

# FIND & FOLLOW

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ANNUAL REPORT



THECOMPASSCHURCH

24

# SERMON SERIES

In Ministry Year 2024, we came together for relevant Bible teaching across all our locations during these 12 sermon series.



Too Good To Be True



Here, Near & Far Weekend



The Table



The Villain of Christmas



Christmas



Where We Met



He Gets Us



Easter at The Compass



Forecast



Elijah



Summer at The Compass



Barnabas: Son of Encouragement



## JEFF GRIFFIN

SENIOR PASTOR

Dear Compass Family,

I love the Olympics. I am inspired by stories of relentless training and astounding feats resulting in the glories of the medal ceremony. Olympic athletes are heroes! That said, I agree with Paul's assessment:

*Everyone who competes in the games goes into strict training. They do it to get a prize that will not last, but we do it to get a prize that will last forever.*  
1 Corinthians 9:25 (NIV)

You are my true heroes! My brothers and sisters at all campuses of The Compass Church inspire me with eternal greatness. Throughout this ministry year, I have regularly been astonished by watching you live for Jesus.

Relay races are great, but I'm more impressed with the volunteers who **Serve in Teams** weekly in the many ministries of our church. Time is a precious commodity, and I stand amazed at the countless hours devoted to Christian service at each of our campuses!

Athletic training is rigorous, but every day people of The Compass devote themselves to "training in godliness" (1 Timothy 4:8) through Bible reading and prayer. Your devotion to **Pursue Him Daily** is causing God's beauty to shine in your life!

Olympic teamwork is inspiring, but I have witnessed people of The Compass rescuing their friends in need. Being willing to **Connect in Groups** is much more than mere habitual gatherings. They are alliances of confidants committed to support each other through the trials of life!

Winning a race cannot compare with winning a soul. In the *He Gets Us* teaching series, I witnessed people leaving their comfort zone to **Reach Your Neighbors** with the hope found in Jesus. Many invited co-workers and family to church. Others started discussion groups with neighbors in their homes. I'll never tire of stories of faith found during *He Gets Us*!

The Olympic games demand physical sacrifice, but the financial sacrifices of our people are what leave me breathless. You have heard God's call to generosity and given to His ministry at The Compass Church at an unprecedented level! On His behalf, I say, "Thank You"!

You won the gold, my friends! Though we don't have a medal ceremony for your devotion, I look forward to the heavenly award ceremony, where each of you will be celebrated by Christ Himself! Here's to a job well done, and to another amazing year to come!

Your brother,  
**JEFF GRIFFIN**

# CHURCH FAMILY METRICS

Our aim is to make disciples of Jesus Christ. We help people find faith and grow in faith! Our church's Mission Statement is simple, but profound – *Helping People Find & Follow God*. We're very focused on this mission, and we want all our resources, gifting, skills, and hard work to make a difference toward it. We track indicators toward life transformation across our six locations and online:

	WEEKEND ATTENDANCE IN PERSON + ONLINE	CONNECTED IN GROUPS ADULTS & STUDENTS	SERVING ON TEAMS ADULTS & STUDENTS	FAITH AFFIRMING BAPTISMS ALL AGES	FINANCIAL PARTICIPANTS BY HOUSEHOLD	VOTING MEMBERS ADULTS & STUDENTS
2024	4100 + 1500*	2450*	1200*	130*	2000*	1545*
2023	3755 + 1404	2440	1155	130	1848	1520
2022	3127 + 1282	2032	950	100	1951	1503
2021	2325 + 1657	1609	694	86	1782	1372
2020	3801	1691	1220	56	1753	1394

\*FY24 numbers reflect the first 10 months of the ministry year.

## IN THE PAST TEN YEARS...



**WORSHIP SERVICES** have **DOUBLED** from 2,800 to 5,600; both in-person and online.



**GROUPS** for Students, Adults, & Support have **DOUBLED**, bonding our church family.



**OVER 800** people have been **BAPTIZED**; almost half of those in the past three years.



**GIVING HOUSEHOLDS** have increased by over **40%**, giving at new levels of generosity.



**MEMBERSHIP** has grown by almost **40%**, showing devotion to our mission.

## MINISTRY YEAR RECAP

### DISCIPLE-MAKING MINISTRY HIGHLIGHTS

With many locations and many ministries at each location, there is no shortage of evangelism and disciple-making efforts that we are inspired by! Here are six ministry moments from this year that really stand out:

#### SPANISH

In the past three years, our Spanish Ministry has grown from an average of 40 people in one worship service to 180 people at two worship services, in Bolingbrook and Wheaton. In Fall 2024, we're adding a third Spanish service in South Naperville and adding a new CompassOnline worship service in Spanish.

#### PRISON

Each weekend, an average of 100 men join our worship services at Sheridan Correctional Center, about a half hour west of Plainfield. This past year, 34 men were baptized in Compass services in this growing and vibrant part of our church family.

