

Policy plan 2024

Pentecostal Christian Fellowship Eben-Haëzer Church

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Introduction

The Pentecostal Christian Fellowship Eben-Haëzer is located in Nijmegen and is an independent church. The church is a statutorily established Christian church in the Netherlands.

Based on the same beliefs, the church is connected to the worldwide Pentecostal movement.

This policy plan aims to give you insight into the spiritual and social form of government. It provides core information that we would like to share with you by law.

On behalf of the Pentecostal Christian Fellowship Eben-Haëzer Church

The board

1. Spiritual purpose and vision

1. Purpose

The church has the purpose of preaching the Gospel of Jesus Christ and providing and improving spiritual care and welfare in the general interest in the broadest sense of the word in order to practice and promote faith on a Biblical basis and to make it accessible to everyone.

2. Vision

The vision of PCF Eben-Haëzer: Applying the principles of God's Kingdom, according to the teachings and lifestyle of Christ.

With the mission to bring people to Christ with the aim of building each other up, serving each other and loving each other as God's family
(weblink: <https://pcfebenhaezer-church.com/anbi>)

We want to achieve our goal by:

- Worship services
- Joint celebrations
- Worship
- Bible studies
- Biblical proclamation
- Prayer services
- Pastoral work

2. Composition of Pentecostal Christian Fellowship Eben-Haëzer

The Pentecostal Christian Fellowship Eben-Haëzer congregation has 1 administrative and legal body, 1 church leadership and 1 church council.

1. The board

The board consists of three board members of the Pentecostal Christian Fellowship Eben-Haëzer congregation. In the roles of chairman, secretary and steward.

This board is supported in its implementation by the believers of the congregation, consisting of the pastor, deacons and volunteer workers of the Pentecostal Christian Fellowship Eben-Haëzer.

2. The Church leadership

The church leadership consists of the pastor and the chairman of the Pentecostal Christian Fellowship Eben-Haëzer congregation. They are ultimately responsible for the pastoral services.

3. The Council:

The council currently consists of the church leadership and four church-appointed deacons, who jointly provide direction to the Pentecostal Christian Fellowship Eben-Haëzer congregation.

This council is supported in the implementation of its activities by the believers of the congregation, consisting of volunteer workers from the Pentecostal Christian Fellowship Eben-Haëzer.

3. Activities

Our activities are accessible to everyone.

1. Structural activities:

- a) Worship services
- b) Bible preaching
- c) Worship
- d) Bible studies
- e) Prayer services
- f) Youth services
- g) Teen services
- h) Pastoral work
- i) Family day
- j) Volunteer meeting
- k) Council meetings (closed)
- l) Board meetings (closed)

2. Non-structural activities

- a) Praise service(s)
- m) Baptism service(s)
- b) Fundraising campaign (s)

4. Finances

This chapter explains the finances of the Pentecostal Christian Fellowship Eben-Haëzer. The expenditure of the finances is fully in line with the (spiritual) mission and vision of the church.

The statement of income and expenditure for the year 2023 provides insight into the receipts and expenditures.

a. Finances

The Pentecostal Christian Fellowship Eben-Haëzer acquires all its necessary finances exclusively from donations, tithes and collections from its members.

Its assets are fully used for the realization of the church activities and the expenditures below.

b. Statement of income and expenses

	Budget 2023	Real 2023	Real 2022
Income			
Income from assets	€ -	€ 23	€ 6
Contributions from believers, guests and visitors	€ 65.000	€ 70.905	€ 65.738
Contributions to worldwide goals/collections	€ -	€ 6.587	€ 555
Total income	€ 65.000	€ 77.515	€ 66.299
Expenses			
On buildings and inventory	€ 15.000	€ 16.287	€ 24.807
On pastoral care	€ 30.000	€ 33.706	€ 29.569
On church services, community work, etc.	€ 4.000	€ 3.318	€ 3.333
On contributions to global goals/collections	€ -	€ 7.500	€ 555
On administration costs, charges and interest	€ 5.000	€ 5.694	€ 2.281
Total expenses	€ 54.000	€ 66.505	€ 60.545
Adding destination reserve	€ -	€ -	€ 3.000
Result	€ 11.000	€ 11.010	€ 2.754

5. Finances (continued)

a. Overview of intended expenditure in 2024

a. Due to the transition from the foundation to the church community, additional administrative work will be outsourced to external parties. These are one-off outsourcings. This has consequences for the item “administration costs”.

b. For the worship singers and musicians, outdated music equipment will be replaced with the aim of improving the audio quality during the live broadcast and optimizing the musical sound in the church hall. This one-off expenditure will result in an additional increase in the item “On buildings and inventory”.

c. The hall rental is sometimes extended for the Worship singers and musicians to rehearse extra for the church services. This expenditure will be charged to the same item “On buildings and inventory” as a and b.

d. On 1 July 2024, the pastor’s salary will be equalized with the increased statutory salary. This will result in the annual increase in the item “On pastoral care”.

Especially due to the above-mentioned expenditures a to c, we expect that the final result of the income and expenses will be negative for the year 2024. This will be charged to the general reserve.

Of course, as a religious community we remain dependent on God's grace and His work of salvation and on the many gifts and donations from our believers, visitors and guests. The expectation is that these benefits will remain unchanged.

b. Remuneration policy

The church is under the spiritual leadership of the pastor. He receives a monthly salary and a mileage allowance according to the legal standards.

Guest speakers and invited external speakers receive a fair compensation for their speech(es) and proclamation of God's Word.

The objective is always that compensation is not excessive, but fair and fiscally responsible.

Conclusion

Christian fellowship, harmony and the indispensable Love of God will remain inextricably linked to the Pentecostal Christian Fellowship Eben-Haëzer.

The church will continue to develop and as a result its policy plan will be adjusted annually.