



COMPASS' MISSION IS TO INSPIRE BUSINESS PROFESSIONALS TO ENGAGE WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.

ON THE COVER

HANA Center

HANA Center empowers Korean American and other immigrant communities through social services, education, culture, community organizing, and education to advance human rights.

STRATEGIC ALIGNMENT

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PROJECTS
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Community Lodgings

Community Lodgings' mission is to lift families from homelessness and instability to independence and self-sufficiency.

STRATEGIC ALIGNMENT

Arc of Northern Virginia

Arc of Northern Virginia promotes the human rights of people with intellectual and developmental disabilities and supports their full inclusion and participation in the community.

FUNDING STRATEGY



Letter from the Board Chair and President

We're excited to continue leading an organization that provides support for nonprofits in Greater Washington, Greater Philadelphia and Chicago! In 2018-19, Compass continued to leverage community resources to give back even more to our local communities. Compass brought a total of 555 individuals into the three Compass cities to provide strategic consulting to 76 local nonprofits, free of charge to the nonprofits. In addition, 23 nonprofits received new board members through our On Board program, and 80 nonprofit board members attended the annual Sorkin Center Summit to train board members.

Compass donors, volunteers, corporate partners, foundation supporters, boards and staff all contributed this amazing year of impact and innovation.

Other highlights of the year included:

- Expanding Micro Projects, which serve smaller nonprofits, to Philadelphia
- Offering On Board to nonprofits in Philadelphia
- Expanding Compass Philly to Camden, New Jersey
- Piloting two Digital Strategy projects
- Launching six Nonprofit Sustainability projects
- Adding program staff in Philadelphia and Chicago

In this Annual Report, you'll see the many nonprofits that we have served. You'll find the numbers that tell our 2018-19 story. And you'll see the names of the many people and organizations that contributed to all of this impact. We know that stronger nonprofits lead to stronger communities, and that people like to give back where they live. This is that story.

Without Compass' 555 volunteers, the local nonprofit sectors in our three Compass cities would look different. These business professionals not only provide consulting services, but many also donate to their Compass client, join their client's board or staff, and become champions for the nonprofit sector in their hometown. If that didn't happen, we'd all lose so much.

Luckily, Compass makes it possible for business professionals to engage deeply and significantly. And you make Compass possible. Thank you for your continued support and generosity!

Warmest regards,

JOHN COLLINS
Board Chair

SUZANNE LAPORTE
President



NATIONAL IMPACT



“I support Compass because I know that they will convert every dollar into maximum impact. Compass helps nonprofits help themselves, and I get to support not just the arts, not just education, not just human services – but a wide array of worthy organizations across our region. I can’t think of another organization that creates so much positive change with what they receive.”

MICHELLE HONG, DONOR

Commonwealth Youthchoirs

Commonwealth Youthchoirs transforms the lives of young people through the power of making music together, one song at a time.

FUNDING STRATEGY

Metrics

Compass TRANSFORMS Communities

Compass touched the lives of nearly **620,000 individuals** in the past year through our nonprofit clients with missions relating to arts & culture, education, children & youth, and human services. Compass clients' missions are critical to ensuring that communities thrive.

Music lessons for low-income children

Clinical services for women, children, and the LGBTQ population

Arts education and theatre

Services to low-income communities

Programs for people with disabilities

Support for veterans

Sports-based leadership

Assistance to impoverished youth and families

Advocacy for immigrants

Pro Bono Consulting

GREATER WASHINGTON: 323,000

In Greater Washington, Compass assisted 45 organizations that improved the lives of over 323,000 children, family members, veterans, individuals with disabilities, and homeless community members in the past year through the arts, education, health and wellness, and human services programs.

Education: In-school programs, extracurricular and summer programs for at-risk youth, home-based education and family services, adult entrepreneurship classes, college scholarships and mentoring

Health & Wellness: Sports camps, child patient programs, healthy eating & wellness classes, services for women and children suffering from traumatic abuse

Human Services: Intellectual & developmental disability support, homelessness services, affordable childcare, service dog placement for veterans and first responders

Arts: Art exhibits, theatrical productions, chorus for all ages

PHILADELPHIA: 254,000

Compass Greater Philadelphia transformed 20 organizations that impacted the lives of almost 254,000 children, family members, veterans, individuals with disabilities, and homeless community members in the past year through arts & culture, education, and human services programs.

Arts: Cultural and arts-related opportunities for people with disabilities

Education: Youth development, literacy, extracurricular and summer education programs for at-risk youth, entrepreneurship, teacher training, bringing a sustainable future to young adults from low-income, high-crime communities, choral and music education

Health & Wellness: Financial support for working families with seriously ill children, life enrichment for senior citizens

Human Services: Employment readiness and job placement, personal and community economic support, community development, homeless services and advocacy, disability support, pro bono legal services, full-service support for low-income families

CHICAGO: 43,000

Compass Chicago served 11 organizations that impacted the lives of over 43,000 individuals in the past year through arts & culture, education, health and wellness, and human services.

Education: Training for teachers in Chicago's lowest performing schools, after-school and summer programming for urban youth, and high-impact instruction and math tutoring for children in under-resourced schools

Health and Wellness: Clinical services for women and the transgender community, medical services for the uninsured

Human Services: Assistance & advocacy for immigrant and low-income communities, affordable housing

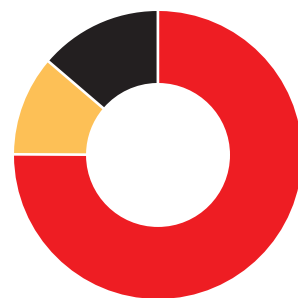
Financials



REVENUE

- Individuals
35.2% | \$432,439
- Foundations
37.0% | \$454,000
- Corporations
18.1% | \$222,122
- Other
9.7% | \$118,754

TOTAL: \$1,227,315

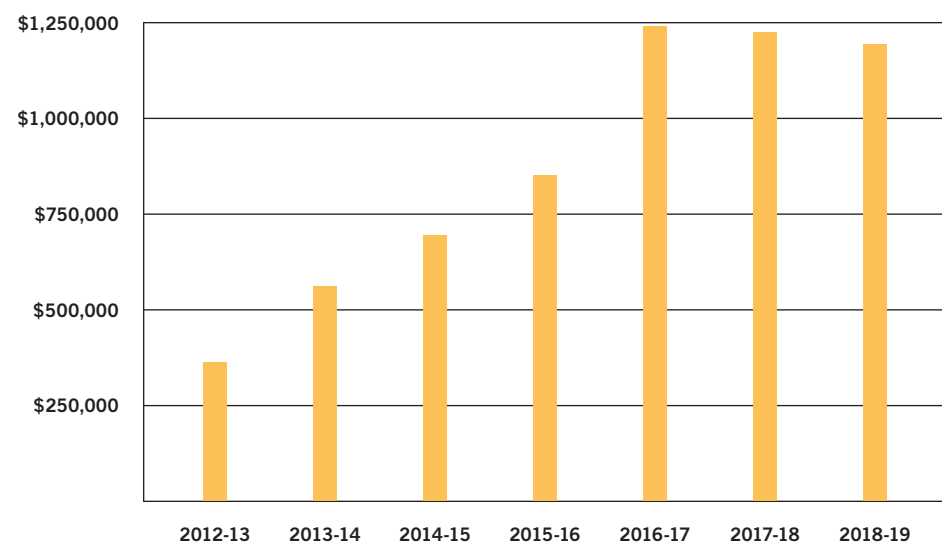


EXPENSES

- Program
75.0% | \$1,003,445
- Management and General
12.0% | \$158,321
- Development
13.0% | \$173,613

TOTAL: \$1,335,379

REVENUE HISTORY: 2012-2019



Compass Staff

COMPASS NATIONAL

- Suzanne B. Laporte**
President
- Wendy Gualtieri**
Director of Operations
- Leah Craft**
Development Director
- Jeff Franco**
Director of the Sorkin Center
- Nalini Rogers**
Director, On Board

GREATER WASHINGTON

- Hallie Smith**
Director of Consulting Programs
- Caroline Szakats**
Associate Program Manager

GREATER PHILADELPHIA

- Beth Dahle**
Executive Director
- Tricia Handza**
Program Manager
- Megan Tomey**
Assistant Program Manager

CHICAGO

- Natalie Tessler**
Executive Director
- Melissa Lapica**
Program Manager

“ Having worked as a Project Leader with an exceptional team of volunteers for a Compass client, I saw first-hand how we were able to combine our backgrounds to add significant value. We had a great time working together, and the client expressed gratitude for the deliverables we provided. Impressive, though, is how tightly organized Compass is in fulfilling its mission...that’s why I’ve continued to support the organization financially.”

JAIME PLUDO, FORMER PROJECT LEADER

Compass established the Sorkin Center for Nonprofit Governance in 2017 with a grant from CEB, now Gartner. The Sorkin Center was created in honor of the late Jerry Sorkin, a former executive at CEB. During his career at CEB, Jerry's passion for nonprofit work and board service led him to develop a nonprofit board training program for CEB staff. After his death in 2016, Jerry's colleagues at CEB decided to honor his legacy by extending his mentorship to a future generation of leaders through the Sorkin Center.

The Sorkin Center at Compass trains nonprofit board members. The Sorkin Center builds on Compass' work supporting nonprofit boards through our Board Development consulting projects. In addition, the Sorkin Center works in conjunction with Compass' On Board program, which matches business professionals onto nonprofit boards. Individuals matched to boards, along with their fellow board members, can receive training through the Sorkin Center.

ADVISORY COUNCIL

Abby Cherner, John Donoghue, Bart Edgerton, Sampriti Ganguli, Hope Gleicher, Anjali Gupta, Aaron Kissel, Tom Monahan, Kyle Moore

ANNUAL SUMMIT

Compass held the second annual Nonprofit Board Best Practices Summit on May 17, 2019 at Latham & Watkins. Compass welcomed 80 individuals, representing a total of 24 nonprofits to our first "paperless" Summit, where we used the Whova app to supplement programming.

Tom Monahan, former CEO of CEB, kicked off the day by sharing his perspective on nonprofit board success. Speakers and panelists subsequently covered topics including Board Governance, Nonprofit Finance, Fundraising, and Nonprofit Boards as a High Performing Team.

Over the last two years, 168 nonprofit board members and leaders from 53 nonprofits have attended the Sorkin Summit board training.

We would like to thank the speakers and panelists who created sessions to share their knowledge and experience during the Sorkin Center Summit:

Char Beales, John Crain, Garrick Francis, Daniela Grigioni, Kevin Hagan, Peter Jablow, Paul Jackson, Tom Monahan, Nancy NeJame, Lucretia Risoleo, Sally Sloan, Michelle Tafel, Brendan Whittsitt

“ I just love working with Compass because the impact that our work has on client organizations is transformational. I cherish my experience leading Compass teams and have found the relationships with clients, Compass staff, and fellow volunteers to be some of the most rewarding experiences of my 25+ year career. Compass is a master at delivering value and creating public good.”

