



THE COMPASS INITIATIVE

CHURCH of  THE NAZARENE
USA/CANADA

A 10-Step Outline of the COMPASS Journey for Pastors

1. **Pre-Assessment:** You go through a pre-assessment to see if you qualify. We just did this! You're a step closer to the goal.
2. **Apply Online:** After pre-assessment is completed, you should visit the compassinitiative.org website. Browse the site, explore the resources available in the COMPASS Academy and complete the online Journey Application. Indicate on the application, if you plan to attend a COMPASS True North Retreat*.
3. **Online Account:** After your application is accepted, you will receive an email with a username and password to your participant account on the compassinitiative.org website. You will also receive an invitation to **an online 30-minute orientation** to the COMPASS Journey and how to complete your Journey Plan.
4. **Church Board Letter/Ministerial Excellence Fund:** If you wish, COMPASS will send a letter for you to share with your church board introducing the COMPASS Journey program. Your DS may be willing to write a similar letter or speak to them personally. The action of the Church Board is to establish a **Ministerial Excellence Fund** for the pastor, and to place their contributions toward the pastor's COMPASS Journey Grant into the fund.
5. **Two Local Church Advocates:** We ask you to select two people with whom you share your Journey Plan and ask them to be your **encouragement/accountability** team. They also should be people who have financial savvy and who can share your progress with the Church Board.
6. **Submit Your Journey Plan:** The Journey Plan form is included in your online account. Everything can easily be completed and managed **online**. We have made it easy for you to use. Your Journey Plan must include **at least 40 hours** of reading, viewing, teaching and learning good financial stewardship practices, for yourself and your church. Many resources for this training are found on the Academy pages of the website.
7. **Reporting to COMPASS:** You will be required to **Submit Quarterly Progress Reports**. You can do this EASILY online by going to the website and logging into your account. A short form is there for you to use. **Final Report & Grant Request** forms are also

included and should be submitted upon completion of the one-year Journey program.

8. **Raise the COMPASS Journey Grant:** All contributions toward this grant must be made out to the church, not the pastor, and designated for the Ministerial Excellence Fund. The COMPASS Initiative will match up to \$5,000 at the end of the Journey. All grant money must be **used for debt reduction or retirement savings**.
9. **Local Church Receives & Disburses the Money:** After you report the total amount of funds raised in the Ministerial Excellence Fund on your Grant Request, the COMPASS Office will send the matching grant to your church to add to the MEF. The local church then disburses the money to you as **taxable income if you are using it for debt reduction**, or will make an **additional contribution to your 403(b) account** if you are using it for retirement savings.
10. **Send Receipts to COMPASS:** You, the pastor, are responsible to **provide receipts/proof** of how the grant was used to the COMPASS Office. Email confirmations of payment to COMPASS@nazarene.org.

***OPTIONAL True North Retreat:** Attend a **True North Retreat** event with other couples/singles to get hands-on training in how to build a budget and a debt reduction plan. The retreat will provide you with 10-15 hours toward the total of 40 hours of time that you are required to invest in reading, writing, teaching and learning good stewardship practices in the COMPASS Journey. You will also be assigned to a **True North Retreat Cohort** with 3-4 other couples you meet at the Retreat. Part of your Journey Plan's 40 hours can also include this monthly cohort meeting.