

ANNUAL REPORT

TWENTY TWENTY



JEFF GRIFFIN

SENIOR PASTOR

Dear Compass Family,

2020. A year none will forget. The year a bug tried to stop the Church! The virus may have stopped in-person worship services for nearly five months, but to our amazement... Covid-19 did NOT stop Christ's Church! The Church roared forward in astounding power!

I believe we are witnessing Christ's promise fulfilled before our very eyes. Do you remember the promise He made in Matthew Chapter 16?

"I will build my church, and the gates of hell will not stand against it."
- Jesus (Matthew 16:18)

Jesus refers to our enemy as "hell". Satan rules his kingdom of darkness from the realm of the dead or "Hades". The strength of the enemy's forces is symbolized by its "gates". Why gates? Ancient cities were often fortified with a mighty wall and attackers would lay siege to their weakest point – namely, the city gates.

It occurs to me that "gates" are strategic barriers designed to prevent defeat. This virus created a lot of barriers – a lot of strategic separation. I have no doubt that our enemy desired this pandemic to strategically separate the Church. He hoped to use it to weaken The Compass Church. He has failed.

Jesus has been true to His promise again... and He has kicked in the gates of hell! Christ has more than sustained The Compass Church; He has made us stronger than ever!

I am blessed with a vantage point to see much kingdom fruit in the midst of this difficult season. Last week, I bumped into a Compass member who introduced me to a new friend. Her friend was bubbling over with excitement about her new-found faith in Christ. She also gushed about how much she

loves The Compass Church, though she's attended in-person only one time! One time... and then the quarantine hit. But she assured me that she has attended online every week since! Her friend has disciplined her weekly over Zoom! I have been deeply encouraged by countless stories, like this one, of Jesus building His Church in spite of a seemingly insurmountable barrier!

Through the internet, our worship services are reaching more people than ever before. Our church is now ministering to people living well beyond the communities surrounding our four campuses. In fact, people from all over the world now consider themselves a part of The Compass Church and we welcome them to our family!

Christ has advanced His Church in this difficult year through unprecedented generosity. We have seen victory in both our Ministry Fund and our Rise Up initiative. As a result of your faithful and sacrificial giving, construction of our new South Naperville Campus is underway!

We anticipate that this new ministry year will be one of exciting life transformation! We are confident the Lord will continue to increase His work through Compass Online, and through our four reopened campuses, and then, next summer, through the grand opening of our new facility for the South Naperville Campus!

Through the centuries, Jesus has always built His Church in seasons of great opposition. It's so fun to watch Him do it again!

Let's keep clinging to Christ's hand and watch Him do His thing.

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 in order to serve diverse groups 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

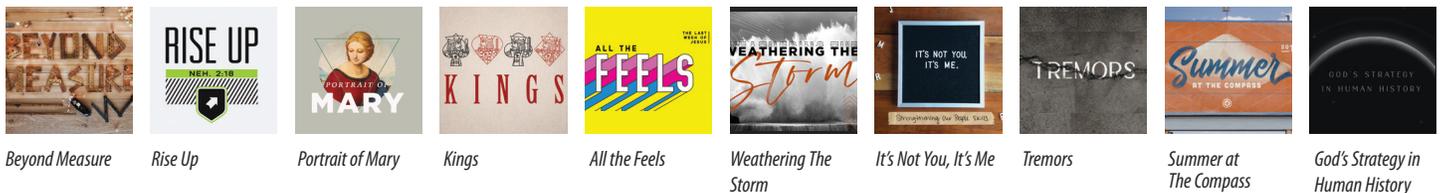
Our aim is to make disciples of Jesus Christ. We hope to help people grow in faith in a way that inspires even more people to want to grow in faith. Our church's Mission states it this way – "To Love Him More, So More Love Him" – to follow Jesus more fully, and in doing so, impact others to do the same.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

	WEEKEND ATTENDANCE ALL AGES	CONNECTED IN GROUPS ADULTS & STUDENTS	SERVING ON TEAMS ADULTS & STUDENTS	FAITH AFFIRMING BAPTISMS ALL AGES	FINANCIAL PARTICIPANTS BY HOUSEHOLD	VOTING MEMBERS ADULTS & STUDENTS
2020	3801	1691	1220	51	1719	1406
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

Our Ministry Year and Fiscal Year are one and the same, from September to August. FY20 ends Aug 2020, FY21 starts Sept 2020. All of these numbers represent a combined total of all four of our ministry campuses – in Bolingbrook, Naperville, South Naperville and Wheaton. Due to closing our buildings April-July 2020 because of the Coronavirus, our Attendance, Groups, Teams and Baptism numbers only reflect the first half of FY20, Sept 2019-Feb 2020.

