



2014-15 Annual Report

Compass



COMPASS' MISSION IS TO INSPIRE THE ACTIVE ENGAGEMENT OF BUSINESS PROFESSIONALS WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.



On the cover

Live It Learn It

Strategic Alignment
Live It Learn It provides rigorous and engaging opportunities for D.C. public school students to experience firsthand the treasures of the nation's capital.

Emmaus Services for the Aging

Strategic Planning
Emmaus Services for the Aging provides support, advocacy, and services to seniors.



THE YEAR
IN REVIEW

2014-15 saw Compass reach new heights. Our programs in Greater Washington and Greater Philadelphia brought more people than ever into the local nonprofit sectors. Our strategic consulting services remained focused on nonprofit essentials: strategy, governance, funding, and collaborations – with each project tailored to the needs of each individual nonprofit. Our volunteers worked closely with Executive Directors and Board Chairs to address nonprofits’ most pressing challenges and opportunities. Once again, Compass volunteers engaged at a deep level with the nonprofits that impact the communities where they live.

Highlights of the year included:

Greater Washington

- 64 consulting projects
- 386 consulting volunteers
- 14 business professionals placed on 12 nonprofit boards
- 82% of volunteers donated to Compass
- 42% of volunteers report donating to their Compass client

Greater Philadelphia

- 9 consulting projects
- 73 consulting volunteers
- 81% of volunteers donated to Compass
- 50% of volunteers report donating to their Compass client



Our new On Board program in Greater Washington moved from pilot mode to sustainability. Not only are nonprofits eager to find qualified board members from the business community, individuals in the business community are eager to find a board that is a good fit for their interests and skills. Such high interest levels led to our decision to run our On Board program twice per year going forward.

Compass Philadelphia also gained momentum, growing from four pilot projects the previous year to nine projects in 2014-15, and gaining a part-time Executive Director. Positive responses from local nonprofits, businesses and partner schools drove program success and impact in our second year.

We continue to be grateful to all our supporters who contributed financially to Compass through individual donations, foundation grants, and corporate sponsorships. In addition, we feel incredibly fortunate that more than 450 individuals volunteered with nonprofits through Compass in 2014-15. Finally, the Boards of Directors in Greater Washington and Greater Philadelphia, as well as the Advisory Board in Greater Washington, are our biggest champions. To all of you who made this amazing year possible, thank you!

With deep gratitude,

Cathy Bernasek
Board Chair

Suzanne B. Laporte
President

GREATER WASHINGTON

“ We love Compass. So far we did Board Development and then Strategic Fundraising. These Compass projects are among the best capacity building efforts in the city.”

Dance Institute of Washington

Dance Institute of Washington

Funding Strategy

DIW provides young people the opportunity to develop artistically, socially, emotionally and intellectually through dance.



Keegan Theatre

Strategic Alignment

Keegan Theatre is dedicated to developing and supporting extraordinary artists.



National Cherry Blossom Festival

Funding Strategy

NCBF promotes the beauty of nature and international friendship.



Marriott Foundation for People with Disabilities

Strategic Planning

The mission of the Marriott Foundation is to transform the lives of young adults with disabilities through the power of a job.



Insight Memory Care Center

Strategic Alignment

Insight provides services to people with Alzheimer's disease and their families.



Washington Area Bicyclist Association

Strategic Alignment

WABA advocates for better bicycling conditions and transportation choices.



Chess Challenge in DC

Strategic Alignment

Chess Challenge promotes the academic, social, and leadership development of under-served youth.



DCTV (Public Access Corporation of DC)

Strategic Alignment

DCTV provides DC residents the opportunity to create and telecast their own shows on cable television.



Literacy Council of Northern Virginia

Strategic Alignment

LCNV teaches adults the basic skills of reading, writing, speaking and understanding English.



BEST Kids, Inc.

Board Development

BEST Kids is a mentoring organization that empowers youth in foster care.



Empower DC

Strategic Alignment

Empower DC enhances, improves and promotes the self-advocacy of low and moderate-income DC residents.



Urban Alliance

Strategic Marketing

Urban Alliance empowers under-resourced youth through paid internships, formal training, and mentorship.



Free Minds Book Club & Writing Center

Funding Strategy

Free Minds uses books, creative writing, and peer support to encourage DC youth incarcerated as adults.



SOME

Strategic Alignment

SOME helps the poor and homeless by meeting their immediate daily needs and striving to break the cycle of homelessness.

“ I was very impressed with the Compass experience. Our team provided thorough, well-researched and insightful analysis on possible revenue streams. There’s nothing like data driven and solid recommendations to make an ED and Board feel confident and grateful!”

Free Minds Book Club and Writing Center



Street Sense

Funding Strategy

Street Sense offers economic opportunities for people experiencing homelessness.

FRESHFARM Markets

Strategic Marketing

FRESHFARM Markets educates the public about food and environmental issues, and provides economic opportunities for local farmers.



See Forever Foundation/Maya Angelou Schools

Board Development

See Forever creates learning communities for students in lower income urban areas.

DC Bar Foundation

Strategic Planning Year 2

The DC Bar Foundation's mission is to fund, support, and improve legal representation for the disadvantaged.



Easter Seals Serving DCIMDIVA

Strategic Partnerships and Collaborations

Easter Seals provides services to ensure people with disabilities have equal opportunities in their communities.





New Community for Children

Funding Strategy
New Community for Children empowers children to succeed.



St. Ann's Center for Children, Youth and Families

Strategic Marketing
St. Ann's provides residential care and services to abused and neglected children and to single pregnant and parenting adolescents in crisis.



Montgomery County Food Security Collaborative

Strategic Partnerships and Collaborations
The Collaborative increases collaboration among businesses, nonprofits, and food providers to redistribute fresh, perishable food.



