



Global Board | Quarterly Report

Hillsong Church

May 2023

Contact: governance@hillsong.com



Message from the Chair

DR STEPHEN CROUCH

Dear Church,

As a church, we have experienced positive change and challenging events in the first quarter of this year. I acknowledge that for many it's been a difficult time. Therefore, I want to begin this report by expressing a sincere thank you to you all, for your engagement, care and understanding.

As I shared at our second Church Update Evening over a month ago, if 2022 was the year of transition – 2023 will be the year of change. Considerable effort has been put into re-imagining the way our church will operate, directing focus, resources and effort into achieving the new mission.

Since Phil and Lucinda have started in their new roles, they have had to deal with the most difficult of issues and circumstances - a true baptism of fire. My respect for them has increased immeasurably; their commitment and diligence to leadership has been outstanding. Due to their efforts, we now have more certainty regarding our new vision, mission and structure.

This report shares the significant steps we have made in the first quarter of this year, in the following areas:

- Our vision, mission and global structure
- An overview of the outcomes from the Church Update Evening
- Renewing the Global Board, including an update from the Committee responsible for the renewal.

Please be assured that as leaders of Hillsong Church, we welcome the opportunity to be examined, to clean house where it is needed, and to become better. We take ownership of the past and are forging a better way forward as a mission-driven church with a focus on healthy church communities, being purpose-filled Jesus followers, and having a significant and sustainable social impact on our communities.

The commitment of the Global Board is to continue to place a greater focus on trust, culture and health within our church. This quarterly report demonstrates the significant changes we are making and will continue to make, towards being a healthy church, changing lives through Christ.

May God's blessing continue to rest on you.

Dr Stephen Crouch



Summary of progress to date:

Appointment of Phil and Lucinda Dooley as Global Senior Pastors

On the 6th of February, I had the enormous privilege, along with our Global Board, to announce Phil and Lucinda Dooley as our new Global Senior Pastors of Hillsong Church. Not long after, they announced to our church on [Mission Sunday, 19th February](#), three strategic pillars that will support the outworking of our vision and mission:

- Healthy Church Communities
- Purpose-filled Jesus followers
- Significant and sustainable social impact

I believe they will continue to lead our church with grace and wisdom as we step forward into a new era.

Church Update Evening

On the 30th of March, we held our second Church Update Evening in Australia at our Hills Campus. We addressed issues relating to the allegations raised in Federal Parliament earlier in the month but also shared the way forward with our new vision, mission, structure and governance procedures. Along with myself as Global and Australian Chair, members of our Australian Board presented including Louise Markus, Amanda Tay and Jessica Martin.

A copy of the Grant Thornton summary report and a letter from our lawyers at Prolegis providing comments on the allegations since then can be obtained from [Hillsong Newsroom](#). Hillsong is committed to complying with its obligations as a registered charity. We require time to work through the matters raised, as do the relevant regulatory bodies.

Board Renewal

In the previous [Global Board Report](#), we shared that the Global Nominations Committee (GNC) has been formed (six members and the chair). The GNC and Governance team have now updated the board appointment and renewal process. We are delighted to confirm that, Mário Rui Boto (Hillsong Portugal) and Andreas Nielsen (Hillsong Sweden) have been appointed as Directors of the Global Board. We have included their bios in this report, (refer to page 5).

Global Governance Framework

The Global Board has embarked on its most demanding and complex task of developing a global governance framework. The third recommendation from our Global Board review was to (3) *Embed a new global governance framework with agreed accountabilities.*

Our desire is to develop and enhance a global governance framework that will assist and empower local churches around the world to engage in and achieve their mission.

We intend to consult broadly all the stakeholders in each country. We will need to take advice in respect of the laws and regulations of each country in which our churches operate. We also need to take into consideration various stages of church growth, for example, (1) a church planting phase, which lasts between one and five years, (2) a church development phase, which can last between five and 15 years, and (3) an established and mature church phase.

Please continue to pray for peace and hope for our churches and the people in our churches who are suffering in Kiev and Moscow. Jesus is the Hope for Humanity. Our love, prayers and support go toward our churches in this conflict.

Global Structure

In 2015, as our global churches were experiencing rapid growth, a decision was made to separate the Australian church from the functions of the global church. When the first meeting of Hillsong Global was held in 2017, global locations were increasing at a significant pace.

Separating functions that serve all of the global churches, not just Australia, allowed Hillsong Global to bring focus to five areas.

The four areas of Creative, College, Conferences and Communications are designed to serve and support each of our global locations at a campus and community level.

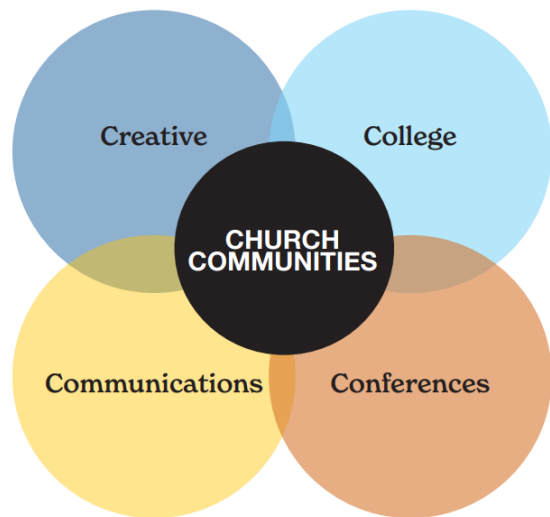
Church, church planting and pastors' credentials.

