

COMPASS

Catholic Ministries

FAITH & MONEY MATTERS

Facilitator Answer Guide

February 2024

Faith & Money Matters

Study Schedule

Week	Chapter	Work Book Page	Answer Guide Page	BE PROACTIVE!
1	STEWARDSHIP	1	4	Spending Plan (P5); 30 Day Tracking (P11); Compass Map (P17); Destination 1 (P20); Tracking Your Spending (P24)
2	DEBT	25	10	List Your Debts (P27); Debt Prioritization (P33); Net Worth Calculation(P41); Obtaining Your Credit Report (P47)
3	HONESTY & WORK	49	15	Honesty In All Situations (P52); Variable Expenses (P56); Get a Pay Raise (P60); Two Income Families (P64); Irregular Income (P68)
4	SAVING & INVESTING	69	23	Maximize Your Retirement Savings (P72); Estimated spending Plan (P75); How Long Will My Retirement Savings Last (P80); Life Insurance Needs (P85); Mortgage (P89)
5	COUNSEL & CRISIS	91	29	Your Community (P95); Budget Percentages (P98); Tweak Your Spending Plan (P102); Crisis Budget Day 1 (P105); Crisis Budget Day 2 (P108)
6	GENEROSITY & ETERNITY	111	36	Generosity Grid (P113); Generosity Plan (P116); Financial Goals (P121); The Deed (P131); Your Journey (P141)

WELCOME!

We are so thankful that you have decided to facilitate the Faith & Money Matters small group study. The Lord has used the principles your participants are about to learn in the lives of millions of people around the world. We've learned that people benefit most when they are faithful to complete the following before each weekly meeting.

1. Meditate (Lectio Divina). We begin each day's study using a form of meditation called Lectio Divina. Participants will meditate on the key verse in a different way each day. This will help the participants integrate the most important principles from the verse into their daily routine. Encourage the participants to take 5 minutes before doing the daily homework to sit quietly and be one with God.

2. Read and Respond. The daily homework will take about 15-20 minutes each day to complete. We have structured the questions to encourage the participants to focus on their own behavior and actions and to think about ways that they could be better stewards. If a married couple takes the study, each will use a separate workbook. (Helpful hint—ask the participants to write the page number from their Bible for any verses that will be read in class. It will help speed the process of finding the verse.)

3. Answers. Suggested answers [can be found in text that looks like this].

4. Helpful hints Helpful hints can be found in blue boxes that look like this

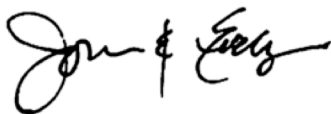
5. Bible Verses. Bible verses that are read aloud in class by a group member are in red italics.

6. BE PROACTIVE! As the facilitator, please make a special effort to focus on the practical exercises. It is important that the participants complete the practical exercise each day as these are key steps necessary to gain control of their finances.

7. Prayer Log. Every person should have a prayer log page for each participant in the group. During the introductions in the first group meeting, have each person start with their personal information. As they are introducing themselves, the other group members should be entering the personal information for that person on that individual's Prayer Log page. At the end of class, go to the prayer log and ask each person to request a prayer intention for the week. The others in the class make note of that intention on the prayer log page for that person. As part of their daily study time, everyone prays for the other group members. In the second week of the group meeting, each individual updates their previous prayer request and states a new prayer request. Answers to prayers are one of the most encouraging parts of the small group experience.

8. Attendance. Everyone should attend at least five of the six weekly meetings. The meetings are designed to begin and end on time. Facilitators should make contact with each participant on a weekly basis to encourage and love on the participant.

9. Again, we are very grateful you are going to participate in the Faith & Money Matters study. We pray the Lord will bless you in every way as you learn his way of handling money.



Jon and Evelyn Bean,

Co-Founders, Compass Catholic Ministries

STEWARDSHIP

Homework for Session 1

Before attending the first class:

- Complete the five days of homework for Session 1 Stewardship.
- Each week there is a key verse which summarizes the main idea behind the weekly lesson. Each day's homework begins by contemplating the key verse in a different way.
- Log on to CompassCatholic.org and click on "Newsletter sign-up" on the home page to receive the Compass Newsletters.

KEY VERSE:

"You are great and powerful, glorious, splendid and majestic. Everything in the heavens and earth is yours, and you are king, supreme ruler over all. All riches and honor come from you; you rule everything by your strength and power; and you are able to make anyone great and strong."

— 1 Chronicles 29:11-12 (GNT)

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER.

After beginning this first class in prayer, it is time to have everyone introduce themselves.

The best way is to have everyone turn to the PRAYER LOGS in the back of the book and go one-by-one around the group having each person provide the information for their prayer log. As they introduce themselves, the other members enter the info (name, phone, email, etc.) on a page in their prayer log for that specific person.

Help the introductions by asking each person to respond to two questions:

1. What made you decide to take the class?
2. What is the one most important thing to hope to gain by taking the class?

After completing the introductions, play the Stewardship video from this link:

<https://vimeo.com/643723853/29a0109ca3?share=copy>

Facilitator—you should have approximately one hour of class time remaining.

DAY 1 — THE BIBLE AND MONEY

Read Isaiah 55:8-9.

For my thoughts are not your thoughts, nor are your ways my ways—oracle of the LORD. For as the heavens are higher than the earth, so are my ways higher than your ways, my thoughts higher than your thoughts.

1. What are acceptable financial practices today that may not be according to God's ways? (P3)

[General answer is "man's ways." Answer should include things like use of debt leveraging, lack of honesty/ truthfulness in dealings, placing importance on material possessions rather than on God.]

Read Deuteronomy 10:14.

Look, the heavens, even the highest heavens, belong to the LORD, your God, as well as the earth and everything on it.

Read Psalm 24:1.

The earth is the LORD's and all it holds, the world and those who dwell in it.

and 1 Corinthians 10:26.

for "the earth and its fullness are the Lord's."

2. How do these verses relate to your personal view of ownership? (P3)

[These verses tell us that God owns everything. This may conflict with personal views on ownership.]

3. Describe how you integrate your faith and your finances. If you don't integrate them, why not? (P4)

[Answer should be personal and introspective.]

BE PROACTIVE!

START YOUR SPENDING PLAN

4. How are you currently tracking your finances? What are the advantages and disadvantages of the method you use? (P5)

[Answer should be personal and introspective.]

See if anyone has questions or comments about the list of spending plan categories.

DAY 2 — GOD’S OWNERSHIP

1. What does it mean to allow Jesus Christ to become the Lord of your money and possessions? (P8)

[Answer should be personal and introspective.]

2. What will you do to become more consistent in recognizing the Lord’s ownership of all that you possess? (P9)

[Answer should be personal and introspective.]

3. How have you experienced God’s ownership in your life? (P10)

[Answer should be personal and introspective.]

4. Assume for a minute that you are a pilgrim on a journey. You can only take 3 material possessions with you. What would you take? (P10)

[Answer should be personal and introspective.]

BE PROACTIVE!

30 DAY TRACKING

When we say track every penny—that’s exactly what we mean. Now is not the time for “abouts” or “averages.” It’s the time for exact amounts. If the participants had \$100 to spend this week can they account for every penny? At the beginning of this budgeting process, that is the degree of precision that is necessary to understanding where they are spending their money, and then evaluating if that is where they really want to spend it.

Once they have tracked their spending for the first 30 days, they will begin to see spending patterns. The longer they track their spending the more precise the patterns will become. After the first 1-2 months they will be able to extrapolate annual spending and begin making decisions about continuing to spend in the same way or make changes. Above all things, their spending cannot exceed their income!