Seabury Resources for Aging

Funding Strategy
Seabury provides personalized, affordable services and housing options to help older adults live independently.



Samaritan Ministry of Greater Washington

Strategic Alignment
Samaritan Ministry is a community partnership bringing together people in need.



826DC

Strategic Alignment

826DC works with students and teachers to inspire students to write.

“ I appreciated the opportunity to be a project leader. It taught me valuable skills to also take to the workplace and vice versa. I enjoyed working with a great team of differing backgrounds; each person served a purpose and the project couldn’t have been as successful without these individuals.”

826DC Compass Project Leader



Step Afrika!

Strategic Alignment

Step Afrika! promotes stepping as an educational, motivational and healthy tool for young people.



Reach Incorporated

Strategic Alignment
Reach hires teens to be elementary school reading tutors.

City Gate

Board Development
City Gate helps those on the margins of society participate more fully in the community.



Community Foundation for Northern Virginia

Funding Strategy
CFNV's mission is to grow philanthropy to help meet the most critical needs of Northern Virginia.



Georgia Avenue Family Support Collaborative

Board Development
Georgia Avenue seeks to support children, youth and families in a multicultural community.



Leadership Greater Washington

Strategic Planning Year 2
LGW connects diverse leaders.

“ Although we did not know our Compass Team in advance, the Team approached us in the spirit of a partnership. There was never the “us against them” climate in our deliberations with the Team. The Compass Team provided our organization with a useable blueprint that will benefit our organization long into the future.”

Georgia Avenue Family Support Collaborative

LIFT-DC

Strategic Alignment

LIFT-DC seeks to help community members achieve economic stability.



“ LIFT-DC is embarking on a change of mission to a 2-generation anti-poverty model. The Compass team provided critical background research that helped us to start to change our model!”

LIFT-DC

Friendship Children's Center

Strategic Planning

FCC instills in children a love of learning and the social, emotional, physical, and cognitive skills to thrive.



PEN/Faulkner Foundation

Funding Strategy
PEN/Faulkner builds audiences for literature.



Scholarship Fund of Alexandria

Funding Strategy
SFA provides students with financial aid information to help them attain a meaningful college or post-secondary education.



Washington Stage Guild

Strategic Alignment
Washington Stage Guild produces eloquent plays of idea and argument, passion and wit.



Teens Run DC

Funding Strategy
Teens Run DC empowers underserved youth through a mentoring and distance running program.

“Teens Run DC supports the health and well-being of underserved, low income youth through a distance running, life skills training, and mentoring program. Fundamental to our programming is that learning and growth occur within the context of caring relationships. As we attempt to hold the youth under our care, we have felt so well held by Compass and its team of volunteers. They demonstrated expertise, professionalism, and caring in their process and their product that was invaluable and allows us to move forward as we seek to build our infrastructure and achieve long-term sustainability.”

Teens Run DC



Arcadia Center for Sustainable Food & Agriculture

Board Development
Arcadia is dedicated to creating a more equitable and sustainable local food system.

NOVA ScriptsCentral

Board Development
NOVA ScriptsCentral's mission is to provide quality pharmaceutical care to low-income, uninsured adults and children.

Art Enables

Funding Strategy
Art Enables helps people with developmental disabilities become visual artists.



DC Lawyers for Youth

Funding Strategy
DCLY seeks to improve the DC juvenile justice system.

Turning the Page

Strategic Alignment
Turning the Page ensures students receive educational resources.



Washington Literacy Center

Board Development
The mission of WLC is to raise the literacy level of adults.



Housing Unlimited

Board Development
Housing Unlimited provides affordable, independent housing for adults in mental health recovery.

Stone Soup Films

Funding Strategy

Stone Soup mobilizes professional talent to produce pro bono films that help nonprofits communicate more powerfully.



Voices for a Second Chance

Strategic Alignment

VSC provides essential services to inmates and their families from incarceration through re-entry.



Coalition for Smarter Growth

Strategic Alignment

Coalition for Smarter Growth strives to promote walkable, inclusive and transit-oriented communities.



Culture Shock® DC

Board Development

Culture Shock® DC is dedicated to innovative performance, artist development, and community enrichment.



Community Ministries of Rockville

Board Development

Community Ministries seeks to improve the quality of life for the most vulnerable of Montgomery County residents.

“ For me it is a blessing to have had the opportunity to work with such a dedicated team of professional volunteers. With all my other responsibilities as Executive Director, it probably would have taken more than three years to accomplish what we did with the Compass team in less than a year. To have a dedicated professional team of consultants removing from my shoulders a big project like this one and trusting that it is handled in perfect hands is just priceless.”

Community Ministries of Rockville



KEYS for the Homeless Foundation

Funding Strategy

KEYS for the Homeless provides goods and resources at no cost to the homeless, and to those transitioning to self-sufficiency.



Father McKenna Center

Funding Strategy

Father McKenna serves the poor and homeless.



Friends of the National Zoo (FONZ)

Strategic Alignment

FONZ provides support to the National Zoo through fundraising and volunteers.

Healthy Babies Project, Inc.

Board Development

Healthy Babies helps at-risk DC families have healthy babies and reverse the cycle of poverty.



Latin American Montessori Bilingual Public Charter School

Strategic Planning Year 2

LAMB is a bilingual Montessori public charter school.



Sasha Bruce Youthwork

Strategic Planning Year 2

Sasha Bruce seeks to improve the lives of runaway, homeless, abused, and neglected at-risk youth.



Southeast Ministry

Funding Strategy

Southeast Ministry develops culturally sensitive education programs that address the causes of social problems.



Words Beats & Life

Funding Strategy

Words Beats & Life transforms lives through hip-hop.



