

A HEALTHY CHURCH CHANGING LIVES THROUGH CHRIST

Hillsong Netherlands & Brussels



**Annual report
2024**

LETTER FROM OUR LEAD PASTORS

As we reflect on 2024, our hearts are full of gratitude for the faithfulness of God and the incredible people who make up our church across Amsterdam, Rotterdam, and Brussels.

Our theme for the year was “**Together**,” and we’ve seen that spirit of unity grow in beautiful ways. For those of you who call Hillsong Church in the Netherlands and Brussels home, you are an extraordinary group of people, and it’s clear that God is at work in and through you in this part of the world.

As we move out of some challenging years and into what we believe is a strong and healthy future, we’ve been encouraged to see people making decisions to follow Jesus every single week in our services. We’ve celebrated over **200** baptisms this year, witnessed lives being transformed, and seen our teams grow stronger as we step forward in faith.

Having already clearly established our vision and three mission pillars, in 2024 we also introduced our church values, which was another important step forward. These values reflect who we are and will continue to shape our future as a church.

Welcome Home – Because every one matters.

Servant-Hearted Humility – We’re here to help.

Joyful and Fun – Embracing life with a youthful spirit.

Generous Spirit – Open-hearted and open-handed.

Excellence – We bring our best.

We’ve also been doing a lot of work behind the scenes on our systems and processes as well as our governance to ensure that we have a church that will stand the test of time.

Beyond the many personal stories of transformation, there were other highlights this year as well. A special one for us was the visit from our Global Senior Pastors, Phil and Lucinda Dooley. It was such a blessing to have them with us and a personal highlight to receive their prayers and encouragement in our services.

Our Kids and Youth Camps reached new heights again. It was also amazing to join with our broader church family in London for the first Hillsong Conference in five years.

On Compassion Sunday, **159** children in Uganda were sponsored, which reminded us of our church’s tremendous generosity. We also saw a strong response to our Easter and Christmas appeals, as we came together to bless those in need in our cities.

As we look ahead to 2025, let’s continue with faith and expectation for all that God will do through us working **TOGETHER**.

With love,

Richard and Debbie



MANAGEMENT REPORT 2024

In 2024, we began to see the fruits of the work carried out over the past several years. After going through a challenging period, we reconnected with the vision for our Church: **A Healthy Church Changing Lives Through Christ**. This vision inspired us to take a reflective approach and implement steps to enhance the health and vitality of our church community. Throughout the year, we witnessed a strengthening of our teams, and we remain deeply committed to investing in the well-being and growth of the people within our church.

We were blessed to experience an increase in giving due to a rise in attendance throughout 2023 and 2024. This was strengthened by the cost savings initiatives we implemented in the 2023, resulting in a positive operational outcome for the current financial year. This strong financial performance has enabled us to bolster our operational reserve, invest in the replacement of production equipment in Rotterdam, and increase our savings toward the future purchase of our own building.

We are taking time to establish robust governance practices that set us up well for the future. In 2024, we designed a recruitment process for new board members, with appointments finalized in the first half of 2025.

With these foundational developments, we are now better positioned to strategize for the future. Our goal is to create more opportunities for people to encounter our living God, for everyone to grow in their relationship with Christ, and to provide greater support to vulnerable people in our cities and beyond. We eagerly anticipate launching new initiatives in 2025, made possible by the groundwork we've laid in 2024 and previous years.

It is truly an honour to be part of a church filled with incredible people who bring our services, events, care ministries, and development efforts to life. We are especially grateful for the generosity shown through our social justice initiatives and the donations that supported those affected by the floods in Valencia.

We are deeply thankful for the visionary leadership of Ps. Richard and Debbie locally, as well as Ps. Phil and Lucinda globally. Above all, we give thanks to God, who is building His church and allowing us to play a part in His work across our cities and nations. What a privilege it is to serve in this mission!



OUR CHURCH



OUR VISION, VALUES, AND MISSION

At the heart of Hillsong Church Netherlands & Brussels is a clear and unwavering **vision**:

“To build a healthy church, changing lives through Christ.”

This vision shapes every sermon, every event, every volunteer trained, and every outreach program. In 2024, this vision was not just reiterated, it was embodied in the theme “*Together*”. This theme came as a timely anchor in a year of rebuilding, re-aligning, and re-imagining church life. It was a declaration of who we are as a people and what we believe God is doing in our midst. It reflected a shared understanding that church is not built on the gifts and talents of a few, but on the sacrifice and unity of many.

This year we also gave language to our five core **values**, which have always been part of our church culture:

Welcome Home | Because every one matters

We are intentional, creating warm environments with a sense of unity and belonging. We are kind, honest, valuing, and compassionate. We build authentic relationships and community, valuing “who” over “do”.

Servant-Hearted Humility | Here to help

We welcome feedback and are ready to listen, learn, and grow. We are team players who serve, collaborate, and contribute. We treat each other with honor and respect.

Joyful & Fun | Enjoying life & youthful spirit

We give time to connecting, laughing, and enjoying the journey. We are thankful, engaged and solutions focused. We are quick to celebrate the wins and bring a positive attitude.