DAY 3 — CHALLENGING CIRCUMSTANCES

1. God's sovereignty is a real and active result of his love for each one of us. Please describe how God's sovereignty has worked in your life. (P17)

[Answer should be personal and introspective.]

Definition of Sovereignty—God is claimed to be the Sovereign Lord of all as the creator, owner and possessor of heaven and earth. In Catholicism the will of man is never completely overridden by God's sovereignty - because God sovereignly determined it should be that way. We can't be saved without God, but he won't save us without our cooperation. God knows how to derive good from any situation.

2. Why is it important to realize that God uses even difficult circumstances for good in the life of a godly person and how does this perspective impact you? (P17)

[We are constantly being tested. Each test either helps us to focus on God or shows the need to improve. Take everything in stride, stay focused on God and learn to improve ourselves each day.]

BE PROACTIVE!

COMPASS MAP

3. After completing your initial review of the Compass Map, how do you feel about the challenges of completing the remaining tasks? (P17)

[Answer should be personal and introspective.]

DAY 4 — GOD'S PROVISION

1. Give an example from the Bible of the Lord providing for needs in a supernatural way. (P19)

[Here are a few examples: Manna in the wilderness (Exodus 16:4-34), Jesus feeding 5,000 (Matthew 14:15-21) and the 4,000 (Matthew 15:32-38), the Lord sending ravens to feed Elijah (1 Kings 17:4-6), wedding feast at Cana (John 2:1-12).]

2. Describe a time in your life when God provided in an unexpected way. (P20)

[Answer should be personal and introspective.]

3. How does understanding God's provision challenge your thinking? (P20)

[Answer should be personal and introspective.]

BE PROACTIVE!

DESTINATION 1

If a person is going to gain control of their personal finances and reduce their debt, they **MUST** have an emergency fund of at least \$1,000. They can start saving for the emergency fund by paying the minimum payment on each credit card and putting the extra cash towards the emergency savings. They can't move past Destination 1 until \$1,000 has been accumulated in the emergency savings fund.

Many people get lost in the budgeting process because they don't know what to do next. The Compass Map solves that problem. Make sure that every student has gone through each destination on the Map and checked off the steps they have completed. Once this has been completed, they know exactly what they should focus on next—the first unchecked step in the earliest Destination box.

DAY 5 —OUR PART

MEDITATE

Read and meditate on the key verse, 1 Chronicles 29:11-12

1. Write down the changes you want to make to integrate this verse into your daily life. (P21)

[Answer should be personal and introspective.]

2. Think about the three stewards described in the Parable of the Talents. Which steward do you identify with? (P22)

[Answer should be personal and introspective.]

3. Describe which of these four benefits you have experienced or that you would most like to experience. (P23)

[Answer should be personal and introspective.]

Next to tracking every penny of spending and income, saving money in an emergency fund is vitally important. A major budget buster is the emergencies that occur in everyone's life. It is said that over 60% of Americans can't handle an unexpected \$400 bill. Whether it's a car or appliance repair bill, a medical bill or the cost of uniforms and equipment for little league, if they haven't saved for unexpected expenses, the chances are very high that these items will be paid by using a credit card, which may lead to increasing total debt.

4. What can you do to involve God in your finances? (P24)

[Answer should be personal and introspective.]

BE PROACTIVE!

TRACKING YOUR SPENDING

For the second time this week we want you to be talking about tracking every penny. It is so important that we are taking even more time to emphasize the point. Ask each of the participants if they have actually written down what they spent TODAY. If they haven't written down what they spent they should stop and write them down right now. It's that important. By tomorrow they will forget something and by the day after tomorrow they might miss 50% of what they spent.

Ask each participant to share how they are tracking their spending. This is not meant to embarrass anyone, although it might. It's just important that they begin the habit of tracking.

Remaining Agenda

Review next class (5 minutes)

Session 2 Debt

- Read and Answer Questions - Pages 25 - 47
- List Your Debts
- Debt Prioritization
- Calculator - Snowball Debt Elimination
- Calculator - Net Worth Calculation
- Obtain Your Credit Report and Credit Score

Prayer Log (15 minutes) - Take prayer requests and note them in the Prayer Log

End in Prayer

DEBT

Homework for Session 2

KEY VERSE:

“The rich rule over the poor, and the borrower is the slave of the lender.”

— Proverbs 22:7 (RSV CE)

DAY 1 — IMPACT OF DEBT

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER.

Before beginning the Day 1 Homework please play the following video: <https://vimeo.com/644119986/98fc64e142?share=copy>

Read Deuteronomy 15:4-6.

However, since the LORD, your God, will bless you abundantly in the land the LORD, your God, will give you to possess as a heritage, there shall be no one of you in need if you but listen to the voice of the LORD, your God, and carefully observe this entire commandment which I enjoin on you today. Since the LORD, your God, will bless you as he promised, you will lend to many nations, and borrow from none; you will rule over many nations, and none will rule over you.

Deuteronomy 28:15, 43-45.

But if you do not obey the voice of the LORD, your God, carefully observing all his commandments and statutes which I give you today, all these curses shall come upon you and overwhelm you: (43-45) They will lend to you, not you to them. They will become the head, you the tail. All these curses will come upon you, pursuing you and overwhelming you, until you are destroyed, because you would not obey the voice of the LORD, your God, by keeping his commandments and statutes which he gave you.

1. How was debt viewed in the Old Testament according to these passages, and what was the reason a person got into debt (became a borrower) or got out of it (became a lender)? (P27)

[Debt was considered a curse. Being free from debt (being a lender) was a blessing. Disobedience led to debt and obedience led to getting out of debt.]

2. How do you feel about your debt situation based on learning what Scripture says about debt? (P27)

[Answer should be personal and introspective.]

BE PROACTIVE!

LIST YOUR DEBTS

Many people with large amounts of debt, credit card and otherwise, don't really know the total amount of debt that they have accumulated. The first step to eliminating debt is to know the total debt they have. On the "List Your Debts and Snowball'em" each participant should have listed each of their debts and the specific information asked for in each column..

The object of this exercise is not about revealing personal information to anyone else in the class. The object is for them to discover their total amount of debt so they can begin to pay it off in the most efficient manner. Since they are not revealing amounts or any other information, each participant should strive to be as accurate as possible to make sure they have listed all their debt.

DAY 2 — DANGER OF DEBT

Read Romans 13:8.

Owe nothing to anyone, except to love one another; for the one who loves another has fulfilled the law.

and 1 Corinthians 7:23.

You have been purchased at a price. Do not become slaves to human beings.

1. Is debt encouraged in the Bible? Why or why not? (P32)

[In Romans we are encouraged to stay out of debt and in 1 Corinthians we are told that we should not become slaves (through debt) to other humans. Being in debt; having our focus on money will cause a person to lose sight of God in his life.]

2. How do these verses apply to you personally and to your business if you have one? (P32)

[Answer should be personal and introspective.]

BE PROACTIVE!

DEBT PRIORITIZATION

Today's exercise gives the participant an extra day to make sure they have listed all debts.

Each of the debts should be prioritized beginning with the smallest debt being listed as Priority 1. The next smallest debt should be listed as Priority 2, etc. Have them concentrate on prioritizing their credit cards first.

DAY 3 — HOW TO GET OUT OF DEBT

Read 2 Kings 4:1-7 – The Widow and the Oil.

