

Annual Report 2024

including

Vision and Budget 2025

Date: 26 June 2025

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1 General information Vineyard Groningen

<i>Name organisation:</i>	Vineyard Groningen
<i>RSIN number:</i>	854084708
<i>KvK number:</i>	60844671

Contact details	
Postal address:	Koraalstoep 87, 9403 SR, Assen
Meeting venue 2024	Vondelpad 2, Groningen (Gomarus College)
Meeting venue from April 2025	W.A. Scholtenstraat 27, Groningen
Email:	info@vineyardgroningen.com

2 Vision, values and objectives

Our vision

Our vision is: 'building an international community of disciples of Jesus, with a passion to worship God, who care for one another and bring God's love into a broken world.'

Rows & Circles

Our church meets in ROWS and in CIRCLES.

On Sunday morning, we gather in rows to worship God, listen to a message from the Bible made relevant for our everyday life and pray. This is where we unite as a church community to learn about the Kingdom and encourage each other in our walks with Jesus.

During the week, our church meets in circles in Discipleship Groups, where they discuss, share and pray together. We believe that the Sunday gatherings and the groups are a powerful combination to build community and give opportunity to grow as disciples of Jesus.

Our values

- Our Mission: To Expand The Kingdom Of God
- Our Method: Everyone Gets To Play
- Our Foundation: The Bible

- Our Priority: Intimate Worship
- Our Power: Come, Holy Spirit
- Our Heart: Remember The Poor

Objectives

1. The congregation defines its purpose in the proclamation of the gospel of Jesus Christ in preaching and practice as well as in expanding the Kingdom of God through the work of the congregation.
2. The congregation has been called together to be an international, multi-cultural community in and to (but not limited to) the English-speaking community in the north of the Netherlands.

3 Board of Vineyard Groningen

The Board, at least consisting of a Chairman, Secretary and Treasurer, are representatives from the church community who oversee the work of the pastor and the Leaders Team (LT).

The Board meets once a quarter and organizes a Family Meeting to report back to the church at least once a year.

The board 2024 consists of:

Antonia Hein (chairwoman until March)
Jonathan Detweiler (chairman from March)
Cathy Ellis (treasurer)
Jonathan Tipping (secretary)
Monika Tuinstra (member)

4 Remuneration policy

The members of the Board are not remunerated for their duties. They are entitled to reimbursement of costs.

The pastor is in a part-time paid position (0,8 fte). His salary level is set within the guidelines of Vineyard Benelux and based on the "CAO Welzijn & Maatschappelijk Werk".

Incidentally, a volunteer fee can be given.

5 Reflection 2024

The year 2024 was a year of expanding our organisation and formalizing some structures. Also the search for a new building started. We look back with thankfulness and see God's provision and guidance, getting us ready for a new season in the life of our church community.

5.1 Start Leadership Team

In 2023, we made a big transition in our leadership structure, adding a Leadership Team around the Pastor. This newly formed leadership team began focusing on the overall health and direction of the church.

Their role in the church is:

- Being pastorally present, shepherding people, and serving people where needed
- Forming the main place for the Pastor to discuss pastoral situations, vision, teaching directions and other things that concern the church as a whole
- Discerning together where the Lord is guiding the church
- Empowering team leaders in their roles

This continued in 2024 and their team leadership has been pivotal in guiding and preparing the church through the process of landing in the new building.

5.2 Preparing for a new location

The location we have been having our services for 12 years let us know they cannot host us anymore. This is due to a renovation of their 'aula' and it will make it unsuitable to hold church services. The board mandated a building committee that visited and reviewed over 60 options in the city centre of Groningen. At the time of writing, we have finished this process and landed at the Jeruzalemkerk in Groningen. In this whole process we clearly see God's provision for us.

5.3 Leadership transitions

In 2024 we again had to deal with many other leadership transitions, mainly in our teams. We have seen some of our ministry leaders stepping down for several (very good) reasons. We have also seen God's provision in that we have been able to invite people into the open leadership positions and have even been able to start a Youth Ministry.

5.4 Growth

We notice that our church is growing. God is bringing more and more people to the church. Seeing this trend continue through the year and into 2025, we realized that we needed to take two steps: -

5.4.1 Organisation

Our overall organization needed to take a quality step in terms of organization, communication, integration and planning to accommodate this growth.