Northern Virginia Family Service

Funding Strategy

NVFS empowers individuals and families to improve their quality of life.



banished?productions

Funding Strategy

banished?productions is an avant-pop performance company.



Horizons Greater Washington

Strategic Alignment

Horizons builds problem-solving skills, fosters awareness of community, instills respect, and encourages learning among economically disadvantaged students.



Life Asset, Inc.

Funding Strategy

Life Asset helps alleviate poverty through affordable financial products, services, and education.

GOVERNANCE

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* Indicates company and/or business school.

SPECIAL THANKS

Corporate Supporters

We are incredibly grateful for both financial and volunteer recruiting support from the following corporate partners:

Advisory Board Company
Arnold & Porter LLP
Booz Allen Hamilton
Capital One

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

University of Chicago Booth School of Business
Columbia Business School
Johnson Graduate School of Management at Cornell University
Duke University Fuqua School of Business
Harvard Business School
Michigan Ross School of Business
MIT Sloan School of Management
Northwestern University Kellogg School of Management
NYU Stern School of Business
Stanford Graduate School of Business
Tuck School of Business at Dartmouth
University of Virginia Darden School of Business
The Wharton School of the University of Pennsylvania
Yale School of Management

We also appreciate volunteer recruiting support from the following:

Accenture
CEB
Deloitte Consulting
Hogan Lovells LLP
IBM
PricewaterhouseCoopers
World Bank

We are thankful for financial support from Burness

Booz Allen Hamilton Partnership

Over the years, Compass has benefited from tremendous support from Booz Allen Hamilton. Once again this year, Booz Allen supported Compass through financial sponsorship and volunteer recruitment.

Booz Allen’s commitment to community service was reflected by the 59 Booz Allen consultants who served nonprofits by participating on Compass’ Classic and Micro Projects, and the 60 Senior Associates staffed on the BAH Community Leadership Projects. The talent, dedication, and hard work of Booz Allen volunteers helped generate invaluable strategic guidance for the nonprofit community.

Compass Community Leadership Projects
Managed by Booz Allen Hamilton Volunteers

Global Centurion Foundation
Our Military Kids
Project HOPE
The Phillips Collection
United Through Reading
Vietnam Veterans Memorial Fund

Foundation Supporters

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:

Anonymous
The Morris and Gwendolyn Cafritz Foundation
Community Foundation for Montgomery County
Community Foundation for Montgomery County in honor of Mary Pat Alcus
Diana Davis Spencer Foundation
The Elmo Foundation
The Jovid Foundation
J. Willard and Alice S. Marriott Foundation
The Eugene and Agnes E. Meyer Foundation
Share Fund

And special thanks to Share Fund for partnering with Compass to sponsor Micro Projects for Share Fund grantees.

Event Support

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

Arnold & Porter LLP
Boston Consulting Group
The Eugene and Agnes E. Meyer Foundation

GREATER WASHINGTON DONORS

Compass gratefully acknowledges the generous supporters who made our work with 64 Greater Washington nonprofits possible in 2014-15. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Washington nonprofit community. Every \$1 donated to Compass translates into \$14 of consulting services back to the nonprofit community.

In 2014-15, Compass volunteers provided the market equivalent of \$6.0 million in strategic consulting, free of charge.

GOLD CIRCLE
\$25,000 and above
Cathy and Brian Bernasek

BENEFACTORS
\$10,000-\$24,999
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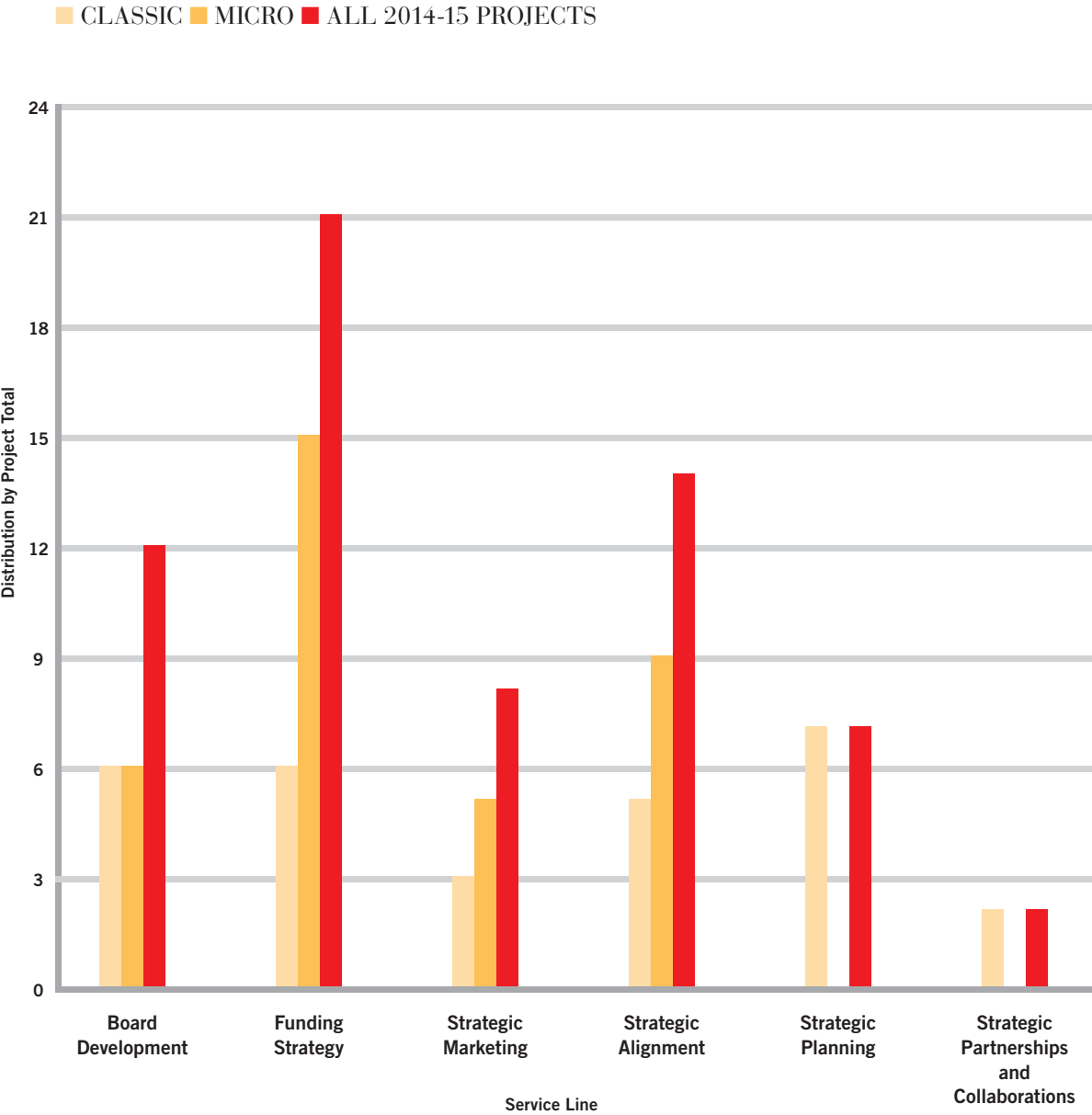
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Marine Korin - Choice Hotels
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Rob Nelson - Booz Allen Hamilton
Dusty Riddle - Capital One
Mihnea Rotariu -
PricewaterhouseCoopers
Dermott Ryan - ExxonMobil
Bryan Schwenker - AARP
Emily Harding - CEB

