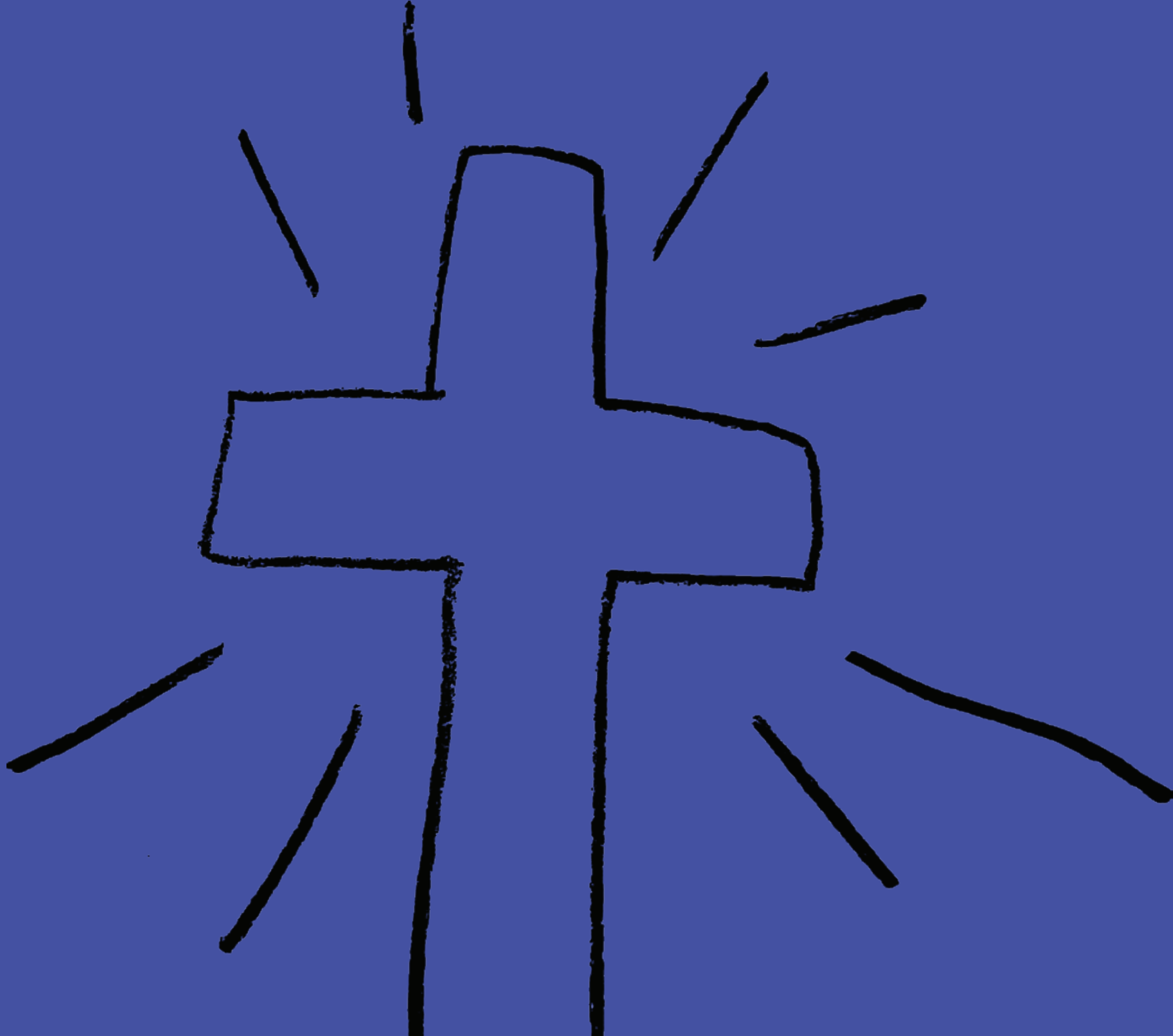
Vision Rescue, Hillsong Africa Foundation) and local charities and we were able to help people in our own local campuses pay their energy bill by setting up financial aid. The congregation also provided generously towards our Kilo of Kindness and Stuff the Bakfiets initiatives we have around Easter and Christmas. Many were blessed with gifts, clothing, and food through our partnership with organizations such as Tot Heil Des Volks in Amsterdam and Rotterdam, NAS Rotterdam, Pigment VZW in Brussels and ACM in Amsterdam.