1. What principles for getting out of debt can you identify from this passage? (P34)

[Seek the counsel of godly people, as well as the Lord's help and direction. His supernatural intervention is required whether he answers quickly, as in the case of the widow, or more slowly over time. Ask your friends for help, just as the widow borrowed jars from her friends. We should use whatever resources are available—however small— in an effort to get out of debt.]

2. How will you apply them to your current situation? (P34)

[Answer should be personal and introspective.]

Read Psalm 37:21.

The wicked one borrows but does not repay; the righteous one is generous and gives.

and Proverbs 3:27-28.

Do not withhold any goods from the owner when it is in your power to act. Say not to your neighbor, "Go, come back tomorrow, and I will give it to you," when all the while you have it.

3. What do these verses say about debt repayment, and why do you think God gave us these principles? (P37)

[A person who borrows but doesn't repay the debt is called "wicked." We should repay our debts as quickly as possible. To delay repayment is not biblical.]

4. How will you apply these steps to your own debt repayment plan? (P37)

[Answer should be personal and introspective.]

BE PROACTIVE!

SNOWBALL YOUR DEBT

The participants should find this exercise interesting as it gives them the opportunity to transfer all the information they compiled in Day 1 into the Repayment Calculator on the Compass Catholic Website and determine how long it will take them to pay off their debt—assuming they are seriously working to become debt free and not accumulating any new debt.

As the facilitator, you might ask the participants what surprised them about the time it may take to completely eliminate their credit card debt. As the participants explore different combinations of payoff scenarios it should help them as they create their plans and goals for financial independence.

Facilitator—you should have approximately one hour of class time remaining.

DAY 4 — PAYING OFF CONSUMER DEBT

1. If you have any auto debt, what is your strategy for eliminating it? (P39)

[Answer should be personal and introspective.]

2. How will you apply strategies from the previous discussion to your personal situation? (P40)

[Answer should be personal and introspective.]

BE PROACTIVE!

WHAT IS YOUR NET WORTH?

Make sure that participants have completed their Net Worth statement as it is a good way of monitoring their overall progress towards financial independence. The other graphs and charts they will complete during the process of becoming debt free will show their accomplishments of specific actions, i.e., like how much have they reduced the debt on a specific credit card, but the Net Worth statement provides a valid, recognized picture of their total financial situation. When they compare any of their Personal Net Worth statements, it will always give them an “apples to apples” evaluation of the progress they have made.

DAY 5 — OTHER DEBT ISSUES

MEDITATE

Read and meditate on the key verse, Proverbs 22:7.

1. Write down the changes you want to make to integrate this verse into your daily life. (P43)

[Answer should be personal and introspective.]

2. In what situation would it be okay for someone to delay payment to another? (P44)

[You should never delay payment unless stipulations of the agreement you have with the other person provide for delay of payment for some reason.]

Read Proverbs 22:26-27.

Do not be one of those who give their hand in pledge, those who become surety for debts; For if you are unable to pay, your bed will be taken from under you.

and Sirach 8:13.

Do not give collateral beyond your means; consider any collateral a debt you must pay.

3. What does the Bible say about cosigning (striking hands, surety) and how does this apply to you? (P45)

[Do not cosign. It may cause you to lose assets you need. If you have provided collateral for another, you should consider this as your debt to repay.]

BE PROACTIVE!

OBTAINING YOUR CREDIT REPORT

4. Go to AnnualCreditReport.com and obtain a copy of your credit report from one of the reporting agencies. After reviewing your report, describe the types of errors you found on your report. (P47)

[Answer should be personal and introspective.]

5. Take the steps outlined by the credit reporting company to correct the errors you found. Note any difficulties you had during the process of correcting your report. (P47)

[Answer should be personal and introspective.]

This proactive exercise is a critical step in making sure that the participant's credit history is totally correct and their credit scores are not contaminated by errors and mis-statements. Encourage each participant to obtain one credit report—it doesn't matter which credit agency they choose—and carefully review the information contained in the report.

If they find discrepancies, encourage them to follow the process outlined by the credit agency providing the report, to correct the errors. If they find significant errors, it is prudent to obtain reports from the other two credit reporting agencies so the data they have on file can be reviewed and corrected also.

Remaining Agenda

Review what is required for the next class: Honesty and Work (5 Minutes)

- Read and Answer Questions - Pages 49 – 68
- Honesty In All Situations
- Variable Expenses
- Get a Pay Raise
- Two Income Families
- Irregular Income

Prayer Log (15 minutes) - Update Prayer Log – answers to requests and request for the week.

End in Prayer

HONESTY & WORK

Homework for Session 3

KEY VERSE:

“Whatever your task, work heartily, as serving the Lord and not men . . . you are serving the Lord Christ.”

— Colossians 3:23-24 (RSV CE)

DAY 1 — HONESTY

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER.

Before beginning the Day 1 Homework please play the following video: <https://vimeo.com/644119986/98fc64e142?share=copy>

Participants are beginning Week 3 and should be settled into a pattern of doing about 20 minutes of homework each night. They should also have begun the process of bonding with each other and holding each other accountable for the completion of assignments.

Everyone should be fully participating in the discussion during each class. If you sense that a participant is not fully involved, please take time during the next day to two to talk with the participant to make sure there are no underlying issues that might be holding them back.

1. What aspects of our personality or culture influence us to act dishonestly? (P51)

[Ego, pride, greed, fear of being wrong or ridiculed are all personality aspects that might cause a person to be dishonest.]

Read Leviticus 19:11-13;

You shall not steal. You shall not deceive or speak falsely to one another. You shall not swear falsely by my name, thus profaning the name of your God. I am the LORD. You shall not exploit your neighbor. You shall not commit robbery. You shall not withhold overnight the wages of your laborer.

Deuteronomy 25:13-16;

You shall not keep two differing weights in your bag, one heavy and the other light; nor shall you keep two different ephahs in your house, one large and the other small. But use a full and just weight, a full and just ephah, so that you may have a long life on the land the LORD, your God, is giving you. For everyone who does these things, everyone who does what is dishonest, is an abomination to the LORD, your God.

and CCC 2465.

(Remember you can read the Catechism of the Catholic Church online at <http://www.usccb.org/catechism> or <http://www.scborromeo.org/ccc.htm>.)

2465 The Old Testament attests that God is the source of all truth. His Word is truth. His Law is truth. His “faithfulness endures to all generations.” Since God is “true,” the members of his people are called to live in the truth.

1. What do these verses and the Catechism communicate to you about God’s requirement for honesty? (P52)

[The Lord commands us to be honest in all details.]

2. Are you consistently honest in even the smallest details? If not, what will you do to change? (P53)

[Answer should be personal and introspective.]

BE PROACTIVE!

HONESTY IN ALL SITUATIONS

3. Think about all the times and types of financial transactions you have during your lifetime. Describe one example when you were totally, 100% honest, even when you thought it would probably end in disaster. Describe what happened. (P52)

[Answer should be personal and introspective.]

DAY 2 – DISHONESTY

Read Proverbs 14:2.

Those who walk uprightly fear the LORD, but those who are devious in their ways spurn him.

1. Why can’t you practice dishonesty and still love God? (P53)

[Those who practice dishonesty hate the Lord. When we are dishonest, we act as if God isn’t able to provide exactly what we need, is incapable of discovering our dishonesty and is powerless to discipline us. Dishonest people live as if God doesn’t exist.]

Read Proverbs 26:28;

The lying tongue is its owner’s enemy, and the flattering mouth works ruin.

