

# ANNUAL REPORT



# SERMON SERIES

In Ministry Year 2023, we came together for relevant Bible teaching across all our locations during these 12 sermon series.



Flint & Steel



Here, Near, & Far Weekend



Egypt



The First Gifts of Christmas



Angels



The Chase



Deconstruction



Easter at The Compass



Jackpot



David



Summer at The Compass



Leaving The Harbor



**JEFF GRIFFIN**  
SENIOR PASTOR

Dear Compass Family,

While driving recently, I was thanking God for all of you. There is no church I'd rather be a part of! My prayer was interrupted by the need to pull over for a passing ambulance. Just then, an unexpected thought struck me – "The Compass Church is like an ambulance!" Are thoughts like this unique to pastors? It dawned on me that we are like an ambulance in four different ways!

**Priority** – All vehicles pull over and give priority to ambulances because of the significance of their mission. While there are many wonderful organizations in our community, only the church is tasked with the rescue of souls. Jesus called his disciples to trade the seafood business for becoming "fishers of men". We too have the supreme mission of *Helping People Find & Follow God*.

**Mobility** – Ambulances go to where the hurting people are. I used to think that people came to church. I now realize that the church must go to the people. As our church services dismiss, thousands go into the world on mission! We go as representatives of Christ's love to the hurting people found in our neighborhoods, workplaces, and at our various activities.

**Assistance** – When an ambulance arrives, paramedics spring into action caring for the patient. I am blessed to hear a steady stream of stories about our congregants caring for people in our communities. I hear stories of financial, relational, material, and physical assistance. God delights in this help offered like a "cold cup of water given in Jesus' name".

**Transport** – Though some care is given on location, the ambulance is designed to transport the patient to the doctor. Similarly, our church is designed to bring people to the Great Physician. Our practical assistance is but a small taste of the great love of Jesus Christ. We are keenly aware that the greatest need of all humanity is to be brought back to the Savior!

I love being in God's ambulance with all of you! We just finished another ministry year of record attendance, giving, and impact. Yet, I believe the best is yet to come! Join me in asking the Lord to use our church to advance His cause in the coming ministry year. Buckle up! Our ambulance is taking off on the next great adventure for The Compass Church!

Your brother,  
**JEFF GRIFFIN**

# 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. The numbers below reflect our connection as one church family that meets in five 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
<b>2023</b>	<b>3755 + 1404*</b>	<b>2440*</b>	<b>1155*</b>	<b>85*</b>	<b>1848*</b>	<b>1515*</b>
<b>2022</b>	<b>3127 + 1282</b>	<b>2032</b>	<b>950</b>	<b>100</b>	<b>1951</b>	<b>1503</b>
<b>2021</b>	<b>2325 + 1657</b>	<b>1609</b>	<b>694</b>	<b>86</b>	<b>1782</b>	<b>1372</b>
<b>2020</b>	<b>3801</b>	<b>1691</b>	<b>1220</b>	<b>56</b>	<b>1753</b>	<b>1394</b>
<b>2019</b>	<b>3907</b>	<b>1493</b>	<b>1074</b>	<b>78</b>	<b>1658</b>	<b>1376</b>
<b>2018</b>	<b>3684</b>	<b>1917</b>	<b>1103</b>	<b>82</b>	<b>1586</b>	<b>1315</b>
<b>2017</b>	<b>3616</b>	<b>1822</b>	<b>1280</b>	<b>72</b>	<b>1545</b>	<b>1279</b>
<b>2016</b>	<b>3392</b>	<b>1673</b>	<b>1296</b>	<b>27</b>	<b>1468</b>	<b>1183</b>
<b>2015</b>	<b>3321</b>	<b>1129</b>	<b>1035</b>	<b>58</b>	<b>1406</b>	<b>1111</b>

\*FY23 numbers reflect the first 9 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 disciple-making efforts that we are inspired by in ministry areas such as CompassKids, Student Ministries, Support Groups, Congregational Care, Community Impact, Spanish Ministries, Prison Ministries, etc. Here are eight ministry moments from this year that really stand out:

#### PRISON

During this year, our worship services at Sheridan Correctional Center went from an average of 70 men per week to 110 men per week. We continue to find favor and see God doing transforming work in lives there.

#### CAMPUSES

Each weekend, we are *Helping People Find & Follow God* through 14 in-person worship services across five sites. This year, our in-person attendance grew by 20%, as people found our church to be a relevant place to grow in faith.

#### GROUPS

Many in our church family find our Groups (Student, Adult, Support) to be trustworthy places to *Find & Follow*. The number of people connected in Groups continues to grow and is now about 2,400 each month.

#### SPANISH

Our Spanish worship service has grown from an average of 50 people to now about 120 people each week. This service has had the highest percentage of CompassKids in attendance during any of our Compass worship services.

#### EASTER

Easter 2023 was the single largest in-person attendance for a weekend in the history of our church, with 7,226 people coming together to be inspired about the resurrection of Jesus. Glory to God for His good news!

