



ANNUAL REPORT

MINISTRY YEAR 2019



JEFF GRIFFIN

SENIOR PASTOR

Dear Compass Family,

A pastor from out of state recently visited The Compass Church. I bumped into him after the service and he enthusiastically exclaimed, "You've got an awesome church!" I could not agree with him more!

I just love our church! By God's grace, we've got a pretty awesome thing going. More specifically, I love the people of The Compass Church. I love all of you! You inspire me. Your growing love for God is real, visible and contagious.

I profoundly enjoyed this last year! It was so fun to see the passionate participation in the "Explore God Chicago" outreach campaign. I'll admit I was a bit surprised by the courageous evangelism demonstrated in starting neighborhood groups and inviting friends still far from God. Your evangelistic fervor challenged me to do likewise!

I love what God is doing at our Bolingbrook Campus! Splitting the one big service into two was a challenging maneuver. Yet, it was executed beautifully! With more services and more bold invitations, they are now the fastest growing campus of our church! Way to go Bolingbrook!

I love worshipping with our Wheaton Campus! This ministry year we have added more chairs in our worship center to accommodate the exciting growth. Their enthusiasm for the Savior is demonstrated week after week in unwavering and fervent worship!

I love the vibrancy of our Hobson Campus! They have embraced their "new" Campus Pastor, Ryan Worsley, with open arms. Under Ryan's leadership and with the Lord's guidance, their campus is impacting more lives than ever! I delight in the steady flow of life changing stories I hear from those at Hobson.

I love the growing anticipation at our South Naperville Campus! We are caught up in a great move of God on the south side. The land He provided couldn't be better! The prospect of construction is exhilarating. I can't wait to see how God uses this campus, in the upcoming ministry season, to impact our community and the other three campuses of The Compass Church. Buckle up. . . here we go!

God is using all of you to impact many lives! It's evident and beautiful. With our increased emphasis on disciple-making, I believe we are about to see a stronger transformational dynamic than anyone expected. May God use The Compass Church to inspire many "To Love Him More, So More Love Him!"

I love serving Him with all of you!

Your brother,
JEFF

MISSION

To Love Him More, So More Love Him

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

GOALS RETURNING TO THE LOST ART OF DISCIPLE-MAKING

Our aim is to make disciples of Jesus Christ. We hope to help people grow in faith in a way that inspires even more people to want to grow in faith. Our church's mission summarizes this lost art – "To Love Him More, So More Love Him" – to follow Jesus more fully, and in doing so, impact others to do the same. We want 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 also track numbers that could be indicators toward life transformation. Here are some data points.

	WEEKEND ATTENDANCE ROLLING 12 MONTH	CONNECTED IN GROUPS ADULTS & STUDENTS	SERVING IN TEAMS ADULTS & STUDENTS	FAITH AFFIRMING BAPTISMS ALL AGES	FINANCIAL PARTICIPANTS BY HOUSEHOLD	VOTING MEMBERS ADULTS & STUDENTS
FY19	3917	2805	1748	78	1654	1401
FY18	3684	2539	1635	82	1586	1315
FY17	3616	2451	1646	72	1545	1279
FY16	3392	2280	1664	27	1468	1183
FY15	3321	1589	1652	58	1406	1111

Our ministry year and fiscal year are one and the same, from September to August. FY19 ends August 2019, FY20 starts September 2019. All of these numbers represent a combined total of all four of our ministry campuses – in Bolingbrook, Wheaton and two in Naperville at fiscal year end. FY19 numbers are projected.

MINISTRY YEAR RECAP

DISCIPLE-MAKING THROUGH BIBLE TEACHING

In Ministry Year 2019, we came together for discipleship across all of our campuses under these nine sermon series.



Thriving in Babylon



The Church



Midnight Clear



Explore God



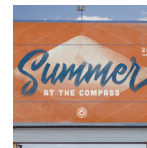
Parables: Stories of Grace



Fearless



Against All Odds



Summer at The Compass



The Lost Art

DISCIPLE-MAKING MINISTRY HIGHLIGHTS

With four campuses and multiple ministries at each of these sites, there is no shortage of disciple-making efforts that we are inspired by. Here are four that really stand out across our entire church.