Besides our charitable initiatives, again many people were impacted by our services, and we saw many people respond to the call to salvation through Christ, which remains to be an honour to contribute towards.

This year we continued to improve our legal and governance structures with the help of professionals within and outside our church. We keep working on further strengthening the legal framework as we are transitioning to a full local board.

It is such a privilege to contribute to the mission of Hillsong globally and I feel privileged to serve our new Global Senior Pastors Phil and Lucinda Dooley as well as our Lead Pastors in the Netherlands and Belgium Ps. Richard and Debbie van der Kolk.

Arjan Niemeijer,  
Operational Manager



02  
CHURCH

# Come as You Are

We aim to build an inclusive environment that invites people to come as they are and find their unique fit within Hillsong Church—regardless of background, gender, ethnicity, age or stage in their Christian journey. An environment where people are welcomed home, where they find a place of belonging and come to understand the value God has placed on their lives. A church where love resides.

Our desire is to foster a healthy church community by encouraging positive change in people's lives that extends to the society in which they live. We believe that by helping people build Christ-centered lives, they will become an empowered church body that brings hope and solutions to a needy world.

# Our Story

In late 2008, Hillsong London started a small group meeting in a home in Amsterdam. Richard van der Kolk (then a Hillsong London employee) was asked to organize the midweek meetings. The small group grew and, a year later, began holding a regular Sunday service.

By 2010, Stichting Hillsong Church Amsterdam was founded. The next two years brought a strong growth (the average Sunday attendance grew from 30 people in December 2009 to over 200 in February 2012), which is when Hillsong Amsterdam was announced as an official Hillsong location.

Since our beginning in 2008, we have witnessed our community develop and expand into a church with locations in Amsterdam and Rotterdam and Brussels.

Stichting Hillsong Church Netherlands is a part of the global Hillsong Church, which was founded in Australia in 1983 by Brian and Bobbie Houston, and currently has locations in 30 countries.

## Sunday Services

We want to equip and disciple people on their spiritual journey and, ultimately, share the good news and gospel message of Jesus Christ within our local communities.

Our Sunday services contain contemporary worship, prayer and preaching of the word of God. During the service we offer programs for children and youth. For people with various backgrounds, we offer translation in our services into Dutch, French, Spanish, Portuguese and Ukrainian.

## Connect Groups

Small groups of people meet during the week in homes and cafés all around the Netherlands and Belgium.

Connect Groups are an important part of our church and keep a growing church personal. It's a place where people can build strong communities of support and friendships around the Christian faith.

Within these groups, the experience of everyone's walk with God is shared in an interactive, family-based environment. Most Connect Groups discuss the Sunday message, while others do Bible study courses. Some are based around demographics, like youth, women, men, families, etc. or common interests.



# Amsterdam

2022 was a restorative, celebratory, as well as pioneering year for our Amsterdam location.

In June we celebrated ten years of Hillsong Church Netherlands. We had festive services and a large BBQ for the people in our church. It was a day filled with sharing great memories and stories of how lives were impacted over the last ten years. We had the privilege of celebrating alongside Ps. Gary Clarke, who was at the very start of our local campus when he sent our pastors Richard and Debbie from London to Amsterdam to start a Connect Group here.

This year, we launched our Evening College with the aim to help people grow in faith, life, creativity, and leadership. These four areas are also the topical streams under which the courses on offer are organized. In this first year, we already saw a total of 334 people go through ten courses. We have seen an especially high interest in the courses in the faith stream and intend to invest even more in this to offer great places for people to grow in their faith.

For those who are new to faith, we launched Alpha. The Alpha course has existed for many years as a tool to help non-believers and new believers learn the basics of the

Christian faith. Years ago, we have done the course in our church, and this year we decided to bring it back on a regular basis and start multiple groups. We launched in the spring, and it was received very well. During the fall we had five Alpha groups running.

People who are new to our church were invited to Welcome to Church sessions, which are now organized monthly. At these Sunday afternoon sessions, people can meet our pastors and receive information about our history, our mission, how we serve our community, financial setup and can ask any questions they might have.

