

1. Mission
2. Vision
3. Core Values

*We live out our Mission, Vision, and Core Values through*:

Our Core Practices

Our Core Strategies

Our Core Messages

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I. Mission

Equipping people worldwide to faithfully apply God’s financial principles so they may know Christ more intimately, be free to serve Him and help fund the Great Commission.

II. Vision

To see everyone, everywhere faithfully living by God’s financial principles in every area of their lives.

III. Core Values

*Christ-Centered, Holy Spirit-Led, Bible-Based, Prayer-Driven, Discipleship-Focused*

The Core Values of Compass—finances God’s Way are based onthe truths contained in the Bible. These are the fundamental guiding principles for Compass that must *never* be compromised. They must permeate and be applied in every part of the ministry including the Compass materials, the way we relate to one another, and in the way we accomplish our mission. Some of these values are distinctive to Compass while others are common to many ministries.

Everything we do should reflect and affirm our Core Values. They should be so clear and widely disseminated that they will attract those called to serve with us.

The purposes for documenting our Core Values are to: (1) clarify God’s mission for Compass—finances God’s way, (2) maintain focus on the manner in which God wants us to fulfill our mission, (3) ensure that we are faithful to practice what we teach, (4) promote unity in the Compass family and help new members understand our culture, and (5) effectively pass along these values to future generations.



**1. Christ-Centered**

# The Lordship of Christ

The reason the ministry is named Compass—finances God’s wayis to remind us that God’s way of handling money and possessions is much different and much better than the way most people conduct their finances. *“‘For my thoughts are not your thoughts, neither are your ways my ways,’ declares the Lord. As the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts”* (Isaiah 55:8-9).

The purpose of Compass is to help people apply God’s financial principles, to draw them into a deeper love relationship with Jesus Christ, and to encourage them to submit to Him as Lord. *“No one can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and Money”* (Matthew 6:24).

# The Lord Owns the Ministry

Compass belongs to the Lord, not to the board or those serving in the ministry. *“Everything in the heavens and earth is yours, O Lord, and this is your kingdom. We adore you as being in control of everything”* (1 Chronicles 29:11, TLB). We are all servants in the work of His kingdom. We affirm the absolute centrality of Jesus Christ to Compass. *“He is before all things, and in him all things hold together. And he is the head of the body, the church; he is the beginning and the firstborn from among the dead, so that in everything he might have the supremacy”* (Colossians 1:17-18).

# The Lord Directs the Ministry

God is the only one who knows the direction Compass should take. Just as Israel was guided in the wilderness by the cloud and fire (Numbers 9:15-23), and the apostles responded to Jesus when He said, *“Follow me”* (Matthew 4:19), we consistently must be sensitive to the direction in which the Lord wants to take Compass.

We will not trust in clever leadership, but rather, humbly depend upon Jesus Christ to direct the ministry. *“For I resolved to know nothing while I was with you except Jesus Christ and him crucified. I came to you in weakness and fear, and with much trembling. My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit’s power, so that your faith might not rest on men’s wisdom, but on God’s power”* (1 Corinthians 2:2-5).

# The Lord Produces Fruit in the Ministry

We recognize that true fruitfulness of ministry only flows out of a relationship with Him.

## “I am the true vine and my Father is the gardener…No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me. I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing” (John 15:1-5).

The more dependent and obedient we are to Christ, the more fruitful the ministry. Serving in ministry is not an end in itself; rather, it is an opportunity to worship God and express our love for Christ. *“Therefore, I urge you brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship”* (Romans 12:1).

# The Lord Jesus Christ is the Only Way to Salvation and Eternal Life

In our materials and teachings we will explain how people can come to know Jesus Christ as their personal Savior and Lord. *“Jesus answered, ‘I am the way and the true and the life. No one comes to Father except through me”* (John 14:6). *“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal live”* (John 3:16).

