



All Saints Amsterdam Episcopal Church Policy Plan 2025-2026

Statutory Data

Name

All Saints Amsterdam

Registration

- KVK-nummer: 93042787
- RSIN/fiscaal nummer: 866257366
- IBAN: NL32 TRIO 0320 8657 62
- BIC: TRIONL2U

Address and Contact Details

All Saints Amsterdam
Herman Gorterstraat 31
1077 WE Amsterdam

Email: info@allsaintsamsterdam.church
Website: <https://allsaintsamsterdam.church>

Board of All Saints Church Amsterdam

The board of All Saints Church Amsterdam consists of:

- President: Mpho Tutu van Furth (mpho@allsaintsamsterdam.church)
- Treasurer: Hans Schraven (hans@allsaintsamsterdam.church)
- Communications: Zinzy Waleson Geene (zinzy@allsaintsamsterdam.church)
- Member: Kyle Rader (kyle@allsaintsamsterdam.church)
- Member: Bart Bolhuis (bart@allsaintsamsterdam.church)
- Member: Chris Guidry (chris@allsaintsamsterdam.church)

Mission and Objectives

Mission

All Saints Amsterdam is a member of the Convocation of Episcopal Churches in Europe (<https://episcopaleurope.org>). We are building an inclusive and affirming Christian community of English speakers -expats, Dutch locals, and tourists -who appreciate a time of thoughtful, reflective worship in the Anglican tradition.

Vision

We believe that the Kingdom of God and God's righteousness are inseparable from each other. We strive to live the Gospel of Jesus Christ. This is a Gospel of love, justice and radical welcome.

Values

The values of welcome, inclusion, diversity, and anti-oppression are deeply embedded in the DNA of All Saints Amsterdam; we believe these values are intrinsic to the teachings of Jesus Christ.

Objectives

We will:

- Provide a welcoming and affirming space for all, regardless of racial, economic or educational background, physical or mental ability or disability, ethnicity, sexual orientation, gender identity.
- Cultivate inclusive worship that reflects the richness of the Christian faith.
- Offer educational programs that promote critical thinking about matters of faith including: social justice, spiritual maturity, and care for all creation.
- Partner with other organisations to address social needs and advocate for peace and equality.
- Operate with transparency and accountability, upholding the highest ethical standards.
- Function as a non-profit organisation, relying on grants, donations, and member contributions to support our mission.

Beneficiaries / Geographical Scope

We reach out to and serve:

- Any person seeking a faith-based community that embraces diversity and social justice.
- Individuals seeking spiritual growth and guidance in an inclusive and affirming environment.
- The people of this city, this country and the world who are in need of spiritual companionship, social services, and the support of a prayerful Christian community.

Children

Children of all ages are an important part of our community. We involve them as much as is appropriate in activities and decision-making. In accordance with Jesus' teachings, we accompany the youth in our midst on their journey to becoming justice-seeking critical thinkers and compassionate adults.

The General Convention of the Episcopal Church has developed a Safeguarding God's Children program. All employees and volunteers who work with children and youth within the All Saints Amsterdam setting are required to complete the SGC training program.

Jesus calls us to protect the vulnerable among us. All members of the community will be proactive in reporting suspected abuse and the clergy consider themselves mandated reporters.

Activities

All Saints Amsterdam participates in activities with other faith communities and organisations. Annual reports of activities can be found on our website.

Current and envisioned activities of All Saints Amsterdam include the following:

- Sunday Eucharist services
- Prayer meetings (in collaboration with other denominations that find their homes at Vrijburg)
- Equipping home groups
- Public activities for the benefit of the objectives of All Saints Amsterdam
- Theme days, such as bible and activism, the sustainability of God's creation, diversity challenges
- Conferences
- Bible studies and small group gatherings
- Social events that promote inclusivity and build connections among members
- Outreach programs that address local community needs, such as food pantries, homeless shelters, or addiction recovery support
- Advocacy work focused on social justice issues, environmental protection, and peacemaking initiatives
- Or whatever God's Spirit puts on the heart within All Saints Amsterdam