We also started using a new database, called ChurchSuite, for the people in our community. This has enabled us to send monthly updates from our pastors and has given people the opportunity to easily sign up for events, courses, teams, and Connect Groups in church.

In addition, we started organising our Men of Faith evenings on a quarterly basis. These gatherings for the men in our church have provided a place for them to come together and be encouraged and strengthened.





# Rotterdam

The year 2022 was not an easy year in our Rotterdam campus. It was a year of recovery, finding new strength and connecting to Jesus Christ on deeper levels. It was also a year where meaningful conversations became paramount. One-on-one catch-ups, hangouts after church services and midweek gatherings in connect groups were absolute key to create a safe place for open and honest conversations.

It was amazing to see the commitment of our volunteers to rebuild the church, sacrificing numerous hours to pray, work hard, listen and reconnect with each other again. Vulnerability of everyone was needed and this led the way for healing and restoration.

Slowly but steadily we have seen rhythmic gatherings been re-established. The church community in Rotterdam started to grow with adults, children and youth who are hungry for Christ and with a need to find unity and family within the church.

Our team has been to places like prisons and healthcare institutions to visit people in need. There we have seen freedom and the transformative power of the cross at work in people with trauma's,

a criminal background, and heavy addictions.

Rotterdam is truly a city with much potential, but also with so many needs. Through our social justice initiatives around Easter and Christmas we have been partnering with local organizations such as Het Fort and the Nico Adriaans Stichting to fight injustice in Rotterdam of children in poverty, homeless men and vulnerable women. The generosity of our church made it possible to give hampers to these three focus groups in our city. At the center of all this was Jesus Christ and His love poured out on His beloved church, people coming together for worship and prayer in the House of God.

The year closed with a great Christmas celebration service in a fully-packed Schiecentrale, our new home location for hopefully many years to come. Although it has been a tough year - it stirred up much confidence and hope for the year ahead to reach a city and generation with a fresh strength in Jesus name.





# Brussels

Brussels report will follow.



# Kids & Families



After the covid season, where everything took place online, we were so happy that we could meet again in person. Every Sunday we organized five kids services spread over three locations (Amsterdam, Rotterdam and Brussels) with age-appropriate programmes full of worship, teaching and fun.

In January, we started the kids services with an average of 65 children in Amsterdam, 10 in Rotterdam and 27 in Brussels. We grew towards an average of 87 in Amsterdam, 25 in Rotterdam, and 30 children in Brussels

by December (excluding our Christmas service with a total of 254 children in three locations).

Although families seemed to be the first ones back in church, the attendance was still lower than before covid. The team also started with a lower number of volunteers. However, in the course of 2022 we saw a growth of new volunteers wanting to help out with serving the children of our church, and because of that we could slowly build back routines and a high quality level of teachings and programmes.

## Summer Camp

This year's Summer Camp took place in Vierhouten where we gathered in August for four days and three nights with a total of 97 children and 49 volunteers. This year, we sponsored two children that came our way through jeugdzorg, and both of them had a great time. Also six refugee children from the Ukraine joined. We provided a Ukrainian kids leader for them and translation for the duration of the whole programme. We saw these children open up during the camp and have fun with the other kids.



**"Transitioning from a commercial job to becoming a teacher was a meaningful and rewarding career change. This dream started in church four years ago.**

**I served already in the Hillsong Kids team and by experiencing that a smile or compliment could change the life of kids, I wanted to do more! Kids want to be loved and seen. I now have the opportunity to make a difference in the lives of children, not only on Sunday but also during the week!**

**Next to all of this my personal relationship with God grew as well. Trusting Him in everything I do and also taking steps into leadership together with my husband. It helped me so much during my studies and now as a teacher!"**

**MARINDA DE GEUS**





"Lisa (3,5) regularly asks us, when there's music playing in the house: 'is this a church song?' Or, in the morning when she wakes up, her first question is: 'what am I doing today? Am I going to ballet or to the rally in church?'"

When it's Saturday night and we tell her that tomorrow it's time for church, she immediately gets excited. Often she'll start singing a song right away or will walk to her closet and pick out her outfit for the next day.