2. Describe a time when you were dishonest. What were the consequences of your dishonesty?

[A thief is better than an inveterate liar, yet both will suffer ruin.]

3. What does it mean to you to have a “healthy fear of the Lord?” (P54)

[Answer should be personal and introspective.]

Read Numbers 5:5-8.

The LORD said to Moses: “Tell the Israelites: If a man or a woman commits any offense against another person, thus breaking faith with the LORD, and thereby becomes guilty, that person shall confess the wrong that has been done, make restitution in full, and in addition give one fifth of its value to the one that has been wronged. However, if there is no next of kin, one to whom restitution can be made, the restitution shall be made to the LORD and shall fall to the priest; this is apart from the ram of atonement with which the priest makes atonement for the guilty individual.”

and Luke 19:8.

But Zacchaeus stood there and said to the Lord, “Behold, half of my possessions, Lord, I shall give to the poor, and if I have extorted anything from anyone I shall repay it four times over.”

4. What do these verses say about restitution (reparation)? (P55)

[Restitution was required under Old Testament law. Restitution involved the return of the item acquired dishonestly, plus a penalty.]

Read Exodus 23:8.

Never take a bribe, for a bribe blinds the clear-sighted and distorts the words of the just.

and Proverbs 15:27.

The greedy tear down their own house, but those who hate bribes will live.

5. What does Scripture say about bribes? If you were ever offered a bribe, how would you respond to the situation? (P56)

[Never take a bribe because it will influence your judgement. The person not involved with bribes will live, but a leader who takes bribes will be overthrown.]

BE PROACTIVE!

VARIABLE EXPENSES

Most people don't even think about variable expenses when they are putting their budget together, but things like quarterly, biannual and annual payments can derail a budget over night. Another type of variable expense that should be considered are monthly bills that fluctuate based on usage, i.e., water, electric, gas use for heating and cooking and gasoline.

Encourage the participants to look backward at their expenses for the past 12-15 months in order to search out all of these variable expenses to make sure that they have included an average for them in their budget. Once they have identified one of these variable expense items they should figure out the total annual cost of that expense and divide the annual cost by 12 to obtain a monthly average. The monthly average should be plugged into their budget calculations and then saved in a special savings account set aside just for the purpose of variable expenses so that the money is available when the bill arrives.

DAY 3 – WORK

Read Exodus 35:30-35.

Moses said to the Israelites: “See, the LORD has singled out Bezalel, son of Uri, son of Hur, of the tribe of Judah, and has filled him with a divine spirit of skill and understanding and knowledge in every craft: in the production of embroidery, in making things of gold, silver, or bronze, in cutting and mounting precious stones, in carving wood, and in every other craft. He has also given both him and Oholiab, son of Ahisamach, of the tribe of Dan, the ability to teach others. He has endowed them with skill to execute all types of work: engraving, embroidering, the making of variegated cloth of violet, purple, and scarlet yarn and fine linen thread, weaving, and all other arts and crafts.

1. What do these verses tell us about the Lord’s involvement in our work and how do these truths differ from the way most people view work? (P58)

[The Lord gives us different job skills according to his plan.]

2. If God gives you your abilities and controls success and promotion, how does this perspective affect your work? (P59)

[Answer should be personal and introspective.]

Read CCC 2427

Human work proceeds directly from persons created in the image of God and called to prolong the work of creation by subduing the earth, both with and for one another. Hence work is a duty: “If anyone will not work, let him not eat.” Work honors the Creator’s gifts and the talents received from him. It can also be redemptive. By enduring the hardship of work in union with Jesus, the carpenter of Nazareth and the one crucified on Calvary, man collaborates in a certain fashion with the Son of God in his redemptive work. He shows himself to be a disciple of Christ by carrying the cross, daily, in the work he is called to accomplish. Work can be a means of sanctification and a way of animating earthly realities with the Spirit of Christ.

and Exodus 20:8-10.

Six days you may labor and do all your work, Remember the sabbath day—keep it holy. Six days you may labor and do all your work, but the seventh day is a sabbath of the

LORD your God. You shall not do any work, either you, your son or your daughter, your male or female slave, your work animal, or the resident alien within your gates.

3. What do these passages say to you about work and how can you apply them? (P60)

[Answer should be personal and introspective.]

BE PROACTIVE!

GET A PAY RAISE

This exercise is designed to be an eye opener for each participant. Understanding how much they are truly spending on debt payments and interest can be very surprising if someone has been afraid to calculate this previously. The strange thing is that there are many people who are afraid to do these calculations. They don't want to face the reality of their bad stewardship habits.

Facilitator—you should have approximately one hour of class time remaining.

DAY 4 – WORK RESPONSIBILITIES

Read Ephesians 6:9.

Masters, act in the same way toward them, and stop bullying, knowing that both they and you have a Master in heaven and that with him there is no partiality.

1. What responsibilities does the employer have according to this verse? (P62)

[An employer should serve and not threaten employees.]

EMPLOYEE'S RESPONSIBILITIES

Read Ephesians 6:5-8.

Slaves, be obedient to your human masters with fear and trembling, in sincerity of heart, as to Christ, not only when being watched, as currying favor, but as slaves of Christ, doing the will of God from the heart, willingly serving the Lord and not human beings, knowing that each will be requited from the Lord for whatever good he does, whether he is slave or free.

1 Peter 4:10.

As each one has received a gift, use it to serve one another as good stewards of God's varied grace.

2. What responsibilities does the employee have according to these verses? (P62)

[An employee has the responsibility of genuine obedience to their employer; even one who is not good and gentle. Work hard as unto the Lord.]

3. For whom do you really work? How will this understanding change your work performance? (P62)

[The Lord. This perspective will allow us to make a sincere effort—even in challenging situations—to serve those who are our superiors or our subordinates.]

Read Proverbs 6:6-11;

Go to the ant, O sluggard, study her ways and learn wisdom; For though she has no chief, no commander or ruler, She procures her food in the summer, stores up her provisions in the harvest. How long, O sluggard, will you lie there? when will you rise from your sleep? A little sleep, a little slumber, a little folding of the arms to rest—Then poverty will come upon you like a robber, and want like a brigand.

Proverbs 18:9.

Those slack in their work are kin to the destroyer.

4. What does the Lord say about working hard? (P64)

[Ants are honored for hard work, and those who are lazy are warned of poverty. A lazy person is compared to someone who destroys.]

5. Do you work hard? If not, describe what the you will take to improve your work habits. (P64)

[Answer should be personal and introspective.]

BE PROACTIVE!

TWO INCOME FAMILIES

Many families believe that having both spouses working and earning an income will make a huge difference in the family budget. Unfortunately, many do not count the cost of the added expenses that occur when a non-working spouse takes a job to help support the family. The expenses identified on the work sheet cover most, but not all of the new expenses that might be encountered. Facilitators should ensure that couples facing this decision explore all the costs associated with the extra income.

DAY 5 – OTHER WORK ISSUES

MEDITATE

Read and meditate on the key verse, Colossians 3:23-24.

1. Write down the changes you want to make to integrate this verse into your daily life. (P66)

[Answer should be personal and introspective.]

2. Whether retirement from a paying job is just around the corner or many years away, it's never too early to think about your retirement years. Describe your ideas on how you might be productive once you have retired. (P66)

[Answer should be personal and introspective.]

3. We each have a calling in life. Describe your calling. (P67)

[Answer should be personal and introspective.]

Read 2 Corinthians 6:14-18.

