

COMPASSION CHURCH
OF THE NAZARENE



ANNUAL REPORT

2024 - 2025

REPORTS

Report of Compassion's Lead Pastor: Stephen Willis	3
Report of Compassion's Executive Pastor: Cavan Carlton	4
Report of Compassion's Worship & Teaching Pastor: Mike Lyle	5
Report of Compassion's Connections & Recovery Pastor: Brad Robertson	6
Report of Compassion's Creative Arts Pastor: Caleb Atkins	7
Report of Compassion's Prime Timers & Care Pastor: Gary Smith	8
Report of Compassion's Family Pastor: Jonny Bailey	9-10
Report of Compassion's Young Adult Pastor: Clay Bryan	11
Report of Compassion's Youth Pastors: Carroll Bailey & Clay Bryan	12
Report of Compassion's Compassionate Ministries Pastor: Russanna Cook	13
Report of Compassion's MomCo Director: Carroll Bailey	14
Compassion's Financial Report (2024-2025 Fiscal Year)	15





STEPHEN WILLIS

REPORT OF COMPASSION'S LEAD PASTOR



Scan the QR code or [click here](#) to watch the annual report of Pastor Stephen Willis!





CAVAN CARLTON

REPORT OF COMPASSION'S EXECUTIVE PASTOR

I humbly submit this, my fourteenth annual report, as a servant of our Lord and Savior Jesus Christ. Fifteen years ago Jesus rescued me, pulled me from the pit, and filled me with His Holy Spirit. Not a day goes by that I don't praise God for His grace, His never-ending love, and His mighty promises. I also reflect often on the critical role our church – Compassion Church of the Nazarene – played in my own life. Without the ministries of our church, the uncompromising message of Christian Holiness, and the faithful leadership and example set by Pastor Stephen, Pastor Mike, and others, I wouldn't be where I am today.

2024-25 was a tremendous year in the life of our church. We have so many things to celebrate and be thankful for. Here are a few of the “high water marks” as I saw them as your Executive Pastor.

- Serving another 1,000 families as part of our Community Christmas Outreach.
- Hands & Hearts Day: Our annual partnership with New Covenant Schools where our food pantry is flooded with 4th graders who join us in serving and loving our neighbors.
- Retiring an additional \$138,000 in long-term debt. Our debt balance has decreased by over \$1.6 Million in the past fifteen years.
- Raising an astounding \$122,000 for the Compassion Fund, and the hundreds of families we have been able to bless through it.
- The completion of the 2nd floor of the Compassion Kids building in August 2024, and the corresponding launch of our pre-teen ministry.

Financially, we had another strong year. We received more than we spent and all bills and budgets were paid in full. I want to personally thank the outstanding members of our finance committee – Tim John, Mike Walker, Kristi Dolan, and Caleb Beasley. The long hours spent reviewing charts, spreadsheets, trends, facts, and figures are all great investments in expanding God's Kingdom here on earth and helping ensure Compassion is a consistently good steward of all that is entrusted to us.

On a personal note, Soni and I celebrated our 29th wedding anniversary and I love her more today than ever before! She is a beautiful, strong, faithful woman of God and the best wife to me and mother to our children I could ever ask for. Embry is quickly finishing her 10th grade year and is very active in youth group and volleyball. Callen is in 7th grade, loves running, and loves Jesus! I am eternally grateful for the blessing of my wife and children and the holy love that fills our home. I am privileged to serve the Lord in such a supportive and healthy church community. The constant encouragement and love shown to me and my fellow pastors is beautiful and appreciated!

Pastor Cavan Carlton



MIKE LYLE

REPORT OF COMPASSION'S WORSHIP & TEACHING PASTOR

Discipleship Ministry Overview

Our Discipleship Ministry continues to be a vital part of our church's mission to Love God, Love Others, and Serve Both. As of this reporting period, we are excited to share that we have 57 active discipleship groups meeting regularly. These groups include a diverse range of formats, such as Bible Studies, Life Groups, Intentional Discipleship groups, and Men's and Women's ministries. In total, over 450 individuals are actively participating in these groups—a testament to the growing hunger for spiritual growth and authentic community within our congregation.