We are also thankful that that we could add someone to our church staff to focus on organization, planning and administration. In 2024 we saw the fruits of this choice and the increased quality and organisation it has brought to us.

5.4.2 Training

We needed to offer more growth opportunities, for example through courses. We have now also been able to start up the Freedom in Christ course again with a fresh new team. Through 2024, we have seen that our Discipleship Groups became even more central to the life of our church community. We have 12 groups, each with around 10 members, and we are adding people into groups every month. Next to this we initiated a men's group, that came together monthly. The setup was low organization, centred around a book and a campfire.

6 Financial report 2024

The financial year of Vineyard Groningen runs from January 1st to December 31st.

We set the initial budget at approximately 92% of the previous year's income. This covers all essential costs. Extra spending is defined within a higher budget level. The difference is 'under review' – release of funds above the 'initial budget' is reviewed by the Board based on actual income as the year progresses.

6.1 Expenses/ Costs

We see our expenses as investments into our church and the Kingdom of God.

The board was able to authorize extra spending via the 'budget under review' during 2024.

The actual costs for 2024 were € 2.300 less than upper-level budget and € 3.500 more than our initial budget. See details in table below.

Expenses	Budget €	Initial €	Actual 2024 €	Actual as % of total
Employee-costs	63.561	62.586	61.953	55%
Ministries	8.350	6.025	5.421	5%
Meetings	3.860	3.560	4.636	4%
Missions	14.100	13.600	18.066	16%
Building	15.869	14.669	13.137	12%
General	7.000	7.000	8.150	7%

Administrative Costs	2.862	2.277	2.217	2%
Unforeseen	300	0	0	0%
Total	115.902	110.017	113.579	

- Missions: spending was higher than planned because of extra gifts for our missionaries and generous year end giving.
- General: spending was higher than budget due to: 1) extra fees incurred for employment advice and 2) Christmas gifts for all those serving in our community

Investment

€ 2.733 was invested in a new electronic piano/ keyboard for our Worship team. This was financed from our reserves. The old keyboard was donated to one of the team.

6.2 Income

The table below is an overview of the income received in 2024.

Income	Forecast 2024	Actual 2024
donations via bank transfer	€ 105.732	€ 107.852
donations via direct debit (incasso)	€ 1.980	€ 1.930
donations via cash collection	€ 144	€ 81
Givt income	€ 816	€ 310
Interest (on savings)	€ 480	€ 716
Subtotal regular income	€ 109.152	€ 110.889
Spring Offering	€ 2.250	€ 2.426
Year End Offering	€ 2.250	€ 3.966
Project specific and other income		€ 1.751
Subtotal special income/ funding	€ 4.500	€ 8.143
Grand Total	€ 113.652	€ 119.031