The best part for us is when we drive home from church (a one-hour drive) and we get to join in. She grabs her microphone (a bottle of sunscreen) and repeats to us (phonetically) all songs of the morning. It's like she's on the stage herself when she enthusiastically shouts to us 'are you ready?!'"

**RUBEN & PAULA GRAAFLAND**





# Youth x Young Adults

Our Hillsong Youth and Young Adults (YxYA) department remains committed to foster an environment that is both enjoyable and enriching for young people. Our primary focus is on their spiritual, practical, and relational growth as they embark on a journey to live out Christ's story and become influential lights in their respective spheres.

## **Powerhouse (19-30) Connect Groups**

On a weekly basis, our Wednesday Connect Groups have provided a platform for our young adults to forge deep and lasting friendships, engage in meaningful discussions about God's word, offer mutual support through prayer, and simply enjoy dinners with one another. These gatherings are particularly vital during this phase of their lives, where they face tremendous pressure to perform and make pivotal decisions for their future. Our tightly-knit community ensures that every young adult is not only uplifted and encouraged but also equipped with the necessary skills to effectively lead themselves and, eventually, impact others around them positively.

## **Youth (11-18) RDGs**

Every Friday for Wildlife (14-18) and Sunday for Fuel (11-15), our RDGs

(or "radical discipleship groups") have catered for our youth a safe, loving, and wholesome atmosphere to have fun, play games and become formed in their early faith. Our RDGs have invited youth of our cities who are not already part of the church into the deeper narrative of God's plan; realising that rather than being marginalised members of the body, they are significant co-creators and conspirators in the church.

## **Young and Free nights**

On a bi-monthly basis we have run our Young and Free nights; youth-centred services which comprise inspiring creative elements, DJ worship and special guest speakers. Our young and free nights have aimed at drawing young people from our cities and beyond closer to God and His unique plan for their lives. These events are carefully crafted to be engaging and relatable, designed to captivate their hearts and minds. Our intention is to present God's message in an attractive and accessible way, making it relevant to their lives and fostering a deeper connection with their faith.

## **Youth Summer Camp**

Our highly anticipated annual summer camp included over 130 youth and was specifically tailored to cater to the needs of young

individuals aged 11 to 18 within our church community. Once again, it was an unforgettable experience that allowed them to discover and internalize essential values centered around Christ's identity, God's boundless love, healthy relationships, and resilience. The camp was thoughtfully designed to offer a fun-packed setting where they could not only have a great time but also grow in their understanding of these vital principles.

spanned two days and welcomed over 250 young adults – filled with powerful sermons, practical workshops, and faith-filled praise and worship (also late night worship on Friday). Weaving these elements together was the key theme: 'Victory'. Together we explored who Christ is as our risen Lord and what His empty tomb means for our experiences of day-to-day loss, pain or difficulty as well as our purpose of boldly advancing His redemptive work on Earth.

## **Powerhouse Summer Gathering**

Located in the centre of Amsterdam, Powerhouse summer gathering 2022







"I've experienced a sense of secure identity like I never had before in school or in any social setting. Since then I've been blessed with countless opportunities in which I've been mentored or in which I've been taught the importance of playing an active part in bringing about God's kingdom on this earth. The church's changed the course of my life by enriching it when it comes to valuable relationships, deepening my faith whilst giving me a place to truly call 'home'."

**GELILA GIMIE (26)**

"Serving and being part of our church is truly one of the greatest blessings God has given me. My church community has been with me through thick and thin. Celebrating with me through my wins and praying continually with me through my challenges. I could not imagine being where I am and the way I am without all the love I've received from my fellow brothers and sisters in Christ. My walk with Christ is the strongest it's ever been because of them."

**DANIEL VAN LIERDOP (22)**





# Sisterhood

Sisterhood is the feminine expression of our church. It's a company of ordinary women who - as they discover who they are and what has been placed in their hands - are inspired to make this world a better place. They gather for Sisterhood United Nights and Colour Conference.

## Global Leadership Transition

In 2022, Sisterhood went through a global leadership transition from Ps. Bobbie Houston to Ps. Lucinda Dooley which started two weeks after Colour Conference in March. The remainder of the year was spent in the transition phase. Locally this impacted the Sisterhood on a micro level more in the leadership and where the future of Sisterhood would be.