Do not be yoked with those who are different, with unbelievers. For what partnership do righteousness and lawlessness have? Or what fellowship does light have with darkness? What accord has Christ with Beliar? Or what has a believer in common with an unbeliever? What agreement has the temple of God with idols? For we are the temple of the living God; as God said: "I will live with them and move among them, and I will be their God and they shall be my people. Therefore, come forth from them and be separate," says the Lord, "and touch nothing unclean; then I will receive you and I will be a father to you, and you shall be sons and daughters to me, says the Lord Almighty."

4. How does this concept of "yoking" or "being bound together" apply to partnerships in business and work? (P67)

[The principle of yoking applies to business partnerships. It is permissible for an employee to work for an employer who does not know Christ, but partnership with an unbeliever is discouraged.]

BE PROACTIVE!

IRREGULAR INCOME

This is another area that can cause problems as participants are creating their budget. If the participants are establishing their income levels and they have a variable income stream that happens to be at or near the highest monthly amount and they don't account for those months where the income is significantly reduced, their budget will be flawed, potentially creating more debt instead of reducing debt.

Facilitators should remind the participants that if they don't have a regular income, they must follow the directions for making allowances for their variable income.

Remaining Agenda

Review what is required for the next class: (Session 4: Saving and Investing - 5 Minutes)

Read and Answer Questions - Pages 69 - 89

- Maximize Your Retirement Savings Plan
- Estimated Spending Plan
- How Long Will My Retirement Savings Last
- Life Insurance Worksheet
- Calculator - Home Rent vs Buy or Mortgage Payoff

Prayer Log (15 minutes) - Update Prayer Log - answers to requests and request for the week.

End in Prayer

SAVING & INVESTING

Homework for Session 4

KEY VERSE:

“Precious treasure remains in the house of the wise, but the fool consumes it.”

— Proverbs 21:20

DAY 1 — SAVING

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER

Before beginning the Day 1 Homework please play the following video: <https://vimeo.com/644113114/c7d45d2651?share=copy>

1. Describe a time you behaved in a manner similar to the farmer in Luke 12:16-21. What was the end result? (P70)

[Answer should be personal and introspective.]

Read 1 Timothy 6:9-11.

Those who want to be rich are falling into temptation and into a trap and into many foolish and harmful desires, which plunge them into ruin and destruction. For the love of money is the root of all evils, and some people in their desire for it have strayed from the faith and have pierced themselves with many pains. Exhortations to Timothy. But you, man of God, avoid all this. Instead, pursue righteousness, devotion, faith, love, patience, and gentleness.

2. What is a scripturally unacceptable reason for saving? Why? (P70)

[The desire to become rich is unacceptable. However, it's not wrong to become rich if it's a by-product of being a faithful steward. When we want to become rich, we are actually loving money. Money comes first, not God. The desire to get rich is common and can destroy our relationship with the Lord.]

3. Keeping the readings from questions 1 and 2 in mind, how do you balance saving and giving?

[Answer should be personal and introspective.]

4. How does our culture encourage us to seek wealth and how do you escape this temptation?

[Answer should be personal and introspective.]

Read 1 Timothy 5:8.

And whoever does not provide for relatives and especially family members has denied the faith and is worse than an unbeliever.

5. What is a scripturally acceptable goal for saving? Why? (P72)

[It is permissible to save to meet family needs,]

BE PROACTIVE!

MAXIMIZE YOUR RETIREMENT SAVINGS PLAN

Very few people really understand the implications of saving for retirement through a 401/403 type of saving program and even fewer realize how little cost they absorb, even when they max out their investment. There are two key ingredients to fully understanding how much a retirement savings program will benefit them later in life.

The first benefit is that whatever the company will match of the savings investment, be it 3 percent or 10 percent, that money is FREE MONEY. Even better, the FREE MONEY earns interest each year and the interest earns even more interest as the years accumulate.

The second benefit is that the investment amount is subtracted from income before taxes are calculated. The net effect is that contributions to a 401/403 type of investment program can be increased without having a dollar-for-dollar decrease in take home pay.

DAY 2 — SAVINGS

1. If you don't have \$1,000 saved in your emergency fund please write down 2-3 key things that you can do in order to save \$1,000 for emergencies. (P74)

[Answer should be personal and introspective.]

Read Sirach 25:3.

In your youth you did not gather. How will you find anything in your old age?

2. What does this passage say to you about saving? (P74)

[If you don't save when you are young, what do you think you will find when you are older?]

3. If you have reached the emergency savings amount identified in Destinations 1, 2 or 3, explain what you did to reach these goals. (P74)

[Answer should be personal and introspective.]

BE PROACTIVE!

ESTIMATED SPENDING PLAN

Facilitator - Most of the participants homework time will be spent creating their first Spending Plan/Budget. Detailed instructions are provided in the Be Proactive! section for the participant to follow and complete. The most important information to communicate to the participants is what they create here is the first try and not something that will be etched in stone. There will be many reiterations of this spending plan over the next days, weeks and months.

DAY 3 — COMPOUNDING

1. Based on your current savings, what is the next step on the Money Map and how will you get there? (P80)

[Answer should be personal and introspective.]

2. Write down 3 things you can do to save more. Be specific. (P80)

[Answer should be personal and introspective.]

BE PROACTIVE!

HOW LONG WILL MY RETIREMENT SAVINGS LAST?

This seems to be a major concern for most people once they decide they are going to take control of their personal finances and prepare for the future. Once a family has created a budget and they know how much they are spending every month, understanding how long their retirement saving will last becomes a little easier.

Evelyn and I found that when we retired and began living on what we saved, our spending didn't really change that much. We kept the budget we had been using for about 20 years and reshuffled some of the categories and amount in the categories while maintaining the same income level.

Facilitator—you should have approximately one hour of class time remaining.

DAY 4 – INVESTING

Read Proverbs 21:5;

The plans of the diligent end in profit, but those of the hasty end in loss.

Proverbs 27:23-24

Take good care of your flocks, give careful attention to your herds; For wealth does not last forever, nor even a crown from age to age.

And Ecclesiastes 11:2.

Make seven, or even eight portions; you know not what misfortune may come upon the earth.

1. What investment principle(s) can be learned from each of these verses? How will you apply them? (P85)

Proverbs 21:5— *[Be a faithful, steady plodder and not hasty in investing.]*

Proverbs 27:23-24— *[Know the status of your assets at all times.]*

Ecclesiastes 11:2— *[Diversify your investments because you don't know what will happen.]*

BE PROACTIVE!

DETERMINING YOUR LIFE INSURANCE NEEDS

Determining a family's insurance needs is a very important step. If the major breadwinner dies and there isn't enough insurance to replace the lost income, the family's financial future can be thrown into chaos. As we have watched families calculate their needs over the years, we have seen that the average family needs between \$750,000 and \$1,000,000 in life insurance coverage. Affording that much coverage can place a real burden on families and they need to examine all avenues of insurance coverage in order to reach an affordable solution.

This practical application can create lively discussion during class. So make sure that you allow enough time to complete the discussion.

Please note the message just below. This is a serious issue and the Ministry cannot support facilitators who ignore this warning.

DAY 5 – OTHER ISSUES

MEDITATE

Read and meditate on the key verse, Proverbs 21:20.

1. Write down the changes you want to make to integrate this verse into your daily life. (P86)

[Answer should be personal and introspective.]

Read Proverbs 13:11.

Wealth won quickly dwindles away, but gathered little by little, it grows.