History and Size

- All Saints Amsterdam started in 2022 as an initiative of the Rev. Howie Adan and Rev Canon Mpho Tutu van Furth. In the first year All Saints Amsterdam had a monthly gathering of Christians who shared a vision of building an inclusive and progressive English-speaking Christian community in the Anglican tradition in Amsterdam.
- Initially All Saints Amsterdam gathered at Old Catholic Church on the Ruysdaalstraat in Amsterdam.
- Rev. Adan resigned in Summer 2023.
- In September 2023 The Rev. Dr. Kyle Rader joined the community.
- In 2024 we moved to Vrijburg in Amsterdam South.
- At the Convention of the Convocation of Episcopal Churches in Europe in 2023 we were welcomed as a mission congregation by Bishop in Charge, Mark Edington.
- Our current average Sunday attendance is 12 people. Every time we gather we receive visitors and newcomers who have found us through various means (web search, word of mouth, referral).
- Our digital newsletter has 56 subscribers in the Netherlands and abroad.

Legal Framework

All Saints Amsterdam accedes unconditionally to the Constitution and Canons of The Episcopal Church, and the Constitution and Canons of the Convocation of Episcopal Churches in Europe.

- The church operates as a registered religious organisation under Dutch law. We registered with the KVK (Chamber of Commerce) as a church denomination in 2024 and formed a board of five members who were confirmed by other community members.
- The church will register as a Public Benefit Organization (ANBI) to receive tax benefits for donations.

Licensed and Registered Charity

All Saints Amsterdam is the newest mission congregation of the Convocation Episcopal Churches in Europe. All Saints Amsterdam received initial grants from The Episcopal Church.

Licensed and Registered Fund Raiser

The church will register as an ANBI (Algemeen Nut Beogende Instelling) to be recognized as a Public Benefit Organization in the Netherlands. Proceedings are ongoing.

Legal Structure

The church operates under the leadership of a Bishop's Committee with a diverse membership that reflects the congregation's demographics.

The Bishop's Committee is responsible for overseeing the church's operations, finances, and adherence to its mission and bylaws, ensuring transparency and accountability.

The operations of All Saints Amsterdam are governed by our Statutes document.

Members

Membership is open to all. The members of the congregation are baptized Christians whose baptisms are recorded at All Saints Amsterdam.

The Bishop's Committee

The Bishop's Committee consists of a slate of no fewer than three persons nominated by the Parish and appointed by the Bishop.

Financial Framework

All Saints Amsterdam is not a profit-making enterprise. Occasional profits, if any, shall be used to realise the objectives of the church. All Saints Amsterdam will use received donations, as well as fees received from its work and activities, to develop activities or support other organisations that contribute to the achievement of the objective of All Saints Amsterdam.

All Saints Amsterdam will receive its funds from grants, gifts, collections, and donations from members, partners, supporters and visitors who wish to contribute to All Saints Amsterdam's non-profit objective.

Currently All Saints Amsterdam is in a start-up phase, so no figures are available from previous years.

Assets

All Saints Amsterdam does not hold more assets than reasonably necessary for the operation of All Saints Amsterdam unless for a specific purpose consistent with the objectives of the organization.

No person or legal entity has decisive control within All Saints Amsterdam. This means that no person or legal entity may dispose of the capital of All Saints Amsterdam as if it were his/her or its own capital.

Income

All Saints Amsterdam has received an initial grant of 28.000 Euro from The Episcopal Church in 2024 and 10.000 Euro in 2025.

In the first 12 months after obtaining the ANBI status, expected income from donations is estimated to be Euro 17000.

Possibilities for subsidies are under investigation.