#### INTERNS

This is the third consecutive summer that we have mentored a cohort of young adult paid interns, deployed in an array of ministry areas across our various Campuses. We have had 27 interns explore their calling into ministry in the past three years.

#### ONLINE

As our in-person worship attendance grew this past ministry year, our online worship services grew as well! This year, the number of devices connecting to our online worship services averaged around 1,400 each weekend.

#### MOTHER'S DAY

This special weekend in May 2023 was the largest in-person, non-Christmas/Easter single weekend attendance in the history of The Compass Church. 4,441 people came together to celebrate Jesus and His goodness in our families.



## 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

	FY22 BUDGET	FY23 BUDGET	FY24 PROPOSED
<b>STAFF</b>	<b>5,300,000</b>	<b>6,000,000</b>	<b>6,000,000</b>
Payroll	4,280,000	4,870,000	4,800,000
Contractors	120,000	150,000	
Benefits	900,000	980,000	1,200,000
<b>SPACES</b>	<b>1,780,000</b>	<b>2,000,000</b>	<b>2,400,000</b>
Mortgages & Leases	1,005,000	1,070,000	1,100,000
Maintenance & Custodial	450,000	500,000	750,000
Capital Projects & Renovation		80,000	200,000
Utilities	325,000	350,000	350,000
<b>STRATEGIES</b>	<b>2,120,000</b>	<b>2,400,000</b>	<b>2,600,000</b>
Church Operations & Leadership	540,000	570,000	590,000
Worship Arts & Communications	240,000	240,000	390,000
National & Global	920,000	1,000,000	1,000,000
Campus Ministries*	400,000	450,000	500,000
CompassOnline	20,000	20,000	-
Assistance Disbursements		120,000	120,000
<b>SAVINGS</b>	<b>-</b>	<b>200,000</b>	<b>200,000</b>
Long-Term Reserves	-	200,000	200,000
<b>TOTAL</b>	<b>9,200,000</b>	<b>10,600,000</b>	<b>11,200,000</b>

\*Campus Ministries include CompassKids, Students, Adults, Spanish, Support Groups, Congregational Care, Guest Services, and Community Impact

## IN THE NEXT YEAR...

The Compass Church has over 200 distinct ministries across our five sites and online, and over 100 national and global partnerships. Here are four upcoming areas of particular excitement:



### SPANISH

We plan to start a second worship service in Spanish on Sunday afternoons at our Wheaton Campus in January 2024. We started our first worship service in Spanish at our Bolingbrook Campus three years ago. We have seen recent new growth and are ready for more! May the Lord go before us!



### NEIGHBORS

Throughout this coming year, we plan to inspire and train our church family in relational evangelism, personally reaching our neighbors with God's good news! In February 2024, we will have a special sermon series called *He Gets Us* which is tied to a national advertising campaign of the same name.



### CHICAGO

In 2019, we shared as part of our Rise Up campaign our vision to plant a new church, not a site of Compass, in Chicago. We have been assisting in the planning and working behind the scenes to help launch The Garden Church in a neighborhood south of the downtown Loop in 2024!



### BAPTISMS

In 2022, we baptized exactly 100 people, the most ever in one year at our church! By the end of this ministry year, by God's grace and as a sign of His life transformation, even more will be baptized! We are praying in 2024 we will celebrate the most baptisms yet!

# FINANCIAL DETAILS

## OUR FISCAL YEAR

Our ministry cycle follows the same rhythm as our Fiscal Year (FY), from September 1 to August 31. Our 2024 Fiscal Year starts September 1, 2023.

## FUNDS

We have two designated funds that people can give toward: the Ministry Fund and the Expansion Fund. The budget proposal in this report, to be voted on by our Members, is for our Ministry Fund. Our Expansion Fund is for new initiatives that advance the Mission and Vision of our church, as decided by our Elders and does not have a predetermined budget.

## INCOME

In FY23, our Ministry Fund had two income sources to achieve our \$10.6M budget: \$10.5M+ generously and sacrificially given by the households of our church family and \$100,000 in lease income from a tenant at our building in Bolingbrook.

## GIVING

Through June 2023, 10 months into FY23, our Ministry Fund giving is on pace for about \$10.9M given toward our \$10.6M FY23 budget. Thank you to those who have given, you are a vital part of our missional movement!

## SPENDING

Through June 2023, 10 months into FY23, our Ministry Fund spending is expected to be about \$10.8M. The funds given over our Ministry Fund budget were used for necessary capital projects.

## 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 FY23, we will have given about \$250K 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 designated fund. This will be similar in FY24.

## HERE, NEAR & FAR

Our Community Impact (Here), CompassNational (Near), and CompassGlobal (Far) budgets are part of our Ministry Fund, under the Strategies section. Community Impact is for local engagement and is part of our various Campus Ministry budgets. In FY24, we will spend about \$1.1M on projects and partnerships related to these ministry areas, about 10% of our overall Ministry Fund budget.