JOAN M. BARCLAY, PROJECT LEADER

Strategic Plan

STRATEGIC PLAN GOALS: 2017-2022

Goal 1: Continue to increase Compass' national presence through expansion to select, major metropolitan areas and through new opportunities that address nonprofits' most strategic needs.

Goal 2: Continue to provide the highest quality experience for everyone engaging with Compass in order to ensure improved outcomes for local communities.

Goal 3: Become a leader in supporting nonprofits that need assistance when they are considering or implementing a merger.

Goal 4: Build the internal infrastructure and technology capabilities to support a growing, national organization.

Goal 5: Establish systems and processes to generate sustainable funding to enable Compass to thrive in existing cities and expand to new ones.

Goal 6: Ensure the governance practices that provide a strong back bone for both the national board and local city boards.

Technology Consulting at Compass

Compass continued exploring our role in helping nonprofits utilize technology to deliver on their mission. In 2017-18, a Compass team examined the use of technology in the nonprofit sector. The goal of the project was to assess, understand, and effectively communicate how technology has already impacted, and has the potential to impact, the ability of nonprofits to achieve their mission.

The team found that while most nonprofits recognize the benefits of technology, most are unable to strategically leverage new technology advances. Nonprofit organizations struggle to take advantage of IT solutions due to organizational culture, staff knowledge, and funding. The team also found that nonprofits that fail to invest in IT and technology may be hurting their long-term sustainability. The findings of the Compass project were included in a *Yale Insights* article ("Can Technology Transform the Nonprofit Sector?" May 29, 2018).

With this knowledge of the current state and future potential of technology for nonprofits, Compass launched two technology consulting pilot projects in the fall of 2018. These projects aimed to determine how the organizations could leverage technology to enhance their ability to deliver on their mission and support the organization's short- and long-term goals. The Compass teams provided recommendations for staffing, processes, and technology associated with each organization's stated project objectives. Tasks included:

- Assessing the current state of technology, i.e., a technology audit
- Developing a short- and long-term technology strategy tied to a strategic plan
- Outlining a technology roadmap and tactical next steps
- Addressing key challenges the organization faced regarding its utilization of technology
- Considering processes around data collection and analytics
- Researching best practices and technology-related methodologies of data savvy, performance-oriented peer organizations
- Identifying data-related challenges with current methodologies and tools, and outlining improved strategies and operational procedures

Compass will continue piloting Technology & Digital Strategy projects in 2019-20 as we work to refine the role we can play in helping nonprofits make the most of technology.

CITY IMPACT

GREATER WASHINGTON PROGRAM



Encore Stage & Studio

Encore Stage & Studio introduces young people to theatre to build teamwork, leadership, creativity, literacy, problem-solving skills and self-confidence.

BOARD DEVELOPMENT



ENCORE STAGE & STUDIO

4000 Lorcom Lane
Arlington, VA 22207
www.encorestage.org

Working with Compass has been one of the best experiences of my professional life.

I'm deeply grateful to Compass and the fantastic team members that made such a positive impact on my organization. Compass' dedication to non-profit capacity building allows small organizations, like mine, to receive consulting expertise far beyond our means. Encore Stage & Studio participated in Classic projects in both 2017/2018 and 2018/2019. As a local arts education organization, we were seeking a new marketing plan to better reach our patrons. Throughout this process we realized that Board Development work was also needed to help our organization function at the highest level. Both of our projects provided us with needed tools and deeper understanding. Compass volunteers charted the course for our current success.

Leading a small non-profit has many challenges. Day-to-day and other immediate issues frequently crop up before I can sit down to work on long-term goals. My Compass team has been so incredibly valuable because they made strategic thinking a regular appointment on my calendar. Our project leaders took the time to truly understand the mission and examine the interconnected issues facing Encore. I was so impressed with their deep knowledge of non-profit organizations and thoughtful guidance towards our strategic goals. Our final deliverable was scaled to my organization and provided us with concrete steps and action items that we could accomplish. We'll never let these plans get dusty on a shelf.

Most of all, I felt respected by our team. The collaboration between Compass and Encore staff and board was seamless. We were valued partners, not a problem for outside experts to "fix." This mutual respect made working with Compass volunteers one of the best experiences of my professional life. The guidance and support I received throughout our projects enabled me to be a more effective and successful leader for Encore.

I cannot imagine that the progress Encore made over the last two years would have happened without the outstanding dedication of our project leaders and team. Compass has been an amazing gift. Thank you!

Sincerely,

Sara Strehle Duke
Executive Director
Encore Stage & Studio

NUMBER OF
VOLUNTEERS

312

NUMBER OF
VOLUNTEER HOURS

—
19,654

NUMBER OF
NONPROFIT CLIENTS

45

PERCENTAGE OF
VOLUNTEERS WITH
ADVANCED DEGREE

69%



Beacon House

Beacon House provides children with a safe, nurturing, and life expanding community to increase their academic achievement, discover their talents, and grow into healthy adults.

STRATEGIC ALIGNMENT

Dance Place

Dance Place works to build a community of artists, audiences and students with high quality performances, commissions, training and educational programs for all ages.

STRATEGIC ALIGNMENT



The Welders

The Welders is a DC-based playwrights' collective whose mission is to establish an evolving, alternative platform for play development and production. The Welders produce theatrical works by DC playwrights and strive to create significant direct engagement between artists and members of the community.

STRATEGIC ALIGNMENT



Horizons Greater Washington

Horizons Greater Washington develops public-private partnerships between independent and public school communities to empower economically disadvantaged students to realize their full potential.

STRATEGIC ALIGNMENT



Arlington Arts Center (AAC)

AAC is a contemporary visual arts center dedicated to presenting and supporting new work by regional artists to increase awareness, appreciation, and involvement in the visual arts in Arlington County and the region.

STRATEGIC ALIGNMENT



Aid Association for the Blind of the District of Columbia

The Aid Association is organized exclusively for charitable, educational and scientific purposes relating to the blind or the visually impaired and/or relating to the conditions that affect the eye and vision.

STRATEGIC ALIGNMENT



McLean Project for the Arts

The McLean Project for the Arts exhibits the work of emerging and established artists from the Mid-Atlantic region, promotes public awareness and understanding of the concepts of contemporary art, and offers instruction and education in the visual arts.

STRATEGIC ALIGNMENT

“The timeliness and immediately actionable recommendations were the best part of the project. In very close second place is the team’s engagement of our Board such that they fully understood the insights.”

LORI CARBONNEAU, EXECUTIVE DIRECTOR,
MCLEAN PROJECT FOR THE ARTS

GALA Inc., Grupo de Artistas Latinoamericanos

GALA preserves and promotes Latino arts and culture and shares this rich Hispanic heritage through its theatre productions and other diverse performing arts programs.

STRATEGIC ALIGNMENT



Joy of Motion

Joy of Motion cultivates a diverse community of dance students, educators, artists, and audiences in the DC metropolitan area by providing exceptional dance education and performances that open doors for learners of all ages and abilities.

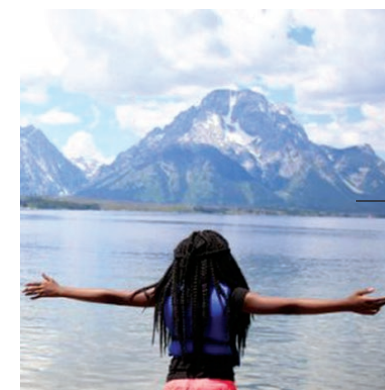
STRATEGIC ALIGNMENT



Housing Unlimited

Housing Unlimited provides affordable housing for people in mental health recovery who are able to live independently in Montgomery County, MD.

STRATEGIC ALIGNMENT



City Kids Wilderness Project

City Kids builds youth resiliency, broadens horizons, and ensures skills for success, through intensive, long-term programming using wilderness settings to encourage growth.

STRATEGIC ALIGNMENT



The Family Place

The Family Place empowers low-income families and fosters the optimal development of their young children through educational and support services.

STRATEGIC ALIGNMENT





Washington Area Performing Arts Video Archive (WAPAVA)

WAPAVA's mission is to preserve and document live theater in the Washington, DC metropolitan area through producing and archiving video recordings, representing a cross-section of Washington-area theaters.

STRATEGIC ALIGNMENT



Common Good City Farm

Common Good City Farm works to create a vibrant, informed, and well-nourished community through urban farming. Common Good City Farm provides low-income and area residents with access to healthy produce, youth education and employment programs, and adult farm-based educational sessions.

STRATEGIC ALIGNMENT



ECHO

ECHO seeks to empower individuals with disabilities to achieve their optimal level of personal, social and economic success.

STRATEGIC ALIGNMENT



Washington Inner City Lacrosse Foundation (WINNERS Lacrosse)

WINNERS uses character-based education and the sport of lacrosse to teach life skills to boys and girls from the inner-city neighborhoods of Washington, DC.

BOARD DEVELOPMENT



Live It Learn It

Live It Learn It partners with schools and cultural institutions to create and deliver experiential learning opportunities for students in order to increase students' self-efficacy, motivation, and achievement.

STRATEGIC ALIGNMENT

Tudor Place

Tudor Place aims to bring people closer to their own stories and the American story by connecting them to history, culture, and domestic life in the nation's capital.

BOARD DEVELOPMENT



Synetic Theater

Synetic redefines theater by blending innovative techniques and movement, investing in artists' growth, and creating unforgettable visceral experiences for any audience.

BOARD DEVELOPMENT



Shout Mouse Press

Shout Mouse Press is a nonprofit writing and publishing program dedicated to amplifying unheard voices through writing workshops designed for all levels of literacy and empowering those from marginalized communities to tell their own stories in their own voices as published authors.

STRATEGIC ALIGNMENT



Kiwanis Foundation of the District of Columbia

The Kiwanis Foundation serves the children and families of DC through direct service, scholarships, and grants to local organizations.

STRATEGIC ALIGNMENT



Identity, Inc.

Identity facilitates the successful transition of Latino youth into adulthood by providing skills, guidance, positive role models, and a strong sense of community.

BOARD DEVELOPMENT & STRATEGIC TECHNOLOGY



Girls on the Run of Montgomery County

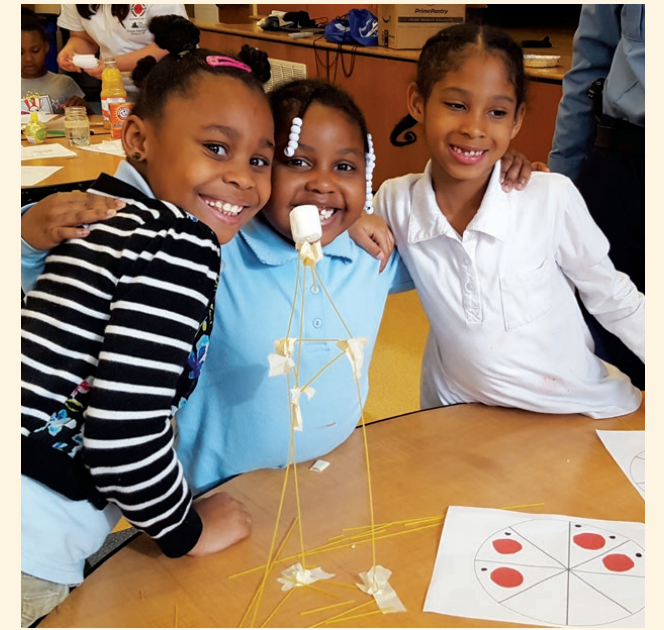
Girls on the Run of Montgomery County educates and prepares young girls for a lifetime of self-respect and healthy living.