Each group serves as a space for deeper biblical engagement, meaningful relationships, and spiritual accountability. Leaders are continually being trained and supported to foster healthy, multiplying groups. We are encouraged by testimonies of life transformation, deeper prayer lives, and increased outreach efforts happening organically through these discipleship environments.

Worship Ministry Overview

The Worship Ministry has experienced steady growth and increased engagement across all our worship services. Currently, we have a dedicated team of over 50 volunteers who serve regularly on the worship team, including musicians, vocalists, and choir members. Their commitment and excellence are key ingredients to creating worship environments where the presence of God is honored and where our congregation can engage fully in praise.

Together, the Discipleship and Worship Ministries continue to serve as core pillars of our church's mission—Making Christlike disciples in the nations by helping people grow in Love for God, Love for Others, and Service to Both!

Finally, I want to thank my family: Bethany, and our four children, Gracyn, Gavin, Gabriel, and Gia. They are always so ready to support and to serve. I could not do what I do without them doing what they do. My wife, Bethany, in particular is a rock. I am better because I am married to her. Thank you again for the opportunity to serve Compassion Church.

Respectfully Submitted,
Mike Lyle



BRAD ROBERTSON

REPORT OF COMPASSION'S CONNECTIONS & RECOVERY PASTOR

As we continue our 12th year on staff and celebrate nearly 16 years within the Compassion family, I remain in awe of how God continues to use this church to minister to our household and our broader community. Jaime and I are so thankful to be surrounded by such a loving, generous body of believers. Your kindness and partnership in ministry hold a special place in our hearts.

Celebrate Recovery

What a powerful year of transformation and freedom! Our Wednesday night gatherings have not only remained strong with average attendance in the 40s, but we've also witnessed a wave of new participants boldly sharing their testimonies for the very first time—stories of brokenness met with healing, and despair overcome by hope in Christ. God is doing something deeply sacred in these spaces. Our weekly Step Studies have grown even stronger, with nearly 20 men and women diving deep into truth, accountability, and healing. We've also strengthened our leadership core through quarterly CR training meetings, raising up new leaders to help carry the message of freedom forward. Every week, we witness Jesus breaking chains and restoring joy—what a beautiful thing to behold. Truly, lives are being made new.

Connections

God has been stirring in mighty ways as we reimagined and retrained our entire Connections Team this year! From fresh usher roles to our new “undercover greeters,” we are building a culture of hospitality that reflects the heart of Christ. A big shift came with the launch of our new portable guest Welcome Center, complete with redesigned gift bags for first-time guests. To increase accessibility, we also relocated and rebranded the “Connect Room” to the “Connect Corner” in the back of the sanctuary—this small change has made a big difference in guest interaction and traffic flow. You can now spot our Connections Team in their newly designed volunteer t-shirts and name tags, making it even easier for guests to find a friendly face. A huge thanks goes to our “Welcome Wagon” cohort, whose hard work and servant hearts made all of these changes possible, especially in time for a beautifully welcoming Easter season. Because of you, guests become family.

As always, I want to thank Jaime, my bride of nearly 18 years, who continues to walk faithfully beside me in ministry and in life. Thank you for loving so well. Compassion Church, thank you for letting us serve you and with you. I count it pure joy to be part of this family.

Respectfully submitted,
Pastor Brad L. Robertson



CALEB ATKINS

REPORT OF COMPASSION'S CREATIVE ARTS PASTOR



As I reflect on my seventh year at Compassion Church of the Nazarene, I am filled with gratitude. Serving this community has been an incredible journey and I am honored to be part of such a dedicated team. This year I have the privilege of going on sabbatical in June, which is a wonderful opportunity for rest and renewal.