2. What are some of the motivations that cause people to gamble, and do these motives please the Lord? Why or why not? (P87)

[People are motivated to gamble by the desire to get rich quickly, greed, and by the prospect of getting something for nothing. Many want to become wealthy so they can quit working. None of these motives are pleasing to the Lord because they are contrary to his principles found in the Bible.]

3. Are you committed never to gamble? Explain why or why not. (P87)

[Answer should be personal and introspective.]

BE PROACTIVE!

MORTGAGE

4. What thoughts do you have after reviewing this calculator? (P89)

[Answer should be personal and introspective.]

The question of buying vs. renting has a major impact on a family's personal finances. If there is any chance that the family might want to/need to move in less than 3-4 years, buying a home is probably not a good idea. Once a home is purchased, it is a good idea to pay it off as soon as possible.

These calculators, found on the Compass Catholic website, can be a valuable tool in understanding all of the parameters associated with this type of decision. Make sure the participants have opened all sections of the calculator as they input their data.

Remaining Agenda

Review what is required for the next class: (Session 5: Counsel & Crisis - 5 Minutes)

Read and Answer Questions - Pages 91- 110

- Your Community
- Check Out The Percentages
- Tweak Your Spending Plan
- Crisis Budget Day 1
- Crisis Budget Day 2

Prayer Log (15 minutes) - Update Prayer Log – answers to requests and request for the week.

End in Prayer

COUNSEL & CRISIS

Homework for Session 5

KEY VERSE:

“I have learned, in whatever situation I find myself, to be self-sufficient. I know indeed how to live in humble circumstances; I know also how to live with abundance. In every circumstance and in all things I have learned the secret of being well fed and of going hungry, of living in abundance and of being in need. I have the strength for everything through him who empowers me.”

— Philippians 4:11-13, GNT

DAY 1 — COUNSEL

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER.

Before beginning the Day 1 Homework please play the following video: <https://vimeo.com/644507209/99efdf7e4d?share=copy>

1. What hinders you from seeking counsel? (P92)

[Answer should be personal and introspective.]

2. List 3 godly people whose counsel you might seek. (P93)

[Ask the students to share the qualities they were looking for in a counselor and why some people would be better counselors than others without having them divulge any names.]

Read Proverbs 12:15

The way of fools is right in their own eyes, but those who listen to advice are the wise.

Proverbs 15:22

Plans fail when there is no counsel, but they succeed when advisers are many.

and Sirach 32:19.

Do nothing without deliberation; then once you have acted, have no regrets.

3. What are some of the benefits of seeking counsel? (P95)

[The person who listens to counsel is wise. You get a different point of view. You can learn from people who are older and wiser. Seeking counsel can eliminate regrets later.]

4. Describe a time when you either sought or gave counsel to someone. What happened? (P95)

[Answer should be personal and introspective.]

BE PROACTIVE!

YOUR COMMUNITY!

I have observed over the past 30 years of working in this ministry is that the families who are part of a small community; who have 3-6 other families that they can share their lives with; can talk about the tough issues and can laugh at the silly things that happen; are happier and more financially successful than families who don't have the support of community.

This is a great discussion topic. Don't let the class slide by this point and move on to Day 2. If there are participants in class who don't feel that they have a community, I would suggest that they are right in the middle of a super community just by virtue of attending the class. Some of our very best friends and the core of our personal community developed from the first classes that we taught in the beginning days of the ministry.

DAY 2 — COUNSEL TO AVOID

Read Psalm 1:1-3.

Blessed is the man who does not walk in the counsel of the wicked, Nor stand in the way of sinners, nor sit in company with scoffers. Rather, the law of the LORD is his joy; and on his law he meditates day and night. He is like a tree planted near streams of water, that yields its fruit in season; Its leaves never wither; whatever he does prospers.

1. Who do you think should be avoided as a counselor and why? (P96)

[The counsel of the wicked should be avoided, because it may lead us away from the Lord.]

2. Describe a time that you or someone you know suffered from receiving counsel from someone who was more interested in their own gain than your welfare. (P97)

[Answer should be personal and introspective.]

Read Psalm 119:105

Your word is a lamp for my feet, a light for my path.

Hebrews 4:12 and

Indeed, the word of God is living and effective, sharper than any two-edged sword, penetrating even between soul and spirit, joints and marrow, and able to discern reflections and thoughts of the heart.

And CCC 1785.

In the formation of conscience the Word of God is the light for our path, we must assimilate it in faith and prayer and put it into practice. We must also examine our conscience before the Lord's Cross. We are assisted by the gifts of the Holy Spirit, aided by the witness or advice of others and guided by the authoritative teaching of the Church.

3. Why should the Bible and the Catechism also serve as your counselor? What has been your experience when you have used these two sources of counsel in the past? (P97)

[The Bible is the inspired Word of God; it is living and provides direction for our lives. The Catechism provides the essential and fundamental contents of Catholic doctrine. Answer should be personal and introspective.]

4. Do you consistently read and study the Bible and the Catechism? If not, what prevents you? (P97)

[Answer should be personal and introspective.]

BE PROACTIVE!

CHECK OUT THE PERCENTAGES!

The Percentages Chart provides a sanity check for the participants to discover if they spend more than their take home pay. The percentages have been derived from the average of many families across the U.S. There are several important points regarding these percentages. First, they are averages. They provide a check against the percentages that the participants created. Second, the total of the percentages from all of the categories, added together, can total no more than 100%.

Another point to keep in mind is that the money available for spending in each of the categories is based on the total net spendable income. In other words, net spendable income is what is left from gross income after deductions for taxes and insurance and any other deductions have been subtracted. The participant cannot be spending more than their take home pay (net spendable income).

DAY 3 — CRISIS

Read Romans 8:31-35;

What then shall we say to this? If God is for us, who can be against us? He who did not spare his own Son but handed him over for us all, how will he not also give us everything else along with him? Who will bring a charge against God's chosen ones? It is God who acquits us. Who will condemn? It is Christ [Jesus] who died, rather, was raised, who also is at the right hand of God, who indeed intercedes for us. What will separate us from the love of Christ? Will anguish, or distress, or persecution, or famine, or nakedness, or peril, or the sword?

Daniel 4:31-32;

When this period was over, I, Nebuchadnezzar, raised my eyes to heaven; my reason was restored to me, and I blessed the Most High, I praised and glorified the One who lives forever, Whose dominion is an everlasting dominion, and whose kingdom endures through all generations. All who live on the earth are counted as nothing; he does as he wills with the powers of heaven and with those who live on the earth. There is no one who can stay his hand or say to him, "What have you done?"

and Jeremiah 32:17.

Ah, my Lord GOD! You made the heavens and the earth with your great power and your outstretched arm; nothing is too difficult for you.

1. Why do you think it is important to realize that God loves you and is in control of the situation when you are facing a crisis? (P100)

[God is omnipotent and he gave his only Son, Jesus so that we might have salvation. Possibly God's greatest gift to us was free will. He gave us the capability to follow him or not. In God's perfect will results will be his way, but in God's permissive will he allows us to choose the direction we will take.]

Read Romans 8:28-29.

We know that all things work for good for those who love God, who are called according to his purpose. For those he foreknew he also predestined to be conformed to the image of his Son, so that he might be the firstborn among many brothers.

2. According to this passage, what does the Lord want to accomplish in our lives when we experience difficulties? (P101)

[By allowing us to experience a crisis the Lord uses the experience to conform to him.]

3. Share any crisis you've experienced and how God used it to help you grow closer to Christ. (P101)

[Answer should be personal and introspective.]

