



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.

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.

### Funding Sources

Lilly Endowment Inc.  
National Initiative to Address  
Economic Challenges  
Facing Pastoral Leaders

Local churches

Individual donors

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EMPOWERING  
MINISTERS TO  
OVERCOME  
THEIR FINANCIAL  
CHALLENGES



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## 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 pastors and churches.

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

**Church Generosity Course:** Six 20-45 minute sessions for pastors 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.

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### 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

Provides matching grants to pastors and associate pastors who complete the COMPASS Journey (up to \$5,000 USD) or the COMPASS Quest Personal Finances Course (up to \$1,000 USD).

#### Grant Usage:

1. Pay down educational debt and other forms of personal debt OR
2. Increase retirement savings (Nazarene 403(b) Retirement Plan in U.S. or Registered Retirement Savings Plans in Canada).



### A Cooperative Effort

The local church participates with its pastor by committing to raise funds equal to at least half of the pastor's grant, beyond the pastor's usual compensation.

Some districts may also be able to assist the church in raising those funds.