6.3 Balance

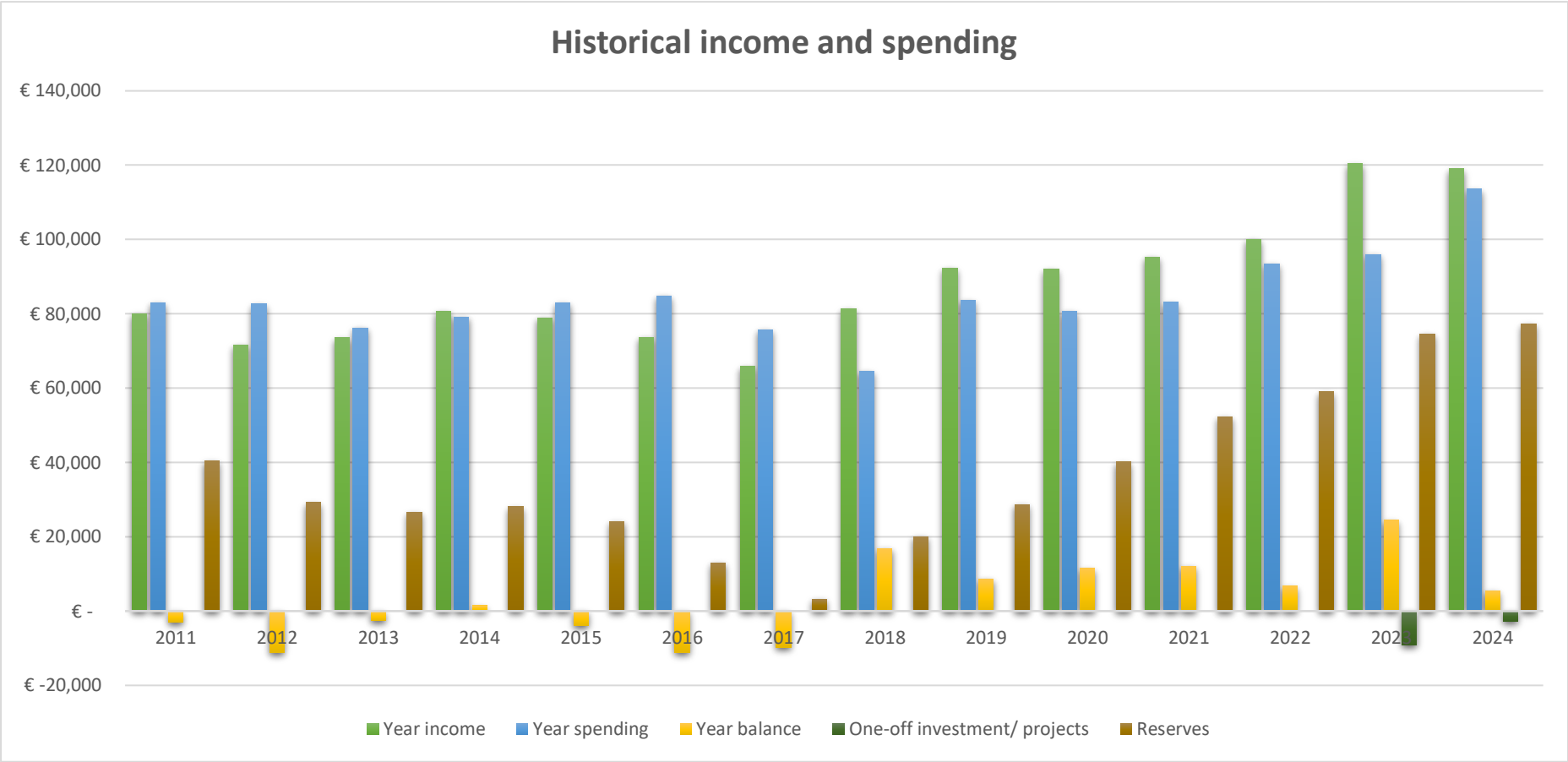
Overview of the overall income against expenses for 2024.

	Forecast 2024	Actual 2024
Expenses	€ 115.902	€ 113.579
Income	€ 113.652	€ 119.031
Balance	€ - 2.250	€ 5.452

The table shows a positive balance of €5.452. Thank you for your generous giving!

6.4 Historical income and spending

The graph below shows an overview of income and expenses over the last 13 years which shows a growing income and steady financial situation since 2018.



6.5 Reserves

Total funds dated 1st January 2024 were € 72.225

The board does not allow the total balance to drop below € 30.000. See chapter 8 for explanation.

Therefore, € 42.225 is potentially available to cover any shortfall or unexpected costs.

In 2024 an amount of € 2.733 was invested from reserves.

Below table shows an overview of reserves at year end 2024

Reserves on 01-01-2024	€ 42.225
Minus: invested in 2024	€ 2.733
	€ 39.492
Plus: Result 2024	€ 5.452
Reserves on 31-12-2024	€ 44.944

Further information regarding investing from reserves is given in chapter 8.

6.6 Report control committee

Statement Control Committee on Vineyard Groningen Financial Accounts 2024

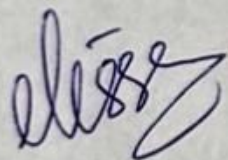
At the request of the Vineyard Groningen board, we, Elissa Hidayat-Boeren and Stuart Ritson, have audited the annual account and the financial report of Vineyard Groningen for the year 2024. We have checked and examined the accounts for correctness, completeness and transparency by means of random checks. Our findings and conclusions are that the financial statements give a true and fair representation of the financial situation at the end of 2024. We have found no reason to conclude that the financial statement contains errors or irregularities. On the contrary, we have found that the way the accounts are kept demonstrate excellent and responsible stewardship.