*2014-15 Compass Volunteers

SERVICE LINE
DISTRIBUTION



Compass provides consulting services in six areas called service lines. Service lines help clients focus the project scope.

VOLUNTEERS

GREATER WASHINGTON
CLASSIC PROJECTS

City Gate
Tim Saunders, Project Leader
Ankit Saraf, Deputy Project Leader
Matt Balaguer, Kelley Dai, Calvin Harris, Taylor Howard, Andrew Lefebvre, Karen Turner

Community Foundation for Northern Virginia
Douglas Henry, Project Leader
Amanda Robison, Deputy Project Leader
Stephanie Galing, Phillip Harper, Fernando Harris, Colin Hood, Catherine Long, Lekha Ragavendran, Dan Schenk, Kyle Seymour

Community Ministries of Rockville
Akosua Baah-Dwomoh, Project Leader
Yuna Sakuma, Deputy Project Leader
Lauren Bleakney, Sam Kim, Rosa Milani, Andrew Morrison, Grant Sawyer, Rachel Sokol

DC Bar Foundation
Brian Sichi, Project Leader
Trey Lundgren, Deputy Project Leader
Sandy Comenetz, Alyona Dubrovina, Sahara Muradi, Tiana Russell, Andrew Seter, Jenny Yin

DCTV (Public Access Corporation of DC)
Bruce Widas, Project Leader
Emily Bradley, Deputy Project Leader
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Easter Seals Serving DCIMDIVA
Jeff Kass, Project Leader
Alex Shapero, Deputy Project Leader
Inga Adams, Marnie Boyer, David Glanbock, Christine Heffernan, Luke Heselden, Olatokunbo Olabode

Emmaus Services for the Aging
Dusty Riddle, Project Leader
Kara Frost, Deputy Project Leader
Jeremy Berkowitz, Tom Carmody, Emily Dillinger, Ben Estabrook, Lili Gangas, Darren Stipe

FRESHFARM Markets
Carol Bloomberg, Project Leader
Logan Gibson, Deputy Project Leader
Rachel Caggiano, Marty Concannon, Kelly Conlin, Mike Rosenthall, Ralph Sonenshine, Lauren Victor

Friends of the National Zoo (FONZ)
Susan Thaxton, Project Leader
Rebecca Robuck, Deputy Project Leader
Chris Argyros, Mackenzie Bright, David Feig, Susan Laws, Bob Winter

Friendship Children's Center
Cena Maxfield, Project Leader
Ben Layman, Deputy Project Leader
Whitney Debevoise, Christopher Magnan, Amy Orr, Kartik Raghupati, Jocelyn Recht, Eileen Schmidt, Sonovia Wint

Georgia Avenue Family Support Collaborative
Sanjay Acharya, Project Leader
Hollie Freeman, Deputy Project Leader
Joe Alcock, Jenny Cabrera, Daron Christopher, Sarah Dean, Naisham Jamshidi, Sungmin Song

Housing Unlimited
Jenny Chen, Project Leader
Nadiv Rahman, Deputy Project Leader
Mike Bernstein, Shannon Espersen, Angela George, Sadhna Gupta, Terry Lin, Anh Nguyen

Insight Memory Care Center
Paula Jacobs, Co-Project Leader
Richard Stern, Co-Project Leader
Stephanie Bennett, Kathy Ng, Wale Omoniyi, Adriel Pond, Arjun Raman, John Strongman

Latin American Montessori Bilingual Public Charter School
Ritija Gupta, Project Leader
Iulia Degeratu, Deputy Project Leader
Mary Borowiec, Elizabeth Bradley, Laura Dalton, Katie Demedis, Diem-Mi Lu, Dan Orzechowski

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Christina McLean, Deputy Project Leader
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Dan Franck, Deputy Project Leader
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Northern Virginia Family Service
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Jeff Sprau, Deputy Project Leader
Beth Braiterman, Matthew Christian, Jasmine Dehghan, Betsy Hanlon, Rosette Melikian, Laurie Schive