MINISTRY YEAR RECAP

In Ministry Year 2020, we came together for relevant Bible teaching across all of our campuses under these 10 sermon series.



DISCIPLE-MAKING MINISTRY HIGHLIGHTS

With multiple campuses and multiple ministries at each campus, there is no shortage of disciple-making efforts that inspire us! Here are three that really stand out across our entire church.

RISE UP

In October 2019, we launched a church-wide 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. We synchronized our worship services, small groups, and student and children's ministries to focus on transformative themes of generosity, unity and legacy. By God's grace, \$9.8 million has been committed so far to our \$10 million goal and \$4.2 million of that has been given to date. We have truly come together as a church for this God-honoring cause!



ONLINE MINISTRY

Also in October 2019, we started livestreaming our worship services online. By God's providence, this was a huge benefit to our church when we had to immediately cease our in-person worship services in March due to the Coronavirus pandemic. We were able to continue our online worship services and connect with our whole church family through the internet. Since then, we have made the bold move to expand Compass Online, hiring a Campus Pastor to guide us for the years to come in significant ongoing church community and faith engagement online!

CONSTRUCTION

In June 2020, we started construction on the new permanent home for Compass South Naperville. We started this campus 10 years ago. This part of our church family has grown significantly but has always met in rented or leased space. In 2019, God graciously supplied 8 acres for us on the corner of Rt 59 and 103rd St in Naperville. We expect to open this new building in summer 2021. In the next year alone, we expect to meet hundreds of new people through this new site. The building is 40,000 sq ft dedicated to helping people find and grow in faith!

INTRODUCTION

Our budget is designed to support our overall discipleship and evangelism mission, *"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. Our church family gives generously and sacrificially, believing in our mission and ministries.

MINISTRY FUND BUDGET OVERVIEW

	FY20 BUDGET	FY20 PROJECTED	FY21 PROPOSED
STAFF	4,800,000	4,577,000	5,150,000
Payroll	4,040,000	3,766,000	4,300,000
Benefits	760,000	811,000	850,000
SPACES	1,900,000	1,688,000	1,900,000
Mortgages	687,000	618,000	650,000
Leases	450,000	435,000	492,000
Maintenance	466,000	399,000	461,000
Utilities	297,000	236,000	297,000
STRATEGIES	2,100,000	2,135,000	2,150,000
Church Operations	500,000	480,000	500,000
Leadership Development	40,000	29,000	40,000
Worship Arts	146,000	134,000	146,000
Communications	94,000	82,000	94,000
CompassGlobal	800,000	800,000	800,000
CompassNational	120,000	120,000	120,000
Naperville	210,000	165,000	210,000
South Naperville	60,000	40,000	60,000
Wheaton	80,000	70,000	80,000
Bolingbrook	50,000	40,000	50,000
Compass Online			50,000
Capital Campaign		175,000	
SAVINGS			
Long-Term Reserves	200,000	0	0
TOTAL	9,000,000	8,400,000	9,200,000

BUDGET NOTES

At the time of this printing, we were 10 months into our fiscal year. The projected numbers for FY20 are where we expect to be at the end of the year.

FINANCES

OUR FISCAL YEAR

Our ministry cycle follows the same rhythm as our **Fiscal Year**, from September 1 to August 31. Our 2021 Fiscal Year starts September 1, 2020. 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 30.

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 building 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. Since March 2020, we have made \$500K of spending plan adjustments to our Ministry Fund in order 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 the equivalent of about 50 days of operating capital in long-term cash reserves. By God's grace, we have not used our Savings, so far, during this 2020 pandemic season.

MINISTRY FUND GIVING

Through June 2020, 10 months into FY20, our Ministry Fund giving has been \$7 million. Our Compass Bolingbrook leases have brought in another \$87K in FY20, which puts us on pace for about \$8.5 million given toward our \$9 million FY20 budget. Thank you for being a vital part of our movement in this way!