Sound System Investments: We continue to make significant investments in our sound system. This year, we successfully implemented a new speaker array system, enhancing the audio experience in our worship center. These upgrades are part of our ongoing commitment to providing the best possible environment for worship.



Preaching Opportunities: I am grateful for the opportunity to preach several times a year. Sharing messages with our congregation is a great privilege and I am thankful for the support and encouragement I receive from everyone.



Ordination Studies: I am almost three-quarters of the way through my studies as I pursue ordination through the Church of the Nazarene. This journey has been both challenging and rewarding. I appreciate the support from my church family as I work toward this goal.



Volunteer Team Growth: Our media and technology volunteer team continues to see steady growth. I want to extend a heartfelt thank you to all the volunteers who dedicate their time and talents to support our church's mission. Your contributions are invaluable.



On a personal note, our family continues to grow and thrive. River Atkins is now 1 ½ years old and Rielly is now 7. While the challenges of parenthood continue (though with slightly less sleeplessness!), the joy they bring is immeasurable. They are a constant reminder of God's provision and blessing. Our family is bigger, louder, and fuller than ever before, and for that I am grateful. I am eternally grateful for Stephanie's love and support, which makes all of this possible.

Thank you for your continued support and encouragement.

In Christ,
Caleb Atkins





GARY SMITH

REPORT OF COMPASSION'S PRIME TIMERS & CARE PASTOR

What a joy and privilege to serve the people of Compassion Church of the Nazarene this past year! It is a blessing to be a part of a growing congregation and enjoy the fellowship of believers that assemble each Sunday and throughout the week. It is a special blessing to work with such fine men and women on staff who are figured and talented in the areas of their ministry. Pastor Stephen Willis is an usually gifted servant that God has placed here in the Lynchburg mission field.

The Prime Timers remain an active and involved group at Compassion Church - meeting together to fellowship frequently and serving in various ministries throughout our church and in the community.

This year marks my 54th year in ministry as an assistant staff person or as a lead pastor at six different churches. I am forever indebted to the Father for His calling on my life and I enjoy all the various aspects of ministry. It has been a joy to have been in ministry on the Virginia District Church of the Nazarene for 23 years.

Sincerely,
Gary Smith



JONNY BAILEY

REPORT OF COMPASSION'S FAMILY PASTOR

This report highlights the significant developments and positive trends within our Family Ministry over the past year. We have seen growth, innovation, and a renewed focus on equipping families and nurturing the faith of our children and teenagers.

Nursery Ministry

The Nursery Ministry has experienced a significant shift towards a more intentional teaching environment. Key highlights include:

- **Emphasis on Teaching:** A major emphasis has been implemented to provide foundational learning experiences for our youngest attendees.
- **New Director:** We warmly welcomed Katie Gravitt as our new Nursery Director, bringing lots of positive changes to this ministry such as a dedicated space for three year olds, allowing for age-appropriate activities and engagement, increased volunteer support, and a focused vision for the future.

Kids' Ministry

The Kids Ministry has undergone positive changes and achieved notable progress this past year. Key highlights include:

- **Leadership Transitions:** We welcomed Katie Barber as our new Associate Kids Pastor and Pattie Silverthorn as our Kids Director, bringing new energy and expertise to the team.
- **Organizational Overhaul:** A significant organizational overhaul has been implemented to streamline processes and enhance ministry effectiveness, including expanding storage and accessibility and enhancing classroom resources so each classroom is equipped and efficient.
- **Increased Volunteer Team:** Our ministry team has grown significantly, from 32 to 48 dedicated volunteers, demonstrating a strong commitment to serving our children.
- **Consistent Family Resources:** We have maintained a consistent effort in providing valuable family resources, including weekly devotions and Parent Cue materials, to support faith development at home.
- **Increased Focus on Excellence:** There is an increased awareness of our goal to strive for excellence in the overall experience for students, team members, and families.