Annual Budget Comparison (2024-2026)

All figures in Euros (€)

Income Overview

Income Category	2024	2025	2026
TEC	€28,000	€10,000	€10,000
Donations	€5,000	€17,000	€17,000
Total Income	€33,000	€27,000	€27,000

Expense Overview

Expense Category	2024	2025	2026	Notes
Salary and personnel costs	€22,264	€22,264	€22,264	2 x (5 x 46) x 40 + (21% BTW)
Travel costs	€300	€300	€300	
Rent worship and study space	€4,320	€4,320	€3,600	2024/2025: 12 x €360, 2026: 12 x €300
Equipment & other office costs	€245	€245	€250	
Administrative costs	€326.76	€326.76	€586	2024/2025: Jortt (12 x €27.23), 2026: Jortt, Mollie, Triodos
Childcare	€500	-	-	
Pianist and cantor	€1,000	-	-	
Website and communication	-	-	-	
Assets	€0	-	-	
Total Expenses	€28,955.76	€27,455.76	€27,000	

Budget Summary

Budget Year	Total Income	Total Expenses	Net Balance
2024	€33,000	€28,955.76	€4,044.24
2025	€27,000	€27,455.76	-€455.76
2026	€27,000	€27,000	€0

Key Observations Budget

- Income changes: Significant decrease in TEC funding from 2024 to 2025-2026, offset by increased donations
- Cost reductions: Elimination of childcare and pianist/cantor expenses after 2024
- Space costs: Rent reduction planned for 2026
- Administrative costs: Increase in 2026 due to additional services (Mollie, Triodos)
- Budget balance: Surplus in 2024, slight deficit in 2025, balanced budget in 2026

Corporate Governance

Members of the Bishop's Committee of All Saints Amsterdam receive no remuneration or fees for their work on the committee. Any expenses incurred such as travel expenses may be reimbursed upon receipt of supporting documents if the budget allows such expenditure.

The Bishop's Committee is responsible for financial oversight, strategic planning, and ensuring adherence to the church's mission and policies.

A clear decision-making process has been established, promoting transparency and open communication with the congregation.

Regular financial reports are available to members, demonstrating responsible use of funds.

Administration

The administration of All Saints Amsterdam is structured to ensure effective governance, transparency, and compliance with relevant laws and regulations. The key component of our administrative structure is the Bishop's Committee.

The Bishop's Committee

- The "Bishop's Committee", nominated by the general membership and confirmed by the Bishop, is responsible for setting policy, overseeing finances, and appointing committees.

- The Bishop's Committee provides administrative support to the church, including managing correspondence, maintaining records, and coordinating meetings. Detailed minutes are kept of all committee and general membership meetings. These minutes provide a record of decisions made and actions taken. The church maintains a comprehensive archive of historical documents, including financial records, correspondence, and meeting minutes.

Membership

A comprehensive membership list is maintained, which includes contact information and relevant details about each member.

Annual General Meeting

An annual general meeting is held to provide members with an opportunity to receive updates on the church's activities, select board members, and approve the annual budget.

Privacy

The church is committed to protecting the privacy of its members. We have implemented a comprehensive privacy policy that outlines how we collect, use, and disclose personal information. Our privacy policy is based on the principles of transparency, accountability, and individual rights. We take appropriate technical and organisational measures to protect personal information from unauthorised access, disclosure, alteration, or destruction.

Confidential Information

At All Saints Amsterdam we receive and handle confidential information. This includes, but is not limited to:

- Internal All Saints Amsterdam information, including our know-how and information regarding our business strategies
- Confidential information of our members and associates
- Personal data of our employees, associates and hired free-lancers

Confidentiality and security of this information is extremely important to All Saints Amsterdam and the church's reputation. All employees are bound by confidentiality obligations pursuant to their employment agreements and/or local laws. Within our organisation, access to confidential information is granted on a need-to-know basis.

Communications

All Saints Amsterdam aims to be a "paperless" organisation. Communications with members and the rest of the world will be done through e-mail, website and the occasional post on social media.

To optimise our online presence and provide maximal transparency to our donors and members we use our website. All Saints Amsterdam meets its publication obligation through the website <https://allsaintsamsterdam.church>.

We draw on a range of modern and ancient liturgies and music, finding in them a space to celebrate, learn, wonder, question, doubt, change, and recharge.

All Saints Amsterdam is listed on <http://WijDeKerk.nl>, a website maintaining a catalogue of the open and affirming churches in the Netherlands.