BE PROACTIVE!

TWEAK YOUR SPENDING PLAN

After the first try at creating a spending plan, most participants will find that they have budgeted more money than they have to spend. The first, most obvious thing to do is to carefully review each of the categories to find specific items that can either be reduced or cut entirely from the budget.

As the participants review their spending plan, it is a good idea to keep track of every idea they have that will either reduce expenses or increase income. Further evaluation of the list will help to balance the budget—have them spending less than or equal to their income.

Facilitator—you should have approximately one hour of class time remaining.

DAY 4 — THE EYE OF THE STORM

1. What can you do to put your trust in God's plans for you? (P104)

[Answer should be personal and introspective.]

2. If you were in Joseph's shoes would you have been able to forgive your brothers? Why or why not?

[Answer should be personal and introspective.]

Read Sirach 2:1-11

My child, when you come to serve the Lord, prepare yourself for trials. Be sincere of heart and steadfast, and do not be impetuous in time of adversity. Cling to him, do not leave him, that you may prosper in your last days. Accept whatever happens to you; in periods of humiliation be patient. For in fire gold is tested, and the chosen, in the crucible of humiliation. Trust in God, and he will help you; make your ways straight and hope in him. You that fear the Lord, wait for his mercy, do not stray lest you fall. You that fear the Lord, trust in him, and your reward will not be lost. You that fear the Lord, hope for good things, for lasting joy and mercy. Consider the generations long past and see: has anyone trusted in the Lord and been disappointed? Has anyone persevered in his fear and been forsaken? has anyone called upon him and been ignored? For the Lord is compassionate and merciful; forgives sins and saves in time of trouble.

and James 1:2-4.

In times past, God spoke in partial and various ways to our ancestors through the prophets; in these last days, he spoke to us through a son, whom he made heir of all

things and through whom he created the universe, who is the refulgence of his glory, the very imprint of his being, and who sustains all things by his mighty word. When he had accomplished purification from sins, he took his seat at the right hand of the Majesty on high, as far superior to the angels as the name he has inherited is more excellent than theirs.

3. According to these verses, what should our attitude be in the midst of a crisis? (P105)

[When experiencing a crisis, we should resolutely trust in the Lord knowing that our faith produces perseverance so that we might be perfect and complete, lacking in nothing.]

4. How do you maintain this attitude when facing difficulties? (P105)

[Answer should be personal and introspective.]

BE PROACTIVE!

CRISIS BUDGET DAY 1

5. List several scenarios that could happen to your family that would require the use of your Crisis Budget. (P105)

[Answer should be personal and introspective.]

What is a crisis? The answer will vary in every family and probably even between both spouses. There is no right or wrong answer. The object for today is to determine different financial crises that might occur within each participant's family.

Please don't allow the participants to skip past this exercise saying that a 15% reduction in income constitutes a crisis. A 15% reduction in income is a minor inconvenience, but it does not constitute a crisis. In order for a participant to be fully prepared if a financial crisis occurs in their lives, they need to create a crisis budget that involves at least a 50% reduction in income, such as one spouse losing their job.

We really hope that this doesn't happen in a participant's lifetime, but if it does, we want them to be prepared. If they prepare for a 50% reduction and when their crisis occurs it only creates a 40% reduction, they will have their plans in place and still have budget to spare.

DAY 5 – PREPARING FOR FUTURE STORMS

MEDITATE

Read and meditate on the key verse, Philippians 4:11-13.

1. Write down the changes you want to make to integrate this verse into your daily life. (P106)

[Answer should be personal and introspective.]

2. On a scale of 1 to 10 (with 10 being the best) how well are you prepared to face a financial crisis? (P108)

[Answer should be personal and introspective.]

3. If you are not well prepared, what will you do? (P108)

[Answer should be personal and introspective.]

BE PROACTIVE!

CRISIS BUDGET DAY 2

4. Write down the 5 things that you changed in your budget categories that will reduce your normal budget by a significant percentage if a crisis occurs. (P109)

[Answer should be personal and introspective.]

5. In addition to updating your spending plan to reflect the adjustments needed in a crisis, write down 5 ideas for additional lifestyle changes you would make in the event of a crisis. (P109)

[Answer should be personal and introspective.]

Remaining Agenda

Review what is required for the next class: (Session 6: Generosity & Eternity - 5 Minutes)

Read and Answer Questions - Pages 111- 141

- Generosity Grid
- Generosity Plan
- Financial Goals
- The Deed
- Faithfulness is a Journey

Prayer Log (15 minutes) - Update Prayer Log – answers to requests and request for the week.

Remind participants to be thinking about a long term prayer request for the last class.

End in Prayer

GENEROSITY & ETERNITY

Homework for Session 6

KEY VERSE:

“What profit is there for one to gain the whole world and forfeit his life?”

Mark 8:36

DAY 1 — ATTITUDES IN GIVING

FACILITATOR - REMEMBER TO BEGIN CLASS WITH A PRAYER.

Before beginning the Day 1 Homework please play the following video: <https://vimeo.com/644507209/99efdf7e4d?share=copy>

Meditate

Read and meditate on the key verse, Mark 8:36

Write down and words or phrases that appeal to you or attract your attention.

[Answer should be personal and introspective.]

Read Matthew 23:23

“Woe to you, scribes and Pharisees, you hypocrites. You pay tithes of mint and dill and cummin, and have neglected the weightier things of the law: judgment and mercy and fidelity. [But] these you should have done, without neglecting the others.

and 1 Corinthians 13:3.

If I give away everything I own, and if I hand my body over so that I may boast but do not have love, I gain nothing.

1. What do these passages communicate about the importance of the proper attitude in giving? (P112)

[The Pharisees gave exactly the correct amount—even a tithe of their mint leaves. However, because they gave with the wrong attitude, the Lord rebuked them. We should give in a spirit of love as Jesus modeled for us.]

2. What is your attitude toward giving? Are there adjustments you need to make to your attitude? (P113)

[Answer should be personal and introspective.]

3. How do you decide how much to give? If you are married, explain how you and your spouse reach an agreement when you have different attitudes about giving. (P113)

[Answer should be personal and introspective.]

BE PROACTIVE!

COMPLETE THE GENEROSITY GRID

4. What did you learn from completing the Generosity Grid? (P114)

[Answer should be personal and introspective.]

Most people don't have a plan for their giving. Some may think about how much they want to give to the weekly offering, but many don't have plan for weekly giving. Any other giving that occurs is usually the result of a spontaneous ask and a spontaneous give.

This exercise may be the first time that the participants have ever considered where and how much they are actually giving. Thinking about whether their giving is local, national or global is probably something new also.

A good discussion question might center on the geography of the participant's giving and how or why they determined a need to give the way they do. Make sure that the conversation doesn't spill over to amounts that are being given as that will shut the conversation down rapidly.

DAY 2 — ADVANTAGES OF GIVING

Read Philippians 4:17.

It is not that I am eager for the gift; rather, I am eager for the profit that accrues to your account.

1. What “profit that accrues to your account” have you experienced through your generosity? (P115)

[The giver always receives blessings – a closer relationship with God; gratitude for their blessings, the knowledge that they are being a good steward. The blessings vary by person.]

Read Sirach 4:31.

Let not your hand be open to receive, but clenched when it is time to give.

2. How does this principle differ from the way most people view giving? (P115)

[Most people are not open handed when giving. Their preference is to keep, not share the gifts they have received.]