Preteen Ministry

This past year marked an exciting new chapter with the launch of our Preteen Ministry, which ministered to students in fourth through sixth grades. Key highlights include:

- **Focused Ministry Approach:** The ministry focuses on preparing preteens for the transition to main worship by emphasizing scripture understanding and encouraging personal faith decisions.
- **New Directors:** We are pleased to have Zoe Dill and Stephen Cooksey leading this important ministry with passion and dedication.
- **Improved Retention:** We have observed a higher retention rate of fourth and fifth graders since the creation of this distinct ministry.
- **Fostering Excitement for Youth Group:** Efforts are underway to build anticipation and excitement for the eventual incorporation of these students into the youth group.
- **Dedicated Leadership:** The Preteen Ministry is supported by a team of dedicated leaders committed to guiding this age group.



JONNY BAILEY

REPORT OF COMPASSION'S FAMILY PASTOR

Compassion Buddies

After a year of dedicated planning and preparation, we were thrilled to launch our Compassion Buddies ministry, our first inclusive special needs program, in April. Key highlights include:

- **New Director:** Alyson Lesniak has taken on the role of director, bringing her passion and expertise to this vital area.
- **Inclusion-First Approach:** The ministry prioritizes the inclusion of children with special needs into our regular worship spaces, providing accommodations as needed.
- **Dedicated Support Space:** We also offer a dedicated space for children who require a more specialized environment.
- **Vision for Accessibility:** We are excited to see how this ministry will further our church's commitment to making worship accessible for all families.

Youth Ministry

- Our youth pastors, Carroll Bailey and Clay Bryan have done a superb job in ministering to our middle and high school students during these crucial years of growth.

Family Ministry Coordination

Significant steps have been taken this year to foster greater unity and collaboration across our various family ministries. Key highlights include:

- **Increased Collaboration:** Leaders from Nursery, Kids, Preteen, Youth Ministry, The Landing, and Compassion Buddies have begun to work together more intentionally to minister to the same families.
- **Growing Intentionality:** There is a growing intentionality to operate in unity across all Family Ministry areas.
- **Increased Reach:** As a result of these efforts and the growth within individual ministries, we have been able to minister to more children and teenagers this year compared to the last.

We are incredibly grateful for the dedicated leaders, volunteers, and families who make our Family Ministry vibrant and impactful. We look forward with anticipation to continued growth and deepening our ministry to families in the coming year.

With hope,
Pastor Jonny Bailey



CLAY BRYAN

REPORT OF COMPASSION'S YOUNG ADULT PASTOR

Compassion Church Family,

What an incredible year it has been for our Young Adult Ministry! The momentum and passion we've seen among our young adults continue to grow, and I am constantly amazed by the way God is moving in and through this ministry. Week after week, more young adults are choosing to plug into our church, seek community, and deepen their walk with Christ.

One of the most exciting aspects of this year has been the continued growth of our young adult groups. Each group has become a space of belonging, connection, and spiritual growth, welcoming young adults into an authentic community where they can be known, supported, and encouraged. These groups are doing more than just meeting; they are building lasting relationships and fostering life-changing discipleship. A particularly exciting development this year was Zac and Rachel's group successfully transitioning into a regular Life Group. As many of their members begin to age out of the young adult phase, this transition ensures that they can continue growing in faith and community while staying connected to the life of our church. It's a beautiful example of how discipleship doesn't stop—it evolves. Our Christmas celebration once again proved to be a highlight, with over 55 young adults joining together for a night of fun, laughter, games, and heartfelt fellowship. Events like this are powerful reminders of the unity, joy, and strength that mark our young adult community.

I want to take a moment to honor and thank the incredible leaders who make all of this possible. Zac, Rachael, Garrett, Alana, Keefer, Delaney, Mikayla, Mara, and Zoe, your dedication, servant leadership, and love for people are the heart of this ministry. Each of you plays a vital role in shaping a culture that welcomes, challenges, and equips young adults to follow Jesus fully.