EXPLORE GOD

In January-February 2019, we joined with over 800 churches across Chicagoland to synchronize our weekend teaching around basic questions of the Christian faith. Then, we got into a record number of discussion groups at our church to allow ourselves to be further impacted by how these ideas could really take over our worldview. Over 1,200 people were in an Explore God discussion group at our church during this metro-wide disciple-making campaign.

EASTER WEEKEND

In March 2019, we had a new record-setting Easter weekend attendance of 6,653 people, as we sought to relevantly and boldly share the simple truth of the good news about the life, death and resurrection of Jesus Christ.

ATTENDANCE GROWTH

In April 2019, we hit a new disciple-making marker when, for the first time since being a four location church, all campuses showed positive growth in their weekend attendance year-over-year.

BUYING LAND

In 2006, The Compass Church started exploring having a second, permanent location. In 2010, we started our South Naperville Campus in a leased middle school space. In 2012, we moved the campus to its current leased location on 95th Street. In 2016, we re-engaged the search for a permanent site for this campus. Through God's guidance and provision, we were able to purchase eight acres on the corner of Rt 59 at 103rd Street in April 2019. We are currently planning a Capital Campaign that will fund the construction of a church building on this new site.



INTRODUCTION

Our budget is designed to support disciple-making as best expressed through our mission statement, *"To Love Him More, So More Love Him"*. We hope this report will help you discern 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.

MINISTRY FUND BUDGET OVERVIEW

	FY19 BUDGET	FY19 ACTUAL	FY20 PROPOSED
STAFF	4,590,000	4,625,000	4,800,000
PAYROLL	3,650,000	3,700,000	3,820,000
BENEFITS	940,000	925,000	980,000
SPACES	1,575,000	1,716,000	1,900,000
MORTGAGES & LEASES	824,000	955,000	1,137,000
MAINTENANCE & UTILITIES	751,000	761,000	763,000
STRATEGIES	2,185,000	2,105,000	2,100,000
CHURCH OPERATIONS	515,000	490,000	500,000
LEADERSHIP DEVELOPMENT	40,000	53,000	40,000
WORSHIP ARTS	155,000	155,000	146,000
COMMUNICATIONS	100,000	99,000	94,000
COMPASS GLOBAL	940,000	940,000	800,000
COMPASS NATIONAL			120,000
COMMUNITY IMPACT	53,000	53,000	41,000
COMPASSKIDS	115,000	95,000	115,000
COMPASS STUDENTS	57,000	39,000	55,000
ADULT MINISTRIES	55,000	40,000	45,000
SPANISH MINISTRIES	10,000	10,000	6,000
GUEST SERVICES	37,000	35,000	39,000
CONGREGATIONAL CARE	16,000	8,000	18,000
SUPPORT GROUPS	30,000	21,000	23,000
GENERAL CAMPUS EXPENSES	62,000	67,000	58,000
SET ASIDES	150,000	0	0
MULTI-SITE DEVELOPMENT	150,000		
SAVINGS	200,000	200,000	200,000
LONG-TERM RESERVES	200,000	200,000	200,000
TOTAL	8,700,000	8,646,000	9,000,000

BUDGET NOTE

At the time of this printing, we are 10 months into our fiscal year. The actual numbers for FY19 are a projection for where we expect to end the year.

FINANCES



OUR RESOURCING TO RETURN TO THE LOST ART

FISCAL YEAR

Our ministry cycle follows the same rhythm as our **Fiscal Year**, from September 1 to August 31. Our 2020 Fiscal Year starts September 1, 2019. 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.

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; for example, our funding of the new construction we are planning 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 five main categories: **Staff, Spaces, Strategies, Set-Asides** and **Savings**. Our Set-Asides are short-term savings to prepare for the development of new campuses, as our church grows within our multi-site philosophy of ministry. This past year, we redeployed our planned Set-Asides to pay for the mortgage on the new land we purchased in South Naperville. As we fund construction on that site in the coming year, we do not plan to have Set-Asides in FY20. Our Savings is for long-term cash reserves that protect our church as we bring ongoing and lasting change to the communities we serve. We currently have the equivalent of about 50 days of liquidity in long-term cash reserves.