**2. Holy Spirit Led**

In Compass, we cannot truly be Christ-Centered, Bible-Based, Prayer-Driven, or faithfully live by God’s Principles, without being led by the Holy Spirit. In the same way that Jesus depended on the Holy Spirit to reveal the will of the Father, we too are completely dependent on Him to reveal God’s will for Compass and for each of us as individuals.

**For accurately understanding and applying God’s Word**

*“But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I* [Jesus] *have said to you”* (John 14:26).

*“But when he, the Spirit of truth, comes, he will guide you into all truth…”* (John 16:13)

**For holiness and integrity in our personal lives**

*“And I will put my spirit within you, and cause you to walk in my statutes…”* (Ezekiel 36:27, KJV). *“Live by the Spirit, and you will not gratify the desires of the flesh.* For the sinful nature desires what is contrary to the Spirit, and the Spirit what is contrary to the sinful nature*”* (Galatians 5:16).

# For spiritual power and direction

*“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth”* (Acts 1:8).

*“Paul and his companions traveled throughout the region of Phrygia and Galatia, having been kept by the Holy Spirit from preaching the word in the province of Asia. When they came to the border of Mysia, they tried to enter Bithynia, but the Spirit of Jesus would not allow them to. So they passed by Mysia and went down to Troas”* (Acts 16:6-8).

**For what to say and how to pray**

*“…do not worry beforehand about what to say. Just say whatever is given you at the time, for it is not you speaking, but the Holy Spirit.”*(Mark 13:11).

*“…the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us with groans that words cannot express”* (Romans 8:26).

**For producing spiritual fruit**

*“But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control…”*(Galatians 5:22, 23).

Only the Holy Spirit can reveal the truth of God’s Word, protect us from deception, and ensure that Compass will build~~s~~ on the foundation of Christ works that last.

*“…But each one should be careful how he builds… If any man builds on this foundation using gold, silver, costly stones, wood, hay or straw, his work will be shown for what it is, because the Day will bring it to light. It will be revealed with fire, and the fire will test the quality of each man’s work. If what he builds survives, he will receive his reward.”* (1 Corinthians 3:10-14).

**3. Bible-Based**

**Message and Methods**

Everything Compass teaches and does must be based on the Word of God. *“All scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work”* (2 Timothy 3:16-17).

The materials and organization including its policies, strategies and activities must be rooted in the truths of God’s Word, despite any external pressures to compromise. In the past, vibrant churches and ministries have lost their spiritual vitality because they no longer believed in the power and authority of God’s Word.

# Biblically Accurate

In our teaching we can only be as clear as the Bible is clear—nothing less, nothing more, and nothing else. *“These people honor me with their lips, but their hearts are far from me. They worship me in vain; their teachings are but rules taught by men”* (Matthew 15:8-9). And 2 Timothy 2:15 tells us, *“Be diligent to present yourself approved to God as a workman who does not need to be ashamed, handling accurately the word of truth.”*

**Obedience Required**

If we are not obeying God’s Word, we will be unable to accurately understand and apply it and unable to teach others. *“Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks life. But the man who looks intently into the perfect law that gives freedom, and continues to do this, not forgetting what he has heard, but doing it—he will be blessed in what he does”* (James 1:22-25).

# Model What We Teach

We must be faithful to obey and practice God’s Word to be able to speak with integrity, knowing we ultimately reproduce who we are, not what we teach. *“A student is not above his teacher, but everyone who is fully trained will be like his teacher”* (Luke 6:40).

When we are faithful, the Lord may choose to entrust us with greater responsibilities. *“He who is faithful in a very little thing is faithful also in much, and he who is unrighteous in a very little thing is unrighteous also in much”* (Luke 16:10, NASB).