Creative, which includes music and publishing.

College, which trains and equips leaders and pastors for many of our churches globally.

Communications, that is the distribution of our global services online, on television, and on any other digital channels.

Conferences, which are held on each continent.



Serving Globally

Each country around the globe has its own governance arrangements, in accordance with the laws and requirements of that country. Currently, there are 33 countries with a Hillsong Church. Each of these countries typically have multiple locations.

Our desire is to develop and enhance a global governance framework that will assist and empower local churches around the world to engage in and achieve their mission. The Global Board has now embarked upon developing this framework as per the recommendation from our Global Board review (3) Embed a new global governance framework with agreed accountabilities.



Global Board Progress Report

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

Global Board Review

1. Complete a clear transition of the Global Senior Pastor
2. Update the board appointment and renewal process
3. Embed a global governance framework and accountabilities
4. Oversee the development of a new strategic plan with clear goals and priorities
5. Place a greater focus on trust, culture, and health within our church, beginning with the board.

Responsibility

Progression

- Global Board
- Global Board & GNC
- Global Board
- Global Board
- Global Board

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Pastor Credentialling Process

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 credentialled pastor
3. Complaints about the Global Senior Pastor be outsourced to an external, independent investigator
4. Form a single credentialling body and provide psychological assessment for future candidates for ministry
5. Develop a program of providing ongoing accountability and support for credentialled pastors.

Responsibility

Progression

- Global Board
- Global Board
- Global Board
- Global Board
- Global Board

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Message from the Global Nominations Committee Chair

RUSSELL DACRE

Hi Church,

The Global Nominations Committee (GNC) has been formed (six members and the chair) and six committee meetings have been held. The representation includes Australia, USA, South Africa, Netherlands, and the UK. The GNC is being supported by the governance team from Australia, and the HR specialist teams from Australia and South Africa.

Executive Lead Pastor nominations were solicited for two directorships. We are delighted to confirm that Mário Rui Boto (Hillsong Portugal) and Andreas Nielsen (Hillsong Sweden) have been appointed as Directors of the Global Board for three- and two-year terms, respectively. Mário and Andreas join our other Global Board members listed on the adjacent page. Progress will continue to focus on the final non-executive positions.

In summary the progress has been good and certainly robust, and we are on-track for our Board Renewal as planned. Our key challenge remains to achieve our aspirational goal of gender diversity (40% female), this however remains our firm intention. We also look forward to pro-actively working towards formal governance training and development of our directors and candidates over the coming year. More personally, I am excited by the transition. I am also confident that our governance model will continue to develop and grow to support our new Church Mission.

On behalf of the GNC, thank you for your prayers and support.

Russell Dacre



Global Board and New Director Appointments



Tolu Badders
B.S, B.A, M.A, M.S



Phil Dooley
Global Senior Pastor
B.Bus



Dr Stephen Crouch
GAICD, FCA, B.Bus,
MEc, DBA Chair



Siboniso Nxumalo
BCom, MBA



Russell Dacre
MBE, MBA



MÁRIO RUI BOTO



AdvDip

Church & Spiritual Leadership

Mário is the Founder and Lead Pastor of the church that is now Hillsong Portugal, over 20 years ago. From humble beginnings with 12 people in the living room of his home to a church with thousands of people, the story of Hillsong Portugal has inspired many people, not only in Portugal, but around the globe. Passionate about building the church of Christ and raising up a new generation of followers and servants of Jesus, Mário believes that the only way to perpetuate what God has called us to do is by raising up and sowing our own lives into future generations. Hillsong Portugal is a thriving church with over 10 locations, hosting yearly leadership, women and youth conferences that attract thousands of people.

Career & Industry

Mário is a world-renowned speaker, invited to preach and teach in churches and conferences around the world. Passionate about building the local church, empowering pastors & leaders from across the globe to fulfill God's calling over their lives, he is highly sought-after to advise pastors about leadership transitions and growth opportunities.

Board & Governance Experience

Mário has served and led in church boards for over 20 years, leading through multiple seasons of pioneering, growth and transitions. On top of that, he has also been on the board of Christian interdenominational organisations, contributing to the health and advancement of churches nationally and internationally.



ANDREAS NIELSEN

Church & Spiritual Leadership

Andreas has over 25 years of experience across many different roles in ministry. Beginning as a worship leader, youth and college pastor in America, to being a church planter and now lead pastor. Answering the call of God, he experienced the power of Christ and the power of a healthy church community. Hillsong Sweden started small with no venues or resources in a country where few go to church. Every step, from a handful of people to thousands has been a step in faith, trusting God's grace and using what was in their hands. Andreas is committed to raising up a passionate generation of leaders in church and society who can build the future and carry on the great mission God has given the church.

Career & Industry

Andreas worked between 1996-2000 at a church called Christ Fellowship in the US. After moving back to Sweden he worked as a youth pastor and ran a national youth movement. In 2006, he planted what is now Hillsong Sweden together with his wife Lina and a small team which has now grown to six campuses in major cities in Sweden. Andreas has travelled for over 20 years as a speaker at different churches and conferences.

Board & Governance Experience

Andreas has served as the chairman of Hillsong Sweden for the past 16 years. He also serves on the leadership of the Swedish Pentecostal Movement for many years.



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