FUNDING STRATEGY

Rosemount Center

Rosemount Center prepares children and families for their future by providing early childhood education and family support programs in a bilingual and multicultural setting.

FUNDING STRATEGY



The Fishing School

The Fishing School prepares elementary and middle school youth for success in high school and life by improving their academic performance and life skills.

FUNDING STRATEGY



SEED SPOT

SEED SPOT strives to educate, accelerate, and invest in impact-driven entrepreneurs.

FUNDING STRATEGY



Kid Power

Kid Power inspires youth leadership by promoting academic advancement, physical and emotional wellness, and positive civic engagement in underserved communities.

FUNDING STRATEGY



Hope for Henry

Hope for Henry is reinventing how hospitals care for seriously ill children and their families through innovative programs that entertain, reduce stress, and empower children.

STRATEGIC MARKETING



The Washington Ballet

The Washington Ballet brings the joy of dance to the nation's capital through ballet performances, dance training and community engagement.

STRATEGIC TECHNOLOGY

4615 Theatre Company

4615 Theatre Company is committed to both classic pieces as well as contemporary plays, while giving young artists a space to collaborate and push the boundaries of conventional theatre.

INCUBATOR

House of Ruth

House of Ruth provides women, children, and families suffering from traumatic abuse with resources to build safe, stable lives.

STRATEGIC PLANNING



Child & Family Network Centers (CFNC)

CFNC's mission is to provide caring, high-quality, free early education and related services to at-risk children and to prepare them for success in school and in life.

STRATEGIC MARKETING

Junior League of Washington

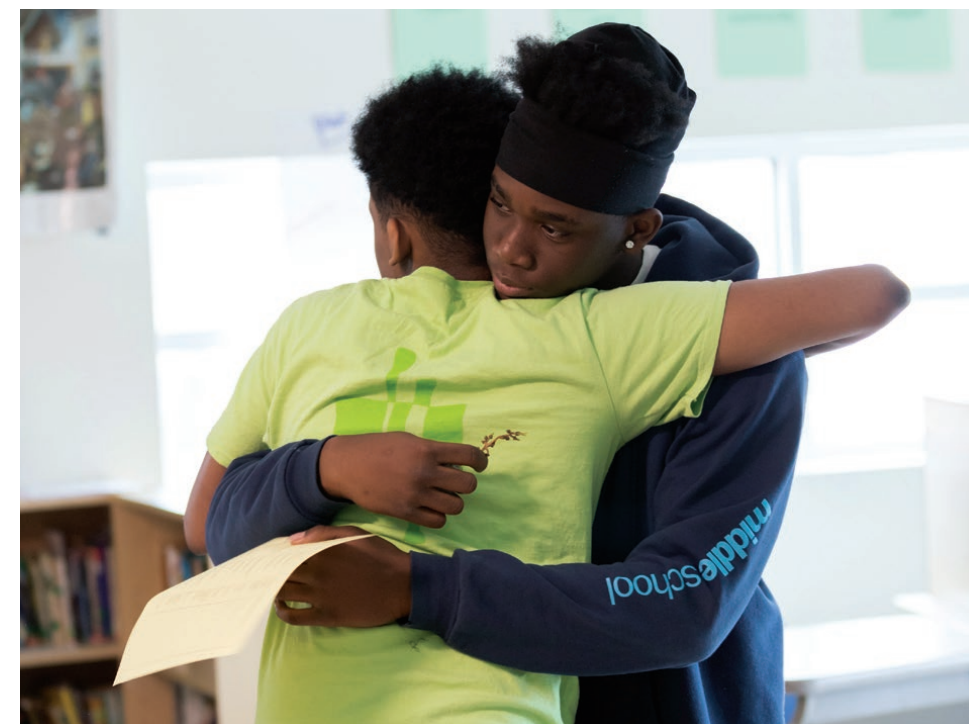
Junior League of Washington is an organization of women committed to promoting voluntarism, developing the potential of women, and improving the community.

STRATEGIC MARKETING

Hero Dogs

Hero Dogs improves the quality of life for our nation's veterans by raising, training, and placing service dogs and other highly skilled canines.

STRATEGIC MARKETING



Two Rivers Public Charter Schools

Two Rivers nurtures a diverse group of students to become lifelong, active participants in their own education and become responsible members of society.

STRATEGIC PLANNING



Theatre Prometheus

Theatre Prometheus explores and promotes women-focused, diverse narratives. The Theatre is committed to providing opportunities to local artists, creating productions both by and for the community.

SUSTAINABILITY ANALYSIS



Washington Literacy Center

Washington Literacy Center raises the literacy level of adults in Washington, DC so they may function on the job, in the family and in society.

SUSTAINABILITY ANALYSIS



Congressional Chorus

Congressional Chorus transforms lives and inspires people to embrace our common humanity through the performance of American choral music.

SUSTAINABILITY ANALYSIS



Abramson Scholarship Foundation

The Abramson Scholarship Foundation works to ensure that motivated District of Columbia public high school graduates have the opportunity to attend college and the tools to succeed once they get there.

SUSTAINABILITY ANALYSIS & STRATEGIC ALIGNMENT



Alliance for New Music-Theatre

The Alliance for New Music-Theatre fosters the collaboration of artists; nurtures the creation, development, and performance of new works; and engages audiences in the creative process to promote an appreciation and deeper understanding of the transformative power of music-theatre.

SUSTAINABILITY ANALYSIS



The Actors' Center

The Actors' Center empowers actors in the Washington DC-area to achieve their highest potential, by providing members access to casting, training and networking opportunities.

SUSTAINABILITY ANALYSIS

Governance

GREATER WASHINGTON BOARD OF DIRECTORS*

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Kellogg School of Management

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Laurie MacNamara, Secretary
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Harvard Business School

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Suzanne Laporte
Compass President
Harvard Business School

**Notes current employer and MBA program, where applicable.*

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Andrew Young

Special Thanks

CORPORATE SUPPORTERS

We are incredibly grateful for financial support from the following corporate partners:

Booz | Allen | Hamilton



Arnold & Porter



Morgan Lewis

We also appreciate volunteer recruiting support from the following:

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Arnold & Porter
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Blank Rome
Booz Allen Hamilton
Capital One
CEB/Gartner
EAB
Glover Park Group
Hogan Lovells
IBM
Kaiser Associates
KippsDeSanto
Management Leadership for Tomorrow (MLT)
Morgan Lewis
PwC
World Bank Group

EVENT SUPPORT

We could not hold our orientations, trainings, information sessions, presentations, and Volunteer Celebration without the generosity of the following organizations:

Arizona State University
Arnold & Porter
Guidehouse
Jones Day
Latham & Watkins
The Meyer Foundation
Pillsbury Winthrop Shaw Pittman
Tableau
VOX Global

VOLUNTEERS FROM OUR CORPORATE PARTNERS

We thank the following volunteers from our Corporate Partners:

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Enaka Ashu
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Alison Courtney
Alexandra Dudley
Wesley Johnson
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We are grateful to the following foundations whose support allowed us to reach so many nonprofits this year. Some of these foundations provided general operating support to Compass, while others sponsored projects for their grantee organizations, and some did both!

With much gratitude, we acknowledge:

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And special thanks to:

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2019 COMPASS SUMMER INTERNS

AJ Maner, Evy Stein, Kristina Yarovinsky

And very special thanks to:

Dan McVane for his tremendous gift of time in helping manage the Compass audit

And to the following individuals for serving as the Compass liaison at their company or firm:

- Howard Hyde at Arnold & Porter
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- Catherine Brown at EAB
- Hollie Freeman Vugrinovich at the Advisory Board Company
- Shannon White at Guidehouse
- Morgan Herman at PWC

Finally, we would like to wish the best of luck to our volunteers who are starting MBA programs this fall.

“ My husband and I are longtime supporters of Compass’ mission to connect the business and nonprofit communities to effect lasting positive change in our region. Having served several years as a board member at Compass, I know first-hand the care Compass’ leaders take in stewarding our donation.”

CATHY BERNASEK, FORMER COMPASS BOARD CHAIR AND PROJECT LEADER

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Kyburz, Ellie Monroe, Aakash Shah

“ Working on diverse teams with passionate individuals was a lot of fun, and resulted in lifelong friendships. Building relationships with my nonprofit clients and empowering them to address their biggest challenges and make a greater impact has given me a sense of fulfillment that I will never forget. As I pursue my MBA, I plan to continue my involvement in the nonprofit sector and hope to one day lead in the space as well.”

DENISE KOOTIN,
DEPUTY PROJECT
LEADER

On Board

On Board matches qualified business professionals onto the boards of local nonprofits seeking board members. On Board builds on Compass' experience of providing pro bono strategic consulting to local nonprofits. It furthers our mission of inspiring business professionals to engage with their local nonprofits.

In 2018-19, Compass placed 22 candidates onto the boards of 20 nonprofit organizations through two cohorts of the On Board program.

In the fall of 2018, Compass placed 13 candidates on the following 11 nonprofit boards in Greater Washington:

Alliance Francaise
 Capitol Hill Ministry*
 Carpenters Shelter
 Constellation Theatre
 Community Bridges
 Cultural Development DC
 Kid Power
 Potomac Riverkeepers
 Quality Trust
 Reach*
 School Talk

In the spring of 2019, Compass placed nine candidates on the following nine Greater Washington nonprofit boards:

After-School All-Stars
 Art Enables
 Aspire!
 Beacon House
 Levine Music
 Prevention of Blindness Society
 Studio Theatre
 Treatment Learning Centers
 Washington Chorus

* More than one On Board candidate placed on the nonprofit board of directors.

We would like to thank the On Board Selection Committees for supporting this year's program and interviewing both candidates and nonprofit Executive Directors and Board Chairs.