# God’s Word Changes Lives

# When we share God’s Word we can be sure that the Lord will use it to change lives. *“For the word of God is alive and powerful. It is sharper than the sharpest two-edged sword, cutting between soul and spirit, between joint and marrow. It exposes our innermost thoughts and desires”* (Hebrews 4:12, NLT). *“so is my word that goes out from my mouth: it will not return to me empty, but will accomplish what I desire and achieve the purpose for which I sent it”* (Isaiah 55:11).

**4. Prayer-Driven**

**Prayer is Essential**

Seeking the Lord’s direction, provision, and protection through prayer must be a constant focus for us individually and throughout the entire ministry. Prayer is critical to understanding and doing the will of God. *“If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him.”* (James 1:5).

*“Which one of you fathers, if your son asks for a fish, will give him a snake instead? Or if he asks for an egg, will give him a scorpion? If you then, though you are evil, know how to give good gifts to your children, how much more will your Father in heaven give the Holy Spirit to those who ask him!”* (Luke 11:11-13).

# Jesus Is Our Example

Prayer was a significant part of Jesus’ life and a frequent theme in His teaching. He prayed regularly, extensively, earnestly, and did so to fellowship with the Father, receive daily direction for ministry, intercede for others, as well as receive strength to persevere through suffering. Jesus taught his disciples how to pray, and modeled for them a life devoted to prayer.

*“Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed…”* (Mark 1:35).

*“One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When the morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles…”* (Luke 6:12-13).

*“But Jesus often withdrew to lonely places and prayed”* (Luke 5:16).

*“He withdrew about a stone’s throw beyond them, knelt down, and prayed, ‘Father, if you are willing, take this cup from me; yet not my will, but yours be done”* (Luke 22:41-42).

*“This then is how you should pray, ‘Our Father in heaven, hallowed be your name, your kingdom come, your will be done on earth as it is in heaven. Give us today our daily bread. Forgive us our debts, as we also have forgiven our debtors. And lead us not into temptation, but deliver us from the evil one’”* (Matthew 6:9-13).

*“My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you…”* (John 17:20-21).

# We are Encouraged to Pray

*“Pray continually”* (1 Thessalonians 5:17).

*“Devote yourselves to prayer, being watchful and thankful*” (Colossians 4:2).

* **Pray as a spiritual weapon for a spiritual battle**

*“For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God… and pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind be alert and always keep praying for all the saints”* (Ephesians 6:12-18).

* **Pray for needed workers**

*“*[Jesus] *told them, ‘The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field”* (Luke 10:2).

* **Pray for provision of resources**

*“You do not have, because you do not ask God”* (James 4:2).

*“Ask and it will be given to you; seek and you will find; knock and the door will be opened unto you. For everyone who asks receives; he who seeks finds; and to him who knocks, the door will be opened”* (Matthew 7:7-8).

*“Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God”* (Philippians 4:6).

* **Pray for open doors for our message in all the world**

 *“And pray for us, too, that God may open a door for our message, so that we may proclaim the mystery of Christ, for which I am in chains. Pray that I may proclaim it clearly as I should”* (Colossians 4:3-4).

* **Pray for leaders, cities and nations.**

*“I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone – for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness. This is good, and pleases God our Savior, who wants all men to be saved and to come to a knowledge of the truth.”* (1 Timothy 2:1-4).

*“Also, seek the peace and prosperity of the city to which I have carried you into exile. Pray to the LORD for it, because if it prospers, you too will prosper”* (Jeremiah 29:7).

*“I looked for a man among them who would build up the wall and stand before me in the gap on behalf of the land so I would not have to destroy it, but I found none“* (Ezekiel 22:30).

* **Pray for repentance and righteousness so God will heal nations**

*“if my people, who are called my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land”* (2 Chronicles 7:14).

