COMPASS EUROPE SERVICE CENTRE ANNUAL REPORT

2020

**Introduction**

This is the detailed annual report of 2020. We praise the Lord for all the resources we have received and his blessings on the use of the resources. This year was the official first year of the foundation Compass Europe. Starting with few we are blessed with many. God made great progress through us in setting new steps in developing the ministry and the service centre itself. He was, is and will be faithful. All glory to Him.

COVID it was a very special year for all of us, with many extra challenges but also opportunities. On the one hand our ministry and our office activities have been deeply influenced (and sometimes limited) by the COVID problems. On the other hand, we have seen the online strategy pushed forward. We praise the Lord for modern techniques who has helped us to continue the ministry, often in new ways.

This year, we have seen growth in unity in diversity of our Compass family. There is more unity now than before and our mission is more focussed on ‘making financial disciples by disciplers’ despite all the different national activities and strategies.

The service centre has been developed to enable us to serve the countries more completely.

We hope you will rejoice the work the Lord has done this year in the ministry of Compass Europe.

Board of Compass Europe

April 12, 2021

**General**

*Compass Europe Board*

This year was the first year of operation of the governing board of Compass Europe. The board members are: Alwin Oerlemans (NL- chair, NL), Peter Briscoe (NL - secretary), Kees Lugten (NL - treasurer), Mark Lloydbottom (UK), Kurt Bühlmann (CH), Peter Halustok (SK) and Zsolt Szalai (HU). The board functions very well because of the commitment, long experience and diversity of the members. The board held 6 meetings in 2020, (6/1; 6/2; 6/4; 8/6; 5/10 and 7/12).

On august 28, the board held an online strategic retreat to update the current strategy. We were surprised to realise the strategic goals are still relevant and applicable although life completely changed because of COVID 19.

Specific board topics of 2020:

* Writing a partnership document for national entities
* Completing the organisational strategy
* Discussing a succession strategy for the board members

*Staff*

Compass Europe was able to hire the CEO almost fulltime (0.9 fte) for the European ministry. Before he was not fully available for the European ministry, due to parttime leadership of Compass Netherlands (Stichting Encour). We praise the Lord for His providence.

We hired a parttime office assistant (0.4 fte) to help us out with general administration and to help develop office processes. A manual with the main processes was prepared. This will become the basis to set the next step in developing the office.

A procedure for our monthly newsletter, ‘Financial Discipleship Stories’ was set up and a parttime Communications manager was hired to collect input, and for writing and sending the newsletter.

*We defined 3 strategic goals for 2020-2022:*

Strategic goal 1. Prayer

Strategic goal 2. Strengthening organisation/building capacity

Strategic goal 3. Expanding

**Strategic Goal 1. Prayer**

*This year we were able to expand and structure our prayer activities:*

* Almost every week at the office of Compass Europe there was a prayer meeting led by our prayer warrior Thijs van Vuuren.
* Prayer points were shared in our WhatsApp prayer group, (Leen, Thijs, Eimert and Matthe), which met bi-monthly.
* Almost every Monday morning members of the ELT pray for the ministry
* Once per quarter, we have a prayer moment with friends of the prayer group around generous giving

**Strategic Goal 2. Building capacity**

**Organisational**

By January 1, the not-for-profit foundation of Compass Europe was officially established, and the European Leadership Team was formed. The goal of the team is to execute the strategy of the Board, together with the CEO, and to bring/represent the countries into the Compass structure. The team were commissioned and blessed for their work by the board during the Malaga 2020 conference.

**European Leadership Team**

Members of the ELT:

* Bert den Hertog (CEO/teamleader, NL)
* Alexandre Juvet (SWISS)
* Moises Contreras (ES)
* Anatoly Musiyenko (UKR)
* Marius Rarau (AUS)
* Radovan Ivanko (SK)

*Stepping out members:*

* Volker Kalder (DE)
* Alexander Mattijevic (DE)
* Jean Francois and Lydi Grel (FR)

*New members:*

* Patric Camu (FR)

The ELT held a monthly online zoom meeting. During this meeting we prayed together, deepened our relationship and worked on our projects, for example evaluating, preparing and running the yearly Compass Europe conference. In May we have had a 3-day online zoom retreat. During these days we discussed basic Compass strategy and set new operational activities. In the autumn we set up a couple of extra zoom meetings to evaluate the Operational Plan 2020 and write the Operational Plan 2021 to be approved by the Board.

**Taskforces**

1. *Taskforce Fundraising.* This Taskforce is led by Duane Conrad, joined by Yuri Boldirev and the CEO. The goal is to develop a strategy for sustainable funding of the work of Compass Europe. The strategy is to build personal relationships with a number of donors. We made some progress as TF although we have a long way to go. One of the projects was training the Compass Europe Board to invite friends to invest in the ministry. The first fruits are coming. This TF needs more focus and efforts for 2021.
2. *Taskforce Marketing.* This Taskforce is led by Alexander Matijevic, together with Marius Rarau, Emanuelle Colin and the CEO. Compass Europe has lots of great materials available, but there is a big need to make these available for everybody. We observed also sometimes a tension between what we already produced and what the need of our clients (country/key leaders) are. Our first step was to get more idea about the need of our ¨clients¨. The TF worked on different projects:

* Developing a questionnaire to understand the need for materials of Compass members
* Processing the results of the questionnaire
* Discussing the need of a database
* Designing the rough structure of a potential database

1. *Taskforce Financial Advisors.* Two financial advisors of our Compass family got the burden on their heart to help financial advisors with understanding of their responsibilities and how to communicate biblical principles to their clients. The group is led by Radovan Ivanko. Joined by Alexander Matijevic. They are preparing a programme for 2021.