## Colour Conference

Part of Sisterhood is our annual Colour Conference. Where hundreds of girls usually travel from the Netherlands and Brussels to London, to attend the European Colour Conference in person, this was the third year in a row where it was all online. It took place from 11-12 March, and we organised gatherings across all of our campuses for the girls to watch it together. Some of these gatherings happened in offices, event centers, and also in homes.

## Sisterhood United Nights

We organised two Sisterhood United Nights in 2022: one in May and the other in November. In May, our Lead Pastor Debbie Vanderkolk brought an encouraging word on prayer. In November our Interim Global Senior Pastor Lucinda Dooley encouraged the women with a message on the 'New Chapter' and what it will take, with some of the key insights being the need of a spirit of readiness, willingness and devotion.

## Be The Change

Sisterhood creates awareness and raises money for a variety of charities. This year Sisterhood strengthened the initiatives we had already set up and were running as a church. (*see social justice chapter*).



# Marketplace Leadership

To empower people in the marketplace to lead and have a positive impact in the sphere that they are working in, we have connect groups to equip and encourage them.

In October we also had our Marketplace Leadership event with social futurist Mal Fletcher speaking to this specific group of people.

In addition we are sending out weekly video recordings with encouragements for those in the marketplace.





# Creative

As Christians, we believe that we were created in the image of God. God is Creator; therefore we are creative beings. This creative potential fosters a sense of wonder, imagination, and innovation.

Our mission is centered on building the Church and fostering vibrant, sincere worship in our local churches. We are dedicated to equipping and inspiring creative teams across a broad range of church activities, providing them with valuable resources and support.

Traditionally, our church experiences a significant increase of visitors during two key periods: Good Friday and Christmas. These occasions present us with excellent opportunities to share the Good News of Jesus with a larger audience. Last December, on Christmas, we produced a captivating service in Theater Amsterdam with a variety of music, special items, and a powerful message delivered by Ps. Richard.

In response to the ongoing pandemic and many of our church events still being online, in 2022, we organized our own conference experience at Theater Amsterdam. During the day, we brought together

a gathering of over 300 individuals on a Saturday. People actively engaged with the messages that we received from Sydney, united in prayer, and worshipped together, creating a meaningful and impactful experience.

During our annual "Heart for the House" miracle offering, we had the privilege of hearing two inspiring testimonies from families within our creative community. These families shared their personal journeys, highlighting the profound impact of the church during immensely challenging seasons in their lives. They expressed how they emerged from those difficult times, truly experiencing a sense of belonging and being embraced with the words "welcome home." These powerful testimonies reminded us of the transformative power of our church in people's lives.

One of the remarkable stories we heard during the offering involved Benny, an exceptional individual with a servant's heart, who serves on our AV team. Benny openly shared the hardships he faced in life and the transformative moment when he encountered Jesus. He testified to the radical transformation that occurred as a result of his encounter with

Christ. These beautiful stories are testament to the life-changing power of Jesus and can still be watched on our YouTube channel: [www.youtube.com/watch?v=WzoyZaCXjSA](https://www.youtube.com/watch?v=WzoyZaCXjSA)

Throughout the year, the volunteer teams have demonstrated endurance, resilience, grit and an incredible faith through which they continued to build the church in such an innovative way.











03 COMMUNITY

# Global Social Justice

God's heart is after every person that walks this earth, in every generation. That's why our focus is as much on being an answer and a solution to this current generation as it is on building a strong foundation for future generations. Our commitment is to serve the communities in which we are planted and to partner with organizations to impact on a global scale. We believe that together we can be the answer and do something to help a needy world.

Our local and global reach is facilitated by a portion of our regular income, 10% of the income Hillsong Foundation received and the generosity of our congregation throughout the year.

## Global Social Justice

Globally, we partner with four organizations who are making an effective impact in the lives of some of the world's most vulnerable.



For Compassion we set aside a yearly Sunday service to focus on informing and engaging congregants about their initiatives and encourage people to offer child sponsorship or financial

help. Compassion supports and guides children to discover and develop the talents they received from God, releasing them from extreme poverty into self-reliance. In 2022 over 100 children were sponsored through Compassion by our congregants.

In our annual Heart for the House offering, 3% was given to our partnerships with A21, Vision Rescue and Hillsong Africa Foundation.