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GREATER WASHINGTON

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Katrina Koser, Nathan Solow, Wendy Susswein

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Rohan Batra, Nicholas Birasa, Britt Hinchliff

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Lisa Manning, Wes Panek

Dance Institute of Washington

Alexandra Rosas, Project Leader
Bala Iyer, Sarah Martin, Lillian Wang

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Kelly Hwang, Project Leader
Hugh Le, Liz Miller, Daniel Uquillas

Empower DC

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Cynthia Bell, Natalie Copeland, Nick Martinez

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Marine Korin, Project Leader
Rachel Baylis, Lauren Grass, Erin McCoy, Kara Singsank

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Catherine Manfre, Project Leader
Liz Matis, Jonathan Seidman

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Calder Stembel, Deputy Project Leader
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Sheri Cottam, Isabel Eckstein, Rachel Jacobs

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Ben Korin, Co-project Leader
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Doug Drewry, Mike Robertson, Nalini Rogers, Matt Thomson

Washington Stage Guild

Katie Richmond, Project Leader
Rajendra Kabade, Dan Liebman, Daniel Palmer, Bhругu Pange

Words Beats & Life

LaCole Foots, Project Leader
Dan Aubel, Tiffany Jackson, Rob Martin, Ahson Wardak



ON BOARD

We are excited to announce the formal launch of the Compass On Board program to place business professionals onto local nonprofit boards. The On Board program builds on Compass’ experience of providing pro bono strategic consulting to local nonprofits, furthering our mission to inspire the active engagement of business professionals with their local nonprofits.

In the spring of 2015, we placed 14 candidates on the following 12 nonprofit boards:

- Adventure Theatre MTC*
- All Ages Read Together
- Center for Inspired Teaching
- Community Foundation for Loudoun County
- Georgia Avenue Family Support Collaborative*
- Home Care Partners
- Horizons Greater Washington
- Iona Senior Services
- Loudoun Interfaith Relief
- Mental Health Association of Montgomery County
- Rebuilding Together Montgomery County*
- Wonders Child Care Center

* More than one On Board candidate placed on the nonprofit board of directors. In addition, one candidate joined the boards of two nonprofits.

We would like to thank the On Board Task Force for their extensive research and planning, and Compass Advisory Board members who supported this year’s program through interviews with both candidates and nonprofits.

On Board Task Force

Chair: John Collins; Members: Phyllis Caldwell, Cassandra Hanley, Burgess Levin, Laurie MacNamara, and Nalini Rogers

On Board Selection Committee

Cathy Bernasek, Phyllis Caldwell, John Collins, Gary Friend, Hope Gleicher, Cassandra Hanley, Hilary Joel, Mohamed Kande, Jeff Kass, Burgess Levin, Mary Stuart McCamy, Laurie MacNamara, Julie Maner, Karen Mazze, Nick Reding, Amanda Robison, Nalini Rogers, Nowell Rush, Craig Schultz, Hallie Smith, Mark Walsh, and Andrew Young



SPECIAL
RECOGNITION

Akosua Baah-Dwomoh for serving as the Booz Allen Hamilton liaison.

Howard Hyde for recruiting and coordinating Arnold & Porter volunteers.

Tommy Tysse and **Amanda Robison** for assisting with volunteer selection.

Dan McVane for assisting with our audit.

Joseph Suarez, Executive Advisor, Community Partnerships at Booz Allen Hamilton, for his continued support of Compass.

2014-15 Greater Washington Client Selection Committee

Jennifer Blasko, Carol Bloomberg, Glen Buckles, Michael Dickson, Mollie Dougherty, Noran Eid, Hope Gleicher, Cassandra Hanley, Fernando Harris, Paula Jacobs, Ben Jarvis, Laurie MacNamara, Mary Stuart McCamy, Lucretia Risoletto, Amanda Robison, Rebecca Robuck, Emil Skoden, Susan Thaxton, Paul Wardour, Bob Winter, and Ari Zentner

Greater Washington Project Advisors

Brett Crawford, Jennifer Gennaro-Oxley, Neena Graham, Michael Kim, Bud Moeller, John Nolan, Susan Park, Natalie Robinson, Nowell Rush, and Emil Skodon

Greater Washington Service Line Trainers

Carol Bloomberg, Brett Crawford, Gary Friend, Jennifer Gennaro-Oxley, Michael Kim, and Jeanne Simon

Greater Washington Project Leader Selection Committee

Cathy Bernasek, Cassandra Hanley, Julie Maner, Karen Mazze, and Hallie Smith

Compass Summer Interns

Rachel Dow, Eunice Kim, and Lauren Sokal

We would like to wish luck to our volunteers who enrolled in MBA programs this fall.

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Adventure Theatre MTC
Alexandria Red Cross
Alexandria Seaport Foundation
Alzheimer’s Association
American Red Cross
Anacostia Watershed Society
Annapolis Symphony Orchestra
Arc of Northern Virginia
Arcadia Food
Arena Stage
Arlingtonians Meeting
Emergency Needs
Art Enables
Arts & Humanities Council
of Montgomery County
Aspire Counseling
Audubon Naturalist Society
Ayuda
B.E.L.L. Foundation
banished?productions
Barker Foundation
BEST Kids
Black Student Fund
Boys & Girls Clubs of
Greater Washington
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Bright Beginnings
Briya Public Charter School
Byte Back
C&O Canal Trust
CASA for Children of DC
Calvary Women’s Services
Campagna Center
Capital Area Asset Builders
Capital Area Food Bank
Capital Partners for Education
Carlos Rosario International
Career Center
Carpenter’s Shelter
Catalogue for Philanthropy
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Center for Nonprofit Advancement
Chelsea School
Chess Challenge in DC
Child & Family Network Centers