*“If at any time I announce that a nation or kingdom is to be destroyed, and if that nation I warned repents of its evil, then I will relent and not inflict on it the disaster I had planned. And if at another time I announce that a nation or kingdom is to be built up and planted, and if it does evil in my sight and does not obey me, then I will reconsider the good I had intended for it.”* (Jeremiah 18:7-10)

**Pray for Others**

The Lord delights when we pray for others. This is not something we do to meet the needs of our ministry; rather, it is others focused and an essential part of who we are at Compass. We should seek to discover what others most need from God, and then faithfully pray for them—often immediately. When we are sensitive to follow God’s leading to pray, He encourages others and answers those prayers by changing lives and circumstances.

*“As for me, far be it from me that I should sin against the Lord by failing to pray for you…”* (1 Samuel 12:23).

*“Ever since I heard about your faith in the Lord Jesus and your love for all the saints, I have not stopped giving thanks for you, remembering you in my prayers. I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better”* (Ephesians 1:15-17).

*“With this in mind, we constantly pray for you, that our God may count you worthy of his calling…”* (2 Thessalonians 1:11).

*“…and when they had prayed, they laid their hands on them. And the word of God increased; and the number of the disciples multiplied in Jerusalem greatly…”* (Acts 6:6-7, KJV).

*“Therefore, confess your sins to one another, and pray for one another so that you may be healed. The effective prayer of a righteous person can accomplish much* (James 5:16, NASB).

**5. Discipleship Focused**

**Jesus commanded us to make disciples \***

*“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I commanded you. And surely I am with you always to the very end of the age”* (Matthew 28:19-20).

**Jesus modeled discipleship**

Love 1 Corinthians 13:1-7

*“By this all men will know you are my disciples, if you love one another”* (John 13:35).

Daily encourage

Obedience

Ezra

# Jesus’ Example-Make Disciples

Disciple simply means “a learner” or “an obeyer.” The Great Commission is to make disciples which was Jesus’ personal priority. His last instruction mirrored his greatest time investment-making disciples by teaching them how to obey everything He commanded. At the end of his earthly ministry He measured success in disciples whom he defined as obeyers:*“I have revealed you to those whom you gave out of the world. They were yours; you gave them to me and they have obeyed your word.”* (John 17:6).

While he taught the multitudes, he focused on the few. Jesus knew that making disciples was critical if generations were to follow. While the same Holy Spirit gives each member of the body different gifts, all are commanded to make disciples.

**Paul’s Example-Make Disciples**

Jesus spent three years with His disciples. Paul often spent extended time in one place. He not only taught people, he lived with them. Those he personally discipled included; Barnabas, Silas, Timothy, Gaius, Stepha, Aquila and Priscilla, Tychichus, Aristarchus, John Mark, Onesimus, Archippus, and many others – even to the prison guards in Rome who were chained to him. Paul always had someone with him everywhere he went or stayed. His purpose was to disciple them, because he knew that, in the same manner in which he discipled them, they in turn would disciple others.

# Discipling Obedience

What are we discipling?

*“Through him and for his name’s sake, we received grace and apostleship to call people from among all the gentiles to the obedience that comes from faith”* (Romans 1:5).

Making disciples involves more than just teaching, but teaching to obey. The essence of discipleship is modeling obedience to Christ by the Holy Spirit in everyday life. It is the living out in real life of what obedience looks like, both financially, and in every area of life. It’s what Jesus and Paul did. This is love for Christ, and the only way we can truly see everyone, everywhere, faithfully living by God’s financial principles in every area of life is to disciple them in obedience.

*“If you love me, you will obey what I command”* (John 14:15).

*“Whoever has my commands and obeys them, he is the one who loves me. He who loves me will be loved by my Father, and I too will love him and show myself to him”* (John 14:21).

*“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciple. As the Father has loved me, so have I loved you. Now remain in my love. If you obey my commands, you will remain in my love, just as I have obeyed my Father’s commands and remain in his love”* (John 15:8-10).

Jesus modeled obedience.

*“And being found in appearance as a man, he humbled himself and became obedient to death—even death on a cross!”* (Philippians 2:8).