Generous Spirit | Open-hearted and open-handed

We are big-spirited and intentional (in word, giving, and serving). We encourage and champion others. We give willingly, according to our time, talent, and treasure.

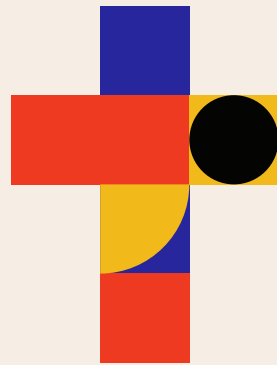
Excellence | We bring our best

We are committed to improvement over perfection. We work diligently and are ready to go the second mile. We are good stewards of people, bringing out their best.

Together, these values weren’t just taught, they were lived. They provided stability in times of change, unity in diversity, and clarity of vision. They are how we live out our three mission pillars of:

- 1. **Developing Faith-filled Jesus Followers**
- 2. **Building a Healthy Church Community**
- 3. **Making a Significant and Sustainable Social Impact**





Developing purpose filled
Jesus followers



Building healthy
church communities



Creating significant
and sustainable social impact

GOVERNANCE & FINANCE

STEWARDING RESOURCES WITH WISDOM

We believe that strong governance and transparent financial stewardship are essential to building a healthy church that is prepared for growth and impact. Our approach to leadership and finances is grounded in accountability, responsibility, and vision, ensuring that we not only comply with legal requirements but also steward the resources entrusted to us with faith and foresight.

Board Governance

The Board of Stichting Hillsong Church NL plays a critical role in providing oversight and direction for both governance and financial stewardship. Their responsibility extends to ensuring compliance with Dutch regulations, managing risk, and providing assurance that the church is operating in a healthy and sustainable manner. This includes the annual financial audit, which in 2024 was conducted by WITH Accountants.

Composition of the Board

The Board is composed of three members who offer a blend of local and international leadership:

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

These leaders bring strategic oversight to the financial and governance frameworks that support our church’s vision.

Board and Staff Remuneration

As outlined in our articles of association, Board members are not compensated for their governance responsibilities. Any remuneration they receive is strictly for executive roles, not board service. Staff salaries are benchmarked against the

Dutch collective agreement for “Zong & Maatschappij” and reviewed annually by both the local and global Hillsong Boards.

Operational Leadership

Richard van der Kolk formally serves as the General Manager of Stichting Hillsong Church NL. In day-to-day operations, Arjan Niemeijer serves as Operational Manager, reporting directly to Richard. Arjan is supported by a management advisory team that contributes to strategic decisions, operational governance, and the implementation of new initiatives that help carry the vision of the church forward.

HEART FOR THE MISSION

Each year, our Heart for the Mission offering brings together the collective generosity of those who call Hillsong Church home. This offering is a significant expression of faith. It’s a sacrificial seed given by our church, above regular tithes and offering, to extend the reach of the Gospel and accelerate the advancement of God’s Kingdom.

Financial Impact

While our regular giving covers day-to-day operations, Heart for the Mission allows us to step into opportunities that require additional resources. In 2024, we experienced strong operational performance, which meant we did not need to allocate any of these funds toward operational costs. This enabled us to direct the entire offering towards strategic investments.

How the Funds Were Used

Thanks to our healthy financial position, Heart for the Mission funds were retained and strategically invested in areas that

further our mission. These included production equipment for our Rotterdam campus and the setup of the Treasure Chest, our dedicated environment for children with special needs.

In keeping with our long-term vision, we also continued to build our reserve for acquiring our own church building. Every year, a portion of the financial contributions from our Kingdom Builders community is directed toward this goal, and we are grateful to report that this reserve was successfully maintained in 2024.

FINANCIAL MANAGEMENT

Following a transitional season in 2023, the year 2024 marked a return to strength. With new global leadership established in 2022, Hillsong globally sharpened its focus on building a healthy, mission-driven church with greater collaboration across the board. These efforts bore fruit in 2024, resulting in a strong operational result and positioning us securely for future growth.

Budgeting Approach

We adopted a conservative budgeting strategy, basing our 2024 projections on actual income from 2023. This was coupled with a marginal anticipated growth based on rising Sunday service attendance. For the Hillsong Foundation, where we receive income outside recurring giving, we maintained the same expected giving level as 2023.

Income from Giving

We are thankful to report that throughout 2024, our recurring giving exceeded budgeted projections. Although the Heart for the Mission offering was slightly below

expectations, our strong and consistent general giving – paired with disciplined cost management – led to a solid operational surplus.

Other Sources of Income

Our commercial income streams such as the coffee bar and ticketed events also exceeded expectations, contributing additional strength to our financial position.

Expense Management

After implementing cost-saving measures in the preceding year, 2023, including reductions in staffing and facilities, we saw an overall reduction in expenditure that benefitted our 2024 expense management. These measures helped to buffer the impact of inflation and rising operational costs.

