



2021

ANNUAL REPORT



THE COMPASS CHURCH
thecompass.net



JEFF GRIFFIN
SENIOR PASTOR

Dear Compass Family,

We survived! I know that doesn't sound very heroic, but sometimes the greatest feats of strength are seen in simply enduring. The Compass Church was forced to journey through a horrible pandemic, and by the grace of God we did so victoriously!

Paul prayed an interesting prayer for the church in Colossi:

"We ask God to strengthen you with all power according to his glorious might so that you may have great endurance."
Colossians 1:11 (NIV)

Notice what Paul wanted the church to receive: "strength", "power" and "might!" We'd all love to be filled with God's power! We'd all love the strength to live heroically! Yet take note of what they needed divine strength for – "so that you may have great endurance." They needed an infusion of God's strength in order to endure the difficult days ahead.

I believe we, The Compass Church, have experienced an infusion of God's supernatural strength. In all our nearly 70 years, our church has never faced a trial like this pandemic. Yet, He met us in our profoundly difficult year and enabled us to press on in the face of great obstacles.

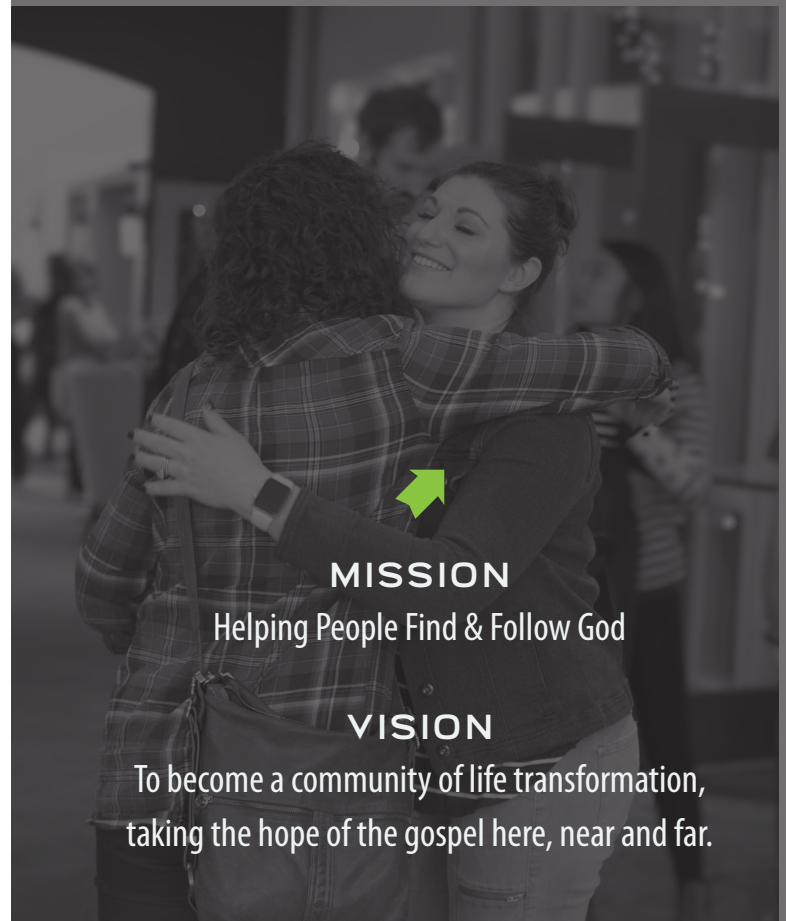
For five months, we couldn't gather for worship, so we worshiped through video from our homes. Our groups couldn't get together, so we connected over Zoom. We couldn't pass an offering plate, so we gave online. Our usual avenues of serving others were taken away, so we created new avenues of service. Satan hoped to shut down ministries, so we added our 5th campus, Compass Online. The pandemic threatened the construction of our South Naperville Campus, but we built it anyway. We have just witnessed the strength of God on display. I was inspired seeing all of you press on... through His power in you.

Throughout Church history, Bible-times and beyond, we find that after God's people faithfully and victoriously endured great hardship, they launched into a season of great kingdom advance. May the Lord do so again. May the season following this pandemic be one where the Lord uses The Compass Church in *Helping People Find & Follow God* at an unprecedented rate!

I love following Jesus with all of you!

Your brother,

JEFF GRIFFIN



MISSION

Helping People Find & Follow God

VISION

To become a community of life transformation, taking the hope of the gospel here, near and far.