Read Matthew 6:19-21;

Do not store up for yourselves treasures on earth, where moth and decay destroy, and thieves break in and steal. But store up treasures in heaven, where neither moth nor decay destroys, nor thieves break in and steal. For where your treasure is, there also will your heart be.

Luke 12:34

For where your treasure is, there also will your heart be.

and 1 Timothy 6:17-19.

Tell the rich in the present age not to be proud and not to rely on so uncertain a thing as wealth but rather on God, who richly provides us with all things for our enjoyment. Tell them to do good, to be rich in good works, to be generous, ready to share, thus accumulating as treasure a good foundation for the future, so as to win the life that is true life.

3. Identify the advantages for the giver in these passages and describe how they might encourage you to be more generous. (P116)

[God should be the treasure at the center of our heart. If we are focused on God; on his treasure of eternity; our generosity on earth will be guided and exceeded only by God's love for us.]

BE PROACTIVE!

YOUR GENEROSITY PLAN

4. After considering your responses in the table above, describe any revelations to your thoughts on giving or changes that you will make to your giving in the future. (P118)

[Answer should be personal and introspective.]

Today's exercise expands on what the participants did yesterday. They may not be ready to create a hard and fast plan for their generosity, but today they can begin to consider their generosity from a complete plan perspective and not from a point of a spontaneous ask and a spontaneous give.

If nothing else, having a plan for generosity will make it easier for the participants to say no to the many invitations to donate they currently receive. Having a plan allows the participant to focus on specific charities and ministries that they are interested in. They can now respond that they "have a generosity plan and they have identified their donations for this year."

DAY 3 – AMOUNT AND APPROACH TO GIVING

Read Malachi 3:8-10

Can anyone rob God? But you are robbing me! And you say, “How have we robbed you?” Of tithes and contributions! You are indeed accursed, for you, the whole nation, rob me. Bring the whole tithe into the storehouse, That there may be food in my house. Put me to the test, says the LORD of hosts, And see if I do not open the floodgates of heaven for you, and pour down upon you blessing without measure!

Tobit 4:7-11.

“Give alms from your possessions. Do not turn your face away from any of the poor, so that God’s face will not be turned away from you. Give in proportion to what you own. If you have great wealth, give alms out of your abundance; if you have but little, do not be afraid to give alms even of that little. You will be storing up a goodly treasure for yourself against the day of adversity. For almsgiving delivers from death and keeps one from entering into Darkness. Almsgiving is a worthy offering in the sight of the Most High for all who practice it.

1. What do these verses say to you about generosity? (P121)

[A tithe was required under the law. More importantly, we should give alms from our possessions in proportion to what we have. If we have great wealth, we should give from our abundance. If we have little, we should give from the little that we have. Do not turn your face away from the poor.]

2. List 3 specific steps you can take that will help you reach and complete destination 6. (P122)

[Answer should be personal and introspective.]

3. On page 117 you listed charities or ministries where you would like to focus your generosity over the next year. Thinking about the time when you will be able to retire and be able to focus on God’s Kingdom, list 3 charities or ministries that you are passionate about and would be willing to spend 5-10 hours each week helping them succeed.

[Answer should be personal and introspective.]

4. Thinking about all the skills that God has blessed you with, what are 3 skills you possess that you enjoy so much you could probably perform these skills for a charity or ministry for 10-15 years after you retire.

[Answer should be personal and introspective.]

BE PROACTIVE!

FINANCIAL GOALS

The proactive exercise of goal setting can take quite a bit of time to complete. Again, this is not an exercise to be considered lightly. Many of the practical applications have been designed to help foster behavioral changes in the participants. We hope that they will change the way that they handle their finances. Part of that process is understanding where they are now and where they want to be in 5, 10, 20 or 30 years from now.

This might be a good time to have the participants go back and look at the Compass Map (found on page 18). The class has been meeting for 6 weeks and they may not have had enough time to make significant progress on the map, but combined with this goal setting activity it might reinforce their sense of direction and confirm what they want to accomplish in the short-term, mid-term and long-term.

Facilitator—you should have approximately one hour of class time remaining.

DAY 4 — ETERNITY

1. Describe your level of contentment and what steps you will take to become more content. (P129.)

[Answer should be personal and introspective.]

2. How does the statement from King Solomon in Ecclesiastes impact your thoughts on accumulating wealth? (P130)

[Answer should be personal and introspective.]

3. What is your biggest challenge in living a stewardship lifestyle? (P131)

[Answer should be personal and introspective]

Read 1 Chronicles 29:15;

For before you we are strangers and travelers, like all our ancestors. Our days on earth are like a shadow, without a future.

Philippians 3:20

But our citizenship is in heaven, and from it we also await a savior, the Lord Jesus Christ.
and 1 Peter 2:11.

Beloved, I urge you as aliens and sojourners to keep away from worldly desires that wage war against the soul.

4. What do these passages say about your identity on earth and in heaven? (P132)

[We are strangers on earth—aliens and foreigners. Our true citizenship is from heaven.]

5. Based on the readings from question 4, what changes do you need to make in your life? (P133)

[Answer should be personal and introspective.]

BE PROACTIVE!

THE DEED

Throughout this Bible study the participants have been exposed to many ideas that pertain to how they manage their personal finances. Becoming better stewards is one of the goals that we hope the participants have learned. For most it has probably been challenging to accept that man's ways are not the same as God's ways, and to not only accept that God's ways are better, and to actually change their ways to more closely resemble God's ways.

The exercise of completing the Deed will be quite easy for some—they have grown up understanding God's ways and they haven't had to drastically change their thinking. For others, completing the Deed, signing it and having others in the class witness their signature might be a really big deal.

God doesn't have any grandchildren. Everyone is a child of God. For a mother or a father to list their children on the Deed might require a major transformation of their thinking.

DAY 5— ETERNAL PERSPECTIVE

MEDITATE

Read and meditate on the key verse, Mark 8:36.

1. Write down the changes you want to make to integrate this verse into your daily life. (P136)

[Answer should be personal and introspective.]

2. Estimate the number of days you have left on earth. How does this impact your thinking? What action will you take? (P138)

[Answer should be personal and introspective.]

Read Psalm 39:5-6.

LORD, let me know my end, the number of my days, that I may learn how frail I am. To be sure, you establish the expanse of my days; indeed, my life is as nothing before you. Every man is but a breath.

3. What does this passage say to you about the length of life on earth? (P138)

[Answer should be personal and introspective.]

4. Have you created a great chasm between you and God through your attitude and actions? What will you do to eliminate this chasm? (p139)

[Answer should be personal and introspective.]

BE PROACTIVE!

FAITHFULNESS IS A JOURNEY

5. As you reflect on eternity, answer this question thoughtfully: “What are the three primary things that I want to accomplish during the rest of my life?” (P139)

[Answer should be personal and introspective.]

Facilitator—please read the following at the end of class after the Prayer Logs

The only way that Compass can continue to grow and spread the message is through volunteers who facilitate classes and through students like you who make Compass Catholic a part of their regular generosity plan. We hope that you have enjoyed this Bible study and we also hope that you will continue your Compass studies by taking Set Your House in Order or attending the Journey of Generosity.

We encourage you to sign up to be a facilitator. Facilitating a class is one of the best ways to focus on your budget and stay in God’s Word as you continue your stewardship journey.

Always remember that Compass Catholic Ministries is not about the money, it about the change. . . the change of your heart.

Please sign up for the Compass Newsletter if you haven’t already done so. You can also stay in touch via the Compass Catholic website, Facebook page, twitter and the podcasts on Podbean.