#### HOLIDAYS

Christmas 2023 we served 8,000 people in-person across our six locations. Easter 2024 we saw 7,400 people coming together to be inspired about the resurrection of Jesus. Both weekends were new attendance records for our church. Glory to God for His good news!

#### ONLINE

As our in-person worship attendance grew 12% this past year, our online worship services grew even more! This year, the number of devices connecting to our online worship services averaged over 1,500 each weekend, up over 20% from the year before. People all around Chicagoland and around the world are connecting with us for inspiring Bible teaching and more!

#### HE GETS US

Over the course of the past year, we emphasized relational evangelism as a value. This included *The Table* teaching series in Fall 2023 and our *He Gets Us* teaching series in Spring 2024. During the six weeks of *He Gets Us* sermons and Group discussions, our church kept breaking weekend in-person attendance records, the highest being 4,650 as people resonated with the themes.

#### INTERNS

This is the fourth consecutive summer we have mentored a cohort of young adult paid interns in an array of ministry areas across our locations. We have had 42 interns explore their calling into ministry in the past four years, 15 of those in 2024.



## 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.

# BUDGET OVERVIEW

	FY24 BUDGET	FY24 PROJECTED	FY25 PROPOSAL
<b>STAFF</b>	<b>6,000,000</b>	<b>5,940,000</b>	<b>6,500,000</b>
Payroll & Benefits	6,000,000	5,940,000	6,500,000
<b>SPACES</b>	<b>2,400,000</b>	<b>2,625,000</b>	<b>2,900,000</b>
Mortgages, Leases & Rentals	1,100,000	1,120,000	1,150,000
Maintenance & Custodial	750,000	950,000	780,000
Capital Projects, Construction & Renovations	200,000	245,000	600,000
Utilities	350,000	310,000	370,000
<b>STRATEGIES</b>	<b>2,600,000</b>	<b>2,830,000</b>	<b>2,800,000</b>
Local, National & Global	1,000,000	1,000,000	1,100,000
Assistance Disbursements	120,000	120,000	100,000
Campuses & Spanish	500,000	530,000	530,000
Worship Arts, Arts Contactors & Online	270,000	390,000	300,000
Communications & Spiritual Campaigns	120,000	180,000	140,000
Operations, Management & Governance	590,000	610,000	630,000
<b>SAVINGS</b>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>
Long-Term Reserves	200,000	200,000	200,000
<b>TOTAL</b>	<b>11,200,000</b>	<b>11,595,000</b>	<b>12,400,000</b>

## IN THE NEXT YEAR...

Here are four upcoming areas of special excitement as we are *Helping People Find & Follow God*:



### PURSUE HIM DAILY

Throughout this coming year, we plan to feature our Pursue Him Daily church-wide faith-growth Priority through a spiritual campaign, that includes a Fall and a Spring teaching series about prayer and Bible reading. Studies show that these core pursuits are central to a vibrant faith life, more than anything else a person could do.



### SPANISH

We plan to start a third worship service in Spanish on Sunday afternoons in South Naperville in Fall 2024. We are also launching CompassOnline in Spanish this Fall. We aspire to serve Chicagoland with ministries in English in-person, Spanish in-person, English online, and Spanish online in order to more fully live out our mission.



### COMPASSLOCAL

This Fall we are changing the way we approach Community Impact. We are creating one new centralized ministry area called CompassLocal to serve all locations of our church to hold high the value of being the hands and feet of Jesus in the cities we love and serve. We expect to see even higher levels of engagement in the days ahead.



### BAPTISMS

In each of the past three years, over 100 people have been baptized at our church – this is a doubling of the baptism culture of our church compared to past ministry seasons. We believe in baptism as an important marker of a life devoted to faith. In the coming year, we aspire to continue the recent trend celebrating transformed lives through baptism.

# FINANCIAL DETAILS

## OUR FISCAL YEAR

Our ministry cycle follows the same rhythm as our Fiscal Year (FY), from Sept 1 to Aug 31. Our 2025 Fiscal Year starts Sept 1, 2024.

## FUNDS

At the start of our FY25, we are moving our giving to one fund for our church. We are doing this to align better with our church's size and structure and to enable discipleship in the culture of generosity in our church family. The decision for this change rests with our Elders. This one new all-inclusive fund is what our Members will vote on at our Annual Vision Gathering on Aug 25.

Previously, we had two designated funds, the Ministry Fund and the Expansion Fund; one major fund for all the main ministry activity of our church and another fund for special Elder-directed expansion initiatives. The previous purposes of the Expansion Fund have been merged into the Ministry Fund for one new fund.

## INCOME

In FY24, our Ministry Fund had two income sources to achieve our \$11.2M budget: generous and sacrificial giving by the households of our church family and \$100K in lease income from a tenant at our building in Bolingbrook.

