

FIND & FOLLOW — ANNUAL REPORT



THE COMPASS CHURCH

SERMON SERIES

In Ministry Year 2025, we came together for relevant Bible teaching across all our locations during these 12 sermon series.



In The Beginning



Here, Near & Far Weekend



Pursuing God Through Prayer



Through Angels' Eyes



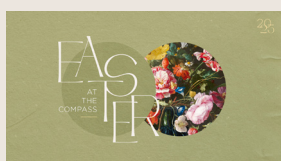
Christmas at The Compass



Hall of Fame



The Writings



Easter at The Compass



The Reckoning



The Speed of Joy



Summer at The Compass



Jonah and the Lost Cause



JEFF GRIFFIN

SENIOR PASTOR

Dear Compass Family,

The more I study the 73-year history of The Compass Church, the more I stand amazed at all God has done through our church, throughout Chicagoland and beyond. He has poured out His power on ordinary people and made an extraordinary impact through them. The Lord's faithfulness builds my faith, but it also makes me hungry for more.

I resonate with the prophet Habakkuk's words:

*Lord, I have heard of your fame,
I stand in awe of your deeds.
Repeat them in our day!*

Habakkuk 3:2

When I reflect over the ministry year, I am filled with gratitude to God and to all of you who continue to be devoted to our church through prayer, serving and giving. It was an amazing year of church health and impact at all six of our Campuses. We thank God for His past goodness and then turn to ask Him to do it again!

There is reason to hope that our next ministry year will be our best yet! This fall, we will be embarking on a journey of generosity in our initiative called *Let's Go*. I am excited to see God grow each of us personally and bless the renovation and construction of our Wheaton Campus in order to have tremendous kingdom impact.

Jesus continues to build His church, and I love seeing Him do it through you! I invite you to pray with me (and Habakkuk), "*Lord, repeat your amazing deeds in our day!*" The Lord will hear our prayer and do it again! In fact, I think the best is yet 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
2025	4410 + 2090*	2522*	1372*	127*	2000*	1656*
2024	4138 + 1878	2446	1252	167	2030	1538
2023	3755 + 1404	2440	1155	130	1848	1520
2022	3127 + 1282	2032	950	100	1951	1503
2021	2325 + 1657	1609	694	86	1782	1372

*FY25 numbers reflect the first 10 months of the ministry year.

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:

PURSUE HIM DAILY

This year we emphasized our Priority *Pursue Him Daily* by focusing on prayer and Bible reading habits as a value. This included a sermon series in Fall 2024 (*Pursuing God Through Prayer*) and in Spring 2025. During the Spring series, called *The Writings*, people were discussing their Bible reading habits in groups and inspiring each other to new habits and patterns.

SPANISH

In the past year, we held Compass Español worship services in Bolingbrook, South Naperville and Wheaton and averaged over 225 people, compared to 140 people the prior year. This made Compass Español the fastest growing part of our church by percentage. In Fall 2024, we also added a CompassOnline worship service in Spanish that now serves over 100 people each week.

PRISON

Each weekend, an average of 100 men join our worship services at Sheridan Correctional Center, about a half hour west of Plainfield. In the past two years, 67 men have been baptized in this vibrant part of our church family. We continue to look for expanded ways we can serve in prisons and jails in our area.

ONLINE

Our in-person worship attendance grew this past year and so did our online worship services! The number of devices connecting to our online worship services averaged over 2,000 each weekend. People all over Chicagoland and around the world are connecting with us for inspiring Bible teaching and more.

HOLIDAYS

Christmas 2024 we served almost 8,000 people in-person across our locations, including Sheridan. Easter 2025 we saw over 8,300 people coming together to be inspired about the resurrection of Jesus, a new attendance record for our church. Glory to God for His good news! These special services continue to be times and places where we welcome new people in His name.

INTERNS

This is the fifth consecutive summer we have mentored a cohort of young adult, paid interns in an array of ministry areas across our locations. We have had 52 interns explore their calling into ministry, 12 of those in 2025. This raising up of next generation leaders is part of our CompassNational Ministry.

IN THE PAST TEN YEARS...



WORSHIP SERVICES have **DOUBLED** from 3,000 to 6,000; both in-person and online.



GROUPS for Students & Adults have increased by over **60%**, bonding our church family.



OVER 900 people have been **BAPTIZED**; 524 of those in the past four years.



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



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



BUDGET OVERVIEW

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.

	FY25 BUDGET	FY25 PROJECTED	FY26 PROPOSAL
STAFF	6,500,000	6,250,000	6,600,000
Payroll & Benefits	6,500,000	6,250,000	6,600,000
SPACES	2,900,000	3,070,000	3,000,000
Mortgages, Leases & Rentals	1,150,000	1,200,000	1,350,000
Maintenance & Custodial	780,000	1,100,000	800,000
Capital Projects, Construction & Renovations	600,000	400,000	500,000
Utilities	370,000	370,000	350,000
STRATEGIES	2,800,000	2,780,000	2,800,000
Local, National & Global	1,100,000	1,100,000	1,100,000
Assistance Disbursements	100,000	100,000	100,000
English & Spanish Campuses	530,000	480,000	550,000
Worship Arts, Arts Contactors & Online	300,000	300,000	300,000
Communications & Spiritual Campaigns	140,000	130,000	100,000
Operations, Management & Governance	630,000	670,000	650,000
SAVINGS	200,000	200,000	200,000
Long-Term Reserves	200,000	200,000	200,000
TOTAL	12,400,000	12,300,000	12,600,000

IN THE DAYS AHEAD...