A21's vision is freedom for every human being on the planet. They exist to see people rescued from the bondage of slavery, completely restored and they call on all of us to be abolitionists of the 21st century.



Vision Rescue provides care and education for street children in Mumbai. Their initiatives include an Education Bus Program, pre-primary school, mobile dental, and medical units, a program supporting those battling addiction and skills training for the coming generation.



Hillsong Africa foundation exists to help restore families and combat cycles of poverty, addiction, abuse, and violence in South Africa everything they fits within the idea to build lives to build a nation.

In addition to our global partnerships, we took up offerings to support our church in Ukraine and humanitarian aid after the war started. Almost EUR 30.000 was collected and donated. Apart from this we organized temporary housing for people fleeing from Ukraine and other smaller initiatives to support these people. We also added Ukrainian translation in our services.

## Local Social Justice

There are many people who struggle with various challenges in our city. To be most effective with our support, we partner with local organisations who best understand the current needs.

Around Easter, through our Kilo of Kindness campaign, we collected non-perishable food and donations for grocery gift cards for those who struggled in this season and handed it out in partnership with Tot Heil des Volks, Pigment en NAS.

Stuff the Bakfiets is our Christmas gift to our local communities. People could order ready-made gift packs which we handed to the organizations we partnered with (Pigment, THDV, ACM and NAS). Included were a thermo wear, toothpaste and shower gel for

homeless men, a game and book for children in poverty, and for women in vulnerable situations a beauty gift box with a candle and chocolate. In total 430 gifts packs were donated and in addition financial gifts were given by our generous congregants.

On a monthly basis, we have a Street Team that goes out into the community in Amsterdam Geuzenveld to clean gardens and playgrounds, paint walls, bring meals and supplies to families and provide company for the lonely. They do whatever it takes to personally help improve the lives of those in need – in our own backyard.

We also looked at how we could support people within our congregation this year, as the war in Ukraine lead to an energy crisis and high inflation. To support people in being able to pay their energy bills, the Dutch government financially contributed to households in the Netherlands. Since there are people in our church for who the contribution was not sufficient and people who could easily carry the burden of increasing prices, we offered a way for people to donate the government contribution so we could give this to people that needed it to make ends meet.



# Leadership Network

Through the Hillsong Leadership Network we aim to equip and empower pastors and churches throughout the Netherlands.

# Pastoral Care

We all go through difficult seasons, obstacles and challenges in life. The beauty of being part of a church family is that we don't have to go through these seasons alone. We believe that the best thing a person can do is to be surrounded by people who are graceful and encouraging and who will point them to Jesus.

When struggles require more than a listening ear, we have people ready, willing and able to help.

For those struggling with grief, addiction, depression or other emotional health issues, we offer programs and courses to help deal with these issues in a safe and caring environment.

Our Pastoral Care team comprises of pastors, trained counselors and volunteers who respond to the needs of individuals and families in our church community as they arise.

# O4 GOVERNANCE & FINANCE





# Governance

Governance is the primary responsibility of the Board. The governance regime is outworked within three principle activities: compliance, assurance and risk management. The Board is responsible for adherence to all compliance requirements of the church. The responsibility of the Board is to seek assurance from the organization and its management that the organization is complying and managing its risks effectively. An effective assurance tool is audit. This is annually conducted on the financial statements of the church. Also for 2022 we completed the audit. Effective risk management is the responsibility of the Board. Members of the Board require that the risks facing the church be identified and assessed and that the risks are effectively managed.

## Composition of the Board

The Board of Stichting Hillsong Church NL gives direction for good governance and healthy stewardship of our finances. The Board consists of three people, of which two are senior leaders within Hillsong Church UK.

- Ray Newton – Chairman (UK)
- Adam Spies – Treasurer (UK)
- Arjan Niemeijer – Board member (NL)

## Board and Staff Remuneration

As outlined in the articles of association, members of the Board shall not receive remuneration in respect to their duties as a Board member. Remuneration received by any member of the Board is in respect of their executive duties. The salary of staff member is locally benchmarked against the collective agreement for “Zorg & Maatschappij”. The salaries are reviewed annually by the Board of Stichting Hillsong Church NL and the Board of Hillsong Global.