On a personal note, Mikayla and I are thrilled to continue leading this awesome ministry together as we prepare to grow our family—welcoming our son into the world this August! It is such a joy to serve alongside my wife and daughter Elsie, and I want to give a heartfelt thank-you to Mikayla. Her strength, wisdom, and unwavering support make all the difference, both in our ministry and in my life. I am beyond grateful to be on this journey with her.

As I look to the year ahead, I do so with great anticipation. I believe God is just getting started. With your continued support and the guidance of the Holy Spirit, we are poised to see even greater growth, deeper discipleship, and lasting impact in the lives of young adults in our community. Thank you, Compassion Church, for your prayers, encouragement, and unwavering belief in the next generation. Together, we are building something that will echo into eternity.

Respectfully Submitted,
Pastor Clay Bryan



CARROLL BAILEY & CLAY BRYAN

REPORT OF COMPASSION'S YOUTH PASTORS

We are so thankful for another great year at Compassion Youth! This has been an exciting year of growth and we are excited to share it with you all.

This past year we had multiple students profess Jesus Christ as their Lord and Savior and choose to be baptized. Praise God for the Kingdom of God growing!

We also launched our first ever student leadership team. Our team consists of 9 middle and high schoolers who all love Jesus, share their faith, live out their faith, and want to help create a young community of Christ followers. We are excited to see their continued growth and dedication to Jesus this year. We are so proud of you guys!

We also want to take time to say thank you to our incredible youth leaders and Sunday School teachers! Compassion youth would not be the same without you all. Thank you for your time and dedication over this past year. Your willingness to serve our teens makes a difference.

Looking ahead, a number of our teens will have the opportunity to attend the Nazarene Youth Conference (NYC) in Utah in July 2026. We are planning to send the largest number of teens we've ever sent to NYC and we've already started planning and praying about how we can help our students get there financially. Please join us in those prayers.

On a personal note, Pastor Carroll and Jonny welcomed their youngest daughter Sophia into the world this past year. She is the sweetest addition to their family. Pastors Clay and Mikayla are looking forward to this upcoming year where they will welcome their son to the world and become a family of four. We are so thankful for the opportunity to serve in their role and have our children be raised at Compassion.

Thank you all for your continued prayers and support. We love you all!

Pastor Carroll and Pastor Clay





RUSSANNA COOK

REPORT OF COMPASSION'S COMPASSIONATE MINISTRIES PASTOR

As I'm writing this report, I'll soon be wrapping up my 6th year serving in Compassionate Ministries and my 18th year as part of Compassion's staff. I can confidently say that I am so privileged to work my dream job. I get to serve our community on behalf of our church family and lead an incredible team of volunteers who truly embody what it means to Love God, Love Others and Serve Both. Thank you for trusting me with this role. I feel so blessed!

Compassionate Ministries continued to meet the needs of our community and beyond through several avenues this past year. Here are some highlights:

- Our weekly food pantry saw record numbers and our volunteers continued to joyfully meet the need of serving hungry families, estimating that each family who shops our pantry for groceries leaves with 150 pounds of free food.
- Our Care Team began a renovation in our food pantry to expand our capacity to serve families and the Care Team completed their 53rd project since beginning just over two years ago!
- We provided 23 car seats and pack and plays to moms in need through our partnership with Virginia Baptist Hospital.
- Compassion wrapped up its 16th year of the Christmas Box Outreach, providing 1,000 Christmas dinners to those in need.
- We partnered with Lynchburg City Schools to provide Christmas gifts for every child in their Restorative Academy located at T.C. Miller.
- We continued partnerships with area nonprofits such as Miriam's House, The Blue Ridge Pregnancy Center, Love Heals, FCA, the Isaiah 117 House and more to help meet the needs of our city.
- We dispatched two teams to both Eastern Tennessee and Western North Carolina to help with Hurricane Helene Flood Relief on behalf of Virginia Nazarene Disaster Response.