MINISTRY FUND GIVING

Through June 2019, 10 months into FY19, our **Ministry Fund** giving has been over \$7.3 million and our Bolingbrook Campus leases have brought in another \$155K which puts us on pace to reach our \$8.7 million FY19 budget. Thank you for being a vital part of our movement in this way!

HERE, NEAR & FAR FUNDING

Our Community Impact (Here), CompassNational (Near) and 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 where they are located. Some of our Community Impact partnerships are funded through our Assistance Fund – in FY20, this will be about \$30K of additional support. We are also planning on about \$120K of Community Impact support in our upcoming Capital Campaign.

COMPASSNATIONAL is our new domestic ministry to serve other churches around the country, steward our relationship with our denomination and partner with national collegiate ministries. The budget for CompassNational has been created by splitting out the related funding from our CompassGlobal budget. We are also planning on about \$120K of additional CompassNational support in our upcoming Capital Campaign.

COMPASSGLOBAL is our international ministry to serve or start other churches around the world, support missionaries, and contribute to gospel-centric humanitarian work. Our CompassGlobal budget is changing as we create CompassNational, a new sister department, by moving related funds. We are planning on about \$240K of additional CompassGlobal support in our upcoming Capital Campaign.

EXPANSION FUND

In FY19, we used our Capital Fund for capital improvement projects at our various campuses, spending about \$293K to do so. Since May 2019, we have been compiling giving in our new **Expansion Fund** as the earliest stages of the upcoming Capital Campaign we are planning.

ASSISTANCE FUND

Our **Assistance Fund** continues to be a wonderful expression of church family and God's care. So far in FY19, \$277K has been given to this fund and we have distributed \$224K. In FY18, \$397K was entrusted to this fund, and we distributed \$302K.

CHURCH DEBT

As of August 2019, we owe \$3.4 million on our existing mortgage. In April 2019 we bought 8 acres of land on Rt 59 as the future site for our South Naperville Campus. As of August 2019, we owe an additional \$3.4 million for this land. Our total church debt is about \$6.8 million. Our church has a long history of aggressively paying down debt to serve our mission.

CHURCH LEADERSHIP

OUR COMMITMENT TO THE LOST ART OF DISCIPLE MAKING

I am reminded of the words of Jesus: “go and make disciples” (Matt 28:19). If you’re like me, those words sometimes feel really daunting. Over the years, I’ve finally realized that “going” is as simple as being where the Lord wants me to be at this point in my life – whether it is in the neighborhood that I live, the place where I work, or in any one of the many ministries of our church - whether here, near or far.

I love the example the Apostle Paul left us as he wrote to his understudy Timothy about disciple-making. Timothy was a young, self-conscious man who Paul disciplined, and he became his constant companion and co-worker. Paul writes to Timothy as he leads the church in the city of Ephesus: “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.” (2 Timothy 2:2)

What does it mean to make disciples? It is simply teaching others to follow Jesus in every area of their life. Remember the odd collection of

12 disciples that Jesus chose? They were uneducated men – several were fishermen, one was a tax collector, one was a political activist – but they all proved to be “reliable men” who gave up everything to be followers of Jesus. These were the ones who would take over the work that Jesus had started!

Too many times we think that making disciples requires a special type of person. At the heart of it all, this is something that is done by ordinary people; people like you and me! This is the season for all of us to invest in a few who will in turn invest in others. Let’s see what the Lord will do in The Compass Church as we become intentional in shaping men and women within the context of a “life-on-life” relationship – a life of discipleship.

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 be 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 By-Laws, our Budget, or our Elders. As of August 2019, we have 1,401 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. Scott Miller will be ending his time on the Board at the end of FY19. Our Members will be asked to vote at our Annual Vision Gathering on another term for current Elder Mike DiSanto and on Elder candidate Joe Bulger.

JOE BULGER – Joe, his wife Bonnie, and their two daughters have been attending the Hobson Campus since 2003. Since 2006, Joe has served on the usher team which he led between 2009 and 2016. He served as an Elder between 2013 and 2016. Joe is a candidate to return for a new first term as an Elder.



MIKE DISANTO – Mike, his wife Eirian, and their four children, have been attending The Compass Church for over a decade. Mike’s family was a part of the launch team when the second campus began for The Compass Church and he regularly teaches Membership Class at each campus. Mike is a candidate for his third consecutive term as an Elder.