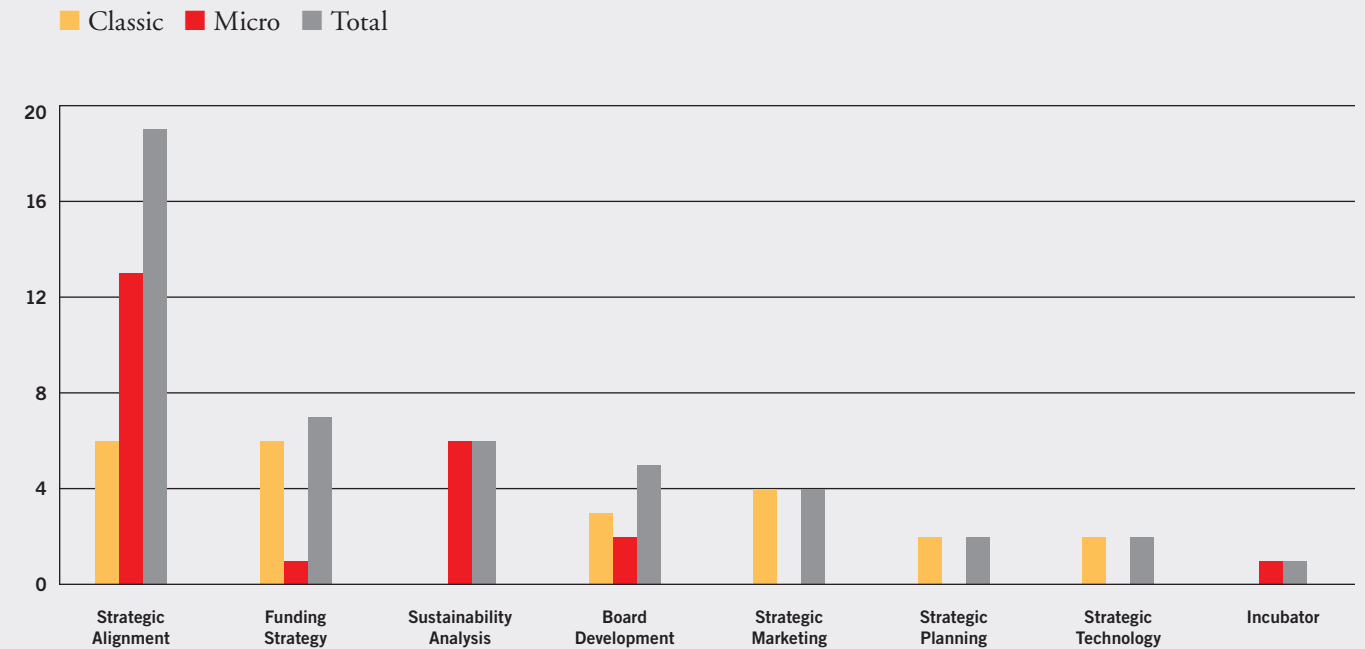
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Service Line Distribution



Compass provided consulting services in these eight service lines this year in Greater Washington.

“ I support Compass because of the multi-layered and leveraged impact of my investment. My investment not only helps the nonprofit community get to the next level through Compass projects, but it also gives the volunteers from the business community a way to give back and have more balance in their lives. Compass has created a movement to empower business professionals to use their skills to have social impact.”

LINDA YOUNGENTOB, FORMER COMPASS BOARD MEMBER AND VOLUNTEER

ARTS AND CULTURE

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Adventure Theatre MTC
Anacostia Playhouse
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Arena Stage
Art Enables
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Constellation Theatre Company
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Dance Exchange
Dance Institute of Washington
Dance Place
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GALA Hispanic Theatre
Girls on the Run of Northern Virginia
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Studio Theatre
Synetic Theater
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Theatre Lab School of the Dramatic Arts
Theatre Prometheus
The Actors' Center
The Metropolitan Center for the Visual Arts
The Washington Ballet
Theatre Washington/Helen Hayes Awards
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Identity, Inc.

Jubilee JumpStart
Kara Kennedy Fund
Kid Power
Latin American Youth Center
National Center for Children and Families
Network for Teaching Entrepreneurship
New Community for Children
Our Military Kids
Playworks DC
Prince George's Child Resource Center
Public Allies
Reading Partners
Sasha Bruce Youthwork
Sitar Arts Center
St. Ann's Center for Children, Youth, and Families
Step Afrika!
Teens Run DC
U.S. Chess Center
Urban Alliance
Washington Inner City Lacrosse Foundation (WINNERS Lacrosse)
Wilderness Leadership & Learning
Wonders Child Care
YoKid...Stretch Your Limits
YMCA of Metropolitan Washington
YWCA of the National Capital Area

COMMUNITY DEVELOPMENT AND SUPPORT

501cTECH
Arcadia Food
Catalogue for Philanthropy
Center for Nonprofit Advancement
Charge Up Collaborative
City First Enterprises
Coalition for Smarter Growth
Common Good City Farm
Compass
Community Foundation for Northern Virginia
Community Foundation for the National Capital Region
DC Bar Foundation
Empower DC
FRESHFARM Markets
Fair Chance
Impact Silver Spring
Jovid Foundation
Korean Community Service Center of Greater Washington
Latino Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
Life Asset
Pentagon Memorial Fund
Skyland Workforce Center
Stone Soup Films
Taproot Foundation DC
Tech Impact

Volunteer Fairfax
Washington Area Bicyclists Association
Washington Area Community Investment Fund
Washington Regional Association of Grantmakers
Work Place DC
Yachad

DISABILITY SERVICES

Arc of Northern Virginia
Art Enables
Cornerstone Montgomery
Easter Seals Serving DC | MD | VA
Linden Resources
Madison House Autism Foundation
Marriott Foundation for People with Disabilities
Northern Virginia Therapeutic Riding Program
Quality Trust for Individuals with Disabilities
Treatment and Learning Centers

DOMESTIC ABUSE

Calvary Women's Services
DC Volunteer Lawyers Project
District Alliance for Safe Housing
My Sister's Place

EDUCATION

826DC
Alliance Française de Washington
Beacon House
Black Student Fund
Bridges Public Charter School
Bright Beginnings
Briya Public Charter School
Byte Back
BUILD Metro DC
Capital Area Asset Builders (CAAB)
Capital Partners for Education
Carlos Rosario International Public Charter School
Center for Inspired Teaching
César Chávez Public Charter School
Chelsea School
Child & Family Network Centers
City Year Washington, DC
College Success Foundation
CollegeTracks
Communities in Schools of the Nation's Capital
Computer C.O.R.E.
DC Promise Neighborhood Initiative
Ellington Fund
Elsie Whitlow Stokes Public Charter School
Free Minds Book Club & Writing Workshop
Friendship Children's Center
Grassroots DC

Green Acres School
Higher Achievement
Hopkins House
Horizons Greater Washington
Howard University School of Communications
Ivymount School
KID Museum
Kingsbury Center
Lab School of Washington
Latin American Montessori Bilingual Public Charter School
Literacy Council of Northern Virginia
Literacy Lab
Literacy Volunteers and Advocates
Live It Learn It
Main Street Child Development Center
Mentors of Minorities in Education, Inc.
National Child Research Center
National History Day
National Science Teachers Association
National Women's History Museum
New Community for Children
New Futures
Next Step Public Charter School
One World Education
Osher Lifelong Learning Institute at American University
PEN/Faulkner Foundation
Reach Incorporated
Reading Connection
Reading Partners
River School
Rosemount Center
Scholarship Fund of Alexandria
See Forever Foundation/Maya Angelou Schools
Teaching for Change
Turning the Page
Two Rivers Public Charter School
Washington English Center
Washington Literacy Center
Washington School for Girls
Washington Yu Ying Public Charter School
Wonders Early Learning
Words Beats & Life
VirginiaFIRST
YouthBuild Public Charter School

EMERGENCY RELIEF

Arlington Thrive
Alexandria Red Cross
American Red Cross – DC

ENVIRONMENT

Accokeek Foundation
Alice Ferguson Foundation
Anacostia Watershed Society
Audubon Naturalist Society
Bethesda Green
Coalition for Smarter Growth

C&O Canal Trust
Earth Conservation Corps
Friends of the National Arboretum
Green America
Living Classrooms
University of Maryland Center for Environmental Studies

FAMILY SUPPORT

A Wider Circle
Ayuda
The Barker Foundation
Britepaths
Caregiver Action Network
Child Center and Adult Services
Child & Family Network Centers
DC Diaper Bank
For Love of Children (FLOC)
Georgia Avenue Family Support Collaborative
Good Shepherd Housing and Family Services
Healthy Babies Project
Kidsave International
Latin American Youth Center
Northern Virginia Family Service
Parent Encouragement Program
St. Ann's Center for Children, Youth, and Families
Stop Child Abuse Now
Total Family Care Coalition
Vehicles for Change
Voices for a Second Chance

HEALTHCARE

Alzheimer's Association
Aspire Counseling
Brain Injury Services
CDC Foundation
Children's Inn at NIH
Community Education Group
Community Ministries of Rockville
Georgia Avenue Family Support Collaborative
Greater Prince William Community Health Center
Green Door
Healthy Babies Project
Home Care Partners
Insight Memory Care Center
Mary's Center for Maternal and Child Care
Mental Health Association of Montgomery County
National Multiple Sclerosis Society
Northern Virginia Area Health Education Center
Northern Virginia Family Service
NOVA ScriptsCentral
Phoenix Houses of the Mid-Atlantic
Pregnancy Aid Centers

Clients 2001-2018 (cont.)

Reality, Inc.
 Ronald McDonald House Charities of
 Greater Washington, DC
 Seabury Resources for Aging
 SOME
 Special Love for Children with Cancer
 Women's Collective

HOUSING AND HOMELESSNESS

A-SPAN
 Britepaths
 Building Futures
 Capital Area Food Bank
 Carpenter's Shelter
 Community Lodgings
 Community Ministries of Rockville
 Cornerstone Community
 District Alliance for Safe Housing
 DC Central Kitchen
 DC Doors
 Empower DC
 Equal Rights Center
 FACETS
 Father McKenna Center
 Friends of Guest House
 Good Shepherd Housing and
 Family Services
 Greater Washington Urban League
 Habitat for Humanity of Northern Virginia
 Homestretch
 Hope and a Home
 House of Ruth
 Housing Unlimited
 Interfaith Works
 KEYS for the Homeless Foundation
 Manna Food Center
 Martha's Table
 Miriam's Kitchen
 Montgomery County Coalition for
 the Homeless
 Montgomery County Food Security
 Collaborative
 My Sister's Place
 New Hope Housing
 Open Arms Housing
 Rebuilding Together Alexandria
 Rebuilding Together Montgomery County
 Samaritan Inns
 Samaritan Ministry of Greater
 Washington
 Sasha Bruce Youthwork
 SOME
 Southeast Ministry
 Stepping Stones Shelter
 Street Sense

Thrive DC
 United Community Ministries
 UPO
 Washington Area Community
 Investment Fund
 Washington Legal Clinic for the Homeless
 Wesley Housing Development
 Corporation
 Yachad

LEGAL SERVICES

CASA for Children of DC
 Children's Law Center
 DC Bar Foundation
 DC Bar Pro Bono Center
 DC Employment Justice Center
 DC Lawyers for Youth
 DC Law Students in Court
 DC Volunteer Lawyers Project
 Washington Legal Clinic for
 the Homeless

SENIOR SERVICES

Emmaus Services for the Aging
 Home Care Partners
 Insight Memory Care Center
 Iona Senior Services
 Seabury Resources for Aging
 Senior Services of Alexandria

SOCIAL SERVICES

A Wider Circle
 Alexandria Seaport Foundation
 Arlington Thrive
 Aspire Counseling
 Ayuda
 The Barker Foundation
 Bread for the City
 Byte Back
 Capital Area Asset Builders
 Capital Area Food Bank
 Caregiver Action Network
 Catholic Charities of DC
 Child Center and Adult Services
 Child & Family Network Centers
 City First Enterprises
 Community Crisis Services
 Damien Ministries
 DC Fiscal Policy Institute
 DC Greens
 Doorways
 Empowered Women International
 Equal Rights Center
 Family Matters of Greater Washington
 For Love of Children (FLOC)

Friends of Guest House
 Georgia Avenue Family Support
 Collaborative
 Good Shepherd Housing and
 Family Services
 Greater Prince William Community
 Health Center
 Healthy Babies Project
 Interfaith Works
 Jewish Social Service Agency
 Kidsave International
 Latin American Youth Center
 Life Asset
 LIFT-DC
 The Literacy Lab
 Manna Food Center
 Martha's Table
 Mary's Center for Maternal and
 Child Care
 Miriam's Kitchen
 Northern Virginia Family Service
 OAR of Fairfax County
 Perry School Community Services Center
 Public Allies
 Samaritan Inn
 SOME
 St. Ann's Center for Children, Youth,
 and Families
 Stepping Stones Shelter
 Stop Child Abuse Now
 STRIVE DC
 Total Family Care Coalition
 Urban Alliance
 Vehicles for Change
 Voices for a Second Chance
 Volunteers of America – Chesapeake
 Washington English Center
 Wendt Center for Loss & Healing
 YMCA of Metropolitan Washington

VETERANS

Bob Woodruff Foundation
 Capitol Post
 Homes for Our Troops
 Our Military Kids
 Veterans on the Rise
 Yellow Ribbon Fund

GREATER PHILADELPHIA PROGRAM



June 5, 2019

At Hopeworks, when we reflect upon our experience with Compass, perhaps the one thing that comes up time and time again is “how did we get our expectations of the benefits of Compass so wrong?”