Personally, we are grateful for all the ways God has sustained our family this past year. Brandon is finishing his twentieth year of teaching high school, Ryne discovered a love for running cross country, Lucy continued to perform in several area theatre productions and Landon played every sport he could while continuing to be best friends with every dog he met. The Cook fam is always grateful for your love, support, and encouragement as we serve Compassion and our community!

With Gratitude,
Russanna Cook



CARROLL BAILEY

REPORT OF COMPASSION'S MOMCO DIRECTOR

I am truly blessed to have been able to serve as the MomCo director this past year at Compassion. I first stepped onto Compassion's campus (formerly LFCN) to work in the childcare program for MOPS. I was overwhelmed with how kind everyone was and chose to come on a Sunday for church. That was over 10 years ago and I have been coming ever since. I started serving in youth, met my husband, got married, and now have the two most beautiful girls. Through all of the blessings of motherhood, I was overcome with isolation, loneliness, and the feeling of being inadequate. So when the opportunity came about to serve as the MomCo director and create a loving, welcoming place for moms to come together, I knew the answer was yes.

With this being our first year, we were blessed to have over 40 moms participate and financially support 5 of them! We were able to bring in guest speakers, talk about the joys and hardships of motherhood, and meet for offsite activities. After every meeting and activity, my heart felt full.

This year would not have been possible without our incredible MomCo Leadership team: Russanna Cook, Dee Jones, Courtney Kelty, Mikayla Bryan, & Katie Gravitt. Thank you all so much for your hard work and dedication this year. You are such wonderful moms and I am thankful to serve alongside you guys. This year would not have been the same without you guys. Thank you for adding another thing to your plates.

Thank you also to all the moms who participated this year. You are loved. You are seen. And God sees the holy work you are doing each and every day.

Compassion - Thank you for loving our moms. Thank you for welcoming us here. And thank you for this opportunity. We are so excited for this next year! Please continue to pray for us and this ministry.

Pastor Carroll Bailey

COMPASSION FINANCIAL REPORT

2024 - 2025 FISCAL YEAR

(APRIL 1, 2024 - MARCH 31, 2025)

Normal Charitable Giving	\$ 1,832,886.79
Make Room Charitable Giving	\$322,791.85
Designated Charitable Giving	\$116,080.86
Missions Trip Participant Funds	\$32,016.24
Other Income	\$65,261.08
Total Income	\$2,369,036.82
Payroll Expenses and Employee Benefits (Includes insurance, payroll taxes)	\$860,358.81
Facility Renovations & Improvements (Including Compassion Kids 2nd Floor)	\$374,405.99
Nazarene Budgets, Including Domestic & Foreign Missions Giving	\$308,087.16
Finance & Debt Service (Interest Expense, Debt Repayment)	\$ 169,132.80
Local Mission (Compassion Outreach, Food Pantry, Christmas Boxes, Celebrate Recovery)	\$166,189.81
Buildings & Grounds (Utilities, Maintenance, Supplies, etc...)	\$ 150,007.90
Administration (Commercial insurance, credit card fees, etc...)	\$58,846.27
Office Management (Supplies, Postage, Printing, Phone, Internet, etc...)	\$44,577.43
Special Events (Harvest Festival, Church Wide Meals, REVIVE, Funerals, etc...)	\$32,411.73
Vehicles (Fuel, maintenance, insurance)	\$28,312.15
Missions Trip Participant Expenses	\$27,171.52
Family, Youth, Children, & Nursery Ministries	\$24,673.26
Discipleship (Teaching Curriculum, Life Groups, Connections)	\$22,511.56
Worship, Music, & Technology	\$15,955.58
Campus Security	\$15,652.36
Personnel Development & Volunteer Appreciation	\$13,601.31
Men's, Women's & Senior Adult Ministries	\$6,488.75
Total Expenses	\$2,318,384.39

Long Term Debt Outstanding as of 3/31/25	\$913,000
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***Questions regarding any aspect of our finances? Please contact Pastor Cavan Carlton, Executive Pastor and Treasurer, at ccarlton@compassionva.com.*



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