



Annual Report 2021

including

Vision & Budget 2022

Date: 20-03-2022

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1 General information Vineyard Groningen

<i>Name organisation:</i>	Vineyard Groningen
<i>RSIN number:</i>	854084708
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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 Ministry Leaders Team (MLT).

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

The board 2021 consists of:

Antonia Hein (chairwoman)

Kees Muller (treasurer)

Cathy Ellis (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 Activities

This year was another year of adjusting to ever-changing circumstances and navigating church life through covid restrictions. During the last two years, it's been hard to integrate new people and keep the church community together. However, we have done our best to stay connected and to make use of the opportunity to re-think activities and prepare for a new season of the life of our church.

A Culture of Discipleship

In this last year, we have been able to participate in a learning community with LEF-Navigators, together with three other Vineyard churches in the Netherlands.

Koen and a selected group of leaders in the church took part in three training weekends, set up to inspire us and think practically about building a culture of discipleship.

This was not a 'here's how you do it' type of training, but a facilitating process meant to support, challenge and inspire. We see taking part in this training as the beginning of a new phase in our church where radical discipleship to Jesus will get a stronger focus.

Discipleship Groups

The biggest adjustment and place of progress in the life of our church has been the start of our Discipleship Groups ministry. In the Spring of 2020, a group of people, gathered by Koen,

sat together to rethink this ministry. From those conversations flowed a new vision for groups, where they operate with a hybrid model of both group settings (6-12 persons) and more intimate settings (3-4 persons). The groups ministry re-launched in September 2021 with a new leader, coaches and group leaders. So far, it is going well, even though the early stages of group formation have been interrupted by covid restrictions. Yet, we are hearing very good reports from the group leaders about their progress and look confidently ahead to this coming year.

Investment sound-system

Another project of this last year was a special investment in our sound-system. The main reasons for this investment were 1) to improve the sound quality, both in the room as well as in the recording of the message video, 2) to improve monitoring on stage for the worship team, 3) to build up our own equipment which would make us more independent and flexible, and 4) to create an easier set-up and better storage.

Leadership changes

Some changes have occurred in the last year when it comes to our ministry leaders. We have appointed new ministry leaders for: discipleship groups, children's nurse, worship team and facility/ hospitality teams.

In addition to this, we are in the process of building a Church Care team with a vision to give specialized pastoral help to a broader group of people and make church care more available and accessible in the church.

Some other highlights

- In the first 6 months of 2021 when Koen and his family were going through difficult personal circumstances, the preaching team stepped up in a great way to keep weekly gatherings going.
- On September 12, we had a baptism service where three of our members were baptized.
- We ran Discover Vineyard with around 40 new people.
- Church Scan: The board commissioned Gabriel Financiële Bescherming to investigate our administration and organisation. This resulted in a list of items to improve in the church. We hope to complete this to-do list in 2022, so that our church administration and organisation will more fully support its ministry.

6 Financial report 2021

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

6.1 Budget 2021

In the family meeting of March 21, 2021 the board proposed the 2021 budget. The board defined an 'initial budget' which details required spending for continued operations in line with previous years. On top of this the 'budget under review' was proposed - this spending is only approved if the actual income is in line with forecast annual income to cover the extra spending.

Spending	Budget 2021	Initial / Under review
1. Employee-costs	€ 44.168 (49,1%)	€ 42.168 / € 2.000
2. Ministries and leaders development	€ 5.950 (6,6%)	€ 3.975 / € 1.975
3. Meetings	€ 3.000 (3,3%)	€ 2.400 / € 600
4. Missions	€ 12.400 (13,8%)	€ 11.200 / € 1.200
5. Building	€ 14.794 (16,4%)	€ 13.004 / € 1.790
6. General	€ 6.500 (7,2%)	€ 5.550 / € 950
7. Administrative	€ 2.170 (2,4%)	€ 1.670 / € 500
8. General unforeseen	€ 1.018 (1,1%)	€ 217 / € 801
Total Spending	€ 90.000 (100%)	€ 80.184 / € 9.816