At Hopeworks, we make one simple promise to our youth -- that their future does not have to look like their past. We connect youth to life-changing opportunities where their growing technology skills go to work for Hopeworks own businesses, and then move on to work in industry within our community. The real-world, on-the-job experience they gain raises their potential and benefits our partners.

When we started working with Compass, we expected the greatest benefit of the project would be a team of skilled, dedicated, and thoughtful volunteers who would help us grow our employment for young people with a strategic marketing plan. We got just that, with volunteers that were so skilled, and so good at what they did, that one of our supporters who was interviewed by them asked, “where did you get this team, and how can I hire them?” Hopeworks got the skilled, dedicated, and thoughtful volunteers we expected, but we were wrong to think that that would be the greatest benefit of the project.

We also expected that the most important part of working with Compass would be the high-level research and analysis that they would produce. We got exactly that. When the team presented their results at our Board meeting, multiple Board members asked if we could change the agenda to give the team more time, as they had not seen such quality work! We got great research and analysis, but we were wrong to think that that would be the greatest benefit of working with Compass.

Instead, the greatest benefit -- and the most important part -- of working with Compass was what they allowed us to do. Compass helped us keep our promise to our youth, that their futures do not have to look like their pasts.

Keeping our promise -- that is the greatest benefit of working with Compass, one that we never could have anticipated.

Dan Rhoton
 Executive Director

808 Market St., 3rd Floor, Camden, NJ 08102 | 856.365.4673 | hopeworks.org

NUMBER OF
 VOLUNTEERS

145

NUMBER OF
 VOLUNTEER HOURS

13,932

NUMBER OF
 NONPROFIT CLIENTS

20

PERCENTAGE OF
 VOLUNTEERS WITH
 ADVANCED DEGREE

63%

“Your expertise will change lives in Camden. The barrier currently keeping us from serving more young people is that we don’t have enough jobs in our businesses. With your help, we have a plan to change that and every new job created will be another young person who can participate in Hopeworks and whose life can change. Thanks again, on behalf of our board and more importantly, the young people we serve. Your plan is going to be an enormous help for us.”

BRAD ARONSON, BOARD CHAIR
HOPEWORKS

Hopeworks

Hopeworks utilizes education, technology, and entrepreneurship to help young adults identify and earn a sustainable future, finding the opportunity to thrive in the midst of violence and poverty.

STRATEGIC MARKETING



After School Activities Partnerships (ASAP)

ASAP develops high-quality after school activities and resources to empower youth and strengthen communities.

STRATEGIC MARKETING





Families Forward Philadelphia

Families Forward helps homeless families become healthy, productive, and self-reliant.

BOARD DEVELOPMENT



African-American Chamber of Commerce (AACC)

AACC serves businesses in the public, private, and independent sector who are committed to supporting African-American businesses in the region.

BOARD DEVELOPMENT



Why Not Prosper

Why Not Prosper helps women discover their own strength and become responsible, economically self-sufficient and contributing members of the community.

BOARD DEVELOPMENT



Face to Face

Face to Face meets basic human needs and reduces suffering, providing a safe environment and practical tools to struggling families, individuals, and the homeless in Germantown.

BOARD DEVELOPMENT



Fred's Footsteps

Fred's Footsteps provides support for working families who find themselves in crisis due to the costs associated with caring for a seriously ill, injured, or disabled child.

BOARD DEVELOPMENT



Frontline Dads

Frontline Dads facilitates the intellectual, emotional, spiritual, and cultural development of African American men and at-risk youth to empower them to assume leadership positions in their families and communities.

FUNDING STRATEGY



Congreso de Latinos Unidos

Serving predominantly Latino neighborhoods, Congreso enables individuals and families to achieve economic self-sufficiency and well-being.

FUNDING STRATEGY

Philadelphia Education Fund

The Philadelphia Education Fund drives exceptional outcomes for all students by developing great teachers and building paths to college and career success.

BOARD DEVELOPMENT



Art-Reach

Art-Reach is a connector, leader, and advocate for accessible cultural opportunities for people with disabilities and communities facing economic adversity.

FUNDING STRATEGY

Philadelphia Auto and Parole Reentry

Philadelphia Auto and Parole Reentry provides recently incarcerated individuals with basic automotive training courses and a certificate program to allow them to become self-sufficient and productive citizens.

BOARD DEVELOPMENT



The Center for Returning Citizens

The Center for Returning Citizens assists returning citizens in the transition from incarceration to society and advocates for those dealing with the adverse impacts of incarceration.

FUNDING STRATEGY



Philadelphia VIP

Philadelphia VIP leverages the powerful resources of the community to provide volunteer legal services and ensure access to justice for low-income Philadelphians.

FUNDING STRATEGY



“Compass helped our organization work better as a cohesive unit. The consultant volunteers brought their diverse knowledge to our unique problems and helped us create a concrete plan to improve.”

SENIOR ADULT ACTIVITIES CENTER OF MONTGOMERY COUNTY



Our Closet

Our Closet provides free clothing to Philadelphians in need in neighborhoods throughout the city, with a dignified shopping experience and no forms to fill out or eligibility requirements.

STRATEGIC ALIGNMENT



Council of Spanish Speaking Organizations (Concilio)

As a leader for Latino family services, Concilio cultivates the strength and resilience of children and families, improves quality of life, and maintains the Latino community's history and culture.

STRATEGIC ALIGNMENT

Governance

GREATER PHILADELPHIA BOARD OF DIRECTORS

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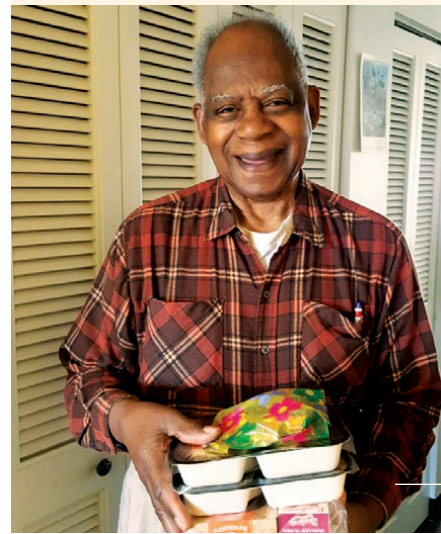
Ex Officio
Beth Dahle
Compass
Executive Director, Greater Philadelphia

** Notes current employer and MBA program, where applicable.*

In Memory

The Compass community was devastated this spring by the passing of Mathew S. Rotenberg, a member of Compass Philadelphia's Board of Directors since 2017. Mat was an esteemed partner at the Philadelphia law firm Blank Rome, where he was a member of the Finance, Restructuring, and Bankruptcy group. In addition to his service on Compass' board, and even while he battled aggressive stage 4 melanoma, Mat continued to participate as a volunteer on consulting projects with Compass in every year from 2014 onward. Mat was an indelible part of the Compass community.

Mat's service to the Philadelphia nonprofit community through Compass was an inspiring example of the legal sector's emphasis on pro bono practice, providing his skills and expertise "for the public good" as he also balanced a thriving career and a deep commitment to his family.



Senior Adult Activities Center of Montgomery County (Montco SAAC)

Through recreational, educational, and social activities, Montco SAAC involves, enriches, and empowers adults 50 years of age or better to live as independently as possible in all phases of life.

STRATEGIC ALIGNMENT



Campus Philly

Campus Philly fuels economic growth in Greater Philadelphia by encouraging college students to explore, live, and work in the region.

STRATEGIC ALIGNMENT

Special Thanks

We are thankful for financial contributions from the following companies:



We appreciate volunteer recruiting support from the following:

Accenture
Baker Tilly
Blank Rome
Booz Allen Hamilton
Comcast
EY
Goldman Sachs
The Haverford Trust Company
J.P. Morgan
Mercer
Morgan Lewis
Navigate
NewSpring Capital
PwC
SEI
Slalom Consulting
Turnaround Management Association
UGI Corporation
ZS Associates

EVENT SUPPORT

We could not hold our orientations, information sessions, and trainings without the generosity of the following organizations:

Blank Rome
Broad Street Ministry
Brown Brothers Harriman
The Chamber of Commerce for Greater Philadelphia
Dechert
Independence Blue Cross
Knoll
Morgan Lewis
PwC
Slalom Consulting

VOLUNTEERS FROM OUR CORPORATE PARTNERS

We thank the following volunteers from our Corporate Partners:

Accenture

Awele Ajufo
Brandon Barthelmeh
Jade Jackson
Chris Lotto
Hallie Morgan-Rodriguez
Adam Payonk
Alexis Seigel
Basha Webster

Baker Tilly

Sara Marcq

Blank Rome

Ashley Catalano-Leckerman
Molly Crane
Casey Klein
Rachel Packer
Mathew Rotenberg
Adam Sansweet
Josh Strober
Jillian Zvolensky

Booz Allen Hamilton

Ashley Tomisek

Comcast

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Lexie Carroll
Carlos Couto
Sima Golnabi
Caroline Goodbody
Eric Heisler
Catherine Honohan
Otelia Hudson
Neshema Keetin
Nick Kotchetkov
Melissa Lapp
Micaela Larson
Katie Law

Anisha Madappa
Nate Mormann
Azam Mukhtar
Sky Osterhout
Chris Stoczko
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EY

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Goldman Sachs

Matthew Schaefer

The Haverford Trust Company

Allie Wilk

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Addy Cleverly
Bruno Levine
Kirstin Russell

Mercer

Matt Cuddy
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Tyler Torres

Navigate

Joe Abesh
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Tony Ruggieri

NewSpring Capital

Mitchell Sussman

PwC

Amanda Giordano
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Drew Miller
Ronak Patel
Kathleen Quin

SEI

Jim Jencarelli
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Slalom

Kelsey Bailey
Anusha Balaji
Pete Goodman
Priya Levering
Wendy Zhang

Turnaround Management Association

J.W. Clements
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Kate Heitzenrater
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Elizabeth Tabas

UGI Corporation

Samantha Ramsey

ZS Associates

Jake Elich
Ana Ghosh
Paul Hashemi
Mahal Singh
Orlando Torres
Jess Tubbs
Wendy Wei

Donors

Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Philadelphia nonprofit community. Every \$1 donated to Compass translates into \$10 of consulting services back to the nonprofit community.

