



Connects ministers to resources for excellence in financial management.

Assists ministers toward financial well-being through grants, education, and accountability.

Empowers ministers to both teach and model biblical financial principles.

### Funding Sources

Grants from Lilly Endowment Inc.

Local churches

Individual donors

Districts



### A Cooperative Effort

The local church partners with its pastor and commits to match/raise funds equal to at least half of the pastor's grant.

Districts will have the opportunity to contribute to the Ministerial Excellence Fund to further bless the ministers and churches on their districts.

**Funding provided by the Lilly Endowment Inc.**  
National Initiative to Address Economic Challenges Facing Pastoral Leaders.

This initiative supports a variety of religious organizations across the U.S. as they address the financial and economic struggles that can impair pastors' ability to lead congregations effectively.

### The COMPASS Initiative Team



Director—Dr. Stephen Borger  
sborger@nazarene.org  
Phone—208-989-6673



Assistant—Rev. Bonnie Beam  
bbeam@nazarene.org  
Phone—913-577-2715

### Steering Committee:

Dr. Stan Rodes  
Dr. Gary Hartke  
Dr. Cort Miller



CREATING  
OPPORTUNITIES FOR  
MINISTERS TO  
PRACTICE AND  
ADVOCATE  
SKILLED  
STEWARDSHIP



THE  
**COMPASS**  
INITIATIVE

COMPASSinitiative.org



## FINANCIAL CHALLENGES FACING NAZARENE PASTORS

1. High levels of student debt from ministerial preparation
2. Excessive consumer debt and insufficient savings
3. Lack of retirement readiness
4. Communication barriers between clergy & spouse and clergy & lay leaders regarding financial issues
5. Need for effective strategies to teach biblical financial management in the local church
6. Difficulty accessing financial management tools
7. Insufficient training and learning opportunities for the effective use of financial management tools



## FINANCIAL LITERACY, MANAGEMENT, AND WELL-BEING

### COMPASS Journey

A year-long process of assistance, education, and supportive accountability.

40 Lifelong Learning hours tailored to each individual minister.

Local church "COMPASS team" (pastor and 2 lay leaders) engage in transparent and safe conversations regarding the financial needs and challenges of the pastor.

### COMPASS Quest

Two free online courses to improve financial health designed for pastor and churches.

**Personal Finances Course:** Six 90-minute monthly sessions for pastor and spouse on their own schedule. Includes online videos, links to best practices, books, and discussion.

**Church Generosity Course:** Six 20-45 minute sessions for pastor and lay leaders (3 or more) to do together. Video lessons teach and guide discussion on living generously, giving joyfully, and growing generous givers.

### COMPASS Academy

An online, organized collection of resources for excellent biblical financial management and stewardship.

Resources include downloadable materials, webinars, training videos, books, and links to helpful resources.

### COMPASS True North Retreat

An intensive weekend retreat for the pastor and spouse to address their personal finances.

Professional coaching and training to develop a livable budget and workable debt reduction plan.

District superintendent recommendation required.

### Ministerial Excellence Fund

This fund provides matching grants to pastors and full-time associates who complete the COMPASS Journey (up to \$5,000) or the COMPASS Quest Personal Finances Course (up to \$1,000).

This grant is to assist pastors with additional contributions to their Nazarene 403(b) Retirement Savings Plan accounts OR to enable pastors to pay down debilitating educational debt and other forms of personal debt.



Reducing the financial strain experienced by a significant number of ministers will empower them to lead effectively as they model and teach biblical financial stewardship.

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