Income	Budget 2021
1. Donations via bank transfer	€ 76.800
2. Donations via debitcard	€ 1.920
3. Collection	€ 1.440
4. Givt income	€ 1.440
5. Interest	€ 0
6. Spring offering	€ 2.000
7. Year End offering	€ 2.000
8. Investment from reserves	€ 4.400
Total Income	€ 90.000

6.2 Actual expenses and income 2021, result and reserves

Expenses

We see our expenses as investments we make into our church and the Kingdom of God. The actual costs for 2021 ended € 6.880 lower than forecast and € 2.936 higher than our initial budget for 2021.

Due to the corona pandemic Vineyard Groningen adapted by offering online services instead of physical gatherings in the first three months of the year. This led to adjustments in the budget and spending. The initial budget remained leading for the Board in their financial decision making.

- Employee-costs; stayed about the same as the initial budget.
- Ministries; some ministries spent less than the initial budget and some a bit more. Bless the City spent less because the Christmas celebration in the Martinikerk was cancelled because of lockdown restrictions.
- Meetings; because we did not do as much as we had expected, the costs were lower than the initial budget.
- Missions; € 5.400 higher than initial budget because of extra gifts for our missionaries. And also because the total amount of the Spring Offering (St. tot Heil des Volks; ultra-run) and Year End Offering (Kerst050) was more than predicted.
- Building; about € 2.500 less than initially budgeted because we did not gather in Gomarus in the first three months of 2021. This reduced spending on facility rental and coffee/tea etc.
- General; about € 3.000 more than the initial budget. This was mainly caused by the costs of a Church Scan that we had performed. By means of this Scan, we have gained a good insight into whether our processes and procedures comply with the relevant rules and regulations.
- Administrative; about € 600 less than initial budget.
- General unforeseen;

Expenses	Forecast 2021	Initial 2021	Actual 2021
1. Employee-costs	€ 44.168	€ 42.168	€ 42.307 (50,9%)
2. Ministries	€ 5.950	€ 3.975	€ 2.654 (3,2%)
3. Meetings	€ 3.000	€ 2.400	€ 1.638 (2,0%)
4. Missions	€ 12.400	€ 11.200	€ 16.603 (20,0%)
5. Building	€ 14.794	€ 13.004	€ 10.633 (12,8%)
6. General	€ 6.500	€ 5.550	€ 8.251 (9,9%)
7. Administrative	€ 2.170	€ 1.670	€ 1.034 (1,2%)
8. General unforeseen	€ 1.018	€ 217	€ 0 (0,0%)
Total Expenses	€ 90.000	€ 80.184	€ 83.120 (100%)
Balance compared to initial budget			- € 2.936

Income

The actual income 2021 ended € 5.190 higher than our forecast. During the first half year our income was more or less in balance with the average initial forecast. During the second half year the income increased. That's why the board approved some spendings above the initial budget. In December 2021 we received some big extra gifts (total amount about € 8.000). Therefore, the total gifts via bank transfer ended about € 5.610 higher than the forecast.