In 2018-2019, Compass volunteers provided the market equivalent of \$2,484,800 in strategic consulting, free of charge to the Greater Philadelphia nonprofit sector.

Compass gratefully acknowledges the generous supporters who made our work with 20 Greater Philadelphia nonprofits possible in 2018-19.

Note: This list reflects donations received between July 1, 2018 and June 30, 2019

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\$10,000 and above

JMC Fund
Peter G. Schlotter & Elizabeth M. Zipf Charitable Trust

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Melissa and Paul Anderson
Robert Keith
Richard and Alexis Sternhell

LEADERSHIP CIRCLE

\$2,500-\$4,999

Jack Crowley
Beth and David Dahle
Elizabeth Tabas

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\$1,000-\$2,499

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Ed DeLussey
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Anthony & Susan Ibarquen
Dean Miller
Abe and Andie Morris
Judit Nagy-Eichelberger
Dan Rader
Samuel Tabas Family Foundation

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Dave and Colleen Crossed
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Tyler Torres*
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Gary Bockol*
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Donald Caldwell
Lily Cappelletti
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Lysa Dahlin*
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David & Shelley Dinehart

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Jacques Fu*
Sharon Gallagher
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David Gruber
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Kevin and Barbara Ilsen
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Jenna Setzman*
Josh Strober*
Susan Tachau and Mark Anderson
Don and Diane Uber
Samantha Udolf*
Mike and Tracy Viola
Richard Waxman
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Up to \$100

Jeffrey Bodle
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Deneene Brockington*
Debbie Buchwald*
Alexis Carroll*
Ashley Catalano-Leckerman*
Molly Crane*
Alec DiDonato*
Jacob Elich*
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Paul Trueax*
Jose Vega*
Stephen Washkalavitch*
Jillian Zvolensky*

CORPORATE MATCH

Compass gratefully acknowledges the companies that match employee contributions or volunteer hours, as well as the individuals who apply for these matching funds and direct corporate support for Compass.

AstraZeneca Pharmaceuticals

Lily Cappelletti

Mercer

Tyler Torres*

Merck

Lawana Dumas*

PwC

Jeffrey Koung*
Drew Miller*
Ronak Patel*
Kathleen Quin*

*denotes 2018-19 volunteer

FOUNDATION SUPPORTERS

We are grateful to the following foundations whose support allowed us to reach so many nonprofits this year. With much gratitude, we acknowledge:

Connelly Foundation
Dolfinger-McMahon Foundation
The Alfred and Mary Douty Foundation
The Hassel Foundation
MKM Foundation
Neubauer Family Foundation
The Philadelphia Foundation

“ As a funder of nonprofit organizations, I often reflect on the very great need in the Philadelphia community. Compass responds by recruiting and directing the talent of very skilled volunteers to help nonprofits strategically in the ways that they need help.”

ANONYMOUS, DONOR

Volunteers

GREATER PHILADELPHIA CLASSIC PROJECTS

African-American Chamber of Commerce

Lawana Dumas, Project Leader
Samantha Udolf, Deputy Project Leader
 Paul Bennett, Deneene Brockington, Tim Green, Jade Jackson, Neshemah Keetin, Nate Mormann, Wes Payne

Art-Reach

Lloyd Wirshba, Project Leader
Azam Mukhtar, Deputy Project Leader
 Ashley Catalano-Leckerman, Rich Ekelman, Hallie Morgan-Rodriguez, Sky Osterhout, Jose Vega, Wendy Wei

After School Activities Partnerships

Brian Lauzon, Project Leader
Melissa Lapp, Deputy Project Leader
 Molly Crane, Ana Ghosh, Michael Goodman, Lisa Loughney, Bob Martin, Julie Orts, Matthew Schaefer

Campus Philly

Gary Bockol, Project Leader
Liz Tabas, Deputy Project Leader
 Monique Curry-Mims, Katie Denk, Scott Gorman, Chris Lotto, Paul Trueax, Steve Washkalavitch

Commonwealth Youthchoirs

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Nick Kotchetkov, Deputy Project Leader
 Jake Elich, Katie Law, Priya Levering, Rachel LeWitt, Mat Rotenberg, Jeremy Tartack

Congreso de Latinos Unidos

Bob Kuehl, Project Leader
Bryan Dorsey, Deputy Project Leader
 Anusha Balaji, Will Bishop, Mike Pagano, Tony Ruggieri, Orlando Torres, Tyler Torres

Council of Spanish Speaking Organizations (Concilio)

Diego Rimoch, Project Leader
Micaela Larson, Deputy Project Leader
 Ruchi Kapoor, Jill Klotzbach, Sophia Pearson, Ben Schimeneck, Tom Thornton, Wendy Zhang

Face to Face

Matt Cuddy, Project Leader
Alec DiDonato, Deputy Project Leader
 Lysa Dahlin, Joe Fricker, Drew Miller, Adam Sansweet, Basha Webster, Pete Wolf

Families Forward Philadelphia

Bruno Levine, Project Leader
Natalie Parker, Deputy Project Leader
 Kate Heitzenrater, Nancy Katz, Evan Sameroff, Peter Sowa, Josh Strober, Ashley Tomisek

Fred's Footsteps

Anne Randig Andres, Project Leader
Ari Borthakur, Deputy Project Leader
 J.W. Clements, Rachel Packer, Kathleen Quin, Katie Shrader, Mitchell Sussman, Ansel Thompson, Christine Wilmerding

Hopeworks

Eric Heisler, Project Leader
Joe Abesh, Deputy Project Leader
 Marc Cappelletti, Sima Golnabi, Bud Hirsch, Anisha Madappa, Michael Paek, Jillian Zvolensky

Philadelphia Education Fund

Jeff Wilson, Project Leader
Jenna Setzman, Deputy Project Leader
 Awele Ajufo, Carlos Couto, Audrey Jaffe, Lisa Lewis, Julie Pare, Ronak Patel

Philadelphia VIP

Jacques Fu, Project Leader
Megan Bouquet, Deputy Project Leader
 Caroline Goodbody, Otelia Hudson, Casey Klein, Jeff Koung, Anthony Lacatena, Larry Shanok, Drew Stahl

Senior Adult Activities Center of Montgomery County (Montco SAAC)

Jim Clayton, Project Leader
Lexie Carroll, Deputy Project Leader
 Adam Gentzel, Jim Jencarelli, Sara Marcq, Wendy Ney Manley, Sam Ramsey, Allie Wilk, Suzanne Wolfson

GREATER PHILADELPHIA MICRO PROJECTS

The Center for Returning Citizens

Ben Williams, Project Leader
 Andrew Goodman, Kirstin Russell, Jason Thompson, Jess Tubbs

Frontline Dads

Debbie Buchwald, Project Leader
 Jessica Gatof, Barbara Klauer, Katy Lichtenstein, Mike Padgeon

Our Closet

David Dahle, Project Leader
 Kelsey Bailey, Ina Sargen, Rena Tal

Peter's Place

Paul Hashemi, Project Leader
 Meredith Aronson, Brandon Barthelmeh, Addy Cleverly, Robb Muse

Philadelphia Auto & Parole Reentry

Danielle Haakmat, Project Leader
 Maria Campo, Ralph Harris, Catherine Honohan, Mahal Singh

Why Not Prosper

Samantha Farmer, Project Leader
 Cassy Best, Amanda Giordano, Adam Payonk, Frank Perras

Special Recognition

GREATER PHILADELPHIA

CLIENT SELECTION COMMITTEE

Anne Andres, Jim Clayton, Lawana Dumas, Bob Kuehl, Lisa Loughney, Brent Martin, Barbara Mihatov, Michele Molano, Robb Muse, Julie Orts, David Othmer, Julie Pare, Nick RisCassi, Jay Rose, Ansel Thompson

PROJECT ADVISORS

Doug Bloom, Rob Levin, Brent Martin, Barbara Mihatov, Michele Molano, Judit Nagy-Eichelberger, Jay Rose, Rich Sternhell, Steve Zipf

SERVICE LINE TRAINERS

Rob Levin, Lisa Loughney, Barbara Mihatov, Jay Rose

PROJECT LEADER INTERVIEW COMMITTEE

Jim Clayton, Jack Crowley, Lawana Dumas, Rob Levin, Barbara Mihatov, Jay Rose, Rich Sternhell, Ian Waxman, Jeff Wilson, Steve Zipf

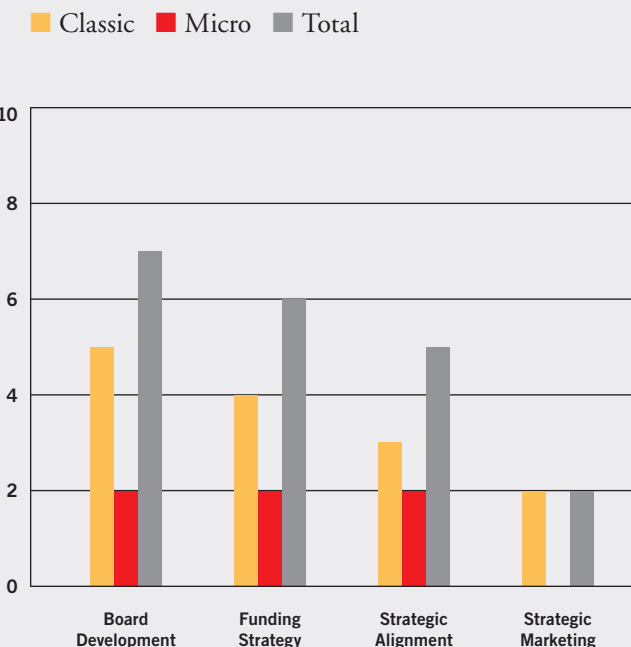
Finally, we would like to wish the best of luck to our volunteers who are starting MBA programs this fall.

PARTNERING BUSINESS SCHOOL ALUMNI CLUBS

We are grateful for the continued support of the following local business school alumni clubs:

Columbia Business School
 Fuqua School of Business at Duke
 Georgetown University McDonough School of Business
 Haas School of Business at the University of California Berkeley
 Harvard Business School
 Johnson Graduate School of Management at Cornell
 Michigan Ross School of Business
 MIT Sloan School of Management
 Northwestern Kellogg School of Management
 NYU Stern School of Business
 Stanford Graduate School of Business
 Tuck School of Business at Dartmouth
 UNC Kenan-Flagler Business School
 University of Chicago Booth School of Business
 University of Texas McCombs School of Business
 University of Virginia Darden School of Business
 The Wharton School at the University of Pennsylvania
 Yale School of Management

Service Line Distribution



Compass provided consulting services in these four service lines this year in Greater Philadelphia.