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DC Bar Foundation
DC Employment Justice Center
DC Law Students in Court Program
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Emmaus Services for the Aging
Empower DC
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Environmental Resources Trust
FACETS Cares
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Family and Child Services
Father McKenna Center

For Love of Children
Free Minds Book Club &
Writing Workshop
FRESHFARM Markets
City Gate
Friends of Guest House
Friends of the National Arboretum
Friends of the National Zoo (FONZ)
Friendship Children’s Center
Georgia Avenue Family
Support Collaborative
Girls on the Run – DC
Good Shepherd Housing and
Family Services
Greater Prince William Community
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Habitat for Humanity of
Northern Virginia
Healthy Babies Project
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Hispanic Committee of Virginia
Home Care Partners
Homestretch
Hope and a Home
Hopkins House
Horizons Greater Washington
Horton’s Kids
Housing Unlimited
Howard University School
of Communication
Humanities DC
Identity, Inc.
Imagination Stage
IMPACT Silver Spring
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Jovid Foundation
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KEYS for the Homeless Foundation
Kid Power
Kidsave International
Kingsbury Center
Lab School
Language ETC
Latin American Montessori Bilingual
Public Charter School
Latin American Youth Center

Latino Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
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LIFT-DC
Linden Resources
Literacy Council of Northern Virginia
The Literacy Lab
Live It Learn It
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Montgomery County
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Musical Theater Center
My Sister’s Place
National Building Museum
National Center for Children
and Families
National Cherry Blossom Festival
National Child Research Center
National Conservatory of
Dramatic Arts
National Family Caregivers Association
National History Day
National Trust for
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National Women’s History Museum
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New Hope Housing
Nonprofit Roundtable of
Greater Washington

Northern Virginia Area Health
Education Center
Northern Virginia Family Service
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Riding Program
NOVA ScriptsCentral
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Oatlands
Parent Encouragement Program (PEP)
The PEN/Faulkner Foundation
Perry School Community
Services Center
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Scholarship Fund of Alexandria
Seabury Resources for Aging
See Forever Foundation/Maya Angelou
Schools
Senior Services of Alexandria
Signature Theatre
Sitar Center for the Arts
So Others Might Eat (SOME)
Southeast Ministry
Special Love
St. Ann’s Center for Children,
Youth and Families
Step Afrika!
Stepping Stones Shelter
Stone Soup Films
Stop Child Abuse Now (SCAN)
Street Sense

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Teens Run DC
Theatre Lab
Theatre Washington
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Treatment and Learning Centers
Turning the Page
Two Rivers Public Charter School
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United Planning Organization
Urban Alliance
Vanguard Services Unlimited
Vehicles for Change
Vida Senior Centers
Visitors’ Service Center
Voices for a Second Chance
Volunteer Fairfax
Volunteers of America – Chesapeake
Washington Area Bicyclist Association
Washington Area Community
Investment Fund
Washington Ballet
Washington Literacy Center
Washington Middle School for Girls
Washington National Cathedral
Washington Performing Arts Society
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Washington Yu Ying
Public Charter School
Wendt Center for Loss and Healing
Wesley Housing Development
Corporation
Winrock
Women’s Collective
Wonders Child Care Centers
Words Beats & Life
Workforce Organizations for
Regional Collaboration
Yachad, Inc.
Yellow Ribbon Fund
YMCA of Metropolitan Washington
YouthBuild Public Charter School
YWCA of the National Capital Area

GREATER PHILADELPHIA

“The Compass Team provided more than we bargained for. Fresh eyes and considerable expertise offered insights that we had never considered.”

Hope Partnership for Education

Habitat for Humanity Philadelphia

Strategic Alignment

Habitat transforms lives by building quality homes and providing critical home repairs.





Hope Partnership for Education

Strategic Alignment

Hope Partnership's mission is to break the cycle of poverty through education.

Mercy Neighborhood Ministries of Philadelphia

Board Development

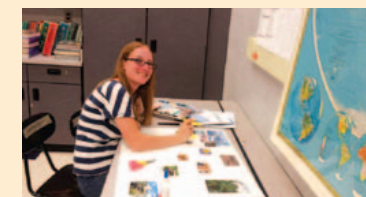
Mercy Neighborhood Ministries responds to the needs of the working poor in the Tioga-Nicetown community.



SeniorLAW Center

Strategic Alignment

SeniorLAW Center protects the rights of older Pennsylvanians through legal representation, education and advocacy.



Chester County OIC

Strategic Alignment

Chester County OIC provides adult basic literacy education and life skills programs, including programs for developmentally disabled adults.

Programs Employing People

Funding Strategy

PEP facilitates employment and meaningful work for individuals with intellectual disabilities.

“When bright, productive minds come together that can scrutinize an organization with objectivity, it can create a powerful information source that allows that organization to examine its own potential. That was the case with Compass and Chester County OIC. The engagement with Compass volunteers seems to have brought us light years ahead in our development. And it has had a trickle over (not down) effect from board to staff. They delivered wonderful, usable output that we began to use immediately.”

Chester County OIC



Community Learning Center

Strategic Partnerships and Collaborations

CLC provides adult basic education, GED, English language, and literacy classes to low-income adults.

Philadelphia Works

Strategic Partnerships and Collaborations

Philadelphia Works funds and provides job training and job placement, and researches workforce trends.



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* Indicates company and/or business school.

