

## Appendix 1: Core Values description

The Core Values of Compass—finances God’s Way are based on the 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.

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### 1. CHRIST-CENTERED

#### The Lordship of Christ

The reason the ministry is named Compass—finances God’s way is 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 life" (John 3:16).*

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## **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).*

#### **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).*

#### **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).*

#### **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 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).*

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### 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 like. 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).

*"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).

##### **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).*

**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).*

*"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).*

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## **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).*

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**

*"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).

### **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 so, 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).

### **Long Term Perspective**

We recognize that the greatest threat to 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.