“ This is the best organization that I work with on a volunteer basis and I am in the process of stepping down from other commitments to prioritize time for Compass.”

DEPUTY PROJECT LEADER, CONGRESO DE LATINOS UNIDOS

On Board

Compass conducted its inaugural cohort of On Board in Philadelphia in 2019. The cohort was sponsored by AmerisourceBergen for select senior executives.

Compass' On Board program matches qualified business professionals onto the boards of local nonprofits seeking board members. On Board builds on Compass' experience of providing pro bono strategic consulting to local nonprofits. It furthers our mission of inspiring business professionals to engage with their local nonprofits.

We would like to thank the On Board Selection Committee that interviewed individual candidates and nonprofit Executive Directors and Board Chairs.

ON BOARD SELECTION COMMITTEE

Shelley Dinehart, Evelyn Eskin, Michelle Hong, Jonathan Martha, Barbara Mihatov, Michele Molano, Jaime Pludo, Laurie Rosard, Jay Rose, Joy Sardinsky, Ian Waxman, Cathy Weiss



Clients 2013-2018

ACHIEVEability
 After School Activities Partnerships (ASAP)
 American Red Cross – Philadelphia
 ArtWell
 Bethesda Project
 Broad Street Ministry
 Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
 Center for Literacy
 Chester County OIC
 Community Learning Center
 Diversified Community Services
 Family Service Association of Bucks County
 Greater Philadelphia Cultural Alliance
 Green Building United
 Habitat for Humanity Philadelphia
 Hope Partnership for Education
 Interfaith Center of Greater Philadelphia
 Jounce Partners, Inc.
 Junior Achievement of Southeastern Pennsylvania
 LCH Community Health Center Kennett Square (La Comunidad Hispana)
 Living Beyond Breast Cancer
 Lutheran Settlement House
 Main Line Art Center
 Maternity Care Coalition
 Mercy Neighborhood Ministries of Philadelphia
 Mighty Writers
 Montgomery Early Learning Centers
 Nationalities Service Center
 North Light Community Center
 PathWays PA
 Pennsylvania Academy of the Fine Arts (PAFA)
 Pennsylvania Assistive Technology Foundation
 Philadelphia Works
 Philadelphia Higher Education Network for Neighborhood Development (PHENND)
 Programs Employing People
 SeniorLAW Center
 Smith Memorial Playground and Playhouse
 Southeast Asian Mutual Assistance Association Coalition (SEAMAAC)
 Steppingstone Scholars
 Welcoming Center for New Pennsylvanians
 West Oak Lane Charter School
 Women Against Abuse
 Women Organized Against Rape
 Women's Center of Montgomery County

CHICAGO PROGRAM

VICTORY GARDENS THEATER YOUR WORLD ON STAGE

2433 N LINCOLN AVE • CHICAGO, IL 60614
 ADMIN 773.549.5788
 BOX OFFICE 773.871.3000
 WEB VICTORYGARDENS.ORG

June 14, 2019

Natalie Tessier, Executive Director
 Compass Chicago
 1716 N. Winchester Avenue
 Chicago, IL 60622

Dear Natalie,

I write to express my deep appreciation for the work that the Compass organization, its volunteers, and you have done on behalf of Victory Gardens Theater.

The mission of our 45-year-old institution is to develop and produce new theater work and cultivate an inclusive theater community. Victory Gardens' core strengths are nurturing and producing dynamic and inspiring new plays reflecting the diversity of our city's and nation's culture through engaging diverse communities. In partnership with Chicago Public Schools, we also bring art and culture to our city's active student population.

We asked our Compass team to help get us ready for a full strategic planning process by gathering information in a deep dive with VGT staff, board members, funders, and patrons.

The team interviewed over 35 people, dug into three years of data, reviewed our development consultant's research and other material to assess where we were and how we are perceived. This allowed them to come to their recommendations.

Our Executive Director Erica Daniels and I have met with the full team about five times. Erica also met weekly with our Compass project leader Christine. Together, they have created a strategic roadmap for leadership. This will be an excellent resource to the board as we embark on crafting our strategic plan.

I must tell you how impressed I was by the dedication and hard work of the Compass volunteers. They put in a tremendous number of hours these last several months, and the end result reflects the care and focus of each of the team members.

The Compass model is innovative and really impactful. As someone who is deeply involved in several nonprofits in Chicago, I'm glad Compass is here providing such an important resource to the sector. In fact, I already recommended Compass to one of the other organizations on whose board I serve.

Thank you again for everything.

Sincerely,

 Steven N. Miller
 President, Board of Directors

ARTISTIC DIRECTOR CHAY YEW
 EXECUTIVE DIRECTOR ERICA DANIELS
 BOARD OF DIRECTORS
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 TONY RUZICKA
 ANUPY SINGLA
 SUSAN WEISS
 CHAY YEW

RECIPIENT OF THE REGIONAL THEATRE TONY AWARD

NUMBER OF VOLUNTEERS

98

NUMBER OF VOLUNTEER HOURS

—

11,193

NUMBER OF NONPROFIT CLIENTS

11

PERCENTAGE OF VOLUNTEERS WITH ADVANCED DEGREE

73%

“ We pulled together a board survey for the client and I had the opportunity to present in-depth results and insights on an extensive call. Getting to hear the client have an ah-ha moment and really take action on the conclusions was fantastic.”

TEAM MEMBER, PHILADELPHIA EDUCATION FUND



Gary Comer Youth Center

Gary Comer Youth Center works to disrupt the cycle of poverty in low-income families by providing a safe and supportive environment focused on academics, athletics, and leadership.

STRATEGIC PARTNERSHIPS AND COLLABORATIONS



Facing Forward

Facing Forward provides families and individuals with permanent housing, education, advocacy, and social services.

BOARD DEVELOPMENT

“Effective change is a carefully curated process. Compass provided the outside perspective our Board of Directors needed to adopt and deliver on needed improvements while allowing me to protect the important relationships I have with our board members.”

DOUGLAS BRADSHAW,
EXECUTIVE DIRECTOR,
FACING FORWARD



CommunityHealth

As the largest volunteer-based free clinic in the nation, CommunityHealth is proud to be a medical home for the uninsured by offering free medical care.

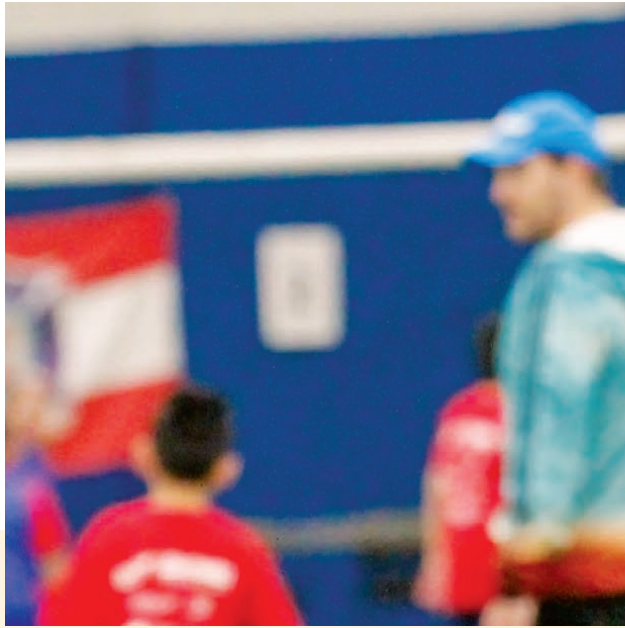
STRATEGIC PARTNERSHIP
AND COLLABORATIONS



Academy for Urban School Leadership

AUSL transforms educational outcomes in Chicago's lowest-performing public schools by training highly-effective teachers and engaging students in art, music, and sports programs.

STRATEGIC MARKETING



Chicago Fire Foundation

Chicago Fire Foundation provides sports-based youth development and direct-service programs to kids living in some of Chicago's most underserved and violent communities.

FUNDING STRATEGY



SAGA Innovations

SAGA Innovations transforms the lives of students in under-resourced schools through high-impact instruction and math tutoring embedded within the school day.

FUNDING STRATEGY



Chinese Mutual Aid Association

The Chinese Mutual Aid Association serves the needs, promotes the interests, and enhances the well-being of several generations of Chicagoland's immigrant and low-income community.

FUNDING STRATEGY



Chicago Women's Health Center

Chicago Women's Health Center provides clinical health services to more than 6,000 low-income women and transgender clients annually, regardless of ability to pay.

FUNDING STRATEGY



Victory Gardens Theater

Victory Gardens Theater cultivates a theater ecosystem that is accessible and relevant to people of all ages and backgrounds, and reflects Chicago's rich and complex cultural landscape.

STRATEGIC ALIGNMENT



America SCORES

America SCORES inspires urban youth through daily after-school and summer programming that combines soccer, poetry, and community service.

STRATEGIC ALIGNMENT

“ I’m 100% confident that the action plan created in collaboration with our Compass team will catapult our organization through its next phase of growth.”

AMY MUMMERY,
EXECUTIVE DIRECTOR,
AMERICA SCORES CHICAGO



Governance

CHICAGO BOARD OF DIRECTORS

Howard Katz, Chair
The HAVI Group
Kellogg School of Management

Matt Burnham
Dragonfly Group
Kellogg School of Management

Frank Clark
Centurion Enterprises Group

Arnita Hayden
Sprout Social
MIT Sloan School of Management

Jason Felger
Jump Capital
University of Chicago Booth School of Business

Stuart Frankel
Narrative Science

Karianne Gomez
Network of Executive Women
Kellogg School of Management

Robin Goolsbee
Business Talent Group
Harvard Business School

Michael Humenansky
City Capital Ventures
Darden School of Business

Suzanne Laporte
Compass (President)
Harvard Business School

Peter Lindau
DLA Piper

J. Michael Locke
Giles Richard
Kellogg School of Management

Julie Maner
Kellogg School of Management

Kitty Rothschild
CASEL

Carol Rubin
University of Chicago Laboratory Schools

Alberto Ruocco
West Monroe Partners

Ex Officio
Natalie Tessler
Executive Director, Chicago

** Notes current employer and MBA program, where applicable.*

Special Thanks

CORPORATE SUPPORTER

We are incredibly grateful for financial support from the following corporate partner:



We also appreciate volunteer recruiting support from the following:

Accenture
A.T. Kearney
Boston Consulting Group
DLA Piper
Deloitte
Jones Day
Oliver Wyman
Point B Consulting
PwC
William Blair
ZS Associates

EVENT SUPPORT

We could not hold our orientations, information sessions, and trainings without the generosity of the following organizations:

A.T. Kearney
Bennett Day School
DLA Piper
Forefront
Jones Day
Katten Muchin Rosenman
Lefkowsky Family Foundation
Liberty Advisor Group
The Marketing Store
Mayer Brown
Mesirow Financial
Morgan Lewis
Narrative Science
Oliver Wyman
Point B Consulting
William Blair
Winston & Strawn

VOLUNTEERS FROM OUR CORPORATE PARTNERS

We thank the following volunteers from our Corporate Partners:

A.T. Kearney
Chris Creyts
Chris Gradone

Booz Allen Hamilton
Amy Gibson

EY
Stephanie Barger
Jeff Sprau

Jones Day
Erin Shencopp
Liz Winiarski

Katten Muchin Rosenman
Shannon Traylor
Jonathan Levine
Nicole Grabianowski

KPMG
Emily Murphy

Mayer Brown
Laura McKenzie
Charity Fort
Beth Vogel
Joseph Hawkins

Mesirow Financial
Pat Cormany
Suzanna Novytska
Shuhani Patel
Andy Nicodemus
Mauricio Nares

Oliver Wyman
Andrew Sullivan

Point B Consulting
Reva Bhatia
Sean Bristow
Arsal Khanani

PwC
Akshat Khajuria

Savills Studley
Adam Southard
Loredana Perri

Sidley Austin
Mara Aliota
Jim Biery
Elliot Bromagen
Teresa Napoli
John Prinzivalli
Gene Schoon

William Blair
Julie Choate
Jeanette Scott

ZS Associates
Tom Alford
Erika Arnold
Ethan Hobel

Donors

Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Chicago nonprofit community. Every \$1 donated to Compass translates into \$10 of consulting services back to the nonprofit community.