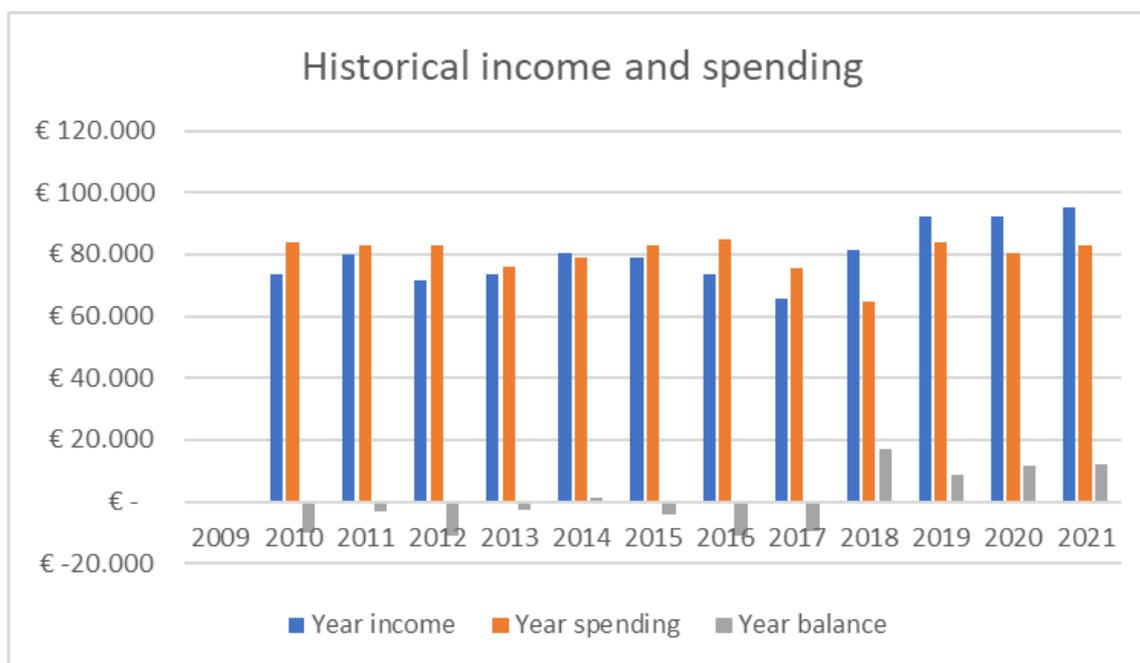
Income	Forecast 2021	Actual 2021
1. Donations via bank transfer	€ 76.800	€ 82.410
2. Donations via debitcard	€ 1.920	€ 2.043
3. Collections	€ 1.440	€ 973
4. Gift income	€ 1.440	€ 761
5. Interest	€ 0	€ 0
6. Spring Offering	€ 2.000	€ 3.090
7. Year End Offering	€ 2.000	€ 1.513
8. Ear-marked gifts	€ 0	€ 0
9. Investment from reserves	€ 4.400	€ 4.400
Total Income	€ 90.000	€ 95.190
		+ € 5.190

Overview results	Forecast 2021	Actual 2021	Difference
Expenses	€ 90.000	€ 83.120	€ 6.780
Income	€ 90.000	€ 95.190	€ 5.190
Balance	€ 0	€ 12.070	

Result

Therefore the financial result 2021 is a positive balance of € 12.069,64.

Historical income and spending



Reserves

Our total reserve funds dated January 1, 2021 were € 50.704,22.

€ 30.000 of this is reserved for unforeseen circumstances - a resilience fund to prevent the church from immediate financial problems in case of a calamity.

Therefore, € 20.704,22 remained as actual reserves.

When we checked the numbers of 2021, it became clear that an input error of € 2.00 had been made in the calculation of the reserves. That error has been corrected.

Last year, an amount of € 4.400 was added from the reserves to the budget of 2021 to reduce pressure on the budget. Also, the Board decided to use some of these reserves to make a long-term investment in audio equipment. An overview of our current reserves, you can find below:

Reserves on 01-01-2021	€ 20.704,22
Plus: correction	€ 2,00
Minus: included in budget 2021	<u>€ 4.400,00</u>
	€ 16.306,22
Minus: Investment AV equipment in 2021	<u>€ 6.123,17</u>
	€ 10.183,05
Plus: Result 2021	<u>€ 12.069,64</u>
Reserves on 31-12-2021	€ 22.252,69

In chapter 8 we explain more about this.

6.2 Report control committee

The board appointed a temporary committee to do a final check on the annual financial report. Here are their findings:

Statement Control Committee on Vineyard Groningen Financial Accounts 2021

At the request of the Vineyard Groningen board, we, Ama Tetsewa Williams and Jaco van Rij, have audited the annual account and the financial report for the year 2021 of Vineyard Groningen. 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 and the way of conduct in 2021. We have found no reason to conclude that the financial statements contains errors or misstatements. On the contrary, we have found that the way the accounts are kept demonstrate excellent and responsible stewardship.