Key improvements included:

- Amsterdam: Optimised use of the Circa venue allowed more Sunday activities without incurring additional rental costs.
- Rotterdam: Successfully renegotiated terms with Schiecentrale, reducing venue-related expenses.

Although we slightly overspent compared to the budget, this was done strategically, leveraging increased income to support key initiatives.

Taxation & Compliance

As a registered ANBI (Dutch Public Benefit Organization), Stichting Hillsong Church NL benefits from tax incentives that encourage charitable giving. Our primary activities are exempt from corporate tax under Dutch law. However, VAT applies to income from commercial activities such as event ticketing, PA rentals, shuttle buses, coffee bar sales, and resource distribution.

Charitable Giving

We remain committed to generosity beyond ourselves. In 2024, ten percent of all Heart for the Mission income was allocated to support charitable organisations and church planting efforts, both locally and globally. These included:

- Hillsong Church Plants & Support
- Vision Rescue
- A21
- Hillsong Africa Foundation
- Tot Heil des Volks (NL)
- Pigment VZW (BE)

Financial Overview

By the end of 2024, our cash position grew by €158.006, with a total positive cash flow of €257.975 after investments and depreciation. Our overall reserves stood at €2.032.166, with cash holdings of €1.677.901.

Reserve Structure

Our reserves are allocated across three key areas:

1. Continuity Reserve

- Aimed at maintaining three months' worth of expenditures to mitigate unforeseen circumstances. For example, during our COVID-19 recovery phase
- This increased to €272.982 in 2024, with a low cash component.

2. Heart for the Mission Balance

- With no withdrawals needed for operational costs, this reserve grew by €28.161 in 2024.

3. Building Fund (Kingdom Builders)

- Accumulated for the purpose of securing a future church building in Amsterdam.
- This reserve amounted to a total of €1.731.023 at the end of 2024.

Strengthening Financial Foundations

As we look ahead, we aim to continue strengthening the cash portion of our continuity reserve. This ensures both stability and readiness to pursue the next steps of our vision. Our ambition to purchase a church building remains a key priority, and we are committed to preparing financially for that milestone.

Looking Ahead -

Planning for sustainability and growth

In 2025 and beyond, we are focused on maintaining a strong operational result while continuing to build our reserves and financial flexibility. We will continue to carefully manage expenses, invest in the health and capacity of our staff, and explore opportunities for long-term property ownership. All of this is done in faith, with a deep sense of responsibility to steward the resources entrusted to us well.



Balance Sheet Summary, 31 December 2024.

Debit	2024	2023
FIXED ASSETS	€ 398,686	€ 488,374
CURRENT ASSETS	€ 1,911,922	€ 1,793,024
Inventory	€ 14,380	€ 18,885
Taxes	€ -	€ -
Debtors	€ 9,668	€ 54,450
Prepayment & Deposits	€ 183,499	€ 192,944
Other Receivables	€ 26,475	€ 6,860
Cash & Cash equivalents	€ 1,677,901	€ 1,519,885
	€ 2,310,607	€ 2,281,399

Credit	2024	2023
RESERVES AND FUNDS	€ 2,032,166	€ 1,863,870
Continuity Reserve	€ 272,982	€ 223,971
Special-Purpose Reserve	€ 1,731,023	€ 1,639,899
Hillsong foundation reserve	€ 28,161	
(off which result)	€ 168,286	€ -53,754
Long-term liabilities	€ 3,375	€ 43,871
CURRENT LIABILITIES	€ 275,067	€ 373,658
Taxes and Social Security Premiums	€ 22,667	€ 36,039
Pension Payables	€ 1,789	€ 2,955
Creditor	€ 49,273	€ 63,054
Other Payables	€ 201,339	€ 271,609
	€ 2,310,607	€ 2,281,399

Profit and Loss Statement Summary, 31 December 2024.

P&L 2024 Summary	Actual 2024	Budget 2024	Actual 2023
Giving and Church activities	€ 2,203,875	€ 1,959,000	€ 1,994,787
Other Income	€ 254,200	€ 195,839	€ 204,773
Hillsong Foundation	€ 109,177	€ 92,738	€ 91,428
Kingdom Builders	€ 121,024	€ 229,085	€ 229,092
Total Income	€ 2,688,275	€ 2,476,662	€ 2,520,080
Personnel Expenses	€ -659,165	€ -675,668	€ -710,637
Program Costs	€ -519,772	€ -420,403	€ -519,355
Administration Costs	€ -163,775	€ -110,286	€ -145,200
Facilities costs	€ -742,781	€ -791,294	€ -781,031
Giving	€ -170,790	€ -195,900	€ -155,785
Giving H4H	€ -23,020	€ -32,182	€ -32,052
Commercial activities	€ -55,807	€ -36,800	€ -41,178
Total Expenses	€ -2,335,111	€ -2,262,533	€ -2,348,935
EBITDA	€ 353,164	€ 214,129	€ 134,842
Depreciation	€ -181,478	€ -198,270	€ -180,333
Interest Financial Lease	€ -3,400	€ -3,468	€ -8,263
Net operational result	€ 168,286	€ 12,391	€ -53,754



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