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



LET'S GO

In Fall 2025, we plan to cast vision for *Let's Go*, a journey of generosity for our church family for our collective discipleship and the funding of major renovations at our Wheaton Campus. Wheaton is the original site of our church and our oldest building. These bold and exciting changes to the Campus will ensure the location can thrive in ministering to the community for decades to come!



PLAINFIELD

We are actively working with a seller and the Village of Plainfield to finalize a land purchase on Rt 59 at a major cross street south of downtown Plainfield. In the days ahead, our plan is for this prime location to be the new home of our Campus in Plainfield which would have new capabilities, similar in scale and style to our property and missional expression in South Naperville.



HINSDALE

Our work in Hinsdale started in Fall 2023, with a group of about 30 people. Now averaging about 75 people per weekend, we still have a lot of mission ahead of us! We continue to develop ministry strategies, add ministry staffing and search for a more permanent location with so much potential in the days and decades ahead.



BAPTISMS

In each of the past four 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 annual ministry cycle follows the same rhythm as our Fiscal Year (FY), from Sep 1 to Aug 31. Our 2026 Fiscal Year starts Sep 1, 2025.

FUNDS

At the start of FY25, we consolidated the giving options to one designated fund for our church. We did this to better align 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 rested with our Elders.

Previously, we had two designated funds, the Ministry Fund and the Expansion Fund. There was one major fund for all the main ministry activity of our church and another for special Elder-directed initiatives. The Expansion Fund has been merged into the Ministry Fund making one new fund.

In FY26, we are planning a special churchwide initiative called *Let's Go* that will cast vision for two years of church ministry (FY26 and FY27) plus a major renovation of our Wheaton Campus. At our Annual Vision Gathering in Aug 2025, our Members will be asked to vote on the FY26 ministry portion of this vision. That is the budget proposal outlined in this Annual Report.

INCOME

In FY25, our Ministry Fund had three income sources toward our \$12.4M budget: generous and sacrificial giving by the households of our church family, about \$100K in lease income from a tenant at our building in Bolingbrook and over \$100K in interest income.

GIVING

Through June 2024, 10 months into FY25, our Ministry Fund giving is on pace for about \$12.3M toward our \$12.4M FY25 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 \$12.3M at the Fiscal Year end. We have sought to align our FY25 spending with the giving to our church.

FINANCIAL ASSISTANCE

By the end of FY25, we will have given about \$275K to help meet financial needs in our church family as a tangible expression of Biblical community and care in a difficult season. \$100K of the Assistance was disbursed from our budgeted Fund. The remainder was disbursed from a reserve we have from our previous "restricted" Assistance Fund (specific giving to that fund from past years).

PROGRAMMING

The Strategies/Campuses budget line includes ministry budgets for all the locations of our church and Compass Español (which we fund as a "Campus" of our church). Each of these Campus budgets include sub-budgets for CompassKids, Students, Adults, Support Groups, Congregational Care and Guest Services. We are renting space for our Hinsdale location; the building rental cost is under Spaces/Rentals. CompassOnline is primarily funded through our Strategies/Worship Arts budget. We also have a Strategies/Spiritual Campaigns line for initiatives such as *Rise Up* and *He Gets Us*.

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 and our Care Center in Bolingbrook. CompassNational consists of a variety of components including our regional/national connections to our denomination and our summer internship program. CompassGlobal includes around 60 international ministry partnerships, in places like Albania, Nicaragua and Moldova. In FY25, we will have spent about \$1.1M on projects and partnerships Here, Near & Far.

RESERVES

We currently have \$1.8M in long-term cash reserves to protect our church in volatile times. The Savings portion of our budget went toward strengthening these protections.

DEBT

As of Aug 2025, we owe about \$6M 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 three years, we have paid off \$2M in mortgage debt.

ACCOUNTABILITY

The Compass Church is led and guarded by several intentional layers of supervision. We are externally audited each year by an outside firm (an expert in church and non-profit settings) that reports directly to our Elder Board. 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 2025, we are projected to have 1,656 official Members. Although our church meets in six locations, together we are one Membership.

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. Although they attend and participate at various Compass sites, all our Elders serve at-large; they are not representatives of certain locations of our church. We currently have nine men as Elders; our By-laws call for 8 to 12 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 and sustain healthy churches to serve a diversity of people in every state of our country. Our denomination also has sister denominations in several countries around the world. The Compass Church is part of the Great Lakes District of the EFCA, a grouping of about 200 churches in Illinois, Indiana, Michigan and Ohio. We are active with our denomination regionally and nationally. We provide coaching and encouragement to pastors/churches and participate in the health and growth of our EFCA movement.