Paul modeled obedience – it’s why he could say:

*“You yourselves know how I lived among you…”* -Acts 20:18, ESV

*“We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well…”* (1 Thessalonians 2:8).

*“Whatever you have learned or received or heard from me, or seen in me – put it in to practice. And the God of peace will be with you”* (Philippians 4:9).

*“For Ezra had devoted himself to the study and observation of the Law of the Lord, and to teaching its decrees and laws in Israel”* (Ezra 7:10).

# Discipleship Math

If Compass –finances God’s way could teach God’s financial principles to 50,000 people annually over the next 30 years, over 1.5 million people will have heard God’s financial principles. But God wants to see people living by them!

What if one person, for one year, would completely surrender to finances God’s way (letting God make their money decisions, walking in the Spirit financially, and hearing and obeying in accordance with God’s Word)? What if they walked daily with another, demonstrating what obedience really looks like, praying for and encouraging each other?

What if the next year and following-the two became four, then eight, then sixteen people faithfully living each day by God’s principles, walking daily together, and ready to disciple another the following year? By the thirtieth year, 5.3 million “obeyers” would be ready to double the next year!

Compass will teach as many as God allows, while encouraging disciple relationships where people are learning to fully obey all of God’s principles in every area of life– fulfilling the Great Commission.

**Long Term Perspective (Kelly, moved this section under Discipleship Culture and titled Selecting and Discipling Leaders )**

We recognize that the greatest threat to ~~this or~~ any ministry is not under-capitalization or under-exposure, but under-obedience. If we replicate fans without replicating obeyers within one generation the vision for Compass will be lost. We recognize the need to invest in disciple relationships with leaders until, like Jesus and Paul, we are replicating faithfulness, not just ministry fans.

Many people love to talk about money, even Biblical principles. They desire to be teachers but far fewer know how to faithfully obey them. In discerning whom God is calling to serve with us, we realize that the enemy will attempt to bring those whose hearts are not to fully obey the Lord, or whose motives are mixed. We will depend on the Holy Spirit to help us discern and grow according to God’s Word.

*“But, dear friends, remember what the apostles of our Lord Jesus Christ foretold. They said to you, ‘In the last times there will be scoffers who will follow their own ungodly desires.’ These are the men who divide you, who follow mere natural instincts and do not have the Spirit”* (Jude 19-20).

*“I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favoritism. Do not be hasty in the laying on of hands, and do not share in the sins of others. Keep yourself pure”* (1 Timothy 5:21-22).

This encourages us to allow God to multiply ministry in the fullness of His time, while being daily diligent with the task before us. As we practice contentment and obedience, and discipling others, we will experience the joy of the Lord, and God will complete the work.

Core Practices

# Honesty and Integrity

Every aspect of Compass should be conducted with complete integrity. *“You shall not steal, nor deal falsely, nor lie to one another”* (Leviticus 19:11, NASB).

We are committed to obeying to civic authorities and complying with governmental regulations and taxation. *“Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God… This is also why you pay taxes, for the authorities are God’s servants, who give their full time to governing”* (Romans 13:1, 6).

# Discipleship Culture

At Compass we want to create a culture that values close one-on-one relationships. We want to exhort one another daily to fully obey the Lord, submit to his authority, study His Word, and surrender our financial decisions to Him.

*“But encourage one another daily, as long as it is called Today, so that none of you may be hardened by sin’s deceitfulness”* (Hebrews 3:13).

God’s method of discipleship involves one-on-one relationships and small groups of people who encourage one another regularly to faithful grow in their love and obedience of Jesus Christ. *“Iron sharps iron, so one man sharpens another”* (Proverbs 27:17).

True spiritual multiplication occurs when *“the things you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also”* (2 Timothy 2:2). When we are faithful to disciple faithful people, generations can be impacted for Christ.

# Family Environment

# We will seek to build a family of faith by loving one another as ourselves and nurturing close relationships with each other striving for unity of the Spirit.