## Management

Richard van der Kolk is the appointed general manager of Stichting Hillsong Church NL. Arjan Niemeijer is the operations manager and reports to the general manager. The operational manager leads a management advisory team that discusses the operation of the foundation, gives input in the governance of the church and offers a collective conscience in new ideas and major decisions that need to be made.

# Hillsong Foundation

Once a year, we have our Heart for the House offering, where people give above their regular giving to the Hillsong Foundation. Hillsong Foundation was established to grow the financial capacity of our church. The goal of the Foundation is to build for the future, see multitudes of people in our cities get to know Jesus as their Saviour and to help us reach out practically to those who have the greatest need.

## Kingdom Builders

Within this platform are the Kingdom Builders — a group of people in our church who feel called to be financial leaders and are committed to playing their part to help build God's Kingdom and see the vision of our church become a reality. For our Kingdom Builders, we create opportunities to gather with like-minded people so that they can be encouraged, equipped and kept up to date with our initiatives and projects.

## Initiatives

The income from Hillsong Foundation in 2022 was partially used to fund our operational deficit. This is done to keep us in a financially healthy position. Every year we aim to retain the income we receive through our Kingdom Builders for the purchase of our own building, which we also did in 2022.

## Partnerships

10% of our income for Hillsong foundation is donated to charitable initiatives and Hillsong church plants. In 2022 we donated towards Hillsong Africa Foundation, Vision Rescue and A21 and we reserved to give to local initiatives which is carried out in 2023. Local organizations we contributed to are Tot Heil Des Volks in Amsterdam and Rotterdam and Pigment VZW in Brussels.

# Financial Management

The year 2022 was a year with highlights such as our ten-year celebration of Hillsong in the Netherlands, but also brought challenges. The year started with strict governmental restrictions due to covid with society gradually opening throughout the first quarter of 2022. The consequences of the pandemic really started to show throughout the year for both the society at large, as well as our congregation. On top of that the war in Ukraine started, bringing uncertainty in society, and leading to high inflation. Besides this we faced unrest in our global organization leading to a change in senior leadership. It is fair to assume that these circumstances affected our financial results in 2022.

We conservatively set our budget for 2022 below the level of our giving in the second half of the year prior and a slight increase in attendance. This results in a slight budgeted growth of our giving compared to the whole of 2021. For Hillsong Foundation we budgeted no growth.

Covid had a negative impact on our church attendance and although the giving in December 2021 was still good, we saw a part of our income fall away in January 2022 and it remained at this lower level.

This caused our regular giving and giving for Hillsong Foundation to underperform our budget.

2022 was the first full year since the start of the pandemic in which we got together again physically in our regular venues (except the first few weeks). This led to an increase in expenses to be able to organize our regular church services and other church activities. With operational expenses already cut, the biggest elements in our expenses are personnel and facilities costs. For these cost categories it is more difficult to make swift changes. Regarding personnel, we did manage to bring back our FTE's, but with existing contracts and a lack of alternative locations, we did overspend on facilities.

We are ending the year with a negative financial result, which will be coming off our operational reserve. For the coming year we are happy that we were able to secure new leases for incredible Sunday locations in Amsterdam and Rotterdam, bringing our facility costs down for 2023. Although we saw a decrease in income from January on, our income remained stable although at a lower level and from Q4 2022 we saw income starting to restore. All of this is giving us a positive outlook for 2023.

## Taxes on Income

Considering our main activities we are exempt from corporate tax under Dutch law. We do have income out of commercial activities that are taxed with VAT, such as renting out our PA, ticketed events, coffee bar and resource sales. As a Stichting, we are registered as an ANBI (Algemeen Nut Beoogde Instelling), a Dutch charity status that offers tax benefits for people contributing to Hillsong NL.

## Free Disposable Income and Reserves

Hillsong Church NL is a non-profit organization. Positive cash flow goes to our reserves. Over 2022 we had a negative cash flow of € 49.905, after investments and depreciation. Our cash decreased by € 84.772. Our total reserves at the end of the year amounted to € 1.917.625 with a cash position of € 1.497.450.

Our reserves consist of three elements. One element is our goal to have three months of expenditure in our bank account. This gives us some room for unforeseen circumstances and a possibility to step into opportunities. The events in 2022 can be seen as unforeseen circumstances, and the continuity reserve did what it is purposed for, to sustain us through this season. In the coming years we are strategizing to bring this reserve back to the desired level. At the end of 2022, our continuity reserve decreased to € 470.799, with a low cash component.