ABOUT OUR DENOMINATION

Our church is part of the Evangelical Free Church of America denomination, a movement of about 1,300 like-minded churches. Since 1950, the EFCA has sought to start healthy churches to serve a diversity of people in every state of our country. The Compass Church is part of the Great Lakes District, a grouping of about 200 EFCA churches in Illinois, Indiana, Michigan and Ohio.

PURSUE

HIM DAILY

CONNECT

IN GROUPS

SERVE

IN TEAMS

REACH

YOUR NEIGHBORS

CHURCH FAMILY METRICS

Our aim is to make disciples of Jesus Christ. We hope to help people find faith and grow in faith. Our church's Mission statement is simple, but profound – *Helping People Find & Follow God*. We are very focused on this pursuit, and we want all our financial resources, gifting, skills, and hard work to make a difference toward these disciple-making aims. We survey our congregation about their spiritual habits and track numbers that could be indicators toward this sort of life transformation.

	WEEKEND ATTENDANCE IN-PERSON & ONLINE	CONNECTED IN GROUPS ADULTS & STUDENTS	SERVING IN TEAMS ADULTS & STUDENTS	FAITH AFFIRMING BAPTISMS ALL AGES	FINANCIAL PARTICIPANTS BY HOUSEHOLD	VOTING MEMBERS ADULTS & STUDENTS
2021	2325+1657*	1609*	694*	70	1733	1360
2020	3801	1691	1220	56	1753	1394
2019	3907	1493	1074	78	1658	1376
2018	3684	1917	1103	82	1586	1315
2017	3616	1822	1280	72	1545	1279
2016	3392	1673	1296	27	1468	1183
2015	3321	1129	1035	58	1406	1111

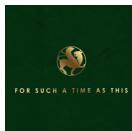
Our Ministry Year and Fiscal Year are one and the same, from September to August. FY21 ends Aug 2021, FY22 begins Sept 2021. All of these numbers represent a combined total of all five of our ministry settings: in Bolingbrook, Naperville, South Naperville, Wheaton and Compass Online. *Our FY21 Attendance, Groups and Teams reflect the averages from May & June 2021.

MINISTRY YEAR RECAP

In Ministry Year 2021, we came together for relevant Bible teaching across all of our locations under these 10 sermon series.



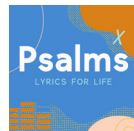
Out of the Ashes



For Such a Time as This



The Wonder of Christmas



Psalms: Lyrics for Life



PEARL: Adventure Awaits



When in Doubt



Samuel: Lessons from a Remarkable Child



Standing Stones



Summer at The Compass



Hidden Treasures

DISCIPLE-MAKING HIGHLIGHTS

With multiple locations and multiple ministries at each location, there is no shortage of inspiring disciple-making efforts. Here are three that really stand out across our entire church.

COMPASS ONLINE

By God's providence, we had online worship services already in place when the Coronavirus pandemic started in March 2020. After returning to in-person worship services in August 2020, we continued to do significant online ministry, even hiring a pastor to exclusively guide Compass Online. Even though most of our church family is back at our physical sites, we continue to serve over 1,600 people weekly through Compass Online.

RISE UP

In October 2019, we launched a churchwide initiative called Rise Up to fund construction of a new building for Compass South Naperville and to further support some key ministry partnerships Here, Near & Far. Our church family explored themes together of generosity, unity and legacy. By God's grace, over \$8.6M has been given so far to our \$10M goal. The construction is now complete, and the partnerships are well underway. We have truly come together as a church for this God-honoring cause!



CONSTRUCTION

In June 2020, we started construction on the new permanent home for Compass South Naperville. We started this campus 12 years ago. This part of our church family has grown significantly over the years, but has met in rented or leased space. In 2019, God graciously supplied for us eight acres on the corner of Rt 59 and 103rd St in Naperville. We opened the new building in June 2021 and immediately started meeting hundreds of new people at the site. The building is 40,000 sq ft dedicated to *Helping People Find & Follow God!*

INTRODUCTION

Our budget is designed to support our overall discipleship and evangelism mission, *Helping People Find & Follow God*. We hope this report will help you understand our stewardship of the resources entrusted to us for that calling. We believe that The Compass Church is collectively and eternally responsible for each season of ministry life together. Our church family gives generously and sacrificially, believing in our mission and ministries.