We will *“Encourage one another”* (Hebrews 10:25), *“Accept one another, just as Christ accepted you”* (Romans 15:7), *“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you”* (Ephesians 4:32), *“Carry one another’s burdens, and in this way you will fulfill the law of Christ”* (Galatians 6:2), *“Be completely humble and gentle; be patient, bearing with one another in love”* (Ephesians 4:2), *“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than ourselves”* (Philippians 2:3), and “Above all, love each other deeply, because love covers over a multitude of sins” (1 Peter 4:8). We will also resolve any conflict according to Matthew 18:15-17.

# Developing close friendships, enjoying fellowship, and having fun are the “icing on the cake” to all that we do. The world does not offer anything comparable to genuine Christian fellowship.

# Servant Leadership

Compass will seek to model the servant leadership of Jesus Christ in every relationship and interaction.

*“Jesus called them together and said, ‘You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many”* (Mark 10:42-45).

All those who serve in a leadership role must demonstrate the characteristics of a servant —unconditional love, humility, and self-sacrifice. Servant-leaders encourage, want the best, and help empower others. There is no place for the proud or power hungry. We serve others out of humble submission to the Lord Jesus Christ. *“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves”* (Philippians 2:3).

**Diligence, courage and rest should characterize our work.**

We should be diligence in our work. *“Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve”* (Colossians 3:23-24, NASB). *“… but the precious possession of a man is diligence”* (Proverbs 12:27, NASB).

*“…Be strong and courageous, and do the work. Do not be afraid or discouraged, for the Lord God, my God, is with you. He will not fail you or forsake you until all the work…is finished”* (1 Chronicles 28:20).

The Lord instituted weekly rest for our physical, mental and spiritual health. And He is able to make six days of work more productive than seven days.

*“You shall work six days, but on the seventh day you shall rest; even during plowing time and harvest, you shall rest”* (Exodus 34:21).

# Improvement and Success

# We will seek to improve everything we do by focusing on our mission, delegating to godly capable people, and growing as the Lord provides direction, resources and laborers.

# *“Select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens”* (Exodus 18:21).

# We will define ministry success by our faithfulness to obey His direction. We will ask God for His wisdom and creativity.

# *“If any of you lacks wisdom, he should ask God who gives generously to all without finding fault, and it will be given to him”* (James 1:5).

# Commit, Wait and Trust when Making Decisions

# We will pray for God’s leading for ministry decisions and direction. We will not move ahead of the Lord’s leading; rather, we will pray and wait until he makes His plans clear.

# *“Commit your way to the Lord, Trust also in Him, And He shall bring it to pass.”* (Psalm 37:5, NKJV).

*“Trust in the Lord with all your heart, and lean not on your own understanding; in all your ways acknowledge Him, and He shall direct your paths”* (Proverbs 3:5-6, KJV).

# Seek Counsel

# We will regularly seek counsel from humble godly ~~men~~ people when making personal and ministry decisions.

*“The way of a fool is right in his own eyes, but a wise man is he who listens to counsel”* Proverbs 12:15).

*“Without consultation, plans are frustrated, but with many counselors they succeed”* (Proverbs 15:22).

# Value Each Person

# Each person has great worth and their contribution is valued at Compass – veteran and novice, men and women, staff and volunteers. In 1 Corinthians 12, Paul describes each follower of Jesus as a different part of the body of Christ all deserving honor. We have different backgrounds, skills, spiritual gifts, and personalities. Humility, submission, investing time in relationships, and demonstrating love and forgiveness will help ensure that those serving with Compass will grow to maturity. *“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you”* (Ephesians 4:32).