SPECIAL THANKS

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

- Columbia Business School
- Johnson Graduate School of Management at Cornell University
- Duke University Fuqua School of Business
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- Michigan Ross School of Business
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- Stanford Graduate School of Business
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- University of Virginia Darden School of Business
- The Wharton School of the University of Pennsylvania

We appreciate volunteer recruiting support from the following:

- Accenture
- Blank Rome LLP
- Comcast
- Mercer
- PricewaterhouseCoopers
- Towers Watson

We are thankful for financial contributions from the following:

- Bryn Mawr Trust
- IBM
- Mercy Neighborhood Ministries of Philadelphia

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:

- Dolfinger-McMahon Foundation
- Independence Foundation
- MKM Foundation
- The Philadelphia Foundation - William P. Gest Memorial Fund #1

Event Support

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

- Four Seasons Hotel, Philadelphia
- Blank Rome LLP
- Chuck Block & CityCoHo
- Pew Charitable Trusts
- Scattergood Foundation
- Towers Watson



DONORS

Compass gratefully acknowledges the generous supporters who made our work with nine Greater Philadelphia nonprofits possible in 2014-15. 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 \$14 of consulting services back to the nonprofit community.

In 2014-15 Compass volunteers provided the market equivalent of \$1.4 million in strategic consulting, free of charge.

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Donors to Compass' first year in Philadelphia.

\$5,000 AND ABOVE

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\$2,500-\$4,999

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EXPANSION SUPPORT FROM GREATER WASHINGTON

Current and former members of the Compass Board of Directors provided personal donations to match the first \$15,000 of individual donations in Philadelphia. We are extremely grateful to the following people from Greater Washington who provided financial support for Compass' expansion to Greater Philadelphia:

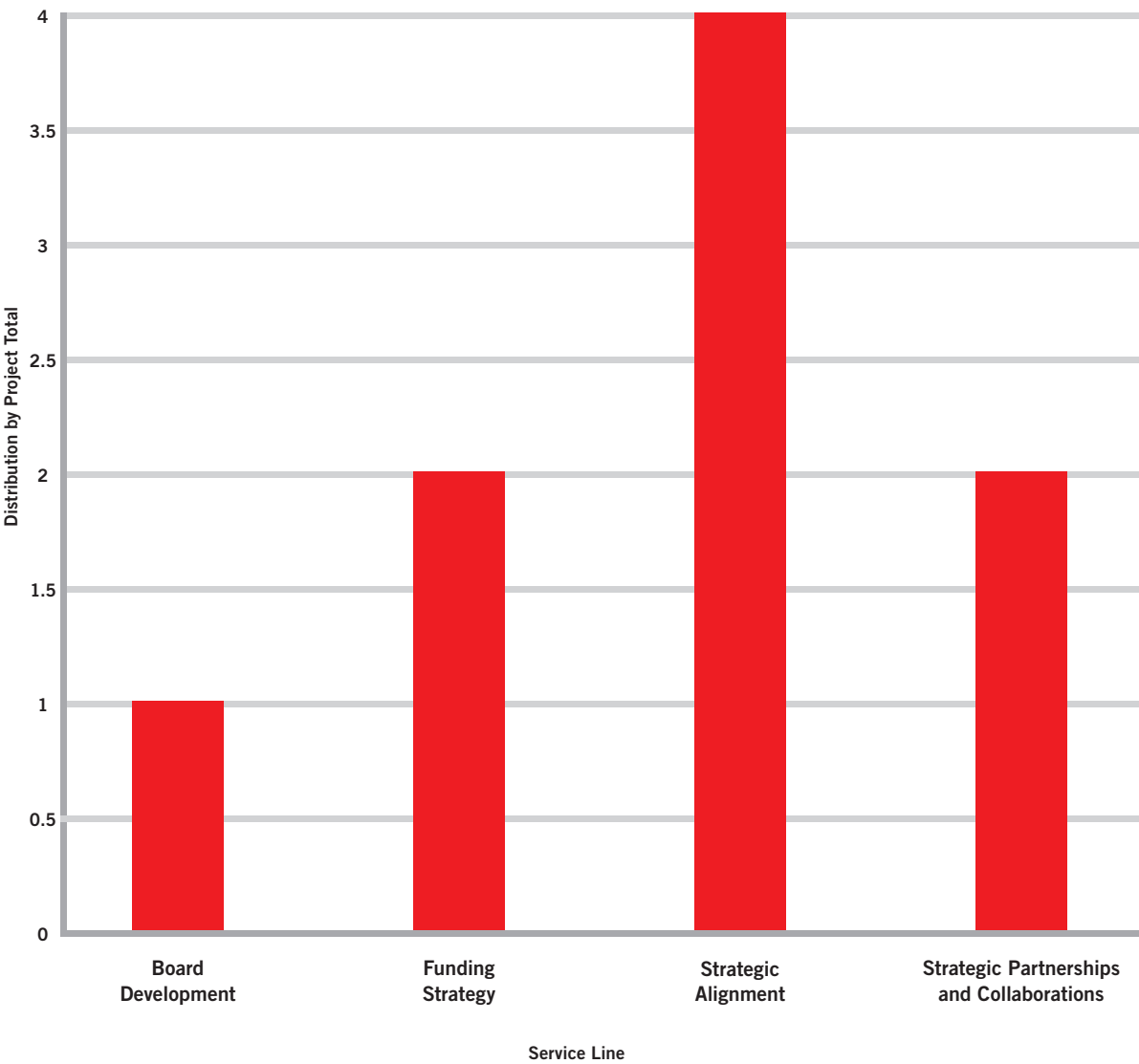
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Mark Walsh and Polly Vail
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Robert and Carole Winter
Linda and Bob Youngentob

*2014-15 Compass Volunteers



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■ ALL 2014-15 PROJECTS



Compass provides consulting services in areas called service lines. Service lines help clients focus the project scope.