In 2018-2019, Compass volunteers provided the market equivalent of \$1,938,400 in strategic consulting, free of charge to Chicago's nonprofit sector.

Compass gratefully acknowledges the generous supporters who made our work with 11 Chicago nonprofits possible in 2018-19.

Note: This list reflects donations received between July 1, 2018 and June 30, 2019

BENEFACTORS

\$10,000 and above
Stuart Frankel and Rita Mirman
Howard and Rachel Katz
Julie and Andy Maner

PATRONS

\$5,000-\$9,999
Matthew and Sheliah Burnham
Frank Clark
John DeBlasio
Jason and Carissa Felger
Michael and Amanda Humenansky
J. Michael and Heather Locke
Carol Rubin and Steven Kaplan
Alberto and Regina Ruocco

LEADERSHIP CIRCLE

\$2,500-\$4,999
Chesapeake Contracting Group
Karianne and Joe Gomez
Robin and Austan Goolsbee
Joe Learner
Kitty and David Rothschild
Natalie Tessler and Richard Ginsberg

DIRECTOR'S CIRCLE

\$1,000-\$2,499
Stephanie Barger*
Lisa Belcher*
Jose Gomez
Mark Landolt
Theodore and Harriette Perlman
Martin and Sandra Tessler

SUPPORTERS

\$500-\$999
Duane and Susan Burnham
William Easom
Henry Gault, M.D.
Douglas Kofoid & Marie Geanuleas
Jeff McAleer*
Elenne Song
Barbara & Jeffery Vender

\$250-\$499

Alexander Biehl*
James Biery*
Debbie Chizewer
Arnita and Rhyon Curtis
Linda Goolsbee
Peter and Stacy Lindau
Steven Miller
Michelle Monieson*
Rahul Sangal*
Beth Vogel*
Babs Waldman
Harris Winters

\$100-\$249

Jay Abraham*
Stephen and Elizabeth Ballis
Rose Bronstein*
Carolyn Brown*
Christina Chatalas*
Julie Choate*
Carl Cohen
Gary Dulaney
Kristyn Friske*
Daniel Gaynor*
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Adam Southard*
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James Stucker
Jean Tsai*
Dana Vielmetti
Jason Vondrachek
Eric Warner
David Weinstein
Susan Weiss*
Ben Wineman
Sylvia Winters

Up to \$100

Mark Achler
Amynah Ali*
Sandra Altamero-Downing*
Kannan Arumugam*
Brian Bauer
Christine Beattie*
Tyler Belyea*
Sean Bristow*
Kapil Chaudhary
Lon Chow
Eddie Cisneros*
Barbara Coburn
Patrick Cormany*
Colleen Curran*
Alfreda Delle*
Paul Duffy*
Ryan Edlefsen
Cynthia Garde*
Bradley Graham

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 Ira Weiss
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 Liz Winiarski*
 Samantha Zeluck*

CORPORATE MATCH
 Compass gratefully acknowledges the companies that match employee contributions or volunteer hours, as well as the individuals who apply for these matching funds and direct corporate support for Compass.

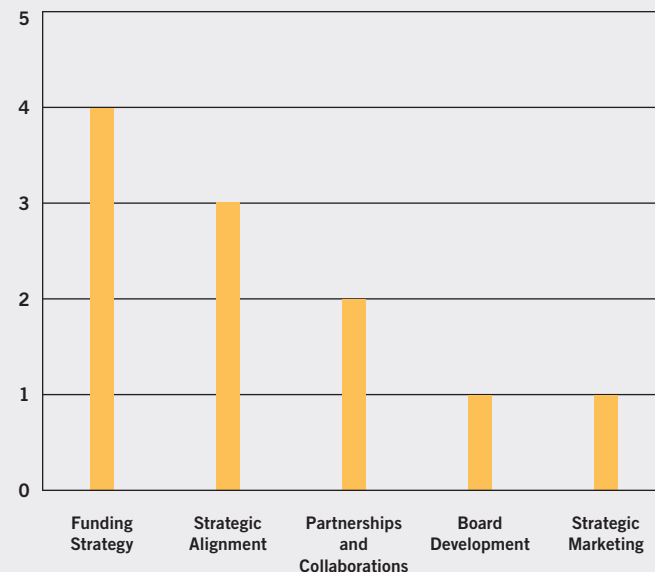
William Blair
 Jeanette Scott*
 Julie Choate*

PwC
 Jeff McAleer*
 Rahul Sangal*

Takeda
 Dana Vielmetti

*denotes 2018-19 volunteer

Service Line Distribution



Compass provided consulting services in these five service lines this year in Chicago.

Volunteers

CHICAGO PROJECTS

Academy for Urban School Leadership

Marci Goldberg, Project Leader
Alyssia Portee, Deputy Project Leader
 Lisa Belcher, Jim Biery, Kristyn Friske, Sarah Green
 Beth Linn, Michelle Monieson, Shannon Traylor, Samantha Zeluck

America SCORES Chicago

Dan Gaynor, Project Leader
Naira Ahmad, Deputy Project Leader
 Sean Bristow, Nicole Grebianowski, Ulric Huang, Melissa Lapica
 Mark Lewry, Laura McKenzie

Chicago Fire Foundation

Andrew Sullivan, Project Leader
Beth Vogel, Deputy Project Leader
 Alex Biehl, Pat Cormany, Ming Lei, Jonathan Levine, Lunh Nguyen, Shuhani Patel, Rene Poellinetz, Jeff Sprau

Chicago Women's Health Center

Cynthia Garde, Project Leader
Raulston Boger, Deputy Project Leader
 Julie Choate, Aalok Dave, Mauricio Nares, Andy Nicodemus,
 Loredana Perri, John Prinzivalli, Emily Silman

Chinese Mutual Aid Association

Jean Tsai, Project Leader
Tom Alford, Deputy Project Leader
 Tyler Belyea, Eddie Cisneros, Amy Gibson, Joseph Hawkins,
 Akshat Khajuria, Ruth Sotak, Ty Spruiell

CommunityHealth

Sid Panjwani, Project Leader
Mike Hannon, Deputy Project Leader
 Shanantu Argawal, Tina Chatalas, Chris Gradone, Ethan Hobel,
 Priyank Purohit, Gene Schoon, Liz Winiarski

Facing Forward

Cynthia Plouché, Project Leader
Carolyn Brown, Deputy Project Leader
 Alex Amedeo, Erika Arnold, Stephanie Barger, Freda Delle, Ben Galea, Erin Shencopp, Susan Weiss

Gary Comer Youth Center

Jay Abraham, Project Leader
Eva Stojchevska, Deputy Project Leader
 Rose Bronstein, Adhiraj Mathur, Ginny McGarrity, Lauren McHugh,
 Jeanette Scott, Jennessa Tabba, Michael Weissman

HANA Center

Amy Mosser, Project Leader
Charity Fort, Deputy Project Leader
 Hao Ning, Deputy Project Leader
 Arynah Ali, Sandra Altamero-Downing, Elliot Bromagen, Chris Creyts, Paul Duffy, Arsal Khanani, Toya Mitchell

SAGA Innovations

Landon Spitalnik, Project Leader
Shiven Shah, Deputy Project Leader
 Mara Alioto, Reva Bhatia, Clay Graham, Steve Healy, Tope Ligali
 Emily Murphy, Rohit Srivastava

Victory Gardens Theater

Christine Beattie, Project Leader
Chris Mayerfeld, Deputy Project Leader
 Kannan Arumugam, Oge Ezeokoli, Leo Mindyuk, Teresa Napoli,
 Suzanna Novytska, Adam Southard

“ I very much feel that I did something to make the world a little bit better for a few people.”

ALYSSIA PORTEE, DEPUTY PROJECT LEADER

Special Recognition

CHICAGO

CLIENT SELECTION COMMITTEE

Matt Burnham, Eddie Cisneros, Arnita Curtis, Jason Felger, Matt Fisher, Stuart Frankel, Dino Gane-Palmer, Karianne Gomez, Robin Goolsbee, Howard Katz, Romana Khan, Danielle Lazarowitz, Liz Lefkowsky, Peter Lindau, J. Michael Locke, Tracey Pavlishin, Kitty Rothschild, Toby Sachs, Shiven Shah, Ruth Sotak, Eva Stojchevska, Aaron Toppston

SERVICE LINE TRAINERS

Romana Khan, Melissa Lapica, Natalie Tessler, Aaron Toppston

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Harvard Business School
Johnson Graduate School of Management at Cornell
Michigan Ross School of Business
MIT Sloan School of Management
Northwestern Kellogg School of Management
NYU Stern School of Business
Stanford Graduate School of Business
Tuck School of Business at Dartmouth
UNC Kenan-Flagler Business School
University of Chicago Booth School of Business
University of Texas McCombs School of Business
University of Virginia Darden School of Business
The Wharton School at the University of Pennsylvania
Yale School of Management

Clients 2016-2018

Apna Ghar
BUILD
Center for Conflict Resolution
Enrich Chicago
Healthy Schools Campaign
Illinois Joining Forces
MAPSCorps
MetroSquash
Northwest Side Housing Center
Perspectives Charter Schools
The Renaissance Collaborative
The Resurrection Project
St. Martin de Porres House of Hope
University of Chicago Crime Lab
Volunteers of America of Illinois
Youth Outreach Services

“ Coming out of our final meeting and 1) seeing how satisfied the client was and 2) getting a deeper understanding of how all our hard work would impact the organization was really inspiring. That final moment was very rewarding.”

TEAM MEMBER



Peter's Place

Peter's Place provides safe and supportive environments for grieving children and families and acts as a community resource to foster understanding of the effects of death and grief.

STRATEGIC ALIGNMENT



1720 N Street, NW
Washington, DC 20036
202.629.2354

451 Moreno Road
Wynnewood, PA 19096
610.745.3223

1716 N. Winchester Avenue
Chicago, IL 60622
773.848.1706

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