Ama Tetsewa Williams

A handwritten signature in blue ink, appearing to read 'Ama Tetsewa Williams'.

Jaco van Rij

A handwritten signature in blue ink, appearing to read 'Jaco van Rij'.

7 Vision 2022

This chapter outlines the highlights of our vision for 2022.

In 2022 we seek to continue in the direction set in 2021, centering around our vision statement.

“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”.

Discipleship & Community

We will continue to strengthen our Discipleship Groups ministry and expect to get more groups started. We also pray for people who are part of the church community, but due to covid-restrictions and other circumstances have not been able to fully participate in church life. Twice a year, there will be a message series on Discipleship that connects directly to the life of the groups, providing discussion questions and inspiring conversation.

We want to see discipleship, spiritual formation and community as the beating heart of our church.

Teams

As we have dealt with a lot of leadership changes and turnover in the teams, a priority this year will be to strengthen the teams, integrate new people and build a healthy team culture.

NCD – Natural Church Development

In September 2018 we ran a NCD survey to evaluate the health of our church. NCD is a tool that helps to understand how church members experience the church in its main areas, and gives insight in strengths and weaknesses.

In the Spring of 2022, we hope to run another NCD to better understand where we stand now and what areas need extra focus.

Improvements from Church Scan

The Church Scan conducted by Gabriel Financiële Bescherming produced a thorough report on our compliance with a wide range of rules and regulations including recommended improvement steps. The Board has prioritised these recommendations and seeks help from within the community to address the high priority items during 2022.

8 Budget 2022

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.

As in previous years Vineyard Groningen works with a two tier budget: 'initial' and 'under review'. This table shows the overview of the budget for 2022 in line with the vision above.

Spending	Budget €	Initial €	Under Review	Actual 2021 €
1. Employee-costs	46.831	46.181	650	42.307
2. Ministries	7.420	4.520	2.900	2.654
3. Meetings	2.750	2.050	700	1.638
4. Missions	13.000	13.000	0	16.603
5. Building	13.904	13.654	250	10.633
6. General	7.500	7.500	0	8.251
7. Administrative	1.800	1.215	585	1.034
8. General unforeseen	900	500	400	0
Total Spending	94.105	88.620	5.485	83.120

The second column is the budget. The last column shows actual expenditure for 2021 for comparison. In the middle you see the 'initial budget' which is the minimum required. Budget 'under review' will be approved later in the year if we observe that the income trend is towards € 94.105.

The total 'initial budget' of € 88.620 is set after analysis of previous years income. This is considered to be prudent and covers all operating costs. The Board monitors the income and spending on a monthly basis. As the year progresses, we can decide to release funds 'under review' as appropriate.

8.2 Forecast Income

Income	Forecast 2022 €	Actual 2021 €
Donations via bank transfers	75.600	82.410
Donations via debitcards	2.040	2.043
Donations via collections	1.248	973
Givt income	732	761
Spring Offering	2.000	3.090
Year End Offering	2.000	1.513
Investment from reserves	5.000	4.400
Total	88.620	95.190

Based on analysis of income over previous years we expect to raise a total of € 83.620 from donations, collections and offerings. As in 2021 an investment from reserves is added to the income 2022. This reduces the pressure on the regular donations. € 5.000 is added from our reserves to the income, bringing the total to € 88.620. Forecast income and initial budget are therefore balanced.

By defining an 'initial budget' (€ 88.620) plus 'budget under review' (€ 5.485) 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 € 94.105, we will not approve budget requests that are 'under review'.

8.3 Investments from our 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. For this reason, the Vineyard Groningen reserve fund is set at € 30.000. This amount covers committed costs e.g. pastor salary and taxes, administrative fees, insurance premiums and facility rental for a maximum period of 3 months.

Vineyard Groningen positive balance above € 30.000 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 2021 the reserves were € 22.253 (see section 6.2) of which € 5.000 has been added to the spending budget for 2022 (see section above).

Therefore reserve funds remaining for special investments are: € 17.253