MINISTRY FUND BUDGET OVERVIEW

	FY21 BUDGET	FY21 PROJECTED*	FY22 PROPOSED
STAFF	5,150,000	5,155,000	5,300,000
Payroll	4,300,000	4,300,000	4,400,000
Benefits	850,000	855,000	900,000
SPACES	1,900,000	1,900,000	1,780,000
Mortgages	650,000	590,000	700,000
Leases	492,000	400,000	255,000
Maintenance	461,000	500,000	500,000
Utilities	297,000	300,000	325,000
South Naperville Construction		110,000	
STRATEGIES	2,150,000	1,945,000	2,120,000
Church Operations	500,000	475,000	500,000
Leadership Development	40,000	28,000	40,000
Worship Arts	146,000	139,000	140,000
Communications	94,000	89,000	100,000
CompassGlobal	800,000	796,000	800,000
CompassNational	120,000	115,000	120,000
Naperville Campus	210,000	110,000	200,000
South Naperville Campus	60,000	68,000	80,000
Wheaton Campus	80,000	65,000	80,000
Bolingbrook Campus	50,000	50,000	40,000
Compass Online	50,000	10,000	20,000
SAVINGS			
Long-Term Reserves	0	0	0
TOTAL	9,200,000	9,000,000	9,200,000

BUDGET NOTES

*At the time of this printing, we were 10 months into our fiscal year. The numbers for "FY21 PROJECTED" are where we expect to end the year.



FINANCIAL DETAILS

OUR FISCAL YEAR

Our ministry cycle follows the same rhythm as our **Fiscal Year**, from Sept 1 to Aug 31. Our 2022 Fiscal Year starts September 1, 2021. The budget chart in this report shows the proposed use of our church budget in this next fiscal year. Our Elders and Staff work together to shape the proposed budget, and then ask our Members to vote on the budget at our Annual Vision Gathering. This year's gathering is Sunday, August 29.

OUR THREE CHURCH FUNDS

The Compass Church has three designated funds that contributors can give toward: the **Ministry Fund**, the **Expansion Fund** and the **Assistance Fund**. The budget proposal in this report, which will be voted on, is for our Ministry Fund. Our Expansion Fund is for new initiatives that advance the Mission and Vision of our church; an example would be our funding of the new construction we recently completed in South Naperville. Our Assistance Fund is specifically for meeting needs of people in our church family who have requested care during a difficult financial season and for supporting some of our local Community Impact partners.

MINISTRY FUND NOTES

Our Ministry Fund budget has four main categories: **Staff**, **Spaces**, **Strategies** and **Savings**. The Ministry Fund is our main source of funding for the many ministries we have. In January 2021, we made \$200K of spending plan reductions to our Ministry Fund, to control spending during the Coronavirus pandemic. Our Savings is for long-term cash reserves that protect our church as we bring ongoing and lasting change to the communities we love and serve. We currently have about \$1.2M in Savings and about \$600K in Cash Reserves.

MINISTRY FUND INCOME PLAN

In FY21, our Ministry Fund had three expected funding sources to achieve our \$9.2M budget: \$8.9M generously and sacrificially given by the households of our church family (this number was the same as FY20), \$100K in Compass Bolingbrook lease income and \$200K of internal transfer from the \$325,000 sale of a home by the church a few years ago.

In FY22, our Ministry Fund will be achieved through \$9.1M given by the households of our church family and \$100K in Compass Bolingbrook lease income.

MINISTRY FUND GIVING

Through June 2021, 10 months into FY21, our **Ministry Fund** giving has been \$7,278,264. Thank you for being a vital part of our movement in this way! Our Compass Bolingbrook leases have brought in another \$100K, and we have also used \$200K from our Cash Reserves, which puts us on pace for about \$9M toward our \$9.2M FY21 budget.

HERE, NEAR & FAR FUNDING

Our Community Impact (Here), CompassNational (Near) and our CompassGlobal (Far) budgets are part of our Ministry Fund, under the Strategies section.

COMMUNITY IMPACT is our ministry in DuPage, Will, Kane and Kendall counties. Each of our campuses guide our efforts for the local areas they are in. Some of our Community Impact partnerships are funded through our Assistance Fund; in FY22, this will be about \$20K of additional support. We also have had \$120K of additional Community Impact funding through our Rise Up campaign.

COMPASSNATIONAL is our domestic ministry to serve other churches around the country, steward our relationship with our denomination and partner with national collegiate ministries. We also have had \$120K of additional CompassNational funding through our Rise Up campaign.

COMPASSGLOBAL is our international ministry to serve or start other churches around the world, support missionaries and contribute to gospel-centric humanitarian work. We also have had \$250K of additional CompassGlobal funding through our Rise Up campaign.

EXPANSION FUND

As of June 2021, \$8,573,102 has been given to our **Expansion Fund** since May 2019 for our Rise Up campaign. Our goal is to raise \$10M: \$500K of partnerships Here, Near & Far and \$9.5M toward our \$12M South Naperville new construction.