# Serving—not financially exploiting—God’s People

Serving people is the focus of this ministry. Individuals are more important than organizations or projects. We will not view the body of Christ as a market to exploit − a house of merchandise. *“In the temple courts he found men selling cattle, sheep and doves, and others sitting at tables exchanging money. So he made a whip out of cords, and drove all from the temple area, both sheep and cattle; he scattered the coins of the money changers and overturned their tables. To those who sold doves he said, ‘Get these out of here! How dare you turn my Father’s house into a market!”* (John 2:14-16).

We will not view people as customers or donors, but as people that we can lovingly serve and help mature in Christ. *“Now I am ready to visit you for the third time, and I will not be a burden to you, because what I want is not your possessions but you… I will very gladly spend for you everything I have and expend myself as well…”* (2 Corinthians 12:14-15).

We recognize that if serving Christ and people is our priority, God Himself promises to provide every need of this ministry. We can be content to wait for the Lord’s provision.

*“So do not worry, saying, ‘What shall we eat?’ or ‘What shall we drink?’ or ‘What shall we wear?’ For the pagans run after all these things, and your heavenly Father knows that you need them. But seek first his kingdom and his righteousness, and all these things will be given to you as well”* (Matthew 6:31-33).

*“for I have learned to be content in whatever circumstances I am, I know how to get along with humble means, and I also know how to live in prosperity; in any and every circumstance I have learned the secret of being filled and going hungry, both of having abundance and suffering need, I can do all things through Him who strengthens me”* (Philippians 4:11-13, NASB).

We will be generous obedient givers and not greedy, realizing that more money does not equal more ministry.

*“Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you”* (Luke 6:38).

*“Then he said to them, ‘Watch out! Be on your guard against all kinds of greed; a man’s life does not consist in the abundance of his possessions”* (Luke 12:15).

# Encourage Other Ministries

All believers in Jesus Christ are members of His body, but we have different callings. *“Now to each one the manifestation of the Spirit is given for the common good… All these are the work of one and the same Spirit, and he gives them to each one, just as he determines”* (1 Corinthians 12:7, 11).

We are not in competition with other Christian ministries. We will only speak encouragingly regarding our fellow laborers in Christ, and seek to encourage and love those serving in other ministries.

Core Strategies

**Church Focused**

We will implement Compass primarily through the local church—God’s chosen instrument. Compass is designed to serve all Christian churches, and we will not allow minor theological issues to impede our serving the broad spectrum of the body of Christ.

God requires those serving in positions of church leadership to shepherd and protect the church. *“To the elders among you, I appeal as a fellow elder . . . Be shepherds of God’s flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be”* (1 Peter 5:1-3). Therefore, when serving a local church Compass will be implemented under the authority of its leadership. We will *always* seek to honor, encourage and pray for those who serve as pastors and church leaders.

**Other Organizations**

We will also cooperate and partner with God-honoring organizations, such as Christian schools and universities, ministries that serve the business community, and those that meet the needs of the poor.

# Discipleship Culture

# We will encourage ongoing caring and accountable relationships to help ensure people remain faithful to apply God’s financial principles.

# Small Group Experience

During his life on earth, Jesus preached to the multitudes, but His primary focus was on the small group of twelve disciples. Similarly, a primary focus of Compass is teaching God’s way of handling money in small groups. In small groups, people can be loved and cared for and held accountable to be faithful to apply what they are learning. The small group is also an effective environment for fostering close relationships among the participants and developing future leadership.

# City Wide Impact

In the New Testament, there is an emphasis on the city. *“To all in Rome who are love by God and called to be saints”* (Romans 1:7) and *“To the church of God in Corinth”* (1 Corinthians 1:2). Therefore, we will work strategically to reach cities and surrounding communities throughout the world.

**Global Outreach**

Jesus instructed us , *“Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey all I have commanded you”* (Matthew 28:19-20). Therefore, Compass will seek to teach God’s way of handling money in every nation.

# Broadcast Media

As the Holy Spirit leads, Compass will pursue the effective use of a variety of broadcast media, including radio, television and the Internet.