## GIVING

Through June 2024, 10 months into FY24, our Ministry Fund giving is on pace for about \$11.7M given toward our \$11.2M FY24 budget. Thank you to those who have given. You are a vital part of our missional movement!

## SPENDING

As of June 2024, 10 months into FY24, our Ministry Fund spending is projected to be about \$11.6M at the Fiscal Year end. The funds given over our Ministry Fund budget were used for capital projects, an evangelism campaign in our church family, and a new location for our church.

## ASSISTANCE

It's our joy to disburse Financial Assistance to people in our church family who have need during a difficult season. By the end of FY24, we will have given about \$190K to meet needs in our church family as a tangible expression of Biblical community and care. \$120K of the Assistance was disbursed from our Ministry Fund. The remainder was disbursed from a reserve we have from our previous Assistance restricted fund.

## CHANGES

In FY25, the Strategies/Campuses budget line will now include our Hinsdale location (which started Nov 2023) and Spanish Ministries. CompassKids, Students, Adults, Support Groups, Congregational Care, and Guest Services for each of our six locations remain in this budget line. We are renting space for the Hinsdale location; the building rental cost is under Spaces/Rentals. CompassOnline is primarily funded through our Strategies/Worship Arts budget. We added a new Strategies/Spiritual Campaigns line for initiatives such as our recent *He Gets Us* series or future Capital Campaigns.

## HERE, NEAR & FAR

Our CompassLocal (Here), CompassNational (Near), and CompassGlobal (Far) budgets are under Strategies in our overall budget. Among many other things, CompassLocal includes our worship services at Sheridan Prison in Sheridan, IL and our Care Center in Bolingbrook. CompassNational consists of a variety of components and includes our regional and national connect to our denomination and our summer internship program. CompassGlobal includes over 40 international ministry partnerships, in places like Nicaragua and Moldova. In FY25, we will spend \$1.1M on projects and partnerships Here, Near & Far.

## EXPANSION

In the first 10 months of FY24, about \$243K was given to our Expansion Fund. Giving to our Expansion Fund is only spent by Elder Board approval. So far in FY24, about \$273K has been spent on planning for further campus development and expansion.

## RESERVES

We currently have about \$1.6M in long-term cash reserves to protect our church in volatile times. The Savings portion of our Ministry Fund went toward strengthening these protections.

## DEBT

As of Aug 2024, we owe about \$6.8M in mortgage debt. This debt is a combination of funds owed on our Naperville, Plainfield, and South Naperville sites. \$1.1M of this mortgage was taken on in 2022 related to our reunification with Three Rivers Church. Our church has a long history of paying down debt to better serve our mission. In the past two years, we have paid off \$1.2M in mortgage debt.

## ACCOUNTABILITY

The Compass Church is led and guarded by the following intentional layers of supervision: We are externally audited each year by an outside firm that reports directly to our Elder Board. The firm is an expert in church and non-profit settings. We have an internal Finance Committee made up of a combination of Elders, Staff, and Lay contributors that have access to all our financial details. We are a member of the Evangelical Council for Financial Accountability, an outside group that affirms our financial controls. We have a Finance Policy that guides our internal financial practices. We post our audited financial statements on our website for our Members, giving partners, and the public to see.

# MISSION

Helping People  
Find & Follow God

# VISION

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

# OUR PRIORITIES

**PURSUE**  
HIM DAILY

**CONNECT**  
IN GROUPS

**SERVE**  
IN TEAMS

**REACH**  
YOUR NEIGHBORS

# OUR LOCATIONS

Bolingbrook  
Hinsdale  
Naperville  
Plainfield  
South Naperville  
Wheaton

## 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 contribute to the Mission and Vision of our church can seek to become a Member, approved by our Elder Board. All 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, Members vote on high-level vital topics to our church, such as affirming our Budget and our Elders. As of Aug 2024, we are projected to have 1,545 official Members. Although our church meets in six locations, we are one Membership together.

## ABOUT OUR ELDERS

Our Elders are selected by our Members to serve as a Board to govern and guide the church. At our Annual Vision Gathering, Members vote on Elders, who can serve for up to three consecutive three-year terms. Our Senior Pastor is the only Staff member who is an Elder. The Senior Pastor also reports to the Elder Board, and our other Staff and Lay Leaders report up to the Senior Pastor. All our Elders serve at large; they are not representatives of certain locations of our church. We have nine men as Elders. Our Elders ensure directional clarity for our church.

## ABOUT OUR DENOMINATION

Our church is part of the Evangelical Free Church of America (EFCA) denomination, a movement of about 1,500 like-minded churches who share a Statement of Faith. 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. We are active with our denomination regionally and nationally to be better together and to support health and growth in our churches.