The second element of our reserves is our Hillsong Foundation balance. Over 2022 we decided to use this balance to cover operational

expenditure so we can maintain a financially strong position to stay strong for the future.

The third element is our goal to have a deposit in place to own a church building in Amsterdam. Among other reasons, this will give us a stake in the ground in the city. For this deposit, we aim to retain the income that comes from our Kingdom Builders (through Hillsong Foundation). Our Kingdom Builders are financial leaders in the church that make up an important part of our financial capacity. In 2022 we managed to retain the Kingdom Builders balance to this reserve and at the end of 2022, a total of € 1.446.826 is saved for purchasing an asset. This reserve needs to grow substantially, to be able to purchase a property of a size fitting to our needs and we will continue to aim to retain Kingdom Builders' income for this purpose.



Balance sheet summary per 31 December 2022.

Debet	2022	2021
<b>FIXED ASSETS</b>	<b>€ 566,214</b>	<b>€ 749,493</b>
<b>CURRENT ASSETS</b>	<b>€ 1,739,240</b>	<b>€ 1,732,825</b>
Inventory	€ 28,377	€ 28,480
Taxes	€ 74,366	€ 70,849
Debtors	€ 26,522	
Other Receivables	€ 112,525	€ 51,275
Cash & Cash equivalents	€ 1,497,450	€ 1,582,222
	<b>€ 2,305,454</b>	<b>€ 2,482,319</b>

Credit	2022	2021
<b>RESERVES AND FUNDS</b>	<b>€ 1,917,625</b>	<b>€ 2,150,813</b>
Continuity Reserve	€ 470,799	€ 841,937
Special-Purpose Reserve	€ 1,446,826	€ 1,253,664
Hillsong foundation reserve	€ -	€ 55,211
(off which result)	€ -233,184	€ 257,512
<b>Long-term liabilities</b>	<b>€ 84,367</b>	<b>€ -</b>
<b>CURRENT LIABILITIES</b>	<b>€ 303,462</b>	<b>€ 331,506</b>
Taxes and Social Security Premiums	€ 39,140	€ 35,276
Creditor	€ 60,719	€ 81,593
Other Payables	€ 203,603	€ 214,637
	<b>€ 2,305,454</b>	<b>€ 2,482,319</b>

Profit and loss statement summary 2022.

P&L 2022 Summary	Actual 2022	Budget 2022	Actual 2021
Giving and Church activities	€ 1.946.009	€ 2.214.440	€ 2.143.941
Other Income	€ 103.837	€ 117.672	€ 54.705
Hillsong Foundation	€ 130.642	€ 166.160	€ 166.260
Kingdom Builders	€ 239.205	€ 256.778	€ 256.778
<b>Total Income</b>	<b>€ 2.419.693</b>	<b>€ 2.755.050</b>	<b>€ 2.621.683</b>
Personell Expenses	€ -772.453	€ -798.133	€ -780.369
Program Costs	€ -527.580	€ -513.093	€ -418.601
Administration Costs	€ -121.227	€ -95.807	€ -102.414
Facilities costs	€ -847.409	€ -801.555	€ -606.189
Giving	€ -115.545	€ -221.347	€ -166.190
Giving H4H	€ -36.985	€ -42.294	€ - 42.304
Commercial activities	€ -12.130	€ -32.286	€ -16.422
<b>Total Expenses</b>	<b>€ -2.433.328</b>	<b>€ -2.504.515</b>	<b>€ -2.132.489</b>
<b>EBITDA</b>	<b>€ -13.635</b>	<b>€ 250.535</b>	<b>€ 489.195</b>
Depreciation	€ -210.524	€ -220.107	€ -224.164
Interest Financial Lease	€ -9.025	€ -3.468	€ -7.519
<b>Net operational result</b>	<b>€ -233.184</b>	<b>€ 26.960</b>	<b>€ 257.512</b>

## **STICHTING HILLSONG CHURCH NL**

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### **Chamber of Commerce:**

34385885

### **Activities SBI-code:**

94911 - Religious organization

### **RSIN:**

822181058