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Jonathan Martha, Deputy Project Leader

Mallory Briggs, James Bullock, Angela Kassahun, Sriram Subramanian, Bruce Walk

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Sankar Bhamidipaty, Project Leader

Lily Cappelletti, Deputy Project Leader

Chenard Cherilus, Keith Day, Marcie Landsburg, Katy Lichtenstein, Nishi Shah, Charmel Sippio, Alex Tanker

Habitat for Humanity Philadelphia

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Ginger Lederman, Deputy Project Leader

Abe Kwon, Hannah Murnen, Wendy Ney Manley, Gary O'Brien, Julie Orts, Hope Wohl

Hope Partnership for Education

Lee Jones, Project Leader

Melissa Silva, Deputy Project Leader

Isaac Esseku, Melissa Gapud, Aashish Goswami, Zeke Lim, Michael Plunkett, David Sauvagnat

Mercy Neighborhood Ministries of Philadelphia

Lawana Dumas, Project Leader

Anton Burnette, Deputy Project Leader

Doug Bloom, Angelica Capper, Jon Cooper, Kange Kaneene, Sohel Kahn, Jim Wiltsee, Becca Zinn

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SeniorLAW Center

Judy Franciotti, Project Leader

Michael Paek, Deputy Project Leader

Jamil Bashir, Bhavana Gupta, Rob Levin, Bonnie O'Rourke, Mike Peterson, Mathew Rotenberg

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EXPERIENCE

Judit Nagy-Eichelberger

Project Leader

Pennsylvania Academy of the Fine Arts (PAFA)

I first learned about Compass through the Duke University Fuqua School of Business network. My Compass team was made up of professionals with experience in investment banking, public broadcasting, consulting, corporate law, and development work at an art museum. We organized several social gatherings to get to know one another and quickly became a close-knit group of friends and teammates. The junior consultants found mentors in the more seasoned MBAs on the team, a dynamic that only made our team stronger. The group had fun learning about two industries that were unfamiliar to most of us- art museums and art schools.

Our client, Pennsylvania Academy of the Fine Arts (PAFA), was founded in 1805 and is the nation's first school and museum of fine arts. PAFA wanted help with its enrollment, which had declined during the previous five years. My team interviewed more than 100 people including PAFA staff, current students, alumni, employees, the board of directors, and members of the arts and art school community. We took a more holistic approach and realized that there is no silver bullet to increase admissions. Instead, PAFA needs to improve its reputation by implementing a multi-approach strategy. The president and the board of directors were incredibly understanding of the project from the start. Their support made this project both successful and fun. Members of my team are continuing a dialogue with PAFA and its new dean of the art school to discuss the team's findings and how PAFA can continue to reach its goal of increasing student enrollment.



Pennsylvania
Academy of
the Fine Arts

Funding Strategy

PAFA trains professional fine artists, collects and exhibits American art, and provides art education.

CLIENTS 2013-2015

American Red Cross – Southeastern
Pennsylvania Chapter
Chester County OIC
Community Learning Center
Diversified Community Services
Habitat for Humanity Philadelphia
Hope Partnership for Education
Mercy Neighborhood Ministries of Philadelphia
Pennsylvania Academy of the Fine Arts (PAFA)
Philadelphia Works, Inc.
Programs Employing People
SeniorLAW Center
Women’s Center of Montgomery County

SPECIAL
RECOGNITION

2014-15 Greater Philadelphia Client Selection Committee

Jack Crowley, Sharon Gallagher, Brent Martin, Dan
Rhynhart, Leily Saadat-Lajevardi, Amy Sennett, Melissa
Silva, Heather Sonnenberg, and Rich Sternhell

Greater Philadelphia Project Advisor

Carl Grossman

Greater Philadelphia Project Leader Selection Committee

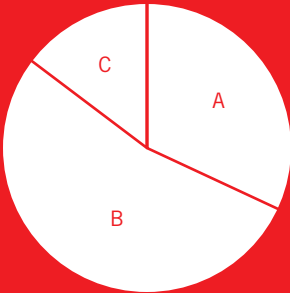
Jack Crowley, Brent Martin, Dean Miller, and Dan Rhynhart

We would like to wish luck to our volunteers who enrolled in
MBA programs this fall.

“ From all of us at SeniorLAW Center, our heartfelt thanks! For your many, many hours of volunteering, expertise, business acumen and strategic insight. Your work will make an enormous impact in the lives of thousands of older women, veterans, grandparents and families, facing violence, homelessness, exploitation and poverty. And will for years to come. You inspire us to be our best!”
SeniorLAW Center

COMPASS

REVENUE
AND EXPENSES

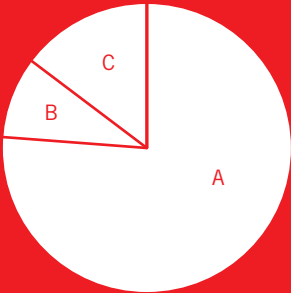


REVENUE

Individuals (A)
31%

Foundations (B)
57%

Corporations (C)
12%



EXPENSES

Program (A)
75%

Management and General (B)
11%

Development (C)
14%

STRATEGIC
PLAN

The Compass strategic plan priorities:

- Geographic Expansion
- Community of Volunteers
- Intellectual Quality
- Long-term Engagement
- Sustainable Funding
- Organizational Structure

AWARDS

In November 2014, Suzanne Laporte, President of Compass, received the Women Who Mean Business Award from the *Washington Business Journal*.

STAFF
LISTING

Compass National

Suzanne Laporte
President

Anne Hefter
Director of Development
and Strategic Initiatives

Elizabeth Elliott
Assistant Program Manager

Washington, DC

Kristalee Overdahl
Deputy Executive Director

Nalini Rogers
Program Manager – On Board

Philadelphia, PA

Beth Dahle
Executive Director

Girls on the Run –
DC

Strategic Alignment
GOTR inspires girls to be joyful,
healthy and confident.



Compass



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