Our Core Message

**Bills and Debts** should be paid promptly. (Proverbs 3:27-28)

**Bribes** are prohibited. (Exodus 23:8).

**Children** are to be trained. (Proverbs 22:6)

**Contentment** is learned and often deals with money & possessions. (Philippians 4:11-13)

**Control** of people is one of God’s roles. (Proverbs 21:1).

**Cosigning** is dangerous and should be avoided. (Proverbs 17:18)

**Cosigning** should be escaped if possible. (Proverbs 6:1-5)

**Counsel** produces wise decisions. (Proverbs 12:15)

**Counsel** sources should have our spouse as a priority. (Genesis 2:24)

**Counsel** sources should include our parents. (Proverbs 6:20-22)

**Counsel** sources to avoid are mediums, fortune tellers and spiritualists. (Leviticus 19:31)

**Coveting** is sin. (Exodus 20:17)

**Debt** is slavery and we are encouraged to avoid it. (Proverbs 22:7)

**Difficulties** are ultimately for the good of godly people. (Romans 8:28)

**Eternal** perspective reveals your soul more important than worldly gain. (Mark 8:36)

**Giving** should be done out of love. (1 Corinthians 13:3)

**Giving** should be joyful. (2 Corinthians 9:7)

**Giving** is intended to be a blessing to the giver. (Acts 20:35)

**Giving** to meet the needs of the poor is very important to God. (Matthew25:35-45)

**Greed** is idolatry. (Colossians 3:5)

**God’s Part—**God owns, controls and provides everything. (1 Chronicles 29:11-12).

**God’s Ways** are different from our ways. (Isaiah 55:8-9).

**Honesty** is required. (Leviticus 19:11)

**Honest** is required in a leader (Exodus 18:21).

**Inheritance** should be provided. (Proverbs 13:22)

**Inheritance** should not be disbursed too quickly. (Galatians 4:1-2)

**Invest** by steady plodding. (Proverbs 21:5)

**Invest** by diversifying. (Ecclesiastes 11:2)

**Invest** only when generously giving. (Luke 12:16-21)

**Judgment** is when we give an account for our actions. (Romans 14:10-14)

**How we** **handle money** impacts the quality of our fellowship with Christ. (Luke 16:11)

**Litigation** between followers of Christ is discouraged. (1 Corinthians 6:1-7)

**Lordship** we are to obey Christ every area of life. (Galatians 5:16)

**Marriage—**husband and wife are to be one in every area (Genesis 2:24)

**Money** is a primary competitor for Lordship. (Matthew 6:24)

**Other’s possessions** should be faithfully cared for. (Luke 16:1-2.)

**Our Part—**we are to faithfully manage what the Lord entrusts to us. (1 Corinthians 4:2)

**Ownership**—everything is owned by the Lord. (Psalm 24:1)

**Partnerships** discouraged with those who do not know Christ. (2 Corinthians 6:14-17)

**Prosperity** is spiritually dangerous (Deuteronomy 31:20)

**Rest** from workone day out of seven. (Exodus 34:21)

**Retirement** to a life of leisure is not biblical (Luke 12:16-21).

**Rewards** in eternity will be given for serving Christ. (2 Timothy 4:7-8)

**Rich** people should be humble and generous (1 Timothy 6:17-19)

**Partiality** is sin and we are warned to avoid it (James 2:1-9).

**Providing** for our family is a requirement. (1 Timothy 5:8).

**Salvation** only comes through Jesus Christ. (John 14:6)

**Saving** is wise and encouraged. (Proverbs 21:20).

**Taxes—**we are to pay taxes. (Romans 1-7)

**Wicked** people sometimes prosper, but do not fret because life if short. (Psalm 73:1-19)

**Wills** should be executed by everyone (2 Kings 20:1).

**Work** hard and for the Lord rather than people. (Colossians 3:23-24)

**Work** hard but get proper rest. (Exodus 24:31)