MINISTRY FUND INCOME

In FY21, our Ministry Fund will have three income sources to achieve our \$9.2 million budget: \$8.9 million generously and sacrificially given by the households of our church family (this number is the same as FY20), \$100K in Compass Bolingbrook lease income and \$200K of an internal transfer from the sale of a church owned home, which was sold for \$325K a few years ago.

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 FY21, this will be about \$30K of additional support. We have \$120K of additional Community Impact funding happening through our Rise Up campaign in FY20 & FY21.

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 have \$120K of additional CompassNational funding happening through our Rise Up campaign in FY20 & FY21.

COMPASSGLOBAL is our international ministry to serve or start other churches around the world, support missionaries, and contribute to gospel-centric humanitarian work. We have \$250K of additional CompassGlobal funding happening through our Rise Up campaign in FY20 & FY21.

EXPANSION FUND

In the past 18 months (January 2019 through June 2020), \$4.2 million has been given to our Expansion Fund for our Rise Up campaign. Our goal is to raise \$10 million; \$500K for partnerships Here, Near & Far and \$9.5 million toward our \$11.5 million construction project.

ASSISTANCE FUND

Our Assistance Fund continues to be a wonderful expression of our church family and God's care. So far in FY20, \$366K has been given to this fund and we have distributed \$230K of support. In the past 6 months, we have also distributed \$66K from this fund toward special Coronavirus-related circumstances. In FY19, \$277K was entrusted to this fund, and we distributed \$228K.

CHURCH DEBT

As of August 2020, we owe \$6.6 million in mortgage debt on our Naperville property. About half of this mortgage debt is related to our land purchase in South Naperville. Our church has a long history of aggressively paying down debt to better serve our mission.

CHURCH LEADERSHIP

Dear Compass Church Family,

I look back over this last year with praise in my heart for The Compass Church. To know that we have a Savior who loves us with a love that can't be measured stretches my mind and grows my relationship with Him. As I listen to my granddaughter squeal with delight, she reminds me of the praise that should be coming from my lips to the Lord's ears.

We have seen the hand of God at work in our Rise Up campaign which has allowed us to start the building of a permanent home for our South Naperville Campus! We praise Him for the level of involvement that we have seen across our church body through a focus of generosity, unity and legacy. We could not have come this far without our Heavenly Father's enablement. We praise Him as we marvel at how this project progresses.

In Acts 16 we can read the story of Paul and Silas being severely flogged and put into prison. As hopeless as their condition seemed, with nothing that they could do, we can see their response – they lifted their voices in praise. As we went into our "stay at home" mode at the end of March due

to COVID-19, we can praise God that The Compass Church was prepared to change gears almost immediately. I confess that lifting my voice up in praise was not my immediate reaction. But looking back I can see that praise caused me to remember the role that God had in the moment. Lifting my voice in praise was an expression of faith.

As we move into the future, we can count on the fact that God is sovereign, that God is good, and that God will continue to lead and walk with us.

"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen." (Ephesians 3:20-21)

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 topics vital to our church; such as affirming our Budget and our Elders. As of August 2020, we have 1,406 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. Victor Chang will be ending his time on the Board at the end of FY20. Our Members will be asked to vote at our Annual Vision Gathering on another term for current Elders Jon Carlson and John Saucedo and on Elder candidate Steve Yi.



STEVE YI: Steve has been attending our Naperville Campus since 2015 with his wife Cindy and three children. He currently serves as a small group leader for a couples small group and as a musician on the Worship Arts team. Prior to joining Compass, he served in various capacities including worship leader and chair of the church board for Parkwood Community Church. Steve is a candidate for his first term as an Elder.



JON CARLSON: Jon and his wife Jill began attending our Naperville Campus in 1997 and currently attend our Bolingbrook Campus with their two children. Jon has served as an usher, leader for VBS, member of the Emergency Response Team, small group leader for HSM and Journey, member of the Senior Pastor search team, and has completed two, three-year terms as an Elder. Jon is a candidate for his third term as an Elder.



JOHN SAUCEDA: John attends our Wheaton Campus where he has been a member since 1999. He and his wife, Connie have two grown children. He has served in Awana, Music Ministry, as a teacher and an Elder. John is a candidate for his second term as an Elder and the position of Church Chairman.