**Annual conference**

In Malaga this year we had the privilege to have our annual conference. The title was “Flourishing in troubling times,” It was a n excellent conference with 115 leaders from at least 20 countries. Some scholarships were made avail be for participants from ‘starting=up nations.’ The atmosphere was very good. A new participant said, “the beaty of this conference is the humility of the people.”   
 We had great keynote speakers like Peter Briscoe, Howard Dayton, Brandon Sieben, Viktor Martens and Kurt Bühlmann. We had a wonderful range of workshops. The participants where very satisfied. We could never have imagined that a couple of week later, the whole globe went into lockdown and our conference theme of ‘troubling times’ became very real for everybody. Before we left the conference we were encouraged by the words of Jesus, “Do not fear.”

**Materials produced from the office:**

* Book Peter: Financial Discipleship
* Webinars
* Materials to help people in the covid times which were posted for fee on our web site.

**Training:**

This season we had the privilege to hold a pilot course for the first year of a three-year Financial Discipleship Certification Training, developed by Peter Briscoe. The course is about taking 8 steps in growing as a Financial Disciple. We had 7 students from different countries. Each month there was homework and preparations to be done, including a group zoom meeting facilitated by our CEO. Halfway through the year we had a physical meeting during the Malaga 2020 conference. At the end the course was evaluated. All students were very satisfied and thankful. Relationships where deepened. We received also some small comments to improve. From now on we will use this training as an advanced course for leaders. In the future we will work on translating the course in different languages.

In the meantime, Zsolt Szalai is developing the second year of the course. The target group is our country leaders. The focus will be how to lead a compass ministry (national or local). The course will be launched in 2021.

**Strategic Goal 3. Expanding**

1. **Continuing supporting fresh countries**

We put extra energy in ‘watering what we have sown’ in starting-up countries (projects) like Italy, Albania and Portugal. There has been some progress although it was slow due to many challenges such as lack of resources (time, talents and finances) or focus in bringing the ministry to the next level. A learning point to invest more in for the future.

1. **Opening new countries**

Because of COVID we had to change our pioneering new countries 2020 plan. We had already planned visits to Serbia and Bulgaria to introduce the ministry but because of COVID they had to be cancelled. Other potential contacts were also put on hold.

We were very thankful to support and mentor the pioneer leader and team of Compass **Belarus** to set the first step in presenting the ministry to different churches and expanding the ministry. The Lord blessed them greatly – in the midst of so much turmoil in their country – so they made great progress. See their report and stories.

We found a creative way to start pre-pioneering the ministry in **Bulgaria** although we didn’t have access to the country. We start in November with training a pioneer group with the Navigating Finances God’s Way course. In the beginning of 2021, each student will pilot a small group (off/online) in their church.

1. **Partnerships**

We were very thankful we have been able to continue and deepen our partnerships with different organisations and leaders we have met before. We would like to highlight the following partnerships.

*Europartners*

We decided to start a strategic partnership with Europartners. We have the same vision and values. They are focusing on businesspeople like we do. We can serve each other by using materials, trainings and connections and praying for each other. We will deepen our partnership by future join venture projects such as conferences to make best use of the resources we have been given.

*Generosity Path*

GP is an organisation which spreads the message of transformational giving all over the world. They have developed a great tool, the Journey of Generosity. Their main focus is on generosity and ours on financial discipleship. The two movements are complementary, and we will look for ways how we can bless one another.

*European Evangelical Alliance*

Compass Europe is an affiliate member of the EEA. We have been able to do short presentations about financial discipleship to the members. We have also started a network of Financial Discipleship & Generosity as a network group inside the EEA. Through this channel we want to serve the national EA´s and invite them to take our topic into account.

*International Fellowship of Evangelical Students*

Within IFES Europe we formed a working group about “Following Jesus with your time, talents and treasures.” We are working on a weekend programme and training tool for student leaders so they can address this very relevant topic for students.

*Trans World Radio*

Together with TWR Europe we did a pilot in Slovakia between Compass SK and Radio 7 of SK (a partner) of TWR. It worked out very well a lot of great responses. We will look for new countries for new pilots.

*Compass Global*

We are very thankful we are part of the global alliance of Compass Global in all colours and unity in diversity. We are learning together in serving one and another.

Our CEO represents Compass Europe in all global meetings. Once a month there is a prayer and sharing moment about the daily work. Compass Global is growing more mature and developing their strategy with input of all the regions.

Together with CEO of Compass Global and the CEO of Compass USA our CEO formed an InterVision group with two weekly meetings to grow deeper together in living out Financial Discipleship.