Date: 23 JUNE 2025


Date: 25 JUNE 2025

Signed

Signed



Elissa Hidayat-Boeren



Stuart Ritson

7 Vision 2025

Our church's vision is:

"Building a community of disciples of Jesus, with a passion to worship God, who care for one another and bring God's love into a broken world"

This vision statement, with the five core focuses; discipleship, community, worship, care and outreach, will remain our guideline as we move forward into 2025 and beyond. We see this vision not necessarily as a goal to be reached, but as a culture to cultivate and a path to follow.

There are some plans in the pipeline to invest in leadership, preaching and mission trips. We hope to expand our outreach activities in the coming year but see our main testimony in the city as coming through our people living as ambassadors of the Kingdom wherever they go. This is also why we have set up our current message series 'Sent', as a way to equip people to share about their faith.

The church is adjusting to the new building, which has an inward focus and at the same time thinking about the opportunities of this location, with an outward focus.

8 Budget 2025

8.1 Expenditure

It is our desire to invest more in the Kingdom of God and in our church. That is why we expect that God will continue to bless us financially. Yet, we also know that He has given us the responsibility to steward His blessings well. We have expected that we will need more budget for housing as our time at Gomarus comes to an end.

By defining an 'initial budget' (€ 126.262) plus 'budget under review' (€ 12.560) the board has scope to adjust spending in line with actual income received. We see this as a safe and responsible approach to stewardship of church funds.

If the actual income during the year is not trending towards the forecast, the 'budget under review' will not be released.

Expenses €	Budget	Initial	Under review	Actual 2024
Employee-costs	68.481	67.506	975	61.953
Ministries	8.188	6.163	2.025	5.652
Meetings	3.480	2.480	1.000	4.405
Missions / projects	16.680	16.180	500	18.066
Building	30.941	23.716	7.225	13.137
General	8.100	8.100	-	7.820
Administrative Costs	2.202	1.617	585	2.547
General unforeseen	750	500	250	-
TOTAL	138.822	126.262	12.560	113.579

The table above shows the overview of the budget for 2025 in line with the vision in section 7.

The second column is the upper-level budget. The last column shows 2024 actual expenditure for comparison. In the middle is the 'initial budget'.

8.2 Forecast Income

Income €	Forecast 2025	Actual 2024
Donations via bank transfers ¹	102.480	107.852
Donations via direct debit/ incasso ²	1.680	1.930
Donations via cash collections	84	81
Givt income	312	310
Interest	700	716
Subtotal regular income	105.256	110.889
Spring Offering	2.250	2.426
Year End Offering	2.250	3.966
Project specific and other income	-	1.751
Subtotal special income/ funding	4.500	8.143
Grand Total	109.756	119.031

¹ Based on 95% of 2024 total contributions by bank transfer

² Based on DD valid on 1st January 2025

The above table is a conservative forward estimate. Because of the move to a new location in 2025 and associated but uncertain increase in facility rental some attention was given to encouraging our congregation to pledge their donations for the coming year. Result of this have not been incorporated into the income forecast above.

8.3 Reserves

Vineyard Benelux recommends that their local churches reserve at least 25% of their annual budget to cover fixed costs in the event of significant and unforeseen reduction in regular income. In an international community this is even more relevant because our numbers and therefore income can be influenced by factors outside of our control.

The Board sees this as wise stewardship over church funds and we follow this advice. Vineyard Groningen reserve fund is set at €30.000. This amount covers committed costs e.g. employee salary and taxes, administrative fees, insurance premiums and facility rental for a maximum period of 3 months.

Remaining balance above the € 30.000 threshold is earmarked for special investments to further the vision and growth of the church in the future. Any proposal to invest these funds must be documented and submitted for approval to the Board and the Pastor. Funding requests/ proposals are evaluated based on the following guidelines:

- Relates to a long-term investment;
- Alignment with our vision and values;
- Cost-effective;
- Plan includes measurable goals and aims.

At the end of 2024 the reserves (above the the € 30.000 threshold) were € 44.944 (see section 6.5).