## CHANGES

Within the Ministry Fund for FY24, we are moving custodial budgeting from Staff to Spaces and moving Worship Arts contractor budgeting from Staff to Worship Arts Strategies. Moving forward, CompassOnline expenses will be planned and paid for in our Worship Arts and Communications budget. Campus Ministries include CompassKids, Students, Adults, Spanish, Support Groups, Congregational Care, Guest Services, and Community Impact for each of our five sites.

## EXPANSION

In the first 10 months of FY23, about \$139K was given to our Expansion Fund. Giving to our Expansion Fund is only spent by Elder Board approval. So far in FY23, about \$70K has been spent on planning for further campus development and expansion.

## RESERVES

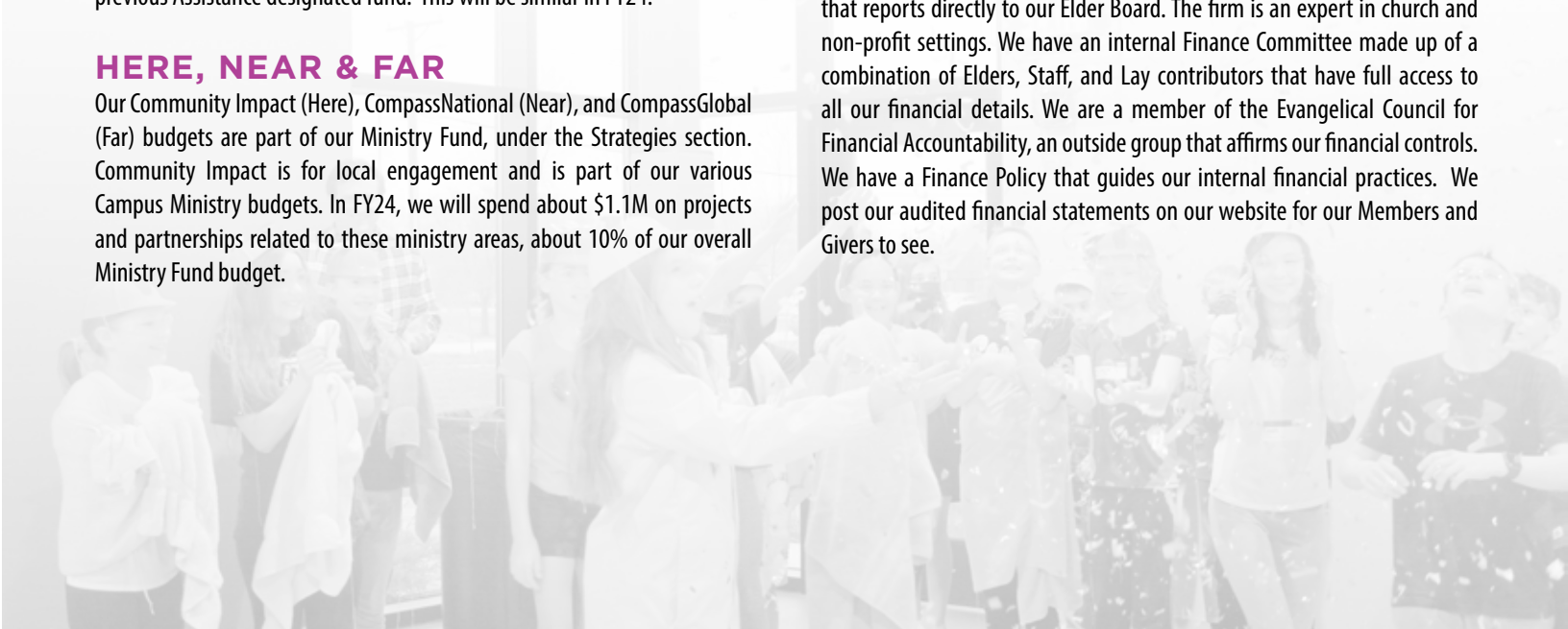
We currently have about \$1.4M in long-term cash reserves to protect our church in volatile times. The Savings in our Ministry Fund go toward strengthening these protections.

## DEBT

As of August 2023, we owe about \$7.5M in mortgage debt. This debt is a combination of funds owed on our Naperville, Plainfield, South Naperville, and Wheaton 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 aggressively paying down debt to better serve our mission. We have increased the budgeted line for mortgage payments in the Spaces section of our Ministry Fund toward this end.

## 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 full 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 and Givers to see.



# MISSION

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Helping People  
Find & Follow God

# VISION

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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

## 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 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 2023, we are projected to have 1,535 official Members. Although our church meets in several locations, we are one Membership together.

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## ABOUT OUR ELDERS

Our Elders are selected by our Members to govern and guide the church. At our Annual Vision Gathering, Members vote on Elders, who can serve for 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 Campuses of our church. We have nine men as Elders. Our Elders ensure directional clarity for our church.

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## ABOUT OUR DENOMINATION

Our church is part of the Evangelical Free Church of America 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.