ASSISTANCE FUND

Our **Assistance Fund** continues to be a wonderful expression of church family and God's care. So far in FY21, \$368,974 has been given to this fund, and we have distributed \$150,958 of support. In FY20, \$427,341 was entrusted to this fund, and we distributed \$281,718.

CHURCH DEBT

As of August 2021, we owe \$10M in mortgage debt. This debt is a combination of funds owed on our Naperville, South Naperville and Wheaton Campuses. \$3.65M of this mortgage was taken on in the past year related to our South Naperville construction. Our church has a long history of aggressively paying down debt to better serve our mission. We are externally audited each year by an outside firm that reports directly to our Elder Board.

CHURCH LEADERSHIP

Dear Compass Church Family,

It had taken Solomon seven years to build the temple in Jerusalem. Each stone was carefully crafted and put into its place. The interior walls were lined with cedar paneling from floor to ceiling which was then overlaid with gold. The temple furnishings were created out of silver, gold, and bronze. I can imagine the scene at the Feast of Tabernacles as the ark of the covenant is moved into the newly constructed temple.

We're told that as the ark traveled, the number of sheep and cattle sacrificed could not be counted. The priests brought the ark of the LORD into its place in the inner sanctuary and I love what happens next, "When the priests withdrew from the Holy Place, the cloud filled the temple of the LORD. And the priests could not perform their service because of the cloud, for the glory of the LORD filled his temple."

All the priests and musicians joined in unison, as with one voice, to give praise and thanks to the LORD. They sang: "He is good; his love endures forever." While the temple was not meant to be the only dwelling place of

God, it served as the central place of worship for His people. It was the place for God to hear from heaven — a place for people to be forgiven.

I can't help but see God's faithfulness to us in the opening of our new South Naperville Campus. Everything is in its place, carefully crafted by skilled workers under the direction of skilled architects and foremen. We know that this Campus is a place where God can be found — a place for people to experience the forgiveness of a God whose love endures forever.

Like Solomon, over the course of this year, may we echo his prayer: *"LORD, the God of Israel, there is no God like you in heaven above or on earth below — you who keep your covenant of love with your servants who continue wholeheartedly in your way. . . May he turn our hearts to him, to walk in obedience to him and keep the commands, decrees and laws he gave our ancestors."* 1 Kings 8:23, 58 (NIV)

Serving Him,

JOHN SAUCEDA

Elder Board Chairman



ABOUT OUR MEMBERS

We have a Congregational form of governance at The Compass Church; meaning that our collective Members are the highest form of leadership for our church. People who believe in and want to actively contribute to the Mission and Vision of our church can seek to become a Member; approved by our Elder Board. All of our Members have affirmed their personal faith in and reliance on Jesus Christ, the true leader of the worldwide Church. At our Annual Vision Gathering, our Members vote on high-level vital topics to our church; such as affirming our Budget and our Elders. As of August 2021, we have 1,360 official Members of The Compass Church.

ABOUT OUR ELDERS

Our Elders are selected by our Members to govern and guide the church. Members vote on Elders, who can serve for three consecutive three-year terms. Our Senior Pastor is the only Staff member of the Elder Board. The Senior Pastor also reports to the Elder Board and our other Staff report up to the Senior Pastor. All of our Elders serve at large; they are not representatives of certain campuses of our church. Currently we have nine Elders. Dale Edwards will be ending his time on the Board at the end of FY21. Our Members will be asked to vote at our Annual Vision Gathering on another term for current Elders Ed Hyatt and Victor Low and on Elder candidate Steve Seiple.



ED HYATT started attending at the Naperville Campus in 1995 where he married his wife Becky in 1997. They are currently attending the South Naperville Campus with their three children. Ed currently serves as a small group leader for the High School Ministry, and is an adult small group leader. Ed is a candidate for his second term as an Elder.



VICTOR LOW and his wife Mina have attended Compass since 2005. They call the South Naperville Campus home with their two sons. Currently, he and his wife serve as young adult small group leaders. Victor is also the team leader of Sports Ministry at South Naperville and is an adult leader for Junior High Ministry. Victor is a candidate for his second term as an Elder.



STEVE SEIPLE and his wife Sally began attending the Naperville Campus in 2015, shortly after moving to the area. They have led a cross generational group for three years, and Steve has led a men's group for over two years. Steve has been involved in ministry for many years and served as an Elder and then an Executive Pastor at his former church. Steve